DELIVERING THE PROMISE:

The first 100 Days in office

HER EXCELLENCY
NETUMBO NANDI-NDAITWAH

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Contents

4 It Is Not Business As Usual: H.E Nandi-Ndaitwah Sworn in as Namibia's First Female President

6 President Nandi-Ndaitwah's Strategic: A New Era of Purposeful Diplomacy

8 The Commander-In-Chief Commanding the Force

10 Appointment of Seven New Regional Governors by President Netumbo Nandi-Ndaitwah

12 Derlivering the Promise: President Nandi-Ndaitwah's Vision Begins to Materialise

14 Leading with Compassion: President Nandi-Ndaitwah's Resolute Response to Flood Crisis

16 President Nandi-Ndaitwah Moves the Disability, Marginalised and Upstream Petroleum Unit to the Presidency

18 President Nandi-Ndaitwah Undertakes Working Visits to Strengthen Bilateral Relations

20 Legislative and Governance Milestones Under H.E. President Netumbo Nandi-Ndaitwah

22 President Nandi-Ndaitwah Appoints the Eighth Administration's Cabinet

24 "A nation without a culture is not a nation" President Nandi-Ndaitwah

27 Health Tips and Awareness

29 Response from the Public

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The Official Portrait of the Fifth President of the Republic of Namibia, H.E. Dr. Netumbo Nandi-Ndaitwah

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Editor's Note

Welcome to the special newsletter edition that marks a significant milestone, reflecting 100 days of President Netumbo Nandi-Ndaitwah in the Office.

Inaugurated on 21 March 2025 as the first female President and fifth President of the Republic of Namibia, Her Excellency Dr. Netumbo Nandi-Ndaitwah's first 100 days in Office lay a robust foundation in the implementation of the Eighth Administration's five-year plan, the SWAPO Party Elections Manifesto Implementation Plan 2025–2030, and the Sixth National Development Plan (NDP 6), fast-tracking the attainment of Vision 2030.

The 100 days of President Nandi-Ndaitwah in Office are coupled with forward-looking leadership and marked by national development, economic stabilisation, resource optimisation, social welfare and inclusive governance, guided by her mantras, "It is not business as usual" and "One Heart and One Mind". "It is not business as usual" fosters a culture of accountability, transparency, and efficiency. Whereas "One Heart and One Mind" recognises national cohesion and extends to international diplomacy by fostering collaborative partnerships that address shared global challenges and promote collective efforts towards common goals.

Indeed, the 100 days of Her Excellency Nandi-Ndaitwah in Office are centrally coordinated by efforts to address critical socio-economic issues, particularly poverty, youth unemployment, the impact of climate change and inequality, amongst others. President Nandi-Ndaitwah demonstrates the recognition that economic growth must be accompanied by social equity and protection for vulnerable populations and ensuring that Namibia derives maximum value from its natural resources for shared prosperity. Policies and regulations are initiated and/or strengthened, including sustainable economic diversification, renewable energy, technology investment, and human capital development, demonstrating a trajectory towards a prosperous, equitable, and sustainable future for all citizens.

H.E. Dr. Nandi-Ndaitwah's leadership sets an important precedent for gender representation in global politics, as she appointed the female Vice President of the Republic of Namibia, Her Excellency Lucia Witbooi. This is a national affirmation of collective progress towards gender equality and a message to women and girls in Namibia and beyond that their aspirations are valid and their leadership is necessary.

Furthermore, President Nandi-Ndaitwah has actively engaged in international relations, fostering new partnerships and strengthening existing collaborative efforts. Global engagement is essential for economic cooperation and national security, as it demonstrates the interconnectedness of contemporary states and a dedication to a prominent position in the international community.

Enjoy reading, and stay tuned for future editions as we continue to document the activities of Her Excellency Nandi-Ndaitwah's leadership in the Presidency.

Dr. Festus I. Nafuka

Chief Editor: Speech Writing and Research

“It Is Not Business As Usual,” H.E. Nandi-Ndaitwah Sworn in as Namibia’s First Female President

By Herman Kangootui

Following her inauguration, President Netumbo Nandi-Ndaitwah reiterated that the mandate that the electorate gave the SWAPO Party under her leadership is clearly articulated in the SWAPO Party Manifesto Implementation Plan (SMIP) 2025-2030 and the Constitution of the Republic of Namibia.

“Those will be my guiding instruments throughout my Presidency, as I serve all people of Namibia regardless of their political affiliation,” President Nandi-Ndaitwah said.

Furthermore, the President reiterated that the development of any country depends on the quality of its human resources.

“To this end, education and training will continue to be a priority to ensure that we develop technical and managerial skills and work ethics that are required in the labour market to efficiently and effectively manage the economy and create necessary jobs,” President Nandi-Ndaitwah stated.

In order to fulfil the election promise, the President stated that her dispensation aims to aggressively improve the quality of lives and livelihoods of all Namibians.

In her speech during the appointment Cabinet, President Nandi-Ndaitwah stated that in order to realise the aspirations for the Namibian people, her team has developed the Implementation Plan which will be the Blueprint of the new Government.

“The implementation plan is a catalyst for economic growth and job creation through economic diversification while, at the same time, prioritising human capital investment through education and youth empowerment,” President Nandi-Ndaitwah stated.

In this plan, this dispensation has identified the top seven (7) priority areas that will ensure that the lives and livelihoods of the Namibians are improved. These top 7 priority areas are articulated in the SWAPO Party Manifesto Implementation Plan called “Namibia Value Proposition” as follows:

Agriculture – the Government plans to enhance food security and reduce food imports through the acceleration of food production capacity in Namibia and ensuring that the existing green schemes are producing in full.

Sports – in this priority area the Government aims at professionalisation of sports and building sport infrastructure in 121 constituencies and establishing Category 2 and 3 as well as sports centres of excellence.
Youth empowerment – the Government plans to empower the youth to drive economic development and reduce unemployment.

Quality education and training – this dispensation plans to ensure universal access to quality and free higher education and vocational education at public institutions.

Creative industry – the Government plans to ensure that we harness the talent of the youth and all Namibians through arts and the creative industry and ensure this industry is fully established throughout the regions.

Quality health and social welfare – the Government plans to expand access to quality healthcare in rural areas and establish intermediate hospitals in each region that meet private healthcare standards.

Land, housing and sanitation – the Government plans to ensure equitable access to land, housing and sanitation.

During her inauguration the President stated that: "This will not be business as usual. My leadership will be results-driven, focused on delivering tangible progress that benefits every Namibian. We will work with determination to build a prosperous and inclusive Namibia."

President Nandi-Ndaitwah's Strategic: A New Era of Purposeful Diplomacy

By Katrina Jacob

Assuming Office on 21 March 2025 as Namibia's fifth Head of State—and the first woman to lead the country—President Nandi-Ndaitwah's initial months in Office have been marked by decisive action, principled diplomacy, and firm alignment with the SWAPO Party Manifesto Implementation Plan (SMIP) 2025-2030.

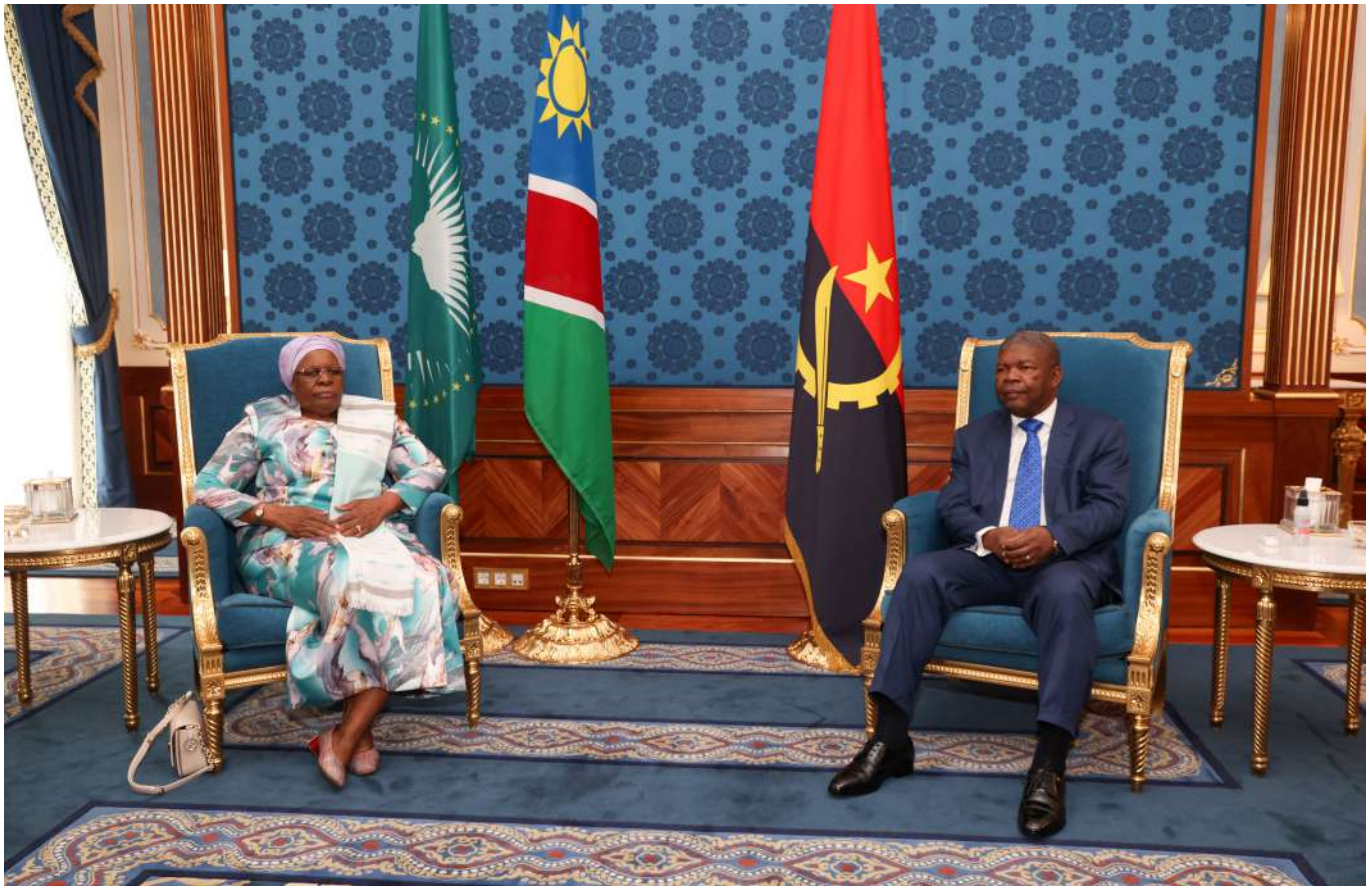
President Nandi-Ndaitwah's leadership marks a defining moment in Namibia's post-independence trajectory. As the country's first female Head of State, her Presidency carries the expectations of a nation ready to deepen its democratic gains while accelerating inclusive growth. Her first 100 days have been marked not only by a steady hand and consultative leadership but also by deliberate action to position Namibia as a respected regional partner and a rising continental force.

A major highlight of the President's first international engagement came during her working visit to the Republic of Angola from 8 to 9 May 2025—her first official trip abroad since taking Office on 21 March 2025. In Luanda, President Nandi-Ndaitwah held bilateral talks with Angolan President, His Excellency João Manuel Gonçalves Lourenço, where both Heads of State recommitted to deepening the historic bonds between the two nations while advancing a strategic economic agenda.

During high-level bilateral talks with Angolan President João Manuel Gonçalves Lourenço, President Nandi-Ndaitwah emphasised the urgency of joint investments in key sectors such as agriculture, energy, logistics, and value addition—with a special focus on youth employment and regional food security.

"We pledged to the people of Namibia to diversify our economy... to create jobs to take care of the unemployed, of which the majority are the youth," President Nandi-Ndaitwah affirmed earlier this year, a commitment that echoed clearly in her engagements in Luanda.

Her Excellency's message in Angola was consistent: Namibia's history of sacrifice must now fuel a future of shared prosperity. Through strategic collaboration with Angola—from finalising the Bi-National Commission to prioritising infrastructure projects such as the



Baynes Hydropower Plant and border-to-border trade enhancements—Namibia is strengthening regional integration as a tool for national development.

The two leaders acknowledged that job creation, particularly for young people, remains a shared national imperative. To this end, they agreed on the operationalisation of the Bi-National Commission (BNC), elevating bilateral cooperation beyond the Joint Commission of Cooperation (JCC) established in 2019. Both governments have since directed their respective Ministries of Foreign Affairs to convene the inaugural BNC meeting, to be co-chaired by the Heads of State.

The visit also explored practical opportunities for mutual benefit. Angola's advanced capacity in the oil and gas sector, including its training facilities and logistics platforms, provides a valuable model for Namibia, whose petroleum industry is still in its early stages. At Sonangol Integrated Logistics Services (SONILS), President Nandi-Ndaitwah and her delegation were briefed on Angola's successful efforts to build local content and ensure compliance in the sector—efforts which Namibia is keen to replicate in alignment with its commitment to value addition and national beneficiation.

President Nandi-Ndaitwah emphasised that regional development requires both political will and technical cooperation. Together with President Lourenço, President Nandi-Ndaitwah underscored the importance of finalising and fast-tracking infrastructure projects, such as the Baynes Hydropower Plant, a cornerstone for energy security and industrial growth. The leaders also expressed satisfaction with the 24-hour border operation at Santa Clara/Oshikango, highlighting the facility as an essential tool for trade facilitation and regional integration. Plans for a rail connection between the two countries were reaffirmed, indicating a mutual desire to unlock greater economic potential across borders.

Beyond economic diplomacy, President Nandi-Ndaitwah's visit was also steeped in symbolic and historical significance. President Nandi-Ndaitwah paid tribute to Angola's Founding President, Dr. António Agostinho Neto, by laying a wreath at his memorial museum—a powerful gesture that acknowledged Angola's role in Namibia's liberation struggle. The two Presidents also agreed to jointly inaugurate the Cassinga and Shetekela Memorial Shrines, preserving the memory of shared sacrifice and national resilience.

The Angola visit offered a compelling reflection of President Nandi-Ndaitwah's approach to statecraft: respectful of history, intentional about partnerships, and focused on implementation.

As Namibia marks this 100-day milestone, the momentum behind the Nandi-Ndaitwah Presidency is unmistakable. The narrative is no longer about breaking barriers but about building bridges—between policy and action, between nations, and between generations.

President Nandi-Ndaitwah has also ushered in a new culture of humility and servant leadership. Her outreach to regional and continental counterparts affirms Namibia's evolving identity as a trusted and forward-looking multilateral partner.

The Commander-In-Chief Commanding the Force

By Herman Kangootui

As the Commander-In-Chief, President Netumbo Nandi-Ndaitwah attended the 35th Namibian Defence Force (NDF) Anniversary and inspected two Y-9E transport aircraft, at Grootfontein in Otjozondjupa Region and Hosea Kutako International Airport, respectively.

At the 35th Namibian Defence Force Anniversary that was held on 2 June 2025, President Nandi-Ndaitwah delivered a keynote address in which she expressed her gratitude for the opportunity to address the fully-fledged NDF composed of its three services, namely, the Army, the Air Force and the Navy.

"Equally, I am grateful to join you in celebrating and marking the 35th Anniversary of the existence of the NDF. Of significance today is that I am addressing this colourful parade in my new role as President of the Republic of Namibia and in my capacity as Commander-In-Chief of the Namibian Defence Force. It speaks to the importance I attach to our men and women in uniform and the role the NDF plays in guaranteeing our sovereignty, safety, and security," President Nandi-Ndaitwah stated.

Furthermore, President Nandi-Ndaitwah stated that we need to reflect on the journey travelled by our gallant men and women since the establishment of the NDF on 2 June 1990.

"This journey reminds me of the famous ancient Chinese proverb, which states, 'A journey of a thousand miles begins with a single step.' Indeed, from humble beginnings, the NDF has developed and transformed into a formidable and professional Force ready to withstand the challenges of the 21st century," the President stated.

Emphasising the importance of reconciliation, the Commander-In-Chief stated that under the Policy of National Reconciliation, the former opposing forces, namely the combatants of the People's Liberation Army of Namibia (PLAN) and South-West Africa Territory Force (SWATF), were successfully

integrated into a unified single command of NDF.

"The successful integration came after years of the bloody battles between the two warring forces. Our appreciation goes to those who pioneered and practically made the integration possible at a time when there was no confidence between these forces," the Commander-In-Chief stated.

Furthermore, the Commander-In-Chief assured her forces that the Government of the Republic of Namibia remains committed to the values of national unity and common identity by ensuring that the strong foundation of the NDF must be maintained.

Additionally, the Commander-In-Chief urged all members of the Force to always feel proud and to remain united for a common purpose.

"Unity of purpose must always serve as a pillar that glues us together in defending our motherland as enshrined in our national Constitution. As the shield of our nation, members of the Force, you must therefore stand as a guard to protect our democracy and the gains of our independence," says the Commander-In-Chief.

On 7 May 2025, the Commander-In-Chief of the Namibian Defence Force inspected the two Y-9E transport aircraft at the Hosea Kutako International Airport. The President was accompanied by Vice President H.E. Lucia Witbooi, Hon. Frans Kapofi, Minister of Defence and Veterans Affairs, Hon. Charles Mubita, Deputy Minister of Defence and Veterans Affairs, and the Chief of the Defence Force, Air Marshal Martin Pinehas.

Appointment of Seven New Regional Governors by President Netumbo Nandi-Ndaitwah

By Dennis Shikwambi

President Netumbo Nandi-Ndaitwah, on 28 March 2028, as per the provisions in Article 111A(1) of the Namibian Constitution and the provisions of the Special Advisors and Regional Governors Appointment Amendment Act, 2010 (Act No. 15 of 2010), appointed seven (7) new Regional Governors.

The Head of State appointed Honourable Verna Sinimbo as the Governor of Kavango-West Region; Honourable Julius Hamunyera Hambyuka as Governor of Kavango-East Region; Honourable Sacky Kathindi as the Governor of Oshikoto Region; Honourable Vipuakuje Muharukua as the Governor of Kunene Region; Honourable John Julius //Khamuseb as the Governor of Otjozondjupa Region; Honourable Sam Shafiishuna Nujoma Jnr as the Governor of Khomas Region; and Honourable Riaan Charles McNab as the Governor of Hardap Region.

President Nandi-Ndaitwah reminded the Regional Governors that they are obliged to promote development, enhance service delivery, and represent the interests of the state at the regional level, as provided for in Article 132 of the Namibian Constitution, adding that they represent the interests of the Central Government, ensuring that policies and programmes are effectively implemented in our unitary state.

The Head of State further directed them to work hard to carry out the mandate, which the Namibian people bestowed upon us through the SWAPO Party Election Manifesto Implementation Plan (SMIP) 2025-2030.

The President reminded new Governors that as per the Manifesto Implementation Plan, the Eighth Administration is committed to dealing with the high unemployment rate, especially among the youth, which is a barrier to social progress, national cohesion and prosperity.

"Among other priorities the Government has identified are to address the housing backlog and disparities in access to basic services, in particular the informal settlements and between urban and rural areas," President Nandi-Ndaitwah stated.

President Nandi-Ndaitwah further pointed out that

climate change has negative impacts on the livelihoods of our people, causing tragedies such as droughts, water scarcity, excessive rains and land erosion leading to poor agricultural output and food insecurity.

President Nandi-Ndaitwah, tasked Governors with performing their critical functions by assisting her in overseeing the administration of their Regions in order to proactively bring about the much-needed changes in the living standards of our people.

The Head of State further stated that she considers newly appointed Governors as people of integrity and expects nothing less from them in executing their duties.

Further pointing out that, unethical behaviour is equal to corruption, which undermines development and should be avoided in the performance of your duties and among the people you serve and work with.

"Remember, 'There Shall Be No Business As Usual', and lack of implementation of Government policies and programmes will not be accepted. I also do not want to hear the public complaining about issues for which you must provide solutions. You must therefore stand ready to address those issues within the scope of your responsibilities without delay," directed the President.

In the execution of work, President Nandi-Ndaitwah encouraged Governors to collaborate with their communities and other stakeholders in their areas of responsibility in order to ensure ownership of all that is being done in the interest of the people by planning collectively and by collaborating with Regional Councils and Local Authorities, including Traditional, Church, Business and Community Leaders, as well as other stakeholders who can make a positive and meaningful contribution to regional development.

President Nandi-Ndaitwah, underscored that effective service delivery must be their password in executing their daily work.

"It must also be pointed out that your work will be closely monitored. And in order to ensure effective service delivery, you must be available to address problems in your respective Regions in consultation with Offices, Ministries and Agencies (OMAs) as the situation demands, emphasised the President," the President stated.

Delivering the Promise: President Nandi-Ndaitwah's Vision Begins to Materialise

By Katrina Jacob

Barely three months into her tenure, Her Excellency Dr. Netumbo Nandi-Ndaitwah demonstrates, through action and precision, that her leadership is deeply anchored in delivery. With a steady voice and strategic resolve, President Nandi-Ndaitwah continues to chart a course aligned with her inaugural promises and the SWAPO Party Manifesto Implementation Plan 2025–2030, reaffirming Namibia's place as a leader in sustainable development and inclusive industrialisation.

Nowhere was this commitment more vividly illustrated than during her official visit to the Erongo Region in April, where she presided over the ceremonial opening of the Hylron Oshivela Plant. The state-of-the-art green hydrogen-powered facility is not only a first for Namibia but a first for the entire Southern African region, positioning the country at the forefront of the global green steel value chain.

Standing beneath the desert sun in Arandis on 11 April 2025, President Nandi-Ndaitwah declared the plant officially open, describing it as a testament to Namibia's resolve to turn visionary policy into tangible results. The Hylron project, which produces direct reduced iron (DRI) using green hydrogen and emits zero carbon, resonates strongly with her pledge to drive value addition, promote job creation, and foster industrial sovereignty.

Reflecting on the plant's journey, the President shared how the project first crossed her desk in 2023 during her tenure as Deputy Prime Minister and Minister of International Relations and Cooperation. What began as a concept has now transformed into a cornerstone of Namibia's green industrial revolution. "Today, as your Fifth President," she said, "I stand before you with excitement to inaugurate this groundbreaking facility which solidifies our unwavering commitment to value addition and industrialisation."

The President's presence in Erongo was more than symbolic. It was a working visit that underscored her commitment to execution. At the Hylron facility, the President praised the project's remarkable timeline—completed in under 12 months—and celebrated its local job impact, with over 400 direct construction jobs and 100 operational roles, 90 percent of which have been taken up by Namibian youth. For a country whose youth unemployment remains a challenge, this development is a meaningful step forward.

Moreover, the President took the opportunity to reiterate Namibia's openness to mutually beneficial investment, stating that "Namibia is ready for business," while urging investors to honour the national imperative for local beneficiation. Her administration's call for partnerships rooted in equity, sustainability, and empowerment was echoed by German, EU, and Dutch dignitaries present at the inauguration. Together, these partners have pledged over €25 million towards future phases of the project, affirming Namibia's strategic appeal in the clean energy transition.

In the broader scope of governance and national participation in natural resource management, President Nandi-Ndaitwah's visit extended to the Rössing Uranium Mine, where she held a high-level engagement with mine executives and reaffirmed her Government's interest in increasing the State's shareholding from 3.4% to 30%. While acknowledging the complexities of shareholder negotiations, she emphasised the importance of national benefit, employee safety, and long-term sustainability in the extractive sector.

Equally important, President Nandi-Ndaitwah also used the platform to highlight Arandis as a model town with no informal settlements—a noteworthy distinction. She proposed a comprehensive study into its sustainable housing framework with a view to replicating the model in other parts of the country.

These developments reflect the deliberate pace at which the Nandi-Ndaitwah administration is moving. From industrialisation to green energy and from employment to equitable governance, the early signs are indicative of a leader who is not only grounded in principle but also unafraid to act.

President Nandi-Ndaitwah's inaugural address on 21 March 2025 laid out a vision steeped in national renewal: to unlock 500,000 jobs, promote youth enterprise, curb corruption, diversify the economy, and lead Namibia boldly into the green economy of tomorrow. The opening of the Hylron Oshivela Plant, backed by global investment and local expertise, has brought that vision to life—placing Namibia firmly on the map as a credible, reliable and ethical partner in the global shift toward sustainability.

As Namibia begins this new chapter under the leadership of President Nandi-Ndaitwah, the message is clear: the era of policy without execution is over. With focused leadership, strategic partnerships, and national ownership, the President's vision is no longer just a promise—it is becoming a lived reality.

Leading with Compassion: President Nandi-Ndaitwah's Resolute Response to Flood Crisis

By Katrina Jacob

One of the defining moments in Her Excellency Dr. Netumbo Nandi-Ndaitwah's first 100 days as President of the Republic of Namibia was her deeply symbolic and action-oriented tour of the flood-affected regions of Omusati, Oshana, and Ohangwena.

On Saturday, 19 April 2025, accompanied by Deputy Prime Minister and Minister of Industries, Mines and Energy, Honourable Natangwe Iithete, the President stepped out from the corridors of Government into the heart of communities devastated by natural disaster, underscoring the Government's commitment to being present, accountable, and responsive to the needs of citizens in times of hardship.

This was not just a visit—it was a declaration: "Leadership must be felt where it is most needed."

The President's mission was clear: assess the conditions at relocation centres housing displaced families, monitor humanitarian aid delivery, and ensure that relief and recovery efforts were progressing with urgency, efficiency, and compassion. Her engagements provided critical insight into the lived realities of affected communities and reinforced the administration's hands-on approach to crisis management.

In Omusati Region, President Nandi-Ndaitwah visited the Etunda Relocation Centre, where she was received by Hon. Erginus Endjala, Governor of Omusati Region. The flood crisis displaced over 2,000 households, affecting key infrastructure, including 54 schools, 9 health facilities, and 11 roads. The Government, in collaboration with stakeholders, provided tents, mattresses, blankets, food, and health services. The Namibian Defence Force (NDF) was instrumental in reaching isolated communities with life-saving supplies. However, concerns such as the shortage of

mosquito nets and ablution facilities were flagged, with the Ministry of Health and Social Services called upon to urgently intervene.

The President proceeded to Oshana Region, where she visited the Ehenye Relocation Centre. Hon. Elia Irimari, Governor of Oshana Region, briefed her on the extent of the flood damage that affected 1,377 households, with nearly 400 seeking shelter at the centre. Relief efforts included the provision of tents, health services, sanitation, and daily necessities. At the Embandu Drought Relief Warehouse, the President was informed of temporary delays in food distribution due to incomplete stock but also assured that aid would resume by 22 April 2025, with flood victims temporarily receiving drought relief supplies.

In Ohangwena Region, Hon. Sebastian Ndeitunga, Governor of Ohangwena Region, welcomed the President at the Onamhinda and Ohangwena Relocation Centres. Over 162 households had been relocated, and over 1,000 individuals displaced due to extensive damage to homes, roads, schools, and farmlands. Relief efforts, including private sector donations, were acknowledged, yet shortages in maize meal, mattresses, mobile toilets, and immediate healthcare access were identified. The President stressed the need for expedited responses from key Organisations, Ministries, and Agencies (OMAs) and highlighted the importance of data collection for improved service delivery.

President Nandi-Ndaitwah addressed the affected communities with empathy, acknowledging their suffering and pledging continued support. She emphasised the Cabinet's directive mandating full support from Organisations, Ministries, and Agencies (OMAs), praised coordination efforts between regional and national authorities, and called for long-term disaster preparedness, including identifying safer land for settlements.

The President further directed that no child should be left behind academically due to school closures, tasking the Ministry of Education, Innovation, Youth, Sports, Arts, and Culture with implementing catch-up programmes and temporary education solutions. The Ministry of Gender Equality, Poverty Eradication and Social Welfare was also instructed to accelerate support for pregnant women, children, and people living with disabilities.

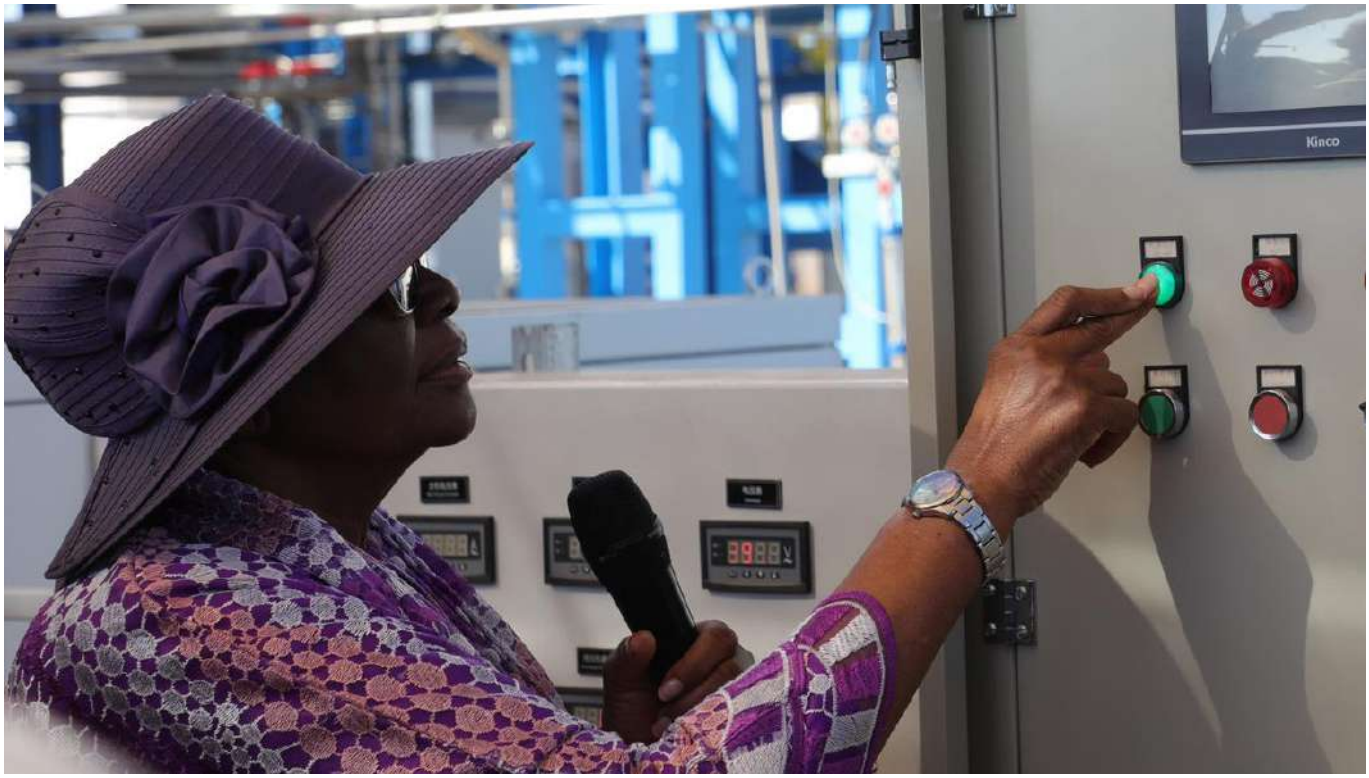
While gaps in the humanitarian response were evident, the President's visit showcased strong leadership and compassion. President Nandi-Ndaitwah's personal donation of food, clothes, nappies, and blankets exemplified a leadership style grounded in empathy and presence.

In conclusion, the President directed all regional governors to submit detailed updates on the number of displaced households, status of aid delivery, and infrastructure developments at relocation sites. Her engagements serve as a reminder that effective governance is about presence, humility, and unwavering commitment to the well-being of the people.

Her Excellency's flood response in the north marks a leadership chapter defined not by rhetoric but by resolute action—and most importantly, by compassion in crisis.

President Nandi-Ndaitwah Moves the Disability, Marginalised and Upstream Petroleum Unit to the Presidency

By Dennis Shikwambi



President Netumbo Nandi-Ndaitwah moved the Upstream Petroleum Unit, Disability Affairs, and Marginalised Communities under the Presidency for effective and efficient administration, as well as to provide strategic leadership, coordination, and high-level oversight in the governance and development of Namibia's upstream petroleum sector.

The recent discovery of oil in Namibia has shifted global attention to the country and placed it in the spotlight. The successful managing of this natural resource has the potential to contribute to Namibia's economic transformation. President Nandi-Ndaitwah placed the managing of oil and gas under the Presidency, a strategic decision to ensure efficiency to maximise benefits for all Namibian nationals.

The Upstream Petroleum Unit was established with a mandate to provide strategic leadership, coordination, and high-level oversight in the governance and development of Namibia's upstream petroleum sector.

As the country enters a new era of hydrocarbon exploration and potential production, the Unit plays a critical role in ensuring that petroleum resources are developed in a manner that is sustainable, transparent, and aligned with Namibia's national development priorities.

By placing the Upstream Petroleum Unit in the Office of the President, the President demonstrated her leadership's proactive commitment to building a robust, well-governed, and inclusive petroleum sector, which will ensure that strategic decisions are guided by national interests and that Namibia is well-positioned to maximise the benefits of its natural resources.

This is a strategic move that strengthens Namibia's capacity

to govern its petroleum resources effectively, inclusively, and sustainably. It creates the institutional conditions necessary to ensure that oil and gas development becomes a true enabler of national development and intergenerational prosperity.

The President subsequently appointed experts in the field in order to provide much-needed technical expertise and advice. In this regard, the President appointed Ms. Kornelia Shilunga, former Deputy Minister of Mines and Energy, as Special Advisor and Head of Upstream Petroleum Unit, and Mr. Carlo Lord Muhamed McLeod as Special Advisor and Deputy Head of Upstream Petroleum Unit. Mr. McLeod previously served as the Deputy General Manager at Chevron Namibia from 2023 to 2025 and also served as the Deputy Director at the Petroleum Affairs Directorate in the Ministry of Mines and Energy.

The appointments were done pursuant to Article 32(3)(hh) of the Namibian Constitution. It is expected of the two Special Advisors to provide much-needed policy and industry experience to establish the Upstream Petroleum Unit in the Presidency, to review the existing regulatory framework and to propose policies for the governance of the petroleum industry, including the effective and efficient management of the upstream petroleum sector.

President Nandi-Ndaitwah also moved the coordination of disability matters under the Office of the Vice President, reporting directly to the Office of the Vice President.

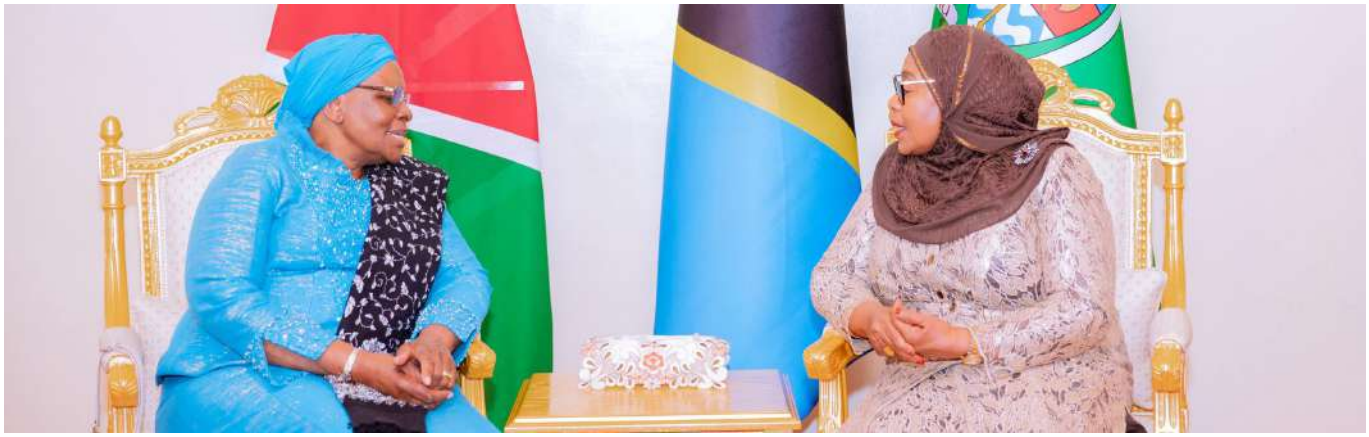
This change is a clear demonstration of the President's political will in ensuring that disability issues receive attention at the highest level and across all sectors.

The Unit has been transferred with its mandate of strengthening and coordinating the implementation of national and international legal frameworks on disability as well as raising awareness and initiating programmes that enable persons with disabilities to have access to education, employment, health and other services.

Marginalised Communities was transferred to the Presidency with a mandate to integrate the Marginalised Communities (San, Ovatue, and Ovatjimba) into the socio-economic mainstream of Namibia.

President Nandi-Ndaitwah Undertakes Working Visits to Strengthen Bilateral Relations

By Dennis Shikwambi



In order to strengthen the good bilateral relations with African countries, President Netumbo Nandi-Ndaitwah undertook working visits to the Republic of Botswana, Zambia, South Africa, Tanzania and Mozambique. During her working visits, President Nandi-Ndaitwah held bilateral talks with her counterparts.

On 15 May 2025, President Nandi-Ndaitwah met with President Adv. Duma Boko, and both leaders emphasised the importance of strengthening relations, specifically in the economic sector, for job creation. Affirming historical strong bonds of friendship and cooperation, the two leaders agreed to scale up the implementation of the Trans-Kalahari Line Project for the benefit of trade in goods and services between the two countries.

With the recent discovery of oil and gas, the two leaders agreed to pursue the feasibility of pooling resources for the joint construction of a refinery that would not only serve the needs of Namibia and Botswana but the region at large.

From there, the President proceeded to Zambia and met with President Hakainde Hichilema on 16 May 2025. The two leaders prioritised joint projects, including the Walvis Bay-Ndola-Lubumbashi Corridor, Border and Port Infrastructure for trade facilitation.

Furthermore, two Presidents underlined human-centred actions, focusing on the urgent implementation of joint investments in common infrastructure, including energy, roads, and ports, in order to facilitate trade and the movement of goods and services in order to grow the economies in both countries and to create jobs.

On the discovery of oil in Namibia, the two leaders agreed that a refinery in Namibia would be beneficial, not only for Namibia but also for Zambia and other markets in the region.

On 19 May 2025, in Mozambique, President Nandi-Ndaitwah Netumbo reiterated Namibia's commitment to deepening its historic, political, and economic ties with Mozambique to advance our common

goals in mineral beneficiation, youth empowerment, agricultural value chains, sustainable resource management, and industrialisation to improve the livelihoods of our people.

President Netumbo Nandi-Ndaitwah and President Daniel Chapo of the Republic of Mozambique, during bilateral talks, emphasised that political and diplomatic relations between the two countries were sound, and these need to be translated with urgency into stronger economic partnerships to improve the livelihoods of the people in both countries.

During her bilateral discussion with H.E. Emmerson Mnangagwa, President of the Republic of Zimbabwe, on 20 May 2025, President Nandi-Ndaitwah emphasised closer cooperation in the minerals sector for value addition and beneficiation which critical to economic growth and job creation.

During the bilateral talks with President Samia Suluhu of Tanzania, on 21 May 2025, the two Heads of State emphasised the importance of fostering collaboration, sharing lessons in the agricultural sector and promoting value chains for youth empowerment and sustainable development. The two leaders further identified new areas for cooperation, which include mining, tourism, and port management.

President Nandi-Ndaitwah also visited the African Liberation Heritage Centre in Dar es Salaam for the curated excursion foretelling Namibia's journey in Tanzania as well as the rest of the Southern African Region, titled Footprints of Freedom.

In South Africa, on 20 June 2025, President Nandi-Ndaitwah reaffirmed the strong bilateral relations between Namibia and South Africa and pledged to work with President Cyril Ramaphosa to scale up economic cooperation between the two nations. President Nandi-Ndaitwah also emphasised the importance of multilateral solutions to global challenges and commended him for his leadership at the G20 and for advancing the interests of the African continent through that forum.

These introductory visits and interventions are aimed at strengthening and solidifying the already existing strong bilateral relations between Namibia and fellow African countries.

Legislative and Governance Milestones Under President Netumbo Nandi-Ndaitwah

By Katrina Jacob

In her first three months at the helm, H.E. Dr. Netumbo Nandi-Ndaitwah has steered Namibia through a decisive phase of legislative renewal and institutional restructuring. Her leadership, informed by decades of diplomatic service and nation-building, is characterised by principle, pragmatism, and an unwavering commitment to inclusive development.

Since assuming office on 21 March 2025, President Nandi-Ndaitwah has prioritised transparent governance, equitable reform, and the safeguarding of Namibia's constitutional democracy. These priorities were reflected in the work of Parliament, particularly in the 16th Session of the National Council, held from 12–22 May 2025, which advanced several key legislative frameworks critical to the nation's developmental agenda.

Legislation Passed

During the May 2025 session, the National Council considered and passed four significant Bills, all without amendments, as referred by the National Assembly in line with Articles 75(1) and 75(2) of the Constitution. These Bills form a crucial part of the early legislative momentum under President Nandi-Ndaitwah's administration and align with her focus on institutional accountability, infrastructure, justice, and fiscal discipline.

Summary of Key Bills Passed:

• **Appropriation Bill [B.6–2025]**
Approves national expenditure for the 2025/26 financial year, enabling the implementation of government programmes, including reforms in education, infrastructure, and social welfare.

• **Roads Bill [B.5–2024]**
Modernises the legal and operational framework for Namibia's road network, ensuring safer, better-regulated road infrastructure and aligning road development with national logistics and trade priorities.

• **Judiciary Amendment Bill [B.1–2005]**
Updates provisions governing the judiciary to enhance administrative efficiency, access to justice, and support the integrity of the legal system.

• **Public Procurement Amendment Bill [B.3–2025]**
Strengthens procurement oversight, introduces clearer compliance measures, and reinforces transparency in the use of public funds—echoing the President's zero-

tolerance stance on corruption.

Linking Legislation to National Priorities
These legislative actions underscore the Government's resolve to modernise state institutions, uphold the rule of law, and deliver public services efficiently. Among these is the President's flagship commitment to equitable education access—a policy that will not only transform lives, but also contribute directly to long-term economic resilience and social mobility. With funding secured through the Appropriation Bill and governance reform underway, the stage has been set for one of the most transformative policy shifts in recent Namibian history.

Free Tertiary Education: A New Dawn for Youth Empowerment
In her inaugural State of the Nation Address (SONA), the President declared that from 2026 onward, public universities and vocational training centres will offer fully subsidised tuition and registration fees. This landmark policy is a bold step toward building a knowledge-driven economy.

"No Namibian child should be denied the opportunity to pursue education and contribute to national development due to financial constraints," President Nandi-Ndaitwah affirmed.

This commitment was further reinforced by oversight reports tabled in the National Council on the status of youth empowerment programmes, including those financed by the Ministry of Youth, Sport and National Service.

Cabinet Reform
The President's early administrative actions included a restructuring of Government ministries to streamline operations and enhance inter-sectoral coordination. The number of ministries was reduced from 21 to 14, while deputy ministerial posts were trimmed from 21 to 7.

Significant shifts included:
• Merging basic and higher education under a unified Ministry of Education;
• Placing social grants administration under the Ministry of Finance; and
• Transferring oil and gas sector oversight directly under the Presidency to ensure strategic national interest management.

These changes are not merely bureaucratic—they represent a purposeful redirection of Government toward measurable impact and responsiveness.

Championing Gender Equity: A Cabinet of Inclusion

In a historic milestone for Namibia, the current Cabinet now includes a majority of women ministers (8 of 14) and is led by a female Vice President. This unprecedented representation at the highest executive level affirms President Nandi-Ndaitwah's lifelong advocacy for gender justice and equal opportunity. The appointments are rooted in merit and signal a deliberate effort to build a governance model where all Namibians, regardless of gender, have a seat at the decision-making table.

Democracy Through Dialogue: Engagement on Constitutional Matters

Although several key laws, such as the Marriage Act of 2024, predate her Presidency, the Eighth Administration remains actively engaged in national consultations to ensure legislation reflects constitutional values and social cohesion.

The National Council session also saw the tabling of reports addressing social policy issues such as the impacts of Hubbly Bubbly, the adoption of a Universal Basic Income Grant (BIG), and agro-processing development projects. These engagements reflect the Government's commitment to participatory policymaking and the dignity of vulnerable communities. With a clear vision and a collaborative approach to leadership, President Nandi-Ndaitwah continues to set a tone of stability, justice, and renewal.
Sources: Parliament of Namibia media releases, April 2025 State of the Nation Address, Presidency restructuring directives

President Nandi-Ndaitwah Appoints the Eighth Administration's Cabinet

By Dennis Shikwambi

In maintaining the tradition as set by predecessors, on 22 March 2025, just a day after her swearing in as a fifth and first female President, Dr. Netumbo Nandi-Ndaitwah appointed the Cabinet for the Eighth Administration.

In her opening speech, the President reiterated that Namibian citizens voted for them because they have demonstrated their confidence in the promises that we have made in our Election Manifesto which is based on clear principles, namely "Unity in Diversity: Natural Resources Beneficiation and Youth Empowerment for Sustainable Development."

Reminding members of the Cabinet, the President stated that they have an immense responsibility to ensure that they consolidate democracy, peace, stability and good governance in the country, as well as expedite the delivery of quality public services to all Namibians.

Adding to that, the Government is tasked with enhancing food security in the country, improving the health of our people, delivering affordable housing and quality education and creating job opportunities for thousands of unemployed Namibians.

President Nandi-Ndaitwah emphasised that in accordance with Article 32(3)(g) of the Namibian Constitution and guided by the SWAPO Party Manifesto Implementation Plan (SMIP) 2025-2025, and also in the quest to do more with less, she has decided to establish, abolish some and make several alignments in various Government Offices, Ministries and Agencies (OMAs) to eradicate duplications, cut expenditures and ensure smooth and effective implementation of our development programmes.

The President also merged some Ministries and transferred some mandates to the Ministries where the Government is expected to maximise outcomes.

The Head of State transferred the trade mandate to the Ministry of International Relations and Cooperation to ensure coordinated synergies in the implementation of economic diplomacy while at the same time promoting regional and continental economic integration and enhancing opportunities offered by the African Continental Free Trade Area (AfCFTA). To improve effective delivery of social grants to the beneficiaries and remove bottlenecks in the distribution of these services to beneficiaries, this service has been placed under the custodian of the Ministry of Finance. President Nandi-Ndaitwah transferred Fisheries and

Marine Resources to the Ministry of Agriculture, Water and Land Reform in order to improve the management and sustainable development of fisheries and aquatic resources for the benefit of the national economy.

In the Government's quest to enhance effective coordination and improvement of the education system, the two Education Ministries have been merged under the Ministry of Education, Arts, Sport and Culture.

The Ministry of Mines and Energy, which is responsible for the management of our country's mineral resources, has been tasked with the industrialisation responsibility to ensure effective implementation and an industrialisation drive as well as economic diversification through value addition initiatives.

Furthermore, Dr. Nandi-Ndaitwah placed the Marginalised and Disability functions under the Office of the Vice President to improve national coordination.

"Poverty eradication is a cross-cutting function. Therefore, all Government Offices/Ministries/Agencies (OMAs) are required to put in place programmes that are aimed at eradicating poverty and accelerating socioeconomic development," stated the President.

The President further transferred the Labour Relations under the custodianship of the Ministry of Justice to ensure effective coordination of labour relations as well as the implementation of the labour legislation.

The President stated that the Namibian Government has valuable immovable properties and assets in all its fourteen regions.
w stated President Nandi-Ndaitwah.

Hence, in view of the said alignment and reorganisation of the Government Offices/Ministries/Agencies (OMAs), the Executive is now constituted as follows:

The President; Vice President; Prime Minister and Deputy Prime Minister; Ministry of Defence and Veterans Affairs; Ministry of Home Affairs, Immigration, Safety and Security, Ministry of International Relations and Trade; Ministry of Finance; Ministry of Agriculture, Fisheries, Water and Land Reform; Ministry of Education, Innovation, Youth, Sport, Arts and Culture; Ministry of Health and Social Services; Ministry of Industrialization, Mines and Energy; Ministry of Environment and Tourism; Ministry of Information and Communication Technology; Ministry of Gender Equality and Child Welfare; Ministry of Works and Transport; Ministry of Urban and Rural Development; Ministry of Justice and Labour Relations; Attorney General; National Planning Commission; and Namibia Central Intelligence Service.

With the merging of various ministries, the Head of State is convinced that the team in place will deliver the required service to the Namibian nation.

“A Nation Without a Culture Is Not a Nation,” President Nandi-Ndaitwah

By Herman Kangootuii

As part of the community engagement, President Netumbo Nandi-Ndaitwah attended the Omaongo Annual Festival celebration, where she delivered a keynote address at Omhedi Palace in Ohangwena Region on 10 May 2025. This festival was held under the theme “Preservation of Our Cultural Heritage and Strengthening of Our Unity”.

Emphasising the importance of culture, the President reiterated that there is a saying that a nation without a culture is not a nation.

“With that understanding, I thank Her Majesty, Meekulu Dr. Martha Mwadinomho ya Kristian Nelumbu, our host, for the kind invitation extended to me to attend this important cultural event and to share my views on the subject through the keynote address,” President Nandi-Ndaitwah stated.

The President thanked all eight Traditional Authorities in the Oshikoto, Ohangwena, Oshana and Omusati regions for having kept alive the culture of the Omaongo Annual Festival, hosted this year at Omhedi Palace, Oukwanyama Traditional Authority in the Ohangwena Region.

Furthermore, the President stated that a cherished tradition rotating the festival amongst the eight Traditional Authorities in the north of Namibia holds a special place in the hearts of our communities.

“While the eight Traditional Authorities as mentioned above host this annual festival, it is a celebration inclusive of all citizens of Namibia. This festival attracts people from across the country, a testament to the shared values and aspirations that unite us as a nation,” the President stated.

The President emphasised that the Omaongo Annual Festival represents the spirit of our ancestors, a testament to the enduring strength and resilience of our people.

“It is a platform for us to honour our traditions, share our stories, and reaffirm our commitment to the preservation of our cultural heritage for future generations. The festival serves as a powerful reminder of the importance of unity, cooperation and respect within our communities and across our nation,” President Nandi-Ndaitwah stated.

The President used the opportunity to urge the community that as they celebrate the heritage and unity, they must also confront the challenges that threaten the fabric of our society.

"Among them are domestic violence and violence against women and children. I condemn, in the strongest sense, the undesirable and unwanted behaviour of some individuals that resulted in the tragic killings of innocent schoolgirls in Okahandja and elsewhere in our country. Such acts of violence are destructive to everything we stand for as a nation, and they must be fought by all of us. To the perpetrators, you are our children, come out and hand yourself over to the Law Enforcement Agents so that you can be assisted to become useful members of our society. To all of us, we must not allow criminals to take away our freedom of movement at any time of the day," the President stated.

The President urged all to go back to our African value system and ethics of caring for one another, with the understanding that a child is raised by the whole community he/she lives in.

"To the Traditional Authorities gathered here today and across our nation, and all Namibians, I appeal for your support for the Eighth Administration in its efforts to address the pressing issues facing our country. We are committed to tackling the high unemployment rate, particularly among our youth, through initiatives like sports development and professionalisation in the country; mineral beneficiation and value addition to our natural resources, including agricultural products. Our goal is to keep jobs in Namibia and not to export them," the President stated.

Introducing Newly Appointed Senior Staffs in the Presidency

Mateus Kaholongo
Executive Director:
Office of the President

Amb. Neville Gertze
Executive Director:
President's Private Office

Christine //Hoebes
Senior Presidential Advisor

Kornelia Shilunga
Special Advisor & Head of
Upstream Petroleum Unit

Carlo Lord Muhamed McLeod
Special Advisor & Deputy Head,
Upstream Petroleum Unit

Health Tips and Awareness

EXERCISE AND BLOOD PRESSURE (BP): SUPRISING FACTS YOU SHOULD KNOW

1. 30 minutes a day can lower BP by 5 to 11 mmHg
-That's as effective as some medications – no prescription needed!

2. Exercise trains your arteries
-Regular movement keeps your arteries flexible, reducing the strain on your heart.

3. Short bursts work too
- 3 x 10 minute activity sessions in your day = same benefit as 30 minutes straight!

4. Stress down, pressure down
- Exercise lowers stress hormones like cortisol – helping your heart stay calm under pressure.

5. Office work = Sitting risk
- Break the sitting cycle! Stand, stretch, or walk every hour to protect your heart.

6. Immediate benefits
- Your blood pressure drops right after exercising – even after a 10 minute walk

7. Boost energy naturally
- Skip the caffeine – a brisk walk can refresh your brain and lower your BP.

WELLNESS TIP:

Join our weekly exercise sessions at State House – your heart will thank you!

Mondays and Wednesdays from 15h45-16h45 and 16h45-17h45.

For more information regarding the sessions contact Francie Gerber 0812352328

Crossword Puzzle : 1904-1908 Genocide Remembrance Day

P	E	R	P	E	T	U	A	T	E	D	N	O	I	T	A	R	A	L	C	E	D	Q
U	Y	T	R	E	X	T	E	R	M	I	N	A	T	I	O	N	X	B	A	S	E	W
S	A	M	M	Y	Q	W	F	I	R	E	G	M	A	T	H	L	L	O	F	A	V	E
I	I	L	E	K	A	Q	O	Q	W	E	R	A	P	u	I	M	P	E	R	I	A	L
C	O	M	M	E	M	O	R	A	T	I	O	N	A	Q	S	L	K	J	H	G	S	T
T	Q	M	N	B	V	X	B	B	G	T	V	B	R	U	T	A	L	Q	W	E	T	R
R	A	G	N	I	L	A	E	H	Q	N	A	K	T	D	O	V	G	Y	J	M	A	A
I	Z	Z	D	F	G	H	A	J	J	O	H	L	H	D	R	Q	A	Z	X	S	W	U
B	X	E	M	I	G	E	R	S	D	I	E	A	E	V	I	C	T	I	M	S	I	M
U	C	D	E	T	U	C	E	X	E	T	R	D	I	Z	C	X	C	V	B	N	N	A
T	U	I	O	P	A	S	R	D	F	U	E	I	D	Z	X	C	V	B	N	M	G	T
E	Q	W	P	E	R	I	S	H	E	L	R	C	O	N	S	E	N	S	U	S	Q	I
R	D	E	R	C	A	S	S	A	M	O	O	O	F	H	I	R	Z	V	J	K	L	C
H	O	R	R	E	N	D	O	U	S	V	Q	N	O	T	O	R	I	O	U	S	A	A
F	O	R	C	E	S	H	K	P	C	E	S	E	F	S	D	L	U	F	E	T	A	F
P	R	E	D	E	C	E	S	S	O	R	S	G	A	H	S	E	U	F	A	H	P	Q

Find the following words in the puzzle.
Words are hidden → ← ↑ and ↓.

Commemoration
Genocidal
Historic
Ovaherero
Nama
Victims
Forbearers
Predecessors
Revolution
Imperial
Forces
Perpetuated
Notorious
Extermination
Brutal
Massacred
Horrendous
Devastating
Traumatic
Fateful
Healing
Apartheid
Regime
Prosecuted
Executed
Consensus
Declaration
Tribute
Perish

Public Comments Section

This section features a selection of positive messages from members of the public, expressing congratulations and words of encouragement to Her Excellency as she begins her tenure. These remarks reflect the hope, confidence, and goodwill of the Namibian people as they rally behind the President's vision and leadership.

Frank Maire
From France, I send my warmest congratulations to the President Her Excellency Dr Netumbo Nandi-Ndaitwa. With her extensive experience in addressing major challenges, I am confident that she will further accelerate Namibia's economic development and enhance the global standing of this great democracy.
13w Like Reply Hide 1

Sammy Agui
Co-operation with development partners is a step in making Namibia great..madam president Congratulations in take that initiative
6d Like Reply Message Hide 2

Tjiueza Tjombumbi
Our Excellency Netumbo Nandi-Ndaitwa is doing well and we are supporting her wholeheartedly in particular on natural beneficiation agenda. She just need to strengthen her relationship with Russia, North Korea, China and Cuba. While on the Afrikan continent she built strong relationships with Burkina Faso, Ghana, Mali, Niger, Siera Leone, Tanzania, Botswana, Zambia, Zimbabwe, Angola. South Africa is obvious.
6d Like Reply Message Hide 2
View 1 reply...

Fred Galan
Love the mutual cooperation for the mutual benefits this can offer to both countries!👌👍
5d Like Reply Message Hide 1

Rufinus Kakukuru
Madam president congratulate ,, we need also to inform the team must go around Namibia and double check the system what using to choose freedom fighters special in this two regions kavango west and east was not that fair particularly in kahenge constituency. Please team intervene please
5d Like Reply Message Hide 1

SY Abijah
Congratulations Her Excellency ,you have made women proud by picking your deputy a woman, greetings from Nigeria
13w Like Reply Hide 1

Masimba Tsanga
SADC citizens have demonstrated their strive for equality, by electing two women presidents. I salute you people of Tanzania and Namibia for paving the way to fellow citizens of SADC and continent of Africa. This will inspire the girl child of the continent to aspire for greater heights and equality.
13w Like Reply Hide 1

Albert Masinga
Saluted And Honoured, We Advance Our Nations From @£1 Trillion Hero From European Continent Is More Than Life Itself, We Seek To See The Results From That Petroleum, We Aim To See,Competitive Conscious Leaders To Monitor These Finances Until The Citizens In Need For Development Get Served And Saved For Life, Congratulations To Nambian Presidency
15h Like Reply Hide

Uhuru Ndikukutu Moongo
Thank you, President Netumbo Nandi-Ndaitwah, for speaking truth to power at the U.S.-Africa Business Summit. As African entrepreneurs, we echo your call—what we want from our U.S. partners is simple: genuine trust, action over talk, and partnerships that respect our people and potential. We're not looking for handouts—we're building, innovating, and ready to grow together. We want investment that creates jobs, technology that empowers, infrastructure that connects, and trade that's fair. Let's move beyond extraction and promises toward real collaboration that uplifts both sides. Africa is ready what we ask for now is partnership with purpose.

Mr. Moongo 🇳🇦🤝🇺🇸
1d Like Reply Message Hide 3

Fillippus Simon Jordan
Congratulations Comrade President
13w Like Reply Hide 1

Engelbert Lyaruu
Congratulations 👏🎇👍 Madam President from sister country Tanzania.
13w Like Reply Hide 1

Susan Sibolile
Congratulations to our First Female President Her Excellency Dr Netumbo Nandi-Ndaitwah 5th President of our Republic of Namibia🇳🇦 History was made in our country and SADC as region as you became the first female president that was elected by the nation, may this be an inspiration to women in other SADC countries as well as Africa at large as you are 2nd elected female President in Africa, I hope Tanzania elect the current female President Dr Samia Hassan who serving the term of late President John Magufuli if she decided to stand for the presidency. The Future is Female should continue
13w Like Reply Hide 1

James Teny
Congratulations H.E President of Republic of Namabia. The role of leader is to make sure his people are Happy and well protected and place the interest of the Country the first.
Go ahead with this spirit the people of your Country will be behind your leadership.
God bless you during your tenure.
Thanks!
12w Like Reply Hide 1

Vamba Corneh
Congratulations 🎊 her excellence may your team of government work collectively with the people of Namibia 🇳🇦
13w Like Reply Hide 1

Uhuru Ndikukutu Moongo
Thank you, President Netumbo Nandi-Ndaitwah, for speaking truth to power at the U.S.-Africa Business Summit. As African entrepreneurs, we echo your call—what we want from our U.S. partners is simple: genuine trust, action over talk, and partnerships that respect our people and potential. We're not looking for handouts—we're building, innovating, and ready to grow together. We want investment that creates jobs, technology that empowers, infrastructure that connects, and trade that's fair. Let's move beyond extraction and promises toward real collaboration that uplifts both sides. Africa is ready what we ask for now is partnership with purpose.

Mr. Moongo 🇳🇦🤝🇺🇸
1d Like Reply Message Hide 3

Evelyn Shilamba
A true Pan Afrikanist that she is, the Head of State, HE Dr Netumbo Nandi-Ndaitwah has appointed a Team that is very inclusive of the diverse Namibian Nation we are. Small yet no one is left out, from the south, north, east and west a truly One Namibia, One Nation. Bravo! Long Live President Nandi-Ndaitwah!
13w Like Reply Hide 21
View 3 replies...

Adebahayo Zangaringida
I want to extend my heartfelt congratulations 🎊 to the new president of Namibia 🇳🇦 on this historic achievement. As an African from another nation, I commend the people of Namibia for entrusting a woman with the highest office in the land. Promoting gender equality in political leadership across Africa is vital for fostering equity and diversity.

I firmly believe that women bring invaluable qualities to leadership roles and are exceptionally nurturing and caring for their communities. As a proud son of Africa, I wish the president and her administration good health, longevity, and success in their endeavours alongside the people of Namibia. May you all be blessed 🙌!
13w Like Reply Hide 19
View 2 replies...

Tjizuqo Fashion-Guru Ngarangombe
Congratulations madam President, I just love your taste of selection 💯👌You did a great job there💯🍗May the Almighty bless your journey and may He bless our beloved nation 🇳🇦 🙏
13w Like Reply Hide 9
View 2 replies...

Daniel Kuzanuwam Katung
I love this country the president and vice are females and the men did not feel intimidated. We hope one day nigeria will give women the opportunity to see how mothers will change for good.
12w Like Reply Hide 2

Ire Mol
Im proud of you Namibia
13w Like Reply Hide 6

Ba Musonda · Follow
Congratulations Namibia!! With love from Zambia!
13w Like Reply Hide 4

Edward Wilson
President Nandi-Ndaitwah's message on Southern Africa Liberation Day is a powerful reminder of the sacrifices that shaped the freedom and peace enjoyed in the SADC region today. Honoring the legacy of those who fought against colonialism and apartheid is crucial in preserving unity and development. Her call for regional collaboration and commitment to shared progress reflects the true spirit of SADC. This day serves as both a tribute to the past and a call to action for future generations to safeguard peace and prosperity.
12w Like Reply Hide 1
Israel Dooms
I wish you all the best our President, you deserve, you're a gift among Namibia people, God choose you, may God keep on blessing you with health life and wisdom Amen
Angela Anthony Oju-Kienmie
Congratulations Her Excellency!
Her Excellency, President Nandi-Ndaitwah affirmed her commitment to upholding the legacy of her predecessors.
That's awesome!
13w Like Reply Hide 6
Joy Washoma-Nekuta
The stylist or the person responsible for Madam President's dressing is doing a great job
Looking on point true African Mother
13w Like Reply Hide 4
Albertina Niilonga Masati
Thank you Madam President....We are proud of your great leadership
13w Like Reply Hide 5
Chuene Mothiba
Well said Mama President. Lead the Nation bearing the experience of labour pain for development. This re profound words of development that will caterpillar the old and build new things.....
12w Like Reply Hide 1
Aloyce Odeck
That's a worthy and clearly focused speech. I admire her often remark for the people of Namibia. Exemplification of unequivocal servant leadership to the people.
12w Like Reply Hide 1
Beanlazo M Kadila
We the youth of namibia .for recruiting process .,from 25 years to 45 years .under years of age they should continue with their education .plss
13w Like Reply Hide 4
Isaac C Khah
Very excellent president Namibian
12w Like Reply Hide
Sbu Stemela
I was listening to her interview with International relations SABC presenter, Sophie Mokwena, one thing I concluded after that interview, Namibians have a visionary, a leader and a mother figure. I think also her background as forrmer international /foreign affairs minister, have gave her a clear picture of domestic and international issues, continent and abroad challenges. All the best President for your tenure, with your team of minister.
13w Like Reply Hide 9
Freddy Gabby
Thanks very much president for visiting the mine. Make sure our people benefit fully from their natural resources more specially those around town that produce natural resources and pls don't forget the fishing industry!
10w Like Reply Hide 1
View 4 replies...
Pendapala Hangala
Great speech...the aim is to also look into the shareholding structure and for the Namibian government to get a higher share on behalf of the people.
The President should task the Minister of Mines to assemble a technical team to go see the main shareholders and give them the message that Namibia wants more share representation in that particular mine.
Failure of which the government is looking to significantly increase its tax rate on all mining companies operating in the country.
As it's business unusual as our people deserve so much more from their motherland.
10w Like Reply Hide
Glen Joseph
I'm happy to see HE pres. NNN following up on the mining industry so soon after taking office. I would go a step further and provide these different industries with a White Paper from the office of the ministry of mining in order to provide them with guidelines, expected outcomes and deadlines; thus holding them accountable for results.
10w Like Reply Hide 1
View 1 reply...
Mwiya WaNelindi
Very good initiative! Also seeing that many senior political leaders such as General Namoloh, Billy Mwaningange, Governor Sebastian Ndeitunga and others accompanied the President.
7w Like Reply Hide 7
Ibraheem Ceesay
Your Excellent Excellency What An Oustanding President. Can't Wait To ReTurn To MamaLand Namibia. Beautiful Country With The Greatest Potentials In Southern Africa. You Must Visit Namibia. Mama President Don't Forget The Land Reforms For The Youths And Women. Thanks For The Free University Education. The Supreme-GOD Is In Support Of You And Your Office. Shalom Mama President.
7w Like Reply Hide 4
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10w Like Reply Hide 1
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Great speech...the aim is to also look into the shareholding structure and for the Namibian government to get a higher share on behalf of the people.
The President should task the Minister of Mines to assemble a technical team to go see the main shareholders and give them the message that Namibia wants more share representation in that particular mine.
Failure of which the government is looking to significantly increase its tax rate on all mining companies operating in the country.
As it's business unusual as our people deserve so much more from their motherland.
10w Like Reply Hide
Glen Joseph
I'm happy to see HE pres. NNN following up on the mining industry so soon after taking office. I would go a step further and provide these different industries with a White Paper from the office of the ministry of mining in order to provide them with guidelines, expected outcomes and deadlines; thus holding them accountable for results.
10w Like Reply Hide 1
View 1 reply...
Freddy Gabby
Thanks very much president for visiting the mine. Make sure our people benefit fully from their natural resources more specially those around town that produce natural resources and pls don't forget the fishing industry!
10w Like Reply Hide 1
View 4 replies...
Mee Ndalikutala Neè Vaefeleni
A mother is always a mother. No matter how many times you break her heart; she never stops worrying about her children and never stops praying for them.
10w Like Reply Hide 1
Titus Jully Salom
This is indeed the people's President !! The mother to many Nation
10w Like Reply Hide
View 1 reply...
Mwiya WaNelindi
Very good initiative! Also seeing that many senior political leaders such as General Namoloh, Billy Mwaningange, Governor Sebastian Ndeitunga and others accompanied the President.
7w Like Reply Hide 7
Ibraheem Ceesay
Your Excellent Excellency What An Oustanding President. Can't Wait To ReTurn To MamaLand Namibia. Beautiful Country With The Greatest Potentials In Southern Africa. You Must Visit Namibia. Mama President Don't Forget The Land Reforms For The Youths And Women. Thanks For The Free University Education. The Supreme-GOD Is In Support Of You And Your Office. Shalom Mama President.
7w Like Reply Hide 4
Glen Joseph
I'm happy to see HE pres. NNN following up on the mining industry so soon after taking office. I would go a step further and provide these different industries with a White Paper from the office of the ministry of mining in order to provide them with guidelines, expected outcomes and deadlines; thus holding them accountable for results.
10w Like Reply Hide 1
View 1 reply...

Photo Gallery

Reflection of the official engagements undertaken by Her Excellency in her 100 days in the office: Documenting key moments that underscore Namibia's ongoing efforts in governance, development, and regional cooperation.

Photo Gallery

Photo Gallery

The Eighth Administration: Priority Areas

AGRICULTURE:
Enhance food security and reduction of food imports through the acceleration of food production capacity in Namibia and ensuring that the existing green schemes are producing in full.

SPORTS:
Aimed at professionalising sports and building sport infrastructure in 121 constituencies and establish CAF category 2 and 3 as well as sports centres of exellence.

YOUTH EMPOWERMENT:
Empower the youth to drive economic development and reduce unemployment

QUALITY EDUCATION AND TRAINING:
Ensure universal access to quality and free higher education and vocational education at public institutions.

CREATIVE INDUSTRY:
Ensure that we harness the talent of our youth and all Namibians through arts and the creative industry and ensure this industry is full established throughout the regions.

QUALITY HEALTH AND SOCIAL WELFARE:
Expand access to quality healthcare in rural areas and establish intermediate hosptials in each region that meet private healthcare standards.

LAND, HOUSING AND SANITATION:
Ensure equitable access to land, housing and sanitation services.

THE PRESIDENCY
NEWSLETTER

STATE HOUSE
REPUBLIC OF NAMIBIA
WINDHOEK

Volume 1 | May 2025

2025 - ONE HEART - ONE MIND

@NamibianPresidency

Contents

4 Namibia Celebrates 35th Independence Day Anniversary

6 Opening of Cabinet by President Netumbo Nandi-Ndaitwah

8 Energy, Education, and Economic Growth at Centre of Namibia-Russia Talks

10 President Nandi-Ndaitwah Appoints Regional Governors

12 President Netumbo Nandi-Ndaitwah Welcomes IOC President Dr. Kirsty Coventry

Cover:
The official portrait of the of the fifth President of the Republic of Namibia, H.E. Dr. Netumbo Nandi-Ndaitwah

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Editor's Note

Dear Readers,

Welcome to the inaugural edition of the electronic newsletter from the Office of the President, under the visionary and esteemed leadership of H.E. Dr. Netumbo Nandi-Ndaitwah, Namibia's fifth President. This publication marks a significant milestone in our nation's history as we embark on a transformative journey guided by the principle of "One Heart, One Mind"; we are reminded of our collective strength and unity as a nation. This ethos guides us in fostering collaboration among all stakeholders in pursuit of national goals.

In this edition, we highlight several key stories that reflect the priorities and initiatives of the eighth administration. As we reflect on momentous events, this newsletter aims to provide you with insights into the Presidency's priorities and achievements. Furthermore, President Nandi-Ndaitwah's commitment to "Not Business as Usual" signifies a transformative approach to governance—one that prioritises innovation, inclusivity, quality service delivery, and accountability, among other principles of the SWAPO Party Manifesto Implementation Plan.

As we embark on this new chapter in our nation's history, we invite you to engage as we showcase the broad spectrum of noteworthy local, regional, and global involvements and undertakings executed by the Presidency. Let us embrace her call for unity: One Heart, One Mind. Together, we can build a prosperous Namibia where every citizen has the opportunity to thrive.

Enjoy reading, and stay tuned for future editions as we continue to document the activities and achievements of the Presidency.

Dr Festus I Nafuka

Chief Editor: Speech Writing and Research

Namibia Celebrates 35th Independence Day Anniversary

By Herman Kangootui

Former President H.E. Nangolo Mbumba emphasised that 21 March 2025 is the day on which we commemorate our 35th Independence Anniversary and it is also the day on which we will witness one of Namibia's foremost daughters breaking through the glass ceiling.

Former President Mbumba stated this when delivering his statement at the occasion of the 35th Independence Day Anniversary in Windhoek, on 21 March 2025. That day served as his last day in Office as the President of the Republic of Namibia.

"Today marks the final occasion on which I will say goodbye to you, the beautiful Namibian people, as President. I have already said goodbyes to the Cabinet, Parliament, my staff and all civil servants," President Mbumba stated.

Furthermore, the Former President urged all and sundry to support President Netumbo Nandi-Ndaitwah and wished her good health, strength and wisdom during her tenure.

President Mbumba added: *"Now, as we turn the last page of this final chapter, we look forward to the beginning of a new chapter—a chapter of hope, promise and prosperity. The Chapter of Her Excellency Netumbo Nandi-Ndaitwah. Let us all support her and wish her good health, strength and wisdom!"*

The Former President stressed the importance and monumentality of the day in the history of the country. *"It has been a long time coming; it has been a long journey filled with trials and tribulations, but just as our struggle for independence, spearheaded by the gallant sons and daughters of Namibia, has paid dividends, likewise, the struggle for gender justice, spearheaded by the brave women of Namibia and their allies across the international community, is paying dividends as we await to swear in our first female President of the Republic of Namibia,"* H.E. Mbumba stated.

In paying tribute to those who lost their lives during the fight for the liberation of the country, H.E. Mbumba stated that what we are celebrating today would not be possible without the invaluable sacrifices that were

made by brave Namibian men and women who selflessly paid the ultimate sacrifice to ensure that freedom and independence become a reality for all Namibians.
"Their blood waters the foundations of our democracy, and it waters the pillars of Unity, Liberty and Justice," stated H.E. Mbumba.

Thanking his predecessors, H.E. Mbumba stated that it would be remiss of him not to mention his extraordinary personality, whose formidable leadership is primarily responsible for ensuring that Namibia is today a paragon of unity, peace, and stability.

"I speak of no other person than His Excellency Sam Shafiishuna Nujoma, Founding President of Namibia and Leader of the Namibian Revolution. In the same vein, let me also laud the magnificent leadership of His Excellency Dr. Hifikepunye Pohamba, second President of the Republic of Namibia, and my late brother, His Excellency Dr. Hage G. Geingob, third President of the Republic of Namibia," H.E. Mbumba stated.

When it comes to his tenure, the Former President stated that 'to say that my tenure has been eventful would be an understatement.'

"From my first day in Office to this very moment, it feels like I never had a chance to catch my breath. Nevertheless, I would like to state that being President of the Republic of Namibia has been the greatest honour ever bestowed upon me," H.E. Mbumba stated.

The Former President thanked God for his protection, love and grace throughout his tenure, as well as his loving wife, Madam Sustjie Nashili Mbumba, his rock, his number one supporter, and his soulmate.

In addition, the Former President thanked Her Excellency Samia Suluhu Hassan, President of the United Republic of Tanzania, who was our guest of honour during this anniversary.

To the men and women in uniform, H.E. Mbumba stated: *"Thank you to all the uniformed services, the men and women whose daily task it is to keep our country and people safe and secure both from external and internal threats. It was an honour to be your Commander-in-Chief."*

As he bids farewell, the Former President thanked the Namibian people, the ultimate sovereigns, our bosses.
"Thank you for your support and understanding. Wherever I travelled across the country, I was greeted with cheers, smiles, and gestures of goodwill. I am humbled and proud at the same time to have been your President. I take my hat off to all of you," H.E. Mbumba stated.

Opening of Cabinet by President Netumbo Nandi-Ndaitwah

By Dennis Shikwambi

Delivering her maiden speech on the occasion of the Opening of the First Cabinet Meeting of the 8th Administration, President Netumbo Nandi-Ndaitwah informed Cabinet members that Namibian people have high expectations from them, noting that by accepting their appointments, they have made commitments to serve our people under this administration.

The President further advised the members of Cabinet to be guided by the Cabinet handbook when carrying out their Ministerial and national duties in ensuring that their conduct is ethical and beyond reproach.

President Nandi-Ndaitwah emphasised that the day marks the beginning of the first steps in an important but long five-year journey; they must walk together as a team, and it was her wish that they finish this journey together with all the required success.

"The Namibian people have spoken through their votes, and they are calling on us to efficiently deliver services based on the promises we made in the SWAPO Party Election Manifesto for the years 2025–2030, which is a promise we made to the Namibian people, and the commitments contained in it are now the binding contract we have signed with our citizens, which must be implemented at all costs, without deviating from it, by the entire team. Therefore, it is the responsibility of the Cabinet, the Executive and the Government as a whole to fulfil the promises we made to improve the wellbeing of our people," stated President Nandi-Ndaitwah.

The President also stressed that performances will be evaluated regularly starting with the next three months on the basis of the key performance indicators in their terms of reference in order to monitor implementation progress on all projects, she informed.

The President further stated that Namibians, especially the youth, men and women, need employment opportunities, housing and access to improved services in the social and economic clusters.

"There is a need for the education

system to be tailor-made for purpose in order to empower our young people. Our development has to be supported by evidence research outcomes. Our health sector must be responsive to the growing needs of our citizens, and every Namibian deserves the best available health service wherever they are in this country," President Nandi-Ndaitwah stated.

The President also emphasised that the agricultural and mining sectors must be strengthened and transformed in order to ensure food production for food security and serve as a catalyst for our natural resources beneficiation and employment creation.

President Nandi-Ndaitwah reminded her Cabinet members that they had been appointed in their respective sectors with a clear conscience and trust in their professional capabilities to help her carry out national assignments with a sense of purpose and urgency.

"In our quest for service delivery, there should be no time for complacency and procrastination; therefore, decisions taken must be implemented without any delay, as delays in the implementation of decisions taken will not be accepted," President Nandi-Ndaitwah stated.
The President further stated that she does not like the word "work in progress", as in most cases it is used to mean nothing is done.

The President further emphasised that during her administration, there will be no business as usual. She further emphasised that it is the team's urgent duty to fulfil its Constitutional mandate.

President Nandi-Ndaitwah also urged the staff to carry out their responsibilities boldly and transparently within the framework of the Constitution of the Republic of Namibia and guard against favouritism or any undue influence. She further urged the staff that their duty is to serve citizens, investors, and visitors timely and equally.

President Nandi-Ndaitwah emphasised that the team needs to hit the ground running and that Namibians do not expect anything less but expect tangible improvements in their material conditions in order to improve their lives, adding that *"we are too few to be poor. Therefore, the responsibility is to deliver on our promises."*

The President directed the Cabinet Ministers to ensure that all public servants maintain, at all times, high ethical standards, and Organisations, Ministries and Agencies (OMAs) must provide the best possible services timely and without favouritism.

The President reminded her Cabinet that they have overall responsibility over the staff members in their Ministries and Offices.

"Therefore, should there be any law or instruments that made it difficult for Ministers to assist officials to execute their duties as expected, I direct the Prime Minister to be assisted by the Minister of Justice and Attorney General to amend those laws and instruments by the end of May this year," President Nandi-Ndaitwah stated.

The President further urged the ministers to remain available to deal with queries and to work with the private sector, communities, the public, and other stakeholders, including the media, which is an important stakeholder in communicating policies and activities of Government.

Emphasising the vital role played by the media, referring to them as the "fourth arm of state", the President stated that they are expected to perform their responsibility objectively and contribute to the development of our country.

The President stated that together, the team will make the difference that the people of Namibia expect of them.

In terms of Cabinet meetings, the President stated that the Cabinet meeting will be held every Tuesday and will be chaired by the President or any member of Cabinet as delegated by the President in case she is absent for one reason or the other.

Energy, Education, and Economic Growth at Centre of Namibia-Russia Talks

By Katrina Jacob

President Netumbo Nandi-Ndaitwah received a courtesy visit on 1 April 2025 from His Excellency Yury Trutnev, Deputy Prime Minister and Presidential Envoy to the Far Eastern Federal District of the Russian Federation, during which the two leaders discussed avenues to deepen strategic cooperation between Namibia and Russia.

According to the Presidential Spokesperson and Press Secretary, Dr. Alfredo Hengari, the meeting focused on key priority areas, including economic cooperation, energy security, and education, with a strong emphasis on natural resource beneficiation. The engagement underscored Namibia's commitment to fostering bilateral relations that align with its national development objectives—particularly in addressing youth unemployment and poverty reduction.

The visit served as a reaffirmation of the enduring historical ties between Namibia and the Russian Federation, dating back to the days of the liberation struggle. President Nandi-Ndaitwah emphasised the need to transform these historic bonds into modern strategic cooperation that delivers practical and sustainable outcomes.

Dr. Hengari noted that the President highlighted the importance of moving beyond the mere export of raw

materials, calling for enhanced cooperation with the Russian Federation in areas such as energy—especially nuclear energy, where Russia remains a global leader. Namibia's wealth in uranium and other minerals presents a vital opportunity for in-country value addition, job creation, and industrial development.

"Namibia is prioritising the monetisation of its natural resources. It is not good economic policy to export raw materials without local value addition," President Nandi-Ndaitwah.

Deputy Prime Minister Trutnev expressed full agreement with the President's vision, reaffirming Russia's readiness to support Namibia in the development of local industries and in creating technology-based partnerships that strengthen Namibia's self-reliance.

Education also featured prominently in the discussions. The growing number of Namibian students currently studying in Russia was acknowledged, with both leaders emphasising the need to expand academic and vocational training opportunities, particularly in critical sectors such as science, engineering, and technology.

The meeting also reaffirmed the pivotal role of the Namibia-Russia Intergovernmental Commission in coordinating and overseeing bilateral cooperation efforts. Both sides committed to revitalising the Commission's work to ensure that decisions taken at the leadership level are implemented effectively.

Dr. Hengari further stated that President Nandi-Ndaitwah welcomed the visit as a positive step toward reinforcing Namibia's international partnerships and enhancing foreign direct investment in line with the country's long-term development plans.

The engagement concluded with a shared resolve to build a stronger, forward-looking relationship that transforms diplomatic goodwill into real socio-economic benefits for the people of both nations.

President Nandi-Ndaitwah Appoints Regional Governors

By Herman Kangootuii

President Netumbo Nandi-Ndaitwah has appointed seven (7) Regional Governors as per the provisions in the Namibian Constitution and the Special Advisors and Regional Governors Appointment Amendment Act on 28 March 2025 at State House, Windhoek.

Article 111A(1) of the Constitution, along with the Special Advisors and Regional Governors Appointment Amendment Act, 2010 (Act No. 15 of 2010), gives the President the power to appoint Regional Governors who will serve at the President's request according to Section (2) of the same Article.

President Nandi-Ndaitwah appointed Honourable Verna Sinimbo as the Governor of Kavango-West Region; Honourable Julius Hamunyera Hambyuka as Governor of Kavango-East Region; Honourable Sacky Kathindi as the Governor of Oshikoto Region; Honourable Vipuakuje Muharukua as the Governor of Kunene Region; Honourable John Julius //Khmuseb as the Governor of Otjozondjupa Region; Honourable Sam Shafiishuna Nujoma Jnr as the Governor of Khomas Region; and Honourable Riaan Charles McNab as the Governor of Hardap Region.

On the occasion, President Nandi-Ndaitwah reminded the Regional Governors that they are obliged to promote development, enhance service delivery, and represent the interests of the state at the regional level, as provided for in Article 132 of the Namibian Constitution.

"They represent the interests of the Central Government, ensuring that policies and programmes are effectively implemented in our unitary state. It means that the individuals I am appointing today must work hard to carry out the mandate, which the Namibian people bestowed upon us through the SWAPO Party Election Manifesto," President Nandi-Ndaitwah stated.

Furthermore, the President emphasised that her administration is committed to dealing with the high

unemployment rate, especially among the youth, which is a barrier to social progress, national cohesion and prosperity in the Manifesto.

"We have also vowed to address the housing backlog and disparities in access to basic services, in particular the informal settlements and between urban and rural areas. I must point out that climate change has negative impacts on the livelihoods of our people, causing tragedies such as droughts, water scarcity, excessive rains and land erosion that led to poor agricultural output and food insecurity," President Nandi-Ndaitwah stated.

The Head of State urged the Regional Governors to implement the SWAPO Party Election Manifesto for the years 2025-2030 on the basis of the Implementation Plan to address the issue of poor Governance that is eroding public trust in the work of the Government and many other challenges confronting the nation.

"The Implementation Plan has to be carried out together with other planned national development programmes. As appointees of the President, Regional Governors perform critical functions by assisting the President in overseeing the administration of our fourteen regions," the President stated.

The President also urged the Regional Governors to inform her in a timely manner on all matters of great concern as they happen in their respective regions.

Additionally, the President congratulated all of the Regional Governors on their appointments as Governors in their respective Regions, adding that, in appointing them, she has trust and confidence in them to serve the nation to the best of their abilities without fear or favour or nepotism.

"I consider you as people of integrity, and I expect nothing less from you in executing your duties. Unethical behaviour is equal to corruption, which undermines development and should be avoided in the performance of your duties and among the people you serve and work with," President Nandi-Ndaitwah stated.

The President added: *"Remember, 'THERE SHALL BE NO BUSINESS AS USUAL', and lack of implementation of Government policies and programmes will not be accepted. I also do not want to hear the public complaining about issues for which you must provide solutions. You must therefore stand ready to address those issues within the scope of your responsibilities without delay."*

Emphasising the importance of collaboration, President Nandi-Ndaitwah urged the Regional Governors to collaborate and to involve the communities and other stakeholders in their areas of responsibility in order to ensure ownership of all that is being done in the interest of the people.

"You must plan collectively by collaborating with Regional Councils and Local Authorities, including Traditional, Church, Business and Community Leaders, as well as other stakeholders, who can make a positive and meaningful contribution to regional development," President Nandi-Ndaitwah stated.

The Head of State told the appointed Governors that she has chosen them out of many other equally capable Namibians because she believes that they have the capabilities and abilities to efficiently deliver services to our people, adding that effective service delivery must be their password in executing their daily work.

In terms of monitoring, the President emphasised that their work will be closely monitored, adding that the Governors must be available to address problems in their respective Regions in consultation with Offices, Ministries and Agencies (OMAs) as the situation demands in order to ensure effective service delivery.

"I urge all of you to take your responsibilities seriously and to serve in the best interest of all Namibians. Let us all stand together in our commitment to better service delivery and to collaborate for a brighter future for our nation. Let me once more again congratulate you on your important national responsibilities," President Nandi-Ndaitah stated.

President Netumbo Nandi-Ndaitwah Welcomes IOC President Dr. Kirsty Coventry

By Katrina Jacob

The President of the Republic of Namibia, Dr. Netumbo Nandi-Ndaitwah, on Saturday, 5 April 2025, received a courtesy visit from the President of the International Olympic Committee (IOC), Dr. Kirsty Coventry. The meeting, held at State House, marked a significant moment of continental pride, unity, and shared commitment to youth empowerment through sport.

Dr. Kirsty Coventry, a celebrated Olympian and former Zimbabwean Minister of Sport, is the first African — and the first woman — to be elected as President of the International Olympic Committee (IOC). During her visit to Namibia, she also attended the 5th Association of National Olympic Committees of Africa (ANOCA) Athletes Forum, held in Windhoek from 4 to 6 April. The forum brought together over 100 athlete representatives from all 54 African National Olympic Committees to engage in discussions on key issues affecting athletes across the continent.

President Nandi-Ndaitwah commended Dr. Coventry for choosing Namibia as one of her first destinations following her election, saying the visit comes at a pivotal moment.

"We are honoured by your presence. We regard sports not just as sport," President Nandi-Ndaitwah stated, "for us, it's a big industry, one that contributes to the mental wellness of our citizens, helps shape their future, and has real economic potential."

President Nandi-Ndaitwah further emphasised that the government has prioritised youth development as a national imperative, particularly through investments in infrastructure that will create opportunities for young people.

"We are just starting to put our feet on the ground, focusing on identified priorities. Your visit and collaboration come at a moment when we are investing in programmes that will uplift our youth and secure the future of our nation," President Nandi-Ndaitwah said.
In a heartfelt appeal, President Nandi-Ndaitwah addressed the nation's economic constraints, particularly the difficult decision she made to reallocate resources from pensioner support to youth infrastructure development.

"To my elders, our pensioners, I ask for your

understanding. This year, our focus must shift toward infrastructure that will benefit your children and grandchildren. Empowering the youth today ensures they will be able to support us tomorrow," President Nandi-Ndaitwah stated.

Dr. Coventry thanked the President for her visionary leadership and praised Namibia's commitment to sport as a tool for development.

"Your Excellency, it is a privilege that you are the first Head of State I meet in my new role. It sends an incredibly strong message around the world that as women, we are here and ready to lead. But also, as Africans, we are here and ready to lead. Thank you for breaking down barriers for all of us women to follow in your footsteps," Dr. Coventry stated.

Dr. Coventry reaffirmed the IOC's commitment to working with African countries to strengthen sport systems, with infrastructure identified as a priority area.

"From the Olympic Movement's perspective, infrastructure is key. We look forward to supporting Namibia's journey and exploring areas of collaboration."

The courtesy call symbolised a meeting of minds and missions, where continental leadership, gender progress, and youth empowerment converged. As Namibia continues to elevate the role of sport in national development, the visit of the IOC President-elect affirms the country's place on the global stage.

The Eighth Administration: Priority Areas

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Expand access to quality healthcare in rural areas and establish intermediate hosptials in each region that meet private healthcare standards.

LAND, HOUSING AND SANITATION:
Ensure equitable access to land, housing and sanitation services.

Republic of Namibia

NAMIBIA'S SIXTH NATIONAL DEVELOPMENT PLAN (NDP6)

Fostering Economic Growth, Inclusiveness and Resilience for Sustainable Development

2025/26 to 2029/30

POLICY DOCUMENT

The Sixth National Development Plan (NDP6) recognises the complexity of national development processes and interlinkages of developmental challenges, hence takes an integrated whole-government-society approach. The success of NDP6 will depend on harmonious working relationship between public entities, private sector, non-governmental organisations, development partners, and communities at large towards a common goal."

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The success of our country, does not depend on one singular person; but on each and every citizen; each and every son and daughter of our soil, must become a catalyst for development and change."

Her Excellency Dr. Netumbo Nandi-Ndaitwah

President of the Republic of Namibia

Table of Contents

Foreword 7
Preface 9
Acknowledgement 11
Citizen's Pledge 12
Executive Summary 13
Financing, Implementation, Monitoring & Evaluation, Reporting System 16
Chapter 1: Background 18
Chapter 2: Introduction 19
Chapter 3: Economic Growth, Transformation And Resilience 32

3.1 Consolidating Growth From Current Sources & Boosting New Sources Of Economic Growth & Employment 38
3.1.1 Agriculture Value Chains Development 43
3.1.2 Agro-processing 48
3.1.3 Manufacturing 53
3.1.4 Green Hydrogen 57
3.1.5 Oil and Gas 63
3.1.6 Nuclear Industry 67
3.1.7 Micro, Small and Medium Enterprises and Informal Sector Upscaling 72
3.1.8 Private Sector Development 77
3.1.9 Tourism and Gaming 81
3.1.10 Mining 85
3.1.11 International Relations and Trade 89
3.2 Economic Infrastructures For The Future 94
3.2.1 Transport and Logistics 97
3.2.2 Energy Infrastructure 102
3.2.3 Bulk Water Infrastructure 108
3.2.4 Digital Infrastructure, Emerging Technologies and Cybersecurity 112
Chapter 4: Human Development And Community Resilience 116
4.1 Cultural and Creative Industries 123
4.1.1 Heritage and Culture Sector 126
4.1.2 Arts and Creative Industries 131
4.2 Education for Development 136
4.2.1 Heritage and Culture Sector 139
4.2.2 Primary Education 144
4.2.3 Secondary Education 149
4.2.4 Lifelong Learning 153
4.2.5 Technical, Vocational Training and Skills Development 157
4.2.6 Higher Education 162
4.2.7 Integrated Educational Infrastructure 167
4.2.8 Research, Science, Technology, and Innovation 172
4.3 Enhancing Demographic Dividend 176
4.3.1 Sport Development 179
4.3.2 Youth Empowerment 183
4.4 Population, Health and Development 186
4.4.1 Gender and Development 189

4.4.2 Child Protection 194
4.4.3 Sustainable Social Protection, CommunityEmpowerment and Resilience 199
4.4.4 Disability Mainstreaming, and Integration of Indigenous Minorities 204
4.4.5 Food and Nutrition Security 209
4.4.6 Water and Sanitation 213
4.4.7 Human Settlement 218
4.4.8 Health for All 222
Chapter 5: Environmental Sustainability 225
5.1 Green/Blue Economies and Renewable Resources Base 230
5.1.1 Land Use Planning and Security of Tenure 233
5.1.2 Integrated Water Resources Management 237
5.1.3 Fisheries, Aquatic Resources Management and Aquaculture Development 241
5.1.4 Biodiversity Ecosystem Management 247
5.3 Climate Change Adaptation, Resilience and Mitigation 251
5.3.1 Disaster Recovery and Resilience Building 254
5.3.2 Mainstreaming Climate Change Resilience 258
5.3.3 Circular Economy 262
Chapter 6: Effective Governance And Public Service Delivery 265
6.1 Upscaling Public Service Coordination and Public Service Delivery 270
6.1.1 Statistical Coordination and Management 274
6.1.2 Public Sector Governance, Transparency, and Accountability 278
6.1.4 Peace, Security, and Rule of Law 283
6.1.5 Labour and Employment Governance 288
6.1.6 Decentralisation 292
Chapter 7: Financing, Implementation, Monitoring and Evaluation Plan of NDP6 296
7.1 Introduction 297
7.2 Financing 297
7.3 Cascading of NDP6 into Institutional Plans 298
7.3.1 Project Management Approach for NDP6 298
7.3.2 Cascading of NDP6 into Institutional Plans 298
7.4 Monitoring: Processes and Tools 299
7.5 Evaluation 300
7.6 Progress Reporting 300
Annexures 301

List of Abbreviations

AfCFTA	African Continental Free Trade Area
AIP	Africa Water Investment Programme
AU	African Union
CIs	Creative Industries
CBAM	Carbon Border Adjustment Mechanism
CSDDD	Corporate Sustainability Due Diligence Directive
CPD	Continuous Professional Development
ERU	Equitable Reasonable Use
FTYs	First Thousand Days
GERD	Gross Expenditure on Research and Development
GFCF	Gross Fixed Capital Formation
IGAs	Income Generating Activities
IUM	International University of Management
IPPs	Independent Power Producers
IWRM	Integrated Water Resources Management
KPIs	Key performance indicators
LMIRs	Lower Middle-Income Regions
M&E	Monitoring and Evaluation
MAFWLR	Ministry of Agriculture, Fisheries, Water and Land Reform
MEIYSAC	Ministry of Education, Innovation, Youth, Sports, Arts and Culture
MEFT	Ministry of Environment, Forestry and Tourism
MICT	Ministry of Information Communication Technology
MIRT	Ministry of International Relations and Trade
Mmboe	Million Barrels of Oil Equivalent
MOHSS	Ministry of Health and Social Services
MOJLR	Ministry of Justice and Labour Relations
MR	Micro Reactors
MURD	Ministry of Urban and Rural Development
MW	MegaWatts
NAU	Namibia Agricultural Union
NCBE	National Curriculum for Basic Education
NNFU	Namibia National Farmers Union
NPC	National Planning Commission
NPRST	National Programme on Research Science and Technology
NSSCO	Namibia Senior Secondary Certificate Ordinary
NSSCAS	Namibia Senior Secondary Certificate Advanced Subsidiary
NSS	National Statistics System
NSA	Namibia Statistics Agency
NTA	Namibia Training Authority
NUST	Namibia University of Science and Technology
ODL	Open and Distance Learning
OPM	Office of the Prime Minister
PSLGI	Private Sector-Led Growth Initiative
RPL	Recognition of Prior Learning
RDI	Research and Development Infrastructure
RSTI	Research Science Technology and Renovation
SADC	Southern African Development Community
SDGs	Sustainable Development Goals
SMR	Small Modular Reactors
ShaSA2	Second Strategy for the Harmonisation of Statistics in Africa
STEM	Science, Technology, Engineering and Mathematics
SEND	Special Educational Needs and Disabilities
SWAPO	Southwest Africa Peoples' Organisation
UNAM	University of Namibia
UNESCO	United Nations Educational, Scientific and Cultural Organization
WIL	Work Integrated Learning
WRM	Water Resources Management
WSASP	Water Supply and Sanitation Policy
UNDP	United Nations Development Programme
UNCRPD	United Nations Convention on the Rights of Persons with Disabilities

Foreword

The nation building efforts over the last 35 years have cemented unity in diversity which resulted in peace and political stability in our country. Stable environment has laid the foundation for commendable milestones in economic growth and development. National development planning in Namibia's is a deliberate effort with the state playing a catalytic role to uplift the standard of living of the Namibian people from the scourges of poverty, inequality, and unemployment. This has been systematically pursued through the implementation of the five-year medium-term national development plans from NDP1 to NDP5. We are currently, in the last stretch of Vision 2030 which is set to be implemented through NDP6. NDP6 is designed to build on the successes of our development efforts and to overcome setbacks experienced during the Fifth National Development Plan and the Harambee Prosperity Plan I & II.

The Sixth National Development Plan (NDP6) recognises the complexity of national development processes and interlinkages of developmental challenges, hence takes an integrated whole-government-society approach. The success of NDP6 will depend on harmonious working relationship between public entities, private sector, non-governmental organisations, development partners, and communities at large towards a common goal. It requires partnership for development to over come adverse impact of global geo-political conditions and a changing economic environment. The SWAPO Party-led-Government acknowledges that national development is not a "walk in the park". It requires absolute commitment by all stakeholders to dedicate themselves to deploy all their capabilities and abilities physically, intellectually, innovatively, culturally, ethically, politically, and other wise) to build Namibia into the place we want for ourselves and for future generations. This requires change – business unusual through hard work and purposeful actions.

It is in this spirit that the Sixth National Development Plan (NDP6) is poised to address three fundamental needs of our society: namely, Wealth Creation, Improved Equality, and Employment Creation.

Hence, the operational theme for NDP6 is "Fostering Economic Growth, Inclusiveness, and Resilience for Sustainable Development". The underlying strategy is "the diversification of the Namibian economy, natural resources beneficiation and youth empowerment".

Namibia has made commendable strides towards achieving our national ideal of becoming a "Developed and Prosperous Nation". Namibia achieved an average economic growth of 4.4 percent from 1990 to 2015. This has moved Namibia from a middle-income country to an upper-middle-income country since 2009, with per capita income increasing from US$1910 to ±US$4900 in 2015. The economy grew from a seven billion Namibian Dollars GDP in 1990 to two hundred and forty-five billion Namibian Dollars GDP in 2024. In July 2025, the World Bank downgraded Namibia to a lower-middle income country; the country is US$139 lower than the threshold for upper-middle-income countries category in 2025. I take this to be a temporally setback; thus, I contend that it is possible to increase the per capita income to above US$6,000 by 2030. Public sector investment in prioritised infrastructure and surge in investment in agriculture, mining, oil, gas and, green hydrogen and its derivatives will serve as a bedrock for further investment and high inclusive economic growth.

Through government policies, poverty was reduced from seventy (70%) percent of Namibian households in 1993 to eighteen (18%) percent in 2015, meeting the Millennium Development Goals in 2015. However, since 2016, Namibia has experienced setbacks due to the global economic downturn, which was later exacerbated by effects of the COVID-19 pandemic outbreak in 2020. Therefore, estimates indicate that poverty has since returned to 2010 levels of ±twenty-eight (28) percent. With concerted efforts from all levels of government and ignited revolutionary spirit of the Namibian people, we intend to reduce these

levels to below ten (10) percent of households at the end of the NDP6 period. We are not oblivious to the multidimensional poverty levels which are close to half of the population as exposed in a 2016 report; however, the Government has taken note of this phenomenon and has already taken bold steps to reverse the situation.

Similarly, Namibia has reduced income inequality as represented by a Gini coefficient of 0.701 in 1993 to 0.697 in 2016. While the change is not significant, we are equally not content with the fact that Namibia is ranked the second unequal society in the world. During the NDP6 period, Namibia will delve deeply into the existing barriers inhibiting intended progress on this aspect. While broader measures such as provision of education and health services and affirmative actions in employment have initial effects, bringing the majority into mainstream economy requires deliberate multi-pronged actions. A multidisciplinary youth programme will be one such action, among others.

Unemployment is at the centre of the triple threat challenge; hence, employment creation is both an end goal and a means to address other national needs. Improved government coordination remains indispensable in leveraging economic opportunities for investment, innovation, and diversification through value addition, development of manufactured and high-end complex products, and facilitation of trade both domestically and internationally. Trade creates wealth, hence the need to transform Namibia to the extent that our economy must strive to yield a positive "net balance of payment" so to speak. The country must sell and earn more in terms of monetary value than what the country consume, without which progress will be restrained.

Namibia's position in the regional and global arena will be determined by its competitiveness. The country's peacefulness and stable macroeconomic factors are good but not sufficient for sustainable development. Government will facilitate the ease of doing business through the provision of critical infrastructure such as roads, rail, ports, energy, renewable energy for that matter, water, and information and technology on one hand. On the other hand, it will provide training and skills, including tailor-made skills for critical industries of our economy. To leapfrog absorption and application of science and technology, industry-related research centres will be established.

Good governance is a binding thread to all development endeavours; I said it, and I will say it again, "Corruption is Treason"; there will be zero tolerance for unbecoming, unethical behaviours" in dealing with development in Namibia. Wealth should be earned in a legitimate way, taking 'short cuts" to wealth at the expense of the majority is not acceptable, and this includes overcharging government for services and or poor workmanship on government projects.

In conclusion, I call upon all Namibian citizens, and all friends of Namibia, all levels of government; government entities; private sector; non-governmental organisations; civil society; members of the public; students, and everybody, in her/his own space, please make your contribution. Yes! You Can!

H.E. Dr. Netumbo Nandi-Ndaitwah

President of the Republic of Namibia

July 2025

Preface

The Sixth National Development Plan (NDP6) covering the period 2025/2026 to 2029/2030 is the last in the series that strive to attain the aspirations of Vision 2030. It is therefore ambitious but realistic. It represents a deliberate attempt to leapfrog the national development agenda to close the gap between Vision 2030 aspirations and actual development realised through the implementation of successive short- and medium-term development plans, policies, and programmes.

It is a result of extensive consultative process within Government including regional councils and local authorities. The consultations also included the private sector, labour and other non-state actors as well as the broader public in all 14 regions and 121 constituencies. It is premised on the reality of the past and current performance and the desires to develop the country and its people into a highly developed nation where its people enjoy peace, harmony and prosperity.

The Plan is informed by Vision 2030 and its midterm review; NDP5 and its terminal review; the SWAPO Party 2024 Election Manifesto and its Implementation Plan; the Global Agenda 2030; African Agenda 2063; the SADC Vision 2050, and the Regional Indicative Strategic Development Plan 2020-2030, including several research studies that preceded the formulation of NDP6. Focus area inputs were received from Offices, Ministries, and Agencies (O/M/As).

The Sixth National Development plan approach is based on four interrelated development principles:

- Sustainable Development
- People Centred
- Integrated planning
- Partnership

To respond to the three national development goals of:

- Wealth Creation
- Improved Equality
- Employment Creation

The Sixth National Development Plan (NDP6) has four Key Result Areas or Pillars with their goals and policy intensions:

Pillar 1: Economic Growth, Transformation and Resilience

Goal: Achieve Sustainable Economic Growth and Prosperity for all Namibians

- Namibia to achieve at least an economic growth of 7 percent or more over the NDP6 period
- Increase employment rate from 63 to 75 percent at the end of NDP6
- Secondary industry to contribute 25 percent, while manufacturing to contribute 18 percent to GDP, and to employ 70,000 persons
- Create 30,000 green jobs by 2030
- Share of manufactured export products to total export increase to 60 percent

Pillar 2: Human Development and Community Resilience

Goal: Achieve Accelerated human development for realising self-actualisation for communities and people

- Improve the standard of living as measured by HDI from 0.610 to 0.695
- Enhance human capital productivity as measured by HCI from 0.45 to 0.50
- Increase average school completion rate from 26 to 50 percent
- Increase the per capita income of the lowest region from US$3,000 to US$5,000 by end of period
- Increase the level of innovation in the country by increasing expenditure on research from 0.73 to 1 percent of GDP

Pillar 3: Environmental Sustainability

Goal: Achieve sustainable development through improved resilience, adaptability, and new (green) growth opportunities

- Increase national water protected areas sustainably managed from 40 to 65 percent
- Increase volume of water resources available from 1608 to 2100MM^3
- Increase renewable energy from 367MW to 700MW in 2028
- Increase percentage of value added in landed fish from 23 to 45 percent

Pillar 4: Effective Governance and Public Service Delivery

Goal: Achieve a Competent Public Service with speed and quality service delivery for improved quality of life

- Improve overall governance in Namibia by improving the governance score (IIAG) from 63.9 to 75 percent
- Reduce corruption by reducing the corruption perception score from 78 to 65 percent
- Achieve 100 percent performance management system uptake among OMAs
- Namibia to reclaim and maintain No. 1 in Africa on the World Press Freedom Index
- Develop a resilient and competitive private sector by increasing economic freedoms from 45 to 60 percent

The NDP6 will consist of two volumes: Volume I for Policy and Volume II for the Implementation, Monitoring and Evaluation Plan (IMEP). This aims to facilitate the implementation, monitoring, evaluation and reporting system to increase likelihood of achieving intended outcomes. It does not matter how good or how bad the plan is, the key is implementation of intended action.

I thank all National Planning Commission (NPC) staff members and stakeholders for the hard work and commendable efforts to develop this NDP6. It is my hope and trust that all OMAs speedy implementation of programmes outlined herein, to achieve the envisaged development goals.

Ambassador Dr Kaire Mbuende

Director-General, National Planning Commission

Republic Of Namibia

Acknowledgement

The formulation of the Sixth National Development Plan (NDP6) was based on a consultative process involving all stakeholders across all sectors, regions, constituencies, and local authorities. Our thanks go to all Namibian people who contributed in any manner to the successful completion and logical conclusion of formulating this plan. We thank all heads of pillars, thematic, and focus areas who coordinated the inputs from sectors. We thank governors and chairpersons of regional councils who facilitated our meetings in regions, constituencies, and local authorities. We also thank our development partners who supported and contributed intellectually and financially to the development of this plan. Furthermore, we acknowledge support received from Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) in supporting several conferences financially. Last but not least, we acknowledge the support and participation of the Perfomance Delivery Unit (PDU).

"As Namibians, we must focus on the implementation of policies and programmes to create jobs for our young people and bring about tangible socio-economic development."

Citizen's Pledge

I, as a citizen of Namibia, hereby pledge as an individual and collectively that I will endeavour to uplift my standard of living by all humanly possible by employing my abilities and capabilities and help others where I can and contribute to the development of my country, NAMIBIA.

Executive Summary

Background and Introduction

Namibia, at the onset of independence, adopted national development planning as an important tool to direct the course of development in the country. Namibia adopted principles of economic order and forms of ownership which are based on the principles of a mixed economy with the objective of securing economic growth, prosperity, and life of human dignity for all Namibians as stipulated in the Namibian Constitution.

National development planning in Namibia is decentralised both vertically and horizontally. Namibia's long-term perspective, Vision 2030, articulates the aspirations of the Namibian nation, which are to be achieved through the implementation of a series of the medium-term development plans. The Sixth National Development Plan domesticated the global, continental and regional development frameworks.

Namibia's planning process embraces both top-bottom and bottom-up approaches for synthesising developmental needs and reaching consensus on development priorities and direction of development. The development of the Sixth National Development Plan took place in a highly consultative environment involving all segments of the population, development agents, and partners.

Vision 2030 remains the goal post to which NDP6 is aiming, and its eight objectives forms important guidelines used in circumventing the ever complex and dynamic developmental environment. Using modern tools of "Theory of Change" to diagnose national development challenges, three main high level national development goals are identified and form the anchor around which the NDP6 policy interventions are formulated. Based on the Vision 2030 development principles, four principles take centre stage in shaping the analysis on which policy direction is developed. These principles include Sustainable Development, People-centred, Integrated planning, and Partnership.

Macroeconomic Position

Namibia's economy is integrated in the global economy, and it is therefore exposed to external factors. The global economy slowed down during the NDP5 period due to subdued global demand for commodities and geopolitical risks, exacerbated by the effects of COVID-19. The effects were felt in both trade and price sectors through subdued trade volumes and rising inflation.

Namibia experienced the lowest economic growth averaging –1.1 percent during the NDP5 period, 2020 being the most affected year not only during NDP5 but since the independence of the country. The consequence of such recession was the decrease in per capita income; rising inflation; constrained public fiscal space; lower investments; low private credit extension; rising unemployment; poverty, and inequalities signifying the deterioration in the standard of living of the Namibian people. These conditions did not help in diversifying the economy to build resilience.

Moving Forward

The country needs to develop and pursue a deliberate economic transformational strategy which among others may include: creating a competitive and diversified economy; stewardship of Namibia's natural resources; increasing productivity and efficiencies in all sectors; expanding and diversifying exports products and markets; developing future talent and skills; upscaling technological advancement and building a competent public service.

The Plan

The Sixth National Development Plan consists of four pillars, and nine thematic areas with 47 focus areas. Here underneath is a summary of the plan.

Pillar 1: Economic Growth, Transformation and Resilience

Goal#01: Achieve Sustainable Economic Growth and Prosperity for all Namibians

The Economic Growth, Transformation and Resilience Pillar seeks to achieve high economic growth, transform the economy from high dependence on primary industry to secondary and tertiary industries, and to create substantial employment opportunities through value addition, beneficiation of natural resources and development of new industries. Some of the policy objectives include:

- Namibia to achieve an average economic growth of 7 percent or more
- To increase employment rate from 63 to 75 percent at the end of NDP6
- Secondary industry to contribute 25 percent, while manufacturing to contribute 18 percent to GDP, and to employ 70,000 persons
- Create green jobs of 30,000 in 2030
- Share of manufactured export products to total export increase to 60 percent

Pillar 2: Human Development and Community Resilience

Goal#02: Achieve Accelerated Human Development for Realising Self-Actualisation for Communities and People

The aim is to uplift the living standard of Namibian people by ensuring equal access to quality healthcare, education, employment opportunities, and descent livelihood. Government will be striving to give to all Namibians equal opportunities in reaching their full potential and realise their individual goals. Some of the policy objectives include:

- Improve the standard of living as measured by HDI from 0.610 to 0.695
- Enhance human capital productivity as measured by HCI from 0.45 to 0.50
- Increase average school completion rate from 26 to 50 percent
- Increase the per capita income of the lowest region from US$3,000 to US$5,000 by end of period
- Increase the level of innovation in the country by increasing expenditure on research from 0.73 to 1.0 percent of GDP

Pillar 3: Environmental Sustainability

Goal#03: Achieve Sustainable Development through Improved Resilience, Adaptability, and New (Green) Growth Opportunities

Sustainable Development and Environmental Sustainability pillar aims to promote long-term economic stability through resilience, adaptability, and the exploration of new growth avenues, all while safeguarding Namibia's natural environment. It is crucial in ensuring that economic development proceeds in harmony with environmental preservation, social equity, and the responsible management of resources. Some of the objectives include:

- Increase national water protected areas sustainable managed from 40 to 65
- Increase volume of water resources available from 1608 to 2100MM^3
- Increase renewable energy from 367MW to 700MW in 2028
- Create green jobs of 30,000 by 2030
- Percentage of value added in landed fish from 23 to 45 percent

Pillar 4: Effective Governance and Public Service Delivery

Goal#04: Achieve a Competent Public Service with speed and quality service delivery for improved quality of life

The Effective Governance and Public Service Delivery Pillar includes transparency, accountability, and effective public service delivery. Considering this, Namibia will enhance efforts to deliver services to her citizens aimed at improving their livelihoods and creating certainty of a sustainable development anchored on sustained peace, law and order as well as friendly relations with her neighbours and all countries across the globe. Some of the policies will include:

- Improve overall governance in Namibia by improving the governance score (IIAG) from 63.9 to 75 percent
- Reduce corruption by reducing the corruption perception score from 78 to 65 percent
- Achieve 100 percent performance management system uptake among OMAs
- Namibia to reclaim and maintain No. 1 in Africa on the World Press Freedom Index
- Develop a resilient and competitive private sector by increasing economic freedoms from 45 to 60 percent

Financing, Implementation, Monitoring & Evaluation, Reporting System

Financing

Financing of the NDP6 will be based on the Integrated Financing Framework consisting mainly of conventional and non-conventional sources of finance. The sources of finance include:

(i) Domestic Finance

- Domestic Public Finance
- Domestic Private Finance

(ii) International Finance

- International Public Finance
- International Private Finance

Implementation and coordination

The implementation of NDP6 will be done in a more coordinated manner using the same approach used for its formulation. Although OMAs are ultimately the implementors of the programmes and projects of government, coordination at pillar, thematic, and focus area levels will be established. The reforms will include programme budgeting in line with NDP6.

Monitoring, Evaluation and Reporting System

Monitoring and evaluation will be done in accordance with the National Monitoring and Evaluation Performance Framework. Monitoring will be done periodically, quarterly, biannually, and annual, mainly focusing on inputs and outputs. Continuous research and production of annual reports on the economy will be undertaken, and sectors will aid the monitoring of NDP6. Evaluations will be done at midterm and terminal level of the plan. In addition, specific focus and or programmes may be evaluated according to the agreed evaluation programmes.

Section A

Background and Introduction

Chapters 1-2

Chapter 1: Background

(i) Namibia's Development Framework and Processes

Namibia, at the onset of independence, adopted national development planning as an important tool to direct the course of development in the country; hence, national development planning is entrenched in the Namibian Constitution by Article 129 which establishes the National Planning Commission in the Presidency. The National Planning Commission's task is to plan the priorities and direction of national development.

Namibia adopted principles of economic order and forms of ownership which are based on the principles of a mixed economy with the objective of securing economic growth, prosperity, and life of human dignity for all Namibians as stipulated in the Namibian Constitution, (Article 98 (1)).

Namibia, as a sovereign, secular, democratic and unitary State, was founded on the principles of democracy, the rule of law and justice for all, and the country promotes and maintains the welfare of the people by adopting (several) policies; national development plans are at the apex of policy-making process in the country.

In accordance with Namibia's political administration setup, national development planning in Namibia is decentralised both vertically and horizontally. Development planning takes place at national, regional, and local level, and it is decentralised to offices, ministries, and agencies (OMAs) to be formulated in collaboration with the National Planning Commission.

Namibia's long-term perspective, Vision 2030, articulates the aspirations of the Namibian nation, and it must be achieved through the implementation of a series of the medium-term development plans. The medium-term national development plans, in this case, the Sixth National Development Plan, aligns to global, continental, regional and long-term national development frameworks. These development frameworks articulate commitments and aspirations of global, continental, regional, and national citizens. This alignment facilitates collaboration, partnerships and synergies in tackling challenges facing humanity.

Namibia's planning process embraces both top-bottom and bottom-up approaches for synthesising developmental needs and reaching consensus on development priorities and direction of development. The development of a national development plan takes place in a highly consultative environment involving all segments of the population, development agents, and partners.

In accordance with Namibia's political administration setup, national development planning in Namibia is decentralised both vertically and horizontally.

(ii) Namibia's National Development Aspirations and National Development Goals

Namibia's national development aspirations and goals are articulated and elaborated in the long-term perspective plan - Vision 2030, successive national development plans, and many other government policy documents.

Namibia intends to be

"A prosperous and industrial Namibia, developed by her human resources, enjoying peace, harmony and political stability".

Vision 2030 broader objectives as refined during NDP3 are:

Objective 1: Highly Competitive Economy	This entails transforming Namibia into an industrialised country of equal opportunities, which is globally competitive, realising its maximum growth potential on a sustainable basis, with improved quality of life for all Namibians.
Objective 2: Productive Utilisation of Natural of Natural Resources and Environmental Sustainability	This entails the development of Namibia's "natural capital" and its sustainable utilisation for the benefit of the country's social, economic, and ecological well-being.
Objective 3: Productive and Competitive Human Resources and Institution	This entails developing a diversified, competitive, and highly productive human resources and institutions, fully utilising human potential and which are competitive not only nationally, but also regionally, and internationally.
Objective 4: Knowledge-based Economy and Technologically driven Nation	This entails transforming Namibia into a knowledge-based highly competitive, industrialised and eco-friendly nation, producing complex goods and services, with technologically driven sustainable economic growth and a high quality of life.
Objective 5: Quality of life	Ensure a healthy, food-secured and breastfeeding nation in which all preventable, infectious and parasitic diseases are under secure control and in which people enjoy a high standard of living, with access to quality education, health and other vital services, in an atmosphere of sustainable population growth and development.
Objective 6: Equality and Social Welfare	Ensure that Namibia is a fair, gender-responsive, caring and committed nation, in which all citizens can realise their full potential, in a safe and decent living environment.
Objective 7: Regional and International stability and intergration	Achieve stability, full regional intergration and democratised international relations: The transformation from an aid-recipient country to that of a provider of a development assistant.
Objective 8: Peace, Security and Political stability (Good Governance)	Create and consolidate a legitimate, effective and democratic political system and an equitable, tolerant, and free society that is characterised by sustainable and equitable development and effective institutions which guarantee peace and political stability.

Namibia's overarching national development goals during NDP6 will centre around:

Creation of Wealth	This entails realising high balanced economic growth, accumulation of capital through investments in infrastructure, transforming into a knowledge-based economy with increased savings, and productive and efficient utilisation of natural resources.
Creation of Employment	This entails the creation of massive employment opportunities with dignified and decent wages, knowledge and skills accumulation through education and training, and formalisation of economic activities.
Improved Equality	This entails inclusive provision and access to equitable high quality public goods and services by all segments of the population, with deliberate interventions for the indigenous minority and vulnerable groups.

The overiding national strategy to realise the above will be through the diversification of the Namibian economy, natural resources beneficiation, and youth empowerment.

NDP6 Development Process (Top-down and Bottom-up Approach)

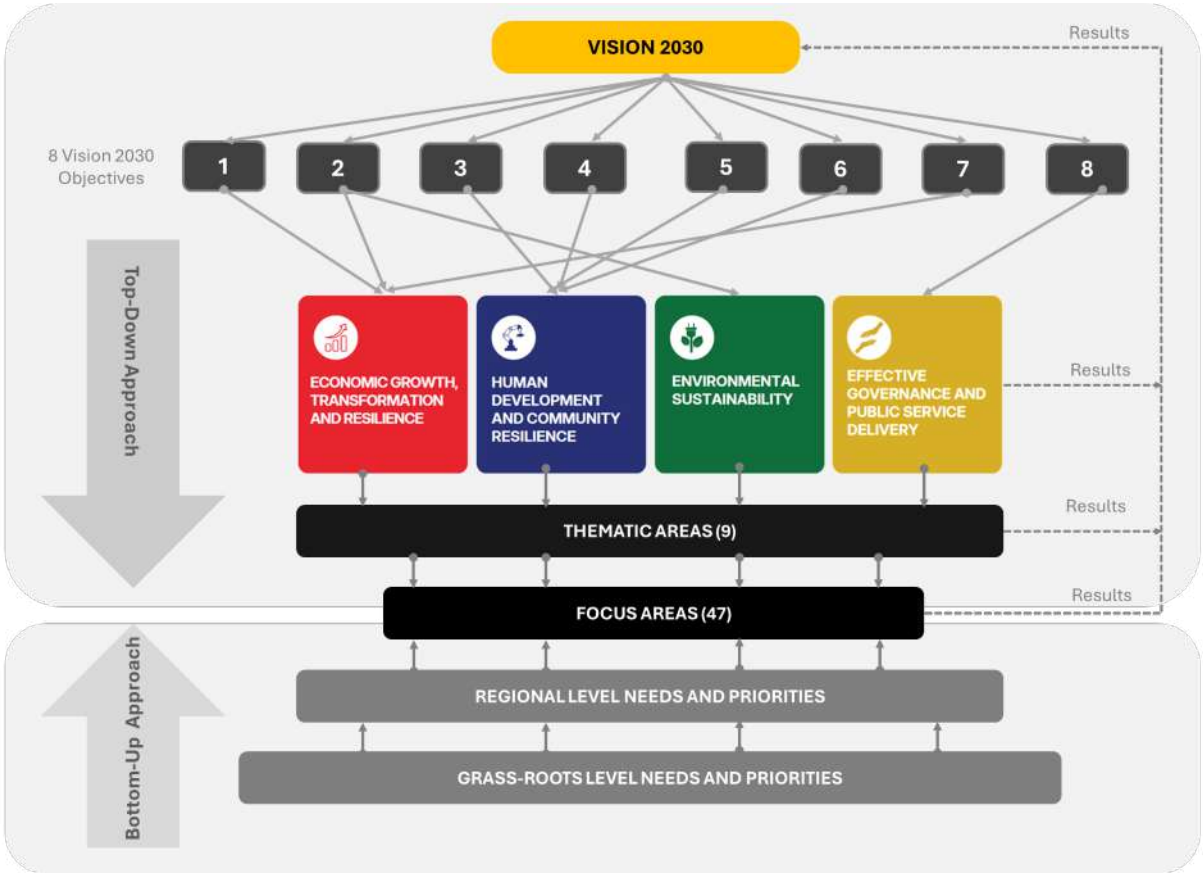


Figure 1: NDP6 Development Process (Top-down and Bottom-up Approach)

Chapter 2: Introduction

(i) Introducing the Sixth National Development Plan

The Sixth National Development Plan is a policy response and articulation of the Government's policies and programmes aimed at uplifting the standard of living of the Namibian people. This plan will be the last medium-term plan in the implementation of Vision 2030 covering the period 2025/2026 to 2029/2030 financial years. NDP6 is a response to previous and current conditions on one hand, a beckon of hope for the future, and a bold step towards Vision 2030 on the other hand. This entails the acceleration of development programmes and projects towards the achievement of Vision 2030 outcomes and an embodiment of Vision 2030 principles in the planning process. It will form a solid stepping stone for sustainable development beyond 2030.

Based on Vision 2030 principles, NDP6 emphasise four key principles, namely:

Sustainable Development	Embracing development more holistically by considering all spheres of development: economic, social, environmental, and governance, and development dimensions such as political, cultural, institutional and administrative arrangements. Sustainable development is the type of development that meets the needs of the present without limiting the ability of future generations to meet their own needs.
People Centred	People are beneficiaries of transparent, fair, and equitable development, on one hand, and on the other, well-engaged, informed, trained, knowledge-equipped, free, and participating citizens are agents of socio-economic transformation. The emphasis of development is on the welfare of the people, aiming at human development, equitable and balanced growth, resulting in a growing industrial sector, a modernised agriculture sector, and an enabling macro-economic and political environment; that is, "Development by the people for the people".
Integrated planning	A whole government/society approach to development enhances synergies and multiplier effects of development efforts. A comprehensive plan will consider macro, sectoral, human resources, and financing issues in a more holistic and integrated manner throughout all levels of Government including state-owned enterprises.
Partnership	Collaboration of all development agents towards a common goal(s) is indispensable for achieving developmental results. These include public, private development partners, non-governmental organisations, and community sectors of the economy. Partnership ravels synergies, amplifies efforts, and serves as the platform for the mobilisation of financial, technical know-how, and the exchange of views.

These principles are skilfully and intentionally embedded in NDP6 to focus efforts on real and important issues.

An operational theme of NDP6 is "Fostering Economic Growth, Inclusiveness and Resilience for Sustainable Development". The theme is informed by a prevailing environment within which NDP6 is formulated to inform and influence policy making for intended results.

To actualise the theme, the NDP6 policy framework has four reinforcing pillars and development priorities.

Pillars	NDP6 Goals
Economic Growth, Transformation and Resilience	Achieve sustainable economic growth and prosperity for all Namibians
Human Development and Community Resilience	Achieve accelerated human development for realising self-actualisation for communities and people
Environmental Sustainability	Achieve sustainable development through improved resilience, adaptability, and new (green) growth opportunities
Effective Governance and Public Service Delivery	Achieve a competent public service with speed and quality service delivery for improved quality of life

Under each pillar, thematic areas are identified, and under each thematic area, focus areas are identified. This allows policy linkages between macro (pillar), intermediate (thematic), and micro(focus/sectoral) levels. At each level, policy goals and strategies are identified and prioritised, while programmes/projects are identified only at a micro level.

Namibia is part of the global village and participates fully at global, continental, and regional level. Hence, it is signatory to many international agreements/conventions; of greater importance and relevant to NDP6 are developmental agendas such as: Global Sustainable Development Goals, African Agenda 2063, and SADC's Regional Integrated Strategic Development Plan.

The period of NDP6, unlike previous plans, coincides perfectly with the political calendar as the mandate of the 8th Government of the Republic of Namibia will run from March 2025 to March 2030. Therefore, the NDP6 is informed by the SWAPO Party Election Manifesto 2025-2030, and the two reinforce each other as both emanate from the underlying needs and aspirations of the Namibian people.

(ii) NDP6 Development Model

The conceptualisation framework of NDP6 is based on the concept of "theory of change" which is a model that articulates, in a systematic way, how strategies, activities or programmes contribute to a set of specific outcomes through a series of intermediate results. At a higher level, the triple developmental challenges were identified and transposed into positive long-term desired outcomes in accordance with Vision 2030. Recognising the complexity of achieving these outcomes, key broader pillars (key result areas) based on the concept of sustainable development were identified; in turn, thematic areas under specific key result areas and their corresponding focus areas were identified too, structurally integrating the plan from micro to macro. Below is an abbreviated schematic NDP6 model.

NDP6 DEVELOPMENTAL MODEL

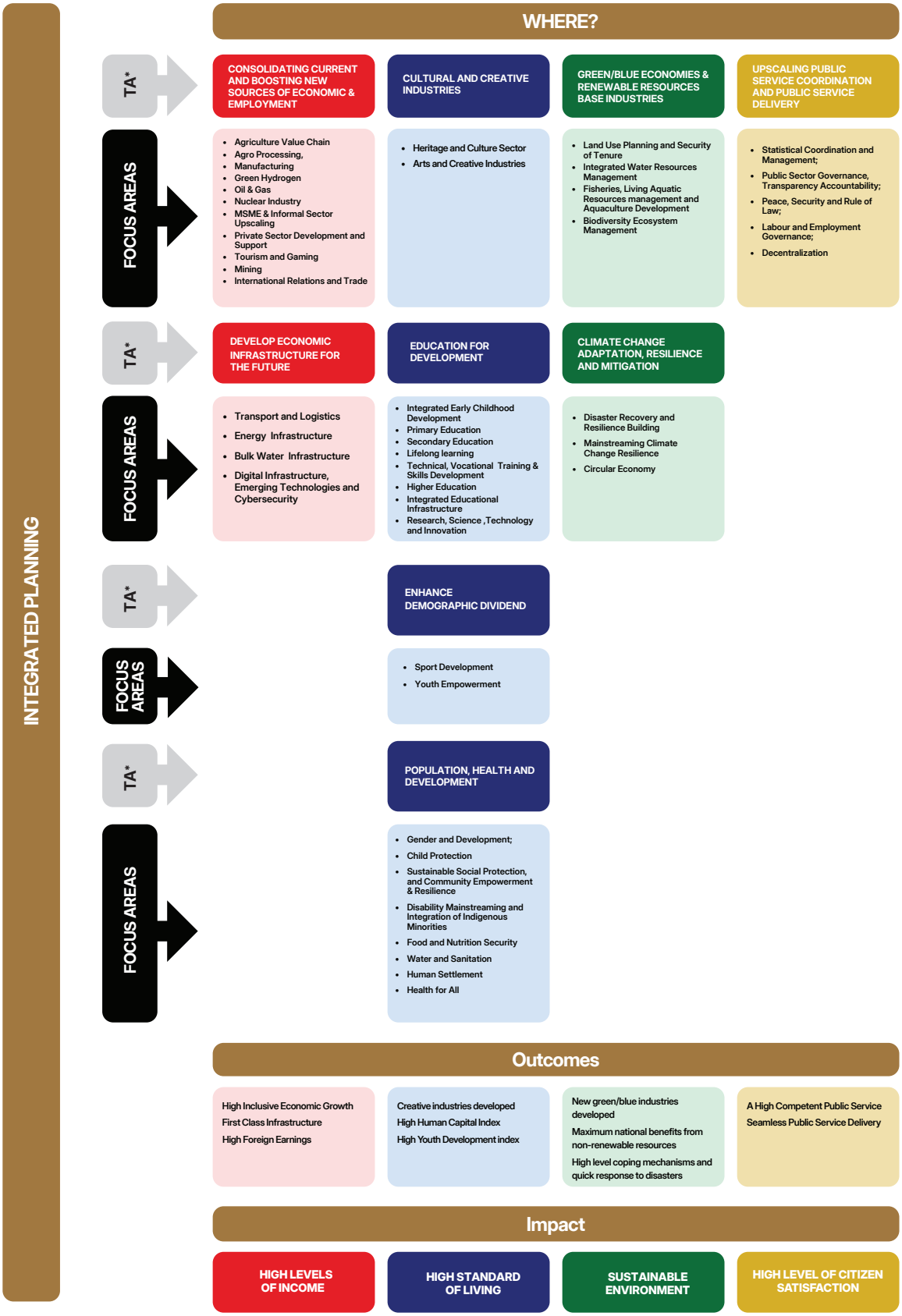
WEALTH CREATION, IMPROVED EQUALITY & EMPLOYMENT CREATION

INTEGRATED PLANNING

SUSTAINABLE DEVELOPMENT: KEY RESULT AREAS

PILLAR	ECONOMIC GROWTH, TRANSFORMATION AND RESILIENCE	HUMAN DEVELOPMENT AND COMMUNITY RESILIENCE	ENVIRONMENTAL SUSTAINABILITY	EFFECTIVE GOVERNANCE AND PUBLIC SERVICE DELIVERY
THEMATIC AREA	• Consolidating Growth from Current Sources and Boosting New Sources of Economic Growth and Employment • Economic Infrastructure for the Future	• Cultural and Creative Industries • Education for Development • Enhancing Demographic Dividend • Population, Health and Development	• Green/Blue Economy and Renewable Resources Base • Climate change adaptation, resilience and mitigation.	• Upscaling Public Service Coordination And Public Service Delivery
ASSUMPTIONS	• The Secondary Industry's growth will be faster than other industries. • Improved investment mobilisation • Growth from labour intensive industries • Adoption of technological advancements & absorption capacity • Increase capital expenditure • Increased complex-high value competitive Goods & services to trade • Increased local participation, ownership and beneficiation	• Adequate infrastructure and secured investment • Equitable access to education and integrated education infrastructure • Morals and ethics among the society • Equitable distribution of health services	• Conducive environment • Robust adaptation, mitigation, and resilience mechanisms in place	• Strong sectors coordination and accelerated implementation of decisions. • Competent, motivated ethical civil servants • Increased digitalisation of public services

NDP6 DEVELOPMENTAL MODEL



TA - THEMATIC AREA

(iii) Macroeconomic Framework

As a small open economy, Namibia's growth is influenced by the external environment. The world economic growth averaged 2.8 percent during the NDP5 period compared to 3.4 percent during the NDP4. The slow growth during NDP5 is attributable to, among other factors, the ramifications of the COVID-19 pandemic, subdued global demand for commodities and geo-political risks. Further, the global economy grew by 3.3 percent in 2024. The sub- Saharan Africa (SSA) grew by 2.5 percent during the NDP5 period, compared to 3.9 percent during the NDP4 period.

Global trade growth for both imports and exports averaged at 2.7 percent during the NDP5 period compared to 3.1 percent and 3.2 percent during the NDP4 period, respectively. Sub-Saharan Africa trade experienced stagnation in exports during the NDP5 period, compared to the growth of 1.8 percent during the NDP4 period. Imports grew by a mere 1.5 percent and 2.1 percent during the NDP5 and the NDP4 periods, respectively.

Price developments confirm that inflation escalates during periods of low economic activity; thus, inflation grew by 3.7 percent globally and by 9.6 percent in the sub-Saharan African region during the NDP5 period. Food and energy prices were the main contributors to global and regional inflation.

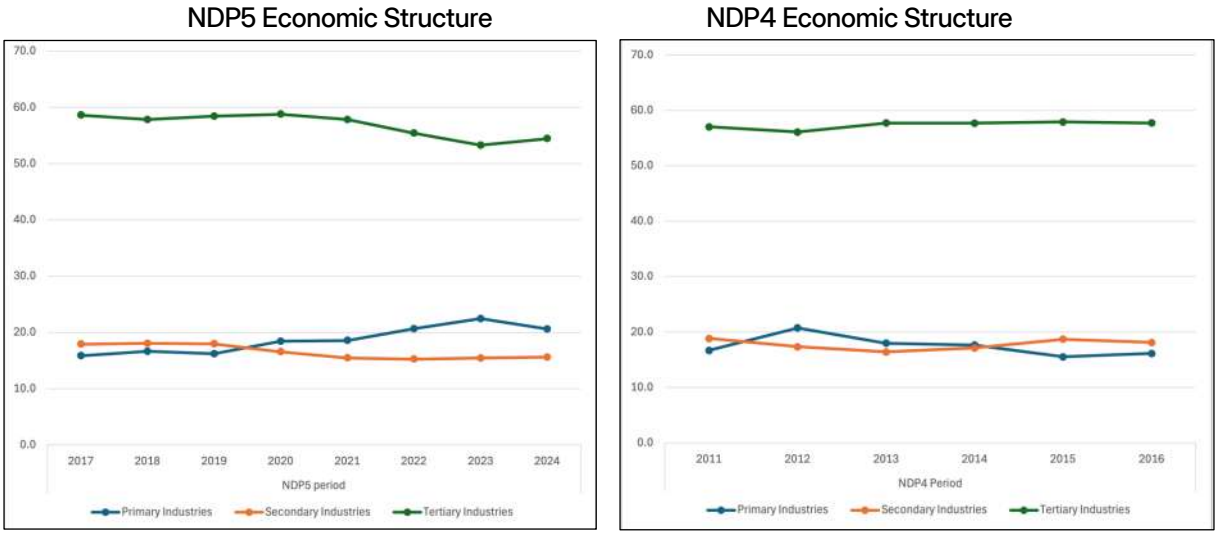
Namibia experienced the lowest economic growth, averaging -1.1 percent during the NDP5 period, compared to the growth of 4.2 percent during the NDP4. The year 2020 was the most affected as the economy contracted by 8.1 percent- a significant decline compared to -0.8 percent reported in 2019. The deeper recession in 2020 was because of the COVID-19 pandemic, collapse in commodity prices and investment mainly in natural resource sectors, and recurring drought phenomenon in the country. Since then, the economy has recovered, recording the growth rates of 3.5 percent, 5.3 percent, and 4.2 percent in 2021,2022 and 2023, respectively. However, this recovery is led by primary industries again and still exposes the vulnerability of the economy.

Namibia's average per capita income during NDP5 is approximately US$4,900, a decline from US$ 5,200 during NDP4. This is a difference of approximately US$380 above the threshold of US$4,516 for the upper-middle-income classification for 2023.

Structural transformation between NDP4 and NDP5 periods has been static. The trend leaves more to be done toward the Vision 2030 ambition. While manufacturing share contribution is maintained at an average of approximately 11 percent, it has been surpassed by mining since 2022, and with good prospects in the mining sector, economic growth will still be driven by natural resources in the case of no policy scenario.

> **As a small open economy, Namibia's growth is influenced by the external environment.**

Figure 1: Namibia's Economic Structure



Source: NSA, National Account

Inflation averaged 4.8 percent during NDP5 and increased from 4.0 percent during NDP4. Comparison in the SACU region, Namibia takes a second position after Lesotho with 5.2 percent, which is much lower than the sub-Saharan Africa region average.

Total Investment as a percent of GDP turned out to be 16 percent over the NDP5 period, a drastic reduction compared to 29 percent during the NDP4 period. Both public and private investments declined by more than 50 percent. The mining and quarrying sector dominates investment made in the country, contributing about 63 percent of the total investment in 2024. Manufacturing, finance, and real estate are in second place, contributing 9 percent of the total investment.

Productivity is marginally high in the mining and quarrying sector at one unit per worker on average, while in the rest of the sectors, it was below one unit per worker in 2023. The low productivity, which may be attributed to low skills, attitude, and culture at work, has a potential to restrain investments and result in low economic growth, low employment, and elevated levels of inequality and poverty.

Exports as a percentage of GDP remain nearly constant from 38 percent during NDP4 to 37 percent during NDP5, while imports declined by almost ten basis points from 61 percent during NDP4 to 52 percent during NDP5. This resulted improvements in the terms of trade. However, the decrease in imports is attributed to the low demand for imports, as demonstrated by slow growth in both public and private consumption during the two periods from 5.1 percent to 0.2 percent and from 10.1 percent to 0.5 percent, respectively. The current account balance on average reduced from 23 percent during NDP4 to 15 percent during NDP5.

Export markets are diversified, with South Africa taking the first position at 19 percent of the total share market. It is followed by Botswana and China in the second and third position at 17.2 percent and 14.9 percent share, respectively, in 2023. Sources of imports are less diversified, with South Africa dominating with a percentage share of 36 percent of the import market, while China comes second at 11 percent. Both exports and imports are dominated by minerals and precious stones, and petroleum oils, respectively.

The international reserves increased by more than twofold in stock over NDP5 to N$53.2 billion at the end of 2023. The import cover averaged close to 5.0 months during NDP5 compared to 2.4 months during NDP4. The growth in reserves is attributed to higher SACU receipts, central government borrowing, the IMF SDR allocation, FDI inflows, and revaluation gains.

Namibia's public finance collection is among the top in the world, ranking below 10 in the world. Total revenue as a percentage of GDP stood at 32 percent on average during NDP5, a slight decrease from 34 percent during the NDP4 period. Total revenue collected during the NDP5 period amounted to N$286 billion against 233 billion during the NDP4 period, which translates to a 23 percent increase over the two periods.

Total expenditure as a percentage of GDP stood at 36 percent on average during NDP5, a decrease from 39 percent during the NDP4 period. Total expenditure during the NDP5 period amounted to N$322 billion compared to N$271 billion during the NDP4 period, an increase of 19 percent over the two periods. Despite a relatively slow growth in expenditure compared to revenue, the national budget deficit increased 52 percent between the NDP4 and the NDP5 periods.

Total debt over NDP5 amounted to N$483 billion compared to N$209 billion during NDP4, an increase of 130 percent over two periods. Domestic debt increased by 163 percent to the tune of N$328 billion compared to N$125 billion accumulated debt during NDP4, an increase of 82 percent.

Private Credit Extension (PSCE) reached N$1,3 trillion in 2024 which has been growing slowly since 2020 compared to the previous period. Over the years, credit for household consumption surpassed that for business at 40:60 ratio. Credit by the four major banks is dominated by commercial and services sectors, while agriculture and manufacturing constitute a mere 3.5 and 3.3 per cent of the total credit, respectively.

Unemployment is the greatest challenge for development in Namibia. Unemployment increased from 33.4 percent in 2018 to 36.9 percent in 2023. It is high among the youth (44 percent); women (39.6 percent); rural areas (38 percent); those with primary education level (42 percent), and age group 15-19 (57 percent). Kavango East and Kavango West regions had unemployment rates above 52 percent in 2023. High rates of unemployment; low labour participation rate, and high population dependence ratio exacerbates exclusion and lead to an unsustainable development path. Labour-intensive sectors are among the highest sectors which shed employment/jobs over two periods decreasing the capacity of the economy to create much-needed jobs.

Poverty estimates in Namibia have increased in all segments of the population. Poverty headcount is estimated to have increased from 19.7 percent in 2017 to 28.2 percent in 2023. This translates into doubling the number of people classified as poor from 410,518 in 2017 to 852, 317 in 2024[i]. Eight out of fourteen regions are above the national average of 28.2 percent, while Kunene and Kavango East experienced the highest poverty levels, recording 56.7 percent and 58.1 percent, respectively. Omusati and Kavango East have highest number of people living in poverty; 110,240 and 118,580, respectively.

According to the World Bank Wealth Inequality Index, Namibia has the second highest level of inequality in the world, after South Africa. The richest income decile in Namibia has accumulated share of wealth by 71 percent while the poorest wealth decile has decreased its wealth by 0.84 percent; this implies a widening gap between the reach and poor. Income inequality is high in Kunene and Omaheke at 59 percent and 66 percent respectively, while it is lowest in Omusati at 45 percent, while Ohangwena and Kavango West tie at 47 percent.

Macroeconomic Strategies	
a. Develop and pursue a deliberate Economic Transformative Strategy	
Create a competitive and diversified economy	Foster a more competitive and diversified economy and grow at a sustained pace while creating decent jobs for Namibians that generate shared prosperity. Namibia will diversify and adopt advanced technology in the agricultural sector. Additionally, grow the industrial sector through promotion of investment and creation of enabling macroeconomic environment by fast tracking the finalisation of the required legislations and implementation of special economic zones regime.
Stewardship of Namibia's natural resources	Given that the Namibia economy still depends on natural resources which include mining resources, there is a need for the Government to optimise the returns/benefits from these natural resources to invest in other sectors for sustainable development and uplift the standard of living of the Namibian people. Notwithstanding other forms of revenue collection such as licencing fees and taxes, the two best two ways to optimise benefits from natural resources will be through participation and beneficiation of natural resources locally via enacted legislation. Complimentary to the establishment of the Welwitschia Sovereign Wealth Fund, proceeds from natural resources should be targeted to promote science and technology related to the same sectors and development of industrial ecosystem or agglomeration of products and services.
Increase productivity and efficiency across all sectors	There is a need to accelerate the adoption and diffusion of technology in priority sectors to raise productivity and enhance competitiveness. The establishment of Sector Productivity Task Forces comprised of government and private sectors to identify barriers and devise solutions and implementation of such solutions.
Expand and diversify export products and markets	Namibia's exports are on the periphery of the global product space with low participation in global value chain. Develop an export ecosystem ranging from expanded capacity for production, naturing of talent and skills, infrastructure and entrepreneurial skills, moving-up value chain ladder and anchoring Namibian production into regional and global value chains, and make efforts to lower production costs. Science, technology, and innovation are key; thus, linking knowledge hubs such as universities vocational centres to the economy will be crucial.
Integrated financing for priority economic development areas	A comprehensive financing strategy for the selected priority sectors should be devised. The type and scale of financing should be determined, and efforts to mobilise such financing should be highly coordinated. Strengthen and re-orient the effectiveness of financial intermediation ecosystem to facilitate private sector participation.
b. Develop and implement a radical Human Resource development Plan and Capacity building of people and institutions based on national priorities.	
Develop future talent and skills.	Review and finalise the National Human Resource Development Plan (Strategy) and link the accumulation of knowledge and high education institutions' programmes to current and future needs of the knowledge-based-economy. Assess the gaps in the existing TVET ecosystem, and devise an action plan to achieve the attractiveness, relevancy, and quality of delivering and training of TVET. Equip TVET institutions with specialised practical centres in particular fields as knowledge hubs to serve their immediate and extended environment. Enhance curriculum, accreditation, recognition, and certification of TVET institutions and linkages to industries. Entrench entrepreneurship in the curriculum and support and link graduates to financial institutions to be able to start new businesses. Devise a fair, equitable financing formula based on outcomes for high education institutions.

Establish and build institutions for technological advancement	Revamp the National Commission on Research, Science and Technology to be able to fulfil its mission of establishing and strengthening a national system that promotes, develops, and informs research, science, technology and innovation through effective coordination to realise a knowledge-based society. In addition, establish specialised research institutions to carry and promote development in particular areas, for example Nuclear Science Research Centre, artificial intelligence research centres etc.
c. Revamp public service's coordinating role of socio-economic development.	
Adopt and apply the principle of "Meritocracy" in the Civil Service	In line with the Swapo Party Manifesto Implementation Plan (SMIP), inculcate a "meritocracy" culture in leadership and public service at large. Individuals are selected or appointed based on their abilities, credentials, and track record, instead of their social background, race, gender, or political affiliation thereby improving performance outcomes and fostering public trust.
Adopt whole Government Approach in development	The Government will promote service delivery to the citizens by enhancing performance-driven culture at all levels of governance from national, regional, constituency, town and village level guided by Namibian Constitution and national development principles. At local levels, the end game is not collection of revenue from citizens but the uplifting of the standard of living of the citizens. This includes public enterprises, who should be transformed from loss making entities to balanced operations where costs are in congruent with desired development outcomes; and are fit-for-purpose. Public enterprises which are operational unsustainable should meet the fate of a free market system.
Accountability, transparency, and fairness in public service provisions	Enhance integrity, accountability, and transparency across the civil service in coordination and provision of public services. Accelerate digitalisation and establishment of the digital economy to lubricate service delivery system. Critically review and remove impediments in processes such as procurement, project implementation, and provision of services in all areas, always seeking to achieve results.

(iv) The role of Civil Society Organisations and Non-State Actors in NDPs

Namibia's civil society has played a pivotal role in shaping the nation's history, from its struggle for independence to its ongoing socio-economic transformation. During the liberation struggle, civil society organisations (CSOs), including churches, trade unions, and grassroots movements, were instrumental in mobilising communities, advocating for human rights, and building international solidarity against colonial rule. Their efforts helped lay the foundation for Namibia's democratic governance and inclusive development.

Since independence, Namibian civil society continues to be a key driver of national progress. Through advocacy, service delivery, and policy engagement, CSOs contribute to socio-economic development by empowering rural and urban communities, providing health care and social services, fostering entrepreneurship, and promoting social justice, amongst others. Their involvement in areas such as good governance, environmental sustainability, and poverty reduction has strengthened Namibia's institutional frameworks and enhanced citizen participation in decision-making.

Recognising the need for an enabling environment for CSO operations, the Namibian Government introduced the country's first Civil Society Policy in 2005, to formalise CSOs' role in development planning, service delivery, and policy dialogue. The policy provided a framework for structured engagement between government, civil society, and private sectors.

The GRN-Civil Society Partnership and Engagement Policy (2024-27) reflects Namibia's evolving governance and development landscape, addressing emerging challenges such as financial sustainability, regulatory frameworks, and the growing need for multisectoral approaches and digital engagement. It, therefore, aims to strengthen the institutional framework for CSOs, promoting transparency, accountability, and alignment with national development priorities.

During the NDP5 period, two key non-thematic coordinating bodies were established: the Civil Society Information Centre (CIVIC +264) in 2019, and the Namibian Civil Society Non-State Actor Network (NamNet) in 2024. NamNet brings together umbrella organisations working across a broad range of thematic areas, while CIVIC +264 functions as a hub for information-sharing and networking among CSOs. The emergence of these platforms, together with the efforts of sector-specific networks, underscores the growing dynamism of Namibia's civil society and its increasingly important role in governance, economic empowerment, and social transformation.

It is envisaged that by 2030, the Government will have put in place and effectively implements Standardised Public Consultation Guidelines (SPCG) that provide well-functioning inclusive platforms for institutionalised engagement at national level and regional levels. Similarly, social contracting has been established as an effective mechanism for the reliable delivery of services by civil society organisations within Namibia, beyond the health sector.

Key strategies will focus on strengthening communication and coordination mechanisms with civil society at national level and regional levels with a multi-stakeholder focus underlining participation of CSO's, development partners, and private sector through utilisation of sector-specific synergies, smart technology, thematic/sectoral umbrella bodies, and new/emerging networks to ensure the flow of information and enhance participation. Co-creating an enabling environment is hereby crucial.

Section B

The Plan

Chapters 3-6

Chapter 3:

Economic Growth, Transformation and Resilience

Sixth National Development Plan (NDP6)

Fostering Economic Growth, Inclusiveness and Resilience for Sustainable Development

Pillar 1: Economic Growth, Transformation and Resilience

Situation Analysis

The Economic Growth, Transformation and Resilience Pillar seeks to achieve high economic growth; transform the economy from high dependence on the primary industry to secondary and tertiary industries, and to create substantial employment opportunities through value addition, beneficiation of natural resources and development of new industries.

The pillar seeks to increase the rate of economic growth by consolidating inherent sectoral growth in sectors which are labour intensive and build the nascent sectors while deliberately improving productivity in all sectors, upscaling value chains, diversifying, and anchoring Namibia into global product space. The role of Government will be crucial in developing and facilitating investment in critical infrastructure and securing just and profitable markets for Namibian products. The aim is to move Namibia towards a high-income country as envisaged in Vision 2030.

Vision 2030 postulates the transformation of the Namibian economy into a diversified, competitive, and industrialised economy realising maximum growth potential, offering equal opportunities and improved quality of life for all Namibians.

Namibia's economic growth is characterised as slow, volatile, and non-inclusive. The country's economic growth averaged 0.6 percent over the NDP5 period, far below the NDP5 target of 6.2 percent. The economic structure has been rigid and remained almost the same over a long period. The share contribution of industries to the overall economy are as follows: primary industries (15.5 percent (2017), 22.2 percent (2023); secondary industries (17.9 percent (2017), 15.6 percent (2023), and tertiary industries (58.6 percent (2017), 53.4 percent (2023). This situation is far from the desired economic state as envisaged in Vision 2030 where primary industries are to contribute (10 percent); secondary industries (42 percent) and tertiary industries (48 percent). Exclusiveness in the economy stems from high levels of unemployment estimated at 36 per cent, poverty at 28.2 percent in 2023, while multidimensional inequality stands at 43 percent of the population.

Goal #01:

Achieve Sustainable Economic Growth and Prosperity for all Namibians

Desired Outcome 0101

By 2030, Namibia will be a resilient middle-income economy, underpinned by inclusive, diversified, and sustainable growth.

Policy intent

The intent is to transform the country into an upper-middle-income country through high quality economic growth, and diversified economy where manufacturing and services (excluding government services) constitute a greater share of the Namibian economy with full participation of the working age. This will be achieved through increased sectoral productivity and infrastructure development.

Selected Targets

Indicator	Baseline (2024)	Target (2030)
GDP per capita (current prices) (US$)	4,240	6,500
Gross National Income per capita (US$)	4,280	6,900
Secondary industries as percent of GDP	15.6	25
Tertiary industries minus government services as percent of GDP	33.5	42
Incidence of poverty	28.2	18.0
Gini coefficient	0.597	0.500
Employment rate	64	75
Labour force participation rate	46.2	60
Employment to population ratio	29	40
Average inflation rate	4.2	3.0
Percent urban population	62.5	68

Strategies

(i) Promote productivity to ensure sustainable economic growth

Efforts and mechanisms will be employed in all selected sectors to improve productivity, most especially in agriculture and manufacturing sectors. Efforts will include formalisation and integration of informal economic activities into the formal economy, and support for SMEs, cooperatives and individuals to produce for markets.

(ii) Increase the pace of Structural transformation

Namibia will adopt and implement multi-pronged strategies to address barriers in the manufacturing and service sectors, thereby leveraging inherent comparative and existing opportunities in natural resources to move up value chains. Namibia will promote sustainable investment and diffusing science, technology and innovation in knowledge-based sectors to facilitate production of complex and high value products.

(iii) Leverage green industrialization

Namibia is taking advantage of the momentum in climate change initiatives and green transition to aid the transformational ambition of its economy. At the core of this revolution is the production of green hydrogen molecules. Namibia is and will continue to exploit the entire ecosystem of green industries.

(iv) Expansion and identification of catalytic economic infrastructure.

Strategic expansion of infrastructure in areas of transport and logistics, energy, water, and digital economy is at the heart of socio-economic development. Develop a spatial economic infrastructure plan and identify flagship programmes and or projects to be developed and implemented based on merit regarding the expected impact on the economy, people, and environment.

Thematic Areas

Focus Area	Thematic Area
• Agriculture value chains development • Agro processing • Manufacturing • Green Hydrogen • Oil and Gas • Nuclear Industry • Micro Small Medium Enterprise (MSME) and Informal Sector Upscaling • Private Sector Development and Support • Tourism and Gaming • Mining • International Relations and Trade	**Consolidating Growth From Current Sources And Boosting New Sources Of Economic Growth And Employment**
• Transport and Logistics • Energy Infrastructure • Bulk Water Infrastructure • Digital Infrastructure, Emerging Technologies and Cyber Security	**Economic Infrastructures for the Future**

Thematic Area 1:

Consolidating Growth From Current Sources And Boosting New Sources Of Economic Growth And Employment

3.1 Consolidating Growth From Current Sources and Boosting New Sources Of Economic Growth And Employment

Situation Analysis

The thematic area identifies current and potential new sources of economic growth and employment. The current sources of economic growth are based on Namibia's natural endowment and current levels of skills and know-how, while future growth will be based on the country's ability to exploit global trends such as the Fourth Industrial Revolution and digital economy, and just transition to green industrialisation, and blue economy ecosystems.

To increase growth from current sources of growth, among others, will include diversification, modernisation, adoption and application of science and technology in production processes. Given her abundant resources of wind and solar, Namibia has the potential of becoming a leader in sustainable clean energy to cater for its energy needs, reduce its dependence on energy imports, export to other countries and thereby improve the trade balance. Green energy could be a catalyst for green industrialisation and for lowering input cost in production.

Namibia's economy is heavily dependent on natural resources (mining, agriculture, fishing) and tourism for economic development. The four sectors account for approximately 22.2 percent of the total GDP. In 2024, the mining sector contributed 13.3 percent to GDP but accounts for only 2.6 percent of total employment. Over the NDP5 period, the sector grew at an average rate of 6.6 percent. The average wage in the mining sector is second to that of the financial and insurance sector at N$17,963 and N$20,459, respectively. This makes mining a current driver of economic growth; however, the sector accounts for income disparities due to its capital-intensive nature.

Agriculture, fishing, and forestry; wholesale, and retail trade repairs of motor vehicle and motorcycles contributed 16.1 and 10 percent to total employment in 2023, respectively. The agriculture, fishing and forestry sector's contribution to GDP improved from 6.7 percent in 2015 to 7.3 percent in 2024, with the lowest average wage of N$3,393. On average, during the NDP5 period the agricultural sector grew by 2.2 percent. while the tourism sector contracted by 2.5 percent. This indicates lower productivity and vulnerability, hence gradual shedding of employment in the sector.

The manufacturing sector's contribution to GDP remained nearly constant- just above 11 percent, 9.8 percent to total employment in 2023 compared to 6.2 percent in 2018. The manufacturing sector was able to diversify; however, it has diversified only in the low-value, complex products with an average wage of N$5,749. During the NDP5 period, on average, the manufacturing sector contracted by 1.8 percent.

Wholesale and retail trade and repair contributes around 11 percent to GDP and 10 percent (2023) to total employment with an average monthly wage of N$4,019. While accommodation and food services contribute a miniscule to GDP, it contributed 11.4 percent in 2018 to total employment; however, this declined to 5.4 percent in 2023. This could be attributed to the lingering effects of Covid-19. During the NDP5 period, the sector, on average, recorded a contraction of 3.4 percent.

Overall, Namibia's labour force stood at 867, 247 in 2023 of which 546,805 were employed, and 320,442 (36.9 percent) were unemployed. Out of the 455,030 youth in the labour force, 252,886 were employed, and 202,144 (44.4 percent) were unemployed. For people in employment, 17.9 percent earn a monthly salary/wage of N$1 000 or less while less than 3 percent earn over N$40 000, thus signifying the prevalent income inequality.

To attain sustainable economic growth, efforts to enhance new sources of economic growth through strategic investments in green hydrogen, oil and gas, and key economic sectors such as manufacturing, mining, agriculture, and tourism are essential. Namibia has great potential for solar and wind; therefore, investing in renewable sources will ease the country's reliance on energy imports and thereby meet local energy needs. Additionally, focusing on value addition can improve food security, create jobs, and generate income.

Sub-Goal:

High, Inclusive and Sustainable Economic Growth with Decent Wages

Desired Outcome 0102

By 2030, achieve 7 percent or more annual economic growth rate.

Desired Outcome 0103

By 2030, achieve employment rate of 75 percent from 63.1 percent in 2023.

Goal description and Policy intent

This sub-goal aims to achieve high and inclusive economic growth with employment growing faster than the growth of entrants in the labour market, thus reducing the unemployment rate.

Selected Targets

Indicator	Baseline (2024)	Target (2030)
Percent growth of the Gross Domestic Product (real prices)	3.7	Average annual growth of 7or more
Average percent growth in manufacturing sector	2.8	10
Share of manufacturing sector to total employment	9.8	15
Average wage in manufacturing sector(N$)	5,749	10,000
Average wage in agriculture sector	3,393	5, 440
Share of agriculture to total employment	16	20

Strategies

(i) Expand and diversifying agriculture sector production

This strategy focuses on the mechanisation and modernisation of agriculture, especially subsistence agriculture, to erase dichotomy and increase production to meet local demand and exports. It further aims to diversify agricultural produce to support agro-processing industries to stimulate demand for agriculture production and increase farmers' incomes. Additionally, promote both local and foreign investment in the agriculture sector by availing land and extension support to farmers.

(ii) Maximise national returns from mining sector

This strategy aims at de-risking mining exploration enabling Government to raise its stake in mining adventures and accrue benefits in terms of dividends. Moving-up value chains in the mining sector in both upstream and downstream will stimulate economic activities and create employment. Identify and classify strategic minerals for national security and sustainable development.

(iii) Moving-Up Value Chain to complex-high-value products in the manufacturing sector

The strategy aims to promote and attract investment in complex, high-value products for import substitution and change the composition of exports. This requires coordination and collaboration between public sector, private sector and research and high education institutions.

(iv) Urbanisation, rural development and agglomeration of economic activities

The strategy aims to achieve inclusive and sustainable economic growth, through prioritising land servicing to facilitate orderly urbanisation that supports the agglomeration of economic activities, skills, and innovation. While high-density urban areas will continue to drive growth in sectors such as accommodation, food services, wholesale, and retail, it is imperative to concurrently invest in rural development and ensure equitable regional participation in the national economy. Additionally, the establishment and implementation of Special Economic Zones (SEZs) shall be designed to promote geographically balanced industrial development by offering targeted incentives, enhancing infrastructure, and fostering accountability.

(v) Support and embrace new industries

The strategy aims to fast track the legislation of new industries such as oils & gas, green industries, blue economy, nuclear industry and, among others, to create a good environment and certainty for promoters and investors. It furthers aims to enhance public sector coordination to remove barriers so as to ensure seamless execution of projects without compromising the environment and well-being of the Namibian people.

(vi) Pursue Private-Sector-Led Growth Initiatives (PSLGI)

This strategy aims to promote both domestic and foreign investment in productive economic sectors by creating a conducive environment through facilitation, coordination, and legislation. These will include actions such improve Ease of Doing Business; improve skills availability and industry absorption; improve innovation capabilities; reinforce the institutional framework, and improve business legislation etc.

Focus Area

Agriculture Value Chains Development

3.1.1 Agriculture Value Chains Development

Situation Analysis

The Namibian agri-food sector is made up of livestock farming of mainly cattle, goats, sheep, and poultry, as well as crop farming with agronomy (grains) maize, sorghum, wheat, oil seeds, groundnuts, rice, pearl millet, and horticultural products which are vegetables and fruits. The sector comprises of a well-organised commercial sector which is business oriented with privately-owned farms, while the communal sector is primarily engaged in subsistence farming, largely on state land. Namibia's agriculture sector is dominated by livestock farming.

During the NDP5 period, agriculture's contribution to GDP was 8.3 percent on average. During the same period, 2 332 963 cattle, of which 1 383 096 weaners, were marketed and exported. Additionally, 5 474 441 small stocks were marketed of which 3 974 365 were exported on hoof. The livestock sub-sector contributed 3.1 percent to GDP and grew by 7.6 percent in 2024.

The Namibian livestock sector is a significant part of the country's agricultural economy, with 70 percent of its produce being exported. Cattle, sheep and goats are the primary livestock, with beef exported to European Union (EU), Norway, China, and South Africa. The poultry sector is also a growing part of the agricultural landscape, playing a significant role in food production and economic activities.

Due to the country's arid and semi-arid climatic conditions, most communal farmers opt for production systems based on the intercropping of millet and sorghum, which are suitable for poor rainfall conditions. Namibia produces about 40 percent of the food it consumes. During the 2024/25 season, the country imported 89 percent, 98 percent and 88 percent of maize, wheat and pearl millet consumption, respectively. Total production of cereal for the same season was 36,208MT (8 percent), compared to the import of 92 percent. This was attributed to the drought during 2023/2024 raining season.

About 70 percent of the Namibian population derives livelihood from the livestock and crops value chains. This highlights the importance of attaining adequate basic agricultural inputs (i.e., seeds, fertilizers, machinery, irrigation systems, animal feeds, veterinary medicine) for increased production, thereby improving the sectors economic competitiveness and further sustaining the entire value chain.

The Malabo declaration[1] has harmonised boosting agricultural production as a source of economic growth and improved livelihood. In contrast, the Kampala Declaration has shifted the focus from food production to food systems development. In the same vein, the SWAPO Party 2024 Manifesto has prioritised support to agriculture value chains, with the aim to achieve national food security with a reduction of imports on staple food crops by 80 percent and stimulation of nationwide economic activities through employment creation.

Namibia prioritises investment in green schemes. The green schemes programme is a targeted intervention aimed at contributing to national food security through local production of crops to ensure that they produce up to their optimal capacity.

Footnotes:

[1] https://www.resakss.org/sites/default/files/Malabo%20Declaration%20on%20Agriculture_2014_11%2026-.pdf

[2] https://rr-africa.woah.org/app/uploads/2025/01/REV_ENGLISH-Draft-Kampala-CAADP-Declaration-January-10-2025-FT-C.pdf

Sub-Sub Goal

Climate-smart, sustainable and competitive crop and livestock value chains.

Desired Outcome 0104

By 2030, the livestock and crops value chains are thriving and collectively contribute at least 8.0 percent to GDP from 4.6 percent.

Desired Outcome 0105

By 2030, Namibia produces 80 percent of its national food requirement from 60 percent.

Selected Targets

Indicator	Baseline (2024)	Target (2030)
Percentage of crop value chains contribution to GDP	2.1	4
Percentage of livestock value chains contribution to GDP	2.5	4
Percentage of food requirement locally produced	60	80
Percentage of domestic production of key agricultural inputs (e.g., seed, fertilizer, feed, veterinary supplies)	0	65
Ha of large -scale farms developed for food production	11,200	130,000
Value (N$) of export of strategic crops	1.9 billion	2.8 billion

Strategies and Game Changer

(i) Strengthen domestic agricultural input supply and innovation systems

The focus will be on increasing domestic production of essential agricultural inputs, such as seed, fertilizer, pesticides, feed, and veterinary supplies, while also enhancing national investment in agricultural research and innovation to boost input development and productivity.

(ii) Improve rangeland, animal, and plant health management

This strategy aims to restore degraded rangelands and certify livestock and crops for improved health and biosecurity standards. The focus will be on strengthening veterinary and phytosanitary services for disease prevention, surveillance, and response as well as promotion of regenerative grazing and sustainable pasture management systems.

(iii) Revitalise strategic agricultural value chains

A strategic initiative will be launched to achieve a growth in output and market share in the dairy, small stock, poultry, piggery, and horticulture sectors. This will be implemented through the national dairy development initiative, the expansion of feedlots, revitalisation of small stock, piggery, and poultry industries via targeted investment incentives, and the rollout of an inclusive livestock development programme in the Northern Communal Areas (NCA) to ensure equitable access to services, markets, and finance.

(iv) Promote climate-smart, water and energy-efficient agricultural production systems

A strategic initiative will be implemented to promote climate-smart, water- and energy-efficient agricultural production systems, aiming to achieve the adoption of renewable energy solutions across commercial and communal farms. This will be driven through targeted investments, incentives and technical support for solar, biogas, and other alternative energy technologies, alongside the promotion of sustainable irrigation, energy-efficient cold storage, and agro-processing systems to enhance productivity and resilience.

(v) Expand market access and value chain competitiveness

A strategic initiative will be launched to increase export value of strategic crops and animal products and to increase domestic value addition. This will be achieved through the establishment of aggregation centres, cooperatives, and production hubs to boost economies of scale, the implementation of targeted market development strategies, including branding and export promotion, and the strengthening of linkages across the agri-food value chain, leveraging digital platforms and logistics networks for enhanced efficiency and market reach.

Game Changer

Strengthen Domestic Agricultural Input Supply and Innovation Systems

The focus will be on lowering the cost of agricultural inputs, such as seed, fertilizer, pesticides, feed, and veterinary supplies. This will be achieved through increasing domestic production of essential agricultural inputs and competitive sourcing of these inputs from low cost producers. Further, focus will be on enhancing national investment in agricultural research and innovation to boost input development and productivity.

Flagship Programme

Programme 1: Animal and Crops Value Chain Development

This will strive to ensure adequate fit-for-purpose funding and investment in the animal and crop value chains to better serve both domestic, regional and international markets. This programme strives to grow a sustainable, resilient and competitive crop sector through environmentally friendly efficient allocation and use of resources; a conducive policy environment; pro-active research; fostering of collaboration and increased market access in support of a business, and an investment-friendly environment to ensure local food security/reliance, increased employment, and social development.

Focus Area

Agro-processing

3.1.2 Agro-processing

Situation Analysis

This focus area intends to promote agro-processing in the country. It will assist in providing forward and backward linkages of the agriculture sector to maximise value addition, support manufacturing and enhance incomes of farmers through availability of markets. Furthermore, will assist in reducing post-harvest losses and also competitively source input material from international sources anchoring Namibia into global value chains, thus stimulating economic activities and aiding employment creation.

Agro-processing refers to activities that change the form of agriculture, forestry and fishery products into various forms to facilitate easier handling, increase shelf-life and market access. Agro-industries include, among others, food and beverages, tobacco, paper and wood products, textiles, footwear and apparel, leather, and rubber products.

This sector is a "low hanging fruit" in the sense that there is abundant raw material locally, with the possibility to supplement such from other countries. Equally, the country has accumulated skills in many of the areas, but more so, it may not require sophisticated skills but rather economies of scale.

The agro-processing sector contributed 7.5 percent to GDP and 70 percent to total manufacturing in 2024. Other food products, grain milling products and beverages contributed 26, 19 and 12 percent to total manufacturing sector, respectively. Given that the sector contributes approximately 70 percent to total manufacturing, it holds significant potential to create a larger share of employment within the manufacturing sector.

Globally, post-harvest losses account for 33 percent of food loss whereas in SADC countries and Namibia, they accounts for 18 percent and 24 percent, respectively . Hence, there is a need to promote and invest in value addition to reduce post-harvest losses.

The local production of horticultural products (fruit and vegetables) stands at 36 percent, while the remainder were imported from elsewhere. This was attained through the implementation of the Namibian Horticulture Market Share Promotion (NHMSP) scheme. Namibia produced horticulture agro-processed products[2] valued at N$124 million of which N$1.3 million were exported, while at the same time, Namibia imported these products at a value of N$534 million.

In the 2022/2023 financial year, a 46 percent increase in export volumes of locally produced fruits and vegetables were recorded. Exported products include grapes, tomatoes, onions, sweet peppers, butternuts, dates, and blueberries, among others. To address limited market access and supply, there is a need to promote export of processed agronomic products that are produced in the country.

Sub-Sub Goal

Increased value addition and locally-agro-processed products for export

Goal Description and Policy Intent

The main aim is to shift from the export of raw agricultural products and high import finished agricultural products to the production of these quality and high standard goods for local and export markets. The objective is to increase agriculture productivity, raise farmers' incomes, and attain food security, thus moving towards self-sufficiency. It further aims to create an enabling environment for agro-processors to achieve increased competitiveness and ensure sustainability of the agro-processing industry. Further, the policy intends to transform agro-processing and diversify products to cater for targeted market segments and consumer preferences.

Desired Outcome 0106

By 2030, agro-processing contribution to Gross Domestic Product (GDP) has increased from 7.5 to 10 percent.

Selected Targets

Indicator	Baseline (2024)	Target (2030)
Percentage share contribution of agro-processing sector to GDP	7.5	10
Percentage of post-harvest loss	24	15
Percentage of local horticulture production	47	60
Value of agro-processed exports (Millions)	1.3	5

Strategies and Game Changer

(i) Promote technology-driven value addition and agro-processed product diversification

Key actions will include incentivising private sector involvement through grants, incentives, and public-private partnerships. National research institutions will be strengthened through collaborations with international cooperating partners' and research institutions. Investment in the manufacturing of renewable energy technologies such as solar-powered cold chains and solar power generators for the agro-processing sub-sector will be promoted.

(ii) Promote infrastructure development.

Emphasis will be placed on promoting and supporting infrastructure and skills development in the agro-processing sector, with a particular focus on empowering youth, women, and rural communities. Efforts will include the establishment of agro-processing incubators and accelerators to offer mentorship, technical assistance and access to funding, and affordable and tailor- made loans for early-stage enterprises with high growth potential.

(iii) Repurpose existing agro processing infrastructure.

Repurposing of fresh produce business hubs and the expansion of grain storage milling facilities will be undertaken to enhance market access for smallholder farmers and Micro, Small, and Medium Enterprises (MSMEs). Support small-scale agro-processors to meet sanitary and phytosanitary requirements, standards and technical regulations of importing countries, especially under the Africa Continental Free Trade Agreement (AfCFTA).

(iv) Leveraging on green financing mechanisms

Leverage on green financing mechanisms for smart agro-processing and integration of local agro-processing industries into regional value chains.

Game Changer

Promote technology-driven value addition, and improve agro-processing infrastructure to encourage agro-processed products diversification

This game changer involves the identification of appropriate value addition technologies and construction of agro-processing infrastructure for small, medium and large-scale processors. The game changer will focus on capacity building, tailor-made financing, affordable technologies, and facilitating market access.

Flagship Programme

Programme 1: Agro-processing Infrastructure Development

The programme aims to construct and repurpose agro-processing infrastructures that are strategically located to promote industry concentration on harmonised products such as tomato sauce, tomato paste, chilli sauce, watermelon juice/jam, chilled vegetables, dried vegetables, and fruit juice and availing entrepreneurship support programmes to agro-processors.

Focus Area

Manufacturing

3.1.3 Manufacturing

Situation Analysis

Manufacturing is pivotal to Namibia's industrialisation agenda, laying the groundwork for sustainable economic development, job creation, and economic diversification. The focus is on accelerating Namibia's transition from a raw material exporter to a producer of high-value goods. This transformation will be achieved through promotion of investment in industrial infrastructures and ventures, value chains development, strengthened national quality infrastructures, increased productive capacity and capabilities and a commitment to creating jobs, thereby improving income, and sustaining investments in already-developed value chains and venturing into the emerging sectors such as oil and gas, energy (green hydrogen), and integrating the country into global value chains on a competitive basis.

Namibia's Vision 2030 emphasised the importance of expanding the manufacturing sector through information and technology. The Namibian Government has developed a range of policies aimed at transforming the country into a producer of high value goods, reducing reliance on raw material exports. Central to this is the Industrial Policy and its implementation strategy (Growth at Home Strategy) which focuses on adding value to Namibia's raw materials and promoting local production to enhance productivity and competitiveness.

The manufacturing sector contributed an average of about 11.5 percent to GDP from 2015 to 2024 and only 9.8 percent to total employment[1]. Namibia was able to diversify; however, it has diversified into less complex and less high value products; hence, its contribution remains constant over a longer period. Additionally, investment in the manufacturing sector averages 13 percent as share of total investment over the period 2015 to 2024, and it has since declined to 8 and 7 percent over the same period, respectively. On average, investment in the manufacturing sector has been decreasing by 5.6 percent since 2016.

Sub-Sub Goal

Increased production and export of value-added products in the economy

Goal Description and Policy intent

The sub-sub goal aims at adding value to raw materials and boosting manufacturing in a sustainable and environmentally-friendly way to ensure long-term economic and ecological health. To build on the progress of the Growth at Home Strategy, prioritise interventions in key sectors such as agro-processing, mineral beneficiation, steel manufacturing, pharmaceuticals, and textiles to increase the share of value-added products in regional and global markets. This policy aims to move Namibia further up the value chain by producing high-value, complex products, thereby creating jobs, stimulating economic growth, and enhancing competitiveness. In alignment with sustainable and green industrialisation goals, the initiative will also promote environmentally responsible production methods to enhance resource efficiency, reduce waste, and ensure compliance with international environmental standards.

Desired Outcome 0107

By 2030, the percentage share of manufacturing has increased from 10.6 percent to 18 percent.

Selected Targets

Indicator	Baseline (2024)	Target (2030)
Percentage share of manufacturing sector to GDP	10.6	18
Percentage of manufactured goods to total exports of goods	42	60
Number of employed persons in the manufacturing sector	53,491	80,000
Share of manufacturing sector investment to total investment	6.1	15
Average wage in the manufacturing sector	5,749	10,000

Strategies and Game Changer

(i) Optimise the use of industrial infrastructure

The strategy will review, redesign and implement the modernisation and expansion of essential facilities such as industrial parks, and specialised industrial zones i.e. special economic zones. This includes ready-to-use infrastructure (which incorporate quality assurance facilities) that can attract both local and foreign investors. The Government will facilitate public-private partnerships in critical projects of national interest.

(ii) Enhance industrial financing

The strategy aims to establish sustainable financing schemes for manufacturers through coordination with financial institutions. This include offering low-interest loans i.e. blended finance, grants, and credit guarantees to encourage investment in manufacturing. Foster partnerships with international development finance institutions to attract foreign capital and expertise, thus ensuring that financial support reaches both emerging and established manufacturers.

(iii) Create incentives for manufacturing

The aim is to establish an incentive programme tailored to the needs of the industry. The strategy will include industrial rebates, subsidies, and export incentives which can make manufacturing more attractive. Additionally, implementing streamlined processes including clear and transparent guidelines for accessing these incentives can encourage more businesses to engage in value-added manufacturing, thereby enhancing economic diversification and resilience.

(iv) Promote the adoption of modern technologies

The strategy aims to encourage and facilitate the adoption of advanced technologies in the manufacturing sector. Technology hubs, innovation and incubation centres will be established to provide manufacturers with industrial skills, modern research, and development resources including the adoption of green technologies. Additionally, developing advanced manufacturing and value chain in key industries, including sectors that can produce complex and sophisticated products, will be undertaken.

Game Changer:

Optimise the use of industrial infrastructure

This strategy aims at accelerating Namibia's transition from a raw material exporter to a producer of high-value goods. This will be achieved through investment in tailor-made industrial infrastructures, value chains development, and strengthened national quality infrastructures.

It will significantly boost the overall efficiency and productivity of the manufacturing sector, attract both local and foreign investments, and lead to job creation and economic growth. This enhanced infrastructure also creates an appealing environment for the development of advanced manufacturing industries, bringing in modern technologies, fostering innovation, and driving sustainable economic growth.

Flagship Programmes

Programme 1: Manufacturing Infrastructure

The manufacturing and value addition programme encompasses industrial infrastructures such as special economic zones (SEZs), industrial parks, and innovation and incubation centres to be developed during the NDP6 period. The programme aims to enhance manufacturing and value addition for sustainable and inclusive economic growth.

Programme 2: Value Chains Development

The value chains development programme encompasses development of value chains for sectors such as poultry, charcoal and textiles and garment, offering incentives for manufacturers, and creating rural industrialisation initiatives. The programme aims to promote sustainable and inclusive manufacturing.

Focus Area

Green Hydrogen

3.1.4 Green Hydrogen

Situation Analysis

Namibia's abundant renewable energy resources have positioned it as a frontrunner in the global green hydrogen economy. Leveraging its world-class solar and wind capacity, Namibia's green hydrogen sector has the potential to power sustainable industrialisation, foster job creation, and secure its role as a competitive exporter of green energy and derivatives. Green hydrogen provides a balanced pathway for economic diversification, infrastructure development, and the realisation of Namibia's long-term development goals, ensuring a just and inclusive transition for all citizens. Additionally, the focus area aims to strategically develop clean technology supply chains and investments in low to net zero-carbon business models as a unique and innovative approach to champion the incubation of new industrial clusters.

This approach to industrialisation allows Namibia to leapfrog industrialisation pathways which are energy intensive and as a result, require a just energy transition, which necessitate a gradual and often painful phasing out of fossil fuels as the primary feedstock for such industrial clusters. Additionally, Namibia will unlock bespoke commercial benefits (for example, concessional capital, cheaper energy and ancillary revenue from carbon credits) as this approach contributes to global ambitions to mitigate climate change.

While Namibia is a net carbon sink, the country has the necessary renewable endowments to decarbonise industries beyond its borders and to start new industries with clean sources of energy. The development of this sector will aid Namibia's commitment to biodiversity and environmental protection, putting Namibia on a climate-friendly and long-term sustainable economic growth trajectory.

The period from 2021 to 2025 marked significant progress in laying the foundation for Namibia's green hydrogen sector, both from a policy perspective and through the initiation of key projects. The country has transitioned from conceptualising green industries to launching operating projects. The green hydrogen sector has attracted over N$ 3.5 billion in investment commitments and solidified Namibia's reputation as an investment destination; N$1.6 billion has already been invested in various projects. Namibia's green industries sector is experiencing rapid growth, with several transformative projects underway, and employment and skills development initiatives are being implemented. The following projects are being implemented:

- Daures Green Hydrogen Project
- Cleanergy Solutions Namibia Project
- Hyphen Hydrogen Energy Project
- Envision-Zhero Ammonia Plant
- Hydrogen De France (HDF) Project
- Hylron Oshivela Project

Furthermore, approximately 800 direct jobs have already been created, with over 30,000 direct, indirect and induced jobs projected to be created across the value chain by 2030.

Additionally, in 2024, the Youth for Green Hydrogen Scholarship Programme supported approximately 180 students in acquiring specialised skills, addressing the skills gap in the sector. As a nascent industry, regulatory frameworks are to be developed. Key milestones in the incubation of green hydrogen include:

- Development of the Namibia Green Hydrogen and Derivatives Strategy (2022), outlining Namibia's vision to become a global player in green hydrogen production and export.
- Green Industrialisation Blueprint (2024), which aligns with the Special Economic Zones (SEZs) Bill to create investment-ready zones for green hydrogen.
- The elaboration of the tech-economic feasibility of establishing new industries in Namibia in the Localising Green Industries in Namibia paper (2024).
- Formation of the Namibia Green Hydrogen Programme (NGHP) to support the emerging eco-system and promote investor confidence.
- Establishment of the Namibia Green Hydrogen Council in 2021 to coordinate and drive green

Sub-Sub Goal

Developed green hydrogen industry as new source of sustainable economic growth and employment.

Goal description and Policy intent

The main aim is to ensure the that green hydrogen will boost economic growth and employment creation while minimising the environmental impacts.

Desired Outcome 0108

By 2030, green baseload electricity produced from 0.0 GWh to 143 GWh.

Desired Outcome 0109

By 2030; 30,000 green hydrogen jobs created from 800 jobs.

Selected Targets

Indicator	Baseline (2024)	Target (2030)
Green ammonia production per ton per annum	0	1,300,000
Direct reduced iron per ton per annum	0	2,000,000
Green baseload electricity (GWh)	0	143GWh
Number of jobs created	800	30,000
Percentage of local content and participation	0	30

Strategies and Game Changer

(i) Contracts for Difference via Economic Diplomacy

Namibia is positioning itself as a global leader in green hydrogen and its derivatives, such as green ammonia, which are central to the development of a competitive green industrial base. However, green ammonia currently costs significantly more to produce than fossil fuel-based alternatives. This price differential is a key barrier to market entry for Namibian green products, particularly in a global context where buyers have cost-sensitive supply chains.

(ii) Develop policy and legislative framework

This strategy aims to develop a comprehensive regulatory framework which is an essential pre-requisite to this emerging industry. In addition, designing competitive incentives to ensure competitive outputs, while balancing that objective with that of equitable revenue-sharing with local communities is also important. Policies that champion reasonable yet challenging local content targets that mandate Namibian participation across the value chain are important to drive broad-based buy-in from Namibians.

(iii) Establish green hydrogen special economic zones (SEZs)

Namibia is embarking on a process of developing an SEZ national policy and an SEZ regulatory framework. In anticipation of policy and legislative developments, there is a need to pre-emptively develop the !Nara Namib Industrial Zone in Walvis Bay to attract investment. A draft SEZ Bill is undergoing public consultation. As part of the development and full implementation of the SEZs, key initiatives of the bill include offering incentives, streamlining permitting, and infrastructure support. The full development of the SEZs will not only attract global investors but will also create manufacturing hubs for green products and associated technologies and diversify export markets.

(iv) Build local manufacturing capacity

Due to the envisioned large scale of renewable energy production, promoting local fabrication of renewable energy components such as wind turbines, solar panels, battery systems, and electrolysers is deemed a viable undertaking. The implementation of this strategy will reduce reliance on imports, increased employment in advanced manufacturing, and result in technology transfer. To achieve this, partnerships with foreign manufacturers will be key to set up plants in Namibia. In supporting this strategy, there is also a need to ensure that the country develops and implements policies that incentivise domestic production.

(v) Develop common user infrastructure (CUI) for the green hydrogen sector

The development of new port infrastructure, pipelines, distribution, and storage facilities tailored for green hydrogen and its derivatives is expected to drive substantial economic growth. These investments will enhance production, transportation, and storage capabilities while creating significant gross fixed capital formation (GFCF). Common user infrastructure (CUI) will be a critical component, facilitating shared access for multiple project developers, maximising efficiency, reducing costs, and minimising environmental impacts. This infrastructure development is also anticipated to generate thousands of construction jobs, contributing to Namibia's socioeconomic objectives and industrial growth. Leveraging partnerships with key global conglomerates, regional neighbours, and global export markets will be key to de-risking the development of the requisite infrastructure.

(vi) Prioritise skills development and research, development and innovation

Develop TVET and university programmes that will capacitate Namibians to take up opportunities in this new sector. In addition, fund training in identified key priority areas at TVET centres as well as at universities and research institutions to develop green technology solutions tailored to Namibia's environment, such as desert agriculture powered by renewable energy. In addition, foster innovation, create intellectual property, and establish innovation hubs at institutions of higher learning. The establishment of the Namibia Green Hydrogen Institute (NGHRI) is key in this regard. There is certainly a need to foster collaborations between academia, industry, and the Government.

(vii) Advance sustainable environmental and social development

This strategy aims to undertake strategic environmental and social assessments (SESAs) for each of the GreenH2 valleys in the southern, central and northern parts of the country. These SESAs offer a systematic consultative framework to establish the biodiversity and socio-economic development values in each of the valleys, and to identify and map sensitivities. The intent is to avoid any adverse impacts on the environment and biodiversity, but where this is not possible, resort to mitigation and as last recourse, compensation, which means that rehabilitation is offered elsewhere. Related SESA implementation plans will be adopted and their implementation supported and monitored.

The sub-sector will adopt international best practices for sustainable performance standards which may include re-alignment of the 2008 Environmental Management Act. Additionally, a pro-active approach to integrate measures towards a 'just transition', which will include amongst others, community access to desalinated water, broad access to skills and enterprise development opportunities, inclusion of indigineous minority residents in town transformation efforts and encouraging the adoption by private sector will be undertaken.

Game Changer:

Contracts for Difference via Economic Diplomacy

Namibia is positioning itself as a global leader in green hydrogen and its derivatives, such as green ammonia, which are central to the development of a competitive green industrial base. However, green ammonia currently costs significantly more to produce than fossil fuel-based alternatives. This price differential is a key barrier to market entry for Namibian green products, particularly in a global context where buyers have cost-sensitive supply chains. Contracts for difference (CfDs) have emerged as a powerful policy tool to overcome this challenge. Widely used in renewable energy markets, CfDs bridge the gap between the production cost of green products and their market price, making projects bankable and accelerating investment in green hydrogen.

Contracts for difference are not just a financial instrument; they are a strategic enabler of Namibia's green industrial vision. Effective cross continental CfDs between Namibia and large consuming markets such as the EU will prove to be a key intervention to create the demand for Namibian green hydrogen derivatives. This in turn will make many projects in Namibia bankable and accelerate the emergence of green industrialisation in Namibia. Pro-active economic diplomacy driven by the Namibian Government with the European Union, Japan and or South Korea will prove to be an enabling game changer strategy for Namibia's green industrialisation ambition.

Flagship Programme

Programme 1: The Namibian Green Hydrogen

The programme aims at building the capacity to develop a new and complex green industrial ecosystem, with over Euro 8 million in grant funding. The programme supports economic diversification by reducing dependence on extractive industries and aims to create over 30,000 jobs across the green value chain by 2030, with a strong emphasis on inclusive participation. It also targets to increase exports of green hydrogen and derivatives and contributes to national energy independence through expanded renewable energy generation.

Focus Area

Oil and Gas

3.1.5 Oil and Gas

Situation Analysis

The oil and gas sector represent a potential transformative opportunity for economic growth and sustainable development. As a nascent industry, the discovery of significant hydrocarbon accumulations both onshore and offshore position Namibia as a future player in the global energy market. The sector is poised to unlock unprecedented economic growth, create jobs and build resilient local economy while aligning with the country's commitment to environmental sustainability and climate resilience.

The petroleum sectors hold a strategic key to unlock economic diversification, infrastructure development, and poverty eradication. This lies in its ability to create financial gains through generation of fiscal returns, attract foreign direct investments and stimulate the growth of ancillary industries through local content development.

By fostering local content and building local capacity and capabilities, Namibia aims to empower its citizens and corporations to actively participate in the sector value chain, from upstream exploration and production, through midstream transportation and storage, to downstream trading, refining, storage, and distributions. Therefore, the sector offers opportunities through the full industry spectrum. The holistic approach of value capturing along the full value chain will ensure that the benefits of the oil and gas industry are felt across the entire economy and creates opportunities for consequently developing an industrialised Namibia.

Namibia recognises the need to leverage cutting edge technologies and sustainable practices to produce its oil and gas resources efficiently and sustainably. The sector will be characterised by infrastructure developments such as pipeline, power plants, refineries, export terminal, and petrochemical plants designed not only for the local energy needs but also the regional and international markets. Through this integrated approach, Namibia will achieve energy independence, reduce reliance on energy imports, and secure a stable energy supply for its citizens and industries.

Thus, the Namibian energy sector will prioritise the adoption of innovative solutions such as carbon capture and storage (CCS) and integration of its vast renewable energy resources to ensure complying with the global decarbonisation agenda while providing access to affordable energy to its citizens.

Namibia achieved a significant milestone in 2022 with its first oil discoveries in the Orange Basin. Several international oil and gas companies, in partnership with each other and the National Petroleum Corporation of Namibia Ltd (NAMCOR), have actively been involved in exploration efforts. By 2024, a total of 28 offshore oil and gas exploration wells and 15 appraisal wells had been drilled, alongside 10 exploratory wells onshore. The country boasts an estimated 11 billion barrels of oil and approximately 2.2 trillion cubic feet of natural gas reserves, making Namibia a key emerging player in the global energy sector.

The current laws governing the oil and gas sector are relatively outdated and were formulated when the prospects and potential of the oil and gas were generally uncertain. Matters such as decommissioning and safety of high-risk activities are also not adequately provided for.

The sector is vulnerable to external shocks such as geo-political tension especially in oil-producing nations. Such shocks result in price fluctuation leading to negative impacts on market players (suppliers and customers).

The upstream petroleum sector is of capital-intensive nature which requires significant investment and long-term commitments before making profits. This leads to dependency on imported inputs (labour, goods and services), thus limiting local industry participation.

Sub-Sub Goal

Developed oil and gas industry to contribute to the socio-economic development of Namibia

Goal Description and Policy intent

The main aim is to ensure the exploration of natural resources (oil and gas) to boost economic growth while minimising adverse environmental impacts. The goal intent is to optimise local participation in the oil and gas value chain. Additionally, the intention is to ensure the sector's competitiveness in the global market.

Desired Outcome 0110

By 2030, the oil production rate increased from 0 to 150 mmboe.

Desired Outcome 0111

By 2030, the gas production rate increased from 0 to 130 mmscf/d.

Selected Targets

Indicator	Baseline (2024)	Target (2030)
Oil Production rate (mmboe)	0	150
Gas production rate (mmscf/d)	0	130
Number of jobs created	2800	22 800
Percentage of local content and carried participation in oil and gas	10	15

Strategies and Game Changer

(i) Strengthening Legal and Policy framework

This strategy aims at developing a comprehensive regulatory framework which is an essential pre-requisite to this emerging industry and which requires global peer analysis in addition to a review of policies in adjacent sectors within the Namibian legislative landscape. The country will aim to harmonise its policies with regional neighbours to facilitate trade. Policies that promote local content to facilitate Namibian participation in the value chain are essential to foster widespread support from the Namibian population.

(ii) Promote the sustainably-development oil and gas fields to support a Just Energy Transition

The strategy seeks to ensure that Namibia uses the diversified energy mix, comprising hydrocarbons and renewables (green hydrogen) to attain accessibility, affordability, and reliability.

(iii) Develop infrastructure and promote investment growth

The strategy aims at developing infrastructures such as pipelines, refineries, and storage facilities. It further seeks to attract international and regional investment for infrastructure development as well as develop mechanism for enhancing domestic gas utilisation, gas-to-power initiatives, and the establishment of a petrochemical industry.

(v) Strengthen skills development, research and innovation

The strategy intents to develop TVET and university programmes that will capacitate Namibians to take up opportunities in the sector. In addition, the strategy aims to foster innovation, create intellectual property, and establish innovation hubs at institutions of high learning.

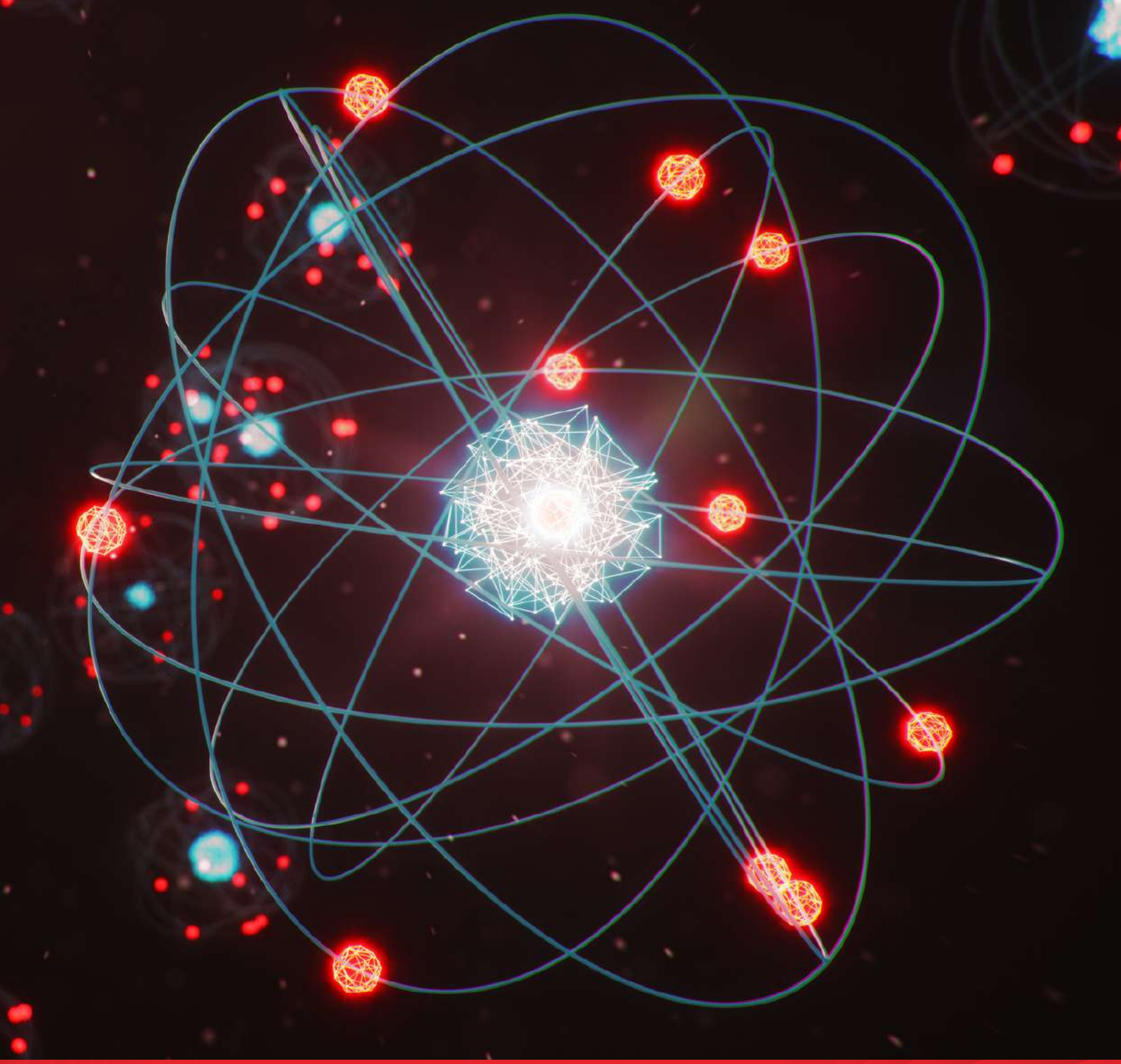
Game Changer:
Strengthening Legal and Policy Framework

The strategy aims at developing policy instruments that are necessary for the sector to be competitive. In the same vein, it aims create effective and responsive regulatory and policy framework, creating a conducive environment for investors; hence, it will attract investment for infrastructure development. Furthermore, it is crucial to ensure that the framework facilitates local participation to ensure that benefits are optimised.

Flagship Programme

Programme 1: Oil and Gas field development

To develop infrastructure necessary for value chain development from exploration, production to transportation and retailing.



Focus Area

Nuclear Industry

3.1.6 Nuclear Industry

Situation Analysis

The nuclear industry includes nuclear science, technology and its applications in the following sectors: health; energy; research and innovation; water; agriculture; environment; manufacturing, and processing. The nuclear industry offers opportunities that are worthwhile for consideration to set Namibia on a path that will support sustainable economic and industrial growth. Nuclear, as an industry, has the potential to meaningfully support national developmental goals.

NDP6 will serve as a foundation to lay the groundwork for future exploitation of the advanced nuclear technology. Hence, this focus area suggests embarking on medium-term nuclear projects while laying the foundation for further large-scale development projects beyond the NDP6 period.

The advent of small modular reactors (SMRs) and microreactors (MRs) have made nuclear power an attractive and feasible option for many developing states. These reactors are standardised, with shorter construction time, lower cost, deployment to remote areas, appropriate for small grids, scalable, and with cogeneration capacity. SMRs are multipurpose reactors capable of generating electricity and supporting non-electrical applications such as industrial heat supply, seawater desalination, petroleum refining, hydrogen production, and steel making, amongst others.

The contribution of the nuclear industry to economic development over the NDP5 period and preceding periods is confined to uranium mining which contributed 3.2 percent of total GDP in 2024 and applications in the radiation medicine field. There is a sizable footprint of the industry in the health sector in the form of radiation medicine. A small number of applications is observed in the food and agriculture, industrial applications, processing, water resource management, and environmental protection. There is an opportunity to explore value addition in the uranium value chain by considering uranium conversion, enrichment, and fuel fabrication services as well as nuclear power generation and cross-border electricity trade.

A Strategy for the Nuclear Industry has been developed to support the implementation of the Nuclear Fuel Cycle Policy of 2014 and the Nuclear Science and Technology Policy of 2016 which articulate the national aspirations regarding making nuclear technology as a complimentary vehicle to support attainment of national development objectives.

The nuclear-related applications developed during the NDP5 are mainly those resulting from the support of the International Atomic Energy Agency (IAEA) through the technical cooperation programme in the health sector, crop production, food safety, animal health, environmental monitoring, and water management.

Namibia being endowed with uranium resources, there is often a demand for radioanalytical services to determine the abundance of radioactivity in environment, soil, and water samples for the purpose of testing the feasibility of extraction of the resource or for safety reasons. This area is considered a low hanging fruit in the nuclear industry for exploitation.

Sub-Sub Goal

Improved nuclear industry's contribution to sustainable socio-economic development

Goal Description and Policy Intent

The sub-sub goal defines the interventions necessary to establish a robust and resilient national system that enhances the full realisation of the nuclear industry by building the fundamental enablers such as legal framework, institutional capacity, human resource capabilities, and cooperation mechanism. Additionally, it supports the strengthening of the nuclear and radiation regulatory infrastructure as a major pre-requisite for the development of the nuclear industry.

Desired Outcome 0112

By 2030, the nuclear industry's contribution to GDP has increased from 3.2 to 4 percent.

Selected Targets

Indicator	Baseline (2024)	Target (2030)
Percentage share contribution to GDP	3.2	4
Number of trainees in nuclear science	0	100
Impactful sectorial nuclear applications	2	3
Establish nuclear analytical laboratories	0	1

Strategies and Game Changer

(i) Develop uranium value chain

The uranium value chain includes mining, processing, uranium conversion, uranium enrichment, nuclear fuel fabrication, power generation, and spent fuel management, as major stages.

(ii) Develop a responsive governance framework for the nuclear industry

This strategy responds to the need for an effective governance framework providing for both the promotional and regulatory aspects of the nuclear industry. One of the interventions is to review the Atomic Energy and Radiation Protection Act, 2005 (Act No 5 of 2005) to ensure that it covers regulation of nuclear installations and that it has sufficient regulatory oversight in decision making. The revised legislation will further provide for the establishment of the Nuclear Institute of Namibia as the technical arm for the assessment of feasibility, development, and management of specific nuclear-related projects. Additionally, the nuclear regulatory infrastructure will be reviewed to ensure that it includes regulation of nuclear installations and guarantees effective independence in regulatory decision making. Additionally, the governance structures for regulation will be reviewed to provide for an oversight body in the affairs of the nuclear regulatory body.

(iii) Develop and commission feasible flagship nuclear industry project(s)

This strategy will develop and commission feasible flagship nuclear industry projects to support energy diversification and technological advancement. This will include projects identified including: uranium value addition; small modular reactors and nuclear power generation; radiopharmaceuticals production, and an industrial irradiation facility.

(iv) Strengthen human resources for the development of a nuclear industry

The strategy aims to strengthen human resource through the development and implementation of a human resource plan (HRP) to successfully establish and maintain the nuclear industry. HRP implementation modalities will include a mix of training programmes through bilateral and multilateral arrangements and strengthening of the relevant national training programmes at institutions of higher learning. Furthermore, the operational capacity will be assessed and revised to ensure that it has the number of personnel, skills and experience to adequately respond to the current scope and future projects in the nuclear industry by pursuing implementation of a management system to ensure operational excellence.

(v) Build smart partnerships for resource mobilisation

The strategy will purse the establishment and maintenance of a network of collaboration with bilateral and multilateral agreements to leverage on the strengths, experience and expertise of national, regional, and international partners. Additionally, the country will seek both local and international partners that stand ready to collaborate in the development of nuclear-related projects. Negotiating and implementing projects with minimal risk to Government, but with high economic yield and mutually beneficial to partners will be a principal approach in the development of these projects.

Game Changer:
Develop Uranium Value Chain.

The uranium value chain includes mining, processing, uranium conversion, uranium enrichment, nuclear fuel fabrication, power generation, and spent fuel management, as major stages.

Namibia primarily exploits the uranium mining cycle of the chain, making a significant contribution to job creation, generation of royalties and taxes, and local procurement. The turnover from the uranium mining sector in 2023 was N$ 15.53 billion. This included N$ 10.27 billion from wages and salaries, royalties, and local procurement. In the same year, the uranium mining subsector contributed 6,437 direct jobs.

There are opportunities in the nuclear fuel cycle chain, including uranium conversion and multipurpose small modular reactors. Commissioning either of the projects will require substantial investments that has potential to make significant contribution to the national GDP. Under favourable conditions, considering geopolitical dynamics, market conditions, financial and technical capacity, uranium conversion could inject up to N$ 20 billion investments into the local economy. Therefore, one of the interventions during the NDP6 period is to determine the viability of uranium conversion, while at the same laying a foundation for the consideration of a nuclear power programme beyond the NDP6 period.

Flagship Programme

Programme 1: Nuclear Industry Development

The activities will include, among others, the establishment of the Nuclear Institute of Namibia and the investigation and commissioning of feasible flagship nuclear project(s) (radioanalytical laboratory; nuclear fuel value chain; small modular reactor for energy production; research reactor, and industrial irradiation facility).

Focus Area

Micro, Small And Medium Enterprises (MSMEs) And Informal Sector Upscaling

3.1.7 Micro, Small And Medium Enterprises (MSMEs) And Informal Sector Upscaling

Situation Analysis

The micro, small and medium enterprise (MSME) and informal sector represents the dominant share of many sectors across the country such as manufacturing; mining; livestock and poultry farming; retailing; transport; hair salon; auto repairs, and other services. The informal economy remains one of the key sectors that is undervalued, unrecognised, and invisible within the mainstream of Namibia's economy and society. The integration of informal businesses into the formal economy is essential for inclusive and sustainable economic growth.

By integrating MSMEs and informal businesses into the formal economy, the country can harness the full potential of its entrepreneurial talent; create more sustainable jobs; ensure production of quality goods and services; adherence to local and international standards, and enhance economic resilience.

Small enterprises are the most prevalent and employ one-third of Namibia's workforce. This underscores the sector's importance in the Namibian economy and necessitates programs aimed at promoting the growth and development of small and micro-businesses. MSMEs in Namibia range from unregistered informal operations to a properly regulated firm.

MSMEs contributed approximately 16 percent to GDP in 2022, while the informal sector contributed 25 percent to GDP in 2024. The informal sector accounted for 57.7 percent of the workforce in 2018. The nature of businesses in the informal sector hinders it from accessing the necessary financial assistance and support necessary for their growth. The cumbersome process of business registration and the high costs associated with formalisation deterred many informal entrepreneurs from registering their businesses.

MSMEs and informal businesses often struggle to reach broader and organised markets due to a lack of resources, knowledge, and market information or connections, which limits their ability to access a wider customer base necessary for growth.

The informal economy plays a significant role in employment creation with over 370 000 people employed in the sector in 2018, signifying strong entrepreneurial activity despite the limited education attainment. The presence of informal businesses in the economy highlights the sector's potential as a driver of inclusive economic development. The MSME Policy prioritises the promotion of entrepreneurial culture through comprehensive training in business management, marketing, and technology, while also recognising the need to expand inclusive financial mechanisms and improve access to modern technologies, advisory services, and market opportunities to unlock further growth and innovation.

Sub-Sub Goal

Informal enterprises transitioned and MSMEs upscaled into productive, competitive and resilient business units

Goal Description and Policy intent

The goal intents to create a conducive business ecosystem that enables MSMEs and informal businesses to grow and transform into the formal economy and contribute to improved income and economic growth. The goal also aims increase the contribution of the MSMEs and informal sector to economic growth.

Desired Outcome 0113

By 2030, the percentage share contribution of the MSME sector to GDP has increased from 16 to 19.4 percent.

Desired Outcome 0114

By 2030, the number of informal enterprises transitioned into the formal economy has increased to 950 from 310.

Selected Targets

Indicator	Baseline (2024)	Target (2030)
Percentage share of the MSME sector contribution to GDP	16	19.4
Number of informal enterprises transitioned into formal economy	310	950

Strategies and Game Changer

(i) Enhance innovative business support and sustainable capacity development

This strategy intends to establish and expand training, mentorship, and other skills development services that connect MSMEs and informal entrepreneurs to experienced business professional service providers who can provide guidance and support towards accessing available support services

(ii) Develop adequate and conducive MSME and informal business infrastructure

The strategy aims to invest in the development of well-organised business premises with essential amenities such as utilities, sanitation, telecoms, day-care and security, which should be designed to support the diverse needs of MSMEs and informal businesses.

(iii) Enhance financial and non-financial service ecosystem

The focus of the strategy is to address the lack of access to finance; there is a need to develop a flexible financial ecosystem that should include microfinance and flexible credit services tailored to the needs of MSMEs and informal businesses, ensuring lower collateral requirements, a wide range of financial services, flexible repayment terms, and with easy accessibility. The strategy focuses on addressing the inadequacy of incentive schemes to support the operation of the MSME and informal economy sector; there is need for development and implementation of tailor-made financial and non-financial incentives. As such, this strategy will fast track the formalisation of the informal economy and enable it to be part of the mainstream economy.

(iv) Develop Market-access Platforms

This strategy intends to develop market-access schemes for market access, including organised marketing groups, e-commerce platforms, and temporal exhibitions tailored to MSMEs and informal businesses, thus enabling them to reach a wider customer base and increase sales. These schemes should offer training and guidance on marketing, use of digital marketing, online sales, and customer service.

Game Changer:

Enhance innovative business support and capacity development

This strategy aims at integrating MSMEs and transitioning the informal businesses into the formal economy for inclusive and sustainable economic growth. This involves developing and strengthening support, empowerment of businesses, and solidifying skills, instincts, abilities, processes and resources that MSMEs and informal enterprises need to survive, adapt, and thrive in a fast-changing world. This will significantly enhance the overall efficiency and productivity of MSMEs and informal sector leading to job creation, income generation and economic growth.

Flagship Programmes

Programme 1: Entrepreneurship development

This programme aims to organise efforts designed to support aspiring and existing entrepreneurs with a wide range of development support instruments to enhance their capacities, resources and skills, knowledge, and capabilities to successfully launch and manage businesses.

Programme 2: Business formalisation

This programme is designed to provide businesses with up-scaling support for formalisation and robust operations to enter the formal economy.

Focus Area

Private Sector Development and Support

3.1.8 Private Sector Development And Support

Situation Analysis

This focus area ensures a coherent and efficient approach for successful outcomes on business environment reforms. These proposed reforms will focus on key aspects such as cross-border trade, business registrations, emerging businesses, start-ups, skills and capacity development, accessing credit, taxation, contract enforcement, and the protection of property rights. Furthermore, it will foster a shared long-term vision between the public and private sectors by ensuring coherent policy frameworks, and prioritising policy instruments for the overall development of both the formal and informal private sectors.

The country has made considerable progress in building strong and useful relations with various private sector member-based organisations. These include the Namibia Chamber of Commerce and Industry (NCCI); the Namibian manufacturers association (NMA); the indigenous business forum; the Namibia informal sector organisation (NISO); Namibia local business association (NALOBA); Namibia charcoal association, and the Namibia cosmetics association. These partnerships have been instrumental in advocating for business interests, facilitating dialogue between the public and private sectors, and driving sectoral development.

Namibia achieved an economic freedom score of 58 percent in 2025, compared to the highest score achieved of 67 percent in 2003; this places Namibia in the "Most Unfree" category. The country is ranked 94th globally and 7th in sub-Saharan Africa in 2025. In terms of free trade and financial freedom, Namibia achieved the highest scores of 70 and 74 percent in 2025, respectively. In reference to fiscal health and financial freedom, the scores stood at 34 and 40 percent, respectively. For government integrity and government spending, the scores are 51 and 57 percent, respectively.

Sub-Sub Goal

Private sector induced growth

Desired Outcome 0115:

By 2030, the total private sector contribution to GDP increased from 78 to 85 percent.

Desired Outcome 0116:

By 2030, Namibia has a developed, resilient and competitive private sector improving Economic Freedom Score from 58 to 65 percent.

Selected Targets

Indicator	Baseline (2024)	Target (2030)
Percentage contribution of private to GDP	78	85
Economic Freedom Score	58	65

Strategies and Game Changer

(i) Enhance firm-level productivity and competitiveness

The strategy will encourage the incentives innovation which will develop financial incentives, for businesses that invest in new technologies and innovative production methods. It will promote the formation of business clusters to facilitate knowledge sharing, collaboration, and resource pooling among related industries. To enhance technology transfer, the strategy will establish programs that facilitate the transfer of advanced technologies from more developed economies to local businesses. Productivity will be improved through training programs focused on productivity enhancement techniques and modern business practices.

(ii) Strengthen skills development and workforce competency

The strategy aims to expand and establish state of the art vocational training programs to align with industry needs, incorporating input from key industry stakeholders. The strategy will develop robust apprenticeship programs that provide hands-on experience and practical skills training for workers. Further, it fosters specialised training programs to improve the managerial and leadership skills of current and aspiring business leaders. To enhance technological advancement, the focus will be on developing technological skills, particularly in areas such as IT, engineering, and advanced manufacturing.

(iii) Improve access to finance and develop financial market policies

The strategy aims to promote venture capital, impact investing, and blended finance solutions tailored to the needs of different types of enterprises. Implement credit guarantee schemes that reduce the risk for lenders and make it easier for enterprises to access loans. The strategy will enhance financial literacy among business owners to improve their ability to manage finances and access available financial resources. Additionally, the role of development finance institutions in providing long-term financing for strategic sectors will be strengthened.

(iv) Enhance the business environment through regulatory reforms

To improve the business environment, process for registering and starting a business to reduce bureaucratic hurdles and make it easier for entrepreneurs will be streamlined. The strategy aims to ensure smooth trade facilitation which will improve procedures for trading across borders to enhance export and import efficiency. Additionally, the strategy intends to reform taxes through the implementation of fair and transparent policies that incentivise business growth and investment.

(v) Promote sustainable and inclusive economic growth

This strategy aims at initiating programs that support the growth and formalisation of informal sector businesses through social protection measures. Moreover, environmentally sustainable business practices will be promoted to achieve sustainable economic growth. Additionally, the strategy will implement policies to ensure that indigenous minorities and vulnerable groups have access to economic opportunities, and it will engage local communities in development projects to ensure that growth is inclusive and meets the needs of all stakeholders.

Game Changer:
Enhance firm-level productivity and competitiveness

The strategy will encourage innovation which will develop financial incentives, for businesses that invest in new technologies and innovative production methods. It will promote the formation of business clusters to facilitate knowledge sharing, collaboration, and resource pooling among related industries. To enhance technology transfer, the strategy will establish programs that facilitate the transfer of advanced technologies from more developed economies to local businesses. Productivity will be improved through training programs focused on productivity enhancement techniques and modern business practices.

Flagship Programmes

Programme 1: Industrial Upgrading and Modernisation (IUMP)

The IUMP is part of Namibia's efforts to enhance the productivity and competitiveness of its manufacturing sector. This programme focuses on technology adoption, process improvement, and skills development to support industrial growth. It aligns with Namibia's industrial policy and the "Growth at Home" Strategy, which aims at actualising the country's industrialisation goals. The programme also fits within the broader SADC industrialisation strategy and road map, which emphasises industrialisation, competitiveness, and regional integration as key pillars.

Programme 2: National Innovation and Technology Advancement (NITAP)

The NITAP aims to foster innovation and technology development across various sectors in Namibia. It provides grants and incentives for research and development, supports start-up incubators and accelerators, and promotes the commercialisation of new technologies. This programme is aligned with national innovation strategies and global trends in fostering innovation ecosystems.

Focus Area

Tourism and Gaming

3.1.9 Tourism and Gaming

Situation Analysis

The tourism sector is an important contributor to foreign exchange earnings, employment creation, rural development, poverty reduction, and economic growth. The sector is known for its eco-tourism and unique landscapes, amongst others, the Namib desert, and the Etosha National Park. The focus area will strive to foster sustainable tourism and infrastructure development to enhance visitors' experiences and support long-term growth. The sector contributed about 1.6 percent to the GDP in 2024, which was about 4 billion in monetary terms. Equally important, 290,324 individuals were employed in the accommodation and food services, which translated into 5.4 percent contribution to total employment.

During the NDP5 period, the sector recorded 461, 027 tourist arrivals by 2022. In 2023, a total of 863,872 international tourist arrivals were recorded, indicating a 54.1 percent growth to reach the pre-COVID19 figure of 1,595,973 (2019).

The gaming industry generated revenue of about N$32 million in 2024/25, compared to N$9.3 million in 2022/2023 and is projected to grow by 8.1 percent by 2030. Additionally, about 4 140 jobs were recorded in 2020/2021. The establishment of the State Lottery alone is projected to generate over N$100 million revenue by 2030 and to contribute significantly to the GDP of the country. Ramifications market, mobile gaming, and advancements in AR/VR technologies are key drivers of growth.

The gaming industry is expected to continue evolving, providing enormous opportunities for growth. Namibia is well positioned and geared to tap into the market for economic and social development of the people. The Lotteries Act No 13 of 2017 as well as the Gaming and Entertainment Control Act No 13 of 2018 are operational to regulate and develop the gaming industry in a manner that would contribute to GDP and generate revenue for national socio-economic development.

Sub-Sub Goal

Increased number of tourist arrivals and revenue from the gaming sector

Goal Description and Policy Intent

The goal intent is to develop an integrated, robust, inclusive, and comprehensive tourism for socio-economic development of the country. The main aim is to optimise the socio-economic benefits derived from the tourism and gaming sector. This will be attained through utilisation sector segments such as culture and non-leisure in addition to the nature-based tourism activities to ensure diversification in the sector.

Desired Outcome 0117

By 2030, Namibia has an integrated and inclusive tourism industry with increased tourist arrivals from 863,872 to 1,800,000.

Desired Outcome 0118

By 2030, the percentage share of the tourism sector's contribution to GDP has increased from 1.6 to 5 percent and revenue from the gaming industry increased from N$32 million to N$76.5 million.

Selected Targets

Indicator	Baseline (2024)	Target (2030)
Number of tourist arrivals	863,872	1,800,000
Percentage contribution to GDP	1.6	5
Percentage contribution to total employment	5.4	10
Number of jobs created	57,571	80,000
Number of community conservancies	86	90
Foreign exchange earnings (N$, billions)	4.0	8.0
Gaming industry revenue (N$, millions)	32	76.5

Strategies and Game Changer

(i) Transform the tourism and gaming sector

The strategy aims to ensure integrated national tourism growth and development at all levels, including environmental protection, and cultural heritage preservation to ensure balanced economic gains and social wellness.

(ii) Enhance investment in tourism infrastructure to improve the country's competitiveness

The strategy aims to invest in tourism infrastructure and superstructure to improve the country's competitiveness.

(iii) Regulate and institutionalise the gaming industry

Controlling and regulating the industry will maximise revenue further to ensure balanced economic gains and social wellness being realised.

Game Changer:

Transform the tourism and Gaming industry.

The strategy aims to ensure integrated national tourism growth and development at all levels to include environmental protection and cultural heritage preservation to ensure balanced economic gains and social wellness. The overall intents are to increase economic value of all tourism and gaming sector resources through investment, effective regulatory, policy, and integrated planning.

Flagship Programme

Programme 1: Digitalisation of the tourism and gaming industry

Digitalisation of the tourism industry and tourist information management services to improve tourist data collection/statistics and the acquisition of data sharing and information management systems for the gaming industry will be prioritised. This can be done through some of the following: digitalise/acquire a software system to collect tourist data, information, and statistics; develop/acquire a software application for tourist information management system, online management systems, and central monitoring system for the gaming industry; adopt online management systems and appointment of an operator/licensee to conduct State Lotto for the lotteries to unlock economic values. Update the National Policy for Tourism in Namibia, and draft key legislature instruments such as the Integrated Tourism Development Master Plan, Tourism Bill, and the National Gaming Policy.

Focus Area

Mining

3.1.10 Mining

Situation Analysis

Namibia's mining sector is a cornerstone of the national economy, contributing a larger share to GDP and serving as a primary source of foreign exchange through the export of key minerals such as diamonds, uranium, and copper. Moreover, the sector encompasses small-scale mining, which supports livelihood and community development through poverty reduction and employment creation. In particular, local equity participation remains disproportionately low across mineral licenses and operations, which limits the long-term wealth generation and inclusive prosperity objectives of Namibia's development vision.

This focus area incorporates a local participation enhancement initiative, which seeks to increase Namibians' direct involvement in the mining sector through structured investment mechanisms. This initiative will ensure that Namibians benefit from mining revenue, gain ownership in mining operations, and participate in downstream processing and value addition. Additionally, efforts are being made to increase local participation in the industry, particularly through the promotion and fostering of stronger linkages between the mining sector and domestic industries.

During the NDP5 period, the sector contributed approximately 13 percent to GDP, with key minerals such as diamonds, uranium, and gold generating over 50 percent of the country's foreign exchange earnings. There has been a heightened interest in exploration and mining of critical minerals. On average, mineral processing industries contributed only 2.9 percent to GDP during the NDP5 period. This indicates that much of Namibia's mineral output is exported in raw or minimally-processed form, preventing the country from capturing the higher economic value associated with refined mineral products. The mining sector employed a total of 14,337 (2.6 percent of total employment) persons.

During NDP5, the percentage of processed mining exports as a percentage of total mineral export increased from 26.2 percent in 2017 to 46.6 percent by 2022, driven primarily by the diamond industry. Other sectors, including gold, uranium, and dimension stones, also contributed to value-added growth. Despite notable progress in adding value within the diamond sub-sector, there remains a need to increase local beneficiation and manufacturing of goods from locally-mined resources to maximise economic benefits. During this period, the Mineral Beneficiation Strategy, and the Mining Inputs and Services Database were completed.

Sub-Sub Goal

Accelerated economic growth through mineral beneficiation

Goal Description and Policy Intent

This goal aims to accelerate inclusive and sustainable economic growth through mineral resource development by enhancing value addition through implementation of the national beneficiation policy, expanding SME integration, increasing local equity participation, and improving national geoscience knowledge to unlock new mineral opportunities and resilient market access. It further aims to promote local beneficiation and value-added processing to enhance economic growth, create jobs, and develop local industries. Additionally, it aims to diversify Namibia's mining products and markets, thereby reducing vulnerability to global commodity price fluctuations.

Desired Outcome 0119

By 2030, Namibia has increased export of processed minerals from 46.6 to 57 percent.

Selected Targets

Indicator	Baseline (2024)	Target (2030)
Percentage of processed mineral exports (value-added)	46.6	57
Foreign direct investment employment enterprises	15,653	20,000
The share of total equity in mining ventures held by Namibians	51	60

Strategies and Game Changer

(i) Enhance value addition to mineral resources

This strategy seeks to unlock greater economic value from Namibia's mineral resources by expanding local processing, beneficiation, and industrial linkages. Central to this is the establishment of a modern legal and regulatory framework through the minerals bill that provides the necessary foundation for promoting investment and guiding value addition efforts. By aligning policy, legal instruments and targeted support measures such as supplier development and local value addition, the strategy aims to create a competitive and inclusive mineral-based economy.

(ii) Enhance local participation in the mining sector

This strategy aims at increasing the involvement of Namibians in the mining sector by promoting local ownership, supporting SME suppliers, and expanding access to finance for small-scale miners through the Mineral Development Fund. The strategy seeks to build a more inclusive and economically empowering mining industry.

(iii) Enhance geoscience surveying and research

Although the country has significant coverage of geoscience mapping, there is a need to enhance more detailed mapping in various parts of the country for purposes of mineral discoveries through increased funding.

Game Changer:
Enhance value addition to mineral resources

This strategy seeks to unlock greater economic value from Namibia's mineral resources by expanding local processing, beneficiation, and industrial linkages. Central to this is the establishment of a modern legal and regulatory framework through the Minerals Bill that provides the necessary foundation for promoting investment and guiding value-addition efforts. By aligning policy, legal instruments and targeted support measures, such as supplier development and local value addition, the strategy aims to create a competitive and inclusive mineral-based economy.

Flagship Programme

Programme 1: Integration and diversification of the mining industry

The programme is designed to address the limited capacity of Namibia's mining sector to engage in local processing and refining. The goal is to further integrate and diversify the mining industry, maximising production, local value addition, and economic benefits. Furthermore, it will enhance Namibia's mining industry through local beneficiation, increased local participation, and a more robust regulatory framework. This programme will also monitor the increase in local equity participation across mining operations to align economic benefits with national ownership goals.

Focus Area

International Relations and Trade

3.1.11 International Relations and Trade

Situation Analysis

In driving the country's economic diplomacy agenda, Namibia will continue to pursue the peaceful co-existence with its neighbours in the Southern African Development Community (SADC) region and Africa at large; advance multilateralism for the maintenance of international economic order, peace, security, and stability; foster regional, continental, and global trade relationships, and attract foreign direct investment to promote sustained and inclusive growth.

Namibia continues to advance and enhance its bilateral and multilateral relations with the overarching objective of protecting, promoting and projecting the nation's interests at regional, continental, and international level. In pursuing these objectives, Namibia consolidated and strengthened its relations and diplomatic engagements in various areas of interest and priority.

In line with its national objectives of promoting and projecting Namibia's interest abroad, the Government of Namibia has established a total of thirty-one (31) diplomatic missions, four (4) consulate generals and over 60 honorary consuls. In positioning Namibia as a favourable host country for regional and international organisations, 21 organisations have established a presence in Namibia.

In furthering the development and growth of these relations, the country has signed multiple agreements and memoranda of understanding to strengthen bilateral cooperation. Some of these bilateral agreements have unlocked market access for Namibian products such as meat, fish, dairy, beverages, and horticulture products, amongst others, to regional and international markets. Despite these achievements, Namibia's reliance on traditional trade partners, such as South Africa, and on primary exports such as mineral commodities leaves the economy vulnerable to global market fluctuations and shocks.

Namibia is a member to regional and multilateral trading arrangements such as the Southern African Customs Union (SACU); Southern African Development Community (SADC); Tripartite Free Trade Agreement (FTA); African Continental Free Trade Area (AfCFTA); Economic Partnership Agreement (EPAs), and the World Trade Organisation (WTO). The country has been doing well in terms of its integration and global trade barrier liberalisation efforts, ranking number 4 on regional integration in 2023 with a score of 64.7 53 and 2nd on trade integration out of 54 African countries.

Namibia's export performance has shown steady growth, with total exports reaching N$102.1 billion in 2024, while in the same period, imports totalled N$ 166.6 billion. During the NDP5 period, exports averaged N$64.9 billion while imports averaged N$89.9 billion. The country's key export commodities include diamonds, uranium, gold, fish, and copper, with emerging growth in horticultural products. Despite this positive trajectory, Namibia continues to run a trade deficit due to high import levels.

In terms of alignment with the Agenda 2063 aspiration for a single market for Africa under the African Continental Free Trade Area (AfCTA), Namibia's trade within the continent has seen significant improvement, with intra-Africa exports standing at N$4.7 billion and N$7.7 billion for imports by September 2024. Similarly, exports within intra-African trade represented 52.3 percent of total exports, while imports were at 51.8 percent.

During the NDP5 period, about N$61,6 billion of exports were recorded against the target of N$ 96 billion, on average, largely due to the economic downturn, the persistent drought in the country, and COVID-19 disruptions.

Namibia attracted N$114.9 billion in FDI inflows between 2021 and 2023, of which N$58.9 billion are mainly attributed to oil and gas explorations. Notwithstanding the slowdown in FDI flows globally and across the African economies, Namibia climbed to 7th place among Africa's top FDI destinations, attracting USD2.4 billion in 2023. This marks a significant improvement from its 16th place ranking in Africa in 2022. Namibia leads in Africa in terms of FDI as percentage of GDP with 19.0 percent in 2023 compared to 8.4 percent in 2022.

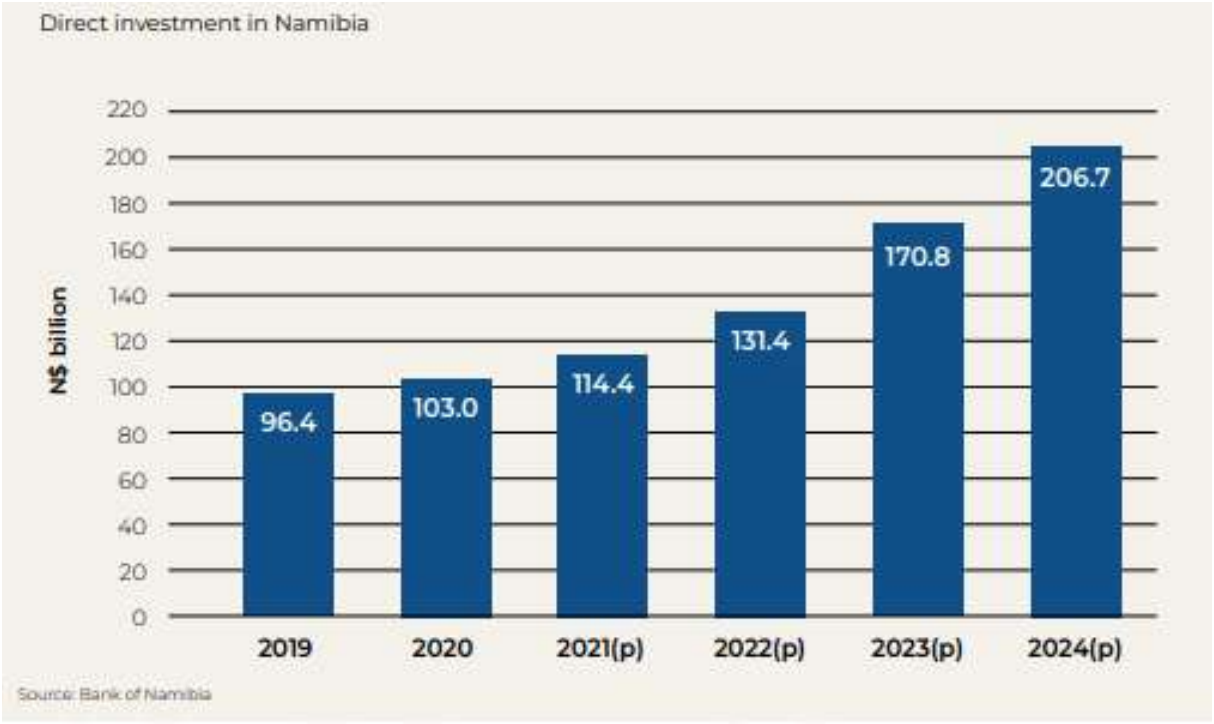


Figure 2: Namibia's Investment Position

Furthermore, the country successfully mobilised technical, financial and concessional loans from various development partners covering areas such as environment, climate change, renewable energy, education, and health, among others. Namibia's net official development assistance (ODA) averaged around US$25.66 million for the period 2018 to 2023.

While significant progress has been made in advancing trade integration, attracting foreign direct investment, and strengthening regional and multilateral economic ties, Namibia remains vulnerable to the detrimental threat of illicit financial flows (IFFs). IFFs manifest through tax evasion, trade mis-invoicing, and financial opacity which undermine domestic resource mobilisation and constrain the country's capacity to finance sustainable development. Namibia has led global efforts to develop methodologies for estimating illicit financial flows (IFFs). Building on this, it has entered the measurement and policy phase to enhance evidence-based responses. Namibia also pioneered the Illicit Financial Flows Policy Tracker with the Tax Justice Network Africa (TJNA), enabling systematic identification of policy gaps and reform progress.

Sub-Sub Goal

Foster international relations for economic growth

Goal Description ad Policy Intent

To utilise and leverage new and existing trade arrangements, development, and diplomatic relations to enhance the country's economic growth through increased exports and FDI inflows. In addition, the goal aims to develop and implement strategic trade agreements that facilitate smoother cross-border trade, reduce tariffs, and improve trade logistics, thereby increasing the volume and value of exports.

Desired Outcome 0120

By 2030, FDI has increased from N$207 to N$254 billion.

Desired Outcome 0121

By 2030, Namibia has increased its value of exports from N$ 102.1 to N$168 billion.

Desired Outcome 0122

By 2030, Namibia has reduced IFFs as a percentage of GDP from 9 to 5 percent.

Selected Targets

Indicator	Baseline (2024)	Target (2030)
Value of FDI annual (N$) Bn	207	254
Value of exports of goods and services (N$) Bn	102	168
Intra-Africa exports as a share of AfCFTA exports	2.9	5
Number of new markets access for Namibia's products and services	4	10
Percentage of illicit financial flows to GDP	9	5

Strategies and Game Changer

(i) Strengthen strategic bilateral and multilateral cooperation and partnerships for mutual benefit in support of Namibia's developmental priorities.

(ii) Strengthen institutional mechanisms and coordination across all levels of Government, private sector and development partners.

(iii) Promote and facilitate targeted foreign market access, trade and inward foreign direct investment.

(iv) Combat illicit financial flows: The strategy aims to strengthen legal and regulatory framework to combat illicit financial flows by enacting robust transfer pricing regulations, revising outdated policies, double taxation agreements, and operationalising beneficial ownership registries.

Game Changer:

Strengthen strategic bilateral and multilateral cooperation and partnerships for mutual benefit in support of Namibia's developmental priorities. Streamline national objectives towards focused engagements with bilateral and multilateral partners to enhance trade relations, investment attraction, and development cooperation.

Flagship Programmes

Programme 1: Diplomatic Relations

The programme will focus on enhancing bilateral and multilateral cooperation through economic diplomacy emphasising international trade, and investment promotions, to support Namibia's Sustainable Development Programme.

Programme 2: Economic Diplomacy

It is a comprehensive programme, designed to assist businesses and industries to expand their production capacities for market access into regional and international markets as well as attracting foreign direct investment.

Programme 3: Illicit Financial Flows

The programme aims to reduce IFFs to optimise resources for socio-economic development. It will use the United Nation Conference on Trade and Development (UNCTAD) methodologies to measure total inward and outward IFFs to generate reliable data that informs the development of the IFF Policy, and evidence-based policy making.

Thematic Area 2:

Economic Infrastructures for the Future

3.2 Economic Infrastructure for the Future

Situation Analysis

The thematic area examines the state of economic infrastructure such as, bulk water, energy, transport and logistics and ICT infrastructures, in supporting sustainable and inclusive economic growth in Namibia. Economic infrastructures serve as a fundamental enabler for any economy to achieve socio-economic development. The country's medium- and long-term plans have harmonised investment in building a robust network of economic infrastructures to support national goals. Substantial and comprehensive investment has been committed in the economic infrastructures.

The country has a relatively strong, well-developed and state of the art core network of national economic infrastructure. During the NDP5 period, Namibia's road infrastructure quality has been ranked number one in Africa, (World Economic Forum (WEF) Global Competitiveness Index Report - 2020). Additionally, the country is also doing well in terms of innovation and access to information, ranked 9th out of 54 countries in Africa. The country's energy demand has been consistently rising over the years, with the maximum electricity demand reaching approximately 656MW against the local production capacity of 347 MW as of 2024. The country's heavy dependence on electricity imports from neighbouring countries, accounted for about 63 percent of the total consumption in 2024, making it more unsustainable.

Namibia is a semi-arid country; as such, it is crucial to prioritise water infrastructure in place to meet the demand of existing and new industries and rapidly growing population. Water supply in 2024 was recorded at 1,608 million cubic meters, against a demand of 635.6 million cubic meters. This demand is projected to reach 771.7 million cubic meters annually by 2030.

Although 24 percent of the territory is connected to the railway network, there is no inter-regional rail connectivity to neighbouring landlocked countries of Zambia, Botswana, and Zimbabwe. The country is positioned to become the logistics hub of the Southern African Development Community (SADC); therefore, accelerated economic infrastructure development is essential to meet the future demands of the economy's needs.

Namibia ranks 64th in the Digital Competitiveness Performance Index out of 65 countries assessed in 2023. The country fairs poorly across all digital competitiveness factors reaching its highest ranking in technology while placing at lower positions in knowledge and future readiness.

Namibia is ranked 63rd on the knowledge factor. At the sub-factor level, in talent, the country places 52nd; in training and education, it is ranked 45th, and in scientific concentration, it is ranked 65th. Namibia's strength in the knowledge factor is thus in the training and education sub-factor. Namibia ranks 61st in the technology factor because of a 55th place in the regulatory framework, 56th in capital and 63rd in technological framework subfactors, respectively. The country ranks low in indicators related to the production and export of high-tech manufactured goods (high-tech exports, 63rd).

Namibia ranks 64th on the future readiness factor because of a 62nd place in the adaptive attitudes sub-factor, 62nd in business agility and 64th in IT integration. The country shows a feeble performance across all indicators under the future readiness factor. Data available shows low levels of technology use among citizens (e-participation, 61st). In addition, Namibia exhibits inadequate cyber security capabilities at governmental level which enable the protection of its technological infrastructure from cyber threats (government cybersecurity capacity, 65th).

Sub-Goal:

Well-developed and maintained world-class economic infrastructure

Desired Outcome 0123

By 2030, Namibia will have a robust core network of national economic infrastructure that meets the needs of households and industries.

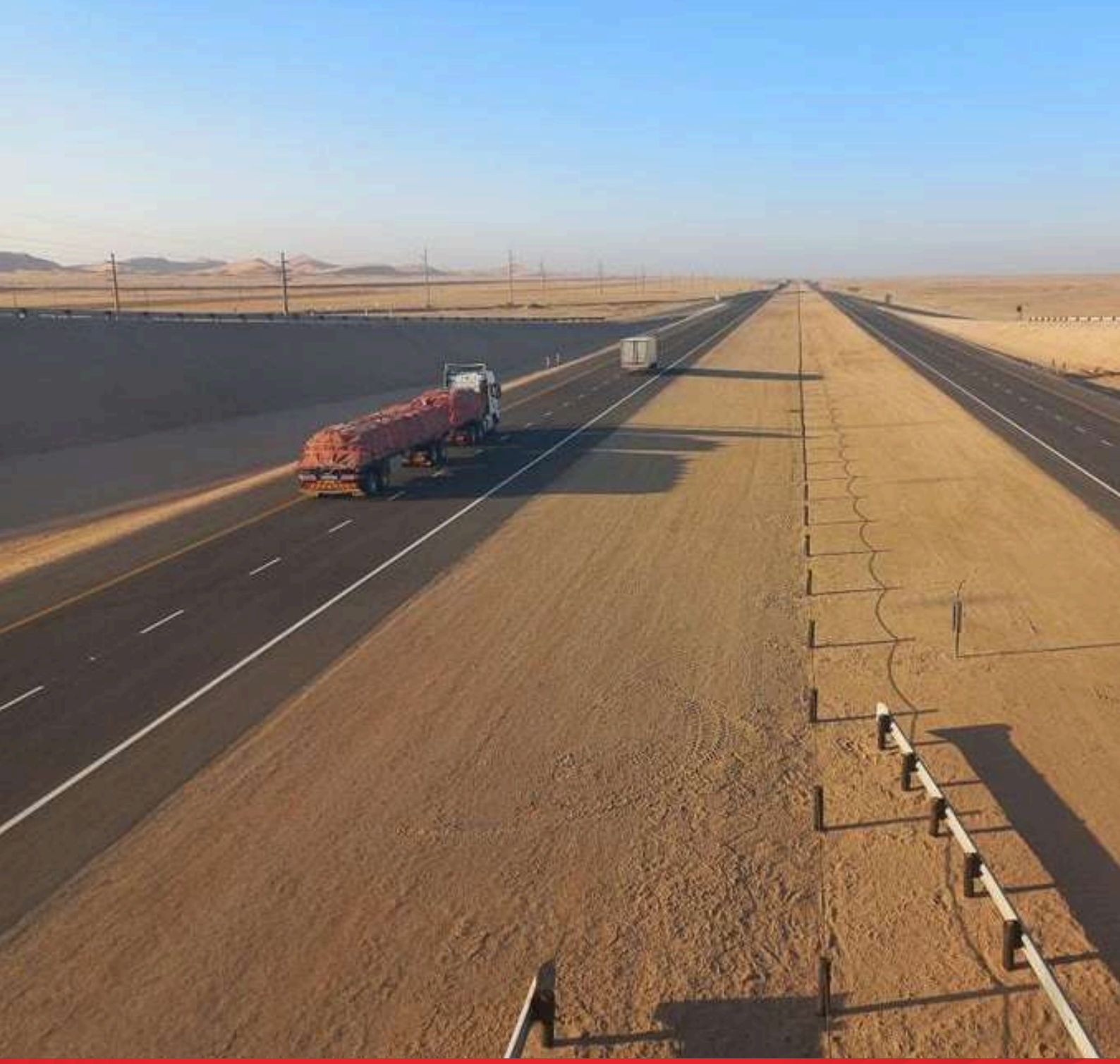
Goal Description and Policy Intent

To establish state of the art, affordable, and accessible economic infrastructure that supports sustainable and inclusive growth, connectivity, and improved quality of life.

Strategy

Develop, maintain, expand and modernise economic infrastructure

The strategy will ensure that aging infrastructures are rehabilitated and modernised to promote efficient public use in the most affordable way possible. It will also ensure that accessibility and affordability and that specified economic infrastructures are available to all segments of the population in both rural and urban areas of the country and in other SADC countries.



Focus Area

Transport and Logistics

3.2.1 Transport and Logistics

Situation Analysis

Namibia has a complimentary advantage with good road transport and ports infrastructure. The country is strategically located, sharing borders with Angola, Botswana, South Africa and Zambia, facilitating trade, and capitalising on the handling and movement of goods and services for revenue generation while linking the neighbouring countries to the rest of the world. This opportunity provides a huge potential for Namibia to be an international logistics hub for the inland areas of the Southern African Development Community (SADC). That is an aspiration that the country is pursuing.

Over the NDP5 period, Namibia expanded its road networks from 850 km to 1607 km of bitumen standards, while the gravel road network was expanded from 478 km to 907 km. This is testament to the country's effort and aspirations to become one of Africa's best road networks with high standard road connectivity and generally well-maintained road infrastructure, (World Economic Forum (WEF) Global Competitiveness Index Report - 2020). In the quest to enhance road safety, NDP5's target was to reduce road crash fatality per 100,000 persons per annum from a baseline of 33 (2016) to 16 by 2022; however, the target was not met, as 18 road crash fatalities were recorded.

Over the same period, 24 percent of the railway network was upgraded, an effort made to comply with the SADC axle load recommendation. The Port of Walvis Bay was expanded through the new container terminal to handle a minimum 1 million Twenty-foot equivalent units (TEUs) per annum by 2021, compared to the previous capacity handling of 350 000 TEUs in 2016. Furthermore, the sub-sector, aviation, reached 72.62 percent compliance to the International Civil Aviation Organisation (ICAO) standards.

Sub-Sub Goal

A safe, accessible, reliable, affordable, and sustainable transport infrastructure, a world-class logistics hub connecting SADC to international markets

Desired Outcome 0124

By 2030, Namibia has an efficient, safe, secure, and sustainable road infrastructure and services.

Desired Outcome 0125

By 2030, Namibia has an efficient, safe, secure, and economically-sustainable civil aviation system.

Desired Outcome 0126

By 2030, Namibia has an efficient, safe, secure, and environmentally-sustainable maritime system.

Desired Outcome 0127

By 2030, Namibia has an efficient, safe, and sustainable railway transportation system.

Selected Targets

Indicator	Baseline (2024)	Target (2030)
World Economic Forum (WEF Statista) rating on roads quality (Score 1-7)	5.57	6
Number of fatalities per 100 000 persons	18	9
Level of safety compliance to ICAO standards and recommended practices percent	72.62	85
Level of safety compliance with International Maritime Organisation (IMO) Conventions percent	55	70
Total market share railway (percent)	11	25

Strategies and Game Changer

(i) Transform Namibia into a regional logistics hub by improving infrastructure, promoting market access and ensuring efficient border management

This strategy will improve existing routes and develop new ones to facilitate the movement of goods; develop the Port of Walvis Bay to handle increased cargo traffic and to cater to the needs of SADC countries; develop logistics hub centres that will serve as key points for storage, distribution, and other logistics-related activities; expand the Hosea Kutako International Airport and enhance the Walvis Bay Airport for increased air cargo capacity.

(ii) Construct and preserve the transport infrastructure and services

This strategy aims to construct and preserve transport infrastructure for roads, railway, aviation, and maritime and services which is crucial for economic growth and social development. It involves building and maintaining roads, railway, aviation, maritime, bridges, public transportation systems, and other infrastructure while also ensuring the efficient operation of related services.

(iii) Strengthening the coordination and implementation of transport safety interventions

The strategy will introduce a multi-faceted approach that requires an encompassing robust governance, data-driven planning and collaborative partnerships. This approach further entails establishing enabling legislative frameworks, strong leadership, developing national roads safety strategies, allocating resources effectively, and monitoring and evaluating the impact of the interventions.

(iv) Reform the transport sector

The strategy will reform the road, railway, aviation, and maritime sub sectors. It calls for the introduction of a multi-faceted approach focusing on infrastructure, policy, and technology. This includes improving infrastructure, streamlining regulations, promoting private sector involvement and enhancing digital solutions to enhance efficiency and sustainability.

Game Changer:
Namibia Transport and Logistic Hub

This strategy will improve existing routes and develop new ones to facilitate the movement of goods; develop the Port of Walvis Bay to handle increased cargo traffic and to cater to the needs of SADC countries; develop logistics hub centres that will serve as key points for storage, distribution, and other logistics-related activities; expand the Hosea Kutako International Airport and enhance the Walvis Bay Airport for increased air cargo capacity.

Flagship Programmes

Programme 1: Road infrastructure development

To plan, construct, upgrade, maintain and rehabilitate road infrastructure for a safe and efficient national road network to support socio-economic development

Programme 2: Aviation infrastructure development

To construct, upgrade, maintain and install aviation infrastructure and systems, related to airports, air navigation services, and aviation meteorology, to enhance safety and security, and make a significant contribution to the nation's socio-economic growth.

Programme 3: Maritime development

To update and strengthen governance related to shipping, marine safety and the protection of the marine environment. To plan, construct, upgrade and maintain Maritime infrastructure for a safe, sustainable and efficient Maritime network to support socio-economic development.

Programme 4: Railway network development

To plan, construct, upgrade and maintain railway infrastructure for a safe and efficient national railway network to support socio-economic development

Focus Area

Energy Infrastructure

3.2.2 Energy Infrastructure

Situation Analysis

Namibia's electricity supply is a mix of domestic generation and imports, serving a relatively small but growing population. As per the national energy and national renewable energy policies, given its vast solar, wind, and hydro potential, the country is striving for energy security and is investing in renewable energy sources. Namibia's energy infrastructure includes a generation, transmission, and distribution network and an interconnection with South Africa and Zambia. Due to insufficient domestic generation capacity, the country relies heavily on imported electricity, from the Southern African Power Pool (SAPP) and neighbouring countries. Namibia's primary energy source is hydroelectric power, generated by the Ruacana Hydroelectric Power Station with an installed capacity of 347 Megawatts (MW) on the Kunene River which supplies a substantial portion of the country's electricity.

In 2014, Namibia has focused on expanding its renewable energy capacity, mainly through solar and wind power projects. The Electricity Act was enacted in 2007 to regulate the electricity sector. The country's vast solar potential is being tapped, and an increasing number of independent power producers (IPPs) are contributing to the energy mix. The Namibian Government has been implementing initiatives to promote renewable energy and reduce reliance on imported electricity in collaboration with private sector partners.

Namibia strives to achieve the ambitious goal of universal electricity access by 2040. The country has adopted a multi-faceted approach that leverages market-driven mechanisms, enhances consumer confidence, and ensures high service delivery standards. Furthermore, the country is on a path to expand and diversify its energy mix, enhancing energy security, reliability, resilience, and becoming self-reliant.

Namibia's energy infrastructure development is crucial to achieving Vision 2030 as it supports economic growth, social development, and environmental sustainability. Reliable energy systems power Namibia's industries, businesses, and households, fuelling industrialisation and technological progress. Namibia is a signatory to the United Nations Framework Convention for Climate Change (UNFCCC), hence investing in renewable and nuclear energy to lower greenhouse gas emissions and address climate change. Measures, such as industry standards, are in place to address climate change in infrastructure development. All Independent Power Producer (IPP) projects are licensed- subject to environmental regulations and clearance.

The implementation of the new electrification projects will utilise resilient materials, especially in flood-prone areas, to address climate change. To help industrial and commercial entities lower their costs, the energy sector has implemented the modified single buyer (MSB) market model. This model enables these entities to source up to 30 percent of their electricity consumption from more affordable alternative generators, such as independent power producers (IPPs). This investment establishes the groundwork for a sustainable, inclusive, and resilient economy, benefiting both present and future generations of Namibians.

The performance of Namibia's energy sector during NDP5 has been mixed, with progress made in certain areas. Notable achievements include efforts to integrate renewable energy sources like solar and wind into the national grid, with several independent power producers (IPPs) (21 IPPs) in operation, contributing to a

gradual diversification of Namibia's energy mix. In 2024, the national consumption was 4155 GWh of which 54 percent was locally produced while 46 percent was imported from neighbouring countries, mainly South Africa and Zambia. Further, the sector is strengthening existing regional interconnectivity with neighbouring countries such as South Africa, Zambia, and Zimbabwe. Namibia's National Integrated Resource Plan targets achieving 80 percent self-sufficiency in energy production by 2028, strongly emphasising expanding locally-generated renewable energy and addressing considerations for nuclear power generation. The policy seeks to significantly reduce Namibia's reliance on imported energy by harnessing its abundant renewable resources.

The country has achieved a national electrification rate of 59.317 percent as per census data . The energy sector implements the rural electrification programme for public institutions and households nationwide including the electrification of growth points. All public institutions in Omaheke, Erongo, Hardap, Otjozondjupa, and //Kharas regions have been electrified. However, there is still a high number of unelectrified public institutions, households, and growth points in Kunene, Omusati, Oshana, Ohangwena, Oshikoto, Kavango West, Kavango East, and Zambezi regions.

Sub-Sub Goal

Increased local power generation and transmission capacity for improved electricity access and affordability

Goal Description and Policy Intent

The goal aims to increase local electricity generation to meet national demand while improving the transmission network to handle the intermittency of renewable energy sources and evacuate power to under-served localities. Furthermore, the goal aims to ensure affordable and equitable access to electricity for all citizens. It further aims to develop power generation projects from local resources to boost generation capacity, upgrade and expand the transmission infrastructure to efficiently distribute electricity, and strengthen regional interconnectivity with neighbouring countries to diversify sources. Equally, it aims to implement socially equitable tariffs to balance consumer affordability and sustainability for suppliers, accelerate the electrification program, and promote public-private partnerships to mobilise investments and reduce the cost of electricity expansion.

Desired Outcome 0128

By 2030, Namibia has a sustainable mix of locally-generated energy capacity by increasing installed generation capacity from 734MW to 1153MW.

Desired Outcome 0129

By 2030, Namibia's access to electricity to support industry and household development increased from 59.3 to 70 percent.

Selected Targets

Indicator	Baseline (2024)	Target (2030)
Local installed generation capacity in Megawatts (MW)	734	1153
National Electrification Rate	59.3	70

Strategies and Game Changer

(i) Dispatchable, Utility-Scale Generation

This strategy prioritises the development of dispatchable, utility-scale generation infrastructure as a national priority underlining its role in providing reliable, affordable, and clean energy that supports economic growth and reduces carbon emissions.

(ii) Expand Bulk Generation, Transmission, and Distribution Infrastructure

This strategy focuses on the systematic rollout of energy infrastructure to close the supply-demand gap and improve connectivity across the country. It will prioritise investments in new transmission lines, substations, and grid upgrades to integrate renewable energy and connect underserved regions. During NDP6, the construction of priority renewable energy projects will be advanced to strengthen the national energy mix, support affordable and sustainable power supply, and boost the role of clean energy in Namibia's economic and social development. A pivotal project within this effort is the Baynes Hydropower Project, a bilateral initiative with Angola that will significantly expand Namibia's bulk generation capacity and long-term energy security. During NDP6, this project will move into the construction phase, focusing on dam and power plant construction, as well as associated infrastructure such as access roads and transmission lines.

(iii) Mobilise Sectoral Infrastructure Investment

To overcome fiscal constraints, this strategy aims to scale up private investment, public-private partnerships, and development partner support—particularly in generation and grid infrastructure. The Government will also consider upstream public investments, where necessary, and explore regulatory adjustments, such as increasing the cap under the Modified Single Buyer Framework, so as to encourage commercial and industrial off-take arrangements. These interventions will crowd capital, diversify sources of supply, and expand the role of private players in the energy market.

(iv) Ensure Affordable Electricity

This strategy addresses the growing challenge of electricity affordability, especially for low-income and rural households. It includes measures such as income-based tariff designs, targeted subsidies, and national rollout of the National Electricity Support Tariff (NEST). Programmes like the Solar Revolving Fund will be expanded to support off-grid and small-scale solar uptake. Public investment in generation is expected to reduce overall costs and improve tariff sustainability in the medium to long term.

(v) Develop Energy Storage Systems

To complement variable renewable energy sources like solar and wind, this strategy supports the development and deployment of energy storage systems, including battery energy storage systems (BESS). With energy storage regulations already in place, investment will be directed toward grid-connected storage to enhance reliability and balance supply and demand fluctuations, especially in areas with high renewable penetration.

(vi) Develop Nuclear Power Infrastructure

The strategy will implement the guidelines in the International Atomic Energy Agency's (IAEA) milestone approach which will enable the country to establish the enabling environment for the first nuclear power plant. The strategy will develop foundational nuclear power infrastructure in preparation to fulfil all the requirements necessary to undertake the commissioning of its first nuclear power plant.

Game Changer:
Dispatchable, Utility-Scale Generation

This strategy prioritises the development of dispatchable, utility-scale generation infrastructure as a national priority underlining its role in providing reliable, affordable, and clean energy that supports economic growth and reduces carbon emissions.

During the NDP6 period, the Government will focus on advancing investments in dispatchable generation options that can deliver dependable capacity to the grid. These projects are vital for reducing the cost of energy, strengthening national energy security, and providing the stability required for future industrialisation and economic expansion.

By prioritising dispatchable generation and cost-reduction measures, the strategy aims to reduce reliance on expensive imports, decrease the cost of energy for industries and households, and enable long-term economic resilience. This approach will also support inclusive growth by expanding access to affordable and reliable power across the country.

Additional focus will be placed on foundational work for next-generation dispatchable infrastructure, ensuring that Namibia is well-prepared to implement its first such projects in subsequent planning cycles. The incorporation of dispatchable generation will further strengthen the national energy mix, reduce carbon emissions across critical sectors, and enable Namibian industries to remain competitive in a low-carbon global market all while providing a stable, cost-effective source of utility-scale power.

Flagship Programmes

Programme 1: National Energy Infrastructure Development

The Energy Infrastructure Programme is designed to provide the country with modern, sustainable, and efficient energy generation, transmission, and distribution infrastructure. This intervention focuses on strengthening the energy capacity to meet growing demand and ensure reliable access to electricity, especially in underserved rural and peri-urban communities as well as lay the foundation to operate nuclear power generation facilities in future.

Programme 2: National Electrification

The National Electrification Programme aims to ensure that all citizens can access reliable and affordable electricity, recognising that energy access is critical for socio-economic development. Energy services empower individuals, businesses, and industries by meeting basic energy requirements while supporting personal and economic growth. This programme is crucial in accelerating national development to benefit all Namibians by electrifying all schools and health facilities, and achieving universal electricity access by 2040. To address energy access challenges, the Government, in collaboration with private sector and development partners, will implement the Electrification Support Mechanism, which includes three key components: the National Electrification Policy, the National Electrification Fund, and the Master Plan for Electrification.

Focus Area

Bulk Water Infrastructure

3.2.3 Bulk Water Infrastructure

Situation Analysis

This infrastructure includes surface dams, pipelines, ground water schemes and water treatment plants, all designed to capture, store, transport, and treat water for various uses, to provide a reliable and sustainable water supply to support the nation's population, economy, and industries.

In 2024, the country's total water supply capacity stood at 1608 million cubic meters against a demand of about 635.6 million cubic meters, which is further projected to reach 771.7 million cubic meters by 2030.

Water potential for Namibia is about 343 million cubic meters from groundwater and 4,909 Mm3 from surface water. As such, although about 88% of Namibia's water potential lies in its perennial rivers on its northern and southern borders, about 60% of Namibia's population relies on groundwater for drinking especially in rural areas. Despite the entire country depending on underground water sources and rivers, the central coastal area, utilises about 20Mm^3/a of desalinated water, and the central region uses recycled water to boost its water supply mix.

Namibia has 17 large surface dams, with a combined capacity of 1,556.712 million cubic meters, with Neckartal Dam being the largest with a capacity of 857.417 million cubic meters. Many of these dams are constructed on ephemeral rivers to capture and store water for dry periods.

As such, one can conclude that Namibia has sufficient capacity to supply the population until 2030; however, water supply infrastructure is required to increase coverage to remote areas within acceptable walking distance.

During the NDP5 implementation period, two canals were rehabilitated to enhance bulk water supply efficiency and ensure reliable potable water delivery to consumers. The Calueque-Oshakati Canal saw improvements along the section between the Omahenene Border Post and Olushandja Dam, benefiting the Etunda Irrigation Scheme, small-scale farmers, and water purification plants at Olushandja, Outapi, Ogongo, and Oshakati. The Etaka Canal was also opened up to facilitate water conveyance for livestock in communal farming areas south of Omusati and Oshana regions during dry seasons. Additionally, the Eastern National Water Carrier (Omatako Canal) was restored to reduce water losses, allowing for increased water conveyance from the Karst Aquifer to Omatako Dam and ultimately supplying to Windhoek and central areas of Namibia (parts of Otjozondjupa and Erongo regions) during dry seasons.

Furthermore, Namibia expanded its water infrastructure with key projects, including ten (10) bulk water supply pipelines to serve rural, urban, industrial, and settlement areas. Two small-scale, solar- and wind-powered water purification plants were also constructed in the //Kharas Region, improving the water supply to the villages of Grunau and Bethanie.

Sub-Sub Goal

Developed and maintained bulk water infrastructure that meets the demand for social and economic development.

Goal Description and Policy Intent

The aim is to develop and maintain bulk water infrastructure in a state of functionality that ensures sustainability for domestic, agricultural, and industrial development. The policy seeks to meet water demand by coordinating, developing, constructing and rehabilitating bulk water infrastructure nationwide, supported by effective data management and maintenance practices. It also seeks to ensure reliable, high-quality bulk water supply through the construction of purification plants, canals, dams, and large pipelines in high-demand areas using cost-effective financing mechanisms.

Desired Outcome 0130

By 2030, Namibia has an integrated bulk water infrastructure with an increased capacity from 1,608Mm³ to, 2,100Mm³ for domestic, agriculture, and industrial production for social and economic development.

Selected Targets

Indicator	Baseline (2024)	Target (2030)
Capacity (Mm³) of infrastructure for bulk water supply	1,608	2,100
Number of large dams constructed	17	18
Number of bulk pipelines constructed	30	41
Number of desalination plants constructed	3	4

Strategies and Game Changer

(i) Diversification of water sources (Reclamation, artificial recharge and seawater and brackish groundwater desalination, etc)

This strategy will focus on diversifying and utilising the various water sources to maximise and enhance the current water supply capacity, improve the aquifers' capacity and act as climate change adaptation measure for the water resources.

(ii) Develop, maintain and expand bulk water infrastructure

The strategy aims to develop new bulk water infrastructure, such as canals, for raw water to enhance agricultural activities, generate income, and stimulate economic status of all communities. Additionally, it intends to rehabilitate/modernise aging infrastructure to ensure supply of water efficiently to the public and build more purification plants to improve water quality that meets standards for public consumption as stipulated in the Integrated Water Resources Management Act. Moreover, it aims to provide incentives for investments towards domestic production of water infrastructure and supply equipment.

(iii) Leverage on renewable energy and modern technology for water infrastructure development

The strategy seeks to leverage renewable energy and modern technology to improve water infrastructure development, enhance efficiency, reduce operational cost, and support sustainable water utilisation.

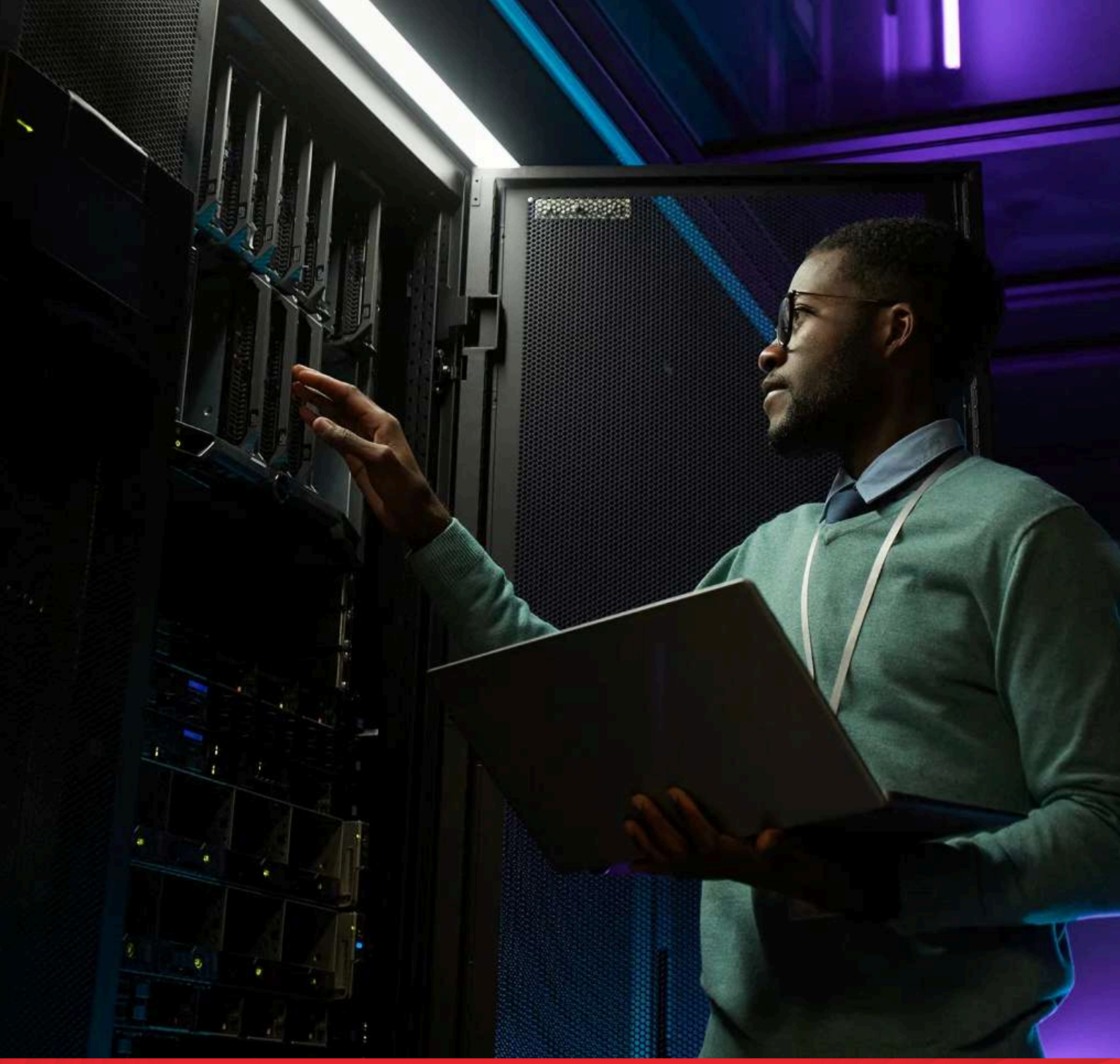
Game Changer:
Diversification of Water Sources

Namibia is expanding and diversifying its water sources to ensure a stable and reliable supply for domestic, agricultural and industrial use. Key interventions include the construction of water purification plants, artificial recharge of inland aquifers and the development of pipelines for raw water distribution. Seawater and brackish water will be desalinated and integrated into the supply system. These efforts will culminate in a resilient bulk water infrastructure network that meets current and future water demands and supports sustainable economic growth.

Flagship Programme

Programme 1: Integrated Bulk Water Infrastructure Development

The programme ensures the construction and upgrading of modern reliable and sustainable bulk water infrastructure for domestic, agriculture and industrial development that will provide water supply services. This will solve the water shortages experienced by communities in rural and urban areas. Furthermore, it will improve the quality of life and boost economic activities and development.



Focus Area

Digital Infrastructure, Emerging Technologies, and Cybersecurity

3.2.4 Digital Infrastructure, Emerging Technologies, and Cybersecurity

Situation Analysis

The country has adopted an open access network infrastructure sharing regime to reduce investment costs and level the playing field for all licensees. This is complemented by the Broadband Policy, which seeks to provide innovative solutions to broadband access for all Namibians.

The NDP5 period marked significant initiatives aimed at improving digital connectivity, enhancing e-government services, fostering digital literacy, and adopting artificial intelligence (AI), but it also faced considerable challenges and gaps such as absence of appropriate legislations, and unconnected population in rural areas. There is urgency to coordinate digital efforts in all sectors of the economy, hence the need to finalise the National Digital Strategy as a blueprint for the country's holistic digital development.

NDP5 placed strong emphasis on expanding information communication technology (ICT) infrastructure, with notable efforts to enhance broadband access across the country. NDP5 targeted to provide broadband speeds of at least 2 Mbps to 95 percent of the population by 2024; however, as of early 2023, internet users were only 53 percent of the country. The 4G broadband coverage increased from 79 percent in 2021 to 88 percent in 2024, exceeding the 80 percent 4G population coverage as per the Broadband Policy objective. This is largely due to the widespread adoption of mobile technology. Further, during the same period, 76.5 percent of public schools achieved adequate internet infrastructure with many schools having access to broadband internet, both mobile and fixed.

Namibia made substantial progress in creating a conducive environment for AI technologies ranking 9th out of 54 African countries in 2024. Initiatives were launched to improve access to computers and the internet, especially for young people, through projects like the TECH/NA! ICT in Education, and rural ICT centres. Despite these efforts, challenges remained, with many rural communities lacking access to necessary devices and internet coverage. The COVID-19 pandemic revealed significant gaps in digital readiness among students and educators as the country shifted to online learning, with disparities noted in rural areas.

Namibia expanded its digital services in cybersecurity leading to the country ranking 110th globally in the National Cyber Security Index (NCSI) as of September 2023, with a score of 28.57. To curb the risk of cyberattacks vulnerability, this ranking necessitates accelerated efforts towards cybersecurity regulations and infrastructure. The Government reported a 40 percent increase in cyber incidents in 2022, reflecting a pressing need for enhanced cybersecurity measures. In efforts to combat cybersecurity incidences, Namibia established the Namibia Security Cyber Incidence Response Team (Nam-CSIRT) and the National Cybersecurity Strategy, launched in March 2023 with the aim to foster a coordinated approach to incident responses and raising public awareness.

Over the same period, networks accessibility across the population, reached 97 percent, 78 percent, and 40.5 percent for 2G, 3G, and 4G, respectively. The Spectrum Assignment Strategy of 2018 was developed to support the development of ICT services and promote competition and efficient use of spectrum.

Namibia is making strides in securing data hosting and management following the emergence of multiple internet service providers and the establishment of state-of-the-art data centres which are crucial for a knowledge-based economy.

Sub-Sub Goal

Digitally empowered Namibia with universal connectivity, leveraging technology as a key driver for economic growth

Goal Description and Policy Intent:

The goal aims to attain a developmental stage where Namibia has improved access to technology, a secure and vibrant digital economy that empowers citizens and attracts investment. It further aims to expand enabling ICT infrastructure, establishing the necessary cybersecurity capabilities, and adopting emerging technologies to empower and support citizens' participation in the digital economy.

Desired Outcome 0131

By 2030, Namibia is a player in the global digital economy, with improved access to technologies from the average of 28 to 70 percent.

Desired Outcome 0132

By 2030, Namibia has a robust technological infrastructure with internet use increasing from 53 to 90 percent.

Selected Targets

Indicator	Baseline (2024)	Target (2030)
E-Government Development Index	0.60	0.80
Percentage contribution of the ICT sector to GDP	1.6	4.0
Percentage of population using internet	53	90
Country cybersecurity score	37	65

Strategies and Game Changer

(i) National Digital Strategy

This strategy encompasses interventions such as fostering investment in ICT infrastructure through various means such as the operationalisation of the Universal Service Fund complemented by government investments. Additionally, the strategy will embark upon a national digital literacy programme and provide support to start-ups and tech enterprises. The sector will further focus on underserved rural areas and populations to bridge the digital divide, ensuring inclusive growth, digital transformation, thereby driving competitiveness, job creation, and sustainable development.

(ii) Enhance Digital Infrastructure and Connectivity

This strategy aims to upgrade existing communications networks and technologies to much high-speed networks like 5G to support emerging technologies and applications to provide universal access to affordable technologies. This will be realised through leveraging on strategic public-private partnerships, venture capital investment, crowd funding, and infrastructure sharing policy implementation.

(iii) Strengthen Digital Skills Development and Innovation

The strategy aims to establish a future-ready ecosystem that empowers individuals and organisations to thrive in a dynamic digital economy. The strategy will integrate AI technologies and train required skilled personnel. This will include collaboration with the education sector in formulation of responsive curricula for training and skill development.

(iv) Strengthen Cybersecurity and Digital Trust

This strategic action focuses enhancing cybersecurity and digital trust by establishing the National Cybersecurity Operations Center (SOC); strengthening the National Cybersecurity Incident Response Team (Nam-CIRT); fostering collaboration; developing responsive policies, and conducting targeted awareness campaigns that will ensure resilience to cyber threats, data protection and build public confidence in the digital services.

(v) Enabling Regulatory Frameworks Reform Initiative

The strategy aims to develop, review and implement digital economy regulatory frameworks that are forward-looking in regulating and promoting the digital economy sectors such as e-commerce, digital banking, fintech, and cloud computing. The current legislations were enacted when emerging technologies such as 5G, artificial intelligence, and the internet of things (IoT) were either non-existent or still in their early stages.

Game Changer:
National Digital Strategy

This strategy encompasses interventions such as fostering investment in ICT infrastructure through various means such as the operationalisation of the Universal Service Fund complemented by government investments. Additionally, the strategy will embark upon a national digital literacy programme and provide support to start-ups and tech enterprises. The sector will further focus on underserved rural areas and populations to bridge the digital divide, ensuring inclusive growth, digital transformation, thereby driving competitiveness, job creation, and sustainable development.

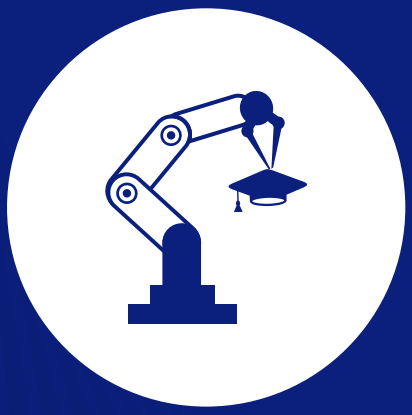
Flagship Programmes

Programme 1: ICT Infrastructure Development

The programme aims at expanding, advancing and securing ICT infrastructure across the country to improve connectivity, services delivery and digital participation. In recognition of the prominence of ICT infrastructure and dependency on ICT for vital transactions such as e-business, e-banking, online education and e-government, the resilience of ICT backbones, networks roll out, and expansion should be considered as the priority in a country's development programmes.

Programme 2: National ICT Capacity and Capabilities Development

This programme aims to support the development of AI and cybersecurity curriculum for basic, higher education, and training institutions, as well as enhance infrastructure capabilities to withstand increasing demand, assess, identify, protect, detect, respond, and recover from threats in digital space. In Namibia, the digital economy and long-term adoption of ICT for sustainable development requires the building of twenty-first-century competencies and skills. These initiatives will be supported by a well-developed ICT infrastructure that is disaster, demand and security resilient.



Chapter 4:

Human Development and Community Resilience

Sixth National Development Plan (NDP6)

Fostering Economic Growth, Inclusiveness and Resilience for Sustainable Development

Pillar 2: Human Development and Community Resilience

Situation Analysis

Human development is fundamental to inclusive development and is a catalytic ingredient to the transformation of the country. This includes addressing the vicious cycles of poverty, inequality and vulnerability. Human development is at the centre of Namibia's development agenda and entails provision of equal opportunities to all citizens to develop to their full potential and effectively contribute to the development of the country. The pillar's focus is on uplifting the living standard of people by ensuring equal access to quality healthcare, education, and employment opportunities. The absence and disparities to have or access good health, knowledge, and possession of decent material standard of living determines poverty and inequalities in the Namibian society.

Education and health remain priority sectors to aid human development in Namibia. Quality education is the greatest equaliser, while health services provision, complimented with food security, nutrition and balanced diet enhances full development of an individual and productivity in workplace, hence contributing to economic growth.

Namibia is a youthful nation, which is a potential resource on its own. Given the youthful nature of the Namibian population, Namibia is already in a potential widow of demographic divided. To fully realise this demographic divided, the country must invest in the youth, apart from education and health, it will promote sports, strengthen the cultural and creative Industries, science, technology and innovation, and entrepreneurship, among others.

The Human Development Index, which measures the development of people, measures the standard of living, income inequality (Gini coefficient), and education attainment, has slightly decreased from 0.646 in 2016 (ranking 129 out of 189 countries) to 0.610 in 2024. Namibia is classified as lower-middle-income country and medium-developed country using national income per capita and human development index, respectively.

Namibia's Human Capital Index (HCI) stood at 45 percent in 2020, implying that a child born today in Namibia will be 45 percent productive when she/he grows up as she/he could be if she/he enjoyed complete education and full health. HCI increased from 39 percent in 2010 to 45 percent in 2020, ranking Namibia at 11th in Africa.

Life expectancy improved to 65.47 in 2025 from 65.16 in 2024. Mortality rates are high for under 5 years at 38 percent, while Omaheke Region tops in both child and under 5 mortality rates at 25.7 per cent and 61.4 per cent, respectively. Infant mortality is high in Hardap Region at 42 percent.

Literacy rates for the population aged 15 years and above stood at 88.7 percent in 2023 compared 89 percent in 2011. School completion for the ages 15 years and above was 44 percent for primary, 24 percent for secondary, and 11 for tertiary education in 2023, compared to 48 percent primary, 20 percent secondary, and 5.8 for tertiary education in 2011. The lower completion rates, in general, and that of tertiary education, indicates the low level of skills in the country, hence the path to a knowledge-based economy is the steep one.

Using consumption per capita as a proxy for income and a measure for the standard of living, Namibia consumes N$119,065 (US$6,547) placing it comfortably under the upper-middle-income countries; while Zambezi Region at N$55,112 (US$3,030); Kunene Region at N$62,612 (US$3,443); Kavango East Region at N$69,844 (US$3,841); and Kavango West Region at N$73,358 (US$4,033) were all classified as lower-middle-income regions (LMIR) in Namibia in 2023. These four regions, including Ohangwena Region, have the highest unemployment levels, above the national average.

The youth (15 to 35 years) make up 33 percent of the total population and 54 percent of the working age population. Young people (0-34 years) make up 71 per cent of the total population. Namibia is, therefore, in demographic dividend window period; however, demographic dividend is not automatic; it requires quality investment in young people.

Goal #02:

Achieve Accelerated human development for realising self-actualisation for communities and people

Namibia is poised to achieve accelerated human development for realising self-actualisation for its communities and people. This resonates very well with the "Ideal Namibia" envisaged by 2030, which is that of "an advanced and industrialised country, developed by her own human resources, enjoying peace, harmony, prosperity and political stability. The national ideal is premised on key fundamental principles of sustainable development, people-centred development and partnership" (Vision 2030, NPC).

Desired Outcome 0201

By 2030, Namibia has attained high standard of living with human development index increased from 0.610 to 0.695.

Policy intent

The policy intent is to uplift the standard of living of the Namibian people; it revolves around the three foundations for human development which are (a) to live a long, healthy, and creative life, (b) to be knowledgeable, and (c) to have access to resources for a decent standard of living. Every individual in Namibia must be able to realise his/her maximum potential to fulfil his /her own self-esteem and be able to make informed choices for livelihood irrespective of where they live, their gender or ethnicity.

Selected Targets

Indicator	Baseline (2024)	Target (2030)
Human Development Index	0.610	0.695
Human Capital Index	0.45	0.50
Life Expectancy	65.47	67.0
Literacy Rate (15 years and above)	88.7	90
Lowest per Capita Income Region (US$)	3,030	5,000
Average Completion Rate (primary, secondary, tertiary)	26	50

Strategies

(i) Accelerate human capital development

The strategy aims to accelerate acquisition of knowledge, skills and good health to empower people and drive economic growth. These may include, among others: life-long learning, skills and know-how development; sexual and reproductive health and rights; poverty reduction; decent work; social protections with a human rights perspective: non-discrimination, equal opportunities; women's empowerment, and youth participation.

(ii) Pursue equitable balanced development and resource allocation strategy

The strategy seeks to develop and implement a spatial development plan, identify regional/constituent comparative advantages and design appropriate catalytic programmes and projects, and allocate public resources according to the equity-based formular. Further, the strategy aims to develop regional/constituent investment plans, including both public and private sector programmes for resource mobilisation.

(iii) Develop and implement a comprehensive multidisciplinary youth programme

The strategy aims to develop a multisector youth programme to ensure that the youth are deployed according to their capabilities in various sectors in order to ensure that no youth is idle.

Thematic Areas

Focus Area	Thematic Area
• Heritage and Culture • Arts and Creative Industries	**Cultural and Creative Industries**
• Integrated Early Childhood Development • Primary Education • Secondary Education • Lifelong learning • Technical, Vocational Training and Skills Development • Higher Education • Integrated Educational Infrastructure • Research, Science, Technology and Innovation	**Education for Development**
• Sport Development • Youth Empowerment	**Enhancing demographic dividend**
• Gender and Development • Child protection • Sustainable Social Protection & Community empowerment & resilience • Disability Mainstreaming, and Integration of Indigenous Minorities • Food and Nutrition Security • Water and Sanitation • Human Settlement • Health for all	**Population, Health and Development**

Thematic Area 3:

Cultural and Creative Industries

4.1 Cultural and Creative Industries

Situation Analysis

The sectors are particularly prominent in art galleries, libraries, theatres, advertising, crafts, architecture, gaming, film, audio-visual, content creation and fashion establishments, museums, and heritage sites.

Arts, entertainment and other service activities contributed 1.5 percent to GDP in 2022 and 2023. Despite the immense potential of the sector, several impediments persist. The lack of infrastructure limits accessibility and participation of regional communities, therefore hindering their ability to actively contribute. Additionally, the success of businesses is constrained by Namibia's small market and barriers to accessing international markets. Other challenges include gaps in intellectual property rights awareness and lack of an integrated data system.

Sub-Goal:

Enhanced conducive environment to preserve and support the cultural and creative industries

Goal Description and Policy Intent

The goal aims to create a conducive environment to preserve and support the cultural and creative industries to create job opportunities and boost Namibia's tourist arrivals. This goal also aims to promote and attract investment to expand the sector and eventually contribute towards the country's GDP.

Desired Outcome 0202

By 2030, the percentage contribution of arts, entertainment and recreation to Gross Domestic Product (GDP) has increased from 1.5 to 3 percent.

Desired Outcome 0203

By 2030, percentage share of arts, entertainment and recreation to total employment has increased from 0.7 to 2 percent.

Strategies

(i) Strengthen infrastructure development and capacity

This strategy entails boosting investment in the sector to ensure that infrastructure is well developed and maintained. It will further capacitate institutions through training and technological integration.

(ii) Promote community engagement and education

The strategy involves establishing initiatives that will encourage, market and create awareness of Namibia's cultural and creative industries. It further entails offering incentives to motivate artists and cultural practitioners and provide platforms for multi-sectoral stakeholders and the public engagements.

(iii) Support and promote entrepreneurship in cultural and creative industries

The strategy aims to support, boost and promote the development of business in the cultural and creative industries. This will be achieved by providing a multi-pronged strategy and system to facilitate the development of entrepreneurial and business initiatives for individuals, micro, small, and medium enterprises (MSMEs) and larger production companies within the different sectors of the cultural and creative industries. This will include the promotion and encouragement for the consumption of Namibian cultural and creative industry goods, services and activities, locally and internationally.

(iv) Enhance intellectual property rights awareness

This strategy seeks to enhance intellectual property rights and support across the value chain, local content mechanism, public procurement preference, and positioning for regional and international markets to maximise the benefits for stakeholders.

Focus Area

Heritage and Culture Sector

4.1.1 Heritage and Culture Sector

Situation Analysis

Heritage involves sites of scientific and historical importance, national monuments, wildlife and scenic parks, historic buildings and structures, works of art, oral and written traditions, museum collections and their documentation, which provide the basis for shared cultural and artistic creativity. The term embraces both cultural and natural heritage (Ministry of Education, 2021)

The overarching principles of the National, Arts and Culture Policy (Ministry of Education, 2021), states that the arts and culture should serve the interest of the Namibian people and shall enjoy the benefits. The mandate of the Heritage Sector is to identify, document, conserve, preserve and promote Namibia's cultural heritage. Institutions within the sector are responsible for conducting pure and applied research, providing specialist guidance on heritage and nature conservation, and preserving specimens, artefacts, and tangible and intangible cultural heritage of national importance.

Namibia adheres to UNESCO's definition of culture as "that whole complex of distinctive, spiritual, material, intellectual, and emotional features characterising a society or social group *(Jordi, 2018) (UN, 2015)*. This definition encompasses, in addition to art and literature, lifestyles, ways of living together, value accepted systems, traditions, and beliefs." Culture informs and shapes identity and is passed on from one generation to another. Culture is dynamic and changes in accordance with changing economic, social, political, geographic, and climatic conditions and in the engagement with other cultures and knowledge systems (MoEAC, 2021).Namibia adheres to UNESCO's definition of culture as "that whole complex of distinctive, spiritual, material, intellectual, and emotional features characterising a society or social group. This definition encompasses, in addition to art and literature, lifestyles, ways of living together, value accepted systems, traditions, and beliefs." Culture informs and shapes identity and is passed on from one generation to another. Culture is dynamic and changes in accordance with changing economic, social, political, geographic, and climatic conditions and in the engagement with other cultures and knowledge systems (MoEAC, 2021).

The vision of heritage and culture in Namibia aligns with Aspiration 5 of Agenda 2063, which envisions "An Africa with a Strong Cultural Identity, Common Heritage, Values, and Ethics." Namibia's efforts to preserve and promote its cultural and natural heritage not only serve the nation but contribute to the broader continental goals of fostering a shared African identity and cultural renaissance, ensuring that heritage and values remain at the core of development.

The government, through the Ministry of Education, Innovation, Youth, Sports, Arts and Culture has introduced policies and programs aimed at fostering cultural development, supporting artists, and preserving heritage. Various initiatives and programs have been introduced to enhance community engagement in cultural activities. Efforts have been made to integrate arts and culture into the education system through curriculum reforms and vocational training programs that prepare individuals for careers in the creative sector. While there has been some progress, the share of employment in the arts and culture sector remains below the 2 percent target, highlighting the need for more targeted interventions to create sustainable job opportunities.

Moreover, the sector's strategic use of digital platforms and social media has enhanced its visibility and reach, making it more accessible to a broader audience. One key opportunity lies in leveraging Namibia's strategic locations and rich biodiversity to attract visitors and researchers.

Sub-Sub Goal

A dynamic heritage and cultural industry that develop National identity and provides sustainable employment opportunities

Goal Description and Policy Intent

The goal aims to create a conducive environment to support and transform culture and enhance national diversity. This goal also aims to promote national identity and attract investment to expand the sector.

Desired Outcome 0204

By 2030, the percentage contribution of heritage and culture to total employment has increased from 0.0 to 0.8.

Selected Targets

Indicator	Baseline (2024)	Target (2030)
Percentage contribution of heritage and culture to total employment	**0.0**	**0.8**

Strategies and Game Changer

(i) Unlocking Community Wealth through Heritage Tourism

This strategy positions heritage tourism as a transformative force capable of unlocking community wealth and driving inclusive, sustainable development across Namibia.

(ii) Establish the national heritage endowment fund for the protection, preservation, conservation, and development of significant heritage

The establishment of the National Heritage Endowment Fund aims to address eminent financial needs required for protection, conservation, and development of the nation's heritage resources of significance. Boost investment in the sector to ensure documentation, safeguarding, development, and maintenance of infrastructure is pivotal.

(iii) Boost the identification, documentation and promotion of traditional, indigenous knowledge systems

The strategy aims to prioritise the identification, documentation, and promotion of traditional and indigenous knowledge systems as a foundational strategy for safeguarding intangible cultural heritage and reinforcing cultural identity. Efforts will include the commissioning and support of interdisciplinary research into Namibia's diverse traditional and indigenous knowledge systems, including language, which play a central role in the transmission of cultural values and practices.

(iv) Promotion of cultural heritage at local and international platforms ensuring visibility, awareness and national interest

To enhance the visibility and appreciation of Namibian cultural heritage, a coordinated national strategy will focus on awareness-raising, cultural education, and strategic marketing. Strengthening partnerships with the tourism sector, creative industries, and educational institutions will help integrate heritage content into school curricula, tourism materials, and public programming. Promoting domestic cultural tourism through affordable and accessible heritage experiences will also foster a stronger sense of national identity and encourage local engagement with heritage sites. Additionally, investing in the documentation and digitisation of cultural practices and sites will support broader access and participation, especially among youth and international audiences. These efforts will contribute to increased cultural pride, social cohesion, and economic opportunities linked to heritage promotion.

(v) Support and promote entrepreneurship in heritage and culture

This strategy aims to address the shortage of business and entrepreneurial expertise that currently hinders the sector's contribution to employment creation and poverty reduction. By introducing specialised training programmes in areas such as financial management, marketing, product development, and cultural enterprise management, cultural and heritage practitioners, particularly those in rural and community-based initiatives, can be empowered to operate sustainably and competitively. Strengthening entrepreneurial capacity will enable communities to generate income, attract investment, and actively participate in the cultural economy.

Game Changer:
Unlocking Community Wealth through Heritage Tourism

This strategy positions heritage tourism as a transformative force capable of unlocking community wealth and driving inclusive, sustainable development across Namibia. This is achieved by recognising heritage as a valuable economic asset, not just a cultural one. This approach aims to empower communities to actively manage, interpret, and benefit from their cultural and natural heritage resources. It seeks to build the capacity of local communities through training in tourism management, heritage interpretation, customer service, and small-enterprise development to ensure they can offer high-quality, authentic visitor experiences, rooted in local traditions and knowledge systems. Furthermore, it encourages the development of infrastructure, such as community museums, heritage trails, cultural villages, and eco-tourism sites, particularly in underdeveloped and rural regions, to boost local tourism offerings. This strategy also promotes the integration of heritage tourism into national and regional development plans and fosters partnerships with private sector actors and tour operators to create sustainable market linkages. By promoting responsible and community-led tourism practices, this game changer initiative has the potential to accelerate job creation, stimulate entrepreneurship, and contribute significantly to poverty alleviation. Importantly, it ensures that heritage resources are not only preserved for future generations but also serve as catalysts for present-day economic resilience, cultural pride, and social cohesion.

Flagship Programme

Programme 1: Culture and Heritage

The programme aims to improve the intangible and tangible spaces and facilities that support cultural preservation, exhibition, and engagement; Upgrading museums, cultural centers, archives, and heritage sites to enhance their functionality and sustainability; Establishing new cultural institutions in underserved regions to promote equitable access to heritage resources; Improving conservation facilities to ensure the long-term preservation of cultural artifacts; Strengthening storage and exhibition spaces to meet modern standards for heritage management.

This component focuses on modernizing heritage documentation and access through digital technologies. It involves; digitally archiving historical documents, artifacts, and intangible heritage to ensure long-term preservation; Creating virtual exhibitions and online access platforms to make heritage materials widely available; Implementing digital storytelling and interactive tools to enhance public engagement with cultural content; providing training and capacity-building programs to equip cultural professionals with digital skills for effective heritage management.

Focus Area

Arts and Creative Industries

4.1.2 Arts and Creative Industries

Situation Analysis

Namibia's Arts, Culture and Heritage Policy, defines creative industries (CIs) as Industries that have their origin in individual creativity, skill, and talent with a potential for wealth and job creation through the generation and exploitation of intellectual property rights (IPR).

Creative industries contribute significantly to economic growth, often-driving innovation and job creation. CIs are the fastest growing industries globally, accounting for 3.1 percent of global GDP. Their contribution is expected to increase to 10 percent by 2030 and 6.2 percent of all employment according to UNESCO (2022). Due to their basis in creativity and arts, creative industries place human beings, their talents, skills, and abilities, as the main resource. Additionally, participation in the arts improves social outcomes, such as enhanced community engagement, personal wellbeing and education. Recognising the interconnectedness of the arts with other sectors, such as tourism, education, trade and information technology is essential for unlocking its full potential and maximising its contribution to national unity and development.

Namibia is guided by numerous legal and development frameworks that directly impact and provide for the promotion of the arts and creative industries in Namibia. Similarly, Namibia is a member to numerous international conventions and policy instruments regarding arts and creative industries. In 2021, the National Assembly adopted the Namibia, Arts, Culture and Heritage Policy, which is an amalgamation of aspirations and interventions for the arts, culture and heritage sector to ensure the sector's inclusion in national development plans and policies in 2023, arts, entertainment and recreation contributed 0.6 percent to total employment.

Arts and design subjects were reintroduced into school curricula in 2018; however, there is shortage of qualified teachers who teach arts and design subjects. In 2022, there were 113 Arts teachers across all levels who were expected to serve a total 1964 schools nationally.

In Namibia, arts and creative industries-related programmes are mainly offered at the College of the Arts, the University of Namibia (UNAM), and Limkokwing University. Further, related minor courses are offered at the Namibia University of Science and Technology (NUST) and Triumphant College, contributing greatly to skills and appropriate competencies to support the growth of the CIs.

Creative industries are identified as a part of trade-in services, and as such, a national committee has been established to contribute to the SADC Strategy and Trade Negotiating Forum Services. Creative industries are benefiting from the Equipment Aid Scheme for micro, small, and medium enterprises (MSMES). The Namibia Investment and Promotion Development Board (NIPDB)also started the TechNovation social initiative to support the growth of creative industries and MSMEs.

Between 2019 and 2023, the Namibia Society for Composers and Authors of Music (NASCAM), Collective Management Organisation collected N$26.7 million in royalties of which N$5.9 million was distributed to 11 372 beneficiaries. The Business Intellectual Property Authority (BIPA) has revised the Copyright and Neighbouring Rights Protection Act 6 of 1994 to take into consideration changes in the digital environment.

There are four public arts and creative industries institutions based in Windhoek; these are: the National Art Gallery of Namibia; the College of the Arts; the National Arts Council of Namibia, and the National Theatre of Namibia. Furthermore, there is a Directorate of Education, Arts and Culture Arts Centre in Rehoboth, Hardap Region and the Community Skills Development Foundation (COSDEF) Arts and Crafts Centre in Swakopmund.

Sub-Sub Goal

Enhanced and enabled arts and creative industries ecosystem that drives human creativity as a national resource for social and economic development

Goal Description and Policy Intent

The intention is to enhance the value chain of arts and creative industries through providing access, increasing creation, production, distribution, and consumption to promote the sustainability of creative expressions, activities, goods and services. The envisioned environment is one where creative professional are empowered to freely express their ideas and talents, backed by a strong intellectual property ecosystem that enables them to sustainably create and commercialise their work. This ecosystem would be supported by policies and infrastructure that promote creativity, innovation, and entrepreneurship, hence allowing artists and creators to thrive both locally and globally.

Desired Outcome 0205

By 2030, the contribution of arts and creative industries to total employment has increased from 0.2 to 2.0 percent.

Selected Targets

Indicator	Baseline (2024)	Target (2030)
Percentage of labor force employed in the Arts and Creative Industries out of total employment	0.2	2.0
Percentage contribution of Creative Industries to the total GDP	0	2.8
Percentage of Creative products and services exported of total exports	0	1.5

Strategies and Game Changer

(i) Develop Integrated Infrastructure

This strategy seeks to provide integrated physical infrastructure with appropriate technologies and tools in specific regions that will enable human creativity to enhance creation, production, distribution, and consumption of arts and creative industries good and services. This will increase and improve access, participation, and opportunities in arts and creative industry initiatives and facilities nationally, which will ensure the provision of a one-stop shop for artists and creative industry practitioners

(ii) Enhance Capacity in the Creative Industries

To enhance the human capital for the Namibian arts and creative industries, diverse education, training, capacity building, and skills development programmes are required. This strategy includes arts and creative industries specific formal and vocational education in the formal schooling system, and tertiary education levels with learning outcomes that include diplomas, and degrees. Skills training continues through vocational training centres, as well as capacity-training programmes through informal training initiatives facilitated through communities, both private, public, and civil society entities.

(iii) Strengthen Funding Models

This strategy advocates for the provision of sector-specific innovative financing to support creative industry MSMEs, while leveraging on intellectual property rights to increase income generation and employment in the arts and creative industries.

(iv) Improve Intellectual Property Rights and Market Access

This strategy aims to provide for intellectual property rights and support across the value chain, local content mechanism, public procurement preference, and positioning for regional and international markets. This strategy will ensure the provision of a structure to educate, remunerate and incentivise creators, and attract and secure investment for IPR-based industries such as the creative industries. This will include the development of appropriate policies and mechanisms that will increase opportunities for art and creative industries to protect and derive maximum monetary benefits from intellectual property.

(v) Establish Data and Research Systems

This strategy will enable the establishment of an effective methodology and systems to provide accurate, reliable and timely statistics and current research on both the social and economic dimensions of creative industries. This is to inform policy, for national decision-making purposes and to measure access and participation of citizens in creative industries.

Game Changer:
Develop Integrated infrastructure

This strategy aims provide integrated physical infrastructure with appropriate technologies and tools in specific regions that will enable human creativity to enhance creation, production, distribution, and consumption of arts and creative industries good and services.

Moreover, the strategy purposes to provide regional platforms to harness talent, develop capacity, and support entrepreneurship to maximise the economic returns derived from the arts and creative industries. The envisaged improved access to the arts and creative industries, including training opportunities and participation for all Namibians, would create the ideal situation to enable talent identification and development. In turn, that will lead to the growth of a more competitive sector. This will be implemented through leveraging the Private Public Partnership (PPP) Act to procure private sector investors and operators and entering into PPP agreements. This will lead to a resilient and sustainable creative industries that contribute to employment creation and to social and economic advancement.

Flagship Programme

Programme 1: Creative Namibia

The programme aims to promote and create awareness of the arts and creative industries sector by improving access and participation of youth, and women, across the country. This would be for the purpose of encouraging arts appreciation, developing skills, and capacity building, thereby encouraging the growth of arts and creative industry businesses for the economic and social benefit of creators and the Namibia economy and society at large.

Thematic Area 4:

Education for Development

4.2 Education for Development

Situation Analysis

Education is a fundamental right in Namibia, protected by the Constitution and the Basic Education Act 2020 (Act No. 3 of 2020) which mandate compulsory school attendance and marks a significant milestone in Namibia's commitment to providing equitable, inclusive, and high-quality basic education.

The Education for Development thematic area covers eight focus areas, namely: integrated early childhood development (ECD), primary education; secondary education; life-long learning; technical, vocational training and skills development; higher education; integrated educational infrastructure, and research, and science technology and innovation.

Over the past 35 years since independence, the Government has sustained high levels of investment in education. During the NDP5 period, government spending on education as a percentage of gross domestic product (GDP) in 2024 stood at 9.2 percent, and above 25 percent of the national budget. Namibia managed to increase the gross expenditure on research and development (GERD) from 0.35 percent in 2016 to 0.73 percent of GDP in 2021/22, more still needs to be done to reach at least one percent. Research is a key driver for economic competitiveness, innovation, growth and development.

The literacy rate stands at 89 percent, a good indication that more individuals are better equipped to understand information, participate fully in society, and be able to make informed decisions for their lives and families. In 2023, Namibia had a school enrolment rate of 76.5 percent. The enrolment rate is slightly higher in urban areas (78.4 percent) than in rural (74.6 percent) areas.

Education continues to yield positive social and economic returns. Individuals with tertiary education enjoy a high employment rate of approximately 76 percent and face significantly lower poverty levels compared to those with only primary or secondary education. Although tertiary graduates currently account for 20 percent of the total employed population, this highlights a growing pool of highly educated individuals ready to meet the demands of a knowledge-based economy. Moreover, secondary education remains a key driver of employment, with 54 percent of those with this qualification engaged in the labour market. Vocational and technical education, currently representing 2.5 percent of total employment, presents an area with strong potential for targeted investment and growth.

Sub Goal

Accessible, equitable and inclusive quality education for a knowledge-based economy

Desired Outcome 0206:

By 2030, Namibia has a robust education system, with tertiary education attainment increasing to 50 from 20 percent of employed persons in the economy.

Selected Targets

Indicator	Baseline (2024)	Target (2030)
Percentage of employed People with Tertiary Education attainment	**20**	**50**

Strategies

(i) Facilitate transitioning of student from early childhood to tertiary education

The aim is to ensure access to inclusive, equitable, quality education across all levels through the provision of adequate physical infrastructure, provision of learning support material (LSM), teacher professional development, and by intensifying learner support interventions. Equally, this can be achieved by strengthening early learning foundations; improving alignment between early childhood and primary curricula; establishing a teaching regulatory body to regulate the teaching profession, and through the equitable allocation of funding to TVET and higher education. Further, this can be realised through strengthening of public awareness for parental involvement in education (school governance, school boards), enhancing access to universal, inclusive digital learning, pre-vocational and technical learning and reinforcing the implementation of Integrated School Health and Safety to promote a conducive learning environment.

(ii) Strengthen resource mobilisation to enhance research science technology and renovation (RSTI) human capacity and strengthen resource mobilisation and strategic partnerships to enhance RSTI human capacity and infrastructure development

The strategy aims to augment Namibia's investments in RSTI programmes through resource mobilisation and strategic partnerships for national interest pursued using modern-day cutting-edge technologies for socio-economic development. The strategy also aims to advocate for the national strategic focus on biotechnology, space technology, green hydrogen, oil and gas, nuclear technology etc. which establishes the imperative for the RSTI system to be equipped with enabling high tech infrastructure and highly specialised and skilled scientific human resources.

(iii) Establish a unified, innovative financing model for higher education and vocational education

To enhance equitable access to tertiary education, all components of the funding framework will be activated in addition to the implementation of free tertiary education to help institutions to achieve national development goals. The strategy will also allow for investment in state-of-the-art equipment and technology for training facilities to ensure that trainees gain hands-on experience with current tools, practices and relevant software for emerging technology-intensive trades or occupations.

(iv) Accelerate expansion vocational training

The strategy aims to rapidly scale up access to high-quality, inclusive, and industry-relevant training across all regions, particularly underserved areas. It focuses on modernising infrastructure, reforming curricula to align with labour market demands, enhancing trainer capacity, and fostering strong public-private partnerships. By embedding digital skills, entrepreneurship, and green economy competencies into vocational programs, and supporting learners through targeted funding and incentives, the strategy seeks to boost employability, reduce regional disparities, and drive Namibia's transition toward a knowledge-based and industrialised economy.

Focus Area

Integrated Early Childhood Development

4.2.1 Integrated Early Childhood Development

Situation Analysis

Early childhood development (ECD) remains a critical component in the education sector as experiences in the early years have a profound impact on human brain development – impacting learning, health, behaviour, and ultimately, productivity and increased income in the future development of an individual. However, many young children aged 0-8 years in Namibia still experience inadequate nutrition, health, insufficient early stimulation, inadequate access to early learning opportunities, negative cultural beliefs, violence, and exposure to stress which negatively impacts Namibian children's developmental potential.

Net enrolment in ECD centres stood at 13 percent for children aged 0–4 years and 21 percent for children aged 5 and above in 2023. While enrolment rates remain modest, they provide a baseline for scaling up access and equity. Investments, including the construction of 52 ECD centres during the NDP5 period, have increased access to early childhood development facilities and improved community development. ECD enrolment is notably low in communities of indigenous minorities and those in rural areas.

The revised multi-sectoral Food and Nutrition Security Policy (2021) promotes awareness of the First one Thousand Days of a child's life and has enhanced malnutrition screening and referrals through community health workers. Namibia has also made gains in child health and nutrition, with 68.3 percent of children aged 12–23 months receiving basic immunisations. While challenges such as stunting (34.4 percent), anaemia (46.1percent), wasting (11.2 percent), and low exclusive breastfeeding rates (48.5percent) persist, they are being actively addressed through integrated ECD, health, and nutrition programmes.

Table 4.1: Gross enrolment ratios (GER) in ECD,

	Year	Erongo	Hardap	Karas	Kavango E	Kavango W	Khomas	Kunene	Ohangwena	Omaheke	Omusati	Oshana	Oshikoto	Otjozondjupa	Zambezi	Grand Total
ECD centres by year and region	2019	262	71	95	183	128	268	121	354	83	518	350	337	219	114	3103
	2021	201	68	81	171	130	314	106	329	90	501	327	315	213	117	2962
	2022	231	80	89	187	119	325	131	454	88	516	329	400	226	137	3312
	2023	267	81	89	215	136	398	143	601	105	495	384	429	160	137	3640
	2024	304	81	92	198	154	365	181	580	102	548	412	418	257	174	3866
Growth per annum of number of centres	2021-22	14.9%	17.6%	9.9%	9.4%	-8.5%	3.5%	23.6%	38.4%	-2.2%	3.0%	0.6%	27.0%	6.1%	17.1%	11.8%
	2022-23	15.6%	1.3%	0.0%	15.0%	14.3%	22.5%	9.2%	32.4%	19.3%	-4.1%	16.7%	7.3%	-29.2%	0.0%	9.9%
	2023-24	13.9%	0.0%	3.4%	-7.9%	13.2%	-8.3%	26.6%	-3.5%	-2.9%	10.7%	7.3%	60.6%	60.6%	27.0%	6.2%
	Year	Erongo	Hardap	Karas	Kavango E	Kavango W	Khomas	Kunene	Ohangwena	Omaheke	Omusati	Oshana	Oshikoto	Otjozondjupa	Zambezi	Grand Total
Enrollment by year and region	2019	9415	2232	3523	7389	3901	13673	3097	10788	2288	12645	9993	8146	6851	3678	97619
	2021	5819	1724	2403	5413	3224	12562	2247	9072	2302	11825	8385	7158	5379	3047	80560
	2022	7544	2140	3087	5927	3240	14185	3456	12450	2562	12388	8866	9163	6788	3938	95734
	2023	8646	2218	2998	6295	3714	17405	3522	14373	2821	11287	9685	9125	4311	4006	100406
	2024	9620	2467	3294	6970	4432	16668	4575	14861	3022	12960	10258	9210	7089	5300	110726
Growth per annum of enrollment	2021-22	29.6%	24.1%	28.5%	9.5%	0.5%	12.9%	53.8%	37.2%	11.3%	4.8%	5.7%	28%	26.2%	29.2%	18.8%
	2022-23	14.6%	3.6%	-2.9%	6.2%	14.6%	22.7%	1.9%	15.4%	10.1%	-8.9%	9.2%	-0.4%	-36.5%	-36.5%	4.9%
	2023-24	11.3%	11.2%	9.9%	10.7%	19.3%	-4.2%	29.9%	3.4%	7.1%	14.8%	5.9%	0.9%	64.4%	64.4%	10.3%

	Year	Erongo	Hardap	Karas	Kavango E	Kavango W	Khomas	Kunene	Ohangwena	Omaheke	Omusati	Oshana	Oshikoto	Otjozondjupa	Zambezi	Grand Total
Educarers (Including Managers) by year and Region	2019	678	154	226	373	169	976	162	485	127	658	558	470	457	225	5718
	2021	491	156	192	305	168	938	109	419	125	628	466	419	378	220	5014
	2022	544	179	211	364	179	1074	196	605	164	669	540	545	468	253	5991
	2023	679	184	220	376	188	1260	196	763	174	645	550	610	308	249	6402
	2024	715	182	229	363	231	1216	252	735	186	692	599	607	531	332	6870
Enrollment per Educarer	2019	14	14	16	20	23	14	19	22	18	19	18	17	15	16	17
	2021	12	11	13	18	19	13	21	22	18	19	18	17	14	14	16
	2022	14	12	15	16	18	13	18	21	16	19	16	17	15	16	16
	2023	13	12	14	17	18	14	18	19	16	17	18	15	14	16	16
	2024	13	14	14	19	18	14	18	20	16	17	17	15	13	16	16

A decline in the number of ECD centres and the number of children enrolled was observed across almost all regions during the period from 2019 to 2023. In 2023, Otjozondjupa and Omusati regions experienced a decrease in the number of ECD centres by 29.2 percent, and 4.1 percent, respectively. Moreover, there has been a 7 percent increase in the number of edu-carers, including managers, from 5991 in 2022 to 6402 in 2023. Notably, the average child-to-edu-carer ratio remains consistent below 25, a trend that has persisted since 2019.

Sub-Sub Goal

Increased access to quality, equitable and inclusive integrated early childhood development (IECD) services

Goal Description and Policy Intent

The goal aims to ensure that every child, regardless of location, socioeconomic status or disability, has access to early childhood development services; to improve the quality standard of early childhood services through curriculum, edu-carer training and facility upgrades within ECD centres, and to establish and operate a home-based ECD programme.

Desired Outcome 0207:

By 2030, the percentage of children aged 0-4-year-old who are developmentally on track has increased from 0 to 25 percent.

Selected Targets

Indicator	Baseline (2024)	Target (2030)
Percentage of children developmentally on track (based on ECDI)	0	25
Improvements in index score of Minimum Package of Care Services Index	0.58	0.63
Number of edu-carers	6402	8000
Child-to-edu-carer ratio	25	25

Strategies and Game Changer

(i) Development of the Family-based ECD Framework

The family-based ECD Framework will support parents and caregivers to provide nurturing care to young children, to support holistic development, and to prepare children for ECD centre attendance, school and life. The strategy will be supported by the advocacy and communications flagship 'Right Start Program" and will prepare children for their participation in ECD centres and for lifelong learning.

(ii) Mobilise resources for investment into ECD, and strengthen governance and multi-sectoral coordination of ECD for expanded access and quality

This will be realised by using the cost of inaction study and the functional analysis costing tool, leverage public, donor, private sector, and results-based funding to scale up ECD quality and access.

(iii) Develop capacity of edu-carers, caregivers and parents

Strengthen the continuous professional development (CPD) of edu-carers, build the skills and knowledge of parents and caregivers and support them to improve the quality of early child development taking place in homes. Likewise, it will be realised through the updating of the 0-4 curriculum: the implementation of new unit standards, standardised training module, family-based ECD programme curriculum and RightStart messages, and strengthening of knowledge, attitude and practice of those adults shaping young children's development.

(iv) Improve infrastructure, health, nutrition, Water, Sanitation and Hygiene (WASH)

Through the provision of parenting and psychosocial support for children aged 0-4 years, the focus will be on ensuring inclusion for children with disabilities and extension of school feeding programme to ECD centres. Also, it will be achieved through the implementation of an updated integrated ECD policy based on the nurturing care framework and strengthened multisector coordination, including with a special emphasis on vulnerable and marginalised children and those with disabilities.

(iv) Strengthen data and monitoring systems for quality oversight and continuous service improvement

To achieve this, it will be critical to optimise the ECD transition process to strengthen the Education Management Information (EMIS) to cover the continuum of early learning data including quality assurance modules. Moreover, this will be done to enhance the ECD-MIS system to include a module for family-based ECD and for the national collection of the globally recognised ECD Index which measure children's developmental milestones.

Game Changer:
Development of the Family-based ECD Framework

The family-based ECD Framework will support parents and caregivers to provide nurturing care to young children, to support holistic development, and to prepare children for ECD centre attendance, school and life. The strategy will be supported by the advocacy and communications flagship 'Right Start Program" and will prepare children for their participation in ECD centres and for lifelong learning.

Flagship Programmes

Programme 1: Family-Based ECD

The programme focuses on supporting families to support optimal child development, including addressing health, nutrition, early learning, safety and security, and positive parenting in the home. The programme will have a family support component and a component on how to stimulate child brain development at early years in home environment. It will target low-income, indigenous minorities as well as families with parents and children with disabilities who may face barriers in accessing other services.

Programme 2: Centre-based ECD

Early learning and care provided through ECD centres is a critical phase of child development and preparation for school, and lifelong learning. While ECD centres are available for children 0-4 years, they are most important for children aged 3-4 years. Equally, while ECD centres are not publicly provided, there are several interventions required to support their operations and to strengthen the quality of the centres. The focus of this programme will include revising the curriculum framework, strengthening training programmes for ECD teachers, improving quality assurance and regulatory oversight of ECD centres through strengthened data systems, and creating demand for, and understanding of centre-based ECD through the RightStart Campaign.

Focus Area

Primary Education

4.2.2 Primary Education

Situation Analysis

In primary education, key learning areas include languages, mathematics, natural and social sciences, arts, physical education, and technology. The focus is not only on academic skills but also on fostering creativity, critical thinking, and a healthy, active lifestyle. These subjects provide children with a broad knowledge base essential for functioning in a knowledge-driven society.

The Education Policy (Toward Education for All: 1992) paved the way for free universal primary education with its principal objective of access. Namibia's education system aligns with the national development goals outlined in Vision 2030, and the United Nations Sustainable Development Goals (SDGs), particularly SDG 4, which emphasises quality education for all.

During NDP5, the primary education completion rate stood at 89.6 percent against the 96.7 percent target. The shortfall is attributed to, among others, learners repeating grades and the COVID-19 outbreak which led to absenteeism of learners from school for a prolonged period.

Government has prioritised access to education by bringing education closer to communities. In this respect, the number of schools in Namibia has increased, from 1703 in 2011, to 2036 in 2023 (EMIS, 2023). In addition, the country has nearly achieved universal primary education, where over 97,8 percent of children, in terms of net enrolment, are accessing primary schools. Namibia has achieved this through the introduction of Universal Primary Education Grant in 2013, making primary education free and ensuring that financial backgrounds are not an impediment to basic education. Although pre-primary is compulsory, the Ministry does not have enough classrooms to accommodate all learners.

According to the 2023 EMIS data, Namibia has a total of 615 634 learners enrolled in the primary phase of education.

There are three (3) schools for the intellectually impaired, two (2) schools for the visually impaired and three (3) schools for the hearing impaired, and these are inadequate, thus leading to learners with special education needs and disabilities (SEND) being catered for in the normal streamline education. For learners with learning difficulties, there are four (4) resource schools and 10 resource units in five (5) regions attached to mainstream schools to cater for some learners with SEND across the country.

Overall enrolment in primary school indicates that there are slightly more boys than girls in the primary phase (except for pre-primary, and grades 6 and 7). Grade 1 recorded the highest enrolment (104, 594), translating into 12 percent of the national total in 2023. There is a continuous decline in enrolment as learners progress to higher grades. The noticeable difference between pre-primary and Grade 1 enrolment is an area of great concern as it indicates that 50 percent of learners who enter Grade 1 have not received 1 year of pre-primary to prepare them for Grade 1. This results in high repetition rates, as learners enter the system without having the required foundations.

The Early Childhood Development Management Information System (ECD-MIS) 2023 shows that 57 percent of children in ECD centres are aged 5 to 8 years, which means that they should be within the formal education system, attending either the Pre-Primary Grade or Grade 1. This further contributes to high repetition rates, and other factors which includes learners being cared for by unqualified edu-carers who cannot instil the basic foundational skills required for the acquisition of literacy and numeracy.

Sub-Sub Goal

Achieve equitable, inclusive, and quality primary education.

Goal Description and Policy Intent

Ensure that every primary school learner is being taught in an inclusive, safe and nurturing environment by qualified teachers, resulting in learner preparedness for secondary education.

Desired Outcome 0208:

By 2030, primary education survival rate has increased from 90.8 to 97 percent.

Selected Targets

Indicator	Baseline (2024)	Target (2030)
Primary education survival rate	90.8	97
Percentage of Grade 3 learners achieving basic numeracy skills	30	80
Percentage of Grade 3 learners achieving basic literacy skills	30	80
Grade 4 repetition rate	21.1	11
Number of teachers who received professional development	570	730
Percentage of schools with integrated school health and safety	40	90
Number of schools monitored and evaluated for compliance with norms and standards framework of schools	0	90

Strategies and Game Changer

(i) Teach for the Future: Competent, Supported, and Connected Teachers

This is a transformative teacher development programme that ensures qualified, motivated, and appropriately deployed teachers at all levels of primary education. It improves pre-service training, expands continuous professional development (CPD), and introduces digital teaching tools and AI awareness to modernise the classroom.

(ii) Expand access to quality inclusive primary education including learners with Special Educational Needs and Disability (SEND)

The aim of this strategy is to strengthen implementation of foundational literacy and numeracy in primary inclusive of resource schools, units and learning support classes.

(iii) Strengthen suitable teacher placement to ensure subject-competent teachers are allocated to Junior Primary and grade 4.

Under this strategy, the aim is to revise post provisioning norms to reduce class sizes and accommodate the needs of multi-grade and inclusive schools; expand continuous professional development (CPD), particularly in teaching literacy, numeracy, and pre-vocational subjects, and ensure availability of quality teaching and learning materials, including digital and assistive resources.

(iv) Reinforce the Integrated School Health Policy and Namibia Safe Schools Framework

The strategy strives to strengthen public awareness for parental involvement in education (School Governance, School Boards), and to strengthen life skills and gender-sensitive programmes, including sexual reproductive health education, anti-bullying campaigns, and peer support.

(v) Enhance access to universal, quality inclusive digital learning and digital literacy and Artificial Intelligence (AI) awareness training for both teachers and learners

The strategy aims to improve and ensure access to quality and inclusive digital learning and literacy. It will also provide AI awareness training to teachers and learners, thereby equipping them with the necessary digital skills.

(vi) Improve pre-service teacher education curriculum to include longer, practical-based teaching practice and inclusive education modules

The aim is to establish a coordinated teacher supply and demand system, aligning subject combinations with national education needs; to develop specialised training for pre-vocational teachers, and update teacher post provisioning norms, considering subject specialisation, school context, and inclusive education demands.

Game Changer:

Teach for the Future: Competent, Supported, and Connected Teachers

This is a transformative teacher development programme that ensures qualified, motivated, and appropriately deployed teachers at all levels of primary education. It improves pre-service training, expands continuous professional development (CPD), and introduces digital teaching tools and AI awareness to modernise the classroom.

Flagship Programmes

Programme 1: Foundational Literacy and Numeracy

This programme focuses on strengthening basic reading, writing, and mathematics skills among junior primary learners by focusing on foundational competencies; the programme seeks to reduce future learning gaps, improve educational quality, and equip learners with the necessary tools for lifelong learning.

Programme 2: Digital Planning for All

This programme focuses on the integration of Information and Communication Technology (ICT) into the learning environment, making digital education accessible to all learners. It addresses both provision of digital devices and capacity building to foster digital literacy.

Focus Area

Secondary Education

4.2.3 Secondary Education

Situation Analysis

Namibia's secondary education system aims to provide inclusive and equitable quality education. The junior secondary phase (Grades 8-9) allows learners to explore various subjects while developing knowledge, skills, and values, preparing them for senior secondary education. In Grades 10-11, learners specialise in subjects aligned with their career interests, culminating in the Namibia Senior Secondary Certificate Ordinary (NSSCO). The Namibia Senior Secondary Certificate Advanced Subsidiary (NSSCAS) prepares learners for higher education; much greater demands are made on the learners regarding their cognitive, personal and social development, specifically in terms of academic achievement.

In 2023, secondary education dropout rates, for Grade11 stood at 22.7 percent (EMIS 2023), and there are disparities between urban and rural schools. Many schools lack qualified teachers, adequate facilities, and necessary learning resources, and this affects learners' performance and outcomes. Namibia is committed to addressing these issues to ensure that all learners have access to quality and equitable secondary education.

During the NDP5 period, the secondary education recorded outstanding achievements in some areas, such as Namibia Senior Secondary Certificate Ordinary Level (NSSCO) English (63.9 percent) performance in 2023, an increase from a baseline of 28 percent in 2015. The percentage of learners qualifying for university has increased from a baseline of 36 percent in 2015 to 62 percent at the end of the NDP5 period. During the review period, NSSCO Mathematics and Physical Science performance was 25 percent and 30.9 percent, respectively. The Education Management Information System (EMIS) indicates a notable increase in the number of Grade 10 learners enrolled from 2019 (27 593) to 2022 (57 478), indicating a growing learning population in initial years of senior secondary education.

There is a significant disparity between the number of learners who begin Grade 1 and those who successfully complete Grade 11 (NSSCO). The highest proportion of learners nationally are enrolled in the Junior Primary phase 38 percent, followed by the Senior Primary phase, 35 percent. Enrolment decreases significantly to 15 percent at the Junior Secondary phase and drops further at the Senior Secondary level, which records the lowest proportion of learners at 12 percent. This trend highlights a gradual reduction in learner retention as they advance through the education system. Namibia has 914 primary schools, 583 combined schools and 209 secondary schools, which indicates that there is insufficient space for all learners who transitions from primary school to secondary schools.

Additionally, at 96.5 percent nationally, teacher qualification level is quite high. However, some subjects and fields of study do not have sufficient qualified teacher; for instance, Physical Science which has been split into two subjects, Physics and Chemistry. Nonetheless, this issue is being addressed by the Ministry through continuing professional development.

Sub-Sub Goal

Equitable, inclusive, and quality secondary education

Goal Description and Policy Intent

Ensure that every secondary school learner is being taught in an inclusive, safe and nurturing environment by qualified teachers, resulting in learner preparedness for institutions of higher learning, work and life.

Desired Outcome 0209:

By 2030, learners acquired quality secondary education with survival rate increased from 62.9 to 79 percent.

Selected Targets

Indicator	Baseline (2024)	Target (2030)
Secondary education survival rate	62.9	79
Grade 8 repetition rate	16.1	4
Percent of NSSCO full-time learners graded in a minimum of 5 subjects and obtained an aggregate of 20 points or more	50	68
Percent of NSSCO full-time learners who qualify for NSSCAS	29.5	60
Percent of schools implementing the Integrated School Health and Safety programmes at schools	40	90

Strategies and Game Changer

(i) Education quality assurance and transformation

The strategy seeks to strengthen inclusive education policies and enforcement of accessibility standards in schools.

(ii) Develop targeted interventions to prevent dropouts

Interventions such as mentorship programmes, tracking learners at risk, and provision of emotional and psychological support services for learners facing socio-economic challenges will be prioritised. The strategy also aims to establish integrated learner support systems and reinforce Life Skills education, school counsellors, and peer mentoring.

(iii) Prioritise foundational literacy, numeracy, and digital literacy across all phases

This strategy will be realised by implementing targeted learning recovery programmes and rolling out evidence-based reading and numeracy interventions with appropriate monitoring tools.

(iv) Partner with institutions of higher learning to revise pre-service curricula

The aim is to include demand-driven subjects and pedagogical innovations; institutionalise remedial and catch-up programs for underperforming learners and expand quality assurance for continuing professional development (CPD).

(v) Diversify education pathways

This strategy will be actualised through expanded integrated technical and vocational education and training (TVET) and access to universal and inclusive digital learning options in secondary schools. It is also important to strengthen career guidance and subject choice systems and train Life Skills teachers and subject teachers to offer meaningful career counselling.

Game Changer:

Education Quality Assurance and Transformation

The aim is to establish a comprehensive and accountable framework for monitoring, evaluating, and enhancing all aspects of the education system. This initiative aims to ensure equitable access to quality and inclusive education, improve teaching, and learning outcomes.

Flagship Programme

Programme 1: Transforming Secondary Education

This strategy focuses on the enhancement of all subjects and skills development initiatives in the Secondary phase. By fostering holistic development, vocational skills, inclusivity, and teacher quality, this programme would lay a strong foundation for a more equitable and dynamic educational environment. This promotes inclusive and equitable education by integrating ICT into learning environments. It supports digital infrastructure and builds learners' ICT skills, while also providing professional development for teachers to effectively use technology in teaching. Additionally, the programme equips learners with pre-vocational, vocational and technical skills, preparing them for employment or entrepreneurship.

Focus Area

Lifelong Learning

4.2.4 Lifelong Learning

Situation Analysis

Lifelong learning is the integration of learning and living, covering learning activities for people of all ages in all life-wide contexts (family, school, the community, the workplace) and through a variety of modalities (formal, non-formal, and informal) which, together, meet a wide range of learning needs and demands.

Lifelong learning enhances employability, improving quality of life, and fostering innovation. Despite progress in creating opportunities for lifelong learning through various initiatives and educational reforms, limited resources, unequal access, and disparities in educational quality, particularly in rural areas, persist.

Institutions overseeing lifelong learning activities in Namibia include information centres such as libraries, archives, community learning and development centres (CLDCs), and institutions of higher learning. These institutions collectively provide accessible education and information to diverse populations, which can significantly enhance national human capital, economic growth, and social cohesion.

During the NDP5 period, a total of 4,485,485 visits were recorded using library services across all public libraries, the National Library, ministerial libraries, and the National Archives of Namibia. Additionally, during the NDP5 implementation period, a total number of 1,734,826 public members had access to ICT services (computers and the internet) through public, national, and ministerial libraries.

Academic libraries have recorded 4 054 399 student visits, and 621 604 electronic resources were downloaded during the NDP5 period. Regarding Open Distance Learning (ODL), in 2021/2022, 10,811 students were registered for tertiary programmes, compared to 11,339 registered in 2019/2020 (NOLNet Annual Report, 2021/2022).

The National Archives of Namibia, the only national institution responsible for preserving records of national importance, is hindered by inadequate resources for digitisation and preservation, and provision of access to digital information. In addition, there is a notable disparity in access to lifelong learning centres among various geographic regions, encompassing both urban and rural areas. Nationally, 91 percent (63 out of 67) functional public libraries provide internet access to the users.

According to the NDP5 Terminal Review Report (2023), adult basic literacy completions increased initially, reaching 14,043 learners in 2018/19, before declining sharply during the 2020/21 and 2021/2022 periods, reaching 4,627 and 6,299 learners, respectively. A similar trend was observed in the performance of the family literacy programme, which initially attracted a growing number of parents and caregivers, with participation peaking at 5,856 in 2017/18, exceeding the target by 15.5 percent, but then fell sharply to 3957 and 4439 parents and caregivers participating in 2020/21 and 2021/22, respectively.

Namibia's 2023 Population and Housing Census Report states that Namibia's adult literacy rate is 87.3 percent, compared to the 89 percent national adult literacy rate in 2011. There is high interest by public members in lifelong learning programs, served by 16 community learning and development centres, and 66 libraries.

Sub-Sub Goal

Improved access to quality and equitable lifelong learning opportunities

Goal Description and Policy Intent

The goal aims to promote equitable access to information and lifelong learning by integrating ICT and effective records management. This is done to support good governance while strengthening recognition of prior learning (RPL), enhance community engagement, and provide learning opportunities for adults and out-of-school youth to acquire knowledge and skills for meaningful participation in social, and economic, development.

Desired Outcome 0210:

By 2030, adults and out-of-school youth trained in skills development increased from 12 to 36 percent.

Selected Targets

Indicator	Baseline (2024)	Target (2030)
Percentage of adults and out-of-school youth trained in skills development	12	36
Adult basic and post literacy completion rate	87	92
Family literacy participation	3606	4100

Strategies and Game Changer

(i) Develop a harmonised quality assurance framework for ODL

The strategy seeks to facilitate recognition and comparability of qualifications to make recognition of prior learning (RPL) and credit transfer among institutions possible.

(ii) Enhance literacy and skills development

The aim is to promote and strengthen literacy and skills development by fostering a culture of reading, by improving access to quality educational resources, and implementing targeted programs that equip individuals with essential competencies for personal growth and professional success.

(iii) Improve physical and technological infrastructure

The strategy aims to provide lifelong learning centres with sufficient information communication and technology (ICT) equipment, improve internet connectivity to expand access to digital infrastructure, and enhance physical learning spaces.

(iv) Develop a national repository for research output

The strategy seeks to establish and manage a centralised digital national repository to ensure the accessibility of the country's research output and public information, while ensuring that records are maintained transparently.

Game Changer:

Develop a harmonized Quality Assurance Framework for ODL

A harmonised quality assurance framework for open and distance learning (ODL) enhances consistency, credibility, and accessibility in education by establishing uniform standards, ensuring qualification recognition, and promoting student mobility. It expands learning opportunities for diverse groups, encourages institutional accountability and innovation, and integrates digital technologies for effective teaching. Additionally, it strengthens employer confidence by aligning ODL qualifications with workforce needs and supports national and regional education goals, making it a key driver for lifelong learning and global education advancement.

Flagship Programmes

Programme 1: Adult Education

The objective of this programme is to provide learning opportunities for adults and out-of-school youth to enable them to acquire knowledge, skills, and positive attitudes that will allow them to participate in social, economic, and national development and improve their lives.

Programme 2: Libraries and Archives Service

The objective of this programme is to ensure equitable access to information for all citizens and promote digital literacy and good governance through proper record management.

Focus Area

Technical, Vocational Training and Skills Development

4.2.5 Technical, Vocational Training and Skills Development

Situation Analysis

The Technical Vocational Education and Training (TVET) sector underscores the importance for skill development as a key part of the solution to a myriad of challenges, including poor economic growth, increasing poverty level, societal inequalities, and youth unemployment. Namibia's TVET sector further strive to improve TVET governance; enhance the quality of education and training; increase access and equity; promote research and innovation and diversify funding sources. Through Industry Skills Committees (ISCs), training opportunities focused on emerging industries, such as the Green Hydrogen, offshore oil and gas discoveries, and agriculture opportunities through the Neckartal Dam have been identified requiring specialised skills.

The TVET sector recorded the highest enrolment in 2020/21, at 34,920, against the NDP5 target of 45,000, and stood at 23,670 trainees in 2023. During the same period, competency rates ranged between 60 and 68 percent.

During the implementation of NDP5 period, four vocational training centres were constructed in Kunene Region (Khorixas VTC), Karas Region (Keetmanshoop VTC), Hardap Region (Kai//Ganaxab VTC) and Kavango West Region (Nkurenkuru VTC); eight existing centres were upgraded, and 93 instructors were recruited. Two national TVET graduates' studies were conducted to determine employability among graduates. Several qualifications were reviewed and aligned to labour market demands. A National Policy for Work Integrated Learning (WIL), that focuses on recognition of prior learning, apprenticeship and industrial attachment, was developed. Furthermore, during the reporting period, 112 training providers were registered.

The total number of graduates from TVET decreased from 8,748 in 2017 to 4,833 in 2020 and increased to 9,134 in 2021.

Table 4.2: TVET Enrolment and Graduates

ENROLMENT DATA				GRADUATES DATA		
YEAR	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
2017	15660	11340	27000	5074	3674	8748
2018	15660	11340	26800	5188	3756	8944
2019	18273	13233	31506	6929	8135	15064
2020	18507	16413	34920	2368	2465	4833
2021	8513	8227	16740	5079	4055	9134
2022	13825	9587	23412	2198	2356	4554
2023	14330	9540	23870	3976	3754	8730

Sub-Sub Goal

Graduates' skills aligned and responsive to industry demands.

Goal Description and Policy Intent

This sub-sub goal aims to ensure that the TVET system is equitable, inclusive, and aligned with industry standards by enhancing access and quality through gradually transforming four state-owned VTCs into TVET Colleges; expanding training opportunities up to NQF Level 6; integrating emerging technologies and supporting pre-vocational education (PreVOC) and arts and crafts within TVET. The goal focuses on increasing enrolment, addressing the needs of trainees with special needs, indigenous minorities, persons with disabilities (PwDs), and preparing trainees for future vocational opportunities.

Desired Outcome 0211:

By 2030, the TVET sector has been transformed, with the graduates equipped with skills aligned to industry demands increasing from 65 to 70 percent.

Selected Targets

Indicator	Baseline (2024)	Target (2030)
Percentage of graduates with entrepreneurial and innovation-driven skills	65	70
Number of state-owned VTCs Transformed into TVET colleges	0	3
Number of trainees enrolled at TVET institutions	23,870	49,823
Percentage of TVET graduates employed in the industry	47	73
Number of TVET trainers, technical teachers and TVET managers capacitated	99	600

Strategies and Game Changer

(i) Transform existing state-owned VTCs into technical colleges

The aims are to: develop a strategy and gradually transform three existing VTCs to TVET technical colleges in identified areas to improve access and equity; establish standards for vocational training providers; boost educational quality; align training with industry needs; and support broader community and socio-economic development. Moreover, the aim is to provide financial assistance, scholarships, apprenticeship grants, and support services to ensure that all trainees including PwDs and indigenous minorities, regardless of their socio-economic background, can access quality TVET. The aim is equally to develop psychosocial support guidelines for trainees with special needs; PwDs and indigenous minorities to ensure that there is coordinated support for trainees from these backgrounds in the TVET space.

(ii) Enhance industry coordination and collaboration

The strategy seeks to establish strong partnerships between TVET institutions and industry stakeholders to ensure curricula developed aligned with current industry needs; regularly update of training programs content based on industry feedback. Further the strategy prioritises the remodelling of industry skills committees, and development of modalities to strengthens partnership between training institutions and industry bodies to design training interventions that align training to industry practices, emerging trends and technology. Also, the aim is to implement the national Work Integrated Learning (WIL) Policy in TVET and ensure the development of WIL regulation for the TVET sector.

(iii) Ensure Reform Curriculum and TVET Pathways

The strategy seeks to implement the Competency Based Education and Training (CBET) model as a national TVET training model; review existing qualifications on the NQF; develop industry aligned standards. including emerging economic sectors. Equally, the strategy aims to develop inclusive education pathways for the TVET sector to achieve a sustainable skills formation system aligned with labour market needs, thereby enhancing youth competencies for productive work and improved living standards. Finally, the strategy aims to coordinate the creation of articulation pathways into and out of TVET programmes.

(iv) Ensure continuous trainers' professional development:

This strategy aims to implement TVET trainers' competency standards and Continuous Professional Development (CPD) Strategy, training of trainers, including industry placements and workshops to keep their skills and knowledge up to date. Similarly, the strategy seeks to focus on upskilling, reskilling and engaging trainers with industry, and ensure coordinated skills transfer between industry and training centres in alignment with the capacity development strategy.

(v) Diversify Sources of Funding for TVET Infrastructures:

Under this strategy the aim is to invest in state-of-the-art equipment and technology for training facilities to ensure that trainees gain hands-on experience with current tools, practices and relevant software for emerging technology-intensive trades or occupations. IT also to ensure regular updating and expansion of training facilities to provide a conducive learning environment that reflects modern industry standards and that is accessible to PwDs; ensure that funding is coordinated, and all sources of funding from public funds and development partners for TVET are centrally monitored and allocated.

Game Changer:

Transforming three existing state-owned VTCs into Technical Colleges

This initiative presents a unique opportunity to position Namibia as a leader in technical and vocational education and training, contributing not only to the economic development of the country but also to the social upliftment of its people.

Flagship Programme

Programme 1: TVET Innovation and Transformation

This programme aims to transform the TVET sector in Namibia by introducing various interventions including the transformation of state-owned VTCs into TVET colleges. Among the initiatives is the introduction and implementation of innovation and entrepreneurship model for the sector. These initiatives will raise TVET attractiveness, resulting in an increase trainees' enrolment inclusive of trainees with special needs, the indigenous minorities and persons with disabilities (PwDs) in the TVET Programmes. Additionally, the programme aims to ensure the development of clear TVET pathways; expansion of training scope to offer courses at technician and diploma level as well as in key economic sectors. This programme will further capacitate training providers to respond to sector strategy demands. Further it aims to enhance human capital development; implement core systems (including upgrading technology and equipment) and rollout the National e-Learning Strategy. Transforming 3 state-owned VTCs into Technical Colleges to boost educational quality, aligns training with industry needs, and supports broader community and economic development. Additionally, this programme will establish a National Training Fund for the TVET Sector, and support business innovation through incubation, mentorship, coaching, testing of ideas, and the integration of emerging technologies, while focusing on the reskilling and upskilling of trainers.

Focus Area

Higher Education

4.2.6 Higher Education

Situation Analysis

Namibia's higher education and training aims to instil a solid research and innovation culture to attain the national development goals of transforming the current resource-based economy into a knowledge-based industrialised economy. Human resource development is critical to attaining national aspiration. Higher education is one of the enablers of human development for the self-actualisation of our communities.

Namibia's education and training system will be fully integrated, unified, and flexible to prepare Namibian learners to take advantage of a rapidly changing environment and contribute to citizens' economic, moral, cultural, and social development.

During the NDP5 implementation period, 18 institutions (3 public and 15 private) provided higher education programmes in Namibia. A gradual change in student enrolment was observed over the NDP5 period, increasing from 56,047 students in 2017 to 71,820 students in 2022 (Table 1). Enrolment figures for male students in higher education stagnated at one-third of the total enrolment, peaking only at 36.1 percent, recorded in 2022.

Table 4.3: Student Enrolment in Higher Education by Sex, 2017-2022

Category	2017	2018	2019	2020	2021	2022
Male	18,492	19,587	22,110	22,715	23,918	25,901
	33.0%	33.0%	33.3%	34.1%	34.7%	36.1%
Female	37,555	39,621	44,318	43,941	45,014	45,919
	67.0%	67.0%	66.7%	65.9%	65.3%	63.9%
Total Enrollment	**56,067**	**59,214**	**66,428**	**66.656**	**68,932**	**71,820**

Source: NCHE (NHESY Reports 2017-2022)

Enrolment in Science, Technology, Engineering, and Mathematics (STEM) fields made up 28 percent of total enrolled students in 2022. The higher education completion rate was 44 percent in 2022, against the NDP5 target of 70 percent; this is attributed to high drop-out rates, students changing courses, and high failure, and repetition rates.

During the NDP5 period, 49,016 undergraduate students were funded by the Namibia Student Financial Assistance Fund (NSFAF) compared to the target of 48,908. This translates into 43.7 percent of enrolled students between 2017 and 2022 funded by NSFAF. On the other hand, 2,418 postgraduate students were funded from all higher education institutions against the target of 3,050. During the same period, 267 staff members at public higher education institutions were funded and completed their studies, which exceeded the target of 129 staff members.

The table below shows the Medium-Term Expenditure Framework (MTEF) allocation as percent of the Funding Framework (FF) estimations for public higher education institutions (HEIs).

Table 4.4: MTEF allocation as percent of Funding Framework estimations for public HEIs

Financial year	MTEF allocation as percent of FF estimations
2017/18	110%
2018/19	81%
2019/20	59%
2020/21	42%
2021/22	46%
2022/23	40%
2023/24	42%

By the end of the NDP5 period, there were 65 institutions with qualifications on the Namibia Qualification Framework (NQF), of which 49 were private and 16 were public, exceeding the target of 31.

Sub-Sub Goal

Increased and equitable access to quality higher education for development

Goal Description and Policy Intent

This sub-sub goal intends to ensure equitable access to quality higher education that responds to industry needs, employability and innovation. The aim is to establish a broad-based pool of highly qualified human resources for socio-economic development and self-actualisation of individuals.

Desired Outcome 0212:

By 2030, Namibian students equitably accessing quality higher education has increased from 85,000 to 108,000.

Desired Outcome 0213:

By 2030, Namibia's higher education responds to industry with graduate employment rate increasing from 66 to 74 percent.

Selected Targets

Indicator	Baseline (2024)	Target (2030)
Student enrolment	85,000	108,000
Graduate employment rate (%)	66	74

Strategies and Game Changer

(i) Universal Access to Free and Equitable Higher Education through a Sustainable National Funding Model

By introducing free higher education for all eligible Namibians, the Government will reposition higher education as a public good and fundamental right essential to achieving national development goals, human capital development, and inclusive socio-economic transformation. It will transform the Namibia Students Financial Assistance Fund (NSFAF) into a centralised mechanism to finance and deliver free higher education, while ensuring fiscal sustainability, institutional accountability, and quality assurance.

(ii) Enhance existing higher education funding models

The strategy aims to develop a national higher education financing hub to consolidate various financing options into a single platform, allowing for easy access by eligible students. The strategy includes introduction of free higher education to enhance access to eligible students

(iii) Strengthen industry-higher education partnerships

The strategy ensures that identification of skills and development of programmes are informed by the labour market.

(iv) Intensify programmes for capacity development, continuous professional development and upskilling of teaching and research staff

The strategy aims to establish a funding programme for academic staff at higher education institutions to upgrade their qualifications and research capacity, and to set up continuous professional development units within higher education institutions.

(v) Improve student retention and success rates

The aim is to set up student success centres at higher education institutions to provide academic advising, design thinking, mental health support, and career counselling tailored to students. It also aims to create financial literacy programmes to help students to manage loans and personal finances thereby reducing dropout rates induced by financial stress.

(vi) Review the quality assurance system, and harmonise regulatory processes in the higher education sector

The strategy seeks to review Namibia's quality assurance system and harmonise regulatory processes of the National Council for Higher Education (NCHE), the Namibia Qualification Authority (NQA), and professional bodies.

Game Changer:

Universal Access to Free and Equitable Higher Education through a Sustainable National Funding Model

By introducing free higher education for all eligible Namibians, the Government will reposition higher education as a public good and fundamental right essential to achieving national development goals, human capital development, and inclusive socio-economic transformation. It will transform the Namibia Students Financial Assistance Fund (NSFAF) into a centralised mechanism to finance and deliver free higher education, while ensuring fiscal sustainability, institutional accountability, and quality assurance.

The components of the Universal Access to Free and Equitable Higher Education are:

- Transform the Namibia Students Financial Assistance Fund (NSFAF) into a central free higher education funding mechanism
- Phase-wise implementation of free higher education
- Establish sustainable measures of free higher education
- Institutional accountability and performance-based funding
- Maintain student support schemes (e.g., accommodation, meals, transport)
- Policy and legislative realignment
- Monitoring and evaluation framework

Flagship Programme

Programme 1: Higher Education

This programme aims to enhance equitable access and ensure quality assurance in higher education by prioritising financing. The expected outcome is the production of the required human resources aligned to evolving national needs.

Focus Area

Integrated Educational Infrastructure

4.2.7 Integrated Educational Infrastructure

Situation Analysis

Integrated educational infrastructure is fundamental for providing learners and students with the optimal learning environment and opportunities to realise their full potential. The focus area encompasses the provision of well-equipped classrooms and lecture rooms, outdoor play areas, high-quality furniture, and access to extracurricular activities recognising the interconnectedness of education, culture, and community development.

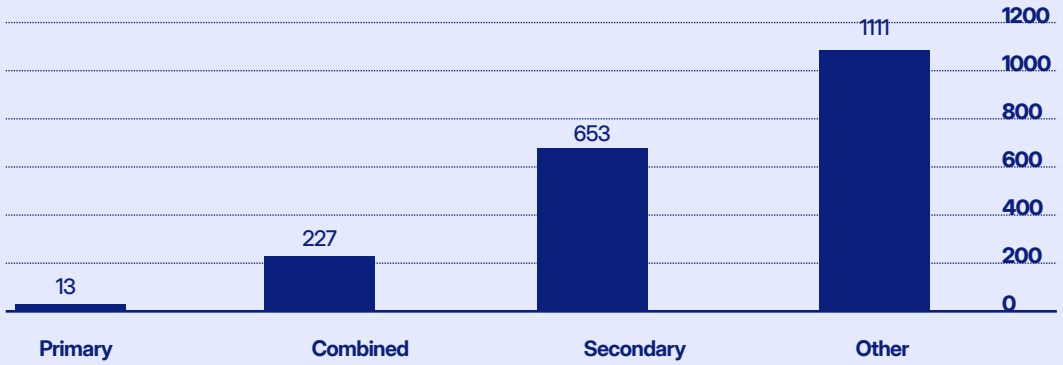
During the NDP5 period, 52 early childhood development (ECD) Centres were constructed across the country, and this increased access to early childhood development facilities and improved community development. Despite these efforts, achieving equitable and high-quality early childhood education for all remains an ongoing challenge, requiring sustained commitment and innovative solutions.

An in-depth data analysis of Education Management Information System (EMIS 2023) revealed broad, as well as acute challenges that differ based on education level or geographic area. Schools in the remote areas of Namibia face the biggest challenges in terms of educational infrastructure such as classrooms, science laboratories, computer rooms, libraries, record centres, and out-door facilities. For instance, Kavango West and Kunene regions had the lowest number of computer rooms at 16 of the 164 (9.7 percent), and 94 (17 percent) secondary schools, respectively, while the Khomas Region had the highest number of computer rooms at 115 of the 215 (53.4 percent) secondary schools.

The state of education infrastructure in Namibia presents significant challenges to fulfilling the educational mandate. Many teaching facilities have not undergone adequate maintenance or upgrades due to financial constraints and were initially designed for a much smaller learner population. Equally, teacher housing remains a challenge in rural areas.

From Figure 4.5 below, it is evident that out of the 2,004 schools, the country has more primary schools standing at 1,111 and only 227 secondary schools, representing 11.3 percent. It should, however, be borne in mind that combined schools offer both primary and secondary level education. The situation of having more primary schools in the country and fewer secondary schools presents a challenge of access to secondary education for all learners. The challenge of access to secondary education becomes more evident at Advanced Subsidiary level (AS-Level) as only 146 schools offer Advanced Subsidiary (AS) level across the country.

Figure 4.5: Total number of schools in Namibia by category



There are fewer learners enrolled in the pre-primary phase (55,158) compared to Grade 1 (104,594), according to the 2024 15th School Day Statistics. This figure translates to a shortage of 1,977 classrooms at pre-primary level. This highlights the need of the Government to build more classrooms to accommodate more learners. There are only 21 schools offering pre-vocational subjects/streams at the basic education level. Therefore, there is a need to construct more technical workshops at some existing secondary schools across the regions to open up this stream to more learners. Only 13 out of 2004 (0.64 percent) schools cater for children with special educational needs who could otherwise not be taken up by the mainstream schooling system or in schools that predominantly offer pre-vocational subjects.

During NDP5, a target to renovate 1000 schools was set, but only 108 (11 percent) were renovated. Additionally, a total of 1176 new classrooms were constructed, against the target of 1790.

In 2023, the enrolment rate at universities stood at 71,820 students; 46, 867 students were registered in public institutions, and 19, 561 students were registered in registered/accredited private institutions, representing 71 percent and 29 percent, respectively. The high number of enrolments within the high education institutions (HEIs) leads to a need for educational infrastructure expansion. The state of university infrastructure in Namibia presents significant challenges to fulfilling their educational mandate. Due to financial constraints, many university buildings and teaching facilities, originally constructed in the 1960s, have not undergone adequate maintenance or upgrades. Notwithstanding, throughout the period under review, notable progress was made; for instance, four new vocational training centres were constructed, and eight existing centres were upgraded.

Sub-Sub Goal

Inclusive, equitable, safe and state-of-the art educational infrastructure

Goal Description and Policy intent

This sub-sub goal aims to create an educational environment where all learners, trainees and students, regardless of their physical abilities or socio-economic backgrounds, have access to quality education through improved and well-equipped infrastructure. The policy aims to address the issue of access to inclusive, quality educational infrastructure that addresses all forms of disparities by constructing accessible facilities with ramps and elevators and prioritising the construction of early childhood development centres with inclusive play areas. Additionally, it focuses on upgrading existing education facilities to be inclusive, with accessible restrooms, libraries, computer labs, and resource centres equipped with assistive technologies. The maintenance plan will target schools, VTCs, and university campuses to ensure equitable access to quality education facilities, including improvements in water, sanitation, and electricity. Investing in these specialised programmes will not only enhance the employability of graduates but also support Namibia's broader goals of industrialisation and sustainable development by equipping its citizens with advanced skills and knowledge.

Desired Outcome 0214:

By 2030, 60 percent of educational infrastructure are of good quality, safe and accessible to learners, trainees and students fostering an inclusive and equitable learning environment.

Selected Targets

Indicator	Baseline (2024)	Target (2030)
Percentage of educational facilities meeting safety standards	0	60
Percentage of educational facilities accessible and equipped for learners, trainees and students, with disabilities	0	60

Strategies and Game Changer

(i) Construct and upgrade educational infrastructure, equipment and technology to modern standards.

(ii) Establish Higher Education Institutions and Technical, Vocational, Education and Training educational infrastructure Plan.

Game Changer:

Construct and upgrade educational infrastructure, equipment and technology to modern standards.

Flagship Programmes

Programme 1: Basic Education Infrastructure Development

The Basic Education Infrastructure Development Programme seeks to harmonise infrastructure needs in the country. The programme serves as the guide for budgeting purposes and as a tool for soliciting financial support, as well as a reference for all who are involved in planning, procuring, constructing, and rehabilitating school infrastructure. At the same time, it aims to identify funding models to expedite project procurement cycles so as to reduce the ever-escalating costs of the education infrastructure. It further outlines the huge infrastructure backlog throughout the country to facilitate a safe teaching and learning environment.

Programme 2: Higher Education, Training and Innovation Infrastructure Development

The programme is designed to revolutionise the educational landscape of Namibia. The initiative focuses on upgrading and expanding higher education, training and innovation infrastructure to better equip trainees and students with the skills needed for the modern workforce. By integrating advanced technology, fostering partnerships with industry leaders, and promoting inclusivity, the programme aims to create a robust education system that supports economic development and empowers the next generation of professionals in Namibia.

Focus Area

Research, Science, Technology, and Innovation (RSTI)

4.2.8 Research, Science, Technology, and Innovation (RSTI)

Situation Analysis

The research, science, technology, and innovation (RSTI) system in Namibia includes an integration of researchers, innovators, scientists, the private sector, Government, TVET providers, entrepreneurs, and international partners. It is imperative for Namibia, to strengthen the RSTI system as it is fundamental to addressing context-specific developmental challenges and improving innovation capability.

During the NDP5 period, Namibia focused on enhancing its research and innovation capabilities as a key driver for economic growth and competitiveness. Namibia conducted an extensive National Research and Experimental Development (R&D) Survey in 2021/2022, and it revealed that the gross expenditure on research and development (GERD) rose from 0.35 percent in 2013/14 to 0.73 percent in 2021/22.

The number of full-time equivalent researchers per 1,000 people increased from 0.5 in 2013/14 to 0.641 in 2021/22. The total number of qualified full-time researchers with postgraduate qualifications rose from 990 in 2013/14 to 1,774 in 2021/22. Namibia has increased its number of female researchers, achieving gender parity as women constitute 49.5 percent of total researchers. This growth was amplified by the first National Programme on Research Science and Technology (NPRST I), which provided funding and training for priority PhD and Master's programs in Science, Technology, Engineering, and Mathematics (STEM) fields.

Various initiatives, such as the revision of the National RST Policy of 1999 and the development of the 2021 Namibia Space Science and Technology Policy, were implemented to strengthen the national RSTI system. These initiatives were aimed at addressing the weaknesses as identified in the national RSTI system, including gaps in coordination, funding, and capacity within the RSTI landscape. Capacity-building needs were identified in RSTI areas such as biotechnology, space science and artificial intelligence (AI), promotion of STEM education and gender advancement projects, and RSTI data management-related projects.

Sub-Sub Goal

A responsive RSTI system that contributes to the achievement of the country's socio-economic objectives

Goal Description and Policy Intent

The policy intent is to create a dynamic, responsive and resilient national RSTI systems by strengthening policy and legal frameworks to enhance funding, RSTI infrastructure, thereby unlocking creative ideas, and accelerating socio-economic growth. This includes supporting and driving technological advancements, fostering an entrepreneurial culture, creating jobs, improving productivity, and addressing priority societal needs to foster innovation, thus enhance contributions to long-term, sustainable, and resilient economic development.

Desired Outcome 0215:

By 2030, commercialisation of research outcomes and innovations contribution to GDP has increased from 0.85 to 1.5 percent.

Selected Targets

Indicator	Baseline (2024)	Target (2030)
RSTI contribution to GDP	0.85	1.5
Gross expenditure on research & development (percent of GDP)	0.73	1.00
Number of researchers (full-time equivalent) per million inhabitants	887	1700
Products innovation rate	1.5	14
Process innovation rate	7.4	19

Strategies and Game Changer

(i) Strengthen and harmonise RSTI legislative and policy frameworks

This strategy aims to develop and review legislation to support scientific and technological advancements. Revising the Research, Science, and Technology Act, as well as related Acts such as the Vocational Education and Training Act, will help establish a coherent capacity-building strategy. The strategy further seeks to align existing STI frameworks in all sectors of the economy. Provisions for the introduction of incentives to businesses funding STI should be considered at legislative and policy levels. Legislative amendments should consider the introduction of a research and development (R&D) levy for sustainable funding of R&D and innovation programmes. It is important to ensure that funds collected through levies from existing Statutes are consolidated.

(ii) Strengthen and reinforce the national RSTI infrastructure

This strategy seeks to address the shortage of RSTI infrastructure to fast-track the aspirations of increasing economic growth and global innovative competitiveness, through RSTI- as one of the national economic pillars. RSTI infrastructures can be institutions, platforms, resources, and services for the research fraternity to carry out research and foster innovation, ranging from major scientific equipment or instruments, collections, archives or scientific data, computing systems to communication networks as well as any other research and innovation infrastructure of a unique nature which is open to external users.

(iii) Develop and strengthen the country's RSTI data management

This strategy aims to develop and strengthen monitoring, evaluation, and learning (MEL) capacity and to establish the necessary systems and set up data focal points in key STI organisations. The focal points will implement the national MEL framework and ensure effective monitoring and evaluation of the performance of the RSTI system. The STI database will function as a management information system and will be accessible through a research repository integrated as a component of the database.

(iv) Technology transfer and commercialisation of research outcomes and innovations

This strategy seeks to strengthen research uptake, technology development, and commercialisation of research outputs, including grassroots innovations. It will strengthen intellectual property (IP) protection, licensing, and knowledge sharing to augment research uptake, technology transfer and commercialisation of R&D outcomes. This will be done in a collaborative process linking universities, private sector, and start-ups /entrepreneurs.

(v) Build RSTI human capital, and technical competencies

This strategy seeks to promote and strengthen human capital development in RSTI, starting with STEM promotion and improvement throughout the continuum of education. Adequately skilled RSTI human capital is one of the foundational pillars for improving national innovativeness and productivity.

Game Changer:

Strengthen and harmonise RSTI legislative and policy frameworks

This strategy aims to develop and review legislation to support scientific and technological advancements. Revising the Research, Science, and Technology Act, as well as related Acts such as the Vocational Education and Training Act, will help establish a coherent capacity-building strategy. The strategy further seeks to align existing STI frameworks in all sectors of the economy. Provisions for the introduction of incentives to businesses funding STI should be considered at legislative and policy levels. Legislative amendments should consider the introduction of a research and development (R&D) levy for sustainable funding of R&D and innovation programmes. It is important to ensure that funds collected through levies from existing Statutes are consolidated.

Flagship Programme

Programme 1: Human, Institutional and Infrastructure Development

The Human, Institutional, and Infrastructural Capacity Development Programme aims to enhance both individual and institutional performance to achieve long-term sustainable development goals, with a particular focus on advancing research, science, technology, and innovation (RSTI). This development is essential for building the skills, structures, and systems needed to drive sustainable growth, innovation, and progress across various sectors. Specifically, the programme targets improving the skills, knowledge, and abilities of researchers and innovators (human capacity), while also strengthening the effectiveness, systems, and structures of organisations (institutional capacity).

Thematic Area 5:

Enhancing Demographic Dividend

4.3 Enhancing Demographic Dividend

Situation Analysis

Youth development and empowerment are central to Namibia's development agenda as the youth make up 34.1 percent of the total population. The growth in the population presents an opportunity for a demographic dividend, a shift that can have a substantial economic impact on the country. These demographic shifts are also accompanied by urbanisation and improvement in lifestyles, leading to an increase in living standards. Hence, Namibia will benefit economically by taking advantage of this demographic dividend. This thematic area will focus on equipping Namibia's youth with the skills, opportunities, and resources to actively participate in the economy.

Namibia's population is predominantly young with the population under 35 reaching 2.1 million in 2023, representing 71 percent of the total population. During the NDP5 period, youth empowerment improved; this is as evident in the increase in the Youth Development Index from 0.49 in 2013 to 0.58 in 2022. Namibia scored 0.696 in 2023 placing her among the medium youth developed countries, and highest in Southern Africa.

Youth unemployment reduced from 46.1 percent in 2018 to 44.4 percent in 2023. The unemployment rate is high amongst females, at the rate of 61.9 percent, compared to 49.1 percent for males. A high unemployment rate was recorded in urban (46.1 percent) compared to rural (41.3 percent). Regional and locational variation persist with Kavango East Region recording the highest youth unemployment rate at 60.4 percent.

A proportion of youth (44.1 percent of females and 39.7 percent of males) are not in education, employment, or training (NEET). Youth who are NEET are more likely to remain unemployed or underemployed in the future, perpetuating poverty and increasing income inequality over time. During the NDP5 period, the country's sports sector contributed 1.0 percent to total employment through sport professionalisation.

Sub Goal

Maximised potential of Namibia's youth population to drive sustainable socio-economic development

Goal Description and Policy Intent

The goal intends to harness the skills and creativity of young people to support sustainable economic growth, promote fair and inclusive development, and reduce poverty by investing in education, skill-building, and job creation. This initiative aims to empower youth to actively contribute to and benefit from the economy. Additionally, focusing on equitable opportunities and access to resources, the goal ensures that all young people, regardless of background, can participate and contribute to Namibia's growth, ultimately building a stronger, more resilient and prosperous economy.

Desired Outcome 0216:

By 2030, Namibia has increased youth employment rate from 56.6 to 70.0 percent.

Selected Targets

Indicator	Baseline (2024)	Target (2030)
Youth employment rate	56.6	70
Percentage of youth not in employment, education, or training (NEET)	41.9	25

Strategies

i) Promote Skills Development Initiatives

The strategy will upgrade the current education curriculum to focus more on practical skills and industry needs, especially in the field of ICT. Additionally, the strategy will invest in vocational training institution to respond to high demand industries.

ii) Investment in Infrastructure, Technology, and Entrepreneurship

Namibia will invest in infrastructure, technology, and entrepreneurship skills for the youth. The various programs to improve youth access to credit, through youth entrepreneurship, will be enhanced. Development programs to encourage small- and medium-sized enterprises (SMEs) development and start-ups will be redesigned and accelerated to help absorb a large portion of the youth population entering the workforce.

Focus Area

Sport Development

4.3.1 Sport Development

Situation Analysis

The Government of Namibia recognises sport as a powerful enabler of social transformation and sustainable development. Namibia has fifty-seven (57) recognised sport codes, with five, cricket, rugby, boxing, netball, and football, achieving professionalisation. Sport offers significant benefits to communities and plays a crucial role in promoting peace, fostering social and national cohesion, and advancing socio-economic development.

Notable strides were made in sport development, particularly in infrastructure and talent cultivation. The construction of the Eenhana Sport Stadium and the upgrading of sports facilities for 22 schools in Ohangwena and one in Windhoek marked key milestones. The development of a Physical Education curriculum and the establishment of the Namibia Sport Development Index, a comprehensive monitoring tool, demonstrate progress in fostering talent and tracking sport contribution to development in the country.

Namibia has shown significant sporting potential on the international stage. The country has participated in four African Cup of Nations (CAF) tournaments, nine Olympic Games (earning five silver medals), and four Paralympic Games (securing three gold, four silver, and four bronze medals). Additionally, the National Rugby Team has qualified for seven Rugby World Cups, while the Cricket National Team has participated in three Cricket World Cups.

Sub-Sub Goal

Professionalised and commercialised sport for sustainable socio-economic development, peace, and social inclusion

Goal Description and Policy Intent

The role of sport in promoting socio-economic development has been enhanced, achieved through professionalisation of most codes, supported by commercialisation of sport activities. The participation of individuals in sport is prompted such that all persons are afforded opportunities to participate in the activities of their choice, thereby improving their health.

Sport is professionalised to achieve sustainable socio-economic development, peace, and social inclusion through employment, commercial activities and range, respect, and intercultural understanding, while also promoting health, education, and economic opportunities, particularly for the indigenous minorities.

Desired Outcome 0217:

By 2030, improved participation in sport with contribution to employment increased from 1.0 to 3.5 percent.

Selected Targets

Indicator	Baseline (2024)	Target (2030)
Percentage of sport contribution to employment	1.0	3.5
The proportion of people participating in physical activity	29	34

Strategies and Game Changer

(i) Improve multi-sports infrastructure at all levels

This strategy seeks to upgrade Namibia's sports infrastructure in alignment with international standards of hosting games and improving the country's ranking. Additionally, it aims to support and improve fitness and physical activity programs and create a conducive environment for sport businesses to thrive.

(ii) Strengthen sport professionalisation and commercialisation

The strategy focuses on developing a self-resilient sport sector that empowers communities, creates skills development, job opportunities, and careers in sport. Likewise, it will commercialise sport products, services and support a sustainable funding model that reinforces sport development at all levels.

(iii) Develop and operationalise an integrated sport data management system

The strategy will ensure that there is sport research in the country that will provide reliable data. The strategy will create Namibia's Sport Development Index that will coordinate the aspect of sport data collection and management through an integrated sport data management system and database. An integrated sports data management system aims to centralise, manage, and analyse various types of sports-related data to improve decision making, enhance performance, and optimise operational efficiency. This includes creating a centralised repository for data from different sources, ensuring quality reliable data, enabling real-time access to information, and facilitating advanced analytics.

Game Changer:

Improve multi-sports infrastructure at all levels

The aim is to develop sport infrastructure that are compliant with national and international standards; create an enabling environment for sustainable sport development; empower athletes and youth and promote participation and excellence in sports at all levels, from grassroots to international competition.

Flagship Programme

Programme 1: Integrated Sport Development

Provision of sport facilities that are compliant with both national and international standards to increase access for sport participation will be ensured. The programme aims to create an enabling environment for all Namibians to participate in sport of their choice at the same time providing talented Namibians the opportunity to excel in a sport that can be a career to secure their livelihoods. Additionally, the programme aims to establish a centralised sports data management system to support informed decision making, improve operational efficiency, and support sport professionalisation and commercialisation.

Focus Area

Youth Empowerment

4.3.2 Youth Empowerment

Situation Analysis

Youth empowerment includes skills training and entrepreneurship, and social empowerment programs. In addition to these, the Government, through the state-owned enterprises, the National Youth Council (NYC) and the National Youth Services (NYS), offer programs in civic training, youth voluntary service program, technical vocational education and training (TVET), and support to youth organisations, in collaboration with strategic partners.

The National Youth Policy III was developed to improve education through skills training, economic empowerment, health, civic engagement, and addressing issues like information, communication and technology (ICT) expansion for youth benefit. Over the NDP5 period, the Youth Development Index (YDI) increased from 0.49 in 2013 to 0.696 in 2023[1]. Youth unemployment stood at 44.4 percent in 2023, a slight decrease from 46.1 percent in 2018.

The Government has established various youth-targeted initiatives, including the 121 Youth Constituencies Enterprises Programme in 2017. A total of N$8 million was released by Development Bank of Namibia (DBN) to fund 28 enterprises (two per region) out of 121 enterprises, of which 12 have thus far been successfully funded to the tune of N$4 million. Furthermore, three agricultural projects (horticulture, charcoal, and mushroom cultivation) were established and have benefited 326 unemployed youth.

Sub-Sub Goal

Youth empowered for self-actualisation and reliance

Goal Description and Policy Intent

The goal aims to increase youth employment opportunity through various entrepreneurship programmes and engage them in new industries and technologies to increase their employability or create self-employment opportunities.

Desired Outcome 0218:

By 2030, livelihoods of youth have improved, resulting in the Youth development Index score increasing from 0.70 to 0.84.

Selected Targets

Indicator	Baseline (2024)	Target (2030)
Score on the Youth Development Index	0.70	0.84
Youth unemployment rate	44.4	39.4

Strategies and Game Changer

(i) Promote sustainable Youth Empowerment Funding and access to competitive markets

There are various programs intended to improve the lives of young people, through the National Youth Fund, inclusive of coaching and mentorship, through sector coordination, creation of youth agricultural cooperatives and access to competitive market.

(ii) Strengthen youth employability

The strategy aims to collaborate with accredited training institutions and employers to identify skills gaps and to improve graduate employability through reskilling and access to internships in the public and private sector. Further, the aim is to establish a youth database comprising youth profiles, skills, and concentration of unemployment in regions.

(iii) Expand infrastructure for Youth Empowerment

The strategy will seek to identify, renovate and expand youth skills training, and entrepreneurial centres.

(iv) Improve access to equitable quality information and services for young people

The strategy will promote access to inclusive quality adolescent and youth-friendly health information and services, and business development services to achieve a significant improvement in the health and wellbeing of young people through targeted interventions.

Game Changer:

Promote sustainable Youth Empowerment Funding and access to competitive markets

The strategy is intended to improve the lives of young people, through the National Youth Fund, inclusive of coaching and mentorship, through sector coordination, creation of youth agricultural cooperatives and access to competitive market.

Flagship Programmes

Programme 1: Youth Entrepreneurship Development

To improve access to affordable finance and promote entrepreneurship development programmes across various economic sectors

Programme 2: Youth Infrastructure Development

The programme focuses on the construction of four multipurpose youth facilities in regions that currently do not have youth infrastructures. The infrastructures will include administration office blocks, resourced conference and recreation halls, and skills training workshops for basic skills training. Additionally, there will be renovation on existing industrial parks and repurposing them into regional entrepreneurial /incubation centres.

Thematic Area 6:

Population, Health and Development

4.4 Population, Health and Development

Situation Analysis

The dynamics of the Namibian population and the accompanying demographic characteristics is one of the major determining factors in shaping the country's development. These factors include births, deaths, migration, social policies, and political history, amongst others. Population, health and development are closely related. A healthy population is a prerequisite for economic development and can lead to increased national growth and productivity.

Namibia's population increased from 2.1 million inhabitants in 2011 to 3.1 million inhabitants in 2023, with a broader base population pyramid indicating that young people make up most of the total population. The population growth rate increased from 1.4 percent prior 2011 to 3.0 percent in 2023. Population distribution between urban and rural has since evened up at 50 percent, indicating a high rural-urban migration.

Improvised housing increased from 16 percent in 2011 to 28.7 percent in 2023, with 40.2 percent found in urban areas. The differentials in income and employment opportunities, access to better housing, public utilities, and services, amongst others, are the causes of rural-to-urban migration in the country. Khomas and Erongo regions were the biggest receivers of immigrants, while Ohangwena and Omusati regions lost a huge number of populations through migration.

The Government had made great achievements in water provision, with 91.4 percent of households in the country having safe drinking water; 98.0 percent urban areas have portable water, compared to 83.5 percent rural areas. Sanitation stood at 59.2 percent nationally, with urban areas recording 78.7 percent and rural areas recording 35.6 percent.

Sub Goal

Improved health outcomes and reduced disparities

Goal Description and Policy Intent

The goal aims to enhance health outcomes and minimise disparities among different population groups to promote overall wellbeing and quality of life. Further the policy intends to ensure that all individuals can live healthy and fulfilling lives.

Desired Outcome 0219:

By 2030, Namibians live a long and healthy life with life expectancy at birth increasing from 64.86 to 70 years.

Selected Targets

Indicator	Baseline (2024)	Target (2030)
Population growth rate	3.0	3.0
Life expectancy	64.86	70

Strategies

(i) Enhance both the human and institutional capacity to manage and implement population policies

The strategy aims to strengthen planning for increased urbanisation resulting from migration, prioritising the provision of basic services (sanitation, water, refuse removal and transport). Furthermore, it seeks to ensure the upgrading and improvement of services to informal settlements; improve the distribution of infrastructure to ensure service provision in remote areas. Policy focus may need to be shifted more strongly towards provision of services and productive enterprises in identified growth points.

(ii) Devise strategy to engage the population in the economic activities to reduce dependency

Some of the strategies may include establishing cooperatives in agricultural industries, food for work, and other population programmes.

Focus Area

Gender and Development

4.4.1 Gender and Development

Situation Analysis

Namibia seeks to advance the gender equality and equity, recognising that it is a basic human right and an essential component for sustainable development.

This focus area promotes actions to address inequality and commits the government to put in place measures that improve economic status and at ensure that women and men enjoy equitable access to services and resources, without limitation and barriers. The National Gender Policy (2010 – 2020) further advocates for equitable access to resources for economic empowerment. The National Policy on micro, small, and medium enterprises (MSMEs) 2016-2021 places special emphasis on women's and vulnerable groups' economic empowerment and entrepreneurial advancement.

During the NDP5 period, women's representation in the National Assembly increased from 47 percent in 2017 to 51 percent in 2024, while in the National Council, it decreased from 24 percent in 2019 to 14.3 percent in 2023. Nonetheless, in 2023, Namibia closed its gender gap standing at 80.2 percent, ranked Number 8 on the Global Gender Index and Number 1 in sub-Saharan Africa. These achievements are in the areas of education, economic participation and opportunity, political empowerment, and health.

Economic empowerment initiatives such as income generating activities (IGAs) are concentrated in the informal sector with about 70 percent of informal traders being women and 31 percent men. During the NDP5 implementation period, over 384 beneficiaries (269 women and 115 men) were supported with IGAs materials and equipment to start or expand their micro-businesses.

In 2018, the Government introduced the Start and Improve Your Business (SIYB) training model, primarily aimed at building the capacity of women micro-entrepreneurs, Women in Business Associations (WBAs) and IGAs beneficiaries. Over the NDP5 period, a total of 1100 women micro-entrepreneurs and 300 IGAs beneficiaries were trained in various SIYB packages. According to the business registry of the Business and Intellectual Property Authority (BIPA) in 2022; there were 201,552 entities, out of which 27,713 were owned by women, accounting for 13 percent.

According to the National Demographic and Health Survey (NDHS) 2013, Gender Based Violence (GBV) prevalence rate stands at 33 percent. GBV statistics recorded by the Namibian Police Force, between April 2024 and February 2025, shows that 4,405 GBV cases were reported, of which 1, 345 accounts for rape. Gender plays a critical role in how individuals experience trafficking, and this has profound implications for development outcomes. With regards to trafficking in persons (TIP), the Namibian Police Force has recorded 46 TIP cases, and only 28 of these cases were prosecuted of which 11 have been finalised, and 17 are still on court roll.

Sub-Sub Goal

Achieved gender equality and equity to promote full participation and empowerment of men, women, boys, and girls in all areas of society

Goal Description and Policy Intent

The aim of this goal is to address gender inequalities, all forms of gender-based violence (GBV), including TIP, to foster a more equitable and inclusive society. This involves implementing laws, policies, and programs that ensure that men, women, boys, girls, persons with disabilities, and indigenous minorities enjoy equal rights and live freely, in dignity, have equal access to opportunities and are empowered to participate fully in every aspect of societal life.

Desired Outcome 0220:

By 2030, women and men in Namibia have equal opportunities across all domains, with the gender status index increasing from 0.81 to 0.84.

Selected Targets

Indicator	Baseline (2024)	Target (2030)
Namibia's Gender Status Index	0.81	0.84
Number of trafficking in person (TIP) cases	48	24
GBV prevalence rate	33	22
Women capacitated through the EntreprenHER SIYB intervention	1100	2250

Strategies and Game Changer

(i) Strengthen accountability mechanisms for the implementation of gender-responsive planning and budgeting (GRPB)

This game changer aims to strengthen the capacity of offices, ministries, and agencies (OMAs) to implement GRPB. It will be implemented by rolling up the GRPB curriculum for civil servants and members of parliament. Through gender mainstreaming, the game changer will facilitate the implementation of GRPB principles and techniques in all sectors, which will lead to improved financing and accountability for gender laws and programmes in Namibia.

(ii) Strengthen legal frameworks, institutional accountability, and sectoral capacities

The strategy aims to effectively promote and implement gender equality and equity-sector through strengthened capacity, value addition, market linkages, financial inclusion and intellectual property (IP) for women initiatives.

(iii) Enhance prevention and early intervention programs through

The strategy intends to enhance prevention and early intervention programs through community engagement and social behaviour change strategies to eliminate harmful social and cultural practices that perpetuate GBV and TIP in all spheres of life, including the workplace, homes, and schools.

(iv) Strengthen the coordination, integration, and utilisation of research and data systems

For IGAs, GBV and TIP, thereby ensuring comprehensive, reliable, and accessible data to inform and improve policies and practices.

(v) Expand the provision of Income Generating Activities (IGAs) materials and equipment

The strategy seeks to expand the provision of IGAs materials and equipment support focusing on women and mainstream informal businesses owned by women through strengthened capacity, value addition, market linkages, financial inclusion and IP for women initiatives.

Game Changer:

Strengthen accountability mechanisms for the implementation of gender-responsive planning and budgeting (GRPB).

This game changer aims to strengthen the capacity of offices, ministries, and agencies (OMAs) to implement GRPB. It will be implemented by rolling up the GRPB curriculum for civil servants and members of parliament. Through gender mainstreaming, the game changer will facilitate the implementation of GRPB principles and techniques in all sectors, which will lead to improved financing and accountability for gender laws and programmes in Namibia.

Flagship Programmes

Programme 1: Gender mainstreaming

This flagship programme aims to drive transformative change by strengthening legal and policy frameworks, institutional capacity, and service delivery to promote gender equality and equity. The programme focuses on harmonising national laws with international gender instruments, supporting the enactment of progressive policies, and building institutional accountability. It promotes gender mainstreaming and gender-responsive planning and budgeting (GRPB) across all sectors.

The initiative also targets community empowerment by challenging societal norms and practices that perpetuate gender inequalities, disempowerment of women and girls thereby increasing their vulnerability to GBV. It emphasises the use of sex-disaggregated data for accountability, establishing robust monitoring systems and a national gender data portal to track progress. A key component of the programme is empowering youth and emerging leaders particularly girls and young women through mentorship, skills development, and platforms for advocacy. A gender equality programme has been designed to be inclusive, reaching women, men, girls, and boys across all regions.

Programme 2: Women Economic Empowerment

From a gender equity perspective, this programme aims to implement women economic interventions to maximise their participation in economic development. The programme intends to address gender disparity at the economic sphere affecting women who have limited access to economic opportunities and who constitute most of the informal traders. Therefore, through partnership and leveraging existing policies and guidelines, the programme will mainstream businesses owned by women and women's equitable access to key productive resources, capacity building and mainstreaming.

This programme is complemented by the 'EntreprenHER Start' and 'Improve Your Business' (SIYB) training model designed to provide comprehensive business training to beneficiaries whose business training needs are often not addressed through conventional training. With the added component of intellectual property (IP) for women, the programme will facilitate gradual formalisation of IGAs and women-owned micro-businesses. More importantly, the IGAs' support will underpin women economic empowerment at grass-root level through equitable provision of materials and equipment aid beneficiaries to start or establish micro-businesses.

Focus Area

Child Protection

4.4.2 Child Protection

Situation Analysis

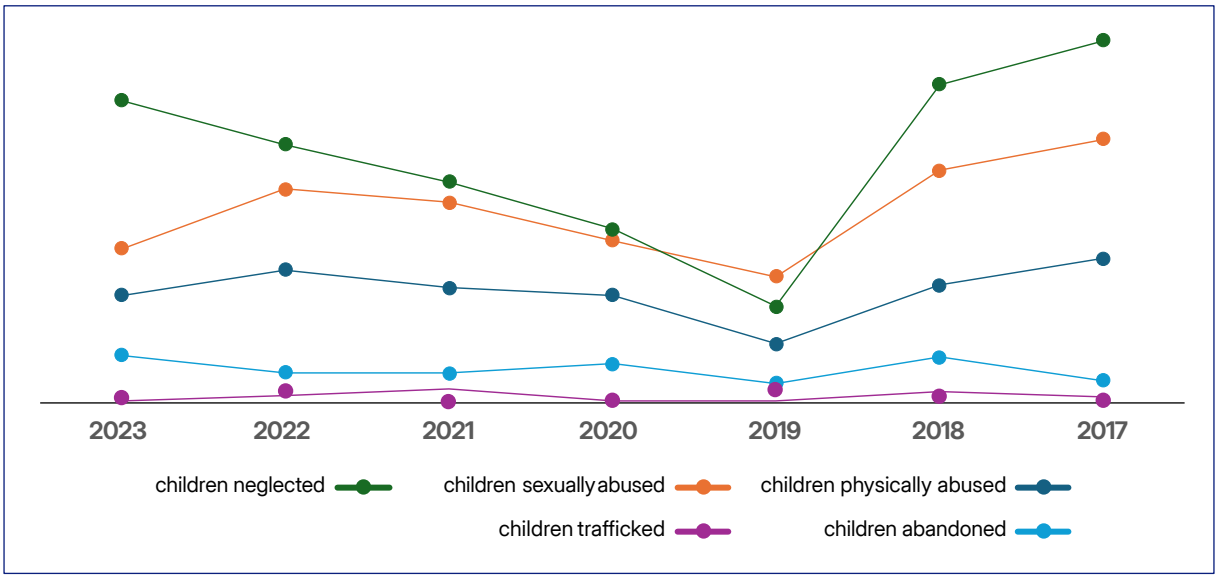
The Namibian Government is guided by the "rights-based approach" in developing its policies, guidelines and legislation for Namibian children and is committed to childcare and protection, with responsibilities shared among various ministries and government agencies. These entities collectively serve a child population of 1,397,975, representing 47 percent of Namibia's total population, as recorded in the National Housing Census (2023). In fulfilling its obligations under various human rights instruments, Namibia is guided by two principles, namely the "best interests of the child" and "child participation".

It is important for children to have access to quality care, support, justice and other services needed to ensure physical, mental and social well-being. To ensure this, there is a need for effective implementation of policies and legislations that are regularly monitored and positively impacting children. The policies should be revised and updated taking into consideration emerging issues.

Findings from the 2022 Disrupting Harm Survey reveal that 9 percent (approximately 20,000 children annually) of internet users aged 12–17 in Namibia experience clear instances of online sexual exploitation and abuse. The growing prevalence of online child sexual exploitation and abuse (OCSEA) presents a significant challenge, necessitating the robust digital safety measures and targeted interventions undertaken by the Government.

During the reporting period 14,059 cases of violence against children, encompassing physical abuse, sexual abuse, neglect, child trafficking, and abandonment were recorded. Figure 4.1 presents violence against children cases reported to social workers during the period under review.

Figure 4.1: Number of VAC cases reported to the MGEPESW



Source: Child care and protection electronic management system, 2024, MGEPESW

Furthermore, the 2019 Violence Against Children Survey highlighted significant challenges, revealing that 32.7 percent of girls and 30.9 percent of boys aged 13–17 experienced physical or verbal violence at home. Additionally, the survey documented a high prevalence of violence against women and girls, standing at 52 percent. Among young adults aged 18–24, 39.6 percent of females and 45.0 percent of males reported experiencing physical, sexual, or emotional violence during childhood.

A formative study on child marriage confirmed that child marriage remains a critical issue in Namibia, particularly in six regions: Kunene, Kavango East, Kavango West, Zambezi, Omusati, and Ohangwena. Launched in 2020, the National Formative Study on Child Marriage reported a prevalence rate of 18.4 percent for females and 4.1 percent for males, based on findings from the 2013 Namibia Demographic and Health Survey (NDHS).

It is imperative to ensure an adequate number of trained professionals with the necessary skills to support child protection services. Currently, the social worker-to-child ratio in Namibia is 1:17,923, posing a significant barrier to providing timely and effective prevention and response services.

Sub-Sub Goal

Improved care and protection for children's well-being

Goal Description and Policy Intent

This goal focuses on integrating child-centred approaches into broader economic and social development efforts to ensure that policies and services are responsive to the specific needs and rights of children. It highlights the importance of safeguarding children's safety, health, education, and development as essential to long-term societal progress. The policy aims to create supportive environments by strengthening legal protections, addressing violence and exploitation, and ensuring that services are responsive to different developmental stages, especially for those in vulnerable circumstances. It also emphasises building the capacity of caregivers, communities, and service providers to effectively support and protect children.

Desired Outcome 0221:

By 2030, the care and protection for children's wellbeing has improved, with a score on minimum packages of care index increased from 0.58 to 0.63.

Selected Targets

Indicator	Baseline (2024)	Target (2030)
Minimum package of care index	0.58	0.63
Child marriage prevalence rate	22.5	12.5
Violence against children cases	14, 059	10 000

Strategies and Game Changer

(i) Improve Coordination of the Child Protection Services

This strategy focuses on strengthening and increasing the operational workforce of child protection structures and actors by improving case management, service delivery, coordination, and accountability mechanisms. Integration ensures that different sectors such as health, education, justice, protection, and social services work together seamlessly to provide holistic support to children in need of protection.

(ii) Enhance Prevention and Early Intervention Programs

This strategy entails programs that build protective factors including violence against children's and exploitation campaigns, parenting support, positive discipline, life skills education, and other community-based awareness campaigns to stop harm before it occurs. It also includes early detection mechanisms and services that respond quickly to signs of risk.

(iii) Strengthen the Coordination, Integration, and Utilisation of Research and Data Systems for Child Protection Services

This strategy aims to improve the collection, analysis, and use of child protection data and evidence to inform policymaking, planning, and service delivery. It promotes integrated information systems, supports national research agendas on child welfare, and encourages collaboration between academic institutions, government agencies, and civil society.

(iv) Strengthen Multi-Sectoral Coordination to Eliminate Child Labour

This strategy entails fostering coordinated efforts among key government ministries i.e. labour, education, child welfare, and agriculture alongside civil society organisations, traditional authorities, the private sector, and development partners, thus ensuring that children are protected from child labour practices.

Game Changer:

Improve coordination and integration of Child Protection Services.

Improving coordination mechanisms and integration of child protection systems is crucial to ensuring timely and comprehensive responses to child abuse, neglect, and exploitation. A more effective system will enable better coordination among stakeholders, enhance prevention, service delivery, and ensure that resources are allocated where they are most needed. It will also foster a child-centred approach, ensuring that children's rights are upheld and that children receive protection, support, and justice, when needed.

Implementation will involve streamlining case management processes, improving data collection and sharing mechanisms, and enhancing the capacity of multisectoral service providers through training and resources. Success will be evident through quicker and more effective responses to child protection cases, better reporting and tracking of abuse, and increased public awareness and confidence in the child protection system. There will be a reduction in the incidence of child abuse and exploitation, increased access to services for vulnerable children, and stronger collaboration among stakeholders.

Flagship Programme

Programme 1: Child Care and Protection System

The Child Protection Flagship Programme is designed to protect children's rights and enhance their wellbeing through a comprehensive framework. The programme will focus on enforcing legal frameworks that uphold children's rights, ensuring access to essential services, particularly for vulnerable groups through an integrated case management system. It will ensure that a rehabilitation centre is established for children living and working on the street, children in conflict with law, and children with behavioural problems. It will also encourage community engagement to foster supportive environments for children and actively involve community members in safeguarding efforts including residential childcare facilities and shelters of gender-based violence (GBV violence against children (VAC) and trafficking in persons (TIP). Capacity building, through training and institutionalisation of trainings at tertiary levels for service providers and caregivers, will be emphasised to improve responses to child protection services. Finally, the Child Research and Training Institute, and a monitoring and evaluation system are established to assess the program's effectiveness and adapt to the changing needs of children and families.

Focus Area

Sustainable Social Protection, Community Empowerment and Resilience

4.4.3 Sustainable Social Protection, Community Empowerment and Resilience

Situation Analysis

Social protection, community empowerment and resilience are foundational pillars for addressing poverty, inequality, and economic vulnerability in Namibia. This focus area aims to ensure that vulnerable populations have equitable access to economic opportunities and are supported by a robust social security framework. The social protection system involves various stakeholders such as the Government, private sector, communities and civil society. It hinges on four pillars: (i) social services, which provide social care services to individuals and families; (ii) social assistance, offering direct support to vulnerable groups in forms of cash transfers and in-kind; (iii) social insurance, protecting individuals against life's uncertainties, and (iv) the labour market which promote economic empowerment.

The social protection system of Namibia comprises of contributory and non-contributory schemes. The system lays out a comprehensive and integrated approach to address life-cycle risks, from early childhood to old age, thereby ensuring that all Namibians can access essential services and secure their livelihoods.

Namibia is classified as a low-middle-income country with a high-income inequality second only to South Africa globally and with a Gini coefficient of 0.56. About 17.4 percent of the population lives below the monetary poverty line, while 10.7 percent are classified as living in extreme monetary poverty. Additionally, 43.3 percent of Namibia's population live in multidimensional poverty. Multidimensional poverty is more pronounced among female-headed households (with a rate of 46 percent), than male-headed households (with a rate of 41 percent), NSA (2021). Poverty in Namibia is the highest among children age groups: 0-4 years (56.2 percent), 5-9 years (49.9 percent), and 10-14 years (48.5 percent) and old age pensioners aged 61+ at 45 percent.

During the NDP5 implementation period, the Government addressed poverty and inequality through various interventions. Such interventions, within the social protection framework, include the old age grant, disability grant, Funeral Benefit Programme, children's grants, veterans' grants and the conditional basic income grant (CBIG). A coverage of 98 percent for the old age grant beneficiaries, 74 percent for disability grant beneficiaries, and 75 percent for children's grants beneficiaries was achieved. A successful funeral claims processing rate of 96 percent was achieved for the Funeral Benefit Programme.

In addition, a coverage of 14 percent of extremely poor households was maintained under the Food Bank which was translated to the CBIG as of October 2024. The coverage has since increased to 28 percent. In 2023/24 social insurance has recorded pay out of claims of benefits such as N$205.4 million for maternity leave, N$23.4 million for sick leave, and N$9.1 million for death benefits. Additionally, the Funeral Benefit Scheme paid out a total of N$2.7 million.

Sub-Sub Goal

Improved livelihoods for poor and vulnerable households

Goal Description and Policy Intent

The policy aims to ensure that all poor and vulnerable households, regardless of their location, are supported through a comprehensive and inclusive social protection system. The policy intends to reduce poverty levels, build resilience, and improve the living standards of households through increased social protection coverage across all stages of life. It also seeks to strengthen the adequacy of benefits while empowering communities through enhanced access to services, promotion of self-employment, income-generating opportunities, and the development of sustainable livelihoods. It also seeks to streamline processes and mechanisms to fast-track coverage of all employed persons, including those in the Informal economy.

Desired Outcome 0222:

By 2030, social protection coverage has increased from an average of 74 to 85 percent.

Selected Targets

Indicator	Baseline (2024)	Target (2030)
Percentage average coverage of all social grants	74	85
Percentage coverage of social security	55	66

Strategies and Game Changer

(i) Operationalise Integrated Beneficiary Register (IBR), and streamline integrated social protection information systems

The government information system will achieve greater interoperability of systems between OMAs to enable information flow, enhance service delivery, and improve coordination.

(ii) Enhance advocacy and expand social protection coverage

This strategy focuses on raising awareness and engaging key stakeholders to prioritise and invest in social protection. Although several schemes exist, major coverage gaps remain, specifically for children, informal workers, and poor and vulnerable adults aged 19–59. Advocacy will promote inclusive policies, increase public awareness, and increase enrolment in social protection programmes, thereby positioning social protection as a key response to emerging challenges.

(iii) Consolidate fragmented social protection functions for effective service delivery

The country's social protection landscape is characterised by fragmentation and siloed delivery, which hampers coordination, efficiency, and impact. This strategy aims to streamline and harmonise functions, mandates, and delivery mechanisms across sectors. It supports establishing and strengthening the existing coordination structure, common standards for service delivery, and unified targeting tools to improve case management, ensure holistic support to beneficiaries, and reduce duplication.

(iv) Promote economic opportunities at the community level

This strategy aims to strengthen local economies by creating opportunities for income generation, skills development, and small business growth at community level. It promotes community-based projects and entrepreneurship initiatives that empower people, especially women and youth, to become more economically self-reliant.

Game Changer:

Operationalise Integrated Beneficiary Register (IBR), and streamline integrated social protection information systems

The government information system will achieve greater interoperability of systems between OMAs to enable information flow, enhance service delivery, and improve coordination. Beneficiation in this instance includes an effortless transition to digitalisation, ensuring seamless access to beneficiaries' information, enabling easy mapping of beneficiaries' information, and aiding various research interventions.

Mapping the existing information systems in various OMAs to ensure interoperability; signing of MoUs; exchanging Integrated Bioinformatics Infrastructures (IBIs) (linkages), and regular data updates will be done.

Social protection programmes are fully integrated, ensuring streamlining, and resulting in effective coordination of poverty eradication efforts. Further, this results in efficiency of service provision, reduction in resources wastage as well as reduction in the duplication of services.

Flagship Programme

Programme 1: Social Protection

The programme is designed to provide comprehensive social protection for individuals and households facing economic vulnerability across the country. It integrates both social assistance and social insurance interventions to reduce poverty, uphold dignity, and improve the living conditions of citizens throughout the life cycle. The social assistance component delivers direct income support to poor and vulnerable groups, including children, persons with disabilities, older persons, and disadvantaged families.

The social security component provides contributory protection against life events and risks that may lead to financial distress. The programme offers a range of benefits such as compensation for work-related injuries, maternity and sick leave, death benefits, retirement support, and assistance following motor vehicle accidents.

Furthermore, in order to create resilience among poor communities who are not covered by social grants in rural areas, the programme aims to promote self-employment, improve income generation, and enhance communities' overall livelihoods by operationalising the Cluster of Sustainable Villages (CSV) model as a practical framework for delivering integrated, community-driven services and opportunities.

Credit:Servaas van den Bosch/IPS

Focus Area

Disability Mainstreaming, and Integration of Indigenous Minorities

4.4.4 Disability Mainstreaming, and Integration of Indigenous Minorities

Overview

This focus area will focus on the mainstreaming of disability and the integration of indigenous minorities into mainstream socio-economic development of the country. While disability is increasingly being understood as a human rights and social issue, persons with disabilities continue to experience challenges at personal, community and societal level. The integration and mainstreaming of disability issues and indigenous minorities will be implemented through strategies and programs to improve their livelihoods and quality of life.

The Namibia 2023 Population and Housing Census estimates that there are 152,790 people with disabilities in the country, compared to 98,413 in 2011. The people with disabilities experience barriers in accessing services as well as information on services, due to stigma, discrimination, and traditional and cultural practices.

Overall disability prevalence is at 4.4 percent, more prevalent in rural areas (5.8 percent) than urban areas (3.2 percent). Across the regions, the prevalence ranges between 6.8 percent in Kavango West and 2.6 percent in Khomas. The top three regions with the highest disability prevalence rates are Kavango West (6.8 percent), Omaheke (6.1) and Kavango East (5.8). The census further indicates that out of 756,339 households in Namibia, 90,077 households have persons with disabilities, of which 50,002 are headed by persons with disabilities.

Since the inception of the Education Support Programme in 2018, the programme has supported a total of 501 students as of 2023 and has made a difference in ensuring that persons with disabilities obtain tertiary qualifications, and 1,403 individuals with severe disabilities have benefited from the Individual Support Programme.

The 2023 Population and Housing Census report states that Namibia has 75,569 members of the indigenous minority groups (San, Ovatue, and Ovatjimba), accounting for 2.5 percent of the total population. The indigenous minorities are predominantly found in 10 regions, namely: Kavango East, Kavango West, Kunene, Ohangwena, Omaheke, Omusati, Oshana, Oshikoto, Otjozondjupa, and Zambezi (NSA, 2024).

Through the Marginalised Communities Education Support Programme, during the NDP5 period, the number of hostels boarding learners has increased to 3,563 in 2018, while 3,978 students were registered at institutions of higher learning, including VTCs. A further 708 were registered in tertiary education in 2018, and 295 had graduated from the programme. There is an observable low literacy rate of 23 percent among these communities.

Sub-Sub Goal

Persons with disabilities and indigenous minorities accessing essential services and opportunities with improved quality of life and livelihood

Goal Description and Policy Intent

The policy intends to ensure that persons with disabilities and indigenous minorities contribute to the social and economic development of Namibia by giving them opportunities to access essential services.

Desired Outcome 0223:

By 2030, access to essential services of persons with disabilities has increased from 3,015 to 4,850.

Desired Outcome 0224:

By 2030, access to essential services of persons from indigenous minorities has improved from 6,591 to 10,012.

Selected Targets

Indicator	Baseline (2024)	Target (2030)
Number of persons with disabilities with access to essential services (education, health, employment, agricultural opportunities, land, housing, and sanitation)	3015	4850
Number of people from the indigenous minorities with improved access to essential services (education, health, employment, agricultural opportunities, land, housing, and sanitation)	6591	10012

Strategies and Game Changer

(i) Enhance access to essential services

The strategy further aims to enhance access to health, employment, education, land, agricultural opportunities, and housing, water and sanitation for persons with disabilities and indigenous minorities.

(ii) Strengthen advocacy and promotion of human rights

The strategy aims to strengthen advocacy and promotion of human rights issues related to persons with disabilities and disability mainstreaming, and integration of Indigenous minorities.

(iii) Strengthen institutional and legal frameworks

The strategy also aims to strengthen institutional and legal frameworks to mainstream disability

Game Changer:

Enhance access to essential services (health, employment, education, social grants, lands, agriculture opportunities, housing, water and sanitation)

Efforts are required to ensure food security, access to employment, education, and sustainable livelihoods for persons with disabilities and indigenous minorities. Food insecurity is an issue in Namibia, with the number of food-insecure people standing at 24.65 percent in 2023 (FAO 2024). The situation is worse for indigenous minorities as their sources of food are limited, and this is worsened by the illegal fencing off-of the lands they depend on for their indigenous food. To enable improved standards of living for people with disabilities and indigenous minorities, it is pivotal to ensure access to education, health, employment, land, agricultural opportunities, housing, water and sanitation.

Flagship Programmes

Programme 1: Disability Mainstreaming

Disability mainstreaming will be achieved through advocacy and promotion of inclusion of persons with disabilities, based on human rights, to create barrier-free environments in public and private spaces such as schools, workplaces, hospitals, communities, transport industry, recreational spaces and the wider society. It will also be achieved through the prioritisation of affordable and sustainable interventions for provision of land, housing and sanitation for persons with disabilities, and establishment of projects and interventions that increase economic empowerment. Further, disability mainstreaming will be achieved through creating an environment where persons with disabilities effectively and fully participating in political and public life, and through provision of universally accessible recreational and sporting facilities to provide opportunities for persons with disabilities to enable them to utilise their creative, artistic, and intellectual potential.

Programme 2: Integration of Indigenous Minorities

The integration of indigenous minorities will be achieved by ensuring protection and promotion of their rights and effective consultation, participation, and representation, and through the promotion of equal access to quality education, protection and promotion of indigenous languages, cultural diversity and traditional knowledge through educational support. Further, it will be achieved through the promotion of access to food security, advocacy for employment opportunities, and initiation of communities and individual sustainable livelihoods projects. Likewise, it will be realised through facilitation of access to land for land re-distribution/resettlement and securing of land tenure security and land rights. Additionally, the programme will ensure the provision of basic needs such as access to quality health service, decent shelter, potable water, and sanitation facilities.

Focus Area

Food and Nutrition Security

4.4.5 Food and Nutrition Security

Situation Analysis

The focus area will deal with the 'triple burden of malnutrition', where undernutrition (stunting and wasting) co-exist alongside over-nutrition (overweight and obesity) and hidden hunger (micronutrient deficiencies). The focus area will pursue a more integrated multi-sectoral approach to food and nutrition security in Namibia. To this effect, three concepts for food and nutrition security are taken into account, namely: (i) availability, which ensures that Namibia is able to produce sufficient and diverse food locally; (ii) accessibility, which takes into account the ease of access to food by community and household and (iii) utilisation, which ensures sufficient nutritious and diverse diet and overall consumption behaviours; it includes maternal and child nutrition.

A large proportion (about 70 percent) of Namibia's population depend on agriculture for their livelihood. Namibia is also a net importer of food commodities; this situation has made food and nutrition insecurity a national concern, especially in the face of increased vulnerability to the changing climate and external shocks. Incidences of malnutrition, stunting and hunger are also among the public concerns in Namibia, exacerbated by high unemployment rates, high household poverty levels, and huge income inequality.

Over the NDP5 period, the percentage of food-insecure individuals fluctuated between 9 and 26 percent. The lower percentage could be attributed to improved access to food in Northern Upland Cereal as well as Northern Central Upland Cereal and Non-Farm Income zones due to good rainfall. The other contributing factors include the implementation of government programmes such as the Food Bank, and the increase in coverage of the vulnerable children's grant. The upward trend is attributable to erratic, below-average rainfall and drought conditions which led to a significant decline in agricultural production, both for income generation and personal consumption.

Stunting rates in Namibia stood at 24 percent of children under 5; in addition, 6 percent are wasted, and half of all the children under 5 are anaemic (NDHS,2012).

According to the latest Food and Agriculture Organisation (FAO) Integrated Food Security Phase Classification (IPC: July-Sept.'24), 85,168 people (2.81 percent) are in a state of emergency; 1,349,622 people (44.67 percent) are in crisis; 842,187 people (27.86 percent) are stressed, and only 745,425 people (24.65 percent) are food secure. Most households live at least partly off agriculture; however, nutrient-dense foods are not widely produced, and the main domestic supply is staple foods. Fresh, nutritious foods are best at meeting micronutrient needs, and their prices drive the cost of the nutritious diet. Furthermore, the impact of the drought on crop and livestock production led to an increased reliance on imported staple crops whereby the total horticulture imports increased from 52,853 tons (2018/19) to 68,536 tons in 2020/21 (NAB,2021).

National cereal production has been fluctuating over the NDP5 period, mostly on a positive trajectory, with the highest production recorded in 2021/22 at 168,181 tons, and the lowest was recorded in 2018/19 at 47,284 tons. The low production observed in 2018/19 was due to the severe and unprecedented drought conditions experienced and to some extent, the fall armyworms reported in the dry land crop producing area. The good harvest is attributed to the above-normal rainfall received, as well as an increase in the planted area by many commercial producers. This in turn, positively contributed to the country's self-sufficiency rate, recording an average of 52 percent (2021/22), compared to 41 percent in 2018/19.

During the NDP5 period, 5,400 hectares of land under irrigation for agronomic production at green schemes was developed in first year of implementation (2017/18) against the targeted 19,800ha.

Livestock farming contributes more than 70 percent of the overall agricultural output, and during the NDP5 period, the share of value added in livestock farming averaged 13.2 percent. Furthermore, the livestock subsector recorded fluctuating results over the NDP5 period, with the first two years (2017/18-2018/19) of implementation recording constant outturn of 12.5 percent, which represents a slight decline from 15 percent registered in 2016/17. This is attributed to, among others, an increase in the total number of cattle marketed during 2016/2017, which was 453,387 compared to 296,197 marketed in 2017/2018. This was followed by an improved outturn of 19.5 percent in 2019/2020. However, this momentum of growth could not be sustained as progress declined to 10.2 and 11.9 percent in 2020/21 and 2021/22, respectively.

Sub-Sub Goal

Namibia is food and nutrition secured, with increased levels of diverse food production

Goal Description and Policy Intent

Ensuring that households and communities have reliable access to affordable, self-reliant, sufficient, safe, and nutritious food to meet their dietary needs is critical. The focus is on addressing both immediate and long-term food needs and nutrition security by improving the availability, accessibility, and affordability of nutritious food sustainably. The goal encompasses efforts to strengthen local food systems and infrastructure, enhance agricultural productivity, promote post-harvest loss initiatives, promote sustainable practices, and strengthen communities' resilience.

Desired Outcome 0225:

By 2030, the production of agricultural foods for local consumption has increased on aggregate from 40 to 80 percent, and the number of food-insecure people declined from 56 to 34 percent.

Desired Outcome 0226:

By 2030, Namibia has reduced all forms of malnutrition, with low birth weight reduced from 12 percent to 7 percent, and early initiation of breastfeeding increased from 79 to 84 percent.

Selected Targets

Indicator	Baseline (2024)	Target (2030)
Percentage of agricultural foods (cereal, horticulture, meat) locally consumed	40	80
Percentage of food-insecure people	56	34
Percentage of low birth weight	12	7

Strategy and Game Changer

(i) Enhance sustainable agricultural production and productivity at national and household level

The strategy aims to promote sustainable food production at household level. Additionally, the strategy aims to improve reach and effectiveness of nutrition-specific interventions aimed at preventing and addressing all forms of malnutrition. The strategy further seeks to strengthen the collection of data on nutrition (under-nutrition, stunting, obesity, anaemia, non-communicable diseases).

Game Changer:

Enhance sustainable agricultural production and productivity at national and household level.

Flagship Programmes

Programme 1: Crop production and productivity at household level

The programme aims to ensure accelerated provision of subsidised inputs, equipment, and materials to increase agricultural production at household levels to address food and nutrition security.

Programme 2: Nutrition improvement

This programme aims to ensure that all Namibians, particularly mothers, children, and the marginalised are food and nutrition secure at household level through coordinated, data-driven, and community-anchored approaches and means. The programme will further promote access to nutrition with a focus on integrating nutrition in all community-based livelihood projects so as to reduce malnutrition-related illnesses.

Focus Area

Water and Sanitation

4.4.6 Water and Sanitation

Situation Analysis

The focus area's objectives are to contribute to improved public health; reduce the burden of collecting water; promote community-based social development. taking the role of women into account; support basic water needs; stimulate economic development and promote water conservation. In addition, the focus area aims to improve the provision of sanitation services to contribute towards improved health and quality of life; use improved sanitation infrastructure options; ensure a hygienic environment; protect water sources from pollution and promote water conservation.

Namibia is committed to provide water as a fundamental human need; promote livelihoods, health, and economic growth; ensure food and energy security and protect the environment to contribute to prosperity. Further, the aim is to ensure access to safe and adequate sanitation facilities for essential public health, environmental sustainability, and human dignity.

The Government commits to achieve universal access to adequate and sustainable sanitation and hygiene services and eliminate open defecation by 2030. In addition, emphasis is placed on strong leadership, and commitment and coordination at all levels to build and sustain governance for sanitation and hygiene across sectors.

During the NDP5 period, the demand for water to urban areas has increased due to rural-urban migration. The urban population is estimated to rise to 67 percent by 2041, placing additional strain on water supply.

Access to safe drinking water in rural area was 83.5 percent in 2023, while in urban areas it stood at 98.0 percent. Efforts were made through the provision of new boreholes; rehabilitation of existing boreholes; construction of earth dams; connection of pipelines; roll-out of the 2018-2020 drought programme, and enhanced accessibility in rural areas. However, the provision of safe drinking water to rural areas is still a concern as some proportions of rural households i.e. 16.5 percent still utilise unsafe water from local water supplies, such as streams, rivers, and wells.

The Government of Namibia has undertaken various initiatives to improve sanitation conditions and access to improved sanitation facilities. Overall, about 11,332 households have access to proper sanitation in urban areas against the set target of 62,500. In rural areas, 7,611 improved sanitation facilities were constructed against the set target of 11,000.

During NDP5, the percentage of rural households practicing open defecation reduced slightly from 72 percent to 65 percent; however, for urban households, it increased from 22 percent to 25 percent. Furthermore, in 2021/2022, rural households with access to sanitation increased from 28 percent to 35 percent, and urban households with access to sanitation increased from 76.9 percent to 77 percent.

Sub-Sub Goal

Improved access to potable Water and Sanitation facilities

Goal Description and Policy Intent

The goal is to ensure that potable water is available, accessible and affordable to all Namibians. The goal further intends to ensure access to improved sanitation facilities and to reduce open defecation.

Desired Outcome 0227:

By 2030, access to potable water at household (hh) level has increased from 90.75 to 94.8 percent.

Desired Outcome 0228:

By 2030, access to basic sanitation at household (hh) level has increased from 57.15 to 64.2 percent.

Selected Targets

Indicator	Baseline (2024)	Target (2030)
Percentage urban hh with access to potable water	98	99
Percentage rural hh with access to potable water	83.5	90.6
Percentage of urban households with access to basic sanitation	78.7	83
Percentage of rural households with access to basic sanitation	35.6	45.4
Percentage of households practicing open defecation nationally	40	30.8

Strategies and Game Changer

(i) Develop a National Water, Sanitation and Hygiene Information System

Access to timely and reliable data will improve the performance of the sector. It is therefore crucial to develop a national WASH data system, which is a real-time water supply, sanitation and hygiene information system (WSSHIS) linked to and fed by key stakeholders. The policy intent is to streamline information dissemination and communication within the sector, and it attempts to improve communication systems with stakeholders.

(ii) Strengthen coordination and institutional capacity of the water, sanitation, and hygiene (WASH) sector at national, regional, and local levels

The strategy aims to enhance coordination mechanisms and build institutional capacity at national, regional, and local levels to improve planning, implementation, and oversight of WASH services. This includes clarifying roles and responsibilities, improving inter-agency collaboration, and ensuring adequate staffing, resources, and training to deliver equitable and sustainable WASH outcomes.

(iii) Expand water supply infrastructure in urban, peri-urban and rural area

The strategy aims seeks to ensure access to water services through the drilling and installation of boreholes, rehabilitation of water points and rehabilitation of short pipelines, and the modernisation of traditional wells in rural communal areas and resettlement farms, and extension of water pipelines.

(iv) Ensure the affordability of water for poor and vulnerable households

This can be done by strengthening the water tariff regulatory frameworks and expanding rolling out of the Government Water Supply Subsidy. Mechanisms for transparent subsidies and/or cross-subsidisation using rebates for those who are unable to pay for water supply and sanitation (WSS) services will be strengthened.

(v) Promote nationwide campaigns and advocacy on sanitation and hygiene

The aim is to promote nationwide campaigns to drive positive behavioural change and active community participation; utilise the Community-Led Total Sanitation (CLTS) approach to foster sustainable good hygiene practices, and engage traditional leaders to mobilise communities, and reinforce key messages.

(vi) Scale - up Sanitation coverage in urban and rural areas

The involvement of local workers and unemployed young people trained in bricklaying and plumbing should be encouraged to rapidly build capacity at community level, to create employment and satisfy demand. Subsidised sanitation infrastructure needs to be constructed through a labour-based approach to the extent possible, thereby creating short-term employment.

Game Changer:

Develop a National Water, Sanitation and Hygiene Information System

Access to timely and reliable data will improve the performance of the sector. It is therefore crucial to develop a national WASH data system, which is a real-time water supply, sanitation and hygiene information system (WSSHIS) linked to and fed by key stakeholders. The policy intent is to streamline information dissemination and communication within the sector, and it attempts to improve communication systems with stakeholders.

Flagship Programme

Programme 1: Access to Water, Sanitation and Hygiene

The water, sanitation and hygiene sector are striving to improve services provision for communities. The programme will improve matters related to expanding water access for drinking, agriculture and industry, and strengthen the resilience of water infrastructure. This will require innovation, water treatment technology, and infrastructure development. In addition, sanitation coverage will be improved through sanitation subsidies targeting vulnerable households, and hygiene education promotions to stimulate self-construction by households who can afford it. Stakeholder coordination is seen as a foundation during the programme's implementation.

Focus Area

Human Settlement

4.4.7 Human Settlement

Situation Analysis

The Namibian Government has identified land and housing provision as one of its priority areas for development. Namibia is committed to the principles of adequate shelter for all and promotion of sustainable human settlement development. Human settlement is defined as "the totality of the human community, city, town or village with all the social, material, organisational, spiritual and cultural elements that sustain it".

The establishment of human settlements is one of the most important factors which will harness the full development potential of Namibia to address current and future needs of the growing population. In Namibia, regional and local governments, private sector entities, civil society, local communities, and international development partners collaborate to establish economically-, physically-, environmentally-, and socially integrated and sustainable human settlements.

Namibia is becoming an increasingly urban country with an estimated urban population standing at 50 percent in 2023. In addition, the population in urban areas has increased by over 65 percent between 2011 and 2023, and the rural population increased by 26.35 percent during the same period.

According to the 2023 Population and Housing Census, 28.7 percent of households are living in informal dwellings or shacks (40.2 percent in urban areas and 14.7 percent in rural areas). Approximately 10,494 new houses were constructed, and 18,387 plots were fully serviced during the period under review, against the set targets of 36,000 and 25,000, respectively.

During the NDP5 period, 300 townships were proclaimed against the target of 105. In addition, the National Housing Information System (NHIS) was developed and launched in October 2022. The database will cover housing statistics in the country and new housing provisions per year, and it will assist planning in the housing sector, and strengthen coordination between different players in the sector.

Sub-Sub Goal

Achieved inclusive and sustainable human settlement

Goal Description and Policy Intent

The sub-sub goal aims to create inclusive and sustainable human settlements, by mainly unlocking housing opportunities (spatial planning, serviced land with basic services, and security of tenure) for both urban and rural residents.

Desired Outcome 0229:

By 2030, Namibia has unlocked housing opportunities at scale for urban and rural residents by increasing serviced plots from 25,111 to 50,000 and houses constructed from 12,598 to 55,126.

Desired Outcome 0230:

By 2030, proportion of households living in informal settlements have reduced from 28.7 to 14.35 percent.

Selected Targets

Indicator	Baseline (2024)	Target (2030)
Number of plots serviced	25,111	50,000
Number of new houses constructed countrywide	12,598	55,126
Percent of households living in informal settlements	28.7	14.35

Strategies and Game Changer

(i) Flexible Land Tenure Act implementation and affordable housing delivery

The strategy aims to ensure, provision of affordable serviced land, and tenure security as an opportunity for adequate housing for all low and ultra-low-income groups. This will be delivered through stakeholder involvement and development of alternative housing construction models.

During NDP6, the Flexible Land Tenure Act will be rolled out to local authorities on a larger scale. It is anticipated that more urban land will be delivered by the Flexible Land Tenure Act. This strategy will further lead to the formalisation of informal settlements through the implementation of the provisions of the Act to provide land titles to the residents.

(ii) Strengthen coordination of spatial planning in the country,

Through the development of a national spatial development framework, regional structure plans for regional councils and local authorities, densification of existing urban areas and the decentralisation of some of the approval procedures to the regional and local government levels will be strengthened.

(iii) Accelerate serviced land delivery

Serviced land delivery will be accelerated through the development of alternative land servicing models such as the incremental greenfield development concept.

(iv) Upscale informal settlements upgrading.

Land in informal settlements will be serviced through various means, including residents' participation.

Game Changer:

Flexible Land Tenure Act implementation and affordable housing delivery

The strategy aims to ensure, provision of affordable serviced land, and tenure security as an opportunity for adequate housing for all low and ultra-low-income groups.

During NDP6, the Flexible Land Tenure Act will be rolled out to local authorities on a larger scale. It is anticipated that more urban land will be delivered by the Flexible Land Tenure Act. This strategy will further lead to the formalisation of informal settlements through the implementation of the provisions of the Act to provide land titles to the residents.

Flagship Programmes

Programme 1: Massive Land Servicing

The programme will ensure effective spatial planning and land management to accommodate urban growth and promote equitable access to land. It will further oversee the process of environmental clearance, planning and land surveying, and proclamation of townships, both in greenfield (land not previously developed or improved), and brownfield (land with existing structures and/or infrastructure that has been used or is currently in use) areas. The programme will also focus on land delivery aiming at unlocking housing opportunities as mentioned in the National Housing Policy, through Sustainable Incremental Greenfield Development as well as Participatory Informal Settlement Upgrading. This will ensure security of tenure for informal settlers and the general population.

Programme 2: Mass Housing Development

The programme will aim to deliver housing in general, with special focus on the neediest (the poor and low-income groups) in the country (urban areas and settlements). The programme further entails scaling up and mobilising national resources and efforts towards addressing the backlog in respect of housing to the most affected people.

Focus Area

Health for All

4.4.8 Health for All

Situation Analysis

Namibia's health system provides services through public and private health service providers. Private providers include the private-for-profit, not-for-profit (mission facilities), non– governmental organisations, and informal entities (traditional healers). The public sector provides services at a nominal fee, while exempting those who are not able to pay. Non-governmental organisations play an important role in the delivery of public health programmes, and the Government has engaged them through a social contracting framework. Development partners, on other hand, provide technical and financial support.

The National Health Policy seeks to ensure the promotion and provision of high quality, accessible, acceptable, affordable, effective, equitable and efficient promotive, preventive, curative, rehabilitative and palliative health services to all populations in the country. The country, however, places significant emphasis on maternal and neonatal health (MNH), acknowledging it as a crucial indicator of overall national health. In addition, the COVID-19 pandemic brought to the fore the burden of mental health in the country.

Namibia has made significant progress in managing communicable diseases, particularly HIV/AIDS, tuberculosis (TB), and malaria. The country is close to achieving the UNAIDS 95-95-95 targets, reporting 94 percent of people living with HIV and aware of their status, 97 percent on treatment, and 93 percent virally suppressed. TB treatment success rates stand at 82 percent, with 100 percent success for leprosy cases. In addition, the country has developed a National e-Health Strategy (2021-2025). One of the e-Health Strategy's initiatives is to implement an electronic system (e-Health System) in health facilities; thus, the network infrastructure has been implemented in all 34 district hospitals.

Namibia's antiretroviral therapy (ART) programme has seen a 6,234-patient increase, achieving a coverage rate of 96.6 percent. TB services remain free, and it has led to the reduction in mortality rate of 7.7. Malaria services are also enhanced through effective treatments and preventive measures; however, the mortality rate of 0.59 was recorded against the NDP6 target of 0.

In terms of healthcare professionals training, the country attained doctor per population ratio of 1:701 against 1:1457, and the ration for registered nurses per population was 1:177 against 1:270. Furthermore, the pharmacist per population ratio stood at 1:1715 against 1:2289. Despite this achievement, there remains a skills mismatch in certain healthcare fields.

Sub-Sub Goal

Improved health outcomes of all Namibians

Goal Description and Policy Intent

The aim is to ensure equitable access to quality health services and products, to attain universal health coverage.

Desired Outcome 0231:

By 2030, percentage of the population with access to quality health care for promotion, prevention, curative, palliative, and rehabilitative services has increased from 63 to 75 percent.

Selected Targets

Indicator	Baseline (2024)	Target (2030)
Service coverage index	63	75
Maternal Mortality Ratio (MMR) per 100,000 live births	139	60
Neo-natal Mortality Rate	24	10
Under 5 Mortality Ratio per 1,000 live births.	41	25
New HIV infections per 1000 uninfected population	2.18	1.6

Strategies and Game Changer

(i) **Ensure Equitable Access to Healthcare Services:** The aim is to guarantee access to essential health services for all citizens and strengthen health-financing mechanisms to ensure sustainability, equity, and efficiency in spending.

(ii) **Improving Health Outcomes:** The strategy seeks to develop and implement evidence-based health promotion strategies to address social determinants of health. It further seeks to reinforce community health systems to promote preventive care and health education and improve the provision of equitable, integrated, and quality health and social welfare services.

(iii) **Improve the Provision of Health Infrastructure and Equipment:** The strategy aims to ensure that all health facilities provide a range of specialised services to enhance local healthcare access to all citizens.

(iv) **Strengthen Human Resources for Health (HRH) Development:** The focus is on investing in the development of human resources for health. This involves improving training and education programs for healthcare professionals, ensuring adequate staffing levels, staff retention, and providing continuous professional development opportunities.

(v) **Digitalise the Health Information System:** The aim is to implement e-health initiatives to modernise healthcare delivery and data management. Th focus is further on strengthening the health system's capacity to control emerging, re-emerging epidemics/pandemics, and public health threats through evidence informed proactive measures.

Game Changer:

Ensure Equitable Access to Healthcare Services

To guarantee access to essential health services for all citizens and strengthen health-financing mechanisms to ensure sustainability, equity, and efficiency in spending.

Flagship Programmes

Programme 1: Comprehensive Healthcare

This initiative aims to guarantee that all Namibians have access to needed quality health services (promotive, preventive, curative, palliative, and rehabilitative) without incurring financial hardship. Diseases and health conditions that account for the highest mobility and mortality will be prioritised to tackle maternal and child mortality, to tackle the diseases burden due to communicable and non-communicable diseases, and to reduce the burden due to mental health conditions. Focus will be on disease prevention and health promotion through strong multi sectoral collaboration, in line with the primary health care approach. The health financing system will be strengthened through expansion of mandatory non-contributory entitlements, thus improving efficiency in health spending and ease out-of-pocket payments.

Programme 2: Health Systems Resilience Strengthening

This initiative seeks to build a resilient health system that ensures universal health coverage and health security. The Health Sector Review conducted in 2020 showed that the health system's inherent resilience for Namibia was at 67.8 percent, and overall health system functionality was at 55 percent. Prioritised interventions under this area will build health systems resilience to sustain provision of essential health services during emergencies and other shocks and mitigate the impact of climate change on health. Further, investments under this initiative will mitigate geographical, racial, cultural, and physical barriers to ensure that all Namibians access needed essential services. This initiative will enhance health care infrastructure, particularly in rural areas and sustain availability of essential medical equipment, diagnostic services, and quality pharmaceuticals. It further involves training and deploying community health workers to improve outreach, education, and service delivery at community level.

Chapter 5:

Environmental Sustainability

Sixth National Development Plan (NDP6)

Fostering Economic Growth, Inclusiveness and Resilience for Sustainable Development

Pillar 3: Environmental Sustainability

Situation Analysis

This pillar centres on environmental sustainability, with the primary objective of promoting long-term economic stability through resilience, adaptability, and the exploration of new growth avenues, all while safeguarding Namibia's natural environment. This pillar is crucial in ensuring that economic development proceeds in harmony with environmental preservation, social equity, and responsible management of resources. It serves as a roadmap for the country to enhance its sustainability efforts, ultimately positioning the country as a regional leader in these areas. This foresight is implemented through three key thematic areas that provide a comprehensive framework for achieving sustainable development.

The pillar includes the thematic areas; green/blue economies and renewable resources, which underscores the importance of land tenure security, integrated water resource management, fisheries, living aquatic resources, and biodiversity ecosystem management. Climate change adaptation, resilience, and mitigation, as a thematic area, highlights the necessity of integrating climate resilience into national planning.

Namibia, as one of the driest countries in Southern Africa, depends more on groundwater; this poses a threat to sectors such as agriculture, fisheries, tourism, and mining. The country is increasingly vulnerable to climate risks, such as rising temperatures, prolonged droughts, and unpredictable rainfall patterns, which limits the potential of these sectors. The country made notable progress, particularly through policy initiatives such as the Water Resources Management Act (2013), and the National Water Policy (2000 which aim to promote integrated resource management. Further, the Blue Economy Governance Framework was developed, and 65 percent of ecologically significant marine areas were protected. Namibia has strengthened disaster recovery mechanisms and promoted circular economy initiatives to improve resilience to climate change impacts.

The country exploits renewable energy such as solar, and wind and is making strides towards developing the green hydrogen sector. Namibia imports about 60 percent of its electricity from the Southern African Pool. Notable efforts have been made in reducing dependency on imported energy by expanding its renewable energy capacity by 25MW in 2022.

Goal #03:

Achieve Sustainable Development Through Improved Resilience, Adaptability and New (Green) Growth Opportunities

Desired Outcome 0301:

By 2030, Namibia has improved environmental health and ecosystem vitality with its Environmental Performance Index (EPI) score from 50.9 to 52.0.

Policy Intent

The aim of the pillar is to maintain and preserve the environment to sustain biodiversity for current and future generations. Furthermore, it entails the sustainable utilisation of natural resources for the benefit of communities and development of new industries to spur economic growth and employment creation.

Selected Targets

Indicator	Baseline (2024)	Target (2030)
Renewable energy installed capacity (MW)	367	1400

Strategies

(i) Promote Investment in Green Industries

Invest in green energy, sustainable agriculture, and eco-tourism sectors to diversify the economy.

(ii) Social Protection Measures

Provide social safety nets for workers affected by the transition to a green economy & focus on reskilling

(iii) Ensure Environmental Justice

Promote equitable distribution of benefits from the green economy, particularly for vulnerable communities.

Thematic Areas

Focus Area	Thematic Area
• Land use Planning and Security of Tenure • Integrated Water resources management • Fisheries, Aquatic resources management and Aquaculture development • Biodiversity Ecosystem Management	**Green/blue economies & Renewable Resources**
• Disaster Recovery and Resilience Building • Mainstreaming Climate Change Resilience • Circular Economy	**Climate change Adaptation, Resilience and Mitigation**

Thematic Area 7:

Green/Blue Economies and Renewable Resources Base

5.1 Green/Blue Economies and Renewable Resources Base

Situation Analysis

This thematic area deals with blue economies, which include sustainable fisheries, marine conservation, renewable marine energy, and sustainable tourism, whilst green economies are centred on sustainability, reducing environmental risks, and addressing ecological scarcities. The thematic area further deals with renewable resources, taking into consideration Namibia's aspirations to become a leader in renewable energy in Africa, given its world-class endowment in solar and wind resources.

In an effort to promote the sustainable use of these resources, the Environmental Investment Fund (EIF) was established under the Act of Parliament (Act 14 of 2001). The EIF was established as a response to the growing need for dedicated environmental financing mechanisms to support conservation, climate resilience, and the green economy in Namibia.

Sub Goal

Position Namibia as a leading model for sustainable economic development in sub-Saharan Africa

Goal Description and Policy Intent

This goal encompasses several objectives, ensuring that Namibia increases the capacity and utilisation of renewable resources such as wind, solar, and green hydrogen to reduce the dependence on imported energy. It further seeks to foster economic growth with the objective of economic diversification through blue and green economy sectors, thus creating jobs, attracting FDIs, and improving the overall socioeconomic wellbeing of the Namibian people.

Desired Outcome 0302:

By 2030, Namibia has reduced its reliance on imported electricity by increasing electricity generated from renewable energy sources from 367 MW to 700 MW.

Desired Outcome 0303:

By 2030, Namibia has diversified its renewable energy sources creating 30, 000 green jobs from 800.

Strategies

(i) Promote economic diversification

This strategy aims to promote investment in sectors that are central to the green economy, such as renewable energy, sustainable agriculture, and eco-tourism, to create new job opportunities. It also promotes the development of small, and medium-sized enterprises (SMEs) in green industries to diversify the economy and reduce dependency on traditional resource-based sectors.

(ii) Implement social protection measures

The strategy will Implement social protection initiatives to support workers and communities during the transition. This could include unemployment benefits, income support, and pension schemes to cushion the impact of job losses. The strategy will enable the introduction of upskilling and reskilling programmes to help workers transition to new roles within the green economy, thus ensuring that they are equipped with the necessary skills to thrive in a changing job market.

(iii) Enhance environmental justice

The strategy aims to ensure that communities facing systematic and disproportionately high exposure to environmental hazards such as pollution, floods, droughts, etc are targeted through programmes and projects to eliminate or mitigate the negative effects on the population. In many cases, the affected are those from low-income groups, and indigenous minority groups traditionally leaving in areas where they are vulnerable but may not participate in decision making in situations that affect them.

Focus Area

Land Use Planning and Security Of Tenure

5.1.1 Land Use Planning and Security of Tenure

Situation Analysis

Namibia has pursued land reform to redress historical injustices and promote equitable access to land. The Government has led this effort through key policies and laws, including: the Agricultural (Commercial) Land Reform Act (1995); the Communal Land Reform Act (2002), and the Flexible Land Tenure Act (2012). These instruments have guided the implementation of land acquisition, resettlement, communal land registration, and urban tenure reform.

These legal instruments provide guidance to the administration of commercial agricultural land to achieve the government's land reform objectives in the subsector. The Agricultural (Commercial) Land Reform Act, 1995 stipulates the willing-buyer-willing seller principle and land expropriation as methods of agricultural (commercial) land acquisition.

The largest portion of land is freehold agriculture (commercial) land at 39,728,364 hectares (48 percent), followed by communal land at 28,720,443 hectares (35 percent). State land only constitutes 13,906,437 hectares (17 percent) (Namibia Statistics Agency, 2018). The National Index for Agricultural Land Prices in Namibia increased to 121.1 basis points in 2023, implying an average annual increase of 21.1 percent in agricultural land prices across all regions compared to the 2015 baseline.

The Government formulated two (2) programmes: the Affirmative Action Loan Scheme (AALS) and the National Resettlement Programme (NRP) aimed at resettling previously disadvantaged landless Namibians on commercial farmland. The AALS provides subsidised loans to enable previously disadvantaged Namibians to acquire commercial farms, and the NRP will target small-scale farmers who could not meet the AALS loan requirements due to insufficient assets. The Namibian land reform programme currently offers a 99 years lease agreement to resettled farmers as a form of land tenure security. Once farms are valued and surveyed, the lease may be registered at the deeds office. During NDP5, the country sought to acquire 1, 064,689 hectares of land of which a total number of 84 farms, with a combined size of 413,267.62 hectares, were acquired, at a total cost of N$877,325,822.19. However, since independence, a total of 601 farms, with a combined size of 3.5 million hectares, have been acquired at a cost of N$2.6 billion.

Since the enactment of the Communal Land Reform Act, a total number of 160,731 out of 245, 000 estimated communal land rights have been registered in communal areas across the country. This figure is inclusive of registration carried out during the NDP5 reporting period.

Furthermore, through the Programme for Communal Land Development, investments in infrastructure development to the tune of N$ 202,422,150 have been made in communal areas to increase communal land productivity. In total, 542, 500 hectares of land has been developed in eight (8) regions. During the NDP5 period, tenure insecurity in urban areas has been on the increase, especially in informal settlements. The Government has enacted the Flexible Land Tenure System, Act 4 of 2012, and a combined total of 1335 landhold titles have been issued in Gobabis, Oshakati, and Windhoek. Over the same the period, a total of 8 Integrated Regional Land Use Plans (IRLUPs) have been developed in Omaheke, Hardap, // Kharas, Otjozondjupa, Kavango West, Kavango East, Zambezi, and Oshana regions. Despite these achievements, there is a need to develop a legal framework to enforce the implementation of the IRLUPs.

Sub-Sub Goal

Sustainable and equitable land distribution and use for socio-economic development

Goal Description and Policy Intent

The policy intends to address inequality in land ownership. The policy further aims to promote land access, sustainable utilisation and tenure security across all categories of affected people.

Desired Outcome 0304:

By 2030, Namibia has acquired land for redistribution to previously disadvantaged landless Namibians from 3.5 to 3.9 million hectares.

Desired Outcome 0305:

By 2030, Namibia has secured tenure rights of communal population from 65.9 to 79.3 percent.

Selected Targets

Indicator	Baseline (2024)	Target (2030)
Hectares of land acquired for distribution (million)	3.5	3.9
Proportion of the communal population with secured tenure rights	65.9	79.3
Number of communal land rights registered	160 731	245 000

Strategies and Game Changer

(i) **Promote an integrated land use planning through enhanced coordination and collaboration:** This strategy will include the enactment of the Land Bill into law.

(ii) **Improve land tenure system to promote socio-economic development:** This strategy will include the amendment of the Flexible Land Tenure Act and compulsory implementation to all local authorities and settlements to formalise some informal settlements.

(iii) **Strengthen regulatory framework to address contemporary land issues:** This strategy will focus on imposing appropriate a land tax rate on agricultural commercial land.

Flagship Programmes

Programme 1: Land Acquisition and Redistribution

To acquire land and fairly redistribute it to previously disadvantaged landless Namibians.

Programme 2: Security of land Tenure

To promote tenure security for previously disadvantaged Namibians in commercial, communal, and informal settlements in urban areas.

Focus Area

Integrated Water Resources Management (IWRM)

5.1.2 Integrated Water Resources Management (IWRM)

Situation Analysis

Integrated water resources management (IWRM) is a holistic approach to managing water resources that promotes coordinated development and management of water, land, and related resources. The goal of IWRM is to maximise economic and social welfare in an equitable manner without compromising the sustainability of vital ecosystems. This approach considers the entire hydrological cycle and the interconnections between water usage, supply, and quality across different sectors and stakeholders.

In addition to the Integrated Water Resources Management Plan, the Water Resource Management Act, 2013 (Act No. 11 of 2013) was also promulgated to provide for the management, protection, development, use, and conservation of water resources as well as to regulate, and monitor water services. Given the scarcity of water resulting from climatic conditions, there is a need to preserve water. Namibia, as the most arid country in Southern Africa, experiences low and uneven rainfall ranging from a maximum of 600mm to less than 50mm per year. Approximately 2 percent of this rainfall results in surface runoff, and a mere 1 percent recharges the groundwater. The remaining 97 percent is lost to evaporation (83 percent) and evapotranspiration (14 percent).

The country's internal annual renewable water resources are estimated at 6.2 billion cubic meters, with most of this volume found in perennial rivers that form part of boundary or transboundary water systems. Namibia relies on international water resources, particularly from major river systems shared with Angola, Zambia, Botswana, and South Africa, necessitating close cooperation within the Southern African Development Community (SADC) protocol on shared water resources.

Due to the low, highly variable, and unpredictable rainfall, water scarcity is a significant constraint on agricultural production. Consequently, subsistence agriculture, primarily mixed farming, is practiced on only 6.5 percent of the total land area. The primary demands for water in Namibia are from urban centres, and agriculture in both communal and commercial farming areas, which together account for 91 percent of the country's water demand. Mining and industry water demand increases as per commodity prices. Water demand is projected to increase from 635.5 million cubic meters per annum in the year 2025 to 772 million cubic meters per annum by the year 2030.

During the NDP5 period, three (3) water basin plans were developed, namely: the Cuvelai River Basin, the Upper Swakop Basin, and the Omaruru Basin plans. Namibia shares all the perennial rivers with its neighbours; hence, negotiations for Equitable Reasonable Use (ERU) is important. During the implementation period, two agreements talking to allocation of water were planned, but due to the long negotiation process, only drafts are available for the Lower Orange River and the Kavango River Allocation Strategy.

About 22 percent of Namibia's water supply comes from inadequate water supplies such as ephemeral rivers including Fish, Auob, Nossob, Omaruru, Kuiseb, Swakop, and Omatako, which only flow briefly after heavy rains, and this is limited by the impact of climate change.

Groundwater is increasingly becoming the primary water source in Namibia, particularly in shallow alluvial and deeper aquifers. The Karst Aquifer around Grootfontein, Otavi, and Tsumeb, and the Stampriet Artesian Aquifer in south-eastern Angola and Namibia, play a significant role in supporting agricultural production, particularly for irrigation and livestock. The country recognises potential water aquifer sources such as Ohangwena, Omdel, and Kuiseb to supplement water supply for both domestic and productive use. Due to recent droughts, reliance on groundwater has grown, leading to concerns about overutilisation. Strategic aquifers are at risk of pollution, and many alluvial aquifers, especially in the arid west, are being used beyond sustainable limits. In areas like the north-eastern Kalahari, there is limited understanding of groundwater flow, and in areas where groundwater is used for irrigation, there is inadequate monitoring and protection, raising concerns about the sustainability of these practices.

A significant portion of Namibia's groundwater is highly saline, particularly in the north where most of the country's population resides. Historically, seasonal and ephemeral river flows provided sufficient water, but population growth, climate change, and environmental degradation have now made these surface supplies inadequate and vulnerable to pollution.

Sub-Sub Goal

Equitable and sustainable water use

Goal Description and Policy Intent

The goal aims to ensure water resources are used in a sustainable, and equitable manner by promoting integrated and coordinated water management, while enhancing adaptability to changing climate conditions.

Desired Outcome 0306:

By 2030, Namibia has established a sustainable integrated water resource management system that ensures equitable access from 1608 to 2100Mm^3/annum of water.

Selected Targets

Indicator	Baseline (2024)	Target (2030)
Volume of water resources (Mm^3) available per annum	1608	2100
Percentage of national water protection areas sustainably managed	40	65

Strategies and Game Changer

(i) Establishing a sustainable and integrated water resources management approach

This strategy aims to establish an integrated water resources management system to ensure equitable and reliable access to water through improved governance, strategic infrastructure investment, climate-resilient practices, effective trans-boundary cooperation, and strengthened water research.

(ii) Strengthen and enforce the legal and regulatory frameworks (i.e., Harmonize policies and strategies):

The strategy aims to develop, implement and enforce water resources management relevant plans, policies, and strategies for both basin, national, and international levels to ensure sustainable development and protection of water resources (from pollution and depletion), and responsible utilisation through licensing and compliance to contribute to water supply security for different uses.

(iii) Improve water resources monitoring and information management

This strategy aims to upgrade and expand hydrological and hydrogeological monitoring through additional stations, sensors, and automated data systems. It further aims to regularly assess water quality and quantity for both surface and groundwater to guide use, conservation, and treatment. Additionally, the strategy will strengthen flood monitoring, early warning systems, and maintain a reliable water information system to support data-driven decision making.

Game Changer:

Establish a sustainable and integrated water resources management approach

This strategy aims to establish an integrated water resources management system to ensure equitable and reliable access to water through improved governance, strategic infrastructure investment, climate-resilient practices, effective trans-boundary cooperation, and strengthened water research. The strategy will further strengthen regular communication through joint committees to foster collaboration within the sector. This integrated approach will position Namibia to effectively manage its scarce water resources, reduce vulnerabilities, and secure water for people, ecosystems, and economic development. Establishing a water sector planning platform will also enhance integrated planning by aligning water resource management with infrastructure development.

Flagship Programme

Programme 1: Integrated Water Resources Management

The programme aims to create a comprehensive, sustainable water management system that meets the demands of Namibia's economy, supports public health, and conserves the environment, through integrated and adaptive planning. The programme works towards balancing social economic, and ecological needs, ensuring that water resources contribute positively to Namibia's long-term resilience and development.

Focus Area

Fisheries, Aquatic Resources Management and Aquaculture Development

5.1.3 Fisheries, Aquatic Resources Management and Aquaculture Development

Situation Analysis

This focus area will ensure the protection and management of all living aquatic resources in compliance with all relevant national and international fisheries legislations. The fisheries and marine authorities are mandated to sustainably manage all living aquatic resources as pronounced in the Namibian Constitution and actively endeavours to rebuild historically depleted fish stocks to biologically-sustainable levels and promote aquaculture. Namibia has made considerable progress in capacity development and has acquired modern multidisciplinary infrastructure (vessels, laboratories, etc.) for research and monitoring purposes.

The inland fisheries sector contributes significantly to subsistence and employment of riparian communities. The Namibian inland fisheries contribute to the livelihood of around 205 000 people living along river systems with an estimated value of N$230 million per annum12. These communities primarily inhabit the northern and far north-eastern regions of Namibia. The main fish species utilised from riverine systems are tilapia, catfish, and barbs. Tilapia and catfish are currently over-fished, while barbs are in a stable state. In both the marine and inland fisheries, overfishing and illegal fishing strain the sustainable management of the fishery; thus, there is need to rebuild these stocks to maximum sustainable yield (MSY) level. Furthermore, the aquaculture sector comprises freshwater and mariculture, and it is underdeveloped and has great potential for growth and contribution to Namibia's developmental goals.

In 2024, the fishing sector, accounted for approximately 4 percent of gross domestic product (GDP) and 14.6 percent of total export earnings. The fishing sector provides employment (marine ~18 000 jobs, of which 89 percent are employed onshore; small-scale fisheries ~45 000 informal/self-employment); and supports ancillary industries, thereby enhancing livelihoods in coastal and rural communities. Namibian fish and fisheries products enjoy preferential access to highly valued regional and international markets. The sector has been able to land over 80 percent of its total allowable catches (TACs) and generates revenue.

Namibia has made progress towards the conservation of marine ecosystems through a scientific process of identifying and describing ecologically or biologically significant marine areas (EBSAs) within Namibia's exclusive economic zones (EEZ) during NDP5. In addition, marine spatial planning (MSP), that guides sustainable use, conservation, and management of marine and coastal resources within the EEZ balancing environmental, economic, and social interest in a better coordinated manner, will be developed.

Namibia has been working towards strengthening the management of the Namibian Islands' Marine Protected Area (NIMPA) to conserve important populations of biodiversity and marine ecosystem services targeting the protection of seabirds. Namibia managed to recover some of its wild capture resources to sustainable harvest levels; however, most stocks are still below sustainable level and require continued rebuilding strategies.

Similarly, Namibia has gazetted ten (10) inland fishery reserves, and the National Plan of Action for Small-scale Fisheries (NPOA-SSF 2022-2026) for Namibia aims to enhance the contribution of small-scale fisheries to food security and sustainable livelihoods.

The value addition initiative in the fisheries sector has transformed the social and economic climate in the harbour towns- Walvis Bay and Lüderitz. Various onshore investments were made in the form of cold storage and processing plants with spill-over effects of direct and indirect employment. Prior to 2014, horse mackerel was primarily traded as whole round with limited value addition on land – which accounted for 2,102 jobs. In response to this, eight (8) onshore processing facilities have been established increasing employment by 34 percent to 3,202 individuals (18 percent of the total employment in the fishery sector, ~17 500).

During the NDP5 period, value addition for horse mackerel stood at 23 percent against the target of 70 percent. In pursuit of ensuring that raw material is available for value addition, wet fish quotas are allocated. A continuous trend of converting wet fish quotas to freezer fish quota is prevalent in the horse mackerel sub-sector, which defeats the purpose.

In an effort to promote fish consumption in the country, the Namibia Fish Consumption Promotion Trust (NFCPT) was established. To this effect, current fish consumption stands at 18 kg fish per capita which is below the global target of 20.4 kg per capita.

The aquaculture sector produced about 485 tonnes of fish and aquatic plants (100 seaweeds, 350 tons abalone and oysters, and 35 tons - tilapia and catfish) per annum, creating an average of 300 jobs annually, and 112 fish farmers benefited from aquaculture research, infrastructure development, and extension services. The two main marine species are shellfish (oysters and abalone), and they are valued at an average amount of N$35 million per annum. However, lack of access to quality water and suitable land, poor-quality seed and feed, as well as the lack of suitable fish species for farming have been identified as limitations, contributing to the sector's low level of production, amongst others.

Sub-Sub Goal

Sustainably managed living aquatic resources and developed aquaculture sector

Goal Description and Policy Intent

The goal is to ensure that fish stocks are maintained sustainably and rebuilt to MSY with supporting management measures for sustainable and optimal utilisation of aquatic resources without compromising the socio-economic benefits for future generations. In addition, the goal makes provision for the promotion of aquaculture development to increase production and create employment.

Desired Outcome 0307:

By 2030, the contribution of the fisheries sector to GDP has increased from N$10.4 to N$10.7 billion.

Selected Targets

Indicator	Baseline (2024)	Target (2030)
Sector contribution to GDP (N$ billion)	10.4	10.7
Number of Fish Stocks rebuilt to sustainable levels	0	2
Percentage reduction level of Illegal, unreported and unregulated fishing	15	10
Percentage of the value addition on landed fish	23	45
Number of employed persons	18 000	20 000
Fish per capita consumption (Kg)	18 .0	20.4
Number of Marine Spatial Plan for the EEZ developed	1	3

Strategies and Game Changer

(i) Promote Sustainable Aquaculture Development

The strategy aims to promote and upscale aquaculture production through improving productivity and enhance food security, generate employment, and support economic development through the development of aquaculture infrastructure to improve hatcheries, feed supply, and establishment of subsidies and financial support schemes.

(ii) Improve living aquatic management measures

The strategy aims to develop, enhance, and implement management measures (such as fishery reserves, MSP, non-selective harvesting, closed fishing seasons and management plans), and monitoring, control, and surveillance (MCS) mechanisms (with wide stakeholder involvement and integration of new technologies) to ensure the sustainability of the living aquatic resources

(iii) Promote value addition and market diversification in the fishery sector

The strategy aims to implement measures for the allocation of quotas for the value addition initiative in the fishery sector. The intention is to increase the proportion of resources for value addition to create employment and economic growth. The strategy equally aims to pursue the opportunities that alternative markets present for maximising utilisation of viable living aquatic resources.

(iv) Promote domestic fish consumption and small-scale fisheries

The strategy intends to raise awareness about the nutritional benefits of fish consumption and enhance accessibility to fish through wide distribution. In addition, the strategy also seeks to recognise the contribution of the small-scale fishery sector towards food security and poverty alleviation at household level. This strategy calls for consideration of equitable allocation between commercial and small-scale fishers while maintaining sustainable management practices. It further aims to improve post-harvest losses and to optimise the small-scale fisheries value chain in support of local employment, community livelihoods and poverty reduction.

(v) Strengthen monitoring, control and surveillance system to combat Illegal fishing

Namibia should continue to develop and implement mechanisms to combat illegal unreported and unregulated fishing (IUU). The strategy aims to enhance inter-agency coordination and leverage regional and international cooperation. This includes adopting advanced vessel tracking technologies, thus improving port state measures, enforcing stringent penalties, and promoting transparency in fisheries data.

Game Changer:

Promote Sustainable Aquaculture Development

The aim is to promote and upscale aquaculture production through improved productivity and enhance food security, generate employment, and support economic development through the development of aquaculture infrastructure to improve hatcheries, feed supply, and the establishment of subsidies and financial support schemes. The schemes aim to encourage fish farming, improve sustainability, and increase production. These schemes will assist fish farmers, cooperatives, and aquaculture businesses to overcome capital constraints, reduce operational risks, secure markets, and enhance competitiveness. The game changer further strives to create a conducive environment for aquaculture development through public-private collaboration.

Flagship Programmes

Programme 1: Living aquatic resources management

Fisheries resource management is anchored in scientific best evidence to maintain stable levels and rebuild declined fish stocks to maximum sustainable yield (MSY) for sustainable utilisation. The programme aims to increase the aquaculture and fisheries sector's contribution to GDP.

Programme 2: Aquaculture development

The primary objective of this programme is to promote and upscale aquaculture output through improved production and by developing a blueprint/model that outlines all technical aspects related to start-up, operational and production facets. Additionally, the programme encourages the production of affordable and quality fish feed using locally-sourced ingredients (to reduce feed production input costs) and improve infrastructure. The programme also aims to enhance research for promoting aquaculture production and efficiency to increase aquaculture contribution to food security, employment creation and economic growth. The programme will support the sector to improve access to land, water, and financing (subsidies, loans, grants etc.) for establishing self-sufficient aquaculture ventures.

Focus Area

Biodiversity Ecosystem Management

5.1.4 Biodiversity Ecosystem Management

Situation Analysis

Biodiversity is the variation among living organisms from different sources such as land, marine, and desert ecosystems and the ecological complexes which they are a part of. Namibia recognises the importance of managing biodiversity for sustainable development as enshrined in the constitution. The state is required to take measures to promote and maintain the welfare of the people, including the maintenance of ecosystems, essential ecological processes, biological diversity and sustainable utilisation of living natural resources to the benefit of all Namibians.

The focus area deals with natural ecosystems, which provide important genetic material, as well as the indirect benefits associated with certain ecosystem functions. These include the provision of life sustaining air, water, and productive soils.

Over the NDP5 period, the National Policy on Human-Wildlife Conflict Management (2018 – 2027) was revised to ensure sustainable and effective management of biodiversity. Between 2019 and March 2025, about 3,380 human-wildlife casesiii were recorded, and N$ 16.7 million was paid in claims. Additionally, Namibia ranked 44 out of 180 countries with a score of 50.9 against the target of 60 as per 2021 Environmental Performance Index (EPI). This reflects an increase of 16.4 over 10 years.

Sub-Sub Goal

Sustained management of natural resources and the environment for healthy and resilient biodiversity

Goal Description and Policy Intent

The goal aims to reduce biodiversity loss, conserve ecosystems, and ensure sustained equitable access to ecosystem services for all Namibians.

Desired Outcome 0308:

By 2030, state-protected, and other conservation areas, are effectively and efficiently managed, with the number of approved park management plans increased from 13 to 19.

Desired Outcome 0309:

By 2030, the contribution of the forestry sector to the economy has increased from N$1.5 to N$2.5 billion.

Selected Targets

Indicator	Baseline (2024)	Target (2030)
Number of approved park management plans	13	19
Forestry sector contribution to GDP (Billion N$)	1.5	2.5
Number of Human-Wildlife cases	3,380	1,690

Strategies

(i) Ensure sustainable forest management and wildlife protection

This strategy aims to ensure that forests are harvested at a rate that allows them to regenerate and thrive while minimising environmental impacts.

(ii) Strengthen Biodiversity protection and climate resilience

The strategy aims to strengthen protection and restore ecosystems and climate resilience.

(iii) Promote Human-Wildlife Co-existence

This strategy aims to create a sustainable balance where humans and wildlife can live without excessive conflict.

(iv) Empower communities through Community-Based Natural Resource Management

The strategy aims to empower community through community-based natural resource management

(v) Improve legislative frameworks for biodiversity conservation

The strategy aims to improve the legisltaive frameworks for biodiversity conservation.

Game Changer:

Ensure Sustainable Forest Management and Wildlife Protection

This strategy aims to ensure that forests are harvested at a rate that allows them to regenerate and thrive while minimising environmental impacts. It further aims to ensure that communities are involved in forest management decisions, and participate and benefit from value-addition activities and initiatives of forests and forest products through economically-viable and profitable activities.

Flagship Programmes

Programme 1: State Protected Areas

This programme focuses on the conservation and sustainable management of biodiversity within designated state protected areas. It is guided by the Nature Conservation Ordinance 4 of 1975, which provides the legal framework for the governance of protected areas. The programme also supports the implementation of the Controlled Wildlife Products and Trade Act of 2008, ensuring compliance with international wildlife trade regulations. It integrates the National Policy on Human-Wildlife Conflict Management (2018–2027) to address and mitigate conflicts between communities and wildlife. Additionally, it aligns with the National CBNRM Policy (2013) and the National Strategy on Wildlife Protection and Law Enforcement to enhance community involvement in conservation and to strengthen anti-poaching efforts.

Programme 2: Bush Encroachment Management

Bush encroachment is a significant challenge affecting the country's land, economy and environment. Approximately 45 million hectares of Namibia's rangeland is impacted by this phenomenon. NDP6 aims to address the problem of bush encroachment by converting bush biomass into valuable products such as charcoal, woodchips, firewood and biochar, while promoting sustainable rangeland management practices.

Thematic Area 8:

Climate Change Adaptation, Resilience and Mitigation

5.3 Climate Change Adaptation, Resilience and Mitigation

Situation Analysis

This thematic area focuses on efforts to reduce the emission of greenhouse gases. Moreover, coping mechanisms and ways to regress the impact of climate changes are devised, and it implores the equitable and sustainable use of land to ensure food security. This includes the implementation of policies that discourage the use of wood fuel and promote research and development in areas of drought-resistant crop cultivars.

Namibia made strides in managing environmental sustainability during NDP5, particularly in controlling greenhouse gas (GHG) emissions which were recorded at 4.07 (mtCO2e) in 2022 against a target of 8,708w. The country remains a net carbon sink, absorbing more GHGs than it emits. In 2019, Namibia ranked 137th emitter out of around 195 countries accounting for just 0.01 percent of global emissions.

Namibia has experienced devastating droughts over the years, with the 2019 drought being the worst, resulting in livestock mortality and wild animal mortality. A total of 97,854 livestock perished due the drought. About 205,946 people reside in areas with high to very high drought risk, while 773,840 reside in areas with high to very high vulnerability to flooding.

Sub Goal

A climate-resilient economy

Goal Description and Policy Intent

Climate change has affected production in sectors such as agriculture. This has further exacerbated issues such as food insecurity; therefore, the primary intent of the goal is to build resilience and adaptability in prominent sectors.

Desired Outcome 0310:

By 2030, Namibia has reduced the number of people residing in climate change effect-prone areas from 979,786 to 500,000

Selected Targets

Indicator	Baseline (2024)	Target (2030)
Number of people residing in climate change effect prone areas	979,786	500,000

Strategies

(i) Integrate climate change adaptability in sectoral planning and implementation

This strategy aims to integrate climate change adaptability in sectoral planning and implementation.

(ii) Utilise the public procurement policy to promote circular economy

The strategy intend to utilise the public procurement policy in order to promote circular economy.

(iii) Leverage on international protocols/conventions and extended producer responsibility scheme.

The strategy aims to leverage international protocols/conventions, and extended producer responsibility scheme.

Focus Area

Disaster Recovery and Resilience Building

5.3.1 Disaster Recovery and Resilience Building

Situation Analysis

Namibia is highly vulnerable to various climate-induced hazards, which often brings about catastrophic results. Floods, droughts, and disease outbreaks are among the common and recurrent hazards experienced in the country, and they are projected to increase in frequency and intensity because of climate change effects. In accordance with the Sendai Framework for Disaster Risk Reduction (2015-2030), Namibia endeavours to prevent new and reduce existing disaster risks. This is done through, amongst others, the implementation of integrated and inclusive economic, structural, legal, social, health, cultural, educational, environmental, technological, political, and institutional measures. These measures aim to prevent and reduce hazard exposure and vulnerability to disaster, increase preparedness for response and recovery, and thus strengthen resilience.

During the NDP5 implementation period, Namibia made significant progress in disaster risk management. The development and ongoing review of the regional multi-hazard contingency plans are worth noting, and efforts are ongoing towards the establishment and operationalisation of an integrated multi-hazard early warning system in the country. The integrated multi-hazard early warning system is to be housed under the National Emergency Operation Centre (NEOC). Namibia's updated Nationally Determined Contributions (NDC) put equal emphasis on further improving the country's adaptation and developing future climate resilience to reduce climate threats towards communities and their livelihoods. To this end, the NDC was reviewed, and a second update of 2023 was submitted to the United Nations Framework Convention for Climate Change (UNFCCC).

Namibia is implementing programmes such as the community-based adaptation programme targeting agricultural and pastoral communities in the north-central and far northeast region of the country towards achieving resilient growth. Also, the NDC gives impetus to efforts being made to achieve the government's vision of a green economy that encourages balanced economic development while safeguarding the environment. Namibia is implementing the National Policy on Climate Change (2011) to strengthen national capacities to reduce climate change risks and build resilience to all related climate change shocks.

Namibia has established the National Emergency Disaster Fund (NEDF) to serve as a contingency fund for implementing disaster risk management activities in the country. To determine the fuel load, forest fire assessments were carried out at all fire-prone areas.

A total of 208 awareness campaigns on fire prevention and suppression were conducted at all fire-prone areas, through community meeting, television, and radio. The ministry trained a total of 300 people across the country in basic fire prevention and suppression, and more than 150 ministry staff members and other stakeholders participated in firefighting. These trainings were conducted in fire-prone regions including: Hardap, Khomas, Otjozondjupa, Omusati, Oshikoto, Ohangwena, Oshana, Kavango West, Kavango East and Zambezi.

Sub-Sub Goal

Strengthened community capacity for disaster preparedness and resilience-building

Goal Description and Policy Intent

This goal focuses on building communities' preparedness, recovery and resilience by implementing programmes and interventions aimed at addressing specific vulnerabilities that can help communities prepare and reduce disaster risks and recover from economic losses.

Furthermore, the intention is to reduce the risks and minimise the impact of disasters on communities and their livelihood through creating resilience, and to enhance the availability and accessibility of disaster-related data to support evidence-based decision making.

Desired Outcome 0311:

By 2030, Namibia has significantly built community resilience towards disasters, with a reduced number of vulnerable households' post-disaster from 172,000 to 100,000

Selected Targets

Indicator	Baseline (2024)	Target (2030)
Number of vulnerable households' post-disaster	172,000	100 000
Percentage of the early warning systems integrated	10	50

Strategies and Game Changer

(i) Develop and operationalize the National Emergency Operation Centre (NEOC) with an integrated Disaster Loss and Damage Data Management System

This strategy aims to develop and operationalise a national multi-hazard early warning system hosted within the National Emergency Operation Centre (NEOC) and successfully mainstreaming disaster risk reduction into all key sectors has proven to be the ultimate game changer.

(ii) Mainstream disaster risk reduction (DRR) and resilience building into national and local development plans and budgeting processes

The strategy aims to mainstream disaster risk reduction and resilience building into national and local development plans and budgeting process.

(iii) Advocate for resilience of all key sectors through capacity building, increased public awareness, and data-driven decision making

This strategy aims (to advocate for resilience of all key sectors through capacity building, increased public awareness, and data-driven decision making.

Game Changer:

Develop and Operationalize the National Emergency Operation Centre (NEOC) with an integrated early warning system

The development and full operationalisation of a national multi-hazard early warning system hosted within the National Emergency Operation Centre (NEOC) and successfully mainstreaming disaster risk reduction into all key sectors has proven to be the ultimate game changer. The NEOC will not only provide a comprehensive disaster risk management platform that integrates early warning systems, but it will also enhance response coordination and effective disaster recovery planning.

Flagship Programme

Programme 1: Integrated Disaster Risk Management

A comprehensive, multi-sectoral programme dedicated to strengthening the national capacity for disaster preparedness, response, recovery, and resilience. Central to the programme is the establishment and operationalization of a state-of-the-art National Emergency Operations Centre (NEOC), which will serve as the strategic hub for coordinating disaster risk reduction (DRR) efforts, managing real-time emergency responses, and facilitating inter-agency collaboration across all levels of government. Ultimately, national systems, communities and critical infrastructure are better able to anticipate, absorb, adapt to, and recover from the impacts of disasters, thereby minimizing loss of life, reducing economic disruption and accelerating post-disaster recovery.

Focus Area

Mainstreaming Climate Change Resilience

5.3.2 Mainstreaming Climate Change Resilience

Situation Analysis

Namibia is highly vulnerable to the impacts of climate change. Climate-related hazards and risks facing the country include slow onset processes such as increasing temperatures and sea level rise, and rapid or extreme climate-related events such as droughts, floods, frost, storm surges, heatwaves, wildfires, windstorms, lightning, locust outbreaks, and climate-sensitive diseases. Namibia is committed to limiting global temperature rise to 1.5°C above pre-industrial levels and to building resilience to the impacts of climate change.

Namibia has been experiencing persistent droughts leading to a declaration of a state of emergency for years. Additionally, this persistent drought and increased evaporation due to temperature rises cause a further decrease in water resources which are already scarce. The scarcity of water affects productivity of the agricultural sector, and biodiversity, thereby threatening food security and livelihoods. Furthermore, climate change exacerbates existing inequalities as it disproportionately affects the most vulnerable groups such as women and children. As Namibia depends on climate-sensitive natural resource sectors, the country's ecological stability and economic development are threatened.

As part of its commitment to reduce greenhouse gas emissions and increase adaptation and resilience to climate change, Namibia has set international and national goals. The second updated nationally determined contributions (NDCs) set goals which commit to reducing national greenhouse gas emissions by 7.669 Mt CO2 e and increasing their removal by 4.233 Mt CO2 e by 2030. The country successfully maintained its net sink status, achieving a 45 percent increase in carbon removals in the land use, land use change, and forestry (LULUCF) sector between 1990 and 2022. Total emissions have been stabilised at approximately 20,000 kt CO_2e, demonstrating the effectiveness of sustainable practices across key sectors. Additionally, the country has made significant progress in adopting renewable energy, particularly solar and wind, which has contributed to notable emission reductions in the energy sector. The total national installation capacity for the renewable energy, including private solar home and commercial systems, stands at about 150 megawatts, which represents approximately 25 percent of the total national energy demand.

Namibia has improved its water resources supply to ensure security. About 300 boreholes were rehabilitated countrywide, and 130 new boreholes were erected using renewable energy technologies. The country has expanded drought-resistant agriculture and promoted sustainable farming practices, thereby enhancing food security. Additionally, biodiversity conservation efforts have been intensified, to support both ecological resilience and community livelihoods.

Additionally, Namibia has successfully accessed funding from the Green Climate Fund (GCF), Adaptation Fund, the Global Environment Facility (GEF) and other bilateral funding sources to support renewable energy projects and climate resilience initiatives, securing about N$ 9.1 billion in environmental finance. The country has also deployed innovative technologies to enhance climate-smart agricultural practices and advance clean energy systems, contributing to its climate adaptation and mitigation efforts.

Sub-Sub Goal

Improved climate change resilience

Goal Description and Policy Intent

The goal aims to minimise the effect of climate change across all sectors through implementation of adaptation, mitigation, and resilient measures.

Desired Outcome 0312:

By 2030, the percentage of the population vulnerable to climate change has reduced from 65 to 45 percent.

Selected Targets

Indicator	Baseline (2024)	Target (2030)
Percentage of the population vulnerable to climate change	65	45
Percentage reduction in greenhouse gas emissions in (LULUCF)	45	61
Funds mobilised for climate change (N$ Mil)	45	94
Number of sector programmes mainstreaming NDCs	3	30

Strategies and Game Changer

(i) Climate change preparedness and resilience building

The strategy intends to strengthen climate response, accelerate sustainable development and enhance resilience to environmental and economic shocks. Given Namibia's high climate, vulnerability and limited domestic resources, international collaboration is essential to leverage resource mobilization such as climate funds, technology and experts.

(ii) Mainstreaming climate change adaptation and mitigation

The strategy aims to devise and implement initiatives that ensure adaptation and resilience in agriculture and water sectors to address food, nutrition, and water security. It further includes systematic tracking, reporting, and prioritising climate-related expenditures across sectors and levels of government. The strategy seeks to increase renewable energy production; efficiency use and affordability at both household and commercial level.

(iii) Strengthening cross-sectoral collaborations and partnerships

The strategy aims to ensure synergies, avoid duplication, and enable cost-effective interventions across agriculture, water, energy, health, transport, urban development, and biodiversity sectors.

Game Changer:

Climate Change Preparedness and Resilience building

The aim is to strengthen climate response, accelerate sustainable development, and enhance resilience to environmental and economic shocks. Given Namibia's high climate, vulnerability and limited domestic resources, international collaboration is essential.

Flagship Programme

Programme 1: National Climate Change Adaptation

Under this program, the aim is to develop and implement Namibia's National Adaptation Plan (NAP) by prioritising and upscaling adaptation initiatives across key sectors (e.g. agriculture, water resources, fisheries, infrastructure, health, ecosystems etc.). The programme will strengthen Namibia's resilience to climate impacts and reduce vulnerabilities while safeguarding livelihoods and promoting sustainable development.

Focus Area

Circular Economy

5.3.3 Circular Economy

Situation Analysis

The circular economy is a regenerative economic model aimed at reducing waste, preserving natural resources, and promoting sustainability. Namibia has adopted a circular economy model which aligns with low-carbon and green growth strategies which offers new sources of economic growth and job creation. The country is making efforts to integrate various natural resources into the circular value chain so as to maximise their value and minimise dependency on imported goods. The focus area will emphasise keeping materials and products in circulation for as long as possible through principles such as reduce, reuse, recycle, and regenerate, thereby minimising waste, and reducing environmental impacts. The strategies and programmes outlined in this focus area aim to transition Namibia from a linear to a circular consumption-oriented society.

Over the NDP5 period, there was a noticeable increase in waste collection efficiency especially in urban areas where a structured waste collection system has become more consistent. Cities have introduced designated recycling bins and organised waste collection schedules to minimise illegal dumping and promote better waste segregation practices. At least 34 waste disposal sites were identified and issued with environmental clearance certificates as per the Environmental Management Act (No. 7 of 2007). The increasing trend in the number of approved waste disposal sites with environmental clearance certificates indicates improved waste management practices. Efforts are being made to include extended producer responsibilities into proposed waste management regulations.

During the same period, initiatives such as recycling programmes in urban centres like Windhoek have begun to take root, showing a positive shift in public and corporate attitudes toward waste and resource management. In 2020, Namibia launched a waste buyback centre in Windhoek as a pilot project. The centre incentivises recycling by paying people in cash or coupons for recyclable materials. Some local industries are piloting product lifecycle extensions, such as remanufacturing and repair, while others focus on repurposing waste into new materials.

E-waste is one of the waste categories posing concern toward the effort to sustainably manage our environment. According to Namibia Statistics Agency (2024), the amount of electrical electronic equipment (EEE) put on the market rose to 120 914 tonnes from 2004 to 2020. Likewise, Namibia generated a total of 18 161 tonnes of e-waste in 2020, which is equivalent to 7.1 kg per inhabitant.

Sub-Sub Goal

Improved environmental sustainability

Goal Description and Policy Intent

The goal is to integrate circular economy principles into Namibia's economic and environmental policies, ensuring environmental protection, sustainable use of natural resources through business incentives, collaborations and partnerships, public participation, and infrastructure development.

Desired Outcome 0313:

By 2030, Namibia has integrated 14 percent of waste into the circular economy.

Selected Targets

Indicator	Baseline (2024)	Target (2030)
Percentage of waste integrated into circular economy	0	14
Volume of Waste recycled (tonnes)	0	4000
Waste recycling rate (%)	0	9
Number of waste disposal sites certified	34	60

Strategies and Game Changer

(i) Promote investment in modern recycling and waste management infrastructure

The development of Namibia's circular economy will require policy support, investment in green technologies, and partnerships with local, regional, and international organisations to build a comprehensive framework that can drive sustainable growth and innovation in both urban and rural areas. The strategy prioritises establishing formal trash collecting systems; encouraging recycling and waste reduction; managing hazardous waste; enhancing municipal garbage disposal and bolstering waste management institutions.

(ii) Foster public-private partnerships to fund circular economy project

Namibia aspires to be the leading African nation in solid waste management. This can be achieved through promotion of public-private partnerships that will ensure availability of adequate funds and comprehensive mechanisms for implementing circular consumption-oriented projects.

Game Changer:

Promote investment in modern recycling and waste management infrastructure

The strategy envisions the establishment of modern recycling facilities across both urban and rural areas, targeting various waste streams such as chemical waste, electronic waste, plastics, bottles, and batteries. This intervention will not only divert significant volumes of waste from landfills but also transform waste into valuable economic inputs, thus contributing to sustainable economic growth and environmental sustainability. Through this strategy, the Government aims to significantly improve waste recycling. It will also create green jobs, attract private sector involvement, and stimulate innovation in waste management technologies.

Flagship Programme

Programme 1: National Recycling and Waste Reduction Initiative

The programme aims to construct regional prototype-design landfills for all waste streams, establish regional recycling and waste buyback centres to reduce landfill dependency, and incentivise waste segregation at household and industrial levels.

Chapter 6:

Effective Governance and Public Service Delivery

Sixth National Development Plan (NDP6)

Fostering Economic Growth, Inclusiveness and Resilience for Sustainable Development

Pillar 4: Effective Governance and Public Service Delivery

Situation Analysis

The effective governance and public service delivery pillar includes transparency, accountability, and effective public service delivery. Considering this, Namibia will enhance efforts to deliver services to her citizens aimed at improving their livelihoods and creating certainty of sustainable development anchored in sustained peace, law and order as well as friendly relations with her neighbours and all countries across the globe. The pillar will strengthen governance to enhance effectiveness and efficiency in the delivery of services due to the citizens through a vigorous implementation, monitoring, and evaluation system. The national statistical system will be revamped to produce quality, reliable and timely data for evidence-based planning, policy, and decision making.

Furthermore, the country will facilitate and develop the private sector through provision of a conducive environment for enterprises to thrive. During NDP6, the country will expedite the decentralisation process to bring services closer to the people in an accountable and transparent manner. In the same vein, the tripartite of labour, government, and workers will be strengthened to ensure a win-win situation for the parties.

To foster good governance, institutions such as the Anti-Corruption Commission, Financial Intelligence, Office of Auditor General and Office of the Ombudsman, among others, have been established. The country has created an enabling environment for civil society organisations and labour movements that serve as government watchdogs and extended reach on behalf of ordinary citizens.

Namibia adopted the Performance Management System Framework (PMSF) which advocates for effective planning, measuring of results, timely and frequent monitoring as well as accurate reporting of performance to inform future decision-making processes. To ensure equity in the provision of services, Namibia adopted decentralisation as an ideal approach to development, guided by the National Decentralisation Policy of 1998.

The Mo-Ibrahim Index which measures governance in an African country scored Namibia at 65.1 percent in terms of governance even though the performance was below the target of 80 percent. On the Transparency International's Corruption Perception Index (2023), Namibia scored 49 percent, which was slightly above the global average of 43 percent, and ranked 59th out of 180 countries in the world. Furthermore, 79 percent of offices, ministries, and agencies, regional councils and local authorities have full performance management systems in place, which is slightly below the set target of 80 percent.

Namibia has consistently been ranked among the top countries with the freest press on the African continent, fluctuating between position 1 & 2 from 2017 to 2024 (Reporters Without Borders). To enhance access to information, the Access to Information Act, 2022 (Act No. 8 of 2022) was enacted. Crime reduction efforts were bolstered through enhanced crime prevention operations; as a result, the crime rate reduced from 12 percent to 7 percent. Also, offenders' welfare and rehabilitation improved, resulting in reduction of recidivism rate from 4 percent to 1.8 percent. In addition, an 87,5 percent clearance rate of criminal cases was achieved in the high courts, surpassing the target of 65 percent. In the lower courts, a 36 percent progress rate was achieved with the establishment of special wildlife and traffic courts.

Crime rate reduced from 12 percent to 7 percent, and offenders' welfare and rehabilitation improved, resulting in a reduction in the recidivism rate from 4 percent to 1.8 percent. Additionally, an 87.5 percent clearance rate of criminal cases was achieved in the high courts, surpassing the target of 65 percent.

Goal #04:

Achieve a competent public service with speed and quality service delivery for improved quality of life

Goal Description and Policy Intent

This goal entails the creation of competent public service, with speedy and quality service delivery for improved quality of life based on rule of law and order; absence of non-ethical behaviours in comparison to other jurisdictions, and smooth, efficient and seamless provision of public goods and services to the Namibian citizens. The goal is to improve and maintain a peaceful atmosphere where business and ordinary conduct of livelihood thrives.

Strategies

(i) Enhance Public Sector Accountability and Transparency

The strategy aims to strengthen accountability mechanisms and ensure transparency in public and private sectors to foster trust and curb corruption.

(ii) Strengthen Public Sector Capacity and Professionalism

The strategy aims to improve capacity through continuous tailor-made trainings to ensure adaptability to emerging challenges, and enhance the use of performance evaluation and reward for good performance.

(iii) Increase Citizen Participation and Engagement

The strategy seeks to ensure increased citizens participation in decision-making processes so as to foster a sense of ownership of developmental initiative outcomes, thereby increasing citizen satisfaction in service delivery.

(iv) Increase effective governance through digitalization of public sector processes

The strategy focuses on leveraging emerging technology to modernise governance structures, and processes to enhance efficiency and improve service delivery, accountability, and transparency.

(v) Promote equitable, inclusive, and progressive local governance and development through Decentralisation

The focus is on the decentralisation of services and functions to local government levels, thereby bringing services to closer proximity with the intended beneficiaries of public sector service.

Thematic Areas

Focus Area	Thematic Area
• Statistical Coordination and Management • Public Sector Governance, Transparency, Accountability • Peace, Security, and Rule of Law • Labour and Employment Governance • Decentralisation	**Upscaling Public Service Coordination and Public Service Delivery**

Thematic Area 9:

Upscaling Public Service Coordination and Public Service Delivery

6.1 Upscaling Public Service Coordination and Public Service Delivery

Situation Analysis

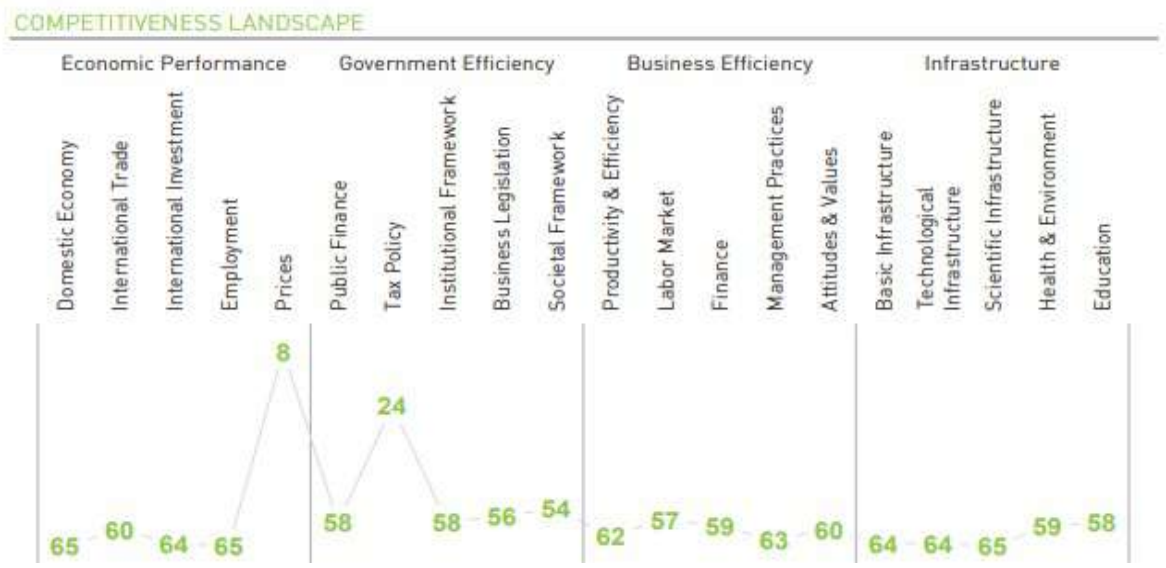
The role of Government is imperative in the entire economy of the country, irrespective of the economic system. Namibia is a developmental state; hence, government's intervention in terms of developmental policies, efficacy of its operations and direct participation in terms provision of public goods and services determine the competitiveness and development of the country. This thematic area, therefore, analyses public service coordination through the International Institute for Management Development's (IMD) World Competitive Report on economic performance, government efficiency, business efficiency, and infrastructure. Competitiveness outcomes on these four pillars indicate the need for upscaled public services coordination.

Namibia is ranked at number 64 out of 65 countries of the World Competitive Index with a score of 32.70 out of 100. Namibia ranks 64th, in economic performance and infrastructure; the strongest performance in this factor is in education, reaching the 58th spot.

On the economic performance factor, Namibia performs well in the prices sub-factor and relatively high in the tax policy sub-factor. Namibia outperforms South Africa in the government efficiency, institutional framework, and business legislation sub-factors. In the societal framework sub-factor, Namibia ranks above Botswana and South Africa.

Namibia occupies the 63rd position in the business factor. The highest-ranking position it achieves in this factor is in the labour market sub-factor (57th). It ranks 59th in finance, 63rd in management practices, and 60th in the attitudes and values of sub-factors.

Figure 6.1: Namibia's competitiveness summary



Source: IMD World competitiveness report

Sub Goal

Improved Namibia's Competitiveness

Goal Description and Policy Intent

The goal is to enhance Namibia's competitiveness by creating a conducive developmental environment to ensure high economic performance, government and business efficiency, and supportive infrastructure for business and talent accumulation. The policy intent is to ensure efficient, transparent, and well-coordinated public service delivery, as well as translation of policies into impactful development outcomes.

Desired Outcome 0401:

By 2030, Namibia has enhanced its competitiveness by improving its ranking on the IMD World Competitiveness Yearbook from 64 to 45 and a score of 50.0.

Selected Targets

Indicator	Baseline (2024)	Target (2030)
Economic performance factor ranking	64 (score 32.7)	45 (score 50.0)
Government efficiency factor ranking	58 (score 32.1)	30 (score 60.0)
Business efficiency factor	63 (score 14.6)	50 (score 40.0)
Infrastructure efficiency factor ranking	64 (score 6.1)	50 (score 40.0)

Strategies

(i) Improve the Ease of Doing Business

This involves streamlining bureaucratic processes, reducing red tape, enhancing regulatory efficiency, and accelerating pending legislation that affects business operations. The aim is to create a more favourable environment for investment and business growth. Specific actions include reducing business registration times and procedures, implementing e-governance, and hosting regular public-private forums for dialogue.

(ii) Improve Innovation Capabilities

Strengthening innovation involves enhancing data collection, increasing the production of specialised skills for priority industries, utilising the National Training Fund for digital and technological training, and accelerating the finalisation and implementation of pending legislation related to innovation.

(iii) Reinforce the Institutional Framework and Improve Business Legislation

This entails ensuring that government policies are conducive to competitiveness, addressing weaknesses in areas like immigration laws, capital markets, investment incentives, and state ownership of enterprises. Improving the adaptability of government policy and addressing issues like the Gini coefficient and Sustainable Development Goals alignment are also important.

(iv) Facilitate Knowledge Exchange Between Research Institutions and Innovative Enterprises

This involves strengthening interactions between the private and academic sectors and promoting public-private partnerships (PPPs) to facilitate innovation spillovers.

(v) Accelerate Technological Advancement and Development

This includes developing technical skills for research and development (R&D) capabilities, streamlining legislation to support business creation and innovation, improving financial conditions to attract foreign investments and venture capital, and increasing the private sector's adaptability.

Focus Area

Statistical Coordination and Management

6.1.1 Statistical Coordination and Management

Situation Analysis

Statistics play an important role in enabling nations to address socio-economic development challenges by providing a solid foundation for informed decision making and policy formulation. Namibia is experiencing a surge in the demand for statistics, driven by the need to inform planning, monitoring, and evaluation of sectoral and national policies as well as regional, continental, and international developmental programmes.

The Statistical Coordination and Management focus area seeks to deliver a strong responsive National Statistics System (NSS), providing quality and timely statistics for Namibia's knowledge-based economy. During the NDP5 implementation period, the sector made significant improvements to strengthen Namibia's NSS. This involved building the Namibia Statistics Agency's (NSA) governance, knowledge, field infrastructure, IT, and database systems capacity. Namibia also adopted modernised data collection methods, integrated technology into statistical processes, and improved geospatial integration.

To enhance data quality, the Namibia Quality Assurance Framework for Statistics, the Namibia Spatial Data Quality and Metadata Handbook, as well as Statistics and Spatial Data Standards and Specifications were developed to provide guidelines to produce quality and timely statistical and spatial data. The Sector Statistics Assessment of 2020/21 revealed a capacity gap among statistical and geospatial producers regarding requisite skills, knowledge, and availability of up-to-date ICT infrastructures. About 54 percent of statistics and geospatial producers use outdated information and communication technology (ICT) infrastructure for data management (Namibia Statistics Agency, 2023).

Sub-Sub Goal

Improved statistical and geospatial capacity and coordination

Goal Description and Policy Intent

The goal aims to improve the level of capacity and coordination of Namibia's NSS to ensure the production of timely and quality statistical and geospatial data. It delivers initiatives that prioritise data producer coordination, data quality, enhanced level of data disaggregation, and efficient integration of statistical and geospatial systems to enhance accessibility. This is to empower planners and decision makers with timely, reliable, and comprehensive data.

The goal further pursues avenues for promotion and investment in ICT infrastructure, statistical capacity building, and innovation in statistical and geospatial data solutions. It fosters a collaborative environment in the NSS, enhances data sharing, upholds statistical standards and integrity, and drives evidence-based planning and policy formulation. These enhance Namibia's monitoring, evaluation, and reporting obligations of national and international development agendas, thus ensuring better outcomes for all data users in a sustainable way.

Desired Outcome 0402:

By 2030, Namibia's has attained 50 percent of integrated statistical and geospatial systems.

Desired Outcome 0403:

By 2030, Namibia has produced 7 designated official statistics.

Selected Targets

Indicator	Baseline (2024)	Target (2030)
Percentage of statistical and geospatial information systems integrated	**0**	**50**
Number of statistics produced by key data producers designated as official statistics	**0**	**7**

Strategies and Game Changer

(i) Strengthen statistical and geospatial data infrastructure and human capital development

The strategy focuses on building the capacity of the NSS producers to enable them to deliver quality data by introducing capacity-building programmes and enhancing data infrastructure to equip producers with the necessary skills and resources. In so doing, NSS producers will be able to produce timely and quality statistical and geospatial information to inform planning, policy, and decision making.

(ii) Enhance coordination of statistical and geospatial data production

This strategy aims to strengthen collaboration, integration, and alignment among NSS producers involved in collecting, processing, analysing, and sharing of statistical and geospatial data. This is to eliminate duplication and inconsistencies, promoting system interoperability and data sharing through standardised methods and platforms, and to improve overall efficiency and quality of statistical and geospatial data production and dissemination to support national development and service delivery.

Game Changer:

Strengthen statistical and geospatial data infrastructure, human capital and development

The game changer focuses on building the capacity of the NSS producers to enable them to deliver quality data by introducing capacity-building programmes and enhancing data infrastructure to equip producers with the necessary skills and resources. In so doing, NSS producers will be able to produce timely and quality statistical and geospatial information to inform planning, policy, and decision making.

Flagship Programme

Programme 1: Statistical and Geospatial Development

The overarching goal of this programme is to transform Namibia's National Statistics System into a highly integrated, dynamic, and responsive system, thereby enabling informed policy formulation, improved service delivery, and inclusive development planning. The programme further provides strategic and high-impact initiatives designed to strengthen Namibia's capabilities in producing, managing, integrating, and utilising both statistical and geospatial data for evidence-based decision making. It further seeks to establish a foundation for enhancing data governance frameworks and fostering partnerships and coordination mechanisms amongst statistical and geospatial data producers.

Focus Area

Public Sector Governance, Transparency, and Accountability

6.1.2 Public Sector Governance, Transparency, and Accountability

Situation Analysis

Good governance, transparency, and accountability within the public sector are essential to achieve efficient and reliable service delivery for all. This focus area involves effective governance that calls for transparency in processes, evidence-based decision-making, and the availability of public information to citizens. It further aims to strengthen governance, transparency, and accountability directly to improve the quality, efficiency and fairness of service delivery, ultimately building public trust, reducing corruption, and leading to a more effective and responsive government capable of meeting the needs of its citizens.

Over the NDP5 period, the country scored 65.1 percent on the Ibrahim Index of African Governance in 2021 against the target of 80 percent. The country scored high in terms of safety and security, public administration, and social protection. However, slow progress was recorded in terms of the rule of law and justice, accountability and transparency, and corruption (National Planning Commission, 2022). According to Transparency International (2023), Namibia's ranking on the Corruption Perception Index stood at 49 percent, slightly above the global average of 43 percent and ranked 59th out of 180 countries in the world. The Afrobarometer Report (2024) indicates a high level of corruption perception at 65 percent. This calls for the strengthening of anti-corruption mechanisms and other oversight systems to enhance the country's accountability and transparency in service delivery.

The public has limited access to public information due to weak information management mechanisms and systems. This impacts the country's ability to strengthen accountability and transparency mechanisms and systems which are a cornerstone for good governance, hence the need to enhance digital transformation to fast-track access to information.

The enactment of the Access to Information Act, 2022 (Act No. 8 of 2022) aims to promote transparency, accountability, good governance and guarantee citizens the right to access information. Namibia has consistently been ranked among the top countries with the freest press on the African continent holding the first position in 2017, 2019, 2020, 2021 and 2023, while in 2018 and 2022 Namibia dropped to the second position. There is a need to continue strengthening information management mechanisms and systems towards enhancing access to information that promotes a transparent society.

The Namibian Government has made strides in e-governance, including online applications for passports and short-term employment permits as well as the Integrated Tax Administration System (ITAS). Recognising the need for comprehensive digital transformation, the public sector worked on developing administrative systems that underpin e-governance, ensuring the necessary infrastructure for efficient, transparent, and effective service delivery. Furthermore, the Government improved public sector governance through various performance improvement initiatives such as the implementation of Performance Management System (PMS), strengthening ethics and integrity, innovation, business process re-engineering and customer service charters aimed at enhancing efficiency and transparency in service delivery. The target percentage of offices, ministries, and agencies (OMAs), regional councils (RCs)

and local authorities (LAs) with full performance management system implementation during NDP5 was 80 percent; however, the target was missed with only 1%, achieving 79 percent (NDP5 Terminal Review). In terms of business process re-engineering, out of the 30 cross-sectoral processes that were targeted for implementation over the NDP5 period, only 18 were completed. The NDP5 target for online services was 70 percent, and 63 percent of services were available online at the end of the review period.

Inefficiency in service delivery remains a challenge characterised by lack of accountability and transparency, leading to public dissatisfaction. Over the NDP5 period, Namibia conducted Presidential and National Assembly Elections in 2019, as well as Regional and Local Authority Elections in 2020. International observers largely declared the said elections free and fair although they noted some areas for improvement (AU Observer Mission, SADC Observer Mission, Commonwealth Observer Group, and Hanns Seidel Foundation Observer Mission, 2019). While Namibia's elections are considered free, fair, and credible, there are ongoing debates about electoral processes and political competition that continue to shape the country's democratic landscape. Over the NDP5 period, there was an increase in political engagement among the youth, recording an increase from 45.5 percent in youth participation in 2014 to 58 percent in 2019. Furthermore, the emergence of six new political parties introduced fresh perspectives into the political arena.

Sub-Sub Goal

Enhanced governance, accountability, transparency, and public sector performance

Goal Description and Policy Intent

The goal aims to cultivate a culture of integrity, and ethical behaviour amongst public servants, while enhancing public sector performance and trust. This involves reforming existing systems, policies, and practices within the public sector to address inefficiencies and thereby improve service delivery. Additionally, it aims to create a more inclusive and transparent governance framework that encourages citizen participation and engagement by implementing robust public consultation mechanisms and ensuring access to information through transparent communication.

Desired Outcome 0404:

By 2030, Namibia is amongst the most transparent and accountable nations in governance, with the score on the IIAG increasing from 63.9 to 75.

Selected Targets

Indicator	Baseline (2024)	Target (2030)
Score on Mo Ibrahim Index of African Governance	63.9	75
Corruption Perception Index (score)	49	58
World Press Freedom Index ranking	28	16

Strategies and Game Changer

(i) Strengthen information management mechanisms and systems

The strategy aims to strengthen information management mechanisms and systems. Moreover, strategy intent to digitalize all services to improve service delivery, enhance innovation, and create opportunities for competitive advantage.

(ii) Enhance Performance Management and accountability

This strategy aims to strengthen the performance management systems to enhance accountability and improve service delivery, and good governance. The Performance Management System must be adjusted to encompass institutional reward and recognition systems.

(ii) Strengthen Anti-Corruption preventative measures and compliance mechanisms

The strategy aims to develop an all-encompassing, systematic approach that encourages citizens to actively participate in the fight against corruption and the advancement of moral governance in Namibia. The strategy aims to enable oversight institutions, civil society organisations, and the private sector to hold public officials and institutions accountable.

Game Changer:

Strengthen information management mechanisms and systems

The strategy aims to strengthen information management mechanisms and systems. Moreover, strategy intent to digitalize all services to improve service delivery, enhance innovation, and create opportunities for competitive advantage.

Flagship Programmes

Programme 1: Good Governance

This programme serves as a cornerstone in advancing transparency and accountability for effective governance across the public sector. Overall, the programme promotes integrity and ethical behaviours to enhance public trust in government processes. It also strengthens the mechanism for effective access to information to empower citizens to participate in democratic processes and national development. This will create a knowledge-based society that can contribute to national dialogue and nation building and foster a sense of nationhood and national pride among citizens.

Programme 2: Performance Improvement

The programme fosters public sector reforms that are aimed at creating and improving existing systems, policies, and practices to enhance service delivery. The reforms will focus on simplifying bureaucratic processes and integrating technology into service delivery (e-government services). The programme further aims to establish measures to evaluate the performance of public services, combined with regular assessments, and thus ensure that public officials and institutions are constantly striving to improve service delivery.

Focus Area

Peace, Security and Rule of Law

6.1.4 Peace, Security and Rule of Law

Situation Analysis

Peace, security and rule of law are critical factors that influence socio-economic development. The Namibian Government is committed to strengthen its systems for national sovereignty, public safety, security, justice, and peace, while acknowledging the importance of peaceful neighbouring and global environments for maintaining independence.

The Government ensures that the country, its citizens, resources, and visitors remain safe, secure, and peaceful. It will modernise its security sector, improve intelligence capabilities, and participate in regional and global security arrangements under the Southern Africa Development Community (SADC) Protocol on Politics, Defence and Security Cooperation, the African Union and the United Nations Peace-keeping missions.

During the NDP5 implementation period, the security sector made notable and commendable strides. Efforts made include recruiting and developing personnel with the ideal levels of competencies and skills in specialised areas. Furthermore, acquired modern technology acquired and expanded infrastructure include the establishment of the first female correctional facility as well as police stations and military establishments across the country. Moreover, crime reduction efforts were bolstered through enhanced crime prevention operations; as a result, the crime rate reduced from 12 percent to 7 percent. Additionally, offenders' welfare and rehabilitation improved, resulting in a reduction in the rate of recidivism from 4 percent to 1.8 percent.

The country has put in place mechanisms to respond to human trafficking through the development and implementation of the National Plan of Action (2023-2027) on Combating of Trafficking in Persons. This policy document serves as a guiding tool for the identification, protection, referral, and safe return of victims of trafficking. Civil registration and immigration services were streamlined through e-governance and digital solutions, thus improving efficiency. Significant progress was made in improving the efficiency of the legal and judicial systems by the introduction of case management and e-justice. As a result, an 87,5 percent clearance rate of criminal cases was achieved in the high courts, surpassing the target of 65 percent. In the lower courts, progress of 36 percent was made with the establishment of special wildlife and traffic courts.

Sub-Sub Goal

A safe and secure country with equitable access to justice, upholding the rule of law

Goal Description and Policy Intent

The goal aims at protecting and defending the integrity, sovereignty, and national interests of the Republic of Namibia. Moreover, the goal is also centred on ensuring that justice is delivered promptly and equitably to every individual, irrespective of their background or circumstances. The intention of this goal is to advocate for the principle of justice for all, recognising that fair application of justice is essential for maintaining public trust in the legal system and for safeguarding the rights of every person. It further promotes investment in ICT infrastructure that includes interconnected systems for security and justice bodies to facilitate sharing of information. It stresses the importance of evaluations and revisions of frameworks to keep them in line with changing security threats and global norms.

Desired Outcome 0405:

By 2030, national security has strengthened from 43 to 52 percent.

Selected Targets

Indicator	Baseline (2024)	Target (2030)
Crime rate	9.2	8.7
Cases clearance rate – High court	87.5	90.0
Cases clearance rate – Lower court	36	61
Public perception on safety and access to justice (percent)	54	71
Recidivism rate	6	6
National Resilience (percent)	63	73
National Security (average percent)	43	52

Strategies and Game Changer

(i) Improve institutional capacity

This strategy will improve the overall operational efficiency of the security sector and prioritize the construction and upgrading of infrastructure, modernization and human resources development.

(ii) Strengthen national defence and security

The strategy deals with the protection of the Namibian territory, inhabitants, and national key points, developing a robust defence system, building capacity to defend national sovereignty and territorial integrity. Furthermore, it will strengthen border control and security, implement effective refugee management, and implement nationwide initiatives to document stateless and undocumented persons.

(iii) Promote international and regional Security Cooperation

The strategy aims at fostering strong cooperation with strategic global security partners and complying with bilateral agreements and resolutions, international conventions, and treaties.

(iv) Implement a national integrated crime prevention strategy

The aim is to develop a comprehensive crime-prevention strategy that includes intelligence-led policing, community policing initiatives, and the use of technology to monitor and prevent criminal activities. It will further, strengthen specialised units within law enforcement agencies to combat organised crime, and expand correctional interventions to reduce recidivism.

(v) Enhance access to justice for all

The strategy will introduce digital case and court records management systems to reduce judicial backlogs and improve case tracking, expand access to legal services and amend legal frameworks to include pro bono work. Moreover, it will reform legal obsolete laws and encourage public engagement on issues pertaining to justice.

Game Changer:

To improve institutional capacity

This strategy will improve the overall operational efficiency of the security sector and prioritise the construction and upgrading of infrastructure, modernisation, and human resources development. It will also develop and implement a framework to enhance cooperation between security sector institutions and international partners, as well as invest in modern ICT infrastructure, ensuring that systems are integrated and interoperable for seamless information sharing and coordination.

It further intends to foster self-sustenance innovative mechanisms, strengthen capacity for research, and develop technology for the security sector. Furthermore, it seeks to establish and strengthen monitoring and evaluation and data management strategies for improved sectoral operational efficiency and quality service delivery.

Flagship Programmes

Programme 1: Integrated National Security Enhancement

This flagship programme focuses on strengthening national security measures, improve border management and control, thus enhancing crime prevention and combating corruption. It would involve the implementation of technologies, intelligence-sharing mechanisms, and coordinated efforts among institutions. Initiatives for the human management of refugees and the rehabilitation, reintegration, and empowerment of offenders will also be implemented, ensuring a comprehensive approach to public safety and security. It stresses the importance of the evaluation and revision of frameworks to keep them in line with changing security threats and global norms. It underscores the need to enhance coordination, boost inter-institutional cooperation, and strengthen law enforcement units.

Programme 2: Justice Accessibility

This programme aims at modernising and enhancing the efficiency of the judicial system to ensure timely and equitable administration of justice. The programme will leverage infrastructure development to facilitate seamless administration of sectoral processes.

Focus Area

Labour and Employment Governance

6.1.5 Labour and Employment Governance

Situation Analysis

Labour and employment are foundational elements of growth and sustainable development, requiring collaborative efforts from government, labour organisations, business representatives, workers' organisations, civil society, and individuals to create inclusive and equitable opportunities for all. The focus area will prioritise the upholding of workers' rights, promote social dialogue, extend the coverage of social protection, and ensure harmonious labour relations.

Namibia, as a member of International Labor Organization (ILO), has ratified 17 International Labor Organization's Conventions. In 2023, Namibia was accepted as a "pathfinder" country in the UN Global Accelerator (GA) for Jobs and Social Protection for Just Transitions. The GA is an innovative and ambitious programme that has the objective of creating 400 million decent jobs, including jobs in the emerging economy and extending social protection coverage to 4 billion people who are currently not covered worldwide within five years. As a starting point for youth employment under the GA initiative, a biomass project was identified and is expected to kick off in the beginning of the first quarter of NDP6. The project is expected to create more than 3000 jobs within the biomass processing value chain in its first two years. The Government has embarked on developing the National Accelerator Programme with objectives to maximise employment creation and ensure decent work in different sectors of economy including emerging sectors. The Employment Impact Assessment (EmpIA) was introduced to assess the employment impact of all projects with the view to maximise employment opportunities in all sectors of economy, including informal sector.

The national minimum wage was introduced to address income inequality; improve the wages of the lowest-paid workers; reduce income inequality; alleviate poverty; improve individual and household incomes, as well as achieve a decent standard of living. The Namibia Integrated Employment Information System (NIEIS), an online system established for the purposes of job matching, registered 227 319 job seekers on the system as of 27 February 2025, and 12,698 have been placed.

Sub-Sub Goal

Harmonious labour relations and decent work for all

Goal Description and Policy Intent

The goal aims to coordinate labour relations to ensure a stable labour market. This entails the creation of synergies among government, private sector, and social partners, and community stakeholders to ensure improved employment and safe working conditions.

Desired Outcome 0406:

By 2030, Namibia's workplaces compliance with labour and employment legislation has increased from 63 to 100 percent.

Selected Targets

Indicator	Baseline (2024)	Target (2030)
Percentage of compliance rate with labour and employment laws	63	100
Progress of national employment coordination mechanism developed (percent)	30	100

Strategies and Game Changer

(i) Strengthen employment coordination mechanism

Coordinated efforts are essential for decent work, requiring synergy among government, private sector, social partners, and community stakeholders, ensuring and maximising employment opportunities, especially in emerging and high-potential sectors.

(ii) Design and implement targeted program

The aim is to unlock the full potential of sectors that have the greatest capacity to absorb labour, stimulate inclusive economic growth, and contribute to long-term and sustainable employment.

(iii) Enhance capacity building through skilling, upskilling to boost employability

Facilitate capacity-building programmes with both employers and training institution in increasing employability skills to support economic development by creating a skilled and adaptable workforce. This will help existing workers and the unemployed to learn new, more advanced, or updated skills so that they adapt to changing labour market needs.

(iv) Strengthen the National Occupational Safety and Health System (OSH)

The aim is to adopt effective coordination mechanism to enable efficient cooperation and collaboration of competent authorities and institutions responsible for OSH and functional systems for recording and notification of occupational injuries and diseases.

(v) Enhance effective prevention and resolution of labour disputes

Game Changer:

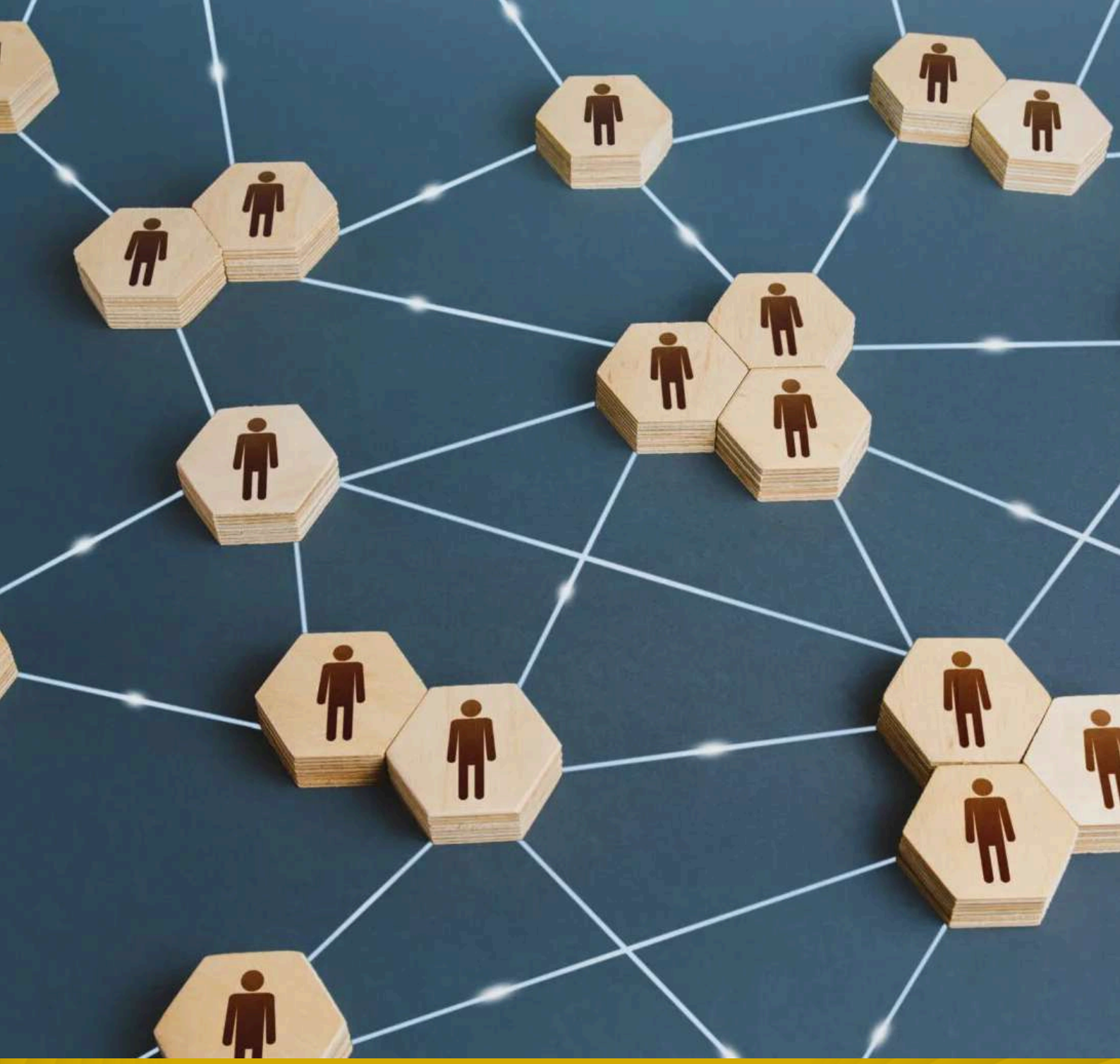
Strengthen employment coordination mechanism

To foster collaboration among government, private sector, and social partners, community stakeholders, to ensure decent and maximize employment opportunities, including emerging and high-potential sectors. At its core, this game changer strategy seeks to generate more and better employment opportunities by identifying and investing in sectors that are both economically viable and socially impactful.

Flagship Programme

Programme 1: Decent Work

The programme aims to promote fair employment opportunities, enhance social protection, and strengthen labour rights. The Decent Work Programme seeks to contribute to broad national priorities through the following three priority areas: effective employment creation and coordination, strengthening social dialogue and harmonious labour relations, and promoting social justice at work.



Focus Area

Decentralisation

6.1.6 Decentralisation

Situation Analysis

The focus area underscores the commitment to fostering a decentralised governance structure that facilitates local decision making, resource allocation, and service delivery, ultimately contributing to sustainable development and equitable growth across all regions. Accelerating decentralisation is significant in empowering subnational government, promoting regional and local development, and enhancing the responsiveness of public services to community needs.

At the end of NDP5, a total of 25 functions out of 39 that were identified to be decentralised were delegated from central government to regional councils, and none were devolved. Functions such as arts and culture, gender equality and research, provision of old age grants, disability grant benefits, and funeral benefits were gazetted and delegated. During the reviewed period, 54 percent of citizens were satisfied with public service delivery against the target of 70 percent.

Sub-Sub Goal

Improved public service delivery

Goal Description and Policy Intent

This goal seeks to ensure that Namibians receive high-quality, responsive, and accessible public services by empowering regional and local authorities to directly manage resources and decision-making. Through this sub-goal, NDP6 aims to foster a governance structure that prioritises accountability, minimises service delivery delays, and aligns services with community-specific needs. The sub-sub goal aim to enhance the quality, accessibility, and responsiveness of public services by transferring decision-making, planning, and execution powers from central to local government levels.

Desired Outcome 0407:

By 2030, Namibia has improved public service delivery, resulting in citizen satisfaction rate increasing from 54 to 70 percent.

Selected Targets

Indicator	Baseline (2024)	Target (2030)
Citizen satisfaction rate	54	70
Number of functions delegated	25	49
Number of functions devolved	0	14

Strategies and Game Changer

(i) Develop a decentralisation implementation strategy

This strategy aims to clearly define the roles, responsibilities, and authority structures across central, regional, and local levels, fostering accountability, implementation plan with stipulated timelines, and streamlined service delivery. By setting clear guidelines for fiscal, administrative, and political decentralisation, the strategy will enhance institutional readiness and governance capacities, essential for efficient policy implementation. Additionally, it will include monitoring and evaluation frameworks to track progress and ensure that decentralisation goals align with national development priorities.

(ii) Develop and implement equitable resource allocation mechanism

The aim is to develop a transparent resource allocation mechanism which is essential for equitable distribution of national resources by expediting the finalisation of the inter-governmental transfer policy. The mechanism will be based on indicators such as population, poverty and income levels, access to basic services, and infrastructure development needs to ensure fair allocation.

(iii) Redeployment of Decentralisation coordination function

The aim is to redeploy the decentralisation coordination function under the Office of the Prime Minister (OPM) or Office of the President, to oversee and coordinate decentralisation efforts across all line ministries. This office will have the mandate and authority to hold ministries accountable for implementing decentralisation policies, resolving bottlenecks, and ensuring alignment with NDP6 goals.

Game Changer:

Develop Decentralisation implementation strategy.

Developing a decentralisation strategy is the game-changer for NDP6, providing a clear roadmap to empower sub-national governments, enhance coordination, and improve service delivery.

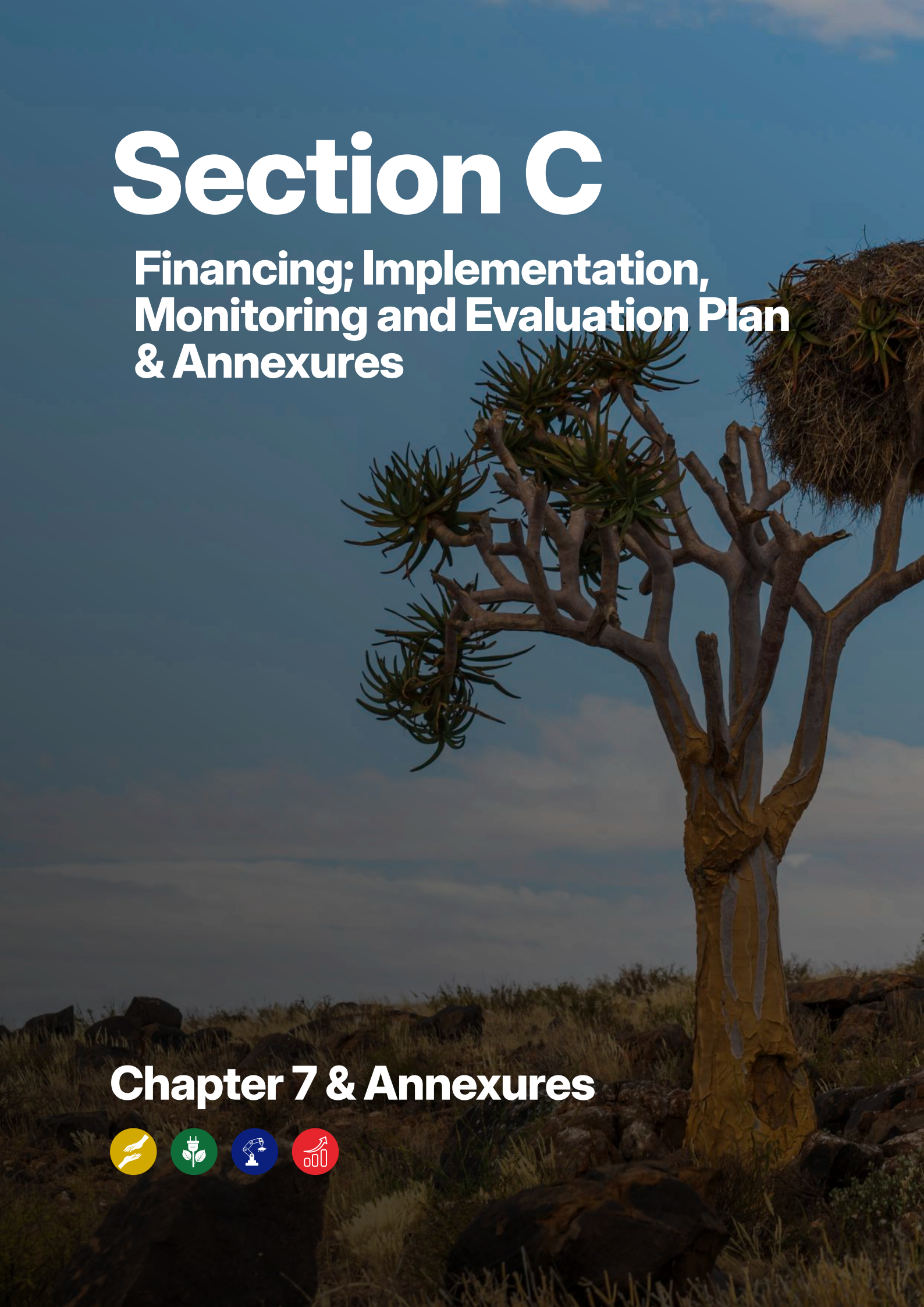
Flagship Programme

Programme 1: Decentralisation

Accelerating decentralisation aims to enhance the effectiveness of decentralised governance, improving service delivery, promoting local development, and empowering regional councils and local authorities. The programme's primary beneficiaries are the inhabitants of all the regions in Namibia, mostly the rural population which are underserviced.

Section C

Financing; Implementation, Monitoring and Evaluation Plan & Annexures



Chapter 7 & Annexures

Chapter 7:

Financing, Implementation, Monitoring and Evaluation of NDP6

Chapter 7: Financing, Implementation, Monitoring and Evaluation of NDP6

7.1 Introduction

The first part of this chapter highlights the funding sources for interventions in NDP6, followed by implementation modalities of the plan. Thereafter, aspects related to the monitoring processes and tools are highlighted, followed by how evaluations will be conducted, then progress reporting on the implementation of NDP6, and lastly, structures to ensure accountability and transparency will be discussed.

The monitoring and evaluation framework of the Sixth National Development Plan is premised on the principles of results-based management (RBM) as articulated in the country's Monitoring and Evaluation Policy and the Integrated National Performance Framework. The results i.e. goals/outcomes/outputs are clearly articulated in the results framework which is part of the Monitoring and Evaluation Plan for NDP6. Underpinning each level of results are key performance indicators (KPIs) that will track progress towards the attainment of goals, outcomes, and outputs. This chapter outlines the financing, implementation, monitoring, and evaluation as well as reporting framework of the Sixth National Development Plan (NDP6). To ensure implementation, it is critical that all development priorities outlined in NDP6 are funded, resulting in their implementation for effective service delivery to the people. To accomplish this, there is need to leverage funding from all possible sources and adopt prudent and accountable practices that are result driven and performance oriented for the benefits of all Namibians.

The monitoring and evaluation (M&E) process provides a tool for decision makers to judge interventions' performance, promote accountability, and conclude on lessons learned. A well-designed M&E process ensures that programmes and policies that are not working well will benefit from the remedial actions instituted after the identification of deviations from the targets. A good feedback loop built into an M&E system will ensure that new or modified evidence-based policies and programmes will contribute towards the achievement of desired outcomes. A successful M&E system will not only collect, analyse and disseminate information on performance and outcomes, but it will also feed its analyses directly into policy making and programme design processes.

7.2 Financing

Financing of the NDP6 will be based on the Integrated Financing Framework consisting mainly of conventional and non-conventional sources of finance. The source of finance include:

(i) Domestic Finance

- Domestic Public Finance: Taxes (SACU, Personal Income, VAT, etc), Guarantees, Debt, etc.
- Domestic Private Finance: Contractual savings, commercial bank credit, microfinance, private investments

(ii) International Finance

- International Public Finance: Official Development Assistance, Other Official Flows, External climate finance, international private finance, etc.
- International Private Finance: Foreign Direct Investments, Remittances, etc.

7.3 Implementation and Cascading of NDP6 into Institutional Plans

7.3.1 Project Management Approach for NDP6

Lessons Learnt from the implementation of NDP5, HPPI, and HPPII underscore the critical necessity of a wholistic and comprehensive project management framework to enhance national project delivery. Consequently, NDP6 will formally adopt the Project Management Body of Knowledge (PMBOK) framework by The Project Management Institute. This framework will provide a structured approach to the initiation, planning, execution, monitoring & control, and closure of NDP6 programmes. The National Planning Commission's (NPC) Performance Delivery Unit (PDU) will provide essential support to all Offices, Ministries, and Agencies (OMAs) involved in NDP6 projects. This support will facilitate capacity building for key project implementors on Project management, the development of detailed Project Management Plans, leveraging the PMBOK framework to establish comprehensive implementation roadmaps and periodic updates & review of performance. To this end, ALL NDP6 Projects Will establish detailed, baseline Project Management Plans (PMPs) to guide the execution phase.

Upon the establishment of baselined plans, project execution will be rigorously tracked and periodically reported through interactive dashboards. These dashboards will provide real-time insights into critical project components, including schedule adherence, risk profiles, key performance indicator (KPI) management, and the implementation of corrective action plans.

Furthermore, the integration of Earned Value Management (EVM) into NDP6 programmes will significantly enhance cost and schedule control, bolster risk management capabilities, and foster improved communication with stakeholders. By synergistically integrating cost, schedule, and scope, EVM will offer a holistic perspective on project performance, thereby facilitating proactive decision-making and the timely application of corrective measures. This approach is anticipated to yield increased accountability, more accurate project forecasting, and ultimately, superior national project outcomes.

7.3.2 Cascading of NDP6 into Institutional Plans

NDP6 policies and programmes will be cascaded down into the offices, ministries, and agencies' (OMAs) 5-year strategic and annual business plans. Below is an indication of how NDP6 will be cascaded.

Strategic and annual plans will be implemented through the Medium-Term Expenditure Framework (MTEF) so as to ensure that there is budget provision for NDP6 programmes/projects.

Additionally, to ensure full implementation, every year in October/November, the National Planning Commission (NPC) will assist OMAs to produce annual business plans. Annual business plans will drive budget preparation and serve as the vehicle for monitoring and evaluation activities.

The process of executing the plan will be timeline based as outlined in the table below.

NDP6 Planning Timelines

NDP6 Planning	Plan Period	Plan Due Date	Reporting Frequency	Coordinating Institution
NDP6 released with five-year M&E Plan and public sector investment programme		May 2025	Bi-Annually	NPC
Offices, Ministries and Agencies prepare Strategic Plans	5 years	April 2025	Quarterly	OPM/NPC
Annual Work Plan and Performance Agreements	1 year	April (Annually)	Quarterly	OPM/NPC
Public Enterprises prepare Integrated Strategic Business Plans	5 years	April 2025	Quarterly	Line Ministries
Public Enterprises prepare Annual Business and Financial Plans	1 year	Annually	Quarterly	Line Ministries
MTEF	3 years		Quarterly	MFSGM
Budget Preparation	1 year	August	Annually	Line Ministries
Budget review	1 year	September	Bi-Annually	MFSGM/NPC
Medium Term Plan	Yearly	August	Annually	MFSGM

7.4 Monitoring - Processes and tools

NDP6 monitoring process will entail the tracking of progress based on indicators that have been developed at the multiple result levels (goals, desired outcomes, strategies (output)) as well as implementation level by OMAs. These indicators will form the basis for NDP6 progress monitoring and reporting and are captured in the results' framework.

The process of monitoring and evaluation will be undertaken at institutional, focus area, regional, and national levels. At institutional level, OMAs will undertake process monitoring where the focus is on ensuring that the targeted investments and required human resources and equipment are in place and used accordingly to produce the planned outputs which are expected to generate development outcomes. OMAs will also conduct project site visits regularly in collaboration with the NPC to validate and verify project reports. Project site monitoring activities will be done in a well-coordinated fashion. That is, staff of NPC M&E, and implementation teams will synchronise their visits to intervention sites, and such missions should be well-prepared. At focus area level, the information generated by various institutions will be analysed against the set targets, and information will be validated to assess performance of indicators for a particular focus area as per the results framework.

At national level, the NPC will assess progress towards the achievement of the expected results (goals, desired outcomes, strategies (output). This will involve the analysis and validation of focus area reports, national account data, and project visit report, amongst others, to establish status of achievement of national development results. In addition, specific evaluations will be undertaken to support generation of qualitative and quantitative information to ascertain impact, effectiveness, and sustainability of interventions. The evaluations will further advise planning, budgeting and implementation decisions. The tools to support the M&E process will include: the project appraisal and profile documents; budget execution template and reports; programme M&E plans (implementation plans); monthly monitoring

templates; programme theories of change; project monitoring frameworks; results frameworks; quarterly and annual review frameworks, and periodic surveys. These tools will facilitate the production of reports at monthly, quarterly, annual, and other time intervals.

The M&E function is expected to be undertaken through a robust and automated system to be adopted by the NPC. Through this system, institutions will routinely collect, analyse and store data. Information will continually document programme performance by updating output and outcome indicators that will be consolidated to support the monitoring and evaluation of the plan. The system will facilitate reporting at various levels and intervals. This will be done through the generation of progress reports. Monthly reports will feed into the development of quarterly, interim reports which will ultimately lead to the production of the annual progress report (APR) for the plan.

At all levels (institutional, focus area, regional, and national), monitoring will seek to clarify 'what is going well' and 'what is not going well' for possible remedial actions in respect of progress on interventions as captured by indicators as well as through more qualitative methods such as observations, interviews, discussions, and reviews of records. In the end, if done well, monitoring will give all stakeholders clear information about what is being achieved within a particular programme/project.

7.5 Evaluation

The aim of evaluation is to determine the relevance, efficiency, effectiveness, impact, and/or sustainability of a programme/project. There will be two major evaluations of NDP6, namely, the midterm review and the terminal review. The midterm review, which will take place in 2028, will evaluate whether NDP6 targets are on course or whether remedial measures are needed. The terminal review, on the other hand, will take place within six month after the end of NDP6 in 2031 to assess the overall impact of NDP6. In between, OMAs, in collaboration with the NPC, will prepare evaluation plans, outlining programmes and projects to be evaluated annually. As standard practice, programmes that are of strategic importance, significant public interest, and/or are of a certain size, nature or scope may be selected for inclusion in the evaluation plan. The approved plan for a particular year will be submitted for funding during the budgeting process.

7.6 Progress Reporting

The NPC Act mandates the National Planning Commission to bi-annually appraise Cabinet on the implementation progress of NDP6. These reports are derived from those obtained from OMAs. To this effect, accounting officers of ministries and agencies will submit quarterly progress reports in the prescribed format no later than two weeks after the end of each quarter. A quarterly progress report will include information on financial and physical execution rates as well as overall performance on the set targets by OMAs. A supplemental report may be prepared on programmes/projects of interest.

Annexures

Annex 1: NDP6 Goals and Desired Outcomes

Pillar 1: Economic Growth, Transformation and Resilience

Goal: Achieve Sustainable Economic Growth and Prosperity for all Namibians

DESIRED OUTCOMES	THEMATIC AREAS	SUB GOALS	DESIRED OUTCOMES	FOCUS AREAS	SUB SUB GOAL	DESIRED OUTCOMES
DO0101: By 2030 Namibia will be a resilient middle-income economy, underpinned by inclusive, diversified and sustainable growth.	Consolidating growth from current sources and boosting new sources of economic growth and employment.	High, inclusive and sustainable economic growth with decent wages	DO0102: By 2030, achieve 7 percent or more economic growth rate. DO0103: By 2030, achieve employment rate of 75 percent from 63.1 percent in 2023	Agriculture Value Chains Development	Climate-smart, sustainable and competitive crop and livestock value chains	DO0104: By 2030 the Livestock and Crops Value chains are thriving and collectively contribute at least 8.0 to GDP from 4.6 percent. DO0105: By 2030, Namibia produces 80 percent of its national food requirement from 60 percent.
				Agro-processing	Increased value addition and locally-agro-processed products for export	DO0106: By 2030, Agro-processing contribution to GDP has increased from 7.5 to 10 percent
				Manufacturing	Increase production and export of value-added products in the economy	DO0107: By 2030, the percentage share of manufacturing has increased from 10.6 to 18 percent
				Green Hydrogen	Developed green hydrogen industry as new source of sustainable economic growth and employment	DO0108: By 2030, green baseload electricity produced from 0.0 GWh to 143 GWh.
						DO0109: By 2030; 30,000 green hydrogen jobs created from 800 jobs.
				Oil and Gas	Developed oil and gas industry to contribute to the socio-economic development of Namibia	DO0110: By 2030, the oil production rate increased from 0 to 150 mmboe. DO0111: By 2030, the gas production rate increased from 0 to 130 mmscf/d.
				Nuclear Industry	Improved nuclear industry's contribution to sustainable socio-economic development	DO0112: By 2030, the nuclear industry's contribution to GDP has increased from 3.2 to 4 percent.

DESIRED OUTCOMES	THEMATIC AREAS	SUB GOALS	DESIRED OUTCOMES	FOCUS AREAS	SUB SUB GOAL	DESIRED OUTCOMES
				Micro, Small and Medium Enterprises (MSME) and Informal Sector Upscaling	Informal enterprises transitioned and MSMEs upscaled into productive, competitive and resilient business units	DO00113: By 2030, the percentage share contribution of the MSME sector to GDP has increased from 16 to 19.4 percent.
						DO00114: By 2030, the number of informal enterprises transitioned into the formal economy has increased to 950 from 310.
				Private Sector Development and Support	Private sector induced growth	DO0115: By 2030, the total private sector contribution to GDP increased from 78 to 85 percent. DO0116: By 2030, Namibia has a developed, resilient and competitive private sector improving Economic Freedom Score from 58 to 65 percent.
				Tourism and Gaming	Increased number of tourist arrivals and revenue from the gaming sector	DO0117: By 2030, Namibia has an integrated and inclusive tourism industry with increased tourist arrivals from 863,872 to 1,800,000. DO0118: By 2030, the percentage share of the tourism sector's contribution to GDP has increased from 1.6 to 5 percent and revenue from the gaming industry increased from N$32 million to N$76.5 million.
				Mining	Accelerated economic growth through mineral beneficiation	DO0119: By 2030, Namibia has increased export of processed minerals from 46.6 to 57 percent.
				International Relations and Trade	Foster international relations for economic growth	DO0120: By 2030, FDI has increased from N$207 to N$254 billion. DO0121: By 2030, Namibia has increased its value of exports from N$ 102.1 to N$168 billion.

DESIRED OUTCOMES	THEMATIC AREAS	SUB GOALS	DESIRED OUTCOMES	FOCUS AREAS	SUB SUB GOAL	DESIRED OUTCOMES
				International Relations and Trade	Foster international relations for economic growth	DO0122: By 2030, Namibia has reduced IFFs as a percentage of GDP from 9 to 5 percent.
	Economic Infrastructure for the Future	Well-developed and maintained world-class economic infrastructure	DO0123: By 2030, Namibia will have a robust core network of national economic infrastructure that meets the needs of households and industries.	Transport and Logistics	A safe, accessible, reliable, affordable, and sustainable transport infrastructure, a world-class logistics hub connecting SADC to international markets	DO0124: By 2030, Namibia has an efficient, safe, secure, and sustainable road infrastructure and services.
						DO0125: By 2030, Namibia has an efficient, safe, secure, and economically-sustainable civil aviation system.
						DO0126: By 2030, Namibia has an efficient, safe, secure, and environmentally-sustainable maritime system.
						DO0127: By 2030, Namibia has an efficient, safe, and sustainable railway transportation system.
				Energy Infrastructure	Increased local power generation and transmission capacity for improved electricity access and affordability	DO0128:By 2030, Namibia has a sustainable mix of locally-generated energy capacity by increasing installed generation capacity from 734MW to 1153MW
						DO0129: By 2030, Namibia's access to electricity to support industry and household development increased from 59.3 to 70 percent.
				Bulk Water Infrastructure	Developed and maintained bulk water infrastructure that meets the demand for social and economic development.	DO0130: By 2030, Namibia has an integrated bulk water infrastructure with an increased capacity from 1,608Mm^3 to, 2,100Mm^3 for domestic, agriculture, and industrial production for social and economic development.

DESIRED OUTCOMES	THEMATIC AREAS	SUB GOALS	DESIRED OUTCOMES	FOCUS AREAS	SUB SUB GOAL	DESIRED OUTCOMES
				Digital Infrastructure, Emerging Technologies, and Cybersecurity	Digitally empowered Namibia with universal connectivity, leveraging technology as a key driver for economic growth	DO0131:By 2030, Namibia is a player in the global digital economy, with improved access to technologies from the average of 28 to 70 percent.
						DO0132: By 2030, Namibia has a robust technological infrastructure with internet use increasing from 53 to 90 percent.

Pillar 2: Human Development and Community Resilience

Goal: Achieve Accelerated human development for realising self-actualisation for communities and people

DESIRED OUTCOMES	THEMATIC AREAS	SUB GOALS	DESIRED OUTCOMES	FOCUS AREAS	SUB SUB GOAL	DESIRED OUTCOMES
DO0201: By 2030, Namibia has attained high standard of living with human development index increased from 0.610 to 0.695.	Cultural and Creative Industries	Enhanced conducive environment to preserve and support the cultural and creative industries	DO0202: By 2030, the percentage contribution of arts, entertainment and recreation to Gross Domestic Product (GDP) has increased from 1.5 to 3 percent.	Heritage and Culture Sector	A dynamic heritage and cultural industry that develop National identity and provides sustainable employment opportunities	DO0204: By 2030, the percentage contribution of heritage and culture to total employment has increased from 0.0 to 0.8.
			DO0203: By 2030, percentage share of arts, entertainment and recreation to total employment has increased from 0.7 to 2 percent.	Arts and Creative Industries	Enhanced and enabled arts and creative industries ecosystem that drives human creativity as a national resource for social and economic development	DO0205: By 2030, the contribution of arts and creative industries to total employment has increased from 0.2 to 2.0 percent.
	Education for Development	Accessible, equitable and inclusive quality education for a knowledge-based economy	DO0206: By 2030, Namibia has a robust education system, with tertiary education attainment increasing to 50 from 20 percent of employed persons in the economy.	Integrated Early Childhood Development	Increased access to quality, equitable and inclusive integrated early childhood development (IECD) services	DO0207: By 2030, the percentage of children aged 0-4-year-old who are developmentally on track has increased from 0 to 25 percent.

DESIRED OUTCOMES	THEMATIC AREAS	SUB GOALS	DESIRED OUTCOMES	FOCUS AREAS	SUB SUB GOAL	DESIRED OUTCOMES
				Primary Education	Achieve equitable, inclusive, and quality primary education	DO0208: By 2030, primary education survival rate has increased from 90.8 to 97 percent.
				Secondary Education	Equitable, inclusive, and quality secondary education	DO0209: By 2030, learners acquired quality secondary education with survival rate increased from 62.9 to 79 percent.
				Lifelong learning	Improved access to quality and equitable lifelong learning opportunities	DO0210: By 2030, adults and out-of-school youth trained in skills development increased from 12 to 36 percent.
				Technical, Vocational Training and Skills Development	Graduates' skills aligned and responsive to industry demands.	DO0211: By 2030, the TVET sector has been transformed, with the graduates equipped with skills aligned to industry demands increasing from 65 to 70 percent.
				Higher Education	Increased and equitable access to quality higher education for development	DO0212: By 2030, Namibian students equitably accessing quality higher education has increased from 85,000 to 108,000.
						DO0213: By 2030, Namibia's higher education responds to industry with graduate employment rate increasing from 66 to 74 percent.
				Integrated Educational Infrastructure	Inclusive, equitable, safe and state-of-the art educational infrastructure	DO0214: By 2030, 60 percent of educational infrastructure are of good quality, safe and accessible to learners, trainees and students fostering an inclusive and equitable learning environment.
				Research, Science, Technology, and Innovation (RSTI)	A responsive RSTI system that contributes to the achievement of the country's socio-economic objectives	DO0215: By 2030, commercialisation of research outcomes and innovations contribution to GDP has increased from 0.85 to 1.5 percent.

DESIRED OUTCOMES	THEMATIC AREAS	SUB GOALS	DESIRED OUTCOMES	FOCUS AREAS	SUB SUB GOAL	DESIRED OUTCOMES
	Enhancing Demographic Dividend	Maximised potential of Namibia's youth population to drive sustainable socio-economic development	DO0216: By 2030, Namibia has increased youth employment rate from 56.6 to 70.0 percent.	Sport Development	Professionalised and commercialised sport for sustainable socio-economic development, peace, and social inclusion	DO0217: By 2030, improved participation in sport with contribution to employment increased from 1.0 to 3.5 percent.
				Youth Empowerment	Youth empowered for self-actualization and reliance	DO0218: By 2030, livelihoods of youth improved, resulting in Youth development Index score increasing from 0.70 percent to 0.84 percent.
	Population, Health and Development	Improved health outcomes and reduced disparities	DO0219: By 2030, Namibians live a long and healthy life with life expectancy at birth increasing from 64.86 to 70 years.	Gender and Development	Achieved gender equality and equity to promote full participation and empowerment of men, women, boys, and girls in all areas of society	DO0220: By 2030, women and men in Namibia have equal opportunities across all domains, with the gender status index increasing from 0.81 to 0.84.
				Child Protection	Improved care and protection for children's well-being	DO0221: By 2030, the care and protection for children's wellbeing has improved, with a score on minimum packages of care index increased from 0.58 to 0.63.
				Sustainable Social Protection, Community Empowerment & Resilience	Improved livelihoods for poor and vulnerable households	DO0222: By 2030, social protection coverage has increased from an average of 74 to 85 percent.
				Disability Mainstreaming and Integration of Indigenous Minorities	Persons with disabilities and indigenous minorities accessing essential services and opportunities with improved quality of life and livelihood	DO0223: By 2030, access to essential services of persons with disabilities has increased from 3,015 to 4,850.
						DO0224: By 2030, access to essential services of persons from indigenous minorities has improved from 6,591 to 10,012.

DESIRED OUTCOMES	THEMATIC AREAS	SUB GOALS	DESIRED OUTCOMES	FOCUS AREAS	SUB SUB GOAL	DESIRED OUTCOMES
				Food and Nutrition Security	Namibia is food and nutrition secured, with increased levels of diverse food production.	DO0225: By 2030, the production of agricultural foods for local consumption has increased on aggregate from 40 to 80 percent, and the number of food-insecure people declined from 56 to 34 percent.
						DO0226: By 2030, Namibia has reduced all forms of malnutrition, with low birth weight reduced from 12 percent to 7 percent, and early initiation of breastfeeding increased from 79 to 84 percent.
				Water and Sanitation	Improved access to potable Water and Sanitation facilities	DO0227: By 2030, access to potable water at household (hh) level has increased from 90.75 to 94.8 percent.
						DO0228: By 2030, By 2030, access to basic sanitation at household (hh) level has increased from 57.15 to 64.2 percent.
				Human Settlement	Achieved inclusive and sustainable human settlement	DO0229: By 2030, Namibia has unlocked housing opportunities at scale for urban and rural residents by increasing serviced plots from 25,111 to 50,000 and houses constructed from 12,598 to 55,126.
						DO0230: By 2030, proportion of households living in informal settlements have reduced from 28.7 to 14.35 percent.
				Health for All	Improved health outcomes of all Namibians	DO0231: By 2030, percentage of the population with access to quality health care for promotion, prevention, curative, palliative, and rehabilitative services has increased from 63 percent to 75 percent.

Pillar 3: Environmental Sustainability

Goal: Achieve sustainable development through improved resilience, adaptability, and new (green) growth opportunities

DESIRED OUTCOMES	THEMATIC AREAS	SUB GOALS	DESIRED OUTCOMES	FOCUS AREAS	SUB SUB GOAL	DESIRED OUTCOMES
DO0301: By 2030, Namibia has improved environmental health and ecosystem vitality with its Environmental Performance Index (EPI) score from 50.9 to 52.0.	Green/Blue Economies and Renewable Resources Base	Position Namibia as a leading model for sustainable economic development in sub-Saharan Africa	DO0302: By 2030, Namibia has reduced its reliance on imported electricity by increasing electricity generated from renewable energy sources from 367 MW to 700 MW. DO0303: By 2030, Namibia has diversified its renewable energy sources creating 30, 000 green jobs from 800.	Land Use Planning and Security of Tenure	Sustainable and equitable land distribution and use for socio-economic development.	DO0304: By 2030, Namibia has acquired land for redistribution to previously disadvantaged landless Namibians from 3.5 to 3.9 million hectares.
						DO0305: By 2030, Namibia has secured tenure rights of communal population from 65.9 to 79.3 percent.
				Integrated Water Resources Management (IWRM)	Equitable and sustainable water use	DO0306: By 2030, Namibia has established a sustainable integrated water resource management system that ensures equitable access from 1608 to 2100Mm^3/annum of water.
				Fisheries, Aquatic Resources Management and Aquaculture Development	Sustainably managed living aquatic resources and developed aquaculture sector	DO0307: By 2030, the contribution of the fisheries sector to GDP has increased from N$10.4 to N$10.7 billion.
				Biodiversity Ecosystem Management	Sustained management of natural resources and the environment healthy and resilient biodiversity	DO0308: By 2030, state-protected, and other conservation areas, are effectively and efficiently managed, with the number of approved park management plans increased from 13 to 19.
						DO0309: By 2030, the contribution of the forestry sector to the economy has increased from N$1.5 to N$2.5 billion.

DESIRED OUTCOMES	THEMATIC AREAS	SUB GOALS	DESIRED OUTCOMES	FOCUS AREAS	SUB SUB GOAL	DESIRED OUTCOMES
	Climate Change Adaptation, Resilience and Mitigation	A climate-resilient economy	DO0310: By 2030, Namibia has reduced the number of people residing in climate change effect-prone areas from 979,786 to 500,000	Disaster Recovery and Resilience Building	Strengthened community capacity for disaster preparedness and resilience-building	DO0311: By 2030, Namibia has significantly built community resilience towards disasters, with a reduced number of vulnerable households' post-disaster from 172,000 to 100,000
				Mainstreaming Climate Change Resilience	Improved climate change resilience	DO0312: By 2030, the percentage of the population vulnerable to climate change has reduced from 65 to 45 percent.
				Circular Economy	Improved environmental sustainability	DO0313: By 2030, Namibia has integrated 14 percent of waste into the circular economy.

Pillar 4: Effective Governance and Public Service Delivery

Goal: Achieve a Competent Public Service with speed and quality service delivery for improved quality of life

DESIRED OUTCOMES	THEMATIC AREAS	SUB GOALS	DESIRED OUTCOMES	FOCUS AREAS	SUB SUB GOAL	DESIRED OUTCOMES
	Upscaling Public Service Coordination and Public Service Delivery	Improved Namibia's Competitiveness	DO401: By 2030, Namibia has enhanced its competitiveness by improving its ranking on the IMD World Competitiveness Yearbook from 64 to 45 and a score of 50.0.	Statistical Coordination and Management	Improved statistical and geospatial capacity and coordination	DO0402: By 2030, Namibia's has attained 50 percent of integrated statistical and geospatial systems.
						DO0403: By 2030, Namibia has produced 7 designated official statistics.
				Public Sector Governance, Transparency and Accountability	Enhanced governance, accountability, transparency, and public sector performance	DO0404: By 2030, Namibia is amongst the most transparent and accountable nations in governance, with the score on the IIAG increasing from 63.9 to 75.

DESIRED OUTCOMES	THEMATIC AREAS	SUB GOALS	DESIRED OUTCOMES	FOCUS AREAS	SUB SUB GOAL	DESIRED OUTCOMES
				Peace, Security, and Rule of Law	A safe and secure country with equitable access to justice, upholding the rule of law.	DO0405: By 2030, national security has strengthened from 43 to 52 percent.
				Labour and Employment Governance	Harmonious labour relations and decent work for all	DO0406: By 2030, Namibia's workplaces compliance with labour and employment legislation has increased from 63 to 100 percent.
				Decentralisation	Improved public service delivery	DO0407: By 2030, Namibia has improved public service delivery, resulting in citizen satisfaction rate increasing from 54 to 70 percent.

Annex 2: Strategies & Responsible Institutions

Pillar 1: Economic Growth, Transformation and Resilience

Goal: Achieve Sustainable Economic Growth and Prosperity for all Namibians

FOCUS AREA	STRATEGIES	RESPONSIBLE INSTITUTION
Agriculture Value Chains Development	• **Strengthen domestic agricultural input supply and innovation systems**	Ministry of Agriculture, Fisheries, Water and Land Reform (MAFWLR)
	• Improve rangeland, animal, and plant health management	
	• Revitalise strategic agricultural value chains	
	• Promote climate-smart, water and energy-efficient agricultural production systems	
	• Expand market access and value chain competitiveness	
Agro-processing	• **Promote technology-driven value addition and agro-processed product diversification**	
	• Promote infrastructure development.	
	• Repurpose existing agro processing infrastructure.	
	• Leveraging on green financing mechanisms.	
Manufacturing	• **Optimise the use of industrial infrastructure**	Ministry of International Relations and Trade (MIRT)
	• Enhance industrial financing.	
	• Create incentives for manufacturing.	
	• Promote the adoption of modern technologies.	
Green Hydrogen	• **Contracts for Difference via Economic Diplomacy**	Ministry of Industrialisation, Mines and Energy (MIME)
	• Develop policy and legislative framework	
	• Establish green hydrogen special economic zones (SEZs)	
	• Build local manufacturing capacity	
	• Develop common user infrastructure (CUI) for the green hydrogen sector	
	• Prioritise skills development and research, development and innovation	
	• Advance sustainable environmental and social development	
Oil and Gas	• **Strengthening Legal and Policy framework**	
	• Promote the sustainably-development oil and gas fields to support a Just Energy Transition	
	• Develop infrastructure and promote investment growth	
	• Strengthen skills development, research and innovation	
Nuclear Industry	• **Develop uranium value chain**	Ministry of Health and Social Services(MHSS)
	• Develop a responsive governance framework for the nuclear industry	
	• Develop and commission feasible flagship nuclear industry project(s)	
	• Strengthen human resources for the development of a nuclear industry	
	• Build smart partnerships for resource mobilisation	
Micro, Small and Medium Enterprises (MSME) and Informal Sector Upscaling	• **Enhance innovative business support and sustainable capacity development**	Ministry of Industrialisation, Mines and Energy (MIME)
	• Develop adequate and conducive MSME and Informal business Infrastructure.	
	• Enhance financial and non-financial service ecosystem	
	• Develop Market-access Platforms	
Private Sector Development and Support	• **Enhance firm-level productivity and competitiveness**	
	• Strengthen skills development and workforce competency	
	• Improve access to finance and develop financial market policies	
	• Enhance the business environment through regulatory reforms	
	• Promote sustainable and inclusive economic growth	

FOCUS AREA	STRATEGIES	RESPONSIBLE INSTITUTION
Tourism and Gaming	• **Transform the tourism and gaming sector**	Ministry of Environment and Tourism (MET)
	• Enhance investment in tourism infrastructure to improve the country's competitiveness	
	• Regulate and institutionalise the gaming industry	
Mining	• **Enhance value addition to mineral resources**	Ministry of Industrialisation, Mines and Energy (MIME)
	• Enhance local participation in the mining sector	
	• Enhance geoscience surveying and research	
International Relations and Trade	• **Strengthen strategic bilateral and multilateral cooperation and partnerships for mutual benefit in support of Namibia's developmental priorities.**	Ministry of International Relations and Trade (MIRT)
	• Strengthen institutional mechanisms and coordination across all levels of Government, private sector and development partners.	
	• Promote and facilitate targeted foreign market access, trade and inward foreign direct investment.	
	• Combat illicit financial flows: The strategy aims to strengthen legal and regulatory framework to combat illicit financial flows by enacting robust transfer pricing regulations, revising outdated policies, double taxation agreements, and operationalising beneficial ownership registries.	
Transport and Logistics	• **Transform Namibia into a regional logistics hub by improving infrastructure, promoting market access and ensuring efficient border management**	Ministry of Works and Transport (MWT)
	• Construct and preserve the transport infrastructure and services	
	• Strengthening the coordination and implementation of transport safety interventions	
	• Reform the transport sector	
Energy Infrastructure	• **Dispatchable, Utility-Scale Generation**	Ministry of Industrialisation, Mines and Energy (MIME)
	• Expand Bulk Generation, Transmission, and Distribution Infrastructure	
	• Mobilise Sectoral Infrastructure Investment	
	• Ensure Affordable Electricity	
	• Develop Energy Storage Systems	
	• Develop Nuclear Power Infrastructure	
Bulk Water Infrastructure	• **Diversification of water sources (Reclamation, artificial recharge and seawater and brackish groundwater desalination, etc)**	Ministry of Agriculture, Fisheries, Water and Land Reform (MAFWLR)
	• Develop, maintain and expand bulk water infrastructure	
	• Leverage on renewable energy and modern technology for water infrastructure development	
Digital Infrastructure, Emerging Technologies, and Cybersecurity	• **National Digital Strategy**	Ministry of Information and Communication Technology (MICT)
	• Enhance Digital Infrastructure and Connectivity	
	• Strengthen Digital Skills Development and Innovation	
	• Strengthen Cybersecurity and Digital Trust	
	• Enabling Regulatory Frameworks Reform Initiative	

Pillar 2: Human Development and Community Resilience

Goal: Achieve Accelerated human development for realising self-actualisation for communities and people

FOCUS AREA	STRATEGIES	RESPONSIBLE INSTITUTION
Heritage and Culture Sector	• **Unlocking Community Wealth through Heritage Tourism**	Ministry of Education, Innovation, Youth, Sport, Arts and Culture (MEIYSAC)
	• Establish the national heritage endowment fund for the protection, preservation, conservation, and development of significant heritage	
	• Boost the identification, documentation and promotion of traditional, indigenous knowledge systems	
	• Promotion of cultural heritage at local and international platforms ensuring visibility, awareness and national interest	
	• Support and promote entrepreneurship in heritage and culture	
Arts and Creative Industries	• **Develop Integrated Infrastructure**	
	• Enhance Capacity in the Creative Industries	
	• Strengthen Funding Models	
	• Improve Intellectual Property Rights and Market Access	
	• Establish Data and Research Systems	
Integrated Early Childhood Development	• **Development of the Family-based ECD Framework**	
	• Mobilise resources for investment into ECD, and strengthen governance and multi-sectoral coordination of ECD for expanded access and quality	
	• Develop capacity of edu-carers, caregivers and parents	
	• Improve infrastructure, health, nutrition, Water, Sanitation and Hygiene (WASH)	
	• Strengthen data and monitoring systems for quality oversight and continuous service improvement	
Primary Education	• Tech for the future : Competent, Supported and Connected teachers	Ministry of Education, Innovation, Youth, Sport, Arts and Culture (MEIYSAC)
	• Expand access to quality inclusive primary education including learners with Special Educational Needs and Disability (SEND)	
	• Strengthen suitable teacher placement to ensure subject-competent teachers are allocated to Junior Primary and grade 4.	
	• Reinforce the Integrated School Health Policy and Namibia Safe Schools Framework	
	• Enhance access to universal, quality inclusive digital learning and digital literacy and Artificial Intelligence (AI) awareness training for both teachers and learners	
	• Improve pre-service teacher education curriculum to include longer, practical-based teaching practice and inclusive education modules	
Secondary Education	• **Education quality assurance and transformation**	
	• Develop targeted interventions to prevent dropouts	
	• Prioritise foundational literacy, numeracy, and digital literacy across all phases	
	• Partner with institutions of higher learning to revise pre-service curricula	
	• Diversify education pathways	

FOCUS AREA	STRATEGIES	RESPONSIBLE INSTITUTION
Lifelong learning	• **Develop a harmonised quality assurance framework for ODL**	Ministry of Education, Innovation, Youth, Sport, Arts and Culture (MEIYSAC)
	• Enhance literacy and skills development	
	• Improve physical and technological infrastructure	
	• Develop a national repository for research output	
Technical, Vocational Training and Skills Development	• **Transform existing state-owned VTCs into technical colleges**	
	• Enhance industry coordination and collaboration.	
	• Ensure reform curriculum and TVET pathways	
	• Ensure continuous trainers' professional development	
	• Diversify sources of funding for TVET Infrastructures.	
Higher Education	• **Universal Access to Free and Equitable Higher Education through a Sustainable National Funding Model**	
	• Intensify programmes for capacity development, continuous professional development and upskilling of teaching and research staff	
	• Enhance existing higher education funding models	
	• Strengthen industry-higher education partnerships	
	• Improve student retention and success rates	
	• Review the quality assurance system, and harmonise regulatory processes in the higher education sector	
Integrated Educational Infrastructure	• **Construct and upgrade educational infrastructure, equipment and technology to modern standards**	
	• Establish Higher Education Institutions and Technical, Vocational, Education and Training educational infrastructure Plan.	
Research, Science, Technology, and Innovation (RSTI)	• **Strengthen and harmonise RSTI legislative and policy frameworks**	
	• Strengthen and reinforce the national RSTI infrastructure	
	• Develop and strengthen the country's STI data management	
	• Technology transfer and commercialisation of research outcomes and innovations	
	• Build RSTI human capital, and technical competencies.	
Sport Development	• **Improve multi-sports infrastructure at all levels**	
	• Strengthen sport professionalization and commercialization	
	• Develop and operationalise an integrated sport data management system	
Youth Empowerment	• **Promote sustainable Youth Empowerment Funding and access to competitive markets**	
	• Strengthen youth employability	
	• Expand infrastructure for Youth Empowerment.	
	• Improve access to equitable quality information and services for young people	

FOCUS AREA	STRATEGIES	RESPONSIBLE INSTITUTION
Gender and Development	• **Strengthen accountability mechanisms for the implementation of gender-responsive planning and budgeting (GRPB)**	Ministry of Gender Equality and Child Welfare (MGECW)
	• Strengthen legal frameworks, institutional accountability, and sectoral capacities	
	• Enhance prevention and early intervention programs through	
	• Strengthen the coordination, integration, and utilisation of research and data systems	
	• Expand the provision of Income Generating Activities (IGAs) materials and equipment	
Child Protection	• **Improve coordination of the child protection services.**	Ministry of Finance and Social Grants (MFSG)
	• Enhance Prevention and Early Intervention Programs	
	• Strengthen the Coordination, Integration, and Utilization of Research and Data Systems for Child Protection Services.	
	• Strengthen Multi-Sectoral Coordination to Eliminate Child Labour.	
Sustainable Social Protection, Community Empowerment and Resilience	• **Operationalise Integrated Beneficiary Register (IBR), and streamline integrated social protection information systems**	
	• Enhance advocacy and expand social protection coverage	
	• Consolidate fragmented social protection functions for effective service delivery	
	• Promote economic opportunities at the community level	
Disability Mainstreaming, and Integration of Indigenous Minorities	• **Enhance access to essential services**	Office of the Vice President
	• Strengthen advocacy and promotion of human rights	
	• Strengthen institutional and legal frameworks	
Food and Nutrition Security	• **Enhance sustainable agricultural production and productivity at national and household level**	Ministry of Agriculture, Fisheries, Water, and Land Reform (MAFWLR)
Water and Sanitation	• **Develop a national water, sanitation and hygiene information system**	
	• Strengthen coordination and institutional capacity of the water, sanitation, and hygiene (WASH) sector at national, regional, and local levels	
	• Expand water supply infrastructure in urban, peri-urban and rural area	
	• Ensure the affordability of water for poor and vulnerable households	
	• Promote nationwide campaigns and advocacy on sanitation and hygiene	
	• Scale - up sanitation coverage in urban and rural areas	
Human Settlement	• **Flexible land tenure act implementation and affordable housing delivery**	Ministry of Urban and Rural Development.(MURD)
	• Strengthen coordination of spatial planning in the country	
	• Accelerate serviced land delivery	
	• Upscale informal settlements upgrading	
Health For All	• **Ensure equitable access to healthcare services**	Ministry of Health and Social Services (MHSS)
	• Improving health outcomes.	
	• Improve the provision of health infrastructure and equipment.	
	• Strengthen Human Resources for Health (HRH) development.	
	• Digitalize the health information system.	

Pillar 3: Environmental Sustainability

Goal: Achieve sustainable development through improved resilience, adaptability, and new (green) growth opportunities

FOCUS AREA	STRATEGIES	RESPONSIBLE INSTITUTION
Land Use Planning and Security of Tenure	• **Promote an integrated land use planning through enhanced coordination and collaboration**	Ministry of Agriculture, Fisheries, Water, and Land Reform (MAFWLR)
	• Improve land tenure system to promote socio-economic development	
	• Strengthen regulatory framework to address contemporary land issues	
Integrated Water Resources Management (IWRM)	• **Establishing a sustainable and integrated water resources management approach**	
	• Strengthen and enforce the legal and regulatory frameworks (i.e., Harmonize policies and strategies):	
	• Improve water resources monitoring and information management	
Fisheries, Aquatic Resources Management and Aquaculture Development	• **Promote sustainable aquaculture development**	
	• Improve living aquatic management measures	
	• Promote value addition and market diversification in the fishery sector	
	• Promote domestic fish consumption and small-scale fisheries	
	• Strengthen monitoring, control and surveillance system to combat Illegal fishing	
Biodiversity Ecosystem Management	• **Ensure sustainable forest management and wildlife protection**	Ministry of Environment and Tourism (MEFT)
	• Strengthen Biodiversity protection and climate resilience	
	• Promote Human-Wildlife Co-existence	
	• Empower communities through Community-Based Natural Resource Management	
	• Improve legislative frameworks for biodiversity conservation	
Disaster Recovery and Resilience Building	• **Develop and operationalize the National Emergency Operation Centre (NEOC) with an integrated Disaster Loss and Damage Data Management System**	Office of the Prime Minister (OPM)
	• Mainstream disaster risk reduction (DRR) and resilience building into national and local development plans and budgeting processes	
	• Advocate for resilience of all key sectors through capacity building, increased public awareness, and data-driven decision making	
Mainstreaming Climate Change Resilience	• **Climate change preparedness and resilience building**	Ministry of Environment and Tourism (MEFT)
	• Mainstreaming climate change adaptation and mitigation	
	• Strengthening cross-sectoral collaborations and partnerships	
Circular Economy	• **Promote investment in modern recycling and waste management infrastructure**	
	• Foster public-private partnerships to fund circular economy project	

Pillar 4: Effective Governance and Public Service Delivery

Goal: Achieve a Competent Public Service with speed and quality service delivery for improved quality of life

FOCUS AREA	STRATEGIES	RESPONSIBLE INSTITUTION
Statistical Coordination and Management	• **Strengthen statistical and geospatial data infrastructure and human capital development**	Namibia Statistics Agency (NSA)
	• Enhance coordination of statistical and geospatial data production	
Public sector governance, transparency, and accountability	• **Strengthen information management mechanisms and systems**	Office of the Prime Minister (OPM)
	• Enhance performance management and accountability	
	• Strengthen Anti-Corruption preventative measures and compliance mechanisms	
Peace, security, and rule of law	• **Improve institutional capacity**	Ministry of Justice and Labour Relations (MoJLR)
	• Strengthen national defence and security	
	• Promote international and regional Security Cooperation	
	• Implement a national integrated crime prevention strategy	
	• Enhance access to justice for all	
Labour and employment governance	• **Strengthen employment coordination mechanism**	
	• Design and implement targeted program	
	• Enhance capacity building through skilling, upskilling to boost employability	
	• Strengthen the National Occupational Safety and Health System (OSH)	
	• Enhance effective prevention and resolution of labour disputes	
Decentralisation	• **Develop a decentralisation implementation strategy**	Ministry of Urban and Rural Development (MURD)
	• Develop and implement equitable resource allocation mechanism	
	• Redeployment of Decentralisation coordination function	

Annex 3: Focus Areas & Game Changer Strategies

Pillar 1: Economic Transformation, Inclusiveness and Resilience

Goal: Achieve Sustainable Economic Growth and Prosperity for all Namibians

FOCUS AREA	GAME CHANGER
Agriculture Value Chains Development	Strengthen domestic agricultural input supply and innovation systems
Agro-processing	Promote technology-driven value addition and agro-processed product diversification
Manufacturing	Optimise the use of industrial infrastructure
Green Hydrogen	Contracts for Difference (CfD) via Economic Diplomacy
Oil and Gas	Strengthening legal and policy framework
Nuclear Industry	Develop uranium value chain
Micro, Small and Medium Enterprises (MSME) and Informal Sector Upscaling	Enhance innovative business support and sustainable capacity development
Private Sector Development and Support	Enhance firm-level productivity and competitiveness
Tourism and Gaming	Transform the tourism and gaming sector
Mining	Enhance value addition to mineral resources
International Relations and Trade	Strengthen strategic bilateral and multilateral cooperation and partnerships for mutual benefit in support of Namibia's developmental priorities.
Transport and Logistics	Transform Namibia into a regional logistics hub by improving infrastructure, promoting market access and ensuring efficient border management
Energy Infrastructure	Dispatchable, Utility-Scale Generation
Bulk Water Infrastructure	Diversification of water sources (Reclamation, artificial recharge and seawater and brackish groundwater desalination, etc)
Digital Infrastructure, Emerging Technologies, and Cybersecurity	National Digital Strategy

Pillar 2: Human Development and Community Resilience

Goal: Achieve Accelerated human development for realising self-actualisation for communities and people

FOCUS AREA	GAME CHANGER
Heritage and Culture Sector	Unlocking Community Wealth through Heritage Tourism
Arts and Creative Industries	Develop Integrated infrastructure
Integrated Early Childhood Development	Development of the Family-based ECD Framework
Primary Education	Teach for the Future: Competent, Supported, and Connected Teachers
Secondary Education	Education quality assurance and transformation
Lifelong learning	Develop a harmonized Quality Assurance Framework for ODL
Technical, Vocational Training and Skills Development	Transforming existing state-owned VTCs into Technical Colleges
Higher Education	Universal access to free and equitable higher education through a sustainable national funding model
Integrated Educational Infrastructure	Construct and upgrade educational infrastructure, equipment and technology to modern standards

FOCUS AREA	GAME CHANGER
Research, Science ,Technology and Innovation (RSTI)	Strengthen and harmonise RSTI legislative and policy frameworks
Sport Development	Improve multi-sports infrastructure at all levels
Youth Development	Promote sustainable Youth Empowerment Funding and access to competitive markets
Gender and Development	Strengthen accountability mechanisms for the implementation of gender-responsive planning and budgeting (GRPB)
Child Protection	Improve coordination and integration of child protection services
Sustainable Social Protection, Community Empowerment and Resilience	Operationalise Integrated Beneficiary Register (IBR), and streamline integrated social protection information systems
Disability Mainstreaming and Integration of Marginalized Communities/Indigenous Minorities	Enhance access to essential services
Food and Nutrition Security	Enhance sustainable agricultural production and productivity at national and household level
Water and Sanitation	Develop a national water, sanitation and hygiene information system
Human Settlement	Flexible land tenure act implementation and affordable housing delivery
Health for All	Ensure equitable access to healthcare services

Pillar 3: Environmental Sustainability

Goal: Achieve sustainable development through improved resilience, adaptability, and new (green) growth opportunities

FOCUS AREA	STRATEGIES
Land Use Planning and Security of Tenure	Promote an integrated land use planning through enhanced coordination and collaboration
Integrated Water Resources Management (IWRM)	Establishing a sustainable and integrated water resources management approach
Fisheries, Aquatic Resources Management and Aquaculture Development	Promote sustainable aquaculture development
Biodiversity Ecosystem Management	Ensure sustainable forest management and wildlife protection
Disaster Recovery and Resilience Building	Develop and operationalize the National Emergency Operation Centre (NEOC) with an integrated Disaster Loss and Damage Data Management System
Mainstreaming Climate Change Resilience	Climate change preparedness and resilience building
Circular Economy	Promote investment in modern recycling and waste management infrastructure

Pillar 4: Effective Governance and Public Service Delivery

Goal: Achieve a Competent Public Service with speed and quality service delivery for improved quality of life

FOCUS AREA	STRATEGIES
Statistical Coordination and Management	Strengthen statistical and geospatial data infrastructure and human capital development
Public Sector Governance, Transparency and Accountability	Strengthen information management mechanisms and systems
Peace, Security, and Rule of Law	Improve institutional capacity
Labour and Employment Governance	Strengthen employment coordination mechanism
Decentralisation	Develop a decentralisation implementation strategy

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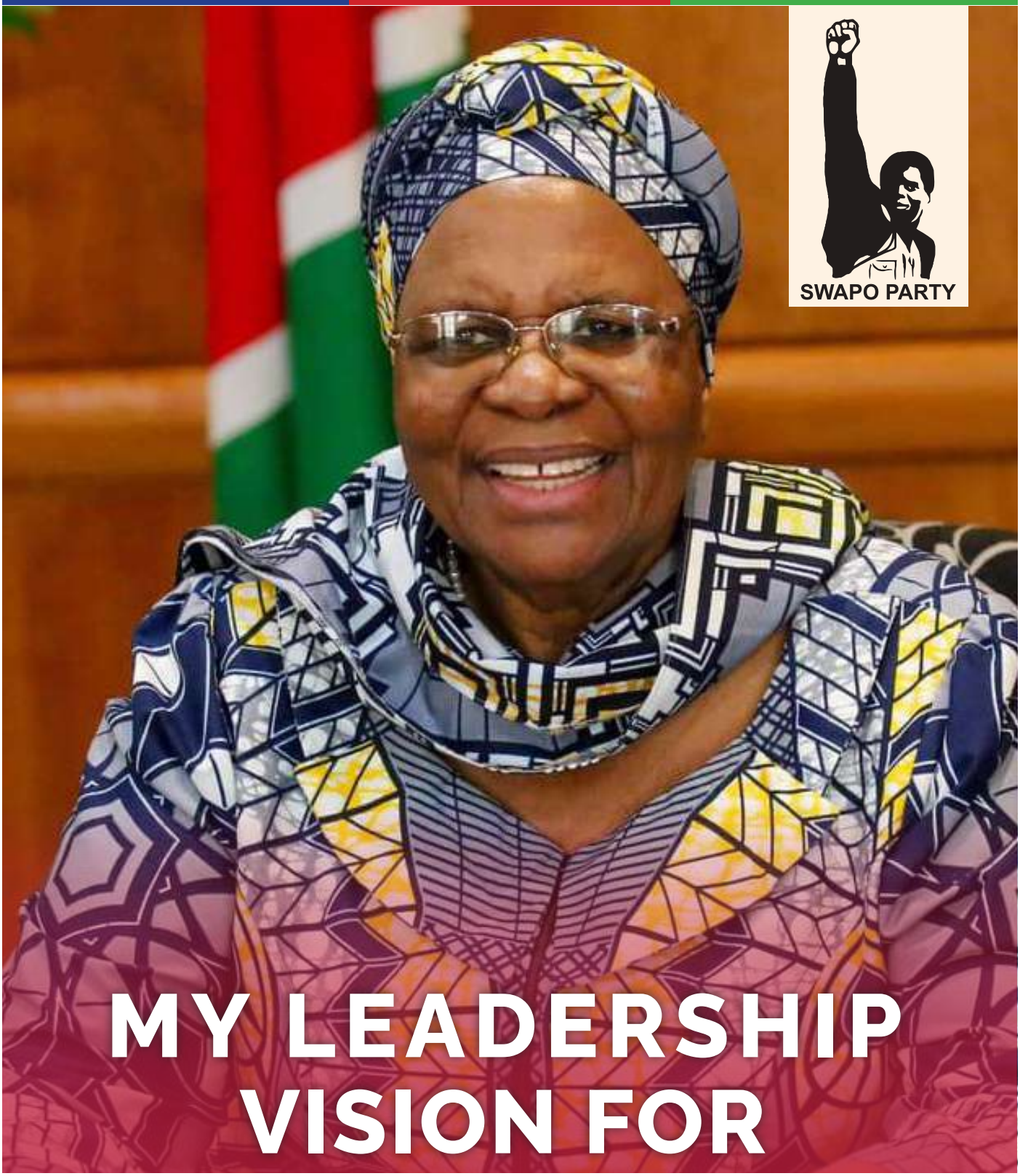
Republic of Namibia

SOLIDARITY FREEDOM JUSTICE



SWAPO PARTY

MY LEADERSHIP VISION FOR NAMIBIA

BY CDE NETUMBO NANDI-NDAITWAH

Contents

P/ 05.
Introduction

P/ 08.
Economic Well-being

P/ 10.
Pragmatism

P/ 12.
Integrity

P/ 14.
Accountability

P/ 16.
Meritocracy

P/ 18.
Inclusivity

P/ 22.
Conclusion

PIAMI

***P**ragmatism, **I**ntegrity, **A**ccountability, **M**eritocracy and **I**nclusivity.*

Introduction

As a country, we are living in both interesting and challenging times. Whether we live through interesting or challenging times, we derive positive spill-offs from both: the interesting times present us with ample opportunities that we as a Nation can leverage to further propel us into an enviable wealth orbit, whereas the challenging times may come with enormous difficulties that demand unwavering commitment. They enable us to successfully forestall and unfavourable consequences and redouble our efforts to find long-term and sustainable solutions in all aspects of our people's lives.

The Namibian people are a resilient people and the blood that runs through our veins is irrefutably that of courage, tenacity and cohesion. Therefore, I have every reason to believe that we as the inhabitants of the Land of the Brave, can navigate excitedly through the interesting times, and successfully through the drying times. This conviction underpins my belief that the future of this great Nation is in safe hands.

It is within the above context that I pitch my leadership philosophy as a Presidential aspirant. My privileged experience of serving in various leadership roles in the past have certainly tried, tested and refined me for serving the Namibian Nation even beyond the call of duty.

My leadership philosophy for Namibia is simple, but it is effective and relevant to our context as a Nation. It is a philosophy rooted in and underpinned by five (5) principles abbreviated as **PIAMI: Pragmatism, Integrity, Accountability, Meritocracy and Inclusivity.**

I am resolute in my conviction and commitment to build upon the work already done – a remarkable legacy worth preserving and scaling to greater heights. The PIAMI principles, that I will seek to tirelessly promote will serve as my benchmark to achieve that. Following is a detailed explanation of each of the anchors and how they relate and fit into our Namibian context.

Anchor # 1

PRAGMATIC LEADERSHIP

Pragmatism involves approaches and solutions that yield the best results through the application to challenges. I believe that pragmatic leadership is a passionate and caring leadership that is action - oriented. It demands action and a leadership committed to finding workable and lasting solutions, irrespective of the nature of challenges. It demands a leadership that will nurture and grow the symbolic landscape evolving out of that context, and I embody that kind of leadership.

> A passionate and caring leadership that is action-oriented.

My approach to dealing with the issues at hand will be to apply practical considerations to guide decisions. In other words, my leadership will be based on actions centred on what is workable in the best interests of our country. In this context, I pledge to place a very high premium on devising practical ways of assessing situations and finding relevant and implementable solutions to the identified challenges.

I am well aware of the pressing issues requiring urgent attention. These include youth unemployment, improvements of our health facilities, strengthening our education system, the scourge of gender-based violence, the alleviation of poverty, and leveraging on our natural resources, among others. I am convinced that by deploying the right people with the right value proposition and mobilising sufficient resources, we can make a significant impact towards addressing these challenges. We will rise above mere rhetoric to find and implement practical solutions to pressing challenges. My approach to dealing with these challenges will, therefore, be based on practical considerations to guide decisions on solutions that are workable and in the best interests of our country. The time to rise above mere talk and find practical solutions to our challenges is now and now is the time.

Pragmatic leadership must also be evident from a nation's body of legal instruments. It cannot be right that we continue to have outdated laws that clearly impede the progress of the collective and stand in the way for Namibian-centric advancements. It is, thus, prudent that we review, amend and/or repeal these laws and in that way change the livelihoods of our people for the better.

Our economic challenges can be alleviated through the beneficiation of our natural resources and we will make targeted efforts to accelerate that process. Interventions targeting specific economic drivers will be spearheaded to improve our people's livelihoods and economic well-being. I strongly believe that if optimally exploited and maximised, the following sectors can yield positive results for Namibia.

AGRICULTURE

Namibia has the potential of being self-reliant and self-sustainable, with reliable access to food security. Whilst agriculture remains one of the key sectors that can alleviate the plight of our people, its full potential is yet to be exploited. In this respect, intentional and targeted interventions shall be developed and implemented to address the challenges facing this sector.

A significant segment of our population continues to live below the breadline,

thus subsequently compromising their well-being. In this regard, intentional and targeted interventions need to be developed and speedily implemented to halt the current situation of hunger that is affecting so many of our people.

I am convinced that with effective and efficient agricultural programmes, combined with updated technology and accountable management of these initiatives, we can respond positively to our current needs.

We will thus be able to make Namibia a country that is self-reliant, food secure and self-sustainable. Therefore, there will be a need to review our current programmes, and if need be, to revise and revamp them so that they can be responsive to our current needs and reality as a country. The current operational Green Schemes must also be upscaled in scope, production and management. Other initiatives such as the Livestock Levy and the National Horticulture Development Initiative will also be looked at in order to enhance their effectiveness in ensuring food security in Namibia. This will call for greater investment and stronger leadership in the agricultural sector. Therefore, both the private and public sectors need to better coordinate and pool resources to maximise production within the various areas of food security. Furthermore, policies must be reviewed to ensure that they prioritise our needs and aspirations for sustainability.

MINING

The mining industry is another sector that I believe if fully exploited can place us on a trajectory of sustained wealth and prosperity for all. However, this will demand that we develop policies that are designed to bolster our economic advantage through well-crafted beneficiation of our natural resources. Whilst our economy is primarily built on the mining sector, the benefits from this sector have not adequately translated into improved living standards for our people. As such, we must summon all courage to develop legal instruments that will place us at a vantage point as a people.

We deserve more from our natural resources as a country, and we must be strategic in our engagement with our stakeholders so that we can at all times arrive at a win-win situation. In this context, as a responsible government, we will continue to both coordinate and regulate the responsible exploitation as well as sustainable utilisation of our rich endowment of natural resources for the ultimate benefit of our people. As in the case of the Agricultural Sector, we must and will review all the relevant Acts that pertain to the mining sector with the sole purpose of ensuring that they all place the Namibian people at the centre of economic advancement, as well as better living standards at the household level.

FISHING

Whether in tandem with agriculture and mining or on its own, the fishing sector can contribute meaningfully to the lives of all our people. Fishing, like the other sectors as indicated earlier, equally presents a valuable opportunity to contribute meaningfully to the lives of all our people. Despite notable achievements and successes within the fishing sector such as the development of relevant regulatory policies and monitoring instruments, the fishing sector delivers below the expectations of the Namibian people as far as beneficiation is concerned.

A review of current policies is, therefore, critical to ensure that this national resource contributes significantly more, not only to the broader local economy, but particularly to the social upliftment of the Namibian people. Our policies must be responsive to our national context, and as such, they must be revised to inspire dynamism and promote greater participation by our people in the sector to increase local ownership.

TOURISM

I was privileged to be the Minister of Environment and Tourism of Namibia at one point. I can, therefore, boldly attest that the tourism sector can undoubtedly be one of the keys to unlocking our economic potential. We have in recent times seen an upshot of tourists from around the world and all walks of life choosing Namibia as their preferred tourist destination. This is a clear indication that Namibia has distinguished herself on the global scale as a tourist destination with the capacity to attract great numbers of visitors.

It is, therefore, imperative that we capitalise on this comparative advantage because Namibia has a lot to offer to tourists. It is crucial that we continue to create a safe and stable environment that will instill confidence in visitors to keep on visiting Namibia. We also need to revise our policies to promote greater participation by local people in the tourism sector. Our task as a government is to keep on crafting, revising and implementing policies that are intentionally designed to improve the living standards of our people.

Finally, I am of the view that pragmatic leadership can only deliver when all gatekeepers across the entire Namibian spectrum fully understand and commit to the process of translating relevant policies into tangible and implementable strategies. In this respect, under my guidance, emphasis will be placed on the effective and efficient implementation of programmes across the various sectors. Such programmes shall have clear targets, clear time frames and be realistic and achievable, and shall be streamlined to promote the effective utilisation of resources, avoid the duplication of efforts

and to properly align skills to maximise performance and impact. My pragmatic leadership will also involve incentivising the workforce to bolster productivity and service delivery to the Namibian people.

EFFECTIVE SERVICE DELIVERY

I hold the strong view that pragmatic leadership must provide incentives and motivation for enhanced service delivery. While we need policy reforms in various areas, it is important to underscore that policy frameworks do not implement themselves. As a country, we need a workforce that has its fingers on the pulse of effective service delivery.

I am convinced that quality service delivery in our institutions is hampered by several factors that I believe that are key. Among these factors is often our personal and collective attitude towards service delivery. It is a sad reality that for many people and institutions, rendering service to the Namibian people has become a burden. We must not forget that we are all civil servants, which implies that our primary function as civil servants is to serve our people not only in the most effective and efficient way, but also with the right attitude.

Effective service delivery also means having the right values that promote and reflect personal qualities such as honesty, transparency, commitment, loyalty, dedication, passion and productivity. I believe that the absence of these qualities is often what gives impetus to dishonourable acts and behaviours such as corruption and nepotism in our society. The acts of manipulating systems for personal benefit at the expense of the Namibian people at large dangerously undermine efforts to increase effective service delivery. Our legal framework does address these kinds of acts.

Against this background, I implore every citizen to honour the noble values that inspire quality service delivery in Namibia. We must bear in mind that economic development and social advancement are only possible through effective service delivery at every level of our society. We must, therefore, abhor all vices that seek to resist efforts at improved service delivery.

SPORTS, CULTURAL AND CREATIVE INDUSTRIES

As a Nation, we pride ourselves in both our individual and collective rich diversity, particularly in relation to our unique aspirations, gifts, talents, personal abilities and innate qualities. In this context, there is a need to upscale our efforts in creating opportunities that will unlock and maximise the potential of those who desire to pursue careers in these areas.

This is particularly important since we

have a significant portion of the youth that continues to demonstrate exceptional talent and skills in a wide range of creative areas.

I believe that it is high time that more resources are committed to these areas so as to enable those individuals to refine their skills and ultimately earn a living through their innate abilities. We will, therefore, need to review our current policy frameworks to make them responsive to the needs and aspirations of those who desire to advance their careers in these areas.

I have no doubt that by taking these bold steps we will create opportunities for the self-employment of our young people. We must bear in mind that the government cannot employ so many people, and as such, we must find creative ways to encourage individuals to pursue employment in areas of their interests. As a government, we have to create enabling environments in which the citizenry can discover, maximize and deploy their unique gifts and talents, and thereby secure a livelihood for themselves.

Anchor # 2

INTEGRITY

Integrity is the second anchor of my leadership philosophy for Namibia. I am mindful of the fact that ethical leadership is the precursor for sustainable development and the bedrock upon which we can build strong individuals, families, communities and the Namibian nation at large. Ethical principles and values will be the epicentre of my leadership, and my personal manifesto and ethos.

> We will promote a culture of honesty, transparency and fairness.

There is abundant evidence that demonstrates what the absence of ethical leadership can cause to institutions, societies and nations. Inspired by my steadfast desire to see our motherland growing to its full potential and her people enjoying its abundant resources, there will be zero tolerance for double standards. As a collective leadership, we will at all times be at the forefront of submitting ourselves to the basic tenets of ethical leadership.

Moreover, I further believe that integrity also implies that as leaders across various sectors we should appreciate the fact that we are servants of the people and as such, we are accountable to them. We are not a law unto ourselves. Instead, we must be the defenders and protectors of the law at all times.

In order to elevate this value of integrity to the level where it matters the most, it is crucial that we create the requisite environment that will enable the manifestation of integrity. This includes strengthening institutions, processes, and systems, and hold people accountable for ethical compromises, defects and lapses. Policy frameworks that may be defective in their design and thereby create loopholes that might have made it easier to fall into the trap of unethical conduct will also be relooked at.

My administration will promote a culture of honesty, transparency and fairness. We remain mindful of the vices that often trigger unethical behaviour within our society such as greed, unemployment and poverty. As such, there will be a need to increase our concerted efforts to push back the onslaught of these vices, starting from the top of all our institutions.

Furthermore, I want to emphatically stress that any acts of corruption, whether implicit or explicit, will absolutely not be tolerated, and will be dealt with through all applicable laws of the country. Corruption is the cancer that eats away at the very fabric of our developmental efforts and initiatives as a nation. It is of utmost importance to understand that national development and effective service delivery are grossly compromised in an environment where corruption is permitted to thrive. Therefore, as the leadership, we will ensure that all institutions entrusted with the crucial responsibility of fighting corruption are adequately empowered to execute their functions effectively. Simply stated, under my leadership, any individual who involves themselves in acts of corruption will face the full wrath of the law, and this will be done without prejudice.

There is no doubt that through integrity we can continue to build trust and confidence in our people that we indeed have their best interests in our national development agenda. As the old adage goes, trust must be earned, not simply demanded. I am, therefore, committed to ensuring that integrity becomes the ultimate guiding principle that will define my leadership philosophy to improve the lives of every Namibian.

Anchor # 3

ACCOUNTABILITY

The value of accountability is an extension of integrity and ethical leadership, and aligning oneself with the consequences that may ensure when actions are taken without integrity and ethics. My definition of accountability is that it has to do with being answerable or liable. Intertwined with the principle of integrity we are as a collective leadership, answerable to the People of Namibia simply because we are primarily their servants. My mantra on accountability also denotes that there must be implications for poor service delivery, ethical compromises and violations of ethical standards and principles.

> It is my belief that accountability to one another is at the heart of nationhood.

Furthermore, there is also no doubt that through accountability, we can actually fast-track service delivery and development as a country. Once again, I believe that to really embody this value in all our institutions, whether public or private, those entrusted with the role of leadership should be at the forefront of exemplifying this critical component of accountability. To make this a reality will be my assured mandate.

In turn, top leadership that will work with me will be tasked and expected to instil a culture of accountability in their respective institutions. I sincerely and strongly believe that it is our collective duty as leaders to firstly, hold ourselves to account and secondly to hold others accountable. We must and will walk the talk and talk the walk. We must and we will earn the trust and respect of our people. We will give them the confidence that our country is indeed in safe hands.

I believe that to effectively instil a culture of accountability across all sectors in the country, we are duty-bound to develop the necessary frameworks and instruments against which we can measure accountability or the lack thereof. In cases where relevant frameworks and instruments already exist, we will under my leadership, enforce them without fear or favour. I again reiterate that no person is above or beyond the law. We all must submit ourselves to the sacred constitution and the laws of our remarkable country, Namibia.

My very sincere conviction is that the value of accountability goes along with the sense of patriotism. The sense of our patriotism as a people will be determined by our measure of accountability to our National laws, policies and guiding principles. I am thus convinced that accountability to one another is at the heart of our nationhood. Our collective sense of accountability will inevitably develop in us the desire to want the best for ourselves and others, and to ensure that we all enjoy the spoils of our resources. Therefore, being accountable simply means that as leaders we are merely stewards entrusted with the various resources of the country, and as such, we must be answerable when it comes to the utilisation of these resources.

Anchor # 4

MERITOCRACY

Whilst I am fully cognisant of the legacy of historical dynamics and imbalances that operated to the advantage of some citizens, and tragically disadvantaged the majority, we cannot shy away from the reality that the 21st-century society demands an enlightened workforce that is selected on merit as opposed to other considerations. Namibia, being part of the global community, must be prepared to compete at that level. As such, there will be a need to ensure that positions, whether in the public or private sector, are occupied by individuals who possess the requisite skills to meaningfully contribute towards the realisation of our national ambition.

> Through meritocracy we will be able to fast-track development, and subsequently serve the needs of our people.

As a country that aspires for greatness in all our collective endeavours, we must employ individuals where greater return is guaranteed as they ably deploy their capabilities. I believe that through the application of meritocracy, we will be able to fast-track development and, in that way, serve the needs of our people.

Meritocracy under my leadership also implies converting our institutions into centres of excellence where skills and talent are celebrated and promoted. This will also involve creating a culture of skills transfers through mentorship, coaching, and other skills development initiatives.
In addition, we need to devise strategic ways where individuals with great knowledge and skills are afforded the opportunity to transfer such institutional memories to emerging leaders. By extension, this implies giving opportunities to the younger generation to play a pivotal role. In this context, I believe that robust succession programmes must be developed to ensure a smooth transition from one generation to the next. I do not believe in reinventing the wheel every time another person gets into an already existing position. Even though contexts and situations may vary from generation to generation, we should design plans that will enable us to continue where others have left off. In other words, we need programmes that transcend generations and are forever responsive to our present and future needs and realities.

Ultimately, meritocracy goes beyond filling positions with skilled people. It is also about creating an education system that inspires a culture of work ethics and excellence so that our learners can, from a tender age, already appreciate the value of providing quality services. As a nation we will, therefore, continue to invest heavily in education to ensure that the future of the Namibian child is in safe hands.

Anchor # 5

INCLUSIVITY

Inspired by the words of our late former president, Dr Hage Geingob, *"No one should feel left out"*, I hold this fact to be self-evident, that as citizens of this great country, we are all equal members of the same Namibian family. I believe that the time has come to give full meaning and expression to the slogan, "One Namibia, One Nation." I equally believe with certainty that as a people we can rise above sloganeering and clichés, and genuinely embrace one another in the true spirit of brotherhood, irrespective of our religious convictions, political persuasion, social standing, cultural orientation, educational achievement and philosophical ideology.

> We are ONE Nation irrespective of our religious convictions, political persuasion, social standing, cultural orientation, educational achievement and philosophical ideology.

I will be the first one to acknowledge that as a nation, we are indeed a land of immense contrasts and diversity. However, this contract and diversity should not be perceived as a weakness or an impediment, but rather be celebrated as a national strength and asset. Certainly, there is room for everyone in the land of the brave. I am more than convinced that we are smart enough not to allow our differences to stand in the way of what we have in common as a people. What unites us is more important than what divides us. We can, therefore, achieve real unity in diversity within Namibia.

I, therefore, urge that we all strongly abhor any tendencies that seek to alienate and divide us. We all deserve our rightful place in the Namibian sun – this is our country, and we belong to this beautiful and amazing land. In this context, inclusivity also denotes that we create equal opportunities for everyone to enjoy and benefit from the abundant natural resources that our country has to offer. Intentional efforts will be made to bridge the wide gap between the haves and have-nots. As such, there will be definitive actions to review our policies and other legal instruments that may pose a threat to what we seek to achieve for our people. I believe that we must be bold enough to address the disparities created by structural imbalances in our economy. We cannot continue to be comfortable in a country where some have more than enough, whilst others have next to nothing, except their lives. This is not and can never ever be right. This situation must urgently be addressed by all role-players and my role will be to catalyse real steps towards making inclusivity a reality.

Enablers

Whilst the above-mentioned anchors point to the critical sectors needed to accelerate economic development in the country, it is indeed equally important to indicate that these anchors will need support structures for them to be realised. I simply call these support structures the enablers. The following are the enablers that I strongly believe will be able to facilitate the implementation of the anchors I mentioned above.

QUALITY EDUCATION

That quality education is key to a better future is certainly not a cliché, but a reality. As a country, we have been consistent in investing significantly in the education sector. However, I strongly believe that we must create the environment to allow those who desire to venture into informal education to develop their unique skills in these areas. Furthermore, we need to look at our current education system as a whole to ensure that it is adequately aligned with our national aspirations as a country. There is no doubt that the quality of our education will inevitably determine the quality of our future as a country, and as such, we must never compromise on this all-important aspect of both our present and future generations. I believe that a well-educated and skilled people is central to a progressive nation. Therefore, as a responsible government, we will not shy away from this critical obligation towards our people.

QUALITY HEALTHCARE

As in the case of education, quality healthcare is central to individual well-being, as well as national development. It goes without saying that healthy people make a productive nation, and all our individual and national aspirations can only be fully realised when we secure the emotional, psychological and physical well-being of our citizenry. In this context,

the government will continue to aggressively pursue workable and lasting solutions to the prevailing challenges that are affecting the implementation of an effective and efficient healthcare system in the country. As such, it will be vitally important to look at the aspects of accessibility and affordability of healthcare by our people, irrespective of their location in the country.

HOUSING

Psychologists teach us that shelter is a basic human need. Therefore, it is our moral duty as a government to directly or indirectly ensure that this basic human need of our people is met. Whether in urban, semi-urban or rural areas, every individual deserves a decent place that they can call their own. After all, that was the basis and motivation for our brutal struggle for freedom and independence. Again, we will do whatever it takes as a government to ensure that our people have access to safe and affordable housing. I am aware that this will involve a multi-pronged stakeholder engagement and strategy. However, it remains the duty of the government to drive this initiative without fail. That our people deserve quality and affordable housing is beyond question. This is the only way we can elevate the sense of dignity and pride of our people.

ENERGY

Energy is another enabler that is designed to facilitate and accelerate our economic growth as a country. In line with our national development agenda, bolstering our energy provision is imperative. As such, there is a dire need to diversify our sources of energy to effectively respond to and address our energy demands as a growing economy. Again, the government will continue to play a critical role in spearheading energy-generating initiatives in partnership with strategic key players within the industry, both locally and internationally.

Conclusion

The bedrock for my leadership philosophy for Namibia, our country, is this basic leadership principle, *"The ultimate purpose of leadership is to serve."* I commit to be at the forefront of serving this great country and its people. I believe that it is only through serving that we can propel our country into an orbit of prosperity and wealth that will benefit every citizen.

I, therefore, implore all those entrusted with public responsibility and trust to demonstrate the highest degree of servant leadership. In other words, as public office bearers we all have a duty to lead by example. I firmly believe that the love we all have for our country is enough reason and motivation for us to go beyond the call of duty where service delivery is concerned. I have no doubt that through **Pragmatism, Integrity, Accountability, Meritocracy** and **Inclusivity** we can make our country greater and better for everyone. We are all duty-bound to faithfully serve our country in our various capacities.

SOLIDARITY FREEDOM JUSTICE

CDE NETUMBO NANDI-NDAITWAH

MY LEADERSHIP VISION FOR NAMIBIA

SWAPO PARTY MANIFESTO IMPLEMENTATION PLAN (SMIP): PRIORITY AREAS

2025 - 2030 Implementation Plan

TABLE OF CONTENTS

I. FOREWORD BY PRESIDENT ELECT **4**
II. STATEMENT BY THE SECRETARY GENERAL **8**
III. LIST OF ACRONYMS **10**
IV. EXECUTIVE SUMMARY **12**

1. INTRODUCTION **14**
1.1. Strategic Framework 14
1.1.1. Strategic Vision 14
1.1.2. Strategic Goals 15
1.1.3. Projects 15
1.1.4. Subprojects 16
1.1.5. Strategic Interventions: Critical Economic enablers 16
1.2. Funding 17
1.3. Cascading the SMIP Implementation Plan 17
1.4. Reporting 17

2. CHAPTER 1 – KEY SOCIAL PRIORITY AREAS **18**
2.1 Priority Area 1: Agriculture 20
2.2 Priority Area 2: Sport 24
2.3 Priority Area 3: Youth Empowerment 29
2.4 Priority Area 4: Building a better future: Quality Education and Training 32
2.5 Priority Area 6: Creative Industry 36
2.6 Priority Area 6: Better Living Standards: Quality Health and Social Welfare 39
2.7 Priority Area 7: Decent Living: Land, Housing and Sanitation 44
(BUDGET PROJECTION FOR PRIORITY AREAS AND ESTIMATED JOB CREATION) 47
2.8 Five-year budget and Job Creation 48
2.9 Annual Budget per Priority Area 49
2.9.1 Improving the Quality of life of Namibians: Housing; Sanitation; Healthcare; Education; and Agriculture 49
2.9.2 Sports development and infrastructure 49
2.9.3 Youth Empowerment 50
2.9.4 Creative Industry 50

3. CHAPTER 2: CRITICAL ECONOMIC ENABLERS 51
3.1 Enablers For a Prosperous and Industrialised Namibia 52
3.1.1 Critical Economic Enabler 1: Mining 54
3.1.2 Critical Economic Enabler 2: Energy 55
3.1.3 Critical Economic Enabler 3: Oil & Gas 56
3.1.4 Critical Economic Enabler 4: Tourism 57
3.1.5 Critical Economic Enabler 5: Water 59
3.1.6 Critical Economic Enabler 6: Fisheries 60
3.1.7 Critical Economic Enabler 7: Transport & Logistics 61

4. CHAPTER 3: LEGAL REFORMS & INSTRUMENTS REQUIRED 66
4.1 Priority Legal Reforms and Instruments 67
4.1.1 Land Bill 67
4.1.2 Regional Councils Act (Act No. 22 Of 1992) and Local Authorities Act (Act No. 23 Of 1992) 68
4.1.3 Namibia Students' Financial Assistance Fund Act 69
4.1.4 Public Procurement Act, 2015 69
4.1.5 Lotteries Act 13 of 2017 And Gaming and Entertainment Control Act 13 of 2018 69
4.1.6 Investment Promotion and Facilitation Bill, 2021 69
4.1.7 Public Procurement 70

ANNEXURE 1 – PRIORITY PROJECTS: PROJECT LEVEL INFORMATION 91
Below sections outline a number of the priority projects in detail, especially those interventions requiring accelerated construction, and/ or capital allocation. 91
1. Land Servicing, Low-Cost Housing and Land Servicing 91
2. Basic Sanitation Facilities Project 93
3. Universal Health Care Access 94
4. Free Higher and Vocational Education 96
5. National Food Security (Green Schemes, Drought Relief) 96
6. Develop large scale Farm, 30,000 Ha 97
7. Cattle Breed Improvement (Bull) Scheme 97
8. National Cattle Herd Restocking Scheme 97
9. Sports Industry Interventions 98
10. National Youth Fund 99
11. Youth Apprenticeship Scheme 100
12. Youth Internship Scheme 100
13. National Arts and Creative Industry Awards 101
14. Creative Industry Facilities and Equipment Project 101

ANNEXTURE 2: LEGAL REFORM PER PRIORITY SECTOR 101
ANNEXURE 3: PROJECT IMPLEMENTATION GANTT CHART AND TIMELINES (HERETO ATTACHED) 102

FOREWORD BY PRESIDENT ELECT

> When I say things, I know, they are workable, they are doable, and I make sure they are implemented. When I say something, I mean it, and I follow up and show the implementation.
> *~ Her Excellency Dr Netumbo Nandi Ndaitwah*
> *- the President Elect of the Republic of Namibia*

The SWAPO Party through its 2024 Manifesto has promised to aggressively improve the quality of life and livelihood of all Namibians, if elected to power on 28 November 2024.

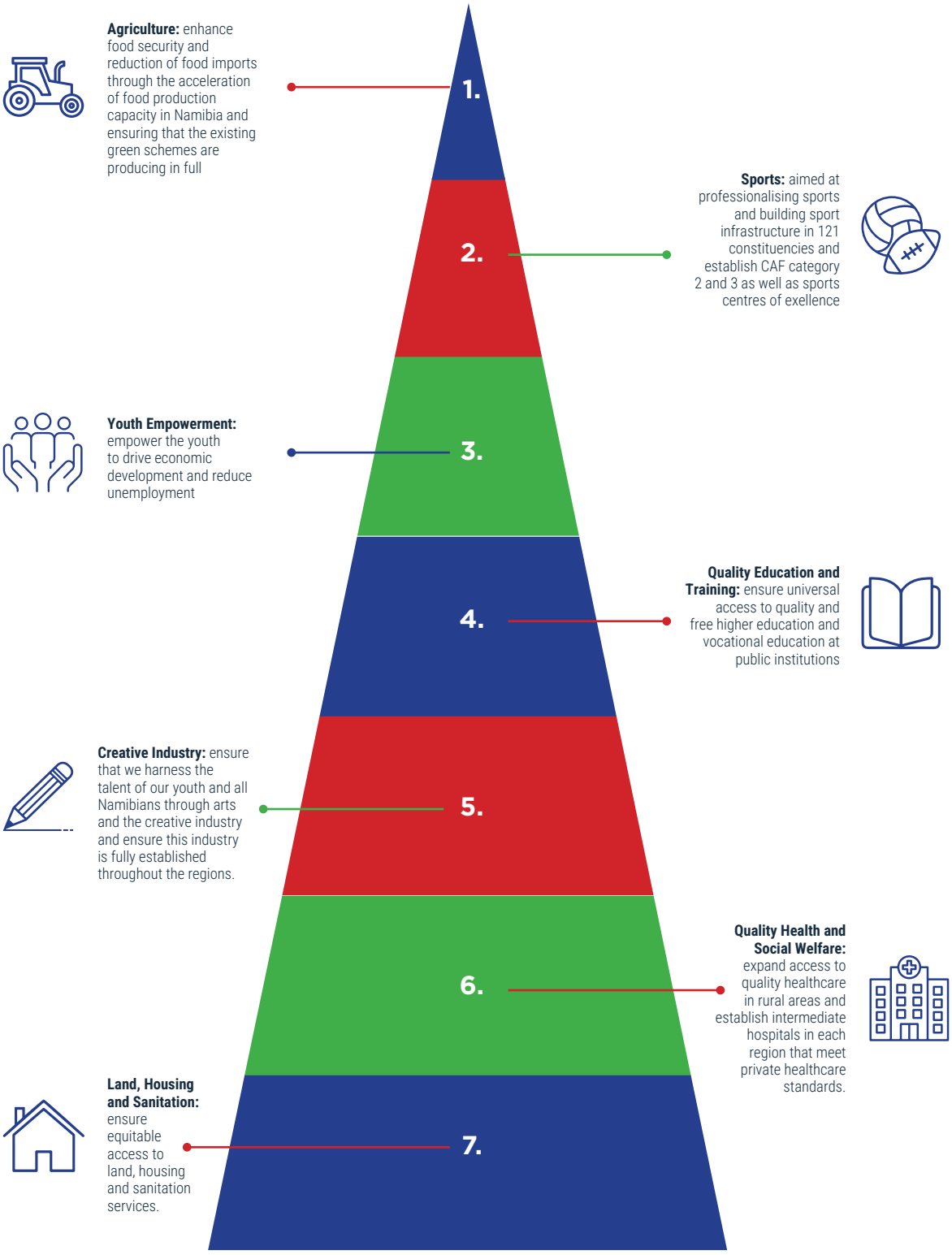
The Namibian People have since demonstrated their trust in the SWAPO Party by voting for The Party into power and myself as President of the Republic of Namibia over the next 5 years. In line with the SWAPO Party Political Program upon attainment of Namibia's Independence, The Party has made significant strides over the past 34 years. The Party remains steadfast in realizing the principles that underpin its Ideology of Solidarity, Freedom, and Justice.

The aforementioned principles underpin the strategic focus for the next four years in line with the Manifesto. The Manifesto represents the SWAPO Party's broader vision in bettering the lives of the Namibian people. In order to effectively realize The Party's vision, the SWAPO leadership have decided to consult and formulate the first (1st) ever SWAPO Party Manifesto Implementation Plan (SMIP). The SIMP is aimed at effectively outlining the key top priority areas that will ensure the attainment of the Manifesto. The key priority areas have been outlined in a Specific, Measurable, Actionable, Realistic and Time-bound (SMART) manner in order to give meaning and structure to the implementation of our high priority areas. Notably, we must ensure that the SMIP is integrated into the National Development Plan 6 (NDP 6). We promised and we must deliver!

Given the fact that sustainable development is achieved through an integrated multi-sectoral approach, priority shall equally be given to the other focus areas in the SWAPO Manifesto through ongoing government projects and will continue to be implemented and funded through the national budget.

SMIP prioritizes quality service delivery, in the form of targeted projects across the following 7 priority areas:

TOP 7 PRIORITY LIST:



Agriculture: enhance food security and reduction of food imports through the acceleration of food production capacity in Namibia and ensuring that the existing green schemes are producing in full

Sports: aimed at professionalising sports and building sport infrastructure in 121 constituencies and establish CAF category 2 and 3 as well as sports centres of exellence

Youth Empowerment: empower the youth to drive economic development and reduce unemployment

Quality Education and Training: ensure universal access to quality and free higher education and vocational education at public institutions

Creative Industry: ensure that we harness the talent of our youth and all Namibians through arts and the creative industry and ensure this industry is fully established throughout the regions.

Quality Health and Social Welfare: expand access to quality healthcare in rural areas and establish intermediate hospitals in each region that meet private healthcare standards.

Land, Housing and Sanitation: ensure equitable access to land, housing and sanitation services.

To ensure the effective implementation of the abovementioned 7 priorities, the following Critical Success Factors will uncompromisingly underpin this plan:

- Timely amendment of the legislation that may inhibit implementation of projects, including the national procurement process.
- Embed project management capabilities in the Government at all levels and cascade to regional and local authority levels.
- Ensure accountability through the implementation of an effective performance management and consequence management system throughout government and the O/M/As.
- Ensure sufficient budgetary provision for all the identified projects.
- Introduce an effective monitoring and evaluation framework Empower Public Enterprises to effectively support and deliver on the SMIP, as extensions of Government.
- Active collaboration with the Private sector and leverage existing PPP legislation.
- Ensure transparency of project awards and implementation, through robust monitoring and reporting mechanisms.
- The inculcation of a culture of Meritocracy, in which leaders are selected or appointed based on their abilities, credentials, and track record, other than their social background, race, or gender, thereby improving performance outcomes and fostering public trust.
- Embracing Pragmatism, that is being practical and paying particular attention to the context in which Namibia finds itself, understanding what works and what does not, and not being weighed down by doctrine, theory or ideology.
- Embracing ethical leadership, that is, a culture of integrity characterized by strong ethical code, in which actions align with the constitutional values and principles, whilst prioritizing public interest and working towards the betterment of society.
- Accelerate the implementation of Namibia's Mineral Beneficiation Strategy and local content policy frameworks for all mineral and natural resources, as part of a broader strategy to develop emerging industries, and establish new sectors, through value addition.
- Undertake a complete reform of the Public Enterprises (PEs) and the Public Service to ensure that institutions are competitive and efficient for purposes of economic development and improving public service delivery, while addressing market failures.
- Economic growth of at least 4.5 per cent average per annum over the next 5 years.
- Introduce a Project Management Office located in the Office of the President (capacitated with qualified project managers to monitor the efficient implementation of GRN projects). This team will have oversight of special project task teams to ensure an integrated and cohesive approach to project management.

In addition, the SWAPO Party shall establish a Manifesto Implementation and Monitoring technical team which will oversee the overall monitoring and implementation of the SWAPO Manifesto on a quarterly basis, equally at government level a presidential team of Monitoring and Evaluation experts with project management skills will be established to coordinate the overall implementation. Ministers' Performance agreements will be strictly aligned to the Priority sectors and commitments outlined in the Manifesto and NDP 6. The Performance agreements of Ministers will be cascaded to Executive Directors who will ensure effective execution of the priority areas. Ministries, through their respective Ministers, will be required to report quarterly to the SWAPO Party Manifesto Implementation and Monitoring Team on the progress towards set objectives.

I firmly believe that when we put our collective efforts together, embrace our diversity and collaborate, we shall successfully implement the SMIP for a brighter future, for all Namibians.

There is no better time to be Namibian than now, because the future belongs only to those that are willing to work.

H.E Cde. Netumbo Nandi –Ndaitwah, Vice- President of the SWAPO Party and President – Elect of the Republic of Namibia.

STATEMENT BY SWAPO PARTY SECRETARY-GENERAL

Following the Foreword by the President-Elect, I am pleased to present the SWAPO Party Manifesto Implementation Plan 2025. This document is a vital blueprint for translating our strategic goals into actionable initiatives designed to benefit all Namibians.

The Implementation Plan outlines a structured approach to executing our strategic objectives, incorporating best practices in project management and governance. With clearly defined Key Performance Indicators and targets, it provides a framework for monitoring and evaluating progress, ensuring that each project remains aligned with our national priorities.

I want to emphasize that the prioritization and integration of this Implementation Plan into the Government's National Development Plan, government budgeting, and operations will not be compromised. This commitment ensures that our strategic initiatives are seamlessly aligned with national frameworks, facilitating coordinated and efficient execution. The SMIP Committee will play a crucial role in overseeing the mobilization of resources and the reporting of our progress. Their leadership will ensure that the N$85.7 billion committed to the priority areas (which include 7 subprojects) is utilized effectively and transparently, maximizing the impact on economic growth, social development, and environmental sustainability. This plan represents a collective effort to focus on strategic initiatives that will propel Namibia forward. By prioritizing these projects, we aim to address critical areas that will contribute to the overall advancement of our nation.

As we move forward, I encourage all stakeholders to support these initiatives. Through collaboration and shared commitment, we can achieve the objectives set out in our Manifesto, paving the way for a future where all Namibians have the opportunity to thrive.

Cde. Sophia Shaningwa, Secretary General of the SWAPO Party

III. LIST OF ACRONYMS

4IR	Fourth Industrial Revolution
AP	Annual Plans
AIDS	Acquired Immunodeficiency Syndrome
CAF	Confederation of African Football
CBS	Project Cost Breakdown Structure
DFIs	Development Finance Institutions
ERP	Enterprise Resource Planning
GL	General Ledger
GW	Gigawatt
HEIs	Higher Education institutes
HIV	Human Immunodeficiency Virus
ICT	Information and Communications Technology
IFC	International Finance Corporation
IP	Implementation Plan
KPI	Key Performance Indicator
M&E	Monitoring and Evaluation
MAWLR	Ministry of Agriculture, Water and Land Reform
MFPE	Ministry of Finance & Public Enterprises
MRP	Material Requirements Plan
MTEF	Medium Term Expenditure Framework
MITSMED	Ministry of Industrialisation, Trade and SME Development
MoHSS	Ministry of Health and Social Services
MME	Ministry of Mines and Energy
MSMEs	Micro, Small and Medium Enterprises
MURD	Minister of Urban and Rural Development
MW	Megawatt
MSYNS	Ministry of Sport, Youth and National Service
NASRIA	Namibia Special Risks Insurance Association
NDP	National Development Plan
NHE	National Housing Enterprise
HPC	Housing and Population Census
NSFAF	Namibia Student Financial Assistance Fund
NYC	National Youth Council
PBS	Product Breakdown Structure
PPP	Public Private Partnerships
PPU	Procurement Policy Unit
RCC	Roads Contractor Company
SDG	Sustainable Development Goals
SOEs	State Owned Enterprises
SMEs	Small and Medium-sized Enterprises
SP	Strategic Plan
SMIP	SWAPO Party Manifesto Implementation Plan
SMIP Com	SWAPO Party Manifesto Implementation and Monitoring and Evaluation Committee
TVET	Technical and Vocational Education and Training
USA	United States of America
UN	United Nations
UNICEF	United Nations Children's Fund
VET	Namibia Vocational Education Training
VTC	Vocational Training Centre
WBS	Project Work Breakdown Structure
WHO	World Health Organization

IV. EXECUTIVE SUMMARY

The SWAPO Party Manifesto outlines a transformative agenda to advance Namibia's development by 2028. The implementation plan consists of key priorities that will yield high results impact, starting with the agricultural which aims to enhance food security by reducing imports by 80%, supported by N$2.5 billion for Agri-infrastructure and the establishment of super farms and value chains. Infrastructure plans are to feature the launching of a new national airline by 2026 through a public-private partnership to boost domestic and international connectivity and economic growth. In terms of sports, N$7 billion will be invested in stadia, sports facilities, and youth sporting programs to enhance competitiveness by 2030. The youth empowerment strategy, with an annual budget of N$1.7 billion, targets 6,000 funded businesses, 20,000 micro-businesses, and extensive skills training annually. Education reforms will prioritize free tuition for all government higher education institutions and vocational training by 2027 and commitment to upgrades on education infrastructure with N$25 billion to be invested over five years. The creative industry will receive N$2.04 billion to support local talent, infrastructure, and career development.

In the area of healthcare, N$3 billion will be allocated annually to expand rural services, enact Universal Health Coverage, and improve intermediate hospitals services. Housing and sanitation plans include constructing 50,000 houses, mass formalization of informal settlements, and building 1,000 sanitation facilities comprising of 20 male and female units in each facility (catering for an estimated 100,000 Namibians) by 2029, supported by N$18.5 billion. Collectively, these key initiatives aim to ensure economic growth, social equity, and improved living standards for all Namibians. The success of the SWAPO Party Manifesto is underpinned by Macroeconomic Stability and Economic Growth, for without Economic Growth, socioeconomic development cannot take place. The manifesto prioritizes investments in key economic sectors that generate growth, thereby giving relief to the National Treasury. It targets not only economic areas that regularly attract subsidies and funding, but also national public policy objectives and projects that are essential ingredients to achieving economic growth, reducing unemployment, and diversifying the Namibian economy.

Considering the above, the SWAPO Party Manifesto acknowledges that the foundation upon which the 7 priority areas are outlined in this Implementation Plan at a budget of N$85.7 billion will be funded by the fiscus and through Public Private Partnerships bearing an estimated +/- 250,000 jobs created (supplementing the implementation plan see annexure 3 high level priority project information). There are also economic enablers anchored on targeted investments in sectors that will aid in yielding economic diversification to enhance economic resilience and create opportunities for broader and inclusive economic participation. The SWAPO Party Manifesto identifies the following economic enablers:

- **1) Mining**
- **2) Energy**
- **3) Oil & Gas**
- **4) Tourism**
- **5) Agriculture**
- **6) Water**
- **7) Fisheries**
- **8) Transport & Logistics**

The aforementioned key areas are critical enablers for Economic Growth whose resultant effect are an industrialized Namibia, improved living standards, and opportunities for individuals and communities, encompassing several key aspects that contribute to a thriving economy and a better quality of life.

01 INTRODUCTION

In implementing the SWAPO Party Manifesto, the SWAPO Party developed the SWAPO Party Manifesto Implementation Plan 2025-2030 (SMIP) which aims "to exponentially improve the social and economic conditions to enhance Unity in Diversity, Natural Resources Beneficiation and Youth Empowerment for Sustainable Development is part thereof". In keeping with best practices, the SWAPO Party also developed this volume of the SWAPO Party Manifesto Implementation Plan to present the priority areas that will ensure the implementation of the identified. This Implementation Plan is designed to assist the SWAPO Party Manifesto Implementation & Monitoring and Evaluation Committee (SMIP Committee) implementing team, established in the office of the Secretary General in seamlessly executing the projects in SMIP and achieving the desired outcomes. The plan also has implementation tracking tables, which lay out key performance indicators and indicator targets for each identified project. The key performance forms the basis for monitoring and evaluation.

The SMIP was designed to guide the project teams to execute their work more efficiently and effectively by providing structure and clarity. The SMIP clearly articulates project goals that are aligned with broader national objectives. Overall, this volume serves as a tool for implementing the entire SMIP.

The SMIP Committee will play a pivotal role in tracking the provision and mobilisation of adequate financing and effective progress reporting throughout the SMIP implementation period.

The costing SMIP provides a coherent set of priority investment projects designed to ensure efficient and effective implementation of the entire program. Based on the SWAPO Party Manifesto 2025-2030, the SMIP interventions were classified into priority areas and projects for implementation. Costing as a key component of this implementation plan is presented in a manner that indicates priority areas targeted by SMIP and the required resources per project annually. The SMIP has 18 priority projects (which include 7 subprojects) with a total project cost estimated to be N$85.7 billion.

Like any other plan with projects and milestones, sufficient resources are key to implementing SMIP. SMIP needs to leverage funding from all possible sources and adopt prudent and accountable practices that are performance-orientated and results-driven.

1.1. STRATEGIC FRAMEWORK

The SMIP was crafted under the framework of Strategic Vision, Strategic Goals and Strategic Objectives, Projects and Strategic Interventions.

1.1.1. Strategic Vision

The National Strategic Vision (Vision 2030) is the forward-looking document that outlines Namibia's long-term goals and guides the country's strategy and decisions. The five-year SMIP programs and activities, will be carried out over the next five (5) years to ensure the timely and effective achievement of specific socio-economic goals through effective implementation and administration of the SMIP to "transform Namibia into a healthy and food-secure nation, in which all preventable, infectious and parasitic diseases ..... are under secure control; people enjoy high standards of living, a good quality life and have access to quality education, health and other vital services", which points to efficiency, effectiveness and good governance

1.1.2. Strategic Goals

SMIP Strategic Goals are long-term desired outcomes for Namibia as informed by the National Strategic Vision. Essentially the SMIP Goals define overall direction to achieve the National Strategic Vision. These strategic goals are outlined in the SWAPO Party Manifesto.
From the SWAPO Party Manifesto, the SMIP focused on accelerated priority areas to achieve national goals.

These priority arrears include:

- Provision of Affordable Housing
- Provision of Sanitation Facilities
- Accelerate Food Security
- Develop the Sports Industry
- Develop the Creative Industry and
- Youth Empowerment
- Critical economic enablers

1.1.3. Projects

SMIP projects refers to a specific, time-bound tasks designed to achieve a particular objective that directly contributes to the overall strategic goals of Namibia. These SMIP Projects sometimes involve a set of interventions with a defined timeline and resources allocated to reach a significant outcome aligned with the country's long-term vision.

To improve quality of life the following projects will be undertaken:

- Low Cost Housing
- Basic Sanitation Facilities Project
- Mass Health Care
- Free Higher Education Project
- National Food Security Project (Green Schemes, Drought Relief)
- Cattle Bull Improvement Scheme
- National Cattle Herd Restocking Scheme
- Agricultural Inputs Subsidies Scheme
- National Granary Ecosystem Project, Mass Farm 30,000 Ha

To develop sports infrastructure and the sports industry the following projects

- Sports Infrastructure and Sports Industry Development
- Sports Centres of Excellence Project
- Sports League Sponsorship Project

To empower the youth and develop youth owned businesses the following projects will be undertaken

- Youth in Business Empowerment Project L 2 National Youth Fund
- Youth Apprenticeship Scheme
- Youth Internship Scheme

To develop the Creative Industry the following projects will be undertaken

- SMIP National Arts and Creative Industry Awards
- SMIP Creative Industry Facilities and Equipment Project

1.1.4. Subprojects

SMIP subproject is a project that is part of a larger project. These subprojects will be used to break down a large project into smaller, more manageable tasks. Below are projects that have subprojects:

- Mass Health Care
  - Mass Health Care (Clinics)
  - Mass Health Care (Hospitals)
- Sports Infrastructure and Sports Industry Development
  - Sports Infrastructure and Sports Industry Development Project 1
  - Sports Infrastructure and Sports Industry Development Project 2
  - Sports Infrastructure and Sports Industry Development Project 3
- Youth in Business Empowerment Project
  - Youth in Business Empowerment Project L 1 National Youth Fund (entrepreneurship centres operations)
  - Youth in Business Empowerment Project L 2 National Youth Fund

1.1.5. Strategic Interventions: Critical Economic enablers

SMIP Strategic Interventions are essentially critical economic enablers within the broader SMIP strategic plan to move the Namibia towards its desired future state. They are measurable and specific key results areas undertaken to meet SMIP Objectives through completion of key initiatives with a focus on the following sectors:

- Mining
- Energy
- Oil & Gas
- Tourism
- Agriculture
- Water
- Fisheries
- Transport & Logistics

1.2. FUNDING

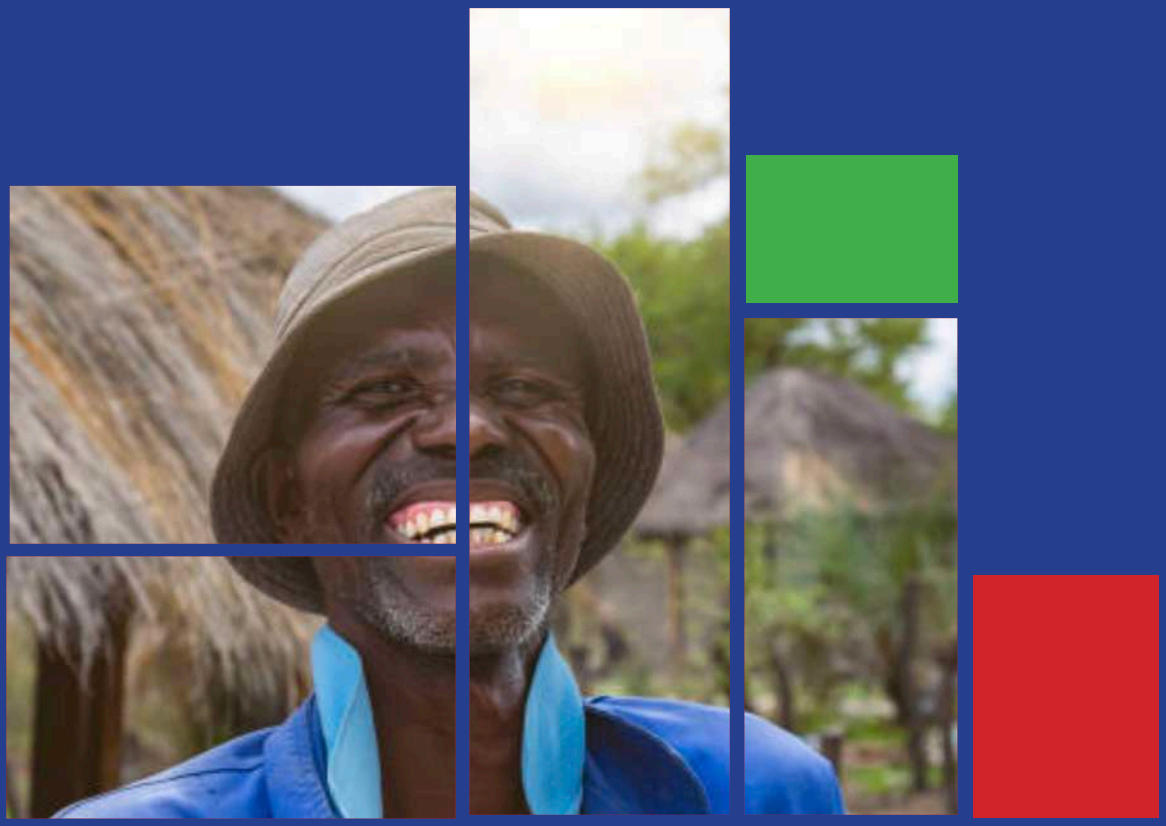
The SMIP will be funded from government budgetary allocation and public private partnerships. Infrastructure projects in the agricultural, sports, energy, water, housing, and sanitation sectors may attract external funding through private investors. Numerous funding models such as private-public-partnerships (PPP) may be pursued to ensure prudent and efficient usage of public funds in the implementation of SMIP projects.

1.3. CASCADING THE SMIP IMPLEMENTATION PLAN

The SMIP will cascade to the 5-year Annual Business Plans of the SMIP implementing agents who will be implemented through the current financial budget (2025/26) and the Medium-Term Expenditure Framework (MTEF). The Annual Business Plans will be developed in line with the SMIP Strategic Plans and the SMIP to align budgetary allocations stipulated in the strategic and implementation plans of SMIP.

1.4. REPORTING

Lead Implementing Agencies will prepare quarterly reports outlining progress on SPMP initiatives. The M&E SMIP Agent will produce accounting reports using the Programme ERP. One key report to be generated out of the ERP will be employment figures. All agencies will therefore submit and sign off the quarterly progress reports to the SMIP Programme Director on the implementation of SMIP not later than two weeks after the end of each quarter. The last quarter progress report will be the end of the year report. The end-of-year report will include a summary of the overall annual performance. This report will be due on the 20th of January each year. The progress report to the SMIP Committee will include progress based on set indicators in the SMIP and project targets as outlined in this implementation plan. The SMIP Programme Director will compile an annual independent progress report on the overall performance towards SMIP. This will include progress on set indicators on results areas (Goals, Desired Outcomes, and Outputs).



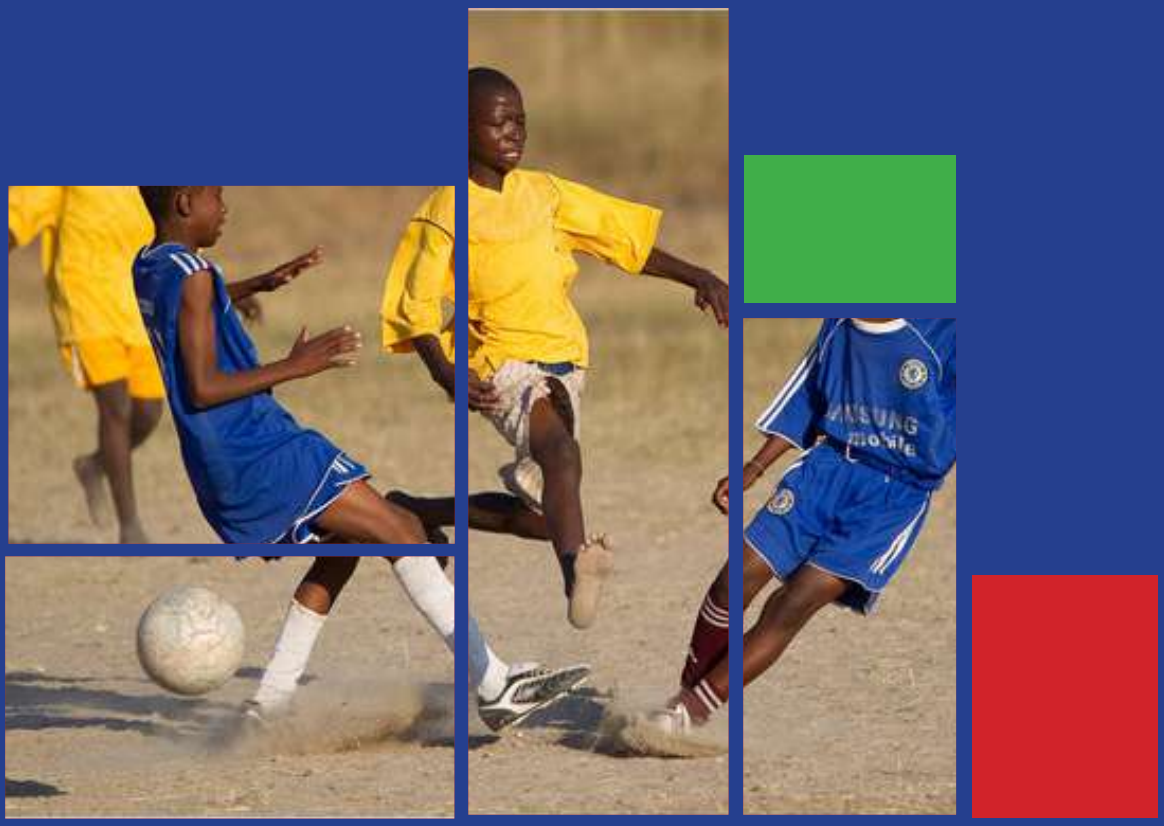
CHAPTER 1:
KEY PRIORITY AREAS

PRIORITY AREA 1:
AGRICULTURE

1.1 PRIORITY AREA 1: AGRICULTURE

Objective	Key Results (What does success look like)	Initiatives (What must happen)	Budget	Critical Success Factors/Low Hanging Fruits	Timelines
Enhance food security and resilience in Namibia through sustainable agricultural practices, while creating new jobs through value addition.	130,000 Ha of large -scale farms developed for food production and 80% reduction of food imports by 2028	Identify suitable land for super farms.	Budget: N$5 million for land assessment and procurement (included in Capex).	**Critical Success Factors:** · Public Enterprises in the Agriculture sectors should be mandated to be the vehicle for partnership with the State (i.e. NIDA). · Effective Consultation with Traditional Leaders. **Low Hanging fruit:** Priority to be given to the Farmland already owned by state Agencies i.e. NIDA, August 26, Kavango Ranch, UNAM, Neckartal Dam, Quarantine camps must be given priority.	· March 2025 -June 2025 suitable land identification and consultations. · July –Sept 2025: Land assessments · Sept 2026: Expression of interest for Private Partners. · Nov 2025: Farms awarded to winning bidders. · April 2026: commence with major infrastructure development and farm acquisitions. · Jan -March 2027: Commencement of Planting
		Farm assessment and irrigation scheme design.			
		Irrigation Infrastructure Development and acquisition of farm implements.	N$2.45 billion in Year 2 (2026), including farm implements, procurement of seeds and irrigation infrastructure.		
		Integrate small scale farmers into the value chain by 2027	N$410 million per annum.		
	Increased Agricultural Production from Existing Green schemes to 100% support Drought Relief Food Distribution.	Revise the TOR for Green Schemes outsourcing and fast track procurement process.	Part of the N$410 million annually.	· Expedite procurement of Private Partner as already initiated by MALR. · Appointment of Green Schemes Project Management Technical Task Force. · Identify local businesses with interest and passion in Agriculture and make it mandatory that they team up with Foreign Investors.	· Procurement to be finalized by 30th May 2025 · All contracts with Private Partners finalized by June 2025 · 50% food production capacity increased by 2026. · Full production capacity increased to 80 % from existing Green Schemes by 2028 · Targets: Increase Green Schemes production and contribution to Drought Relief beneficiaries from 200,000 beneficiaries in 2026 to 1 million beneficiaries in 2029.
		Identify and select private sector operators for Green Schemes and guarantee off take, with government holding interest in all green scheme projects, through agencies.			
		Integrate small- scale farmers into the value chain.			
	Strengthened Agricultural Value Chains: Supporting infrastructure for water distribution, storage, logistics, and renewable energy fully operational.	Foster partnerships with private sector operators to build warehouses and storage facilities.		Leverage and prioritise existing processing facilities, including Sunflower and the Partnership with Kavango Mills, AMTA Mill, etc. to accelerate value addition.	· Warehouse infrastructure and logistics hubs established by 2026 · Repurpose AMTA and other storage hubs by 2026
		Ensure market access to all green schemes.			

Objective	Key Results (What does success look like)	Initiatives (What must happen)	Budget	Critical Success Factors/Low Hanging Fruits	Timelines
Drive value addition in agriculture	Seed processing facility established.	Conduct feasibility study for seed and fertilizer processing facility. PPP with GRN interest in facility, with government holding interest in all green scheme project Infant industry protection activated. Improve on the seed and fertiliser subsidy	Part of the N$410 million annually.	Pilot Kavango green scheme produce with German seed with high germination yield of two months. Revisit the laws restricting GMOs and consider options to remove restrictions. Pursue high value products e.g. blueberry, grapes, and focus on products that can be exported and have high foreign currency earning.	By 30 November 2025
Strengthen Namibia's meat industry	Improved value addition in the livestock sector amongst communal, resettled, and emerging farmers	- Acquire 120 bulls per annum and distribute across the country - Rotate the bulls from one household to another - Appoint Bulls procurement contractor (May-2025) - Acquire 2400 cows - Distribute the 2400 cows to 240 farmers across the country - Redistribute or sell the cows after 5 years	$24 million pa	Develop qualifying criteria for beneficiaries of both bull and cattle herd restocking scheme. Benchmark programme and draw learnings from Botswana	• Procure 120 bulls (Jun-2025) • Distribute 120 bull (Jul-2025) • Rotate Bulls among community members (Jan-2026)
		- Implement equalization fund - Establish new market for commercial farmers.			



PRIORITY AREA 2:

SPORT

2.2 PRIORITY AREA 2: SPORT

Objective	Key Results (What does success look like)	Initiatives (What must happen)	Budget	Critical Success Factors/Low Hanging Fruits	Timelines
To develop essential sports infrastructure across Namibia, basic sports facilities in all constituencies and CAF stadiums, to support the growth and professionalization of sports.	Basic Infrastructure Built in all 121 Constituencies by 2028.	Regional and Local Authority Councillors shall be requested to immediately identify suitable land through Governor's office. Develop a uniform standard design for all sites. Procurement by CPB and Award by allotment (section 59(b).	N$242 million per annum for 4 years = N$968 million total for basic sports infrastructure.	**Low handing fruit:** · Identify existing sport facilities first and prioritize them while identifying new ones. **Critical Success Factors** · Procurement to be confined to the contractors within each region (1 contractor per site). · Parallel commencement of sites constructions in each region.	· Feb 2025 - Letters to Governors for identification of sites by RCs and Las. · March 2025: Sites Identify completed. · May 2025: Standard Designs completed. · May to July 2025: Procurement. · Sept 2025 mass construction of sites commence. · March 2026: 30 Facilities completed. Targets for the period 2026-, 45 sites 2027- 30 sites 2028 - 16 sites Total= 121
	Stadiums that meet CAF category 2 and 3 completed.	**CAF Category 2 Stadiums in 14 Regions** Site assessment for stadium locations. Design and construction. Compliance with CAF standards.	· N$460 million per annum for Category 2 Stadium = N$2.3 billion total. · N$755 million per annum for Category 3 stadiums for 5	· Existing sport stadium should be prioritized where possible. · Consultation with Sport stakeholders is critical. · Multi-disciplinary sports centres to be prioritised.	· Site Selection and Assessment completed by June 2025. · Procurement completed and bid awarded by Sept 2025. · Oct 2025: Begin construction of all 14 Category 2 stadiums. **Targets for Category 2** · March 2026: Complete 3 stadiums. · March 2027: Complete 3 more stadiums. · March 2028: Complete 4 stadiums. · March 2029: Complete 4 stadiums. **Annual Targets for Category 3:** · April 2026: Begin construction of 5 Category 3 stadiums. · March 2027: Complete 1 stadium. · March 2028: Complete 1 stadium. · March 2029: Complete 1 stadium. · March 2030: Complete 1 stadium.
To establish sports centres of excellence within CAF Category 2 stadiums.	Sports Centre of Excellence built and operational to promote Career Development (aimed at nurturing elite athletes from a young age, thereby enhancing the overall performance of Namibian sports on both national and international levels).	**Establish Sports Centres of Excellence within Category 2 Stadiums:** Identify and secure sites linked to each CAF Category 2 stadium. Design the Centres of Excellence to include training. facilities, sports science labs, and accommodation Hire skilled Coaching and administrative staff. Develop training programs tailored for various sports disciplines.	N$54.4 million per annum for operational expenditures, including staffing recruitment, training and maintenance.	· Sites and standards for sports centres of excellence must be included in initial designs of the stadiums at onset. · Identification of central and accessible sites that have access or proximity to services, and due consideration to existing schools. · Ensure availability of continuous maintenance budget at regional council level. Facilities to be placed under the custody of the Regional/ Local Authorities.	· Year 3: 4 additional centres operational. **Timeline for Year 1:** · June 2025: Site identification and design finalization (concurrent with stadium design). · Oct 2025: Begin construction of the first three centres (concurrent with stadium construction). · March 2026: Continue construction and start recruitment of staff. March 2028: Complete all centres.

Objective	Key Results (What does success look like)	Initiatives (What must happen)	Budget	Critical Success Factors/Low Hanging Fruits	Timelines
To provide sustainable financial support to sports leagues in order to prevent closure, enhance national performance, and promote grassroots development in Namibia.	Financial Support/ Sponsorship of Sports Leagues	Establish Funding Formula that allocates resources based on league needs, performance metrics, and youth development initiatives for Sports Leagues. Introduce Sports Levy and ensure 30% of Gambling funds goes to Sport. Collaborate with sports federations to categorize leagues into National Sport Codes, Priority Sport Codes, and Development Sport Codes.	N$200 million per annum for total initiative funding.	• Collaboration with sports codes and CAF. • Leverage CSI funding to develop Sports fields. • Organise annual Presidential sports fund-raising campaign. • Produce tentative Bill of Quantities as a basis to solicit CSI funding from Private Sector. Provision for multi-disciplinary sports codes.	**Annual Targets:** • Funding formula established by June 2025. • Start with Fund allocation to leagues by August 2025. • Year 1: Support at least 5 youth development initiatives. • Year 2: Evaluate and adjust funding formula as necessary. • Year 2: Expand to 10 initiatives. • May 2025: Launch call for youth development initiatives from leagues.

PRIORITY AREA 3:

YOUTH EMPOWERMENT

2.3 PRIORITY AREA 3: YOUTH EMPOWERMENT

Objective	Key Results (What does success look like)	Initiatives (What must happen)	Budget	Critical Success Factors/Low Hanging Fruits	Timelines
Empower youth to drive economic growth and reduce unemployment.	Increased Access to Funding to youth owned businesses: 6000 annually and at least 20,000 informal and micro-businesses owned by youth within three years.	Establish a National Youth Fund. Set-up a mentorship programme for the beneficiaries.	N$500 million per annum for the Youth Fund.	Consolidate and merge all youth business funding into one.	• Youth Fund established by Oct 2025. • At least Youth cooperative in each region by March 2026. • Guarantee secured from NASRIA by May 2025.
		Establish a special unit in the DBN to manage, mentor and administer the Fund.			
		Establish Youth agricultural cooperatives in each region.		Define and establish consensus on the concept of cooperatives within the context of Youth Empowerment.	
		Secure Guarantee from NASRIA to enable funding access and partner with financial institutions to streamline fund distribution.		Loan amount range at min. N$5,000 – N$300,000	
	Entrepreneurial Centres in each region offering mentorship and business preparation services fully operationalized (using Existing Industrial Parks).	Identify Existing Industrial Parks in the Region.	N$200 million per annum for Opex of the centres.		• Industrial Parks that can be repurpose into entrepreneurial identified by June 2025. • Bills of quantity for the renovation finalize by Oct 2025. • At least 4 centre fully operational by Dec 2026 and other 4 by 2027.
		Renovate existing Industrial Parks and repurpose them into regional Entrepreneurial / Incubation Centres.			
		Hire unemployed Artisans in each region to renovate the Parks.			
		Hire consultants to redesign and deliver pre-funding business mentorship.			
	Equip Youth with apprentice skills: 10 000 youth per annum enrolled specifically for Grade 11/ 12 leavers	Collaborate with accredited training institutions and employers to identify skills gaps.	N$400 million per annum for apprenticeship.	Collaboration with Project Sector Critical	• Industry Skills Gap identified by May 2025. • First 10 000 enrolments to start 2026 Academic year. • Stipends to commence by 2026. • Design programme for graduate uptake to be completed by April 2025.
		Provide financial stipends of N$30,000 per student per annum for three years for apprentice programme.	N$ 600 million per annum for internship.		Subsidy scheme to Industry to commence by Oct 2025.
	Improved Graduate Employment: 5,000 graduates absorbed annually into internships across the public and private sectors. At least 80% internship retention rate in formal employment post- program	Design and roll out a subsidy scheme offering N$30,000 per graduate annually to incentivize uptake in public, private, and SOE sectors. For at least 2 years per graduate.			

PRIORITY AREA 4:

QUALITY EDUCTION AND TRAINING

1.3 PRIORITY AREA 4: BUILDING A BETTER FUTURE: QUALITY EDUCATION AND TRAINING

Objective	Key Results (What does success look like)	Initiatives (What must happen)	Budget	Critical Success Factors/Low Hanging Fruits	Timelines
Ensure universal access to quality and free higher and vocational education at public institutions.	Free Higher Education and Vocational training: Tuition fees fully eliminated for students attending government- owned HEIs and Vocational Centres by 2028.	Implement a funding formula. For HEI and TVET.	N$5 billion per annum Total: N$25 billion.	· Merge/ streamline accreditations and qualifications Regulators Education Institutions. · Harmonious working relations and cooperation amongst HEI. · Write off all student loans. · Develop responsive free education model that accommodates student accommodation in the most efficient manner. · Expedite amendment of law to fast -track reintegration of NSFAF to save costs and use the savings to pay directly to HEIs.	· Funding formula fully implemented– April 2025. · Approval and roll out of the Minimum Standards Policy for HEI by Cabinet by 28 Feb 2025. · Independent assessment by Oct 2025. · Free Higher Education and Vocational training– April 2026.
		Implement and enforce 100% compliance to the Minimum Standards for Higher Education as developed by HCHE/ Education Qualifier Package.			
		Improve Quality of Education delivery: by Conducting an independent benchmark of all state funded or NSFAF beneficiary Higher Educational Institutions (NEI) or TVET to assess delivery of quality education and industry attachment component.			
		Fast track the re integration of NASAF as per Cabinet decision.			NSFAF full re- integration completed by October 2025.
		Conduct national study of the state of free basic education and impact assessment of the new curricula in Namibia and recommend.			By June 2025
		Roll out free HEI and TVET Education in phases to State institutions (starting with tuition and accommodation fees).			2026 school calendar year
		Develop funding model for private sector HEI and TVET Institutions.			By Sep 2025
		Revise HEI and TVET Curriculum to cater for future Jobs.			Future Skills report produced By Sep 2025
	Expand Infrastructure Development and reduce regional disparities in access to education HEI: Operational & Capital budgets of public HEIs and vocational centres fully funded to ensure quality education delivery.	**HEI Infrastructure Development and Maintenance:** Request HEIs to submit Infrastructure development and maintenance Plans and operational costs to cater for delivery of quality education.		Priority to be given to maintenance of existing infrastructure.	Infrastructure Master Plan from each HEIs submitted by Oct 2025.
		Invest in the construction of new facilities in underserviced regions/for critical skills training.		Regional equity should be prioritized	Construction of new Facilities to commence June 2026, prioritizing regional equity.
		Upgrade and modernize existing infrastructure to meet global education standards and regional access to HEI and TVET education			Fund for Infrastructure Development/Upgrade / Maintenance to be provided from May 2026 /27 FY.

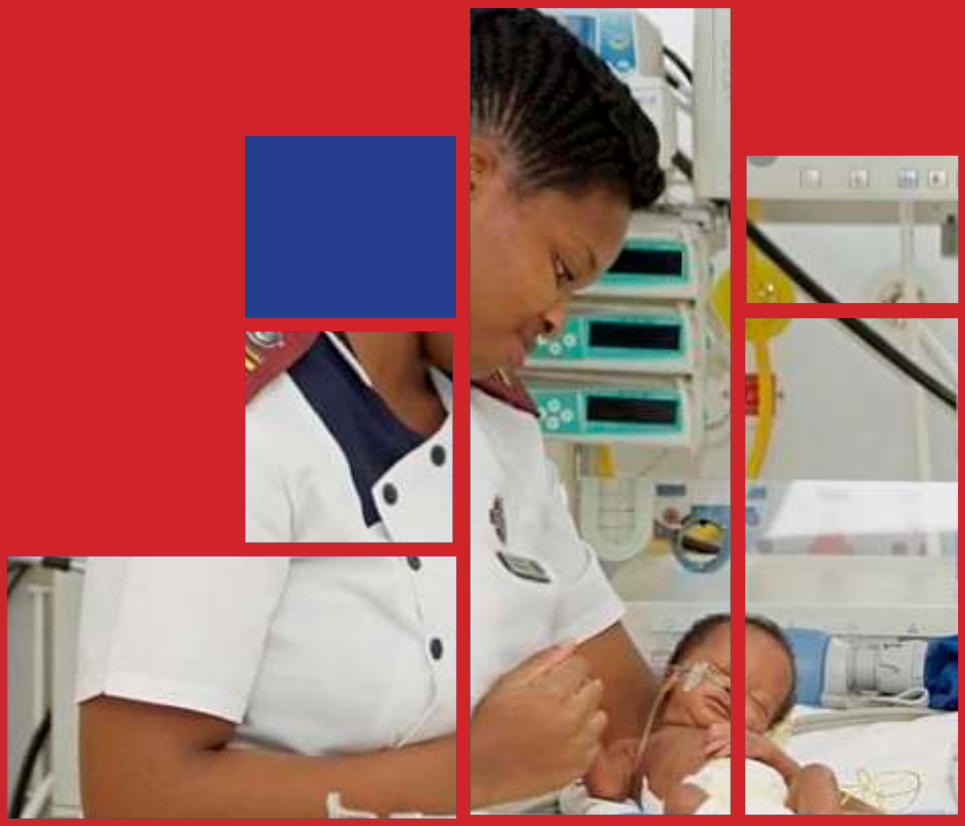
Objective	Key Results (What does success look like)	Initiatives (What must happen)	Budget	Critical Success Factors/Low Hanging Fruits	Timelines
Fast-track the full integration of Pre-Primary (PP) and Early Childhood Development (ECD) into the mainstream education system, for strong foundation.	Full integration of Pre-primary and ECD into the education system by 2027.	Needs Assessment Study for full integration including infrastructure requirements and a Funding model.	N$10 million	· Mandatory integration of PPs and ECD into all Government Primary Schools. · Integration should be done in phases.	Need Assessment by Sept 2025.
		Formulate a Framework to guide and regulate delivery of PP&ECD.			Funding Model completed by Oct 2025.
		Develop training program for ECD teachers and TOT trainers.			First roll out to start January 2027.

PRIORITY AREA 5:

CREATIVE INDUSTRY

1.4 PRIORITY AREA 6: CREATIVE INDUSTRY

Objective	Key Results (What does success look like)	Initiatives (What must happen)	Budget	Critical Success Factors/Low Hanging Fruits	Timelines
Promote and support the growth of the national arts and creative industry.	**Recognition and Empowerment of Talents** Annual National Arts and Creative Industry Awards established.	Establish a national steering committee to drive the development of the industry.	$260 million per annum (Awards) N$200 million per annum (infra, equip.) Total: N$2.04 billion for a period of 5 years.	Technical support from progressive nations i.e. SA, Ghana and Nigeria. Strengthen existing Institutions (National Arts Gallery, Academy of Arts, department of Arts, Films Commission, and Music at UNAM.	National Steering Committee established by May 2025.
		Design and Launch an annual awards program with transparent criteria and selection processes.			Announcement of category of awards by March 2026.
		Secure partnerships with private sector sponsors to complement government funding and build industry prestige.			First round of awards to take place in March 2027.
		Revitalize all dormant art centres to standard; including licensing of teachers and inculcate continuous professional			Design of art centre to be finalized by Oct 2025. Procurement and Construction to Commence June 2026 till 2030.
	Enhanced Industry Infrastructure: Creative Industry Infrastructure and Equipment Fund established to finance music and visual studios, facilities, equipment, and materials.	Establish creative industry fund facilities and production.			Launch creative industry fund by July 2025.
		Film and creative city establish.			
	Career and Industry Development: Increased production of locally created art, music, and visual content, resulting in growth in employment opportunities within the creative industry.	Provide training programs for artists, musicians, and creatives in business management, marketing, and technical skills.		Strengthen existing institutions and mobilise private sector to provide the training.	1 class of creative arts in each region by Nov 2026.
		Facilitate mentorship opportunities between established and emerging talent.		Introduce Creative Arts as a promotional subject. Introduce Creative Arts as a promotional subject.	Strengthen industry training on a continuous basis.
		Implement robust performance management by allocating specific deliverables on creative art to the regional directors of education and hold them to account. I.e. mainstreaming creative arts in all regions.			By April 2026



PRIORITY AREA 6:

QUALITY HEALTH AND SOCIAL WELFARE

1.5 PRIORITY AREA 6: BETTER LIVING STANDARDS: QUALITY HEALTH AND SOCIAL WELFARE

Objective	Key Results (What does success look like)	Initiatives (What must happen)	Budget	Critical Success Factors/ Low Hanging Fruits	Timelines
Expand access to Primary health care and quality healthcare services to all citizens with special focus on rural areas and intermediate hospitals in each region that meet private healthcare standards	Healthy Nation through Primary Health Care services to all Increased access to Primary Health Care (PMC) and quality healthcare services to all citizens.	**Increase access to Primary Health Care** Roll out public health education and nutrition campaigns across all Regions	Total: 13,385 billion 75 mil	Priority should be given to preventative healthcare and pandemic preparedness, awareness and outreach programs	- Nationwide Health care awareness Plans developed June 2025
		Acquire 28 fully equipped Mobile Health Vans to promote outreaches clinic, school health, immunization, oral and dental services in all Regions (2 per region)	210 mil	Promote regular health checkups and screening programs for chronic conditions	- Acquire 2 in FY 2025/2026 (3 vans per year in the next 4 FYs) - National Vaccination and Immunization commence by July 2025
		Establish/upgrade Mental Health Centres at Rundu, Keetmanshoop, Walvis Bay, Gobabis, Katima Mulilo, Oshakati and Windhoek Conduct National assessment study on to determine a costed model for the Introduction of free access to healthcare services	45 mil 5 mil	Accessible mental health education, prevention and treatment Promote the right to health though free access to healthcare	- National strategy and implementation plan – June 2025 - Upgrade commences in September 2025 till March 2029 - Completed by October 2025
	Universal Health care coverage implemented to strengthen equitable access to quality and affordable healthcare	**Strengthen Health Care** Finalise the policy and enact a law for Universal Health Coverage (UHC)	---	Promote equitable access to health care	- Approve UHC policy by March 2025 - Enact UHC Law by March 2026
		Finalize health services process reengineering and fast-track the implementation of integrated E-health System in all public health facilities	200 mil	Improve efficiencies and timely access to health records for improved health outcomes	- Fasttrack and Complete E-health system implementation by March 2026
		Renovate and upgrade and all existing facilities with advanced medical technology, equipment and expand telemedicine services to remote rural areas	1.250 mil	Streamline the law-making process for expedited enactment	- Commence renovations in April 2025 till March 2030 - Commence with telemedicine in 2027
		Upgrade emergency response services with 60 equipped ambulances and adequate qualified personnel	100 mil	Ensure integrated public health and to minimize mortality	- Commnece in June 2025 – March 2028
		Fast Track the recruitment of 8134 medical personnel including specialists and introduce incentives to retain medical professionals in rural areas	2.1 billion	Promote equitable distribution medical personnel for improved health outcomes	- Commence recruitment of medical personnel – April 2025
		Invest in the specialized skills by training specialists nursing staff and medical practitioners in identified fields	250 mil	Increase investment in skells for better research and development toward improved management of infectious diseases	- Commence January 2026
		Decentralize rehabilitation services to all the district hospitals	1 billion	Promote full continuum of healthcare model (one-stop-shop)	- Commence in April 2026

Objective	Key Results (What does success look like)	Initiatives (What must happen)	Budget	Critical Success Factors/Low Hanging Fruits	Timelines
	High-Quality Healthcare Infrastructure All new intermediate hospitals meet or exceed private healthcare standards in infrastructure and operational efficiency. Strengthened Regional Health Systems: Each region is equipped with at least one state-of-the-art intermediate hospital. Affordable Medicines	**Construction of Clinics in Underserved Areas:** Build and operationalize 35 clinics equipped to provide primary healthcare services, including maternal and child health immunization in identified regions (see annex).	1 billion	Improve access to timely quality first level care for a healthy nation	- Construction of clinics to commence in May 202 and complete March 2030 (annexure)
		Development of Intermediate Hospitals and facility maintenance: Plan and construct one intermediate hospital in 11 Regions, adhering to high-quality design and operational standards, through PPPs	5.5 billion	Decongest the referral to the current 3 intermediate hospitals for improved health outcomes Consider appropriate PPP models to deliver consistent quality health care	- Commence construction of intermediate hospitals – October 2025
		Essential pharmaceuticals and medical supplies: Set up government run (PPP) pharmacies to provide affordable medicines Promote and support local production and distributions of generic drugs and pharmaceutical products	50 mil	Remove middlemen in the procurement of pharmaceuticals	- Commence April 2025
		Implement strict regulation on pricing for essential medications	500 mil	PEs must be mandated to create value chains including manufacturing of pharmaceuticals locally	- Conduct assessment and formulate proposal by December 2025 - Consult and Set up production plant by December 2026
		Acquire essential pharmaceutical and appropriate fleet (6 trucks with trailers) to ensure consistent availability of medical supplies to all public health facilities across the Country	___	Ensure affordability medication to all Namibians	- March 2025

PRIORITY AREA 7:

DECENT LIVING: LAND, HOUSING AND SANITATION

1.6 PRIORITY AREA 7: DECENT LIVING: LAND, HOUSING AND SANITATION

Objective	Key Results (What does success look like)	Initiatives (What must happen)	Budget	Critical Success Factors/Low Hanging Fruits	Timelines
Address affordable/ low-cost housing and sanitation needs for low-income earners nationwide.	Construct 50,000 affordable houses by 2029.	**Establish Special Land Delivery Task force.** Establish Project Management Office (PMO) and appoint staff under MURD.	N$2.5 billion	Immediate implementation of the housing Policy.	PMO established by March 2025.
		Immediately Restructure Township Board and Capacitate Surveyor General office to fast-track surveying		Local Authorities to identify land to be serviced by central government	Restructuring of township Board May 2025.
		Appoint and establish in-house professional team by recruiting unemployed qualified engineers, land surveyors and Quantity surveyors.		Amendment to the Local Authorities Act to empower central government to centralize land serving and have reserve land for NHE	In house professional recruitment to start May 2025.
		Urban design Land Servicing: Conduct market analysis to identify towns and erven to service. Urban Design, Town Planning and Township Establishment.			• Market Analysis to be completed May 2025. • Urban Design to be completed Dec 2025.
		Housing Construction Allocation of land to local SME builders in all towns	N$15 billion	Priority should be given to low rank government employees	**Housing Construction Annual Targets:** April '26: 3,000 Dec '26: 10,000 houses Dec 27- 10,000 houses Dec 28- 10,000 houses Dec 29- 10,000 houses Dec 2030- 10,000 houses
	Formalize and service 50% of all informal Settlements by 2029.	Aggressive mass formalization of informal settlements starting with piloting mass formalization in 5 towns (WHK, Walvis Bay, Rundu, Keetmanshoop, Oshakati).	N$2.5 billion	• Prioritise land already serviced by NHE and Local Authorities. • Identify land that people can resettle temporary. • Completed Mass houses should be allocated immediately. • Create a building society. • Flesh out model for the development of low-cost housing/ apartments to accommodate government employees across all job categories. • Assess barriers for low-cost housing e.g. building standards through NHE and NSI. • Appoint Housing Task Force with experienced engineers and project managers, reporting into the Project Implementation Committee. • RCC to undertake land servicing, capacitated equipment, machinery and personnel.	• Identification of informal settlements areas to be serviced by LAs and Community Consultations to be completed by May 2025. • Mass Housing handovers to be completed by Dec '25. • Aerial surveys to commence June '25 and completed August 2025. • Mass Recruitment of unemployed engineers and Project Managers to be completed by July 2025.
		Commission Aerial Lidar Surveys and profiling of all informal settlements			
		Mass Recruit Unemployed Engineers, Town Planners etc. to do Urban Design and Town Planning			
		Identify unoccupied land and Relocate residents (i.e. 500 households in phases.			
		Roll out mass servicing of land using Unemployed artisan per region and contractors			
	Construct 1,000 (each facility has 20 units, totalling 20,000 units) sanitation facilities by 2029.	**Sanitation Infrastructure Development** Identify and prepare implementation plan	N$2.5 billion	Distance between households and sanitation facilities defined. Prioritise areas with buck toilets as part of total elimination of buckets campaign.	Dec '25
		Construction of sanitation facilities • 250 units			

BUDGET AND EMPLOYMENT CREATION FOR KEY PRIORITY AREAS

2.8 FIVE-YEAR BUDGET AND JOB CREATION

SQ		Project Name	Number of Pro-jects	Budget	Jobs Created
1		**Improving Quality of Life of Namibian Citizens**			
	1.01	SPMP Low Cost Housing	1	15,000,000,000	89,842
	1.02	SPMP Basic Sanitation Facilities Project	1	2,500,000,000	30,000
	1.03	SPMP Mass Health Care (Hospitals)	1	10,000,000,000	11,495
	1.04	SPMP Mass Health Care (Clinics)	1	5,000,000,000	10,920
	1.05	SPMP Free Higher Education Project	1	25,000,000,000	1,610
	1.06	SPMP National Food Security Project (Green Schemes, Drought Relief)	1	2,500,000,000	6,500
	1.07	SPMP Cattle Bull Improvement Scheme	1	30,000,000	25
	1.08	SPMP National Cattle Herd Restocking Scheme	1	120,000,000	250
	1.09	SPMP Agricultural Inputs Subsidies Scheme	1	350,000,000	1,200
	1.10	SPSMP National Granary Ecosystem Project, Mass Farm 30,000Ha	1	7,000,000,000	12,500
		Total		**67,500,000,000**	**164,342**
2		**Develop Sports Infrastructure and the Sports Industry**			
	2.01	SPMP Sports Infrastructure and Sports Industry Development Project 1	1	968,000,000	10,000
	2.02	SPMP Sports Infrastructure and Sports Industry Development Project 2	1	3,020,000,000	22,500
	2.03	SPMP Sports Infrastructure and Sports Industry Development Project 3	1	1,712,000,000	17,500
	2.04	SPMP Sports Centres of Excellence Project	1	200,000,000	1,330
	2.05	SPMP Sports League Sponsorship Project	1	1,000,000,000	40,000
		Total		**6,900,000,000**	**91,330**
3		**Youth Empowerment and Development of Youth Owned Businesses**			
	3.01	SPMP Youth In Business Empowerment Project L 1	1	500,000,000	350
	3.02	SPMP Youth In Business Empowerment Project L 2 National Youth Fund	1	2,000,000,000	4,200
	3.03	SPMP Youth Apprenticeship Scheme	1	3,500,000,000	23,333
	3.04	SPMP Youth Internship Scheme	1	4,000,000,000	26,666
		Total		**10,000,000,000**	**54,549**
4		**Develop Namibia's Creative Industry**			
	4.01	SPMP National Arts and Creative Industry Awards	1	1,100,000,000	1,200
	4.02	SPMP Creative Industry Facilities and Equipment Project	1	200,000,000	1,210
		Total		**1,300,000,000**	**2,410**
		Grand Total		**85,700,000,000**	**312,631**

2.9 ANNUAL BUDGET PER PRIORITY AREA

2.9.1 Improving the Quality of life of Namibians: Housing; Sanitation; Healthcare; Education; and Agriculture

Indicator Definition	Indicator Type	Annual Targets					Lead Institutions
		Y1	Y2	Y3	Y4	Y5	
SPMP Low Cost Housing Project	$15 billion	$3 billion	$3 billion	$3 billion	$3 billion	$3 billion	MURD
SPMP Basic Sanitation Facilities Project	$2.5 billion	$500 million	$500 million	$500 million	$500 million	$500 million	
SPMP Mass Health Care Access Project	$10 billion	$2 billion	$2 billion	$2 billion	$2 billion	$2 billion	MoHSS
	$5 billion	$1 billion	$1 billion	$1 billion	$1 billion	$1 billion	
SPMP Free Higher and Vocational Eduction Project	$25 billion	$5 billion	$5 billion	$5 billion	$5 billion	$5 billion	MoHE
SPMP Nation Food Security Project	$2.5billion	$500 million	$500 million	$500 million	$500 million	$500 million	MAWLR
SPMP Cattle Improvement (Bull) Scheme	N$30million	$6 million	$6 million	$6 million	$6 million	$6 million	
National Cattle Herd Restocking Scheme	$120million	$24 million	$24 million	$24 million	$24 million	$24 million	
SPMP Agricultural Subsidies Scheme	$350 million	$70 million	$70 million	$70 million	$70 million	$70 million	
SPMP National Granary Ecosystem Project - Mass Farm- PPP	$7billion	$1,4billion	$1,4billion	$1,4billion	$1,4billion	$1,4billion	

2.9.2 Sports development and infrastructure

Project(s)	Investment Estimate (N$)	Annual Targets					Lead Institution
			Y2	Y3	Y4	Y5	
SPMP Sports Infrustructure and Sports Industry Development Project	$968 million	$240 million	$240 million	$240 million	$248 million		MYSNS
	$3.02 billion	$671 million	$671 million	$671 million	$1.006 billion		MYSNS
		$428 million	$428 million	$428 million	$428 million		MYSNS
SPMP Sports Centres of Excellence Project	$200 million	$40 million	$40 million	$40 million	$40 million	$40 million	MYSNS
SPMP Professional Sports League Sponsorship Project	$1 billion	$200 million	$200 million	$200 million	$200 million	$200 million	MYSNS

2.9.3 Youth Empowerment

Project(s)	Investment Estimate (N$)	Annual Targets					Lead Institution
		Y1	Y2	Y3	Y4	Y5	
SPMP National Youth Fund	$2billion	N$400 million	N$400 million	N$400 million	N$400 million	N$400 million	MYSN
SPMP Youth in Business Empowerment Project Level 1	$500million	$100 million	$100 million	$100 million	$100 million	$100 million	
SPMP Youth Apprenticeship Scheme	$3.5billion	$700 million	$700 million	$700 million	$700 million	$700 million	
SPMP Youth Intership Scheme	$4billion	$800 million	$800 million	$800 million	$800 million	$800 million	

2.9.4 Creative Industry

Project(s)	Investment Estimate (N$)	Annual Targets					Lead Institution
		Y1	Y2	Y3	Y4	Y5	
SPMP National Arts and Creative Industry Awards	$1.1billion	$220 million	$220 million	$220 million	$220 million	$220 million	MYSNS
SPMP Creative Industry Facilities and Equipment Project	$200million	$40 million	$40 million	$40 million	$40 million	$40 million	

CHAPTER 2:
CRITICAL ECONOMIC ENABLERS

3.1 ENABLERS FOR A PROSPEROUS AND INDUSTRIALISED NAMIBIA

As a Party, we recognize the importance of striking a delicate balance between the ambitions of state led development and a market led economy. We thus commit to sustainable fiscal management, diversifying our economy and facilitating job creation by attracting investments through economic diplomacy, strengthening our revenue base through equitable tax policies and promoting industrial growth. Value addition to local products, and beneficiation of natural resources shall be used to create sustainable value chains to be able to boost economic growth and prosperity for the entire Namibian Populace.

The below key areas are critical enablers for Economic Growth whose resultant effect are an industrialized Namibia, improved living standards, and opportunities for individuals and communities, encompassing several key aspects that contribute to a thriving economy and a better quality of life.

- Beneficiation of Natural Resources, including mineral resources, oil and gas has wide-ranging impacts on the economy, which include job creation, particularly in the processing of raw materials locally, thereby retaining jobs in-country, and stimulating the economy by creating value locally and attracting foreign investment.
- Energy is a crucial input for economic growth, being a basic input for production that powers machinery to produce, and it lights homes and operate facilities. It is, therefore, the foundation of a modern industrial economy.
- Tourism has become a thriving economic sector in our economy as visitors from around the globe take time off to rest and reconnect with themselves. This sector has created jobs in our economy and further investment into this sector is critical for its long-term sustenance.
- The agricultural sector feeds our nation, as a nation that cannot feed itself is on the brink of hunger, malnutrition and disease. It is, therefore, important for the government to invest in agriculture in order to reduce food importation and enhance the rural economy.
- Agriculture cannot survive without water supply. Our economy has experienced successive droughts that threatens food production. Water is a key input for economic production and growth, especially in agriculture and is vital for healthy ecosystems, in which the economic benefits of improved water supply and – in particular – sanitation far outweigh the investment costs. It is, therefore, important for the government to invest in water supply in order to enhance agricultural production, lead a healthy nation and mitigate against droughts.
- The fisheries industry is one of the biggest sectors that generates billions in revenue and also contributes to massive employment in our economy and its long-term sustainability is critical to economic growth. It is, therefore, important that government ensure that fishing sector is fully Namibianised, and policies are put in place to ensure that most of the fish products are processed in Namibia.
- Infrastructure development plays a critical role in supporting economic activities and facilitating trade and connectivity. Reliable transportation networks, power supply, telecommunications, railways, water and sanitation systems are vital for businesses to operate effectively and for communities to prosper. Investments in infrastructure improve productivity, attract investments, and enhance competitiveness by connecting regions and reducing logistical constraints, infrastructure development fosters economic and promotes balanced growth across different areas, including marginalized communities.

2.1.1 CRITICAL ECONOMIC ENABLER 1: MINING

MINING					
Objective	**Key Results (What does success look like)**	**Initiatives (What must happen)**	**Budget**	**Critical Success Factors/Low Hanging Fruits**	**Timelines**
Mining	Ensure increased beneficiation for Namibians from Mineral resources.	• Increase ownership of Namibians in the Mining industry. • Enactment of the mineral beneficiation law. • Gold reserve established in Namibia.	Mapping critical minerals value chains study. Integrated Mineral Beneficiation Policy and legislation to be developed and implemented. 50% of all new EPLs are to be granted to Epangelo. Epangelo to be capacitated through fiscus and self-funding, to finance its own exploration. Gold Reserve - Cabinet directive	Value addition for critical minerals and cooperate through bilateral agreements with other African nations to establish processing center.	Apr – July 2025 March 2026 May 2025 March 2026 April2026

3.1.2 CRITICAL ECONOMIC ENABLER 2: ENERGY

ENERGY					
Objective	**Key Results (What does success look like)**	**Initiatives (What must happen)**	**Budget**	**Critical Success Factors/Low Hanging Fruits**	**Timelines**
Energy	Enhance domestic energy security and diversification	Namibia reaches 900MW installed capacity	Accelerate implementation of pipeline power projects inclusive of renewable energy and green energy on a PPP basis which can be considered as an alternative. Conduct a feasibility study to explore the development of the nuclear energy plant. Pilot phase 1 of nuclear power plant.	Leverage private sector Energy projects	2025 – 2029 June 2026 June 2027
	Electrification of Peri-Urban and Rural Areas	Increase national electrification rate to 70% (currently at 50%) Ensure 100% electrification of all schools and health facilities	Intensify the roll-out of peri-urban rural electrification.	Priority should be given to schools and clinics.	By 2030

3.1.3 CRITICAL ECONOMIC ENABLER 3: OIL & GAS

OIL AND GAS MANAGEMENT					
Objective	**Key Results (What does success look like)**	**Initiatives (What must happen)**	**Budget**	**Critical Success Factors/Low Hanging Fruits**	**Timelines**
Oil and Gas	Increase ownership and participation by Namibians of a sizeable and fair share in the Oil and Gas Industries.	Enacted Local Content Act and Regulations.	Fast-track the finalization of policy, development of legislation on local content.	Benchmark local content best case studies for in-country value retention.	Policy – Sept 2025 Legislation – March – 2026
		Establish Oil and Gas Logistics and Supply Base to drive local content in the oil and gas sector on a PPP basis.	Conduct benchmark on oil and gas. Oil and Gas Logistics and Supply Base Built Operate and Transfer implemented. Maintain at least 30% carried interest for the State in all upstream licenses. Establish the Petroleum Regulatory Agency Human resource plan and development for the oil & gas sector.	From April 2026	Skills Development Strategy completed by 30 November 2025
		Fully functional Petroleum Regulatory Agency		Regulator established by April 2025	Cabinet approval of gas masterplan by 20 November 2025 Cabinet approval of gas legislation by 31 March 2026.

3.1.4 CRITICAL ECONOMIC ENABLER 4: TOURISM

TOURISM					
Objective	**Key Results (What does success look like)**	**Initiatives (What must happen)**	**Budget**	**Critical Success Factors/Low Hanging Fruits**	**Timelines**
Tourism	Stimulate the local economy by redefining the tourism landscape to bring about socio-economic inclusion	Spatial Tourism Master Plan developed	Tourism Stimulate the local economy by redefining the tourism landscape to bring about socio-economic inclusion Spatial Tourism Master Plan developed Develop a spatial Tourism Master Plan to attract and encourage new investments to ensure industry diversification and sustainability. - Develop beneficiation allocation for `traditional `authorities and communities from National Parks - Explore the concept of medical tourism and conference tourism and incorporate proposal in the Master Plan. - Indigenization of the Tourism Industry as a central theme in the Master Plan, supported by a radical policy to facilitate inclusion and empowerment of local communities. Namibian Cultural & Eco-Tourism Villages - A network of self-sufficient cultural and eco-tourism villages that allow visitors to experience Namibia's diverse ethnic traditions. - Ensure Trad Namibia Extreme Adventure Series - Includes exciting endurance events like the Namib Desert Ultra Marathon, Skeleton Coast Survival Challenge, Spitzkoppe Rock Climbing Festival, and the Dune Sandboarding Championship. - Namibia 360° Digital Tourism Hub - Namibia Film & Safari Tourism Program - Namibia's Star Tourism Initiative (Astro-Tourism).	Increase rural communities' participation in tourism activities through ecotourism, and thereby promoting and preserving cultural heritage; historic sites, and cultural villages as new tourism products to spur job creation and economic diversification. Reserve certain value chain in the tourism sector for locals. Trust Fund for community beneficiation in areas where lodges operate.	Finalization of Master Plan by 30 June 2025 Traditional Authority levy established by March 2026.

3.1.5 CRITICAL ECONOMIC ENABLER 5: WATER

WATER					
Objective	**Key Results (What does success look like)**	**Initiatives (What must happen)**	**Budget**	**Critical Success Factors/Low Hanging Fruits**	**Timelines**
Water	1. Accelerate provision of potable water to rural communities	Rehabilitation of earth dams in all constituencies.	Identfiy earth dams to be rehabilitated.		2025 - 2027
		Accelerate the development of the Ohangwena Aquifer.	Accelerate development of the Ohangwena Aquifer.		2025 - 2027
	2. Enhance and support national and industrial water security	Established desalination plants in Erongo and in the northern region.	Accelerate the implementation of the desalination plants in the Erongo Region and the northern region.		2025 - 2027

3.1.6 CRITICAL ECONOMIC ENABLER 6: FISHERIES

FISHERIES					
Objective	**Key Results (What does success look like)**	**Initiatives (What must happen)**	**Budget**	**Critical Success Factors/Low Hanging Fruits**	**Timelines**
Fisheries	Maximize returns from the Nation's marine resources, for the benefit of all Namibians	Review the market realization from fishing quota allocation, reserved for GRN.	Cabinet directive must be issued within a reasonable time	Unpacking of the fish sector value chain.	By September 2025
	2. Enhance and support national and industrial water security	Established desalination plants in Erongo and in the northern region.	Benchmark study on the potential for transferring all quotas for all species to wet. Policy directive issued based on the benchmark study.	Engagement with key stakeholders.	June 2025 Dec 2025

3.1.7 CRITICAL ECONOMIC ENABLER 7: TRANSPORT & LOGISTICS

TRANSPORT & LOGISTICS					
Objective	**Key Results (What does success look like)**	**Initiatives (What must happen)**	**Investment Required (Over 5years)**	**Critical Success Factors/Low Hanging Fruits**	**Timelines**
Establish a new National Airline in partnership with the private sector	New National Airline established	Revive the national airline through a business model that will ensure sustainability.		Secure Aviation Expert Leverage existing plans currently underway	Market study completed by June 2025 Expression of Interest for PPP partner finalized by August 2025 Negotiation finalized by December 2025 Launching and official operation of the new Airline between June and December 2026.
Accelerate the positioning of Namibia as the Logistics hub and corridor for Southern Africa.	NIDAP completed by end of 2026.	Compile a 30-year National Infrastructure Development Acceleration Plan (NIDAP). Appointment of Consultancy Team Market Study and Research. Stakeholder Engagement and Workshops. Compile Document.	N$25m	Increased international and regional trade through the port of Walvis Bay	2025 – 2030
	Angola – 3 Botswana – 4 Zambia - 1	Develop One-Stop-Boarder-Post (OSBP) with Botswana, Angola and Zambia. Preceded by feasibility studies.	N$10million	Increased trade and efficiency through boards clearing	2025 -2023
Positioning the ports to handle increased demand and enhancement of Namport's capabilities to serve its customers	Increased capacity to handle dry bulk, break bulk and ro-ro operations from 3 – 6 metric tonnes per annum (MTPA) at the Port of Walvis Bay.	Establish new common user multipurpose terminal at Port of Walvis Bay North Port Multipurpose Terminal.	Development by private party. N$3b	Commodity markets, effective management of contract.	Q3, 2025/2026 Financial year 2029
	Increased capacity to handle oil and gas at the Port of Walvis Bay Increased capacity to handle larger ship and rigs for repairs at the Port of Walvis Bay	Develop graving dock at the Port of Walvis Bay North Port.	Development by Public Private Partnerships / Public Public Partnerships / Bilateral. N$5b		Q2, 2025/2026 Financial year
	Increased capacity of quay wall, accommodating the oil and gas, manganese and related cargo activities at the Port of Luderitz. Developing capacity to handle green ammonia (export least 2 million tons of ammonia per annum).	Expand the current quay wall and renovate jetties in Robert harbour by 500m. Develop a green ammonia export develop additional quay wall and jetties at Angra Point.	Phase 1: N$4b Phase 2: N$ 4 b N$10b, PPP	Feasibility of oil exploration & expansion of town to handle increased demands of industry. Feasibility of green hydrogen projects & partnership with the Port of Rotterdam.	Quay wall expansion- **2027/28.** Renovation of jetties - Next **10 years.** Ammonia Terminal - **2028** Additional jetties and quay wall at Angra Point - Next **30 years.**

TRANSPORT & LOGISTICS

Objective	Key Results (What does success look like)	Initiatives (What must happen)	Investment Required (Over 5years)	Critical Success Factors/Low Hanging Fruits	Timelines
	Increase annual passenger traffic (HKIA).	Upgrade HKIA Airport (preceded by feasibility study) - by Dec 2026.	Developed with PPP N$2b		
	770km of railway network completed by 2029 1800km of railway rehabilitated by 2027	Commence implementation of the Rail Master Plan Extension of Railway Network from Grootfontein to Katima Mulilo. Rehabilitate and maintain the railway network as per the Rail Master Plan	N$43 billion PPP / Budget N$29billion	Connect the railway up to Botswana and Zambia as a matter of priority and leverage PPP.	2025-2029
	1600km roads upgraded by 2029	Upgrade Rural Feeder Roads in 11 regions.	N$27 billon	Integrate regions and communities across the country	2025=2029
Accelerate the establishment of a new National Airline	Increased tourism through direct international destinations, thereby generating foreign exchange revenue, creating 700 direct jobs and 5000 indirect jobs.	Acquire or lease airplanes, develop airplane maintenance station to support the airline operations.	N$ 3 billion	To connect Namibia to the world and the world to Namibia through air travel	2025-2026
Improve TransNamib Fleet	Improved efficiency in rail operations in line with the TNHL Integrated Strategic Business Plan	Acquisition of new locomotives and wagons for improved efficiency	N$ 2.3 billion	Transport Heavy cargo and bulk cargo by rail to preserve roads	2025-2029

CHAPTER 3:
LEGAL REFORMS & INSTRUMENTS REQUIRED

4.1 PRIORITY LEGAL REFORMS AND INSTRUMENTS

4.1.1 Land Bill

Introduced to create one uniform Land Act for the whole of Namibia. The Bill deals with land tenure reform for the purpose of promoting the economic and social development of the people of Namibia. facilitating a land reform process where commercial agricultural land is made available to those Namibians who have been disadvantaged by past discrimination. The first draft was circulated to the public in 2010. Its principal aim is to consolidate and amend the Agricultural (Commercial) Land Reform Act 6 of 1995 and the Communal Land Reform Act 5 of 2002 in order to ensure that all land in Namibia has the same status. The Bill was tabled in 2016 in the National Assembly. However, it was withdrawn in order to incorporate resolutions to be taken at the second national land conference announced by the then Minister of Land Reform.

The second land conference finally took place in October 2018 and a total of 40 resolutions were passed. The Minister of Agriculture, Water and Land Reform, Calle Schlettwein has announced on 4 November 2024 that the government has made progress in updating the Commercial (Agricultural) Land Act and the Communal Land Reform Act. He said the government has consolidated the two legislations following recommendations made during the 2nd National Land Conference in 2018.

A revised version of the Land Bill was circulated in September 2020. This version appears to incorporate some of the resolutions taken at the 2018 conference on land tenure system. Priority should be given to the enactment of the Land Bill.

Recommendation: Finalise promulgation of the Land Bill by March 2025

4.1.2 Regional Councils Act (Act No. 22 Of 1992) and Local Authorities Act (Act No. 23 Of 1992)

2.1 The Regional Councils Act (Act No. 22 of 1992):

The Act grants significant autonomy to regional councils over local governance ON development projects. While this is beneficial in ensuring local needs are addressed, it could create friction if the central government wants to implement national initiatives in opposition-held areas.

Approach:

- Amend the Act to enable certain development projects, particularly those of national importance, to be managed directly by the central government or under a collaborative mechanism. A national "development oversight body" could be established, with powers to direct the implementation of such projects.
- Given that regional councils control their finances, there is a risk that opposition-controlled regions may deprioritize national projects in favour of local political objectives. Introduce a provision to allow the central government to allocate specific funds for critical national projects that must be managed centrally, even if they fall within a regional council's jurisdiction.
- Create committees comprising representatives from both regional councils and central government to oversee and implement key projects, fostering collaboration and reducing potential conflicts.

2.2 Township and Town Councils Act (Act No. 5 of 1992)

Similar to regional councils, local authorities have significant control over urban development projects. This could pose a challenge for central government if local councils (particularly in opposition-controlled areas) prioritize political interests over national development objectives.

Approach:

- Clarify central government's role in urban projects under the Township and Town Councils Act by ensuring that critical national projects, especially infrastructure and development projects, are centrally coordinated, or through joint task forces involving both local and central government entities.
- Strengthen Section 32 by requiring that major urban development projects be carried out in coordination with the central government. These agreements could stipulate that certain projects are subject to national oversight and direction to ensure alignment with broader national development goals.
- Consider introducing provisions for a central development oversight body or mechanism to directly manage projects of national significance, ensuring they align with national priorities, establish shared responsibility through collaborative mechanisms and introduce provision for a central funding for national projects.

4.1.3 Namibia Students' Financial Assistance Fund Act

An implementation plan has been put in place to finalise the dissolution process of NSFAF as a parastatal and reintegrate it into the Ministry of Education. This is in line with the government's initiative to provide free education and capacitate institutions of higher learnings.

Approach: Finalise the amendment Bill to facilitate the legal dissolution of NSFAF and return it to the Ministry of Education as a department.

4.1.4 Public Procurement Act, 2015

The procurement Act of Namibia has an objecting to regulate the procurement process of goods, works and services through a process that promote integrity, transparency and accountability.

Approach:

- Amend the Public Procurement Act of Namibia to establish an independent judicial body (Tender Court) under the Judiciary to handle procurement related cases.

4.1.5 Lotteries Act 13 of 2017 And Gaming and Entertainment Control Act 13 of 2018

To Streamline regulations and reduce administrative duplications, the two pieces of legislations need to be merged into a single comprehensive law to achieve unified regulation of the gaming and lottery industries.
Approach: Legal drafters to prepare" Namibia Gaming and Lotteries Bill" combining both elements of the existing Act.

4.1.6 Investment Promotion and Facilitation Bill, 2021

The principal purpose of the Act is to enable a conducive environment to attract, retain and facilitate both domestic and foreign sustainable investment in our country. The Act provide for the promotion and facilitation of foreign and Namibian investment to enhance sustainable economic development and reduce unemployment.

Approach: Expedite the revision and enactment of this act in a manner that will promote investment enhance sustainable economic development and reduce unemployment.

4.1.7 Public Procurement

Procurement Plan

The Procurement Plan for SMIP underpins the importance of swift approval of all procurement contracts. For this reason, SMIP Projects will see a procurement system functioning within the boundary of Namibian law while expediting all necessary approvals. In this regard, all Lead Implementing Agents (Government Ministries) must seek exemption from the Procurement Act using Clause 4 - (1) & (2) of Public Procurement Act 15 of 2015 as amended by Public Procurement Amendment Act 3 of 2022 the Minister of Finance "may for a specified or unspecified period issue a general or specific exemption from the application of certain provisions that are not practical or appropriate for the procurement, letting, hiring or disposal of security-related goods, works, services and property….". Implementation of SMIP will require such exemptions for the speedy approval of the appointment of the project professional team and contractors to work in the implementation of SMIP.
All leaded implementing agents will be expected to apply for exemption from the Procurement Act, using Article (4) (2) of the Procurement Act of 2015. Section 4(2) of the Public Procurement Act of 2015 of Namibia allows the Minister to grant exemptions from certain provisions of the Act. "The Minister can grant these exemptions for specific types of procurement or disposal and can do so with or without conditions. The exemptions can be applied when certain provisions of the Act are not practical or appropriate for the procurement. In the application of the exemption, the SMIP Lead Implementing Agent will request for Sub Implementing State Owned Enterprises to be permitted to undertake Direct Procurement permissible under Section (36) (29) (30) (31) (32) of the Procurement Act of 2015. All the Lead Implementing Agents are expected to submit the Application for Exemption with a procurement plan for approval".

The SOEs will be expected to procure goods and services within the confines of the Public Procurement Act, as follows:

- Sealed quotation bids (Section 7(1)(i)
- National Open bidding Section 29 (b)
- International Open Bidding Section 30

4.1.7.1 Conditions that must be applied by the Minister of Finance to be attached for Exemption

The Minister of Finance must attach the following conditions for procurement under the exemption from the Public Procurement Act, 15 of 2015:

- Respect of key principles of Public Sector Procurement which include transparency and fairness, value for money, diversity, competition, non-discrimination, and Accountability and integrity.
- All works by Government must be done through SOEs in collaboration with local and/or international private players, were applicable.

- Decision making: In the event that SOEs team up with local and/or international contractors (in Joint ventures) the SOE must hold 51% decision making power in the participation of the joint venture. The joint venture must comprise of Previously Disadvantaged Namibians (PDNs) with 19% decision making power and 30% decision making power in the hands of the international contractor.
- The decision-making condition above is not applicable to PPP transactions, in an event where the private partner invests 51% or more of the project capital requirement.
- Profit share: The SOE will be entitled to 30% profit share, while the consortium of PDNs will be entitled to 40% profit share with the foreign contractor earning 30% of profits from the contracted project.
- The profit share condition above is not applicable to PPP transactions, in an event where the private partner invests 51% or more of the project capital requirement.
- Where PDNs wish to partner with other Namibia individuals or business legal entities, the consortium to be formed should have 50% shareholding of PDNs and 50% shareholding of other Namibians or Namibian business legal entities.
- DBN should provide Performance Guarantees to PDNs entities, it is further encouraged that other financial institutions (banking and non-banking) provide same.
- To capacitate Consortiums of PDNs the appointing Implementing Agent will provide a percentage of the value of the project awarded as an advance payment.
- The advance payment is applicable to only one (1) project per PDN consortium/entity. Should the consortium/entity be awarded a subsequent project/s, they will no longer qualify for the advance payment.

ANNEXURES

ANNEXURE 1 – PRIORITY PROJECTS: PROJECT LEVEL INFORMATION

Below sections outline a number of the priority projects in detail, especially those interventions requiring accelerated construction, and/ or capital allocation.

1. Land Servicing, Low-Cost Housing and Land Servicing

Namibia has a housing crisis due to a lack of affordable housing and serviced land. The country's population is growing, and economic growth has led to rising income levels. However, the supply of new property in urban areas is limited, which has led to increased house prices. This project aims to undertake nationwide land servicing and construction of 10,000 affordable houses per annum for low-income earners that are not catered for by the NHE scheme. The target is to service 5,000 erven per annum for the Khomas region and 5,000 across the remaining 13 regions. Key activities include amongst others:

- Centralised planning and approval process unit at MURD established to fast-track implementation
- MURD Land Delivery Team
- Identify suitable land for new townships
- Environmental Impact Assessment
- Township planning
- Township approval
- Land surveying
- General Plan Approval
- Proclamation of township
- Land servicing
- Construction
- Handover of houses
- Collection of premiums for houses

- Budget: N$3billion per annum for 5 years = N$15billion inclusive of N$1billion for machinery and equipment for NHE and RCC.
- Annual Targets:
  - 10,000 houses constructed annually
  - 10,000 houses handed over to owners annually

1.1 Land Servicing

The National Housing Enterprise (NHE) and the Roads Contractor Company (RCC) will be contracted to service all the ervens without subcontracting the works. This means that there is a need to capitalise NHE & RCC to be able to dispatch teams across the urban centres of Namibia to undertake simultaneous servicing of the ervens. NHE & RCC will require, among other machinery and equipment, compactors, graders, water tankers, excavators, bulldozers, loaders, and tipper trucks. To be able to service a minimum of 10,000 ervens per annum, NHE & RCC will require 33 teams that will be deployed across the country. Each team is expected to service 300 ervens in 6 months (one township). The teams will need at least 12 members to cost-effectively and efficiently undertake the assignment. SMIP will create at least 396 jobs during the servicing of the ervens.

1.2 Planning

The planning phase will also require the hiring of teams of architects, civil engineers, structural engineers, electrical engineers, and quantity surveyors. Hiring of these project teams should also be exempted from the Public Procurement Amendment Act 3 of 2022.

1.3 Construction

Costs of servicing the land should be limited to N$50,000 while the top structure should be constructed to fit the selling price per house between N$250,000 to N$300,000. The low-cost houses should be constructed by local contractors whose teams should comprise 35 employees in the following manner:

- 5x Builders
- 6 x Carpenters
- 3x Plumbers
- 3 x Welders
- 3 x Painters
- 3 x Tilling team
- 3 x Aluminium works team
- 3 x Electrical technicians
- 6 x General labourers

Each team will be expected to construct and complete a house in 3 months, making it possible for each construction team to construct 4 houses per year. SMIP will contract 2500 construction teams to construct 10,000 houses per year. On the construction of houses alone, SMIP will create 87,500 direct jobs.

1.4 Procurement of Construction Materials

The building materials for the SMIP Low-Cost Housing Project should be procured from local MSMEs where possible. This also means there has to be the creation or empowerment of youth-owned businesses that will:

- Make and bricks
- Manufacture ceiling boards
- Manufacture window frames and door frames
- Supply all boards for carpentry
- Manufacture corrugated roofing sheets

These businesses will be established in each town where construction is being undertaken. These businesses can be cooperatives or companies made up of at least 10 youths per organisation. Namibia has 13 cities and 26 towns, making a total of 39 urban centres. Procurement for materials under the SMIP Low-Cost Housing Project can create 195 SMEs that employ an average of 10 people. Consequently, SMIP will create an estimated 1,950 new jobs for the youth of Namibia.

1.5 Sales and Handover of Houses

NHE will be the sales and handover agent of the SMIP Low-Cost Housing Project. The houses will be availed on sales of instalment terms where new owners will pay back the cost of the house over a 25-year period. The premiums for the houses will be calculated by dividing the cost price of the house by 240 months. The premiums will be at no interest ranging from N$833 – N$1,000 per month.

1.6 Lead Implementing Agent: Land servicing, Low-cost housing and sanitation

The Ministry of Urban and Rural Development (MURD) will be the lead implementing agent. To ensure efficient approval of land for construction into townships, the Ministry of Urban and Rural Development should employ a full-time approvals team that will focus on township boards, environmental impact assessments, town plans, and engineering and architectural plans for weekly approvals.

Clause 4 of Part 1 (Introductory Provisions) of Public Procurement Act 15 of 2015 as amended by Public Procurement Amendment Act 3 of 2022 The Minister of Finance "may for a specified or unspecified period issue a general or specific exemption from the application of certain provisions that are not practical or appropriate for the procurement, letting, hiring or disposal of security-related goods, works, services and property….". Implementation of SMIP will require such exemptions for the speedy approval of the appointment of the project professional team and contractors to work in the implementation of SMIP.

2. Basic Sanitation Facilities Project

According to the United Nations Children's Fund (UNICEF), Namibia has the sixth-highest rate of open defecation in the world, with 59 % of the population not having access to basic and safe sanitation services - a toilet with water. High levels of open defecation (which is at 47%) and poor hygiene practices pose the greatest public health risk. This project aims to provide basic sanitation units across needy communities nationwide. The plan is to establish 250 sanitation facilities per annum across the country, totalling 1,000 facilities by the end of the five-year SMIP implementation period. Each sanitation facility comprising of 10 male and 10 female units, will total 20,000 units built over the period. A conservative estimate of 5 persons per unit, will total access to 100,000 persons over the period catered for.

2.1 Planning

The planning phase will also require the hiring of teams of architects, civil engineers, structural engineers, electrical engineers and quantity surveyors. Hiring of these project teams should also be exempted from the Public Procurement Amendment Act 3 of 2022. The sanitation facilities should be designed to service a community of 100 members.

2.2 Construction

Construction of sanitation facilities will be undertaken by teams in the locality of the sites to be constructed. Seasoned contractors will not be appointed as contractors. N$500 million per annum will be allocated for the construction of sanitation facilities. Each sanitation facility should be constructed with a budgetary cost of N$2 million. The units will require Clear View Fencing. The sanitation facilities should be constructed by local contractors whose teams should comprise 24 employees in the following manner:

- 2x Builders
- 3x Carpenters
- 3x Plumbers
- 2 x Welders
- 3 x Painters
- 3x Tilling team
- 2x Aluminium Works team
- 2x Electrical technicians
- 3 x General labourers

This in turn means that there will be 250 teams that will be employed under this SMIP project every year. These teams will have 24 members each. SMIP Basic Sanitation Facilities Project will create 30,000 new jobs.
2.3 Procurement of Construction Materials
Procurement of materials for the SMIP's sanitation units' intervention should be undertaken from local SMES where possible.

2.4 Handover of Facilities

SMIP will hand over the facilities to the communities. The community members are expected to hire a cleaner who will be in charge of cleaning the facilities. This will generate 1250 new jobs. The facilities should be fitted with biometric access control. The members of the community are expected to have their fingerprints taken and stored in the biometric system.

3. Universal Health Care Access

The aim of this project is to build or renovate and capacitate public healthcare facilities. The plan is to construct or renovate clinics across the country to ensure better access to healthcare services by the people of Namibia. SMIP also plans to develop or renovate intermediate hospitals in each region to the standard of infrastructure and operations of private facilities.
The logic behind this plan is to ensure that the clinics are equipped with medical equipment and staff that can provide all primary healthcare needs. This also entails employing doctors and nurses for each primary health care centre.
The healthcare interventions have applied relevant case studies globally. Namibia's Universal Health Coverage (UHC) will be based on the following principles:

- Access- Anyone in Namibia is eligible for UHC services, including primary, emergency, and psychiatric care primarily:
  - Namibia citizens
  - People staying temporarily on a work or study visa for longer than six months
  - Returning Namibian expatriates
- Health Services Costs
  - All services are free.
  - Non-Namibia residents who plan to stay in Namibia for more than six months may need to pay an immigration health surcharge.
- Funding- The UHC will be funded by general taxation.
- Services- The UHC will provide a range of services, including hospitals, GP practices, primary health care (walk-in) centres, dental practices, pharmacies, and opticians.
- Staff- The UHC will employ more people than any other organization in Namibia, including clinical and non-clinical staff.
- Management- The UHC is managed by the Minister of Health
- Types of care offered- UHC will endeavour to offer:
  - Primary healthcare
  - Secondary health care
  - Social Care
  - Mental healthcare and
  - Community healthcare services
- UHC Framework: The operating framework of the Namibia Healthcare System under SMIP will have to

operate in a structure delineated under Namibia's health care acts including the National Health Act of 2015 and the Public and Environmental Health Act of 2015:

- Operate under consolidated laws related to state health services and hospitals
- Regulates state health services and hospitals
- Provides financial assistance for special medical treatment for state patients
- Allows local authorities to appoint environmental health practitioners
- Promotes public health and wellbeing
- Prevents injuries, diseases, and disabilities
- Protects individuals and communities from public health risks
- Encourages community participation in creating a healthy environment
- Provides for early detection of diseases and public health risks
- Regulates water and food supplies, infant nutrition, integrated waste management, and health nuisances

- UHC Framework Aim- The main aim of the SMIP Health Care intervention include:
  - Longer healthy life expectancy.
  - Excellent quality, safety and outcomes.
  - Excellent access and experience.
  - Equity of healthy life expectancy, quality, safety, outcomes, access and experience.
  - Value for taxpayers' money.
  - Support to society, the economy and the environment.

4. Free Higher and Vocational Education

The main goal is to improve access to higher and vocational education by offering free higher and vocational education at public institutions. Under SMIP the government will fund the operational expenditure budget of government-owned higher and vocational education institutions, while also funding infrastructure development of the Higher Education institutes (HEIs), and vocational centres nationwide. By capacitating Government-owned HEIs with required funding they can provide access to free education, this should be accompanied by capex for infrastructure development, including new facilities across regions. Important to note is that the enabler to achieve the strategic objectives for quality throughput into higher education should be underpinned by the priority to fast-track the full integration of Pre-Primary (PP) and Early Childhood Development (ECD) into the mainstream education system, for strong foundation budgetary provision should be made for the assessment thereof including infrastructure requirements in year 1 of this implementation plan.

5. National Food Security (Green Schemes, Drought Relief)

Due to the impact of climate change, the Namibian government should proactively budget over each MTEF period for an annual allocation towards drought relief to support 1 million beneficiaries across the country each year. During the 2024 fiscal period, N$825 million was allocated towards the National Emergency Disaster Fund, of which a significant portion went into the imports of cereals. The plan is to accelerate the production of cereals (maize, wheat, and pearl millet), sunflower, vegetables, fruits and poultry on government-owned Green Schemes in partnership with competent private sector partners. By so doing Government should decrease its import of the above foods for the drought relief programme by 100% in the next 5 years. Budgetary allocations towards imports should be directed towards the production and value addition of foods on Green Schemes, with an offtake allocation towards the Green Schemes, which provides the private partner with a level of offtake guarantees from the Government. The target of this intervention is importing substitution and

support 1 million drought relief beneficiaries through the production of cereals (including maize and wheat), vegetables, fruits, and poultry products. A total of N$2, 5 billion has been allocated for this intervention.

5.1 Drought Relief Support

The key objective of this intervention is to support 1 million beneficiaries through drought relief initiatives. The initiatives under drought relief support include:

- Initiative 1: Annual budget allocation for off-taking produce from Green Schemes.
- Initiative 2: Production enhancement on Green Schemes.
- Initiative 3: Foster partnerships with private sector operators.
- Initiative 4: Monitoring and Evaluation of production and beneficiary support.

6. Develop large scale Farm, 30,000 Ha

Further supporting the food import substitution initiative is the development of one or more large-scale super farms. Ideally, for the economies of scale in the next 5 years, 30,000 Ha of land on 1 or a maximum of 2 portions of land would be fully developed. These farms will focus on but not be limited to the production of cereals (maize, wheat, and pearl millet), sunflower, vegetables, fruits and cereals. Suitable land is to be identified, and the Government is to make a significant investment in the Capex, to attract the right technical and financial operator with the clear condition of ensuring that targets towards a 100% decrease in imports are achieved during the next 5 years. The government would invest alongside the private sector in creating a supporting environment comprising desalination and water infrastructure, irrigation; storage facilities and logistics; value addition for processing; and renewable energy. A total of N$7 billion is allocated for this intervention over a five-year period.

The initiatives under this intervention include:

- Initiative 1: Identify and allocate suitable land for super farms.
- Initiative 2: Investment in Capex for irrigation and infrastructure development.
- Initiative 3: Establish desalination, storage, and logistics facilities.

7. Cattle Breed Improvement (Bull) Scheme

The aim of this project is to improve the beef industry throughput breed improvement, targeting emerging, resettled and communal farmers. SMIP's implementing agent will acquire 120 bulls at the cost of N$50,000 each. These bulls are then distributed across all constituencies and rotated across households to improve the quality of the breeds of cattle at a household level. A total budget of N$30million is allocated for this intervention over the 5-year period.

8. National Cattle Herd Restocking Scheme

The aim of this project is to capacitate resettled farmers to utilise the land productively by distributing cows to the farmers. Under this project, SMIP plans to acquire 2400 cows to be distributed to 240 emerging and resettled farmers over 5 years to start cattle breeding projects. Each farmer will get 50 cows for a period of 5 years and then return the cows or buy them from the government on a cost recovery basis. These cows will be acquired at the cost of N$10,000 each.

9. Sports Industry Interventions

The sports industry is a major part of the global economy and is involved in many areas, such as research

and development, construction, and marketing. It also creates many jobs and business opportunities. Taking part in sports by Namibian citizens can improve physical and mental health and can help reduce the risk of early death. The sports industry will also help particular citizens develop leadership skills, set goals, and build character. SMIP aims to use sports as a tool that helps the people of Namibia feel a sense of belonging and purpose and prevent isolation and loneliness. Watching sports with the masses can also provide a sense of camaraderie and support. SMIP aims to utilize sport as a catalyst for National socio-economic empowerment and development.

9.1 Sports Infrastructure Development Project

This project aims to create an enabling environment for the sports industry's development through the construction of sports facilities across all the regions of Namibia. The sports infrastructure to be built nationally will be as follows:

- Sports infrastructure built nationally as follows: basic sports facilities in each (121) constituency at a budget of N$242 million per annum for 4 years.
- Confederation of African Football (CAF) Category 2 Stadiums in all 14 Regions (10,000 seat capacity each). A budget of N$460 million per annum for category 2 stadiums.
- Category 3 stadiums in the following regions Erongo, Khomas, Oshana, Kavango East and ǁKharas (30,000 seat capacity each). It is important that an assessment is made on the viability of category 3 stadiums is made for some regions due to CAF requirements for international airport radius and this may pose a challenge to some of the regions listed, this thorough assessment must be factored into the planning stage. The budget over period is N$755 million per annum for 4yrs category 3 stadiums.

9.2 Sports Centres of Excellence Project

This project aims to provide support services to existing Establish Sports Centres of Excellence to develop elite sportsmen and women from their early years. These sports centres will be developed across all the 14 regions of Namibia in every constituency on Namibia.

Sports Centres of Excellence will be established to develop elite sportsmen and women from early years. The infrastructure should be included in each Category 2 stadium within the budget provided. The annual budgetary allocation will be towards the operational expenditure of running the centre and hiring the best possible staff complement for the operations. The budget allocation is N$ 200 million per annum. The overall objective is to establish sports centres of excellence within CAF Category 2 stadiums aimed at nurturing elite athletes from a young age, thereby enhancing the overall performance of Namibian sports on both national and international levels. Key Initiatives include the following:

- Establish Sports Centres of Excellence within Category 2 stadiums
- Recruit and train staff

Under this project, the Namibian government and private entities will invest in professional sports leagues and host international sporting events, which will create opportunities for sponsorship deals.

The wake of leagues closing doors due to financial constraints can no longer be acceptable; this not only impacts Namibia's performance at a national level but severely hampers grassroots development. Going forward, the Government will over each MTEF period financially support all sports leagues categorised as: National Sport Codes; Priority Sport Codes; and Development Sport Codes. A funding formula for each league will be determined and accountability measures put in place inclusive of ensuring youth development. The

Overall Objective is to provide sustainable financial support to sports leagues in order to prevent closure, enhance national performance, and promote grassroots development in Namibia. SMIP will focus on the following factors to drive the growth of sports sponsorship:

- Commercialization of sports- Sports Leagues, teams, and athletes will be able to look for new revenue streams through private sponsorships after implementation of SMIP.
- Digital media- Capitalise on the rise of digital media to contribute to the growth of the sports sponsorship market
- Popularity of emerging sports- The popularity of emerging sports, such as esports can contribute to the growth of the sports sponsorship market.

The key activities under this initiative include

- Establish funding formula for the sports leagues
- Accountability measures and monitoring
- Support for youth sports development initiatives

10. National Youth Fund

A National Youth Fund is established to support informal and micro businesses using the total amount allocated with a Guarantee. The fund must have a special focus although not limited to youth-owned informal micro businesses. An entrepreneurial centre in each region (which can use existing SME park infrastructure, currently under NIDA). The fund offers comprehensive business support and advisory services to Youth owned SMEs to conduct feasibility studies, develop bankable business plans, and enhance business skills through tailor-made training, mentorship, due diligence and turnaround strategies to help the SMEs enhance their capacity and skills in running and managing their businesses effectively as well as accessing finances to further develop their businesses.

The fund will be government and managed across the following three tiers:

- o Trustees, appointed by Government and the implementing Agent, the trustees should possess the requisite expertise in MSME development, business, development finance, investment, legal & governance and youth development
- o Management: a lean management team is to be appointed to implement the fund's strategic plan
- o Fund Managers: experienced fund managers to be appointed to manage the fund including approvals and disbursements

The fund will be operated at two levels, level 1 being: (1) business incubation, inclusive of mentorship, registration, compliance, business plan development, business viability assessment; this level should be supported by experienced business consultants offering required services to the MSMEs (2) experienced fund managers, dealing with approvals, disbursements, monitoring and reporting. A business has to graduate from level 1 in order to access funding at level 2. Lending parameters will range from N$5,000 – N$300,000. A total budget of N$500 million is allocated for this intervention over the 5-year period, comprising of N$100 million annual operational expenditure and N$400miilion annually towards the disbursement fund.

11. Youth Apprenticeship Scheme

The objective of this project is to facilitate the acquisition of experience-based skills for the youth through apprenticeships. The scheme focuses on apprenticeship in artisanry sectors that extend to agriculture. The scheme will provide a stipend for students to the private sector to uptake students for up to 3 years. The sum of N$30,000 per student.

12. Youth Internship Scheme

The aim of this project is to pave the road map in which the youth of Namibia can acquire the skills necessary for them to contribute to the growth and development of Namibia through internships. Under the SMIP Youth Internship Scheme, the government would subsidize the private and public sectors (incl. SOEs) for internship uptake of graduates from public-owned HEIs and VTCs. A total of N$30,000 per graduate per annum is allocated under this scheme.

13. National Arts and Creative Industry Awards

The goal is to create an enabling environment for the Creative Industries through support in terms of finances and other tools to ensure collaboration and coordination among agencies providing the industry's entrepreneurial support services. This will be done by recognising and rewarding Creative Industry talent. The recognition comes with a monetary reward that supports, job creation, career growth, national pride and identity and industry development.

14. Creative Industry Facilities and Equipment Project

This project goal is to provide support services to the Creative Industry of Namibia in the form of soft and hard interventions with the aim of assisting players in the industry to improve the production and supply capacity of creative products and the competitiveness of Namibian creative talent. This project provides targeted support by providing facilities and equipment for the creative industry in all the regions of Namibia and every constituency in the country. The expected output of this project is an improved competitiveness of the local Creative Industry. Targeted sub-sectors include music, audio-visual subsector and the fashion subsector. Facilities to be established will include amongst others

- Audio recording studios
- Video recording studios
- Photography studios
- Performance arts theatres

ANNEXTURE 2: LEGAL REFORM PER PRIORITY SECTOR

AGRICULTURE

Objectives	Initiatives	Legal Reform	Responsible OMA's	Timelines
Enhance food security and resilience in Namibia through sustainable agricultural practices	*Identify suitable land for super farms.* *Revise the TOR for green scheme outsourcing and fast track procurement process* · Identify and select private sector operators for Green Schemes and guarantee off take · Establish contracts and operational frameworks. · Improve existing irrigation systems and increase area under irrigation · Roll out renewable energy solution into all green schemes to reduce utility costs *Integrate small-scale farmers into the value chain.* · Expand successful models to additional Green Schemes. · Foster partnerships with private sector operators.to build warehouses and storage facilities · Establish formal agriculture value chains · Ensure market access to all green schemes production and small-scale farms offtake their production	The government need to allocate state land for commercial ventures. Priority should be given to amendment of the Agricultural (Commercial) Land reform Act (Act No. 6 of 1995) to incorporate the second land conference recommendations- such as Strengthen provisions for the **mass formalization of informal settlements.** Provide mechanisms for allocating land rights to shack dwellers. Streamline the process for communal land title deeds, ensuring security of tenure for rural and urban low-income residents. Amend the **Agricultural (Commercial) Land Reform Act (Act No. 6 of 1995) to.** - streamline the process for identifying and allocating state land for large-scale agricultural projects. - allow for the creation of hybrid land tenure systems that enable small-scale farmers to enter into joint ventures or partnerships with commercial farms or green schemes. This could be achieved through lease agreements or co-ownership structures that offer small-scale farmers access to larger markets while retaining rights to their land. - Incorporate support for the creation of formalized market access channels. The government could regulate market access and ensure that small-scale farmers are not excluded from the commercial market. This could involve requiring green schemes to commit to purchasing a percentage of their input from small-scale farms in their proximity. Proposal for the act to. - define criteria for land that is suitable for large-scale farming, with emphasis on environmental sustainability. - introduce provisions that allow private-sector operators to enter into long-term land leases for green schemes. This can incentivize private investment by securing access to land for development. - include a provision that facilitate the creation of off-take agreements between government entities and private operators. This ensures that land allocated for green schemes has a guaranteed market for its output. Communal land reform Act (Act No. 5 of 2002) must also be amended to enable commercial enterprises to obtain freehold where commercial agriculture projects overlap with communal land. This would allow such projects to secure investment while providing benefits to communal land users. Establish criteria for recognizing "commercial enterprises" in communal land areas, with safeguards for the rights of local communities, including compensation, employment, and land-sharing agreements. Enforce the green scheme policy (2008) and green scheme partnership initiatives of government - provide clear legal frameworks for monitoring and enforcing compliance with green scheme partnership agreements. This could include provisions for regular audits, performance assessments, and penalties for non-compliance. - Introduce stronger oversight mechanisms for green scheme operators to ensure they adhere to environmental sustainability and employment creation provisions. Establish a framework for Public-Private Partnerships (PPPs) within the Act, with clear procurement guidelines for outsourcing green scheme operations.	MAWLR	December 2025

INFRASTRUCTURE

Objectives	Initiatives	Legal Reform	Responsible OMA's	Timelines
Establish new National Airline in partnership with private sector	Conduct market analysis and financial feasibility Study Develop Business operating model Strategy Launch the Airline Develop a green business model that integrates renewable energy and energy-efficient technologies for operations. Prioritize cargo operations to enhance trade facilitation.	Process is regulated under Civil Aviation Act, 2016 (Act no. 6 of 2016. Obtaining an Air Operator certificate. Establish a National Air Aviation policy. Amend the **Civil Aviation Act (Act No. 6 of 2016)** to support PPPs and green aviation for sustainable airline operations, make provisions for renewable energy infrastructure and sustainable fuel adoption in aviation Amendment to tax laws to allow tax exemptions for the national airline Sign bilateral and multilateral Air Service agreements for secure landing in international jurisdictions	NAC, MWT	Phase 1 (2025): Planning and partnership Phase 2 (2025): Regional Route launch Phase 3 (2026-2027): Expansion for additional destinations Phase 4(2028+): Long-haul operation

SPORT

Objectives	Initiatives	Legal Reform	Responsible OMA's	Timelines
To develop essential sports infrastructure across Namibia, including basic sports facilities in all constituencies and CAF stadiums, to support the growth and professionalization of sports.	RC and LA counsellors to be requested to immediately identify suitable land through Governor's office Development of a uniform standard Design for all sites Sites assessments Procurement by CPBN and Award by allotment (section 59(b) CAF Category 2 Stadiums in 14 Regions Site assessment for stadium locations Design and construction Compliance with CAF standards Establish Sports Centers of Excellence within Category 2 Stadiums: Identify and secure sites linked to each CAF Category 2 stadium	Amend the Namibia Sports Act to operationalize the Sports Development Fund with robust financing mechanisms and support sports infrastructure	MSYNS	2025
To establish sports centers of excellence within CAF Category 2 stadiums	Design the Centers of Excellence to include training facilities, sports science labs, and accommodation Hire skilled coaching and administrative staff training programs tailored for various sports disciplines Recruitment and Training of Staff	Amendment to the tax law to introduce tax incentives for investments in sports development and youth recreation facilities	MSYNS, MOF	2025
To provide sustainable financial support to sports leagues in order to prevent closure, enhance national performance, and promote grassroots development in Namibia.	CAF Category 2 Stadiums in 14 Regions Site assessment for stadium locations Design and construction Compliance with CAF standards Establish Sports Centers of Excellence within Category 2 Stadiums: Identify and secure sites linked to each CAF Category 2 stadium	Introducing sports infrastructure policy and national sports plan to encourage regional hubs	MSYNS	2025-2026

YOUTH EMPOWERMENT

Objectives	Initiatives	Legal Reform	Responsible OMA's	Timelines
Empowering youth to drive economic growth and reduce unemployment	Establish a National Youth Fund Establish Youth agricultural cooperatives in each region Secure Guarantee from NASRIA to enable funding access. and partner with financial institutions to streamline fund distribution Identify Existing SME Park in the Region Renovate existing SME Park and repurpose them into regional Entrepreneurial Centers Hire unemployed Artisan in each region to renovate the Parks Hire consultants to redesign and deliver pre-funding business mentorship. Collaborate with artisan and agricultural sector employers to identify skills gaps. Create an incubation fund for youth-led startups.	Revise the Labour Act 11 of 2007 to enforce mandatory internships and tax rebates for youth employment. Enact legislation to incentivize businesses to offer paid internships for young graduates. Amend tax law to Provide tax breaks or other incentives to employers who participate in such programs. Reform the labour laws to provide greater flexibility in hiring of youth, particularly for natural resource-based industries. This may be accomplished through promotion of partnerships between government, industry, and training institutions to develop a skilled workforce aligned with industrial needs.	MOL, MSYNS, MOJ, MOF	2025-2028

BUILDING A BETTER FUTURE: QUALITY EDUCATION AND TRAINING

Objectives	Initiatives	Legal Reform	Responsible OMA's	Timelines
Ensure universal access to **quality and free** higher and vocational education at public institutions.	Implement a funding formula. For HEI and TVET Implement and enforce 100% compliance to the Minimum Standards for Higher Education as developed by NCHE and introduce Quality Education Qualifier Package Improve Quality of Education delivery: by Conducing an independent benchmark of all state funded or NASFAF beneficiary Higher Educational Institutions (NEI) or TVET institutions Fast track the re-integration of NSAF as per Cabinet decision Roll out free HEI and TVET education in phases to State institutions (starting with tuition fees) Develop funding model for private sector HEI and TVET Institutions Revise HEI and TVET Curriculum to cater for future Jobs HEI Infrastructure Development and Maintenance: Request HEIs to submit Infrastructure development and maintenance Plans and operational costs to cater for delivery of quality education Invest in the construction of new facilities in underserviced regions/for critical skills training Upgrade and modernize existing infrastructure to meet global education standards and regional access to HEI and TVET education	Establish the TVET Expansion Act to include Skills Future Program, to explore ways boost vocational training (Namibia's education system continues to focus heavily on academic pathways, vocational skills development could empower youth for the job market) Amend Higher Education Act 26 of 2003 to incorporate universal admission standards and free education	MHETI, MEAC	2025

BUILDING A BETTER FUTURE: QUALITY EDUCATION AND TRAINING				
Objectives	**Initiatives**	**Legal Reform**	**Responsible OMA's**	**Timelines**
Fast-track the full integration of Pre-Primary (PP) and Early Childhood Development (ECD) into the mainstream education system, for strong foundation	infrastructure requirements and a Funding model. Formulate a framework to guide and regulate delivery of PP&ECD. Develop training program for ECD teachers and TOT trainers	Strengthening the implementation of the Basic Education Act by enhancing mechanisms to support Early Childhood Development including clear funding strategies, quality assurance frameworks, and expanded access to rural areas and marginalized communities. Introduce targeted measures to promote vocational and STEM education to align with Namibia's development priorities.		

CREATIVE INDUSTRY				
Objectives	**Initiatives**	**Legal Reform**	**Responsible OMA's**	**Timelines**
Promote and support the growth of the national arts and creative industry	*National Arts and Creative Industry Annual Awards:* · Establish a national steering committee to drive the development of the industry. · Design and launch an annual awards program with transparent criteria and selection processes. · Secure partnerships with private sector sponsors to complement government funding and build industry prestige. · Professionalize the Arts · Establish the state of all country-wide art centers and revitalize all dormant art centers to standard; including licensing of teachers and inculcate continuous professional development *Creative Industry Infrastructure and Equipment Fund:* · Establish a government-backed fund to support the development of creative industry facilities and production. · Each region must establish a creative arts class, be it performance, drama, music, or film and attract volunteers (from schools of arts or overseas) · Introduce an export strategy for Namibian creative works could further promote global reach. *Support for Industry Growth:* · Provide training programs for artists, musicians, and creatives in business management, marketing, and technical skills. · Facilitate mentorship opportunities between established and emerging talent. *Monitoring and Evaluation:* Implement robust performance management by allocating specific deliverables on creative arts to the regional directors of education and hold them to account. I.e. mainstreaming creative arts in all regions.	Amend the Copyright and Neighbouring Rights Act, 1994 (Act No. 6 of 1994 and the Patents Act, 2019 Act No. 9 of 2019) to include protection of digital content created by Namibians. Create a legislation to strengthen the mandate of the Namibia Film Commission Finalise promulgation of the National Arts Fund Amendment Bill Operationalise the Creative Entrepreneurship Programme	MEAC	2025

DECENT LIVING: LAND, HOUSING AND SANITATION				
Objectives	**Initiatives**	**Legal Reform**	**Responsible OMA's**	**Timelines**
Address housing and sanitation are needed for low-income earners nationwide.	Establish Special Land Delivery Task force · Establish PMO and appoint staff under MURD & Develop clear criteria for **"special land delivery task forces"** under existing laws to ensure transparency. Immediately Restructure Township Board and Capacitate Surveyor General office to fast-track surveying Appoint and establish in-house professional team by recruiting unemployed qualified engineers, land surveyors and Quantity surveyors Establish a mechanism for affordable housing quality checks to ensure long-term viability. Urban design Land Servicing · Conduct market analysis to identify towns and erven to service · Urban Design, Town Planning and Township Establishment Housing Construction - Allocation of land to contractors' developers in all towns (Aggressive mass formalization of informal settlements starting with piloting mass formalization in 5 towns(WHK, Walvisbay, Rundu, Keetmanshoop, Oshakati) Commission Aerial Lidar Surveys and profiling of all informal settlements Mass Recruit Unemployed Engineers Town Planners etc. to do Urban Design and Town Planning Identify unoccupied land and Relocate residents (i.e. 500 households in phases Roll out mass servicing of land using Unemployed artisan per region and contractors Sanitation Infrastructure Development - Identify and prepare implementation plan Construction of sanitation facilities	Amend Communal Land Reform Act to Strengthen communal land rights and streamline leasehold access and rural development for financing and economic empowerment in rural areas Broaden the scope of affordable housing initiatives under the National Housing Enterprise Act, targeting low- and middle-income earners, expanding government- led housing schemes, improving access to financing for homeowners Amend the National Housing Enterprise Act 5 of 1993 to broaden the scope of affordable housing initiatives under the, targeting low- and middle-income earners, expanding government- led housing schemes, improving access to financing for homeowners Amend regulations under the Urban and Regional Planning Act 5 of 2018 to strengthen the enforcement of urban and regional planning policies to guide sustainable urban expansion, improve service delivery, and minimize informal settlements, by ensuring that regional and local authorities have the capacity to implement these plans effectively, and by aligning infrastructure development with population growth Include provisions to allow flexible zoning for rapid housing development.	MURD, MOF, NHE	2025

ANNEXTURE 3: PROJECT IMPLEMENTATION GANTT CHART AND TIMELINES

(attached hereto)

NOTES

NOTES

STATE HOUSE VISITS

In its quest to promote accessibility to State House, the Presidency has established a State House Visits programme, whereby Namibian nationals are encouraged to visit State House by booking through the Media Liaison Division in the Office of the President.

The tour involves visits to important sites and venues within State House premises.

Procedure
- Application requests should be made 30 days in advance for processing and security clearance.
- Tour is limited to a minimum of 15 and a maximum of 40 people (schools are exempt).
- Tours are conducted from Monday to Friday, excluding public holidays.
- All visitors undergo security checks.

Conditions
- Kindly note that this programme is only open to Namibian Nationals.
- Visitors should wait until they are notified of the approval of their applications.
- Visitors are subject to security checks before entering State House.
- Security personnel reserve the right of admission and therefore prohibit suspicious personal items from entering State House.
- The dressing code must be smart or formal (Please note that jeans and shorts are not allowed).
- Learners should be dressed in their school uniform at all times.

Prohibited Items
- Cameras, cellphones, any sharp objects, aerosol containers, guns, ammunitions, fireworks and explosives.

Application information
Interested members of the public are encouraged to write a formal letter (containing particulars of applicants, e.g. **Full name**, **ID Numbers**, **Nationalities** and **Residential Address**). In case of schools, a list of teachers, learners and their grades is required.

The request letter must always be forwarded to:
Mateus Kaholongo
Executive Director
Office of the President
Private Bag 13339
Windhoek

+264 61 27 07787/89
+264 61 221 780
Martha.Martin@op.gov.na

Enquiries can also be made to:
Dennis Shikwambi, Chief Public Relations Officer or **Katrina Jacob, Public Relations Officer**

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