

NAMIBIA BUSINESS REVIEW

Where Business meets ideas

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Workers afraid to report low salaries

> Experts call for tough penalties for employers breaking minimum wage rules



• VERIPUAMI KANGUMINE

LABOUR experts are calling for tougher penalties and stronger enforcement of Namibia's minimum wage laws, warning that fear of job losses is keeping workers silent even as allegations of non-compliance persist in parts of the retail sector.

The calls come amid allegations by employees of Namibian-Bangladeshi-owned retail store Al-Amin that they are still being paid below the national minimum wage despite government regulations that took effect last year.

The allegations have also renewed concerns about the ability of workers to report labour violations in an environment marked by high unemployment and a growing backlog of labour disputes.

CONTINUE ON PAGE 2

• STAFF WRITER

NAMIBIA must urgently find ways to meet the growing water needs of its green hydrogen industry without putting pressure on water supplies for households, experts have warned.

Speaking at the DryHy Research Workshop in Windhoek last week, Director of the Institute for Energy and Climate Research (IEK), Rudiger Eichel, said the country's green hydrogen ambitions will require large volumes of highly purified water at a time when Namibia remains one

Green hydrogen plans put pressure on Namibia's water



> Rudiger Eichel



> Nelago Indongo

of the world's most water-scarce nations.

"Namibia has huge potential for green hydrogen because of its vast renewable energy resources. What we have, however, to take into account is the water-energy nexus," Eichel said.

Namibia receives an average of about 250 to 350 millimeters of rain per year, making it the driest country in sub-Saharan Africa.

However, this rainfall is heavily skewed and varies drastically depending on the region.

At the same time, the country is positioning itself as a major green hydrogen producer. It currently hosts eight large-scale green hydrogen and green industrialisation projects with a combined investment potential of about €20 billion (N\$390 billion to N\$410 billion).

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Last year, the Ministry of Labour, Industrial Relations and Employment Creation increased the National Minimum Wage to N\$18 per hour for all employees and introduced a three-year plan to gradually increase minimum wages for security guards, domestic workers and agricultural labourers.

Under the new wage structure, employees earning below N\$18 per hour were expected to receive the first adjustment in January 2025.

However, employees at Al-Amin allege that they continue to earn well below the prescribed minimum wage and fear reporting the matter to authorities because they could lose their jobs.

Their allegations come at a time when the Office of the Labour Commissioner has already acknowledged a significant case backlog. Earlier this year, the office announced that more than 950 labour dispute cases remain unresolved, with some stretching beyond three years due to frequent postponements.

Labour experts say such delays only deepen workers' reluctance to come forward.

UNDERPAID AND AFRAID

Ndapewa Phillemon, an employee of Al-Amin who asked **Namibia Business Review** to use a pseudonym due to fears of being fired, says she earns N\$ 3 200 per month despite working seven days a week.

Phillemon says she is left with nothing after she pays her rent and sends money back home to her parents in the north, who are taking care of her children.

"I barely have any money left after I pay my rent for N\$ 1 800 and send money back home to pay parents who are taking care of my children," she said.

Phillemon says that she has resorted to walking to work and sells perfume as a side hustle to buy groceries.

The retail employee who has been working at Al-Amin for over six years says that her employer allegedly pays them below the table and refused to compensate them double for working done on Sundays

and public holidays.

"I want the situation to change but we are afraid of the consequences of reporting him, even talking to you will cost us our jobs," she said.

Florence Doeseb, another employee who wishes to speak under a pseudonym, said that their employer allegedly threatens to fire them for asking for a raise.

"If I ask for a salary increase he says he will fire me. Everything is very expensive but my salary is still the same. We don't even get payslips from our boss to even proof that we are employed," she said.

Doeseb who has been working for the retailer for four years says they work for nine hours a day without lunch breaks.

A former employee of Al-Amin who wished not to be identified said she quit her job after discovering that her employer had not made contributions to the Social Security Commission when she applied for maternity benefits following the birth of her child.

"He is paying us pennies and lies about paying Social Security. I went there after I gave birth and I was told my employer never paid anything for us," she said.

Al-Amin owner Bul Bul Mollah denied the allegations of underpaying his employees and forcing them to work on Sundays and public holidays without any compensation.

"We pay the normal fee of N\$ 20, then I pay double that on Sundays. I ask them if they want to work. I don't force them to work," he said.

Mollah added that he has an accountant who keeps track of all payroll, taxes and social security payments.

The retail owner however could not provide the information of his accountant to verify the social security account.

"I'm outside the country, my mother is very sick. I'm coming on the 19th of this month and then we can do a proper investigation," he said.

STRICT PUNISHMENTS

Labour expert Diaz Kavu said that many retail employees endure unlawful treatment in the workplace in silence due to the fear of losing their jobs which are often their only source of income.

"As a labour expert, I find it deeply concerning that many retail employees remain

afraid to report employers who fail to comply with the new minimum wage requirements. Most workers depend entirely on their salaries to survive and support their families. As a result, they often endure unlawful treatment in silence because they fear losing their jobs," he said.

Kavu questioned the role of labour inspectors who do not actively monitor and conduct inspections around workplaces and investigate whether employers are complying with the labour laws.

He called on the Ministry of Justice and Labour Relations to intensify unannounced inspections in the retail sector and enforce harsher punishment for employers who are not adhering to the labour laws.

"Inspectors should conduct unannounced visits, examine payroll records, verify working hours, and ensure that employees are receiving payslips and lawful remuneration. Employers found violating labour laws should face meaningful consequences, including orders to pay outstanding wages, overtime, and statutory penalties," he said.

He said the practice of employers paying employees "under the table" without issuing payslips that allows employees to verify their wages, overtime, deductions and hours worked creates an environment where exploitation can thrive unchecked.

Ministry of justice and labour relations spokesperson Maria Hedimbi did not respond to questions sent by the time of going to press.

Labour expert Herbert Jauch said the high level of unemployment in Namibia creates the breeding ground for employers to violate their workers rights as workers fear they can be easily replaced.

"In a situation of high levels of unemployment as we see in Namibia today.

The fear is real and many of the workers know that they can be easily replaced when they demand their rights,"

"When workers insist on justice, it helps employers to oppress them further and to continue with those kinds of abuses. It's a very, very sad scenario that urgently needs to change," he said.

He said employees will continue to fear repercussions of reporting their employ-

ers to the Labour Commissioner until the employers are held accountable.

"There is a widespread fear amongst employees in the retail sector, but also in other sectors of our economy about reporting employers to the labour commission, for violating workers rights such as the minimum wage rates, such as adherence to basic conditions of employment and basic workers' rights," he said.

He also called on the labour ministry to re-establish workshops to educate employees on their rights to unionise and work collectively to improve their working conditions and for protections.

Jauch called on the government to employ more labour inspectors to ensure that every sector in the country is monitored and that employees work no more than 45 hours per week and have rest days.

"I know there are far too few labour inspectors to start with.

This has been a problem for decades already. And unless the government finds a way of rectifying that and ensuring that workplaces are inspected regularly and such abuses are ended, it's difficult to foresee how such malpractices can be stopped," he said

Corporate governance expert Ntelamo Ntelamo said employees should be able to report non-compliance of employers without fear of losing their jobs.

"Employees must report non-compliance without fear, unless of course we have a system that fails to protect employees when they are found out by their employers to have reported them for non-compliance. If Namibia is a country of laws, I see no reason why a defaulting employer must not be reported and be dealt with appropriately as the law provides," he said.

He called on the affected employees to launch an application with the Labour Commissioner and or approach relevant trade unions to attend the problem on their behalf.

Ntelamo said employees have the same claims to the profits of a company they work for as they contributed in some direct way to realising the profits and called on the ministry of labour to enforce the labour laws of the country across industries.

NBR

The flagship project is the Hyphen Hydrogen Project in the Tsau //Khaeb National Park, which is expected to attract investment of around US\$10 billion (N\$180 billion to N\$200 billion).

According to the International PtX Hub's Sustainability Briefing, producing one kilogramme of hydrogen through water electrolysis requires between nine and 30 litres of fresh water.

Eichel said this creates a challenge for countries such as Namibia, where water is already under pressure.

"To produce green hydrogen with state-of-the-art technologies, you need water of a high purity, even higher than drinking water. But if you want to produce green hydrogen, you certainly do not want to take away drinking water from your population," he said.

He said Namibia should invest in technologies that can produce highly purified

water for industrial use while also supporting national water needs.

That challenge is at the centre of the DryHy research project, which is exploring ways to produce hydrogen and methanol without relying on groundwater or infrastructure.

The research programme has been running from 2024 and is expected to conclude this year.

Eichel said the project was designed to answer a simple question: can green hydrogen technologies produce more water than they consume?

"We asked ourselves whether we can develop a technology that is water-positive and suitable for arid regions.

If successful, it could even produce surplus demineralised water for other uses," he said.

Namibia is already investing heavily in water security.

In 2025, the government allocated

N\$2.8 billion under the Medium-Term Expenditure Framework for priority water and sanitation infrastructure.

The funding covers rural water supply schemes and sanitation facilities.

The country has also spent N\$45 million on a joint feasibility study with South Africa for the Noordoewer-Vioolsdrift Dam project.

Speaking at the AU-AIP Water Investment Summit last year, Inge Zaamwani-Kamwi said water security is closely linked to food production, energy supply, public health, tourism and economic competitiveness.

Executive Director of the Southern African Science Service Centre for Climate Change and Adaptive Land Management, Nelago Indongo, said new industrial projects must be designed with water efficiency in mind.

"The innovations being advanced through the DryHy project are well suited to Namib-

ia's conditions as an arid country, where climate-resilient and resource-efficient solutions are essential for sustainable growth and development," she said.

DryHy Research Project Coordinator Peter Letmathe said the next step is to build a pilot plant in Namibia to demonstrate the technology's commercial viability.

"We aim for business models that are socially beneficial.

The next phase must be a pilot project here in Namibia. From there, we can move towards commercialisation and broader use by society," Letmathe said.

The DryHy project brings together several research institutions, including the Southern African Science Service Centre for Climate Change and Adaptive Land Management, Forschungszentrum Jülich and RWTH Aachen University.

Industry partners include Volkswagen Group and FEV Europe GmbH. **NBR**

Govt moves to develop green industry investment plan



• STAFF WRITER

NAMIBIA has started developing a Sectoral Transformation Investment Plan to guide investment in its green industries.

National Planning Commission Director-General Kaire Mbuende said the plan will act as a practical roadmap for identifying priority investments, improving coordination, and aligning institutions.

He said this on Monday at the opening of a joint mission under the Climate Investment Funds Industry Decarbonisation Programme in Windhoek.

"This plan will help Namibia access concessional climate finance and broader development support," he said.

Mbuende said the mission is the result of coordinated work between the Ministry of Finance, the Environmental Investment Fund, the Namibia Green Hydrogen Programme, the Climate Investment Funds Secretariat, the World Bank Group, the International Finance Corporation, and the African Development Bank.

Mbuende said Namibia was selected for the programme because of its potential to contribute to global decarbonisation while advancing national development priorities.

According to him, the selection gives Namibia an opportunity to speed up investment in renewable energy, green hydrogen, green industrial value chains, and supporting infrastructure.

"The Climate Investment Funds Industry Decarbonisation Programme is important for three reasons. It can unlock concessional resources needed to address infrastructure gaps and reduce the high cost of capital that often constrains industrial development in emerging



> Kaire Mbuende

economies," he said.

Mbuende said the success of the investment plan will depend on strong collaboration, technical analysis, and a shared commitment to Namibia's development goals.

He said the plan must align with national priorities, respond to investment realities, and attract both public and private capital.

He added that the fund supports value chain development by linking energy generation, industrial production, logistics, infrastructure, and export development.

"As we develop the Sectoral Transformation Investment Plan, we should focus on practical issues such as identifying projects ready for implementation, selecting strategic infrastructure shared across industries, and maximising job creation, local content, participation of local enterprises, and skills development," Mbuende said.

He said the government is prioritising ensuring that communities benefit from the green industry.

"The work undertaken so far, including consultations in the Erongo and //Karas regions, has provided valuable insights on infrastructure readiness, local participation, environmental considerations and community expectations. These engagements have reinforced the importance of ensuring that green industrialisation is both nationally coordinated and locally inclusive," he said.

He added that further consultations will be held in other regions to strengthen national ownership of the process.

Mbuende said the joint mission is a key opportunity to refine Namibia's investment plan. Over the coming days, government, development partners, financiers, technical experts, the private sector, and civil society will review priorities, assess financing options, and improve implementation arrangements.

"We must also address the barriers that could prevent projects from reaching financial close. These include infrastructure constraints, regulatory readiness, grid capacity, water supply, logistics requirements, market demand, environmental safeguards and financing structures," he said.

World Bank lead energy specialist Na-

dia Taobane said the joint mission is an important milestone in Namibia's efforts to turn its green industrialisation goals into a structured and financeable investment programme.

She said Namibia has an opportunity to use its renewable energy resources, mineral base, and emerging green industrial ecosystem to build competitive low-carbon industries and enter new value chains.

She added that the programme is timely as Namibia advances its Green Industrialisation Blueprint and Sixth National Development Plan.

"In this context, the CIF Industrial Decarbonisation Programme can help Namibia address these policy objectives in an integrated manner.

Particularly by deploying concessional resources that can help reduce risks linked to first-of-a-kind technologies, address financing and infrastructure gaps, and mobilise private capital," she said.

Taobane said the mission provides an opportunity to focus on practical interventions, effective implementation, and long-term sustainability.

She said this includes creating conditions that can turn Namibia's green industrialisation goals into bankable projects, inclusive growth, and measurable development results.

"We look forward to continuing our discussions throughout this mission on how concessional finance could be used strategically to mitigate risks, improve bankability, and mobilise commercial investment while contributing to green industrialisation and job creation in Namibia," she said. **NBR**

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De Beers CEO sees sale of diamond firm in 'weeks not months'

• BY CLARA DENINA, IZABELA NIEMIEC AND TOM DALY

A sale of De Beers, Anglo American's (AAL.L), opens new tab diamond unit, has never been closer, its CEO said on Tuesday, adding that a deal could come within weeks.

Anglo put De Beers - one of the world's leading diamond companies with operations and exploration spanning Botswana, Namibia, Angola, South Africa and Canada - up for sale in May 2024 as part of a broader restructuring amid falling diamond prices and the global rise of synthetic diamonds.

"I'm hopeful that it'll happen in weeks rather than months going forward," De Beers CEO Al Cook said in an interview at the Reuters NEXT Europe conference in London. "It's been a two-year period. There's been a lot of negotiations. They're now maturing. We've never been closer than we are to a sale."

The unit has attracted interest from the governments of Botswana, which al-



Al Cook

ready holds a 15% stake, Namibia and Angola, opens new tab. They are members of consortia with companies interested in buying Anglo's 85% stake, according to sources.

"I think what's good for us is we've had countries that really understand dia-

monds," Cook said.

"We've had consortia and companies that know a lot about diamonds wanting to take stakes. So we've got all the ingredients for a really powerful public-private partnership. But as with all deals, we need to get it over the line."

Sources previously told Reuters there are two consortia still vying to take stakes in De Beers, down from six in 2025.

The two remaining consortia include governments of diamond-producing countries, ex De Beers CEO Gareth Penny, now chair of asset manager Ninety One, a Qatari investment fund and Israeli businessman Nir Livnat.

DIAMONDS BECOMING RARER

Demand for diamonds globally had fallen for three years in a row before a recent

pick-up, Cook said, pointing to the plunging marriage rate in China and its knock-on effect on purchases of engagement rings. Nonetheless, Cook said wider mine closures in South Africa, Lesotho and Canada by the end of 2027 will lead to a contraction of global supply.

"The whole industry has only made one commercial diamond discovery in the 21st century.

So overall, we expect to see demand contract over time and diamonds will become rarer," Cook said.

Cook added that De Beers has been steadily cutting its own supply of stones to the market, adding that he saw a "K-shaped" economic recovery, where higher-quality diamonds are increasingly sought after, with lower quality stones remaining at depressed prices. ***Reuters**

CRAN refuses to change decision on Starlink licence



Emilia Nghikembua

Communications Act and applicable regulatory criteria. CRAN Chief Executive Officer Emilia Nghikembua said the regulator remains committed to lawful and transparent regulation.

"CRAN remains committed to fair, transparent and lawful regulation. Innovation and connectivity are important, but they must advance within the framework of the law. Regulatory certainty and compliance are essential to a secure and competitive communications sector," she said.

CRAN further noted that while Low Earth Orbit satellite technology can support national connectivity goals, all operators must comply with Namibia's legal framework.

It said Starlink's application remained non-compliant with ownership and control requirements under Section 46 of the Communications Act, No. 8 of 2009.

The Authority added that exemptions under Section 46(2) fall under the Minister of Information and Communication Technology and cannot be determined through a CRAN reconsideration process.

CRAN also dismissed Starlink's own reconsideration application filed under Section 31 of the Act, saying it was submitted outside the prescribed statutory period. It said neither the Communications Act nor the relevant regulations give it power to condone late filing.

The regulator further noted that a signed public petition submitted on 17 June 2026 also fell outside the statutory deadline, which expired on 23 April 2026.

CRAN said none of the reconsideration requests provided a sufficient legal or factual basis to change the original decision, adding that the outcome reinforces regulatory certainty and the rule of law in Namibia's communications sector. **NBR**

• STAFF WRITER

THE Communications Regulatory Authority of Namibia (CRAN) has maintained its decision to reject Starlink's licence applications after dismissing all requests for reconsideration linked to the matter.

CRAN said it received 624 reconsideration requests from members of the public urging it to reverse its earlier decision to block Starlink Internet Services Namibia (Pty) Ltd from operating in Namibia after the company failed to meet affirmative action requirements.

Starlink is owned by South African-born American billionaire Elon Musk.

In a statement issued on Monday, the regulator said 622 of the requests did not meet the procedural and jurisdictional requirements needed to trigger a valid reconsideration process.

CRAN said the submissions failed to clearly identify the decision being challenged, did not set out specific grounds, and lacked sufficient information for lawful reassessment.

The remaining two requests that met the threshold were assessed but were found to introduce no new facts and did not demonstrate any material error in the original decision.

The Authority reaffirmed that its ruling was properly grounded in the

13 Namibian organisations hit in global cyber security breach



• STAFF WRITER

ABOUT 13 Namibian organisations have been affected by a global cyber security incident involving exposed administrator credentials, VPN access details and firewall configuration data linked to internet-facing Fortinet FortiGate systems.

The information was confirmed by the Namibia Cyber Security Incident Response Team (NAM-CSIRT) in a statement on Friday.

The incident, known as "FortiBleed", is described as a significant international cyber security threat affecting organisations using Fortinet firewall and VPN infrastructure.

NAM-CSIRT warned that the exposed credentials could give cyber criminals access to corporate networks and allow them to impersonate users, change security settings and potentially launch ransomware attacks or steal sensitive information.

CRAN spokesperson Mufaro Nesongano, said the incident is a reminder that cyber security requires constant attention.

"While there is currently no evidence of widespread compromise among affected Namibian organisations, this incident highlights the importance of proactive cyber security measures," he said.

He explained that Fortinet firewalls act as a digital front gate to organisational networks, and when credentials are exposed, attackers may be able to enter systems unnoticed.

"If the keys to that gate, such as administrator usernames, passwords

or VPN credentials, become exposed, malicious actors may be able to enter the network as though they were authorized users and carry out harmful activities without immediately raising suspicion," he said.

Nesongano said some organisations have already acted on recommended steps.

"We commend the organisations that have acted swiftly to implement the recommended remediation steps and encourage all entities using internet-facing infrastructure to regularly review their security posture. Cyber threats continue to evolve, and preparedness remains our strongest defence," he said.

NAM-CSIRT said all affected organisations have been contacted directly and given guidance on urgent steps to reduce risk and secure their systems.

The recommended measures include resetting and rotating administrator and VPN credentials, enabling multi-factor authentication (MFA), upgrading affected Fortinet devices to supported software versions, and restricting public access to system management interfaces.

They also include reviewing firewall and VPN configurations for unauthorised changes, as well as conducting log reviews and threat hunting to detect possible signs of compromise.

NAM-CSIRT said it will continue to monitor the situation closely and remain available to support affected organisations with technical assistance and incident response where needed. **NBR**

Namibia cleared from grey list, but IPC not convinced

• STAFF WRITER

NAMIBIA has been officially removed from the Financial Action Task Force (FATF) grey list following confirmation at the plenary on 19 June 2026.

The decision marks the end of enhanced monitoring imposed in 2024 over 13 strategic deficiencies in the country's anti-money laundering framework. While government officials hail the outcome as a major milestone, the Independent Patriots for Change (IPC) says the real test is enforcement, not compliance on paper.

The Independent Patriots for Change (Independent Patriots for Change) welcomed the development, crediting institutions that led the reform process.

"We credit the Financial Intelligence Centre and the National Focal Committee for closing all 13 deficiencies ahead of the May 2026 deadline," IPC said in a statement attributed to party MP and Shadow Minister of International Relations and Trade, Rodney Cloete.

IPC said the removal from the grey list carries economic relief for ordinary Namibians.

"Grey-listing raised the cost of every cross-border payment a Namibian makes, the IMF estimates, it cuts foreign capital inflows by as much as 7.6% of GDP," Cloete said.

"Therefore, this lifts a real weight off the importer, the trader, and the family receiving money from abroad."

However, IPC warned that compliance does not automatically translate into effective enforcement.

Cloete said the grey-list exit must not be misread.

"The FATF certifies the framework, the laws, the registers, the prosecu-



> Finance Minister Ericah Shafudah

al powers. It does not certify that money laundering has stopped, nor that those powers will ever be turned on the politically connected," he said.

The party said two of the 13 deficiencies addressed were particularly critical.

"Two of the thirteen weaknesses Namibia just corrected were gaps in beneficial-ownership transparency and the failure to prosecute money laundering. Precisely the tools needed to expose the petroleum, mining, and procurement networks this office has tracked," he said.

IPC also referenced ongoing corruption-related prosecutions.

"The same period that produced this clean scorecard produced the Fishrot sentencing and the National Petroleum Corporation of Namibia 'Fuelrot' prosecution of 14 individuals, six companies, and 75 charges," Cloete said.

The party raised concern over access to company ownership information.



> Rodney Cloete

"A beneficial-ownership regime FATF calls a model is worthless if it cannot name the owners behind those entities," Cloete said. He added "We are reliably informed that even journalists cannot, in practice, obtain beneficial-ownership information from the Business and Intellectual Property Authority (Business and Intellectual Property Authority), where access to the register sits effectively closed." Cloete said this is a register that foreign assessors can tick but the Na-

mibian press and public cannot search is not the win the country was promised.

IPC stressed that grey-list removal reflects systems compliance, not outcomes.

"A grey-list exit measures whether the plumbing works. Whether the water ever reaches those who hold power is the only test that matters to the Namibian, whose clinics and schools are drained by the money this framework was built to stop," he said.

On the government side, Finance Minister Ericah Shafudah last week confirmed Namibia's removal from the grey list, saying the country had successfully implemented all required reforms.

Shafudah said Namibia demonstrated "high-level political commitment" throughout the process and submitted multiple progress reports between 2024 and 2025 through the Financial Intelligence Centre and the National Focal Committee.

She said a successful on-site assessment in Windhoek in April 2026 confirmed that all 13 action items had been addressed ahead of the deadline.

The Ministry of Finance said a formal briefing will be held to inform the nation on the development. **NBR**

Namibia, Tanzania push to turn historic ties into trade and jobs growth

• STAFF WRITER

PRESIDENT Netumbo Nandi-Ndaitwah says liberation-era solidarity must now translate into concrete economic gains between the two countries.

President Netumbo Nandi-Ndaitwah has called for stronger economic cooperation between Namibia and Tanzania, urging both countries to move beyond political solidarity and focus on expanding trade, investment, and job creation.

Speaking during her official visit to Tanzania, Nandi-Ndaitwah said the long-standing friendship between the two nations, rooted in Tanzania's support during Namibia's liberation struggle, should now serve as a platform for deeper economic integration.

"The heroes of our liberation fought for the economic emancipation and prosperity of our people.

Therefore, the primary objective of this State Visit is to convert our long-standing political solidarity into practical, tangible economic cooperation," she said.

She said the current phase of cooperation must deliver measurable benefits, including wealth creation, employment, and poverty reduction.

"Our bilateral discussions have been highly specific, focusing on key priority sectors that drive modern economies. We have committed to deepening our cooperation in trade and investment," she said.

Nandi-Ndaitwah said both countries have also moved to reduce bureaucratic

barriers to allow the freer flow of goods and capital across borders.

In agriculture and fisheries, she said Namibia and Tanzania should leverage their vast land and coastal resources to strengthen food security and develop agro-processing industries.

On tourism, youth development, and culture, she said the focus should be on equipping young people with skills, cross-border networks, and business opportunities.

"We are not starting from scratch. To ensure these intentions become reality, our two governments will systematically review progress under existing bilateral mechanisms, most notably our Joint Commission of Cooperation (JCC)," she said.

She added that ministers and technical teams have been instructed to inject urgency into implementation.

Nandi-Ndaitwah said several Memoranda of Understanding have already been signed covering defence cooperation, trade, small and medium enterprise development, and a partnership between Zanzibar and Swakopmund.

While governments set the framework, she said the private sector must drive actual economic growth.

"I strongly encourage the business communities in both Namibia and Tanzania to seize the opportunity this State Visit provides.

We want to see stronger private sector linkages, joint ventures, and business-to-business partnerships," she said. **NBR**



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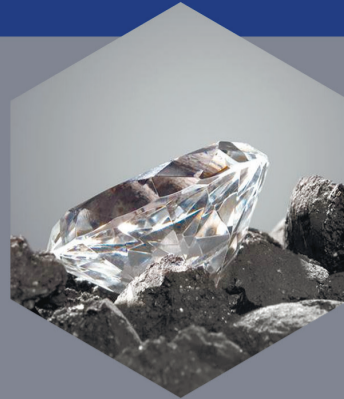
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Namibia used as example in United Nations pact rollout



> President Netumbo Nandi-Ndaitwah pictured with Annalena Baerbock.

• STAFF WRITER

NAMIBIA is being highlighted internationally as an example of how global United Nations commitments are being translated into national development planning.

The President of the United Nations General Assembly, Annalena Baerbock last week said the country shows what implementation of the "Pact for the Future" looks like in practice, linking global agreements to national development goals.

She asked: "What does the pact for the future look like in action?" and responded: "In Namibia it looks like national planning," she made the re-

marks on her social media last week.

Baerbock pointed to Namibia's Sixth National Development Plan (NDP6), launched in July 2025, as the main vehicle through which global commitments are being integrated into national policy.

"In July 2025, Namibia launched its Sixth National Development Plan, NDP6. The plan integrates Pact for the Future commitments into Namibia's national policy agenda."

She added that this approach connects global goals to key national priorities such as sustainable development, climate action and digital transformation.

The detailed framework and direction of NDP6 itself is set out in official gov-

ernment planning documents, which outline the country's long-term development strategy.

The Sixth National Development Plan is described as the final plan in the series aimed at achieving the aspirations of Vision 2030. It focuses on economic diversification, structural transformation, and a shift away from raw material exports towards high-value production and natural resource beneficiation, with strong emphasis on youth empowerment. These goals are anchored in good governance, transparency and accountability.

NDP6 runs from 2025/2026 to 2029/2030 and is built around three key national priorities: wealth creation, improved equality, and employment creation.

Its overarching theme is: "Fostering Economic Growth, Inclusiveness, and Resilience for Sustainable Development."

The plan is structured around four strategic pillars. These include driving economic growth and transformation for shared prosperity, strengthening human development and community resilience, promoting environmental sustainability through green growth opportunities, and improving governance and public service delivery to enhance quality of life.

On financing, NDP6 will rely on an integrated financing framework combining both conventional and alternative funding sources. Monitoring and evaluation will be carried out regularly on a quarterly, biannual and annual basis, with emphasis on tracking results and ensuring accountability.

Under the plan, Namibia aims by 2030 to increase internet usage from 53% to 90%, raise youth employment from 56.6% to 70%, and expand renewable energy generation from 367 megawatts to 700 megawatts.

Baerbock also noted that the success of the UN pact largely depends on national governments. "Around 80% of the Pact's commitments depend on member states," she said.

She concluded by framing Namibia as a working example of how global agreements are implemented locally: "Adopted globally. Embedded nationally. Implemented locally." **NBR**



"In July 2025, Namibia launched its Sixth National Development Plan, NDP6. The plan integrates Pact for the Future commitments into Namibia's national policy agenda."





EDITORIAL

Finding a balance between green hydrogen dreams with citizen water security

NAMIBIA stands at a historic crossroads.

As global economies race to decarbonize, our nation has emerged as a potential beacon of hope for the green hydrogen revolution.

Driven by abundant solar energy and wind resources, massive projects like those driven by Hyphern Energy in the Tsau //Khaeb National Park promise economic transformation, industrial modernization, and thousands of jobs.

Yet, this ambitious future hinges entirely on a single, finite resource which is water. Green hydrogen production requires immense volumes of highly purified water for electrolysis. For Namibia, an arid nation where every drop is precious, the central challenge of this century is clear.

We must ensure that the rush to fuel the global green energy transition does not deplete the water needed for the daily consumption and survival of Namibians. To understand the gravity of this challenge, one must look at Namibia's history of water scarcity.

As the driest country in Sub-Saharan Africa, our nation has long battled severe droughts that devastate agriculture and threaten urban centers. Historically, the central areas, including the capital Windhoek, have relied heavily on ephemeral rivers, deep boreholes, and complex water transfer systems.

The challenges of supplying water across vast, sparsely populated distances have always been compounded by high evaporation rates and unpredictable rainfall patterns.

For decades, matching supply with growing domestic and industrial demand has been a costly, uphill battle. Introducing a water-intensive green hydrogen industry into this delicate ecosystem naturally sparks valid concerns about resource equity and long-term sustainability.

Fortunately, Namibia can deploy innovative, cost-effective solutions to bolster clean water production without draining public coffers.

First, expanding seawater desalination powered by dedicated, low-cost solar and wind farms is the most viable path

By utilising our own renewable energy to run desalination plants along the coast, the operational cost of turning ocean water into fresh water drops drastically. Second, Namibia must scale up its internationally acclaimed water reclamation and reuse models.

Windhoek's direct potable reclamation technology proves that wastewater recycling is safe and efficient. Expanding this to other industrial hubs will maximize our existing resources.

Finally, upgrading aging pipeline infrastructure and investing in smart monitoring systems will prevent water losses from pipe bursts and leaks, ensuring that the water we do produce actually reaches our people.

Crucially, the international companies arriving to invest in Namibia's green hydrogen must not act as mere extractors; they must become active partners in the nation's water security. Foreign investors can implement a "comprehensive desalination" strategy.

Instead of building small, isolated water plants exclusively for hydrogen production, these corporations must invest in oversized, large-scale desalination facilities. The surplus fresh water generated by these plants can then be pumped directly into the national grid managed by NamWater.

Furthermore, green hydrogen developers can fund the extension of water pipelines from the coast to interior communities, transforming industrial infrastructure into a public good. Companies should also invest in localized community water projects, such as solar-powered boreholes and advanced purification units for rural villages, as part of their social corporate responsibility.

Ultimately, the green hydrogen industry must not be viewed as a threat to Namibia's water security, but rather as the financial and technological catalyst to solve it. By mandating that green energy investments directly fund national water infrastructure, Namibia can achieve a dual victory. We can position our country as a global leader in clean energy while simultaneously securing a reliable, affordable supply of drinking water for every citizen.

The equation is simple. No green hydrogen without water, and no hydrogen industry without the consent and well-being of the Namibian people.



Tips to Survive the Dry Season

• ERASTUS NGARUKA

MANY farming areas in Namibia have received above-average rainfall compared to some of the previous seasons.

The productivity of some rangelands has improved in some areas, although the quality of the grazing materials is still not the finest. However, the animals' body conditions are good enough.

It is important to note that the quantity and quality of available grazing materials directly affect livestock endurance until the next rainy season. To this end, the next rainy season cannot be predicted with certainty, as information or warnings of a possible El Niño effect are being reported. Thus, farmers need to continuously ensure that the survival and performance of their livestock are not compromised by maintaining them in favorable health and nutritional conditions.

The normal dry season is basically characterized by two adverse conditions, namely, dry-cold and dry-hot, which threaten livestock health, nutrition, and reproductive performance. Hence, livestock management approaches should be proactively responsive to prevailing environmental conditions.

On the topic of nutritional supplementation, livestock require a sufficient supply of nutrients throughout the year as a response to seasonal changes in rangeland conditions and body demands. Grazing livestock such as cattle and sheep are the most vulnerable to nutritional deficiency, especially mineral deficiencies because the soil-mineral concentration, especially in sandy areas, is beyond the grass root zones for uptake. During the rainy season or the summer months, focus has been on mineral supplementation, with greater emphasis on phosphorus, as it is deficient in soils. Phosphorus plays a vital role in metabolic functions, among others, especially when animal feed intake is higher.

As winter approaches, the grasses stop growing and enter the dormancy period where nutrients are relocated to be stored in the root system as reserves for regrowth in the next season.

During this time, grass dries up, sheds seeds and in the process, vitamin A and much of the protein are lost. Therefore, farmers need to inoculate their animals with vitamin A and to provide protein supplements. One of the ingredients used in the winter supplements is urea as it enhances the digestion of dry forage materials through increased population and strength of the rumen microorganisms responsible for digestion in ruminant animals. Later in the dry season, especially from August, the animal's demand for energy increases as the grass plants become depleted, scarcer, or grazed to the maximum. Thus, energy supplements need to be added to the protein supplements, and in certain cases, especially when there is a grazing shortage, roughage feeds or hay will be needed to fill the rumen. Since many farmers have planted crops, they can cheaply use processed crop residues as dry season

feed supplements. For example, residues from beans, maize, mahangu and others. Further, forage materials such as camelthorn pods, grass, and cultivated pasture plants such as lucerne, lab-lab, salt bush, etc. can form part of the farm fodder flow plan as feed resources every year.

Winter is also the period during which goats and sheep reproduce in some kraals.

This is a critical period that requires extra effort and care to ensure that the birth processes are smooth and that the lambs and kids survive. The most significant challenge for the lambs and kids is to survive the cold conditions of the winter months; thus, farmers need to construct shelters to keep the newborns warm.

These include houses, digging pits, and enclosures covered with heat-trapping material such as black plastic sheets, among others. Cold conditions can also result in respiratory distress or infections, mainly pneumonia (Pasteurellosis).

Thus, the mothers must have been vaccinated already to pass the immunity to the young through milk (colostrum) at least in the first month, or the young can be vaccinated at least at two weeks of age if the mothers were not vaccinated during gestation/pregnancy. In addition, the lambs and kids need sufficient milk and feeds (creep feeds) to generate heat to keep warm and maintain optimal growth.

Therefore, their mothers (ewes and dogs) need sufficient quality feeds to produce sufficient milk for the young.

Another challenge for the young ones will be parasites such as mites, fleas, and lice.

These parasites compromise the health and growth potential of lambs and kids; thus, they need to be controlled. One of the recommended methods of controlling such parasites is by dipping the young ones into an anti-parasitic dip solution.

Furthermore, dirty (e.g. dusty, excessive dung) kraals will also pose health risks such as respiratory and eye infections, and harboring of parasites. A clean, healthy, and safe kraal environment plays a vital role in the survival of lambs and kids. Therefore, all potentially harmful conditions need to be eliminated. In conclusion, your farm productivity depends on the animal, the environment, and your management. A successful production cycle is one where the animal is born and raised to survive until it reproduces or is marketed for return on investment. Therefore, farmers need to develop appropriate management plans that are responsive to the prevailing conditions in their production environments.

These include seasonal feed and water shortages, diseases, and parasite infestations, among others. A closer and regular inspection of livestock will be needed to allow quick responses to any abnormalities or changes in livestock health and behaviour.

* Erastus Ngaruka is the Technical Advisor: Livestock & Rangeland at Agribank

MobiPay secures security certification



• STAFF WRITER

NAMIBIAN digital financial services provider MobiPay says it has strengthened security and client trust after receiving the ISO/IEC 27001:2022 certification.

The company on Monday said the certification recognises its Information Security Management System and reflects its commitment to managing information security with discipline, governance and continuous improvement.

MobiPay says the achievement goes beyond a certification milestone. It says it forms part of a wider commitment to trust at a time when cybersecurity, fraud, phishing and data protection are growing concerns in Namibia.

Commenting on the development, Lead Implementer and Compliance Manager at MobiPay, Delvalene Nghimbwasha, said: "Trust in digital financial services does not happen by accident."

She said: "It must be managed through systems, controls, accountability and



> Delvalene Nghimbwasha

continuous improvement. MobiPay's ISO/IEC 27001:2022 certification reflects our commitment to that responsibility."

Nghimbwasha added that the certification gives stakeholders stronger confidence in how MobiPay manages information security across its digital payment platforms, mobile financial solutions and supporting infrastructure.

"This is especially important in today's

environment. Businesses, financial institutions, merchants, SMEs and public institutions need digital partners they can trust. Our certification reinforces that MobiPay is committed to secure, reliable and responsible digital financial services," she said.

Senior Vice President, Assurance Services at EMEA at BSI, Matt Page, said: "The global digital landscape is changing, with core business practices now increasingly cloud-based and digitally reliant. BSI is proud to be a trusted partner as organisations respond to this."

ISO/IEC 27001:2022, an internationally recognised information security management standard, sets out how organisations manage information security risks and protect data they own or handle.

Page said: "Certification to the infor-

mation security management systems standard (ISO/IEC 27001) shows that MobiPay has taken necessary steps to protect itself against cyber threats and ensure its information security is in line with global best practice. This focus on achieving digital trust is crucial in a world of technological transformation. Congratulations to the team on this achievement."

MobiPay says the certification supports its broader role in Namibia's digital financial ecosystem, where secure payment infrastructure is key to financial inclusion, business growth and public confidence.

The company says it remains committed to making trust visible, practical and responsibly managed as digital services continue to grow in Namibia. **NBR**

A Milestone



THE Tanzania-Namibia Presidential Business Forum was successfully held today at the Johari Rotana, Dar es salaam -Tanzania bringing together senior government officials, business leaders, investors, and development partners from both countries.

The forum, held alongside the State Visit of the President of Namibia, HE Dr. Netumbo Nandi-Ndaitwah, and hosted by the President of Tanzania, HE Dr. Samia Suluhu Hassan, focused on strengthening trade, investment, and strategic partnerships across key sectors.

As part of the outcomes of the forum, a landmark Tripartite Agreement was

signed between !Nknongo Community College, Kijiji Cha Nyuki Co. Ltd-(SINGIDA BEEKEEPING VILLAGES), and APIMONDIA to establish Namibia's first Apiculture Research and Training Institute.

The agreement will promote research, commercial pollination services, beekeeping development, environmental conservation, youth and women empowerment, job creation, and regional knowledge exchange, marking a significant step in advancing sustainable agriculture and economic cooperation between Tanzania, Namibia, and the global beekeeping community.



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