NamPPF
Namibia Public-Private Forum



REPORT

Inaugural Namibia Public-Private Forum

23 - 24 October 2025
Windhoek International Convention Centre

Hosted by:

THE PRESIDENCY
NAMIBIA
Unity : Liberty : Justice

Republic of Namibia
National Planning Commission

Secretariat:

NIPDB
Namibia Investment Promotion & Development Board

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EXECUTIVE SUMMARY

This report summarizes the Inaugural Namibia Public-Private Forum (NamPPF), held on October 23-24, 2025, in Windhoek. The forum was endorsed in September 2024 by Cabinet decision to create a structured dialogue mechanism between the public and private sectors.

Chaired/hosted by H.E. Dr. Netumbo Nandi-Ndaitwah, President of the Republic of Namibia, with the National Planning Commission (NPC) serving as Head of the Public Sector Delegation, and planned by a NamPPF Coordinating Committee made up of 6 public and 6 private sector representatives, with the Namibia Investment Promotion and Development Board (NIPDB) as Secretariat, the inaugural NamPPF was aimed at driving decent and sustainable job creation and enhancing Namibia's competitiveness.

The inaugural Forum brought together close to 400 participants representing Government, private sector, trade unions, civil society, academia, and development partners to deliberate on strategies for accelerating job creation and enhancing Namibia's competitiveness. Discussions were structured around ten thematic working groups covering key sectors, including agriculture, CCI, Sports and Tourism, Health, Housing and Sanitation, Energy and Mining; as well as issue-based engagements on value addition and manufacturing, skills development, MSME growth, financing and infrastructure.

The implementation of the NamPPF outcomes is expected to accelerate decent job creation and industrial diversification; strengthen Namibia's competitiveness ranking and investment climate; enhance public-private collaboration and policy coherence; and improve accountability and evidence-based decision-making through institutionalized dialogue.

Key Insights and Presidential Pronouncements:

1. Presidential Vision for Inclusive Growth and Job Creation:
Her Excellency the President officially opened the inaugural NamPPF, calling for unity of purpose between the public and private sectors to advance Namibia's economic development. She emphasized that the forum represents the institutionalization of a results-oriented partnership founded on mutual trust, inclusivity, and shared responsibility for national prosperity. The President reiterated the government's primary role in creating an enabling environment for businesses to thrive, advocating for the removal of bureaucratic bottlenecks, reduction of red tape, and entrenchment of transparent governance.

2. Addressing Unemployment:
The Forum identified unemployment, particularly among the youth (estimated at 44%), as Namibia's most pressing socio-economic challenge, describing it as both a developmental and moral imperative. The President urged leaders across all sectors to actively contribute to job creation. The forum's theme, "Public-Private Dialogue to Drive Decent and Sustainable Job

Creation: Enhancing Namibia's Competitiveness," directly aligned with national priorities to foster inclusive growth and expand opportunities.

3. Government's Commitment to Results-Driven Governance:
The President reaffirmed her administration's commitment to results-driven governance, rejecting "business as usual." She highlighted the administration's target of creating 500,000 jobs over five years and referenced the launch of the Sixth National Development Plan (NDP6), which emphasizes economic growth, inclusiveness, and resilience as central pillars for achieving Vision 2030.

4. International Positioning:
The President called for both public and private stakeholders to engage international stakeholders from a position of strength, confidence, and mutual benefit. She cautioned against a dependency mindset in global negotiations, urging Namibians to pursue partnerships that secure fair value for the country's resources and investments, and emphasizing assertive and strategic diplomacy.

5. Call for Action:
In concluding, the President urged all participants to engage constructively and courageously, calling for bold, practical, and time-bound solutions to transform commitments into measurable action. She appealed to all stakeholders to work together "with one heart, one mind, and one mission" to overcome unemployment, inequality, and poverty, underscoring the strategic importance of the forum to her administration's vision.

6. Socio-Economic Challenges and the Role of NamPPF:
Dr. Kaire Mbuende, Director-General of the National Planning Commission, reaffirmed that the forum marks a turning point in Namibia's development dialogue, institutionalizing public-private cooperation to drive competitiveness and job creation. He underscored that the forum comes at a critical juncture, characterized by both enduring socio-economic challenges (youth unemployment, slow job creation) and vast untapped potential. Dr. Nangula Nelulu Uaandja, Chairperson of the NamPPF Coordinating Committee and CEO of NIPDB, further amplified these challenges, stating that unemployment stands at 36.9%, youth unemployment at 46%, and nearly half of the population (47.5%) lives in poverty. These realities underscore the urgent need for institutionalized cooperation and coordinated action. Both Drs Mbuende and Uaandja highlighted the key differentiating factor of the NamPPF in its strategic design to enforce and track the implementation of decisions agreed upon at, or as a result of, the NamPPF.

7. Role of the Private Sector and Ease of Doing Business:
Dr. Titus Nampala, Vice-Chairperson of the NamPPF Coordinating Committee and CEO of the Namibia Chamber of Commerce and Industry (NCCI), emphasized that trust and genuine partnership are fundamental to moving from "dialogue to delivery." He highlighted growing fatigue with "talk shops" and stressed joint accountability. Improving the ease of doing business emerged as a top priority, with calls for a predictable and transparent regulatory environment, streamlining approvals, reducing bureaucracy, and ensuring timely decision-making. He also

stressed the importance of synchronizing regulatory agencies and accelerating investment in productive infrastructure, particularly energy, transport, and trade logistics.

8. Namibia's Competitiveness Landscape:
Ms. Margareth Gustavo, NIPDB Executive for Competitiveness and Branding, presented an overview of Namibia's performance in the 2025 IMD World Competitiveness Yearbook. Namibia ranked 68th overall out of 69 economies. Key challenges include ease of doing business, skills availability and industry absorption, digital capabilities, boosting productivity, diversifying the economy, and increasing exports. Despite these challenges, Namibia has achieved commendable progress in education and ranked first in Africa for attracting Greenfield investment projects.

9. Future Focus Areas:
To achieve the goal of creating 500,000 jobs by 2030, key focus areas must include attracting investment, accelerating economic diversification, developing infrastructure, enhancing business service efficiency, fostering innovation, and improving the cost and ease of doing business. Specific emphasis was placed on revisiting immigration and investment incentive policies, improving financial and managerial skills, and strengthening institutional coordination.

Key Decisions and Outcomes of the Forum

During the Forum, a number of recommendations were put forward by the Private Sector through the presentations of 10 Working Groups and high level panel discussions, accentuated by plenary dialogue, to enhance the business and investment landscape in a manner that leads to economic development and targeted unemployment creation. These recommendations are captured in Appendix 1 - NamPPF Recommendations for Tracking. Some of the cross cutting matters highlighted include:

- Enhancing the ease of doing business, including curbing over-regulation and enhancing efficiencies while reducing red tape;
- Improving country competitiveness, based on research insights at our disposal, including the IMD World Competitiveness Yearbook, for which Namibia's participation is Cabinet endorsed;
- Ensuring the alignment of skills with industry requirements;
- Digitalisation of processes/services to enhance efficiencies in public service delivery;
- Providing public servants on the front line with the tools and capacitating them with the technical and soft skills they require to interact with and provide seamless service to their stakeholders;
- Fast tracking policy reforms including finalisation of policies that will provide business/investor certainty, including the Migration Bill, the Special Economic Zones Bill, the Investment Bill, the Copyright Bill, NEEEB and others; and
- Design and implement an effective communication strategy. This will ensure that communication relating to policy and regulatory reforms are not made haphazardly but that they are delivered in a targeted and strategic manner for maximum impact.

Additionally, at the Forum, Her Excellency the President made key commitments and issued certain directives. These included, the following:

- All Ministers are to familiarise themselves with the Outcome Document, and report back with intended implementation activities by 14 November 2025.
- The need to identify which policies need review, and which are still valid, to curb over-regulation where possible, and to enhance the ease of doing business. The need to fast-track laws that have already been identified for review.
- The importance of digitalisation of processes in order to enhance efficiencies in public service delivery.
- Her Excellency called on the private sector to support the drive against corruption, and to report instances of inefficient service delivery.
- The need to coordinate more effectively within and between the private and public sector.
- Private sector to ensure a clear analysis of the incentives proposed and their potential impact on the fiscus, to ensure that such incentives enhance competitiveness, while at the same time ensuring that they would not compromise meeting government development initiatives funded by the national budget - to strike the right balance.
- The creation of three Presidential Task Forces on (1) Housing, (2) Health and (3) Economic Recovery. The NamPPF Secretariat was tasked to provide operational modalities and proposed members by Friday, 31 October 2025. The task forces (which are to be composed of representatives from the public and private sector) are expected to provide tangible recommendations to Her Excellency, the President by 31 January 2026;
- Commitment to operationalize the One-Stop Business Facilitation Centre with presence of Senior Officials representing all relevant OMAs (to be housed at the new BIPA building - formerly SME Bank) by November 2025;
- Introduction of Corporate Tax Reforms (32% → 28% CTR; 20% for MSMEs; 20% for Special Economic Zones - with the possibility of going further down to 15% for impactful investments);
- Enhancing the capacity of the plant health division in the Ministry of Agriculture, Fisheries, Water and Land Reform including employment of specialised skills by the end of the calendar year 2025, and ensuring the implementation of the Agricultural Food Sector Implementation Plan;
- The finalisation and enactment of the Migration Bill by the end of the current financial year (March 2026);
- Review and simplification of visa processes and immediate introduction of a 5 year Investor Visa for serious vetted investors; and
- Directive to NPC and NIPDB to ensure continuous tracking and implementation of NamPPF deliverables.
- Notably, Her Excellency urged all stakeholders to translate ideas into measurable outcomes, emphasizing that Namibia's future depends on collective responsibility, consistency, and delivery. She emphasised that the Forum must be remembered not for its speeches, but for the tangible progress it inspires—a testament to Namibia's unity, intellect, and shared commitment to building a prosperous and inclusive nation.

1. Introduction

In September 2024, Cabinet approved the establishment of the Namibia Public-Private Forum (NamPPF) under Decision No. 16th/17.09.24/008 as an institutional mechanism for structured dialogue between the public and private sectors.

Recognising the central role of the private sector in national development, the Government of Namibia, through the Namibia Investment Promotion and Development Board (NIPDB), spearheaded the establishment of the Namibia Public-Private Forum as a permanent mechanism for structured engagement. The Forum was conceived as a response to the urgent need for coordinated, evidence-based policy dialogue capable of addressing key economic bottlenecks and promoting job-rich growth.

The Inaugural Namibia Public-Private Forum (NamPPF), was convened on 23 to 24 October 2025 at the Windhoek International Convention Centre (Movenpick Hotel). The event marked a historic milestone in strengthening structured, results-driven dialogue between the public and private sectors in pursuit of Namibia's national development objectives.

The Forum was chaired by H.E. Dr. Netumbo Nandi-Ndaitwah, President of the Republic of Namibia, with the National Planning Commission (NPC) serving as Head of the Public Sector Delegation and the Namibia Investment Promotion and Development Board (NIPDB) as Secretariat. Convened under the theme "Public-Private Dialogue to Drive Decent and Sustainable Job Creation: Enhancing Namibia's Competitiveness," the Forum provided a high-level platform for government and business leaders to engage on practical strategies for accelerating job creation, improving the ease of doing business, and fostering inclusive economic growth. The Forum represented the operationalisation of the 8th Administration's vision to institutionalise trust-based collaboration as a catalyst for competitiveness and reform.

The inaugural session brought together over 400 participants representing Government, private sector, trade unions, civil society, academia and development partners to deliberate on strategies for accelerating job creation and enhancing Namibia's competitiveness. Discussions were structured around ten thematic working groups covering key sectors, including agriculture, CCI, Sports and Tourism, Health, Housing and Sanitation, Energy and Mining; as well as issue-based engagements on value addition and manufacturing, skills development, MSME growth, financing and infrastructure.

Anchored within the broader framework of Vision 2030, the National Development Plan 6 (NDP6), and the SWAPO Party Manifesto Implementation Plan (SMIP) 2025–2030, the NamPPF aims to bridge the gap between policy formulation and implementation by fostering mutual accountability and joint problem-solving between the public and private sectors. The inaugural session therefore laid the foundation for an institutionalised, high-level platform that will monitor progress on reform implementation, improve coordination across ministries and agencies, and ensure that private sector insights inform the national policy agenda.

The first session of the NamPPF pursued three primary objectives. Firstly, it sought to provide a platform for Her Excellency the President, to articulate the national vision for inclusive growth and job creation, thereby setting the tone for a new era of public-private collaboration. Secondly, the Forum aimed to launch and institutionalise the NamPPF as a permanent mechanism for structured, transparent, and trust-based dialogue, supported by a monitoring and evaluation framework to track progress and ensure policy coherence. Finally, it endeavoured to identify, validate, and endorse priority reforms and policy interventions across key sectors, ranging from agriculture, energy, and mining to manufacturing, tourism, and digital infrastructure, that can enhance Namibia's competitiveness and unlock decent and sustainable employment opportunities.

The outcomes of this inaugural session are expected to shape future engagements under the NamPPF, ensuring that dialogue translates into measurable actions that advance Namibia's vision for a resilient, inclusive, and job-rich economy.

This report presents a summary of the various sessions and interventions advanced during the inaugural NamPPF.

2. Welcoming Remarks: Dr Kaire Mbuende, Director-General of the National Planning Commission

In his welcoming remarks, Honorable Amb. Kaire Mbuende reaffirmed that the Forum marks a turning point in Namibia's development dialogue, institutionalising public-private cooperation to drive competitiveness and job creation.

The Director-General underscored that the forum comes at a critical juncture for Namibia, a time characterised by both enduring socio-economic challenges and vast untapped potential. While issues such as youth unemployment and slow job creation persist, Namibia's abundant natural resources, enterprising youth, strategic geographic location, and clear national vision place the country in a strong position to accelerate inclusive and sustainable growth if these advantages are effectively harnessed.

He emphasised that the NamPPF is not merely a dialogue forum, but a strategic platform for coordinated action and shared accountability between the government and the private sector. National development, he noted, relies on clear roles: the government must ensure a predictable, transparent, and enabling environment, while the private sector drives innovation, investment, and job creation. The forum's theme, "Public-Private Dialogue to Drive Decent and Sustainable Job Creation: Enhancing Namibia's Competitiveness," reflects this joint commitment. The Director-General further highlighted that government efforts should extend to regulatory simplification, fair competition, and infrastructure development to support private sector growth, while the private sector is urged to leverage this enabling environment to invest, expand, and generate employment.

The Director-General commended the collaborative efforts of the NPC and NIPDB in structuring the NamPPF around practical areas of engagement aligned with national development priorities. These encompass key productive sectors such as agriculture, energy, fisheries, health, housing, mining, tourism, and the cultural and creative industries, supported by cross-cutting enablers including skills development, entrepreneurship, digital infrastructure, logistics, value addition, and financing. Acknowledging that job creation cannot be achieved by government alone, he emphasised that the NamPPF marks the start of an institutionalised and continuous national dialogue, one in which commitments are monitored, progress is measured, and impact is evaluated. This approach aligns with the 8th Administration's national target of creating 500,000 jobs between 2025 and 2030, a goal that requires close coordination between policy reforms and private sector investment.

In closing, the Director General reiterated that the NamPPF is a transformative step toward turning national aspirations into concrete action, driven by collaboration and mutual accountability. He concluded by inviting Her Excellency Dr Netumbo Nandi-Ndaitwah, President of the Republic of Namibia and Chairperson of the Forum, to deliver the Keynote Address and officially open the event, recognizing her as a visionary leader who has consistently championed state–private sector partnerships as the cornerstone of Namibia's development agenda.

3. Official Opening Address: Her Excellency Dr. Netumbo Nandi-Ndaitwah

Her Excellency the President officially opened the inaugural NamPPF, calling for unity of purpose between the public and private sectors to advance Namibia's economic development. She noted that while government and business have distinct roles, both ultimately serve the Namibian people. The President further emphasised that the Forum represents the institutionalisation of a results-oriented partnership founded on mutual trust, inclusivity, and shared responsibility for national prosperity.

Reflecting on her continued advocacy for greater private sector participation since 2022, the President commended the NIPDB for leading the implementation of the Cabinet directive that resulted in the establishment of this historic platform. She noted that the Forum embodies her administration's longstanding commitment to fostering robust public-private collaboration as a cornerstone of economic transformation and job creation..

The President reiterated that the government's primary role is to create an enabling environment for businesses to thrive, and called for the removal of bureaucratic bottlenecks, reduction of red tape, and entrenchment of transparent governance as essential measures for improving the ease of doing business in Namibia. She noted that national progress cannot rest on government efforts alone, but requires collective effort, shared accountability, and partnerships that deliver tangible results for all Namibians.

The President identified unemployment, particularly among the youth - as Namibia's most pressing socio-economic challenge. With youth unemployment estimated at 44%, she described the situation as both a developmental and moral imperative requiring decisive, collective action.

She urged leaders across all sectors to actively contribute to job creation, noting that meaningful progress often begins with small but consistent efforts. The President further highlighted that the Forum's theme, *"Public-Private Dialogue to Drive Decent and Sustainable Job Creation and Enhance Namibia's Competitiveness,*" is both timely and transformative, aligning closely with national priorities to foster inclusive growth, expand opportunities, and strengthen economic resilience amid global uncertainty.

The President reaffirmed her administration's commitment to results-driven governance, rejecting the notion of "business as usual." Since assuming office on 21 March 2025, she has sought to lead a government and nation that are decisive, efficient, and accountable. She highlighted the administration's target of creating 500,000 jobs over five years and referenced the launch of the Sixth National Development Plan (NDP6), which emphasizes economic growth, inclusiveness, and resilience as central pillars for achieving Vision 2030. The President expressed confidence that, through national unity and focused implementation, Namibia can realize the objectives of Vision 2030 and lay a strong foundation for Vision 2050.

The President further outlined key priority sectors underpinning Namibia's transformation agenda: agriculture, mining, energy, water, manufacturing, logistics, digital innovation, tourism, and infrastructure development. She described agriculture as central to livelihoods and food security, emphasising its linkages with other value chains such as food processing, textiles, and creative industries, while highlighting that mining, particularly of strategic and green minerals, remains vital to industrialisation, while renewable energy and sustainable water management are essential for production resilience. The President further highlighted the importance of the blue economy, noting Namibia's long-standing recognition of the economic potential of its marine and coastal resources.

Turning to Namibia's international positioning, the President called for both public and private stakeholders to engage the (international) stakeholders from a position of strength, confidence, and mutual benefit. Drawing from her experience as a former Minister of International Relations and Cooperation, she cautioned against a dependency mindset in global negotiations, urging Namibians instead to pursue partnerships that secure fair value for the country's resources and investments. The President emphasised the importance of assertive and strategic diplomacy that enhances Namibia's standing and attracts sustainable foreign investment.

In conclusion, the President urged all participants to engage constructively and courageously during the two-day Forum. She called for bold, practical, and time-bound solutions that can transform commitments into measurable action. Emphasising unity, honesty, and shared national purpose, she appealed to all stakeholders to work together "with one heart, one mind, and one mission" to overcome unemployment, inequality, and poverty. The President stated that her direct participation in the Forum reflects its strategic importance to her administration's vision for inclusive growth, sustainable job creation, and national prosperity.

4. **NamPPF Background and Outlook for Sector-Based Discussions: Dr. Nangula Nelulu Uaandja, Chairperson of the NamPPF Coordinating Committee, and Chief Executive Officer of the Namibia Investment Promotion and Development Board (NIPDB)**

Dr Uaandja highlighted the contextual background and expectations of the Namibia NamPPF, indicating that it set the stage for a new era of structured collaboration between government and the private sector, to accelerate inclusive economic growth and job creation. In her presentation, Dr. Uaandja amplified the prevailing socio-economic challenges facing Namibia, with unemployment standing at 36.9%, youth unemployment at 46%, a Gini coefficient of 0.576, and nearly half of the population (47.5%) living in poverty. These realities underscore the urgent need for institutionalised cooperation and coordinated action across sectors.

Dr Uaandja further highlighted that, the NamPPF was established to serve as a permanent, results-driven platform for public-private dialogue (PPD), replacing ad hoc engagements with an institutional mechanism for continuous policy coordination, reform implementation, and progress measurement. Competitive economies, as global evidence shows, sustain growth through consistent, institutionalised engagement between the public and private sectors. The NamPPF therefore seeks to formalise this engagement in Namibia, fostering trust, co-creation, and measurable results year after year.

The presentation indicated that the Forum is chaired by Her Excellency the President and coordinated through a committee comprising six representatives each from the public and private sectors, supported by a Secretariat led by the Namibia Investment Promotion and Development Board (NIPDB) and the National Planning Commission (NPC). Public sector entities are tasked with ensuring a conducive policy and regulatory environment, while the private sector, represented by associations and business leaders, is expected to engage proactively, share insights, and drive innovation within key sectors of the economy. She further stated that the inaugural session of the NamPPF will pursue the following three key objectives:

1. To present the Presidential vision for inclusive growth and job creation;
2. To institutionalise national PPD through the establishment of working groups and a robust monitoring and evaluation framework;
3. To drive evidence-based policy reforms that enhance competitiveness and foster decent, sustainable employment.

These objectives align with the 8th Administration's goal of creating 500,000 jobs by 2030, with a focus on youth, women, and inclusive growth.

Ten (10) thematic working groups were formed in alignment with the national priorities outlined in the SWAPO Manifesto Implementation Plan (SMIP) 2025–2030, focusing on both sector-based and issue-based priorities. The sectoral groups include Agriculture, Water and Fisheries; Sport, Creative and Cultural Industries and Tourism; Quality Health, Housing, Land and Sanitation; Energy and Oil and Gas; and Mining. Issue-based groups address cross-cutting

themes such as Manufacturing, Skills Development, MSME and Youth Development, Project Financing, and Infrastructure and Connectivity.

Dr Uaandja reiterated that the NamPPF is intended to be a constructive platform, focusing on collaborative solutions, innovation, and concrete reforms, rather than on apportioning blame or criticism. All participants were called upon to engage proactively, prioritise high-impact interventions, and set SMART (Specific, Measurable, Achievable, Relevant, and Time-bound) targets to ensure accountability and progress tracking at subsequent Forums. In conclusion, Dr. Uaandja stated that the NamPPF marks a defining moment in Namibia's pursuit of competitiveness, inclusivity, and resilience. By institutionalising trust-based collaboration between government and business, the Forum aims to translate dialogue into actionable outcomes that drive investment, create employment, and enhance national prosperity for the benefit of all Namibians.

5. **Role of the Private Sector in Public-Private Dialogue: Dr Titus Nampala, Vice-Chairperson of the NamPPF Coordinating Committee, and Chief Executive Officer of the Namibia Chamber of Commerce and Industry (NCCI)**

In this presentation, Dr Nampala underscored the urgent need to strengthen public–private collaboration, emphasising that trust and genuine partnership between government and business are fundamental to moving from "dialogue to delivery." He highlighted growing fatigue with repetitive "talk shops" and stressed the importance of joint accountability in implementing agreed reforms that translate into visible economic results. Dr Nampala also reaffirmed that collaboration must yield practical outcomes that improve livelihoods, enhance productivity, and build mutual confidence between the two sectors.

Improving the ease of doing business emerged as a top priority for the country, with Dr Nampala calling for a predictable and transparent regulatory environment that supports entrepreneurship and investment. This includes streamlining approvals for permits and licenses, reducing excessive bureaucracy and ensuring timely decision-making across all levels of government. He cautioned that persistent red tape and compliance burdens discourage enterprise growth and push many businesses into informality, undermining job creation and competitiveness.

Dr. Nampala further emphasised the importance of synchronisation and coherence among regulatory agencies, noting that fragmented systems and inconsistent interpretations of legislation create confusion and inefficiency, deterring investors. He commended the establishment of the Regulators Forum under the leadership of the Governor of the Bank of Namibia, urging Ministries, Agencies, and Local Authorities to actively participate to foster alignment, policy coherence, and trust within the regulatory ecosystem.

Identifying infrastructure development as a key enabler of economic growth, Dr Nampala called for accelerated investment in productive infrastructure, particularly energy, transport, and trade

logistics - to enhance Namibia's competitiveness. Energy security was underscored as critical to industrialisation and investment attraction. Dr. Namupala urged the evolution of the Modified Single Buyer Model to allow greater private participation in power generation and renewable energy production.

Dr. Nampala also stressed that policy planning must be data-driven, grounded in research, and informed by the lived realities of citizens and businesses. He called for stronger institutional support to the Namibia Statistics Agency (NSA) and enhanced collaboration between the government, academia, and private research institutions. Clear, consistent communication of policy reforms was cited as essential to sustain investor confidence, transparency, and predictability in the policy environment.

Another key recommendation focused on leveraging domestic investment while diversifying the economy. Dr Nampala noted that while foreign direct investment remains important, national development efforts should also harness local capital. Agriculture, tourism, manufacturing, and mining were identified as priority sectors with significant potential to reduce unemployment and expand exports in the near term

In conclusion, Dr Nampla reiterated that affordable and secure energy supply is the cornerstone of industrialization and sustained investment attraction. Addressing energy challenges, improving infrastructure, and ensuring regulatory coherence will together create the enabling environment necessary for Namibia to achieve inclusive and sustainable economic transformation.

6. Session 1: High Level Panel: Unlocking Namibia's Potential – Advancing Competitiveness, Job Creation, And Investment Opportunities

6.1 Presentation: 2025 IMD World Competitiveness Yearbook Namibia's Performance, Presented by Ms. Margareth Gustavo, NIPDB Executive for Competitiveness and Branding

The presentation provided an in-depth overview of Namibia's performance in the global competitiveness landscape, emphasising the need for structural reforms, efficient implementation of policies, and investment in innovation, digital readiness, and human capital. Ms Gustavo further highlighted that competitiveness extends beyond productivity; it is also about the effectiveness of governments to create enabling environments, develop robust institutions, and ensure sound infrastructure that encourages sustainable value creation and enterprise development.

Namibia's participation in the international competitiveness study, approved by Cabinet in 2023, enables benchmarking against other economies to identify policy gaps and best practices. The study assessed 69 economies using 341 competitiveness criteria across four key pillars: Economic Performance, Government Efficiency, Business Efficiency, and Infrastructure. Namibia ranked 68th overall, with its strongest performance in Government Efficiency, particularly in tax policy and public finance management, and weaker results in Business

Efficiency and Infrastructure. While this ranking may appear discouraging, it nonetheless provides valuable insight into both Namibia's progress and areas requiring urgent improvement.

Under Economic Performance, Namibia performed relatively well in maintaining price stability and managing inflation, which has kept the cost of doing business comparatively low by African standards. However, challenges remain in boosting productivity, diversifying the economy, and increasing exports. Regarding Government Efficiency, Namibia's policy framework was commended for being sound and conducive to competitiveness; however, implementation lags remain a major constraint. The country's strong tax policies, low tariff barriers, and manageable levels of bureaucracy were cited as key strengths, while delays in executing reforms and weak service delivery continue to hinder progress.

The Business Efficiency pillar revealed constraints related to productivity, labor market rigidity, and managerial practices. The lack of specialised skills, coupled with restrictive immigration laws, has hampered investment attraction and the development of high-value industries. The presenter underscored that skills development, innovation, and a culture of entrepreneurship are vital for building a competitive private sector. Similarly, Infrastructure - particularly in digital and technological readiness, remains a bottleneck. Namibia ranked low in digital readiness (69th in internet bandwidth and 68th in digital skills), signaling the urgent need to invest in ICT infrastructure, research, and innovation to enhance competitiveness in the global digital economy.

Despite the challenges, several strengths were highlighted. Namibia has achieved commendable progress in education, with one of the highest public expenditure levels on education globally. However, this investment has not yet translated into the required skills to drive industrial growth and job creation. Namibia also ranked first in Africa for attracting Greenfield investment projects, demonstrating that investor confidence remains strong. Moreover, the government's ongoing tax reform, national internship programmes, productivity dialogues, and the establishment of Special Economic Zones were recognized as critical steps in improving competitiveness and employment creation.

The presentation further underscored that if Namibia aims to create 500,000 jobs by 2030, key focus areas must include: attracting investment, accelerating economic diversification, developing infrastructure, enhancing business service efficiency, fostering innovation, and improving the cost and ease of doing business. Specific emphasis was placed on revisiting immigration and investment incentive policies, improving financial and managerial skills, and strengthening institutional coordination.

To sustain progress, there is a need to establish a Competitiveness Working Committee to coordinate efforts and monitor annual improvements. The presentation concluded with several recommendations:

1. Improve educational outcomes and align skills development with market needs
2. Strengthen labour market efficiency and investment climate through policy implementation and regulatory reform
3. Accelerate digital readiness and innovation by investing in technology infrastructure
4. Optimise public sector performance and service delivery
5. Address data gaps and strengthen evidence-based policymaking
6. Enhance the visibility of policy reforms and Namibia's competitive advantages internationally
    i. Support export diversification and address the high cost of capital for local enterprises

The Competitiveness Presentation by Ms. Gustavo was followed by a Panel Discussion moderated by Mr. Conrad Dempsey (Chief Executive Officer of FirstRand Namibia) and included Hon. Selma Ashipala-Musavyi (Minister of International Relations and Trade) represented by Ms. Ndiitah Nghipondoka-Robiati, (Executive Director at the Ministry of International Relations and Trade), Mr. Klaus Schade (Economist and Chairperson of the Employment Services Board), Ms. Kauna Ndilula (Namibian Businesswoman), and Ms. Smita Kuriakose (Lead Economist: Finance, Competitiveness and Innovation, World Bank.)

Key highlights emanating from the panel discussion;

1. **Enhance Private Sector Participation by Reducing State Dominance:** The Government should gradually minimise the dominance of Public Enterprises in sectors where private businesses can operate competitively, thereby creating more space for private investment and innovation.

2. **Ensure Policy Certainty and Predictability:** Establish a consistent and transparent policy environment by finalising and operationalising key frameworks such as the Namibia Investment Promotion and Facilitation Bill, Incentive Policy, and the Public-Private Partnership (PPP) Act to enhance investor confidence and improve the business climate. Establish an online portal to reduce the time and cost of registering a business.

3. **Strengthen Education and Skills Development for Market Relevance:** Align education and training programmes with labour market needs by prioritising skills and competence over certification. Expand and modernise vocational training to produce a workforce that can drive productivity and meet emerging sectoral demands.

4. **Facilitate Private Sector Utilisation of Internship Tax Incentive:** Streamline the implementation and compliance mechanisms of the tax incentive scheme for employers who take on interns, ensuring that labour law requirements are clear and manageable for participating companies.

5. **Boost the Productive Capacity of Local Manufacturers:** Implement targeted industrial support measures to strengthen local manufacturing capabilities, enabling Namibian producers to meet both domestic and export market standards.

6. **Promote Skills Attraction for High-Productivity Sectors:** Develop policies and partnerships that attract and retain technical and managerial expertise necessary to unlock growth in high-value and high-productivity sectors of the economy.

7. **Regulatory Frameworks and Cohesiveness:** The pertinent issues raised by Dr Titus Nampala in the earlier presentation were also re-emphasised by the panel discussion.

8. **Develop and Strengthen Local and Regional Value Chains:** Promote the development of integrated value chains across key sectors such as agriculture, mining, and manufacturing, to increase local value addition, enhance industrial linkages, and create sustainable employment opportunities. Biomass utilisation is another important component of agriculture which was identified as a low-hanging fruit in terms of value chain development.

7. Session 2: Namibia and UN Global Accelerator on Jobs and Social Protection: The Role of The Private Sector: Ms. Hopolang Phororo, United Nations Resident Coordinator for Namibia

The statement by Ms. Hopolang Phororo, UN Resident Coordinator for Namibia, underscores the importance of strong public–private collaboration to drive decent job creation and strengthen Namibia's competitiveness. She commended the Namibian Government for placing youth employment, enterprise development, and social protection at the heart of national priorities, aligning with global commitments such as the 2030 Agenda for Sustainable Development and the Pact for the Future. These frameworks reaffirm that decent work and social protection are essential for peace, resilience, and inclusive growth. Namibia's participation in the UN's Global Accelerator on Jobs and Social Protection for Just Transitions reflects this commitment.

As one of the early pathfinders, Namibia is developing a comprehensive roadmap focused on employment coordination, youth entrepreneurship, social protection expansion, and the transition from informal to formal economies. Supported by catalytic funding, the initiative has already launched two joint programmes: one promoting job creation through agricultural transformation and another modernising social protection systems. These efforts exemplify Namibia's coherent approach to linking job creation, innovation, and human security.

Ms Phororo further highlighted that the private sector lies at the centre of this transformation. Businesses are not only job creators but also critical partners in financing, innovation, and inclusion. Through examples such as the De Beers–UN Women "EntreprenHER" initiative, the Kongalend–UNFPA "EmpowerWELL" partnership, and supplier development models in Botswana and Zimbabwe, Ms. Phororo illustrated how public–private partnerships (PPPs) can deliver both economic and social value. She emphasised that Namibia can scale such models by integrating them into national SME and employment strategies, thereby creating inclusive value chains that drive sustainable livelihoods.

However, she cautioned that PPPs remain underutilised due to challenges such as misaligned incentives, weak governance frameworks, and limited local ownership. To unlock their potential, Namibia must design PPPs that balance profit with social outcomes, strengthen accountability, and build institutional capacity to partner effectively with the private sector. Expanding social protection, especially for young people and informal workers, must remain central to these efforts, with digital innovation and fintech playing transformative roles.

In conclusion, Ms. Phororo called on the Namibian private sector to align its business strategies with the United Nations' Sustainable Development Goals (SDGs) and the Global Accelerator's vision, embedding Environmental, Social, and Governance (ESG) principles in their operations. She urges the government to develop sector-specific PPP pipelines, risk-sharing mechanisms, and blended financing frameworks to attract responsible private investment. The UN, in turn, reaffirms its partnership with Namibia to foster inclusive, job-rich growth, anchored in shared accountability, innovation, and sustainable development.

8. Sector-Based Working Group Spotlights – Presentation Of Draft Sector Strategy Papers

8.1 Working Group 1: Agriculture, Water and Fisheries

Key Points Highlighted

1. The presentation revealed deep structural imbalances in Namibia's labour market, primarily due to the mismatch between education levels and sectoral absorption capacity. While the number of Namibians with tertiary education has grown significantly, a large proportion of the population still lacks secondary-level education. This limits many citizens' participation in higher-value sectors such as manufacturing and finance. The working group emphasised the need to prioritise sectors that can absorb semi-skilled and unskilled workers, such as agriculture, fisheries, and tourism. These sectors were identified as critical entry points for inclusive employment creation, especially for rural populations, women, and youth.

2. Regarding the Sectoral Growth Performance and Migration Trends, the working group noted with concern that the contribution of traditional sectors such as tourism and fisheries to Namibia's GDP has stagnated or in certain aspects, declined over the past two (2) decades. This economic slowdown has contributed to increased rural-to-urban migration, resulting in urbanisation levels rising from 28% at independence to over 50% in recent years. The group stressed that revitalising these sectors is key to creating rural employment opportunities and reversing migration pressures that strain urban infrastructure and social services. Strengthening rural industries was recommended as essential to achieving balanced regional development and reducing inequality.

3. Regarding Constraints in Agriculture, the group identified water and electricity as the two most critical and costly inputs affecting agricultural productivity. Despite Namibia's potential water resources, their uneven distribution and high cost severely limit production and irrigation potential. The participants called for targeted interventions, such as subsidies, renewable energy adoption, and improved water infrastructure, to lower operational costs and promote sustainable agro-production. They also encouraged investment in renewable energy solutions to power irrigation systems and agro-processing facilities in rural areas.

4. With regards to Value Addition and Agro-Processing, the session highlighted the urgent need to expand Namibia's capacity for processing raw agricultural materials. The working group proposed that government and development finance institutions provide start-up capital and low-interest loans for agro-based enterprises to enhance domestic value chains. A strong recommendation was made for the state to promote local consumption of Namibian products through institutional procurement policies, particularly within prisons, hospitals, and the defence sector. This approach would increase demand for local produce, reduce import dependence, and stimulate domestic markets.

5. The discussion on Skills Development and Entrepreneurship underscored the importance of equipping youth with hands-on agricultural and business skills. The group proposed the establishment of specialised agricultural training programmes, innovation hubs, and incubation centres to nurture "agri-preneurs" capable of driving job creation

and rural transformation. This would not only modernise agriculture but also attract young people into the sector through technology and innovation-led initiatives.

6. On Resource Management and Environmental Considerations, participants cautioned against unsustainable exploitation of natural resources, particularly in the mining sector. Concerns were raised about the growing environmental costs of mining, especially uranium extraction, and the lack of coordination among stakeholders in enforcing environmental standards. The group called for a scientific, integrated, and collaborative approach to resource management to balance economic growth with ecological preservation, stressing that sustainable development depends on the responsible use of Namibia's natural assets.

7. The Fisheries Sector discussion reinforced the importance of strengthening collaboration between the government and the private sector. Participants emphasised the need for improved coordination on seasonal closures, sustainable quotas, and joint monitoring to protect marine resources. They also urged policies that encourage local processing and value addition within the fishing industry, thus increasing employment and export revenues.

8. Finally, on Strengthening Public-Private Partnerships, the session highlighted that Namibia's progress in agriculture, water, and fisheries depends on cohesive and transparent collaboration between the public and private sectors. Participants highlighted the importance of aligning policy frameworks, fostering innovation, and ensuring accountability through robust monitoring and evaluation systems. This would guarantee that sectoral interventions translate into measurable and lasting development outcomes.

9. In conclusion, the working group reiterated the urgency of revitalising the agriculture, water, and fisheries sectors as foundational pillars of inclusive economic growth and food security. The session closed with a united commitment to deepen cooperation between government and private stakeholders to unlock Namibia's full productive potential and build a more resilient and equitable economy.

8.2 Working Group 2 - Sport, Creative Industry & Tourism

Key Points Highlighted

The Working Group underscored the vital role of tourism and the creative industries in driving Namibia's inclusive socio-economic growth, employment creation, and global competitiveness. While significant progress has been made, realizing their full potential requires coordinated reforms and stronger public-private collaboration.

#	Recommendation	Details
1.	Strengthen National Branding and Marketing	Develop and sustain a unified and inclusive national brand to position Namibia as a premier destination for tourism, culture, and investment. Adopt a whole-of-nation marketing approach, drawing lessons from regional peers that have successfully elevated their international visibility.

2.	Improve Air Connectivity and Accessibility	Incentivise international and regional airlines to establish direct routes to Namibia, thereby reducing travel costs and enhancing accessibility. Complement this with digitalised systems for national parks and tourism services to improve visitor experience and efficiency.
3.	Create a Conducive Regulatory and Business Environment	Streamline bureaucratic procedures, ensure timely decision-making, and eliminate over-regulation to enable private sector innovation and participation. Establish structured platforms for dialogue between government and industry stakeholders.
4.	Recognise and Invest in the Creative Economy	Acknowledge the creative sector, music, film, fashion, crafts, and digital arts, as a legitimate economic driver. Enhance funding for production, improve market access, and support research and data collection to measure and grow the sector's contribution to GDP.
5.	Build Production Capacity and Skills Development	Invest in local production infrastructure, professional training, and incentives that promote high-quality, export-ready creative content. Strengthen vocational and digital skills to enable competitiveness in international markets. Promote Domestic Consumption and National Identity by encouraging appreciation and consumption of Namibian creative products, fostering national pride and a stronger sense of cultural identity that can amplify Namibia's soft power abroad.
6.	Facilitate International Partnerships and Co-Productions	Pursue co-production treaties and bilateral agreements to attract investment, facilitate knowledge exchange, and open global markets for Namibian creatives.
7.	Institutionalize Sector Coordination and Accountability	Establish a formal coordination framework for tourism and the creative industries with clear performance indicators, periodic review mechanisms, and joint government–private sector monitoring to ensure sustained growth and competitiveness.
8.	Address the lack of funding, incentives and infrastructure for creative industries.	Update the Sports Act to curb fragmentation in the sector. Review labour practices within the sports sector as it relates to fair compensation.

9.	Sports Acts	Update the Sports Act to curb fragmentation in the sector. Review labour practices within the sports sector as it relates to fair compensation.
10.	Sports Funding	Increase funding for sports education and development which will assist in the professionalization of the sector by having qualified facilitators, trainers and coaches. Consider privatising the premier leagues to attract private investments into the sports sector.

8.3 Working Group 3 - Quality Health and Housing, Land & Sanitation

Key Recommendations

The Working Group emphasized that health, housing, land, and sanitation are interconnected foundations of Namibia's socio-economic transformation. Strengthening these sectors through digitalisation, reform, and partnerships is essential to building productive, resilient, and dignified communities.

#	Recommendation	Details
1.	Strengthen Primary and Specialised Healthcare Systems	Prioritise investment in primary healthcare as the most inclusive and cost-effective model, while expanding specialized and critical care to address skills shortages. Promote an integrated health system that links all levels of care and ensures nationwide access to quality services.
2.	Establish a National Health Task Force	Create a National Health Task Force, inclusive of private sector participation, to coordinate reforms, accelerate implementation, and oversee digital health transformation. The task force should develop an e-health roadmap within 60 days and pilot digital health solutions in selected facilities.
3.	Accelerate Health Digitalization and Efficiency	Digitalise primary healthcare services through a centralized national health database, hospital management systems, and pharmacy platforms to improve efficiency, data access, and patient care.
4.	Enhance Private Sector Participation in Health Workforce and Infrastructure	Encourage private sector support in scholarships, internships, and entry-level health jobs; and promote investment in logistics, warehousing, and digital health infrastructure to strengthen service delivery.
5.	Promote Local Health	Introduce fast-tracked certification, tax incentives, and

	Manufacturing and Medical Tourism	compliance support for local medical producers. Develop a medical tourism framework to position Namibia as a regional hub for advanced care, supported by streamlined visa processes and public-private partnerships.
6.	Establish a National Housing, Land, and Sanitation Task Force	Form a coordinated task force to fast-track reforms in housing delivery, land servicing, and sanitation infrastructure, ensuring policy coherence and accountability across institutions.
7.	Digitalize the Property and Land Administration System	Create a national digital property database to centralize land title registration, formalize informal settlements, and improve tenure security to unlock investment and access to housing finance.
8.	Enable Affordable and Inclusive Housing Delivery	Reduce the minimum single residential plot size from 300 to 150 square meters; introduce targeted tax incentives for real estate development; and revise Competition Commission thresholds to enable large-scale housing projects.
9.	Mobilize Innovative Housing and Infrastructure Financing	Leverage partnerships with the Development Bank of Namibia, European funds, and private capital markets to finance land servicing, affordable housing, and sanitation projects.
10.	Achieve Universal Access to Sanitation	Integrate sanitation planning within the national health and housing agenda. Strengthen coordination between central government, municipalities, and private operators to ensure universal access to safe and adequate sanitation.

8.4 Working Group 4: Energy, Oil and Gas

Key Points Discussed

Participants highlighted that the sector holds enormous potential to drive economic growth, both through direct contributions to GDP and through job creation across the value chain. The confirmed FID and ongoing exploration activity demonstrate strong investor confidence in Namibia's prospects. Yet, stakeholders agreed that the industry's success will hinge on establishing an enabling policy environment and ensuring that Namibians are actively involved at all levels of the value chain, from exploration to production.

Key Challenges Highlighted

One of the key concerns raised was the rigidity of local content requirements, which, if not applied flexibly, could delay project timelines and deter investment. Participants also pointed to delays in the issuance of new licenses, which create uncertainty and inhibit exploration momentum. These regulatory bottlenecks underscore the need for a more streamlined, predictable, and transparent licensing process.

Key Recommendations

1. It was recommended that Namibia adopt a phased approach to local content implementation, distinguishing between the exploration and development phases to balance capacity-building with investment attractiveness.
2. Furthermore, regular and transparent licensing rounds should be institutionalized to sustain investor confidence and encourage fair competition.
3. Participants also proposed the introduction of a rebalancing mechanism to ensure equitable distribution of sectoral benefits.
4. In addition, ratification of key international conventions would align Namibia's petroleum governance with global best practices.
5. Finally, there was a strong call to ensure that local content participation goes beyond 'briefcase entrepreneurs' and middlemen, focusing instead on empowering genuine Namibian enterprises with technical capacity and long-term potential.

Session Title: Energy

The energy session focused on addressing Namibia's growing energy needs, investment constraints, and opportunities for regional integration. Participants emphasized the urgent need to enhance energy generation, strengthen export transmission capacity, and reform restrictive policies that currently limit private sector participation. Achieving energy security and affordability was identified as a national imperative that requires collaboration between government, regulators, and investors.

Key Points Discussed

The discussions revealed that while Namibia has made progress in diversifying its energy mix, the country continues to face significant constraints in generation and transmission capacity. The 'take-or-pay' policy restrictions and the short-term nature of existing agreements between utilities and independent power producers (IPPs) were seen as barriers to long-term investment. Stakeholders underscored the importance of creating an enabling environment that attracts both domestic and foreign investment into renewable and conventional energy projects.

Key Challenges Highlighted

Major constraints include limited export transmission capacity, which restricts Namibia's ability to leverage regional energy trade. Additionally, regulatory frameworks such as the MSB rules were

said to discourage large-scale investment, as they do not adequately support long-term purchase agreements. The prevalent use of short-term (three-year) agreements further deters investors seeking predictable returns.

Key Recommendations

1. The session called for policy reform to allow for longer-term energy agreements that provide investment security and encourage private participation.
2. Stakeholders also proposed the expansion of transmission infrastructure to facilitate regional power trading and integration into the Southern African Power Pool. Moreover, regulatory adjustments should be made to create incentives for renewable energy development, ensuring Namibia meets its sustainability and energy independence goals.

8.5 Working Group 5 - Mining and Adjacent Sectors

Namibia's mining sector remains one of the country's most critical economic pillars, encompassing exploration, beneficiation, processing, and exports. The sector is expected to inject approximately US$2.865 billion and create over 18,000 jobs within the next four years, according to the Chamber of Mines. As the world's leading uranium producer and home to a thriving artisanal and small-scale mining (ASM) community, Namibia's mining potential is immense, but it also faces challenges related to infrastructure, policy uncertainty, and inclusivity.

Key Points Discussed:

Discussions covered the entire mining value chain, from exploration to exports. It was noted that the ASM sub-sector employs around 10,000 miners and supports 25,000 dependents, representing about 18% of the total mining workforce. Despite this, ASM operations remain largely informal due to regulatory and financial barriers. Participants also highlighted the existence of iron ore deposits in Kunene that remain unexploited due to inadequate railway infrastructure, underscoring the need for targeted public-private partnerships to bridge infrastructure gaps.

Key Challenges Highlighted:

For large-scale mining, the main obstacles include shortages of skilled labour in underground mining, water scarcity (with deficits estimated at 600–800 cubic meters), and regulatory uncertainty arising from pending policy instruments such as the Mineral Bill and Safety & Regulation Policy. For small-scale mining, the complex licensing processes that require travel to Windhoek were identified as a major barrier, trapping many miners in informality. Additionally, limited access to finance and land continues to constrain the growth of ASM and MSME-linked mining activities.

Key Recommendations:

The working group proposed several key interventions to advance inclusive growth and sectoral productivity:

1. Formalizing ASM operations and providing clear regulatory frameworks.
2. Strengthening skills development and mentorship programs for women and youth in mining.
3. Implementing financial incentives such as tax relief and performance-based grants for ASM and MSMEs.
4. Enhancing infrastructure, particularly water and energy, to support expansion and beneficiation.
5. Establishing an inter-ministerial and private-sector committee to fast-track pending legislation within a defined six-month period.
6. Developing a financial plan with key government and public institutions to prioritize infrastructure and capital projects, leveraging industry contributions.

The working group emphasized the importance of accountability, monitoring, and coordinated planning to ensure that investments deliver tangible employment, skill development, and economic benefits. They also highlighted lessons from previous government interventions, stressing the need to allocate resources effectively and learn from past experiences to maximize sectoral impact.

In conclusion, the Mining Working Group reaffirmed its commitment to leveraging Namibia's mineral wealth as a catalyst for economic growth, employment creation, and inclusive participation. The sector's success, they noted, depends on strategic capital investment, infrastructure development, skills empowerment, and strong public-private partnerships, with particular attention to the formalization of ASM, expansion of MSMEs, and inclusion of women and youth. The group expressed readiness to collaborate closely with the government to implement these recommendations and accelerate Namibia's emergence as a leading mining economy in Africa.

9. Day 1 Reflection: H.E. Dr. Netumbo Nandi-Ndaitwah

In her closing reflection, Her Excellency the President delivered an engaging and candid address that underscored the spirit of unity, shared responsibility, and collective determination needed to move Namibia toward prosperity. The President acknowledged the moderators and participants for their dedication throughout the working group sessions, noting with optimism that the full room was a clear demonstration of national interest and commitment. Her Excellency described the reflection as one of the easiest tasks to perform, as all participants had spoken in one voice, expressing the same aspirations and concerns albeit using different words. This unity of purpose, the President emphasised, gives her confidence that Namibia is indeed on the right path toward building a nation where every citizen can thrive.

Her Excellency highlighted the following takeaways in her reflection:

1. **Unity and Shared Purpose:** The President commended participants for their collective commitment to Namibia's progress, noting that the unified tone of the discussions reflected a shared national vision. She emphasised that such unity gives confidence that Namibia is on the right developmental path.
2. **Governance, Service Delivery, and Accountability**: The President stressed that while policies are largely sound, their impact is undermined by inefficiency and complacency within the public service. The President called for a change in mindset, urging discipline, urgency, and accountability among civil servants to improve service delivery.
3. **Combating Corruption:** The President highlighted corruption as a two-sided issue involving both public officials and private sector actors. She urged the businesses to reject corrupt practices, follow due process, and report inefficiency, warning that both sides will face consequences for unethical conduct.
4. **Coordination and Collaboration:** Fragmented efforts between ministries, and between the public and private sectors were identified as barriers to progress. The President called for improved coordination, emphasising that Namibia's small population makes collective effort essential to achieving national goals.
5. **Policy Action and Innovation:** The President reaffirmed her commitment to fast-tracking strategic reforms, particularly in oil and gas legislation - and advancing digital transformation to enhance efficiency and transparency. Her Excellency concluded by announcing plans to explore peaceful nuclear energy as part of Namibia's long-term industrial and energy strategy.

10. High Level Panel - From Vision to Action: Delivering on Namibia's Job Agenda: Presentation by Dr. Johannes !Gawaxab, Governor of the Bank of Namibia

The Governor acknowledged Namibia's solid fundamentals, political stability, abundant natural resources, and visionary leadership committed to inclusive prosperity. He paid tribute to Her Excellency Dr. Netumbo Nandi-Ndaitwah, for her steadfast leadership and commitment to lift Namibians out of poverty through inclusive and sustainable growth punctuated by quality employment for Namibians. The speaker emphasised that the President has already charted a clear path for national transformation, and it is now incumbent upon all sectors, public and private, to deliver on the promise of 500,000 quality and sustainable jobs over the next five years.

Key Points Highlighted:

1. **Macroeconomic Stability and Growth Trends:** Namibia's economy has shown resilience with growth reaching 5.4% in 2022 and inflation remaining contained at 3.6% in 2025. However, growth has not translated into broad-based job creation, highlighting the need for policies that promote value addition and inclusivity.

2. **Structural Labour Market Challenges:** Unemployment is structural, driven by urban migration, limited skills, and informality. Job creation must address immediate labour needs while preparing for future sectors such as digitalization, green industries, and advanced manufacturing.
3. **From Stability to Opportunity:** Stability must be converted into opportunity through investments in productive sectors, innovation, and regional integration. Private sector growth should extend beyond domestic markets to tap into regional and global value chains.
4. **Infrastructure and Energy Development:** Namibia's infrastructure funding gap of N$222 billion constrains growth. Investments in energy, water, and digital infrastructure will yield high employment returns. The development of modular nuclear and gas energy is crucial for sustainable industrialization.
5. **Digital Transformation and Innovation:** The Bank of Namibia's forthcoming Instant Payment Namibia system will enhance financial inclusion and innovation. Digital transformation remains central to boosting productivity and competitiveness.

Key Recommendations

1. Strengthen policy execution through the 'Four D's of Execution': Discipline, Delivery, Direction, and Dedication.
2. Implement a dual labour strategy focusing on immediate job creation and long-term digital and green skills.
3. Prioritize investment in infrastructure: energy, water, transport, and digital with a focus on high employment multipliers.
4. Regularize informal settlements by providing secure land tenure to unlock access to finance and services.
5. Adopt blended finance and PPP models to mobilize domestic and international capital for development.
6. Deepen collaboration between government, regulators, and the private sector to accelerate job creation and economic transformation.

In his conclusion, Dr. !Gawaxab emphasised that Namibia's greatest challenge lies not in a lack of ideas, but in the execution gap. The country must move from dialogue to decisive action, guided by the "4Ds of execution": dedication, discipline, diligence, and delivery. He noted that the President's vision already offers a clear compass for national progress - what remains is for all stakeholders to transform that vision into measurable results. He ended with a powerful reminder that growth without jobs is growth without justice, urging that Namibia's national focus remain firmly on creating 500,000 decent, sustainable jobs, not just in theory, but in practice in order to truly uplift the lives of all Namibians.

Panel Discussion:

The Presentation by the Governor of the Bank of Namibia was followed by a Panel discussion moderated by Mr. Salomo Hei (Economist and MD of High Economic Intelligence). The panel comprised of the following members:

- Honourable Wise Immanuel (Minister of Justice and Labour Relations),
- Ms Helene Ochs (Acting Secretary General for the Namibia Employers Federation),
- Mr Sven Thieme (Executive Chairperson and Chief Executive Office of the Olthaver & List Group),
- Dr Christian Shingiro (Deputy Resident Representative for the UNDP).

Key Points Discussed:

1. The Honourable Minister of Labour, Industrial Relations and Employment Creation opened the discussion by emphasising that the creation of decent and sustainable employment is anchored in a sound and equitable legislative and regulatory framework. He noted that Namibia's labour laws i.e. the Labour Act, the Employment Service Act, and the Affirmative Action (Employment Equity) Act are currently under comprehensive review to ensure alignment with objectives of the NDP6 and the President's vision for inclusive economic transformation.

2. The Minister reaffirmed that job creation remains a core pillar of government policy and must be supported by institutional mechanisms that uphold workers' rights while promoting business sustainability. He further highlighted the implementation of the national minimum wage, effective 1 January 2025, set at N$18 per hour, (excluding the agricultural, security, and domestic sectors, which are being phased in). The Minister assured that enforcement would be done through a balanced approach, ensuring both job security and institutional viability.

3. Representing the Namibia Employers' Federation (NEF), Ms Ochs reaffirmed the Federation's role as the most representative body of employers and a key participant in the tripartite dialogue with government and labour unions. She emphasised the importance of collaborative policy engagement in shaping labour market reforms, particularly the ongoing amendments to the Labour Act, the Employment Equity Bill, and the introduction of a Productivity Policy. The NEF stressed that for policies to be effective, they must be practical, inclusive, and considerate of the operational realities faced by businesses, particularly micro, small, and medium enterprises (MSMEs). The NEF called for transitional mechanisms in implementing the national minimum wage to prevent undue strain on small enterprises and rural employers, advocating for structured stakeholder consultations before policy enactment.

4. A representative of the private sector highlighted the challenges and opportunities within Namibia's manufacturing and value-addition sectors, stressing the need to think beyond

national borders and to integrate Namibia into the broader SADC market of over 300 million consumers. He underscored the importance of discipline, efficiency, and regulatory reform, calling for reduced bureaucratic delays, streamlined investment approvals, and better enforcement of accountability in public institutions. He pointed out that excessive regulation and administrative inefficiencies are constraining business growth, suggesting the need for simplified business processes and a more enabling environment for entrepreneurship and industrial expansion.

5. From the development partners' perspective, it was reiterated that Namibia's solid policy framework, resource endowments, and peaceful and stable governance environment position it favourably for structural transformation. The representative emphasized that while there is no "magic bullet" for job creation, reform implementation and mindset transformation are crucial. He called for greater investment in digital transformation, local manufacturing, and regional trade integration, while empowering youth and women through skills development and entrepreneurship. Development partners also pledged support through impact financing, which blends profitability with social and environmental objectives, as part of a broader agenda for inclusive and sustainable growth.

6. A recurring theme throughout the discussion was the need to modernize education and skills training to meet emerging labour market demands. Speakers observed that Namibia's education system must shift away from traditional models and better equip youth for non-traditional, innovation-driven sectors, including the creative industries, sports, and digital economy. Participants also discussed the importance of improving soft skills, strengthening the link between productivity and remuneration, and fostering a culture of excellence and accountability at all levels of society.

7. The Minister concluded by reaffirming the government's commitment to the Global Accelerator for Jobs and Social Protection for Just Transitions, through which Namibia has secured approximately US$57 million to stimulate employment, particularly in the agriculture and green economy sectors. It is projected that the programme will create more than 3,600 new jobs in its initial phase. The Minister further called for continuous tripartite social dialogue, promoting fairness, social protection, and productivity as essential elements for sustainable employment creation.

Key Highlights from the Panel Discussion:

1. **Legal and Policy Alignment for Job Creation:** Job creation must remain central to Namibia's policy formulation. Labour laws should align with NDP6 and the SWAPO Party Manifesto. The Labour Act of 2007 is under review to ensure it supports decent and sustainable work.

2. **Tripartite Engagement:** The Namibia Employers' Federation emphasized collaboration between government, employers, and unions in shaping labour policies that balance

workers' rights with business competitiveness. Consultation and consensus-building between the Government, Employers and Employees are essential.

Key Recommendations:

1. **Accelerate Labour Law Review** – Finalize and implement the revised Labour Act to reflect modern labour market realities.
2. **Strengthen Institutional Coordination** – Reinforce collaboration among the Ministry of Labour, employers, and unions for harmonized policy outcomes.
3. **Promote Performance Culture** – Introduce legal provisions and systems that encourage accountability, reward productivity, and fairly address underperformance.
4. **Balance Labour Protection and Competitiveness** – Ensure policies remain practical and business-friendly while protecting workers' rights.

11. Issue-Based Working Group Spotlights: Presentation of Draft Issue Strategy Papers

11. 1 Working Group 6: Manufacturing

The Working Group on Manufacturing and Value Addition underscored that manufacturing remains a cornerstone for economic transformation, industrial diversification, and sustainable job creation yet several systemic barriers continue to impede its growth and competitiveness.

Key Points Discussed:

1. The manufacturing sector can thrive only when production costs are competitive, investment processes are efficient, and scaling operations is supported by clear and stable policy frameworks.
2. Skills importation and transfer should be made easier to address domestic shortages and strengthen local capacity. However, there must be robust mechanisms in place to ensure skills are being transferred.
3. Namibia's corporate income tax rates remain higher than those of regional peers such as South Africa, Botswana, and Mauritius, undermining competitiveness.
4. The Special Economic Zones (SEZs) and associated incentive frameworks should be operationalized to attract investors and promote value-added manufacturing.
5. Collaboration with academic and research institutions is essential to advance innovation, technology adoption, and product quality.

Key Challenges Highlighted:

1. High production and utility costs, especially energy tariffs, which erode competitiveness.
2. Uncompetitive tax and incentive regime, limiting investor interest and export capacity.

3. Policy and regulatory inconsistencies, including delays and unpredictability in approvals and licensing.
2. Weak quality assurance and standards infrastructure, restricting access to premium export markets.
2. Limited skills and technological capacity, constraining industrial upgrading and productivity growth.
3. Inadequate local procurement and industry protection mechanisms, leaving domestic manufacturers exposed to import competition.
4. Energy market inefficiencies and cost entrapment, further constraining production expansion.

Key Recommendations:

#	Recommendation	Details
1.	Reduce Input Costs	Implement targeted measures to lower energy, transport, and logistics costs to make local production more competitive.
2.	Operationalize SEZs and Incentives	Expedite the establishment of Special Economic Zones with a clear manufacturing tax framework and targeted incentives. Review corporate and indirect taxes to align Namibia's competitiveness with regional peers.
3.	Accelerate Skills and Technology Transfer	Strengthen collaboration with academia and technical institutes to develop a skilled workforce and enhance research and innovation.
4.	Reform the Energy Market	Introduce pricing reforms and encourage private participation to lower energy costs for manufacturers.
5.	Support Local Industry	Strengthen industry protection through local procurement policies and tariff reform that prioritize Namibian-made goods.
6.	Upgrade Quality Standards	Invest in national standardization and quality assurance infrastructure to boost export readiness and brand credibility.
7.	Promote MSME Development	The Manufacturing Association should provide technical assistance to MSMEs to improve process efficiency and minimize production waste.

The discussions reaffirmed that Namibia's manufacturing sector holds untapped potential to drive industrialization, create jobs, and foster economic resilience. However, success depends on coordinated policy action, regulatory reform, and a business environment that rewards

innovation and productivity. By reducing costs, improving incentives, and aligning industrial policies with skills and energy reforms, Namibia can position its manufacturing sector as a competitive force in both regional and global markets.

11. 2 Working Group 7 - Skills Development, Workforce Readiness and Industry Alignment

The working group on Skills Development, Workforce Readiness and Industry Alignment; Entrepreneurship, MSME Growth and Youth Development reflected on the country's readiness to create jobs, nurture skills, and support entrepreneurship as a pathway to sustainable development. The session was characterized by candid exchanges between entrepreneurs, youth representatives, private sector actors, and policymakers, all united by a common goal to unlock Namibia's human potential and ensure that every Namibian can meaningfully participate in the economy.

Key Points Discussed:

1. Youth unemployment remains one of Namibia's most pressing challenges, reflecting a misalignment between training outcomes and labour market needs.
2. Skills training is heavily theoretical and lacks sufficient workplace exposure, resulting in graduates who are not adequately prepared for employment.
3. The private sector plays a crucial role in developing Namibia's workforce, particularly through employer-led training initiatives that bridge the skills gap.
4. Successful models such as the Chartered Accountancy profession and the NTA–Petrofund–NIMT partnership demonstrate the effectiveness of private sector involvement and collaboration in producing job-ready skills.

Key Challenges Highlighted:

1. Lack of recognition and incentives for private sector-driven training initiatives.
2. The Vocational Education and Training (VET) levy system remains inflexible and limits reinvestment in company-led training.
3. Insufficient support for apprenticeships and mentorship programmes.
4. Weak coordination between the education, training, and industry sectors, resulting in fragmented policy implementation.

Key Recommendations:

1. Increase the VET levy refund ceiling to 100% for accredited, outcome-based company training programmes.
2. Publish annual VET levy utilization reports by sector to promote transparency and accountability.
3. Recognize all forms of employer-led training, including scholarships, in-house upskilling, on-the-job learning, and mentorship.

4. Launch a National Apprenticeship Expansion Programme to create structured pathways for youth employment.
5. Standardize certification and strengthen quality assurance across training institutions.
6. Introduce structured mentorship networks to promote industry-to-education collaboration.
7. Establish a dedicated Skills Visa category to attract technical experts and facilitate faster knowledge transfer.

In conclusion, the working group reiterated that skills development and MSME empowerment must remain central to Namibia's growth agenda. Participants called for an integrated national framework that links education, entrepreneurship, and industrial development; provides targeted support to MSMEs; and ensures that youth are not left behind. The group committed to strengthening dialogue between government and the private sector, to accelerate reforms, remove barriers to enterprise growth, and foster a culture of innovation and productivity. A detailed set of recommendations and proposed actions will be submitted to the plenary, capturing the group's shared vision of a dynamic, job-creating, and inclusive Namibian economy.

11.3 Working Group 8 - Entrepreneurship, MSME Growth and Youth Development

Key Points Discussed:

1. MSMEs are essential to Namibia's economic structure, yet they face numerous operational challenges.
2. Excessive red tape and fragmented policies across ministries and agencies hinder ease of doing business.
3. There is a strong need to involve entrepreneurs in decision-making processes, including governance of public enterprise boards.
4. Youth entrepreneurship is a vital component of sustainable economic growth and innovation.

Key Challenges Highlighted:

1. The business climate remains difficult due to bureaucratic red tape and administrative inefficiencies.
2. MSMEs face significant financial constraints and limited access to affordable credit.
3. Fragmented support structures and lack of policy coordination reduce the effectiveness of MSME initiatives.

Key Recommendations:

1. Establish a collaborative Red Tape Reduction Committee to streamline regulatory processes and remove administrative bottlenecks.
2. Improve access to finance by strengthening MSME funding mechanisms and providing both pre- and post-investment support.

3. Introduce a progressive corporate tax regime to reduce the tax burden on start-ups and small businesses.
4. Create a hybrid public–private MSME One-Stop Hub to centralize MSME registration, mentorship, compliance, and market access.
5. Enhance youth-targeted entrepreneurship programs to foster innovation and inclusivity in business development.

11. 4 Working Group 9 - Financing of Priority Development/Investment Projects

The Financing Working Group's deliberations centered on the theme "Strategic Pathways for Low Capital Diversification and Transforming Namibia into a Regional Investment Hub through Innovative Financing Mechanisms and Institutional Reforms." The discussion sought to unpack Namibia's structural financing constraints, explore innovative solutions for mobilizing both domestic and foreign capital, and propose actionable reforms aimed at accelerating the financing of priority development and investment projects.

Key Points Discussed

1. In 2024, net FDI stood at USD 2.0 billion, building on sustained inflows since 2021.
2. Cumulatively, between 2021 and 2024, Namibia recorded USD 6.5 billion in FDI, of which 46% came from oil and gas exploration activities.
3. Between 2022 and 2023, FDI inflows of N$20.8 billion created 4,509 jobs at an average cost of N$4.6 million per job, underscoring the capital-intensive nature of the investments.
4. While FDI as a share of GDP reached 15.12% in 2024, domestic participation in major projects remains limited, revealing a structural gap in Namibia's capital markets.
5. The private sector's role in mobilizing capital and supporting government's development priorities remains pivotal, especially in financing strategic infrastructure and industrial projects.

Key Challenges Highlighted

1. There is a lack of domestic risk capital and limited incentives for Namibian investors to channel funds into productive sectors.
2. Weak project development and PPP management skills across both public and private sectors hinder effective structuring and execution of development projects.
3. Namibia's investment framework is outdated and uncompetitive compared to regional peers, lacking modern tax incentives and clear institutional coordination mechanisms.
4. Inadequate integration between fiscal, monetary, and investment policies limits the creation of a conducive environment for large-scale private sector participation.

Key Recommendations:

#	Recommendation	Details

1.	Introduce Venture Capital Incentives	Establish tax incentives for venture capital and youth enterprise funds to promote innovation, entrepreneurship, and domestic investment.
2.	Mobilize Domestic Institutional Capital	Encourage pension funds and insurance companies to allocate a portion of their assets to venture and infrastructure projects to foster national ownership.
3.	Create an Unclaimed Deposits Investment Framework	Redirect unutilized financial resources from dormant accounts into productive national development projects.
4.	Build PPP and Project Development Capacity	Introduce specialized training for both public and private sector professionals to enhance project preparation, risk assessment, and financial structuring.
5.	Reform the Investment Regulatory Framework	Develop a modern investment code that streamlines processes, introduces clear incentives, and promotes investor confidence.
6.	Establish a Financial Services Special Economic Zone (SEZ)	Create a dedicated SEZ to attract regional financial service providers, fintech innovation, and offshore capital management opportunities.
7.	Strengthen Coordination Among Institutions	Align public investment planning, fiscal policy, and private capital mobilization under a unified development finance strategy.

The session concluded that Namibia's ability to finance its development priorities hinges on creating a balanced approach between foreign and domestic capital. While FDI has played an essential role in driving major projects, sustainable economic transformation will depend on empowering local investors, improving public sector capacity, and introducing modern financial and investment frameworks. By fostering collaboration between government, the private sector, and institutional investors, Namibia can unlock the capital needed to deliver on its Vision 2030 and national development goals.

11.5 Working Group 10 - Infrastructure and Connectivity

The session on Infrastructure and Connectivity underscored that efficient, modern, and inclusive infrastructure is the backbone of Namibia's economic transformation. Despite notable progress, outdated regulations, administrative inefficiencies, and fragmented planning continue to constrain investment and development across key sectors. Participants stressed that competitiveness must be strengthened, particularly in transport logistics, digital infrastructure, and construction. Accelerating digital transformation, improving regulatory coherence, and

facilitating access to finance were identified as critical enablers for sustainable infrastructure growth. The discussions emphasized the need for a national approach that integrates physical and digital connectivity while fostering public–private partnerships (PPPs) to mobilize investment and innovation.

Key Points Discussed:

1. **Competitiveness and Connectivity:** Although Namport operates as a national monopoly, it faces stiff competition from regional ports. Enhancing efficiency and maintaining cost competitiveness are critical to safeguarding Namibia's logistics advantage. The Single Window System must be fast-tracked to improve port and customs efficiency.
2. **Institutional Coordination:** The Walvis Bay Corridor Group should be capacitated to fully execute its mandate of promoting the use of Namibia's transport corridors and enhancing regional integration.
3. **Digital Infrastructure and Inclusion:** Namibia continues to face digital inequality due to fragmented planning, delays in land approval, and insufficient coordination between local authorities and regulators.
4. **Data Centre Deficiency:** The country lacks adequate data centre capacity, largely due to the high cost of infrastructure and the absence of a coordinated national digital strategy.
5. **Construction Industry Concerns:** Local contractors face increasing pressure from international competition, short-term contracts, and limited project continuity. Issues such as vandalism and copper theft were also raised as threats to infrastructure sustainability.

Key Challenges Highlighted:

1. **Regulatory Bottlenecks:** Outdated laws and administrative delays undermine investment confidence and timely execution of infrastructure projects.
2. **Digital Inequality:** Lack of inclusive planning has widened the digital divide, particularly between urban and rural areas.
3. **Limited Financing and Risk Appetite**: Access to risk and blended capital remains limited, with minimal appetite among local lenders for long-term infrastructure investments.
4. **Underutilized Skills and Weak PPP Capacity:** Both public and private sectors face gaps in project development and management expertise, hindering effective PPP implementation.
5. **Fragmented Infrastructure Development:** Lack of coordination among ministries, regulators, and local authorities leads to duplication and inefficiencies in investment.

Key Recommendations:

1. Establish a National Digital Infrastructure Task Force comprising OPM, MICT, CRAN, Ministry of Finance, and incumbent operators to coordinate digital investments and champion the data centre ecosystem.
2. Fast-track land approvals and clearance permits through local authorities and ensure regulatory clearance processes are completed within three months to unlock stalled projects.
3. Revive the Universal Service Fund to expand digital access and connectivity, particularly in underserved rural regions.
4. Consolidate government telecommunications assets into a single state telecom entity to reduce duplication, optimize infrastructure use, and improve service delivery.
5. Promote domestic investment in infrastructure by introducing incentives for pension funds and institutional investors to participate in venture capital and blended finance schemes.
6. Enhance PPP and project management skills by implementing structured capacity-building programmes on project design, financing, and risk-sharing.
7. Protect and empower the construction industry by introducing protective measures for local contractors, defining clear standards for sport and social infrastructure, and addressing short-term contracting challenges.
8. Address vandalism and theft through strengthened legal frameworks and enforcement mechanisms to safeguard public infrastructure investments.

The session concluded that Namibia's infrastructure and connectivity ambitions require a unified, forward-looking strategy that integrates digital transformation with physical infrastructure development. Regulatory reforms, institutional coordination, and inclusive planning will be key to accelerating progress. By leveraging local expertise, attracting domestic capital, and fostering partnerships between government and the private sector, Namibia can unlock the full potential of its logistics, digital, and construction sectors, laying the groundwork for sustainable and inclusive economic growth.

12. Tracking NamPPF Actions: Commitment to Monitoring Implementation of NamPPF Outcomes – Dr Kaire Mbuende, Director-General of the National Planning Commission

The statement by Hon. Amb. Dr Kaire Mbuende underscored the firm commitment of the National Planning Commission (NPC) to ensure that the outcomes of the inaugural Namibia Public–Private Forum (NamPPF) translate into concrete action. He emphasized that this Forum was not a mere dialogue but a platform for implementation, accountability, and measurable progress. The NPC, as the custodian of national planning, will take full responsibility for coordinating and monitoring the commitments made, ensuring that they align with the objectives of the Sixth National Development Plan (NDP6) and related national strategies.

Dr Mbuende announced that the Forum's outcome document will be tabled before Cabinet for policy alignment and endorsement, giving it formal national recognition and ensuring it informs government priorities. The existing Working Groups established during the Forum will continue

beyond this event to oversee implementation, monitoring, and evaluation. The NPC will assess their capacity needs to strengthen their role in driving delivery.

He reaffirmed that the NamPPF is intended to be an enduring, institutionalized platform that fosters continuous dialogue, data-driven monitoring, and policy refinement. The NPC, in collaboration with the Namibia Investment Promotion and Development Board (NIPDB), will provide the technical infrastructure necessary for tracking progress. Importantly, the monitoring process will be participatory, bringing in private sector representatives, youth, academia, and civil society, to ensure inclusivity and collective ownership of the outcomes.

In conclusion, Dr Mbuende stressed that every resolution from the Forum must find expression in national action plans with measurable results, contributing to the President's vision of creating 500,000 jobs and building a resilient, inclusive economy. He reaffirmed the NPC's unwavering commitment to transparency, accountability, and delivery, emphasizing that this process represents not just bureaucratic follow-up but a national duty to achieve tangible progress for all Namibians.

13. Closing Reflection by Her Excellency the President of the Republic of Namibia

In her closing remarks, President Netumbo Nandi-Ndaitwah emphasized that the Forum marks a turning point from dialogue to delivery, calling for collective discipline, urgency, and consistency in implementing the commitments made. She commended the spirit of unity, openness, and trust between government and business, asserting that progress requires a partnership based on mutual accountability and a shared goal of national development. The President outlined a series of directives to ensure immediate action, including strengthening agricultural capacity through the Transformation of the Agri-Food Sector (STAS), fast-tracking the Migration Bill, improving airport and visa processes to ease travel and investment, and introducing digital solutions for work and study permits by April 2026.

She further announced critical tax reforms aimed at enhancing competitiveness and fairness, such as reducing the corporate tax rate to 28 percent and offering a preferential 20 percent rate for SMEs and Special Economic Zone enterprises. On trade and investment, she directed the finalization of a Special Incentives Policy for manufacturing within two months and celebrated the upcoming launch of BIPA's One-Stop Business Hub, which will simplify business registration and service delivery nationwide. The President also reaffirmed commitments to support Namibia's creative industries through the Copyright Bill and highlighted the importance of innovation, skills development, and digital readiness as engines for inclusive economic growth.

Her Excellency the President further underscored the country's determination to harness strategic sectors such as mining, energy, and agriculture for sustainable development. She confirmed Namibia's right to pursue a diverse energy mix, including nuclear energy for peaceful purposes, within international legal frameworks. She also reaffirmed Namibia's partnership with global initiatives like the UN Global Accelerator on Jobs and Social Protection to expand employment and entrepreneurship opportunities.

Importantly, the President announced the establishment of three new Task Forces—on Economic Recovery, Health, and Housing—to drive implementation, monitor progress, and report directly to her by January 2026. She concluded by urging all stakeholders to translate ideas into measurable outcomes, emphasizing that Namibia's future depends on collective responsibility, consistency, and delivery. The Forum, she noted, must be remembered not for its speeches, but for the tangible progress it inspires—a testament to Namibia's unity, intellect, and shared commitment to building a prosperous and inclusive nation.

Summary of Commitments announced by the President:

1. The operationalisation of the One-Stop Shop for Business Registration by November 2025. The One-Stop-Centre will be located in the BIPA building (former SME Bank premises)
2. Implementation of corporate tax reforms (32% → 28% CTR; 20% for MSMEs; 20% for Special Economic Zones - with the possibility of going further down to 15% for impactful investments);
3. Formation of Presidential Task Forces on Economic Recovery, Health, and Housing (to report by January 2026);
4. Directive to NPC and NIPDB to ensure continuous tracking and implementation of NamPPF deliverables.
5. MAFWLR to enhance the capacity of the plant health division, including employment of specialised skills, by the end of the calendar year 2025, and to ensure the implementation of the Agricultural Food Sector Implementation Plan;
6. Finalisation and enactment of the Migration Bill by the end of the current financial year (March 2026), and the review and simplification of visa processes and immediate introduction of a 5 year Investor Visa for serious vetted investors.

NamPPF

Namibia Public-Private Forum

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