



Independence 1990-2015



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INSIDE

- 25 young Namibians to take to lunch
- A young man called Untag speaks out
- Born on Independence Day
- Gerhard Mans, an eagle's eye on rugby
- What happened to our dreams?
- Hits and misses of education
- The rise and fall of fishing
- FW de Klerk: I admire Namibia

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CONTENTS

1990 – 2015

8 FEATURE
A young man called Untag



14 INTERVIEW
Pohamba reflects on 10 years



20 INTERVIEW
Nujoma still an active politician



26 REFLECTIONS
What happened to our dreams?

36 REFLECTIONS
Dirk Mudge on Geingob



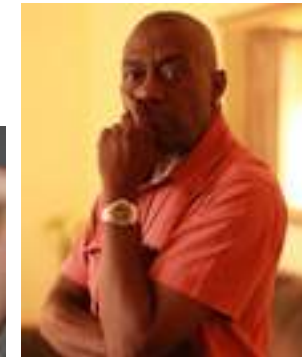
38 REPORT CARD
Fisheries: calm and stormy waters



46 SOCIETY
Young Namibians



60 REFLECTIONS
Doëseb talks
Namibian music



66 REFLECTIONS
Front page archives

90 SPORT
Golden moments



REFLECTIONS

- 8 | A young man called Untag
- 12 | A born-free speaks his mind
- 26 | What happened to our dreams?
- 36 | Dirk Mudge on Geingob
- 62 | Unforgettable Quotes
- 66 | Cover to Cover: Front pages
- 68 | Dudley's Cartoons

INTERVIEWS

- 14 | Pohamba reflects on 10 years
- 20 | Nujoma still an active politician
- 30 | Ahtisaari: Namibia's Midwife
- 34 | FW de Klerk: I admire Namibia
- 60 | Axali Doëseb talks Namibian music

REPORT CARD

- 28 | Labour: No shortage of challenges
- 38 | Fisheries: 25 years of calm and stormy waters
- 70 | Education: The hits and the misses
- 76 | Economy: Much achieved, Much more to be done

SOCIETY

- 46 | 25 Young Namibians to take to lunch
- 59 | Something old, Something new

SPORT

- 81 | Athletics: Lack of passion
- 82 | Boxing: Rising above adversity
- 86 | Rugby: Gerhard Mans
- 90 | Golden Sporting Moments

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FROM THE DESK OF THE EDITOR

FREE FOREVER!

TANGENI AMUPADHI

Namibia has made great strides by most measures. And what better time to reflect on this than as we mark 25 years of independence on 21 March 2015?

In the late 1980s, South West Africa/Namibia was ablaze. Apartheid and colonialism reigned supreme. Student uprisings across the country drew international attention to the realities that most Namibians lived as slaves in their own country. As did the militancy of the trade unions, and The Namibian newspaper, which fiercely and fearlessly embraced its role of challenging the status quo.

By then, uprisings against colonialism and apartheid had become commonplace as the majority of citizens fought white domination.

Military war raged between freedom fighters and the colonial regime, albeit on the backdrop of the Cold War between the communist East and the capitalist West.

Yet, as anything in life, Namibia's case was not a simple and straightforward good versus evil divide.

Civil war raged among Namibians. It was brother against brother. It was one ethnic group against another. Some on the side of colonialism and others fighting for total freedom and independence; for democracy – one person, one vote in multi-racial elections that would end the oppression and exploitation of one race by another.

More intriguingly and silently, developments in exile suggested that the ever-strengthening Swapo, at the forefront of Namibia's struggle for peace, equality and justice, had been turning against its own people. The top echelon of the liberation movement would not brook dissent. Over the course of its existence, since 1960, reports mounted that

thousands of Namibians who joined Swapo in exile were rounded up without charge, imprisoned without trial and even made to disappear. The sound of such reports reached a crescendo in the mid to late 1980s, just as Swapo and its Soviet, as well as Cuban, allies turned up the heat on apartheid South Africa, which was backed by western powers.

By late 1989, the implementation of UN Security Council Resolution 435, the extra-judicial execution of Swapo freedom by apartheid soldiers on 1 April that year, the assassination of Swapo leader Anton Lubowski and many other bloody events all turned out to be a storm before the calm.

Even amid the euphoria of the December 1989 election results, few would have predicted that Namibia would turn out so peacefully and orderly. But Namibians have collectively, exhibited a high degree of maturity. Peaceful co-existence has prevailed in the quarter of a century since the country was formally declared free and independent on 21 March 1990.

Great strides have been made.

The population has grown steadily from about 1,4 million to over 2,1 million. The country's gross domestic product (GDP), a measure of the collective national wealth, has grown exponentially from a low of N\$20 billion to more than N\$120 billion. Education, health, the economy and access to many public amenities have become easy for most Namibians.

As part of its long history of playing a pivotal role in our country, The Namibian ("the people's paper", as even President Hifikepunye Pohamba acknowledges in this publication) has decided to publish a magazine that has a much longer shelf life than newsprint material.

In appreciation of the progress our country has made since independence, we believe a 'bedside' publication would be the most appropriate format to look back, take stock and look ahead to more years of freedom and to new generations.

We cannot thank enough the people who took part in making this publication a success – the interviewees such as the young Namibian named Untag in honour of the UN peacekeeping force, founding President Sam Nujoma and his former arch-enemy Dirk Mudge, and several others. Businesses have made it a success with advertisements showing that they too have come a long way in an independent Namibia.

A glaring absentee from this publication is President-elect Hage Geingob. He is credited with masterfully co-ordinating the writing of our exemplary Constitution. Geingob declined to be interviewed for this publication. It is a pity. We kept space available until the last minute hoping to publish his take on the past and the future direction of Namibia. It wasn't to be.

That aside, peace and civil liberties guaranteed in the Constitution of the Republic of Namibia ought to be accepted as a given by now. Constant reminders by some politicians that everyone else must be grateful to them sadly sound like blackmail against those who exercise their rights of free expression responsibly.

"In appreciation of the progress our country has made since independence ... we look back, take stock and look ahead to more years of freedom and to new generations."

Also in this magazine, born-free Namibian Jesaya Andreas's life story, as well as the cover photograph, are reminders of how much still needs to be done to reach the 'Namibian dream' of economic justice and prosperity as a given and not a privilege for a few.

Namibia remains a highly unequal society and we have arguably gone backwards in terms of the equitable sharing of national resources for all citizens.

It will require will-power across all facets of society, with government taking the lead, to ensure that most, if not all, Namibians share in the progress that the country has made.

Now, more than ever, Namibia needs to stop using apartheid and colonialism as a yardstick for how well we have performed as a nation. Nor should we stoop to the mediocrity of most African countries, or the so-called 'Third World', to claim better 'achievements'.

While we should always pause to celebrate achievements, we should do so with the appreciation that constant introspection, a culture of being self-critical, is a prerequisite for advancement.

With this congratulatory publication, The Namibian and its staff recommit themselves to fearless, independent and constructive journalism.

We trust you enjoy the reporting, the analyses and the messages contained in this unique and free publication.

Viva one Namibia, viva one Nation! ■

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Celebrating



Years of Independence

The Board, Management and Staff of The Namibia Tourism Board wishes our fellow Namibian a Happy Independence Day!!! May we continue to develop Positive Spirit of Patriotism, Ambassadorship, National Culture towards our Motherland. We also would like to Congratulate the President Elect , Hon. Hage Geingob and wish him well in leading the nation to a *Brighter and Productive* tomorrow. Last but not least, we thank Hon. President Hifikepunye Pohamba for excellent leadership.



Namibia Tourism Board

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A young man called Untag

Somewhere in a village near Ruacana a young man is taking care of cattle. He does not see it as just another job but as his contribution towards nation-building. Oswald Shivute visited cattle herder and farm foreman Berthold Untag Nore. He was named after the UN peacekeeping force which ensured Namibia's transition in 1989-1990.

Ongwali village had a tough time continuously dealing with the destruction of their crops and persistent human rights abuse from the colonial forces deployed in the northern parts of their country.

So, when the late Nikolaus Nore and Hertha Nehale had their first child since the arrival of the United Nations Transition Assistance Group (UNTAG) peacekeeping force in Namibia in 1989, they had no second thoughts about what his name should be.

Many other Namibians did the same while several UNTAG members now have children in the country.

Today, Berthold Untag Nore (25), born in Windhoek on 19 August 1989, is a cattle herder and spend most of his time their Ondjaa cattle post in the west of Uukolonkadhi district in the Omusati region.

He is thankful for being named Untag. "I really thank my late father and my mother who is now 58 years old for the wise decision," said Untag when The Namibian met up with him at the cattle post of his cousin Alweendo Mongudhi.

Although he was too young to observe their work first hand, Untag said the transitional force was well respected and helped Namibians to decide freely and democratically on their future, through the peaceful, free and fair election in the the year he was born.

The conduct of the peacekeeping force has taught him to be a person of the same values.

Today, he says, Mongudhi has recognised that and even though he is still young, entrusted his homestead and animals to him for safekeeping and care.

Untag said Mongudhi, who works at the governor's office in Oshana region, knows he is taking care of the house, the people with him, animals and other belongings as well as the tractor and the cattle post with many cattle and herders.

He is basically the foreman but worked himself up from starting as a cattle herder.

While many others see their contribution to nation-building in other fields, his is to take care of what is entrusted to him and through that contribute economically.

It did not take too long to realise how they like him at the village and surrounding areas.

As soon as The Namibian arrived at the village before proceeding to the cattle post, many friends and acquaintances of Untag converged to share his time of fame with him and insisted that they should be part of the pictures taken of him. He had no objections because they are his people.

For his mother Hertha Nehale, both Untag the son and the UN peacekeeping force came as a blessing.

She found rest when they came to oversee the elections and her heart remained peaceful even after the death of her husband because Untag the son is a responsible young man taking care of her.

"We were so happy that UNTAG came to bring peace after a long and bitter war," she told The Namibian at her house at Eenghalashe village near Eunda. She does not live with him but there are regular visits between them.

Both Untag and his mom believe Namibia is on a good path. ■

PROUD MOM
Untag with his mother
Hertha Nehale and a niece.



"UNTAG came to bring peace."



CARETAKER UNTAG
with the cattle at their
Ondjaa cattle post in the
west of Uukolonkadhi
district in the Omusati
region.



NO WAYS
His daily work entails
checking that all animals,
including the calves, are
healthy.



PHOTOS
Oswald Shivute

I am a benchmark of Independence



JESAYA ANDREAS

FIKAMENI MATHIAS

The term born-free refers to the current generation of young people, born in a free country, one that has already undergone its transition from colonisation to democracy.

These are people who have never witnessed the oppression, war and hardships that the older generation lived through and fought to end. They were born free, free to make the choices to pursue their education, free to decide how to make their living, free to choose where they will live and free to travel the country without fear. Most of all, this generation of people have been born free of institutionalised racial segregation. No matter the colour of their skins, they are free to live their lives and enjoy all the benefits afforded to citizens of the country.

Besides these freedoms however, as we look at 25 years of independence as a country, we must determine how equipped our young people are to start their lives and take their first tentative steps toward adulthood in a free and fair society.

Jesaya Andreas was born on a very significant day in the country's history, 21 March 1990. Born in Onamuntene village in the Oshikoto region, Andreas describes his childhood as adventurous and fascinating, making reference to days spent playing in the rain.

A Bachelors degree graduate from the Polytechnic of Namibia in the environmental health science field, Andreas is one of Namibia's lucky youth because he is employed. He works for the Ministry of Health and Social Services in the Port Health Division in Walvis Bay. Like many born-frees, he does not yet own a car or a house but he nurtures hope to have both in the near future.

While many would celebrate the day as simply a birthday, for Andreas it holds a much deeper significance. To be born on Independence Day means to live in harmony with fellow Namibians and the entire world. In addition, Andreas states that it also equates to being socially, economically and politically independent.

"Being born on Independence Day also serves as motivation to make a difference in society by lending a helping hand to those who are in need. It's also about bringing change and creating a network for linking the existing and the future generations in all aspects of life," said Andreas. This year, as Andreas once again celebrates his life and birth on Independence Day he is more aware than ever of the struggle behind the freedoms he enjoys today. "This is the day I get the momentum to become part of a prosperous nation after 106 years of bitter struggle. I am a benchmark of independence, which is extraordinary."

Asked whether he feels he is living the Namibian dream, Andreas does not hesitate in his honesty. "No. I would rather say I am living a Namibian reality because I am living in an era of transformation, in which there is continuous change in the country's development." "I am proud to be Namibia's independence child and that's what makes this day a special day." ■

"I am living a Namibian reality..."



IF YOU WANT TO GO FAR, GO TOGETHER.

mXed TGH 001/02/15



ON 22 MARCH, I MAY WAKE UP AT 12H00

PHOTO
Jordania Andima

On 27 January, *The Namibian's* Managing Editor, Christof Maletsky sat down with outgoing President Hifikepunye Pohamba to reflect on the past 10 years of his term as well as his plans when he departs from State House on 21 March.

CM: Mr President, we are very glad that you afforded us the chance for an interview to reflect on Namibia's road over the past 25 years. The magazine will serve as tribute to the nation. Therefore, allow me to ask the first question.

HP: Before you come with the first question... As a person I feel that you should tell me what you see in the country. I want you to ask me why this and that has not happened. As a citizen of this country, you must have been going around this country. As you said, you want to do a magazine (and I will support that) as it is free for the citizens, you need to tell me what have you seen happening – let's say in the last 10 years. Is it in line with the manifesto of the Swapo Party? I am here

on an assignment given to me by the Swapo Party and indeed by the people. You are one of those people as a citizen. You have to tell me that in this region I see this and why it is not happening. Why are there no schools in this region? Why are there no clinics in this region? As a citizen, you must have been going around to see what has happened in your country. Of course, I will answer the questions. But tell me first what do you see. What do you see in the last 25 years? More so that we are now going to celebrate the jubilee. For instance, as a citizen, has *The Namibian* covered it as such (or maybe you are going to do it)? I am a reader of *The Namibian* but I don't see you congratulating us for the things that have happened. In contrast, we sometimes just see negative comments. Are



there no good things that you people see happening? I want you to tell me in your capacity as a citizen of this country and maybe as a voter. A voter for Swapo, for that matter (laughs). Let me tell you something as an example. When we came into this country, there was no university. Today we have a university. Can that be seen? That university has built campuses in many areas of this country. It is just an example of some of the things that you see.

CM: I guess it is in the nature of people to sometimes not appreciate things until you lose them or are until they are no longer there. When you asked about things which we have now but were not there previously, I was going to mention the establishment of Unam and its expansion, as well as the fact that we now have the International University of Management.

HP: Why doesn't *The Namibian* than write these things in the paper? Maybe you don't know but the paper was founded with the support of Swapo. Why don't you talk about peace in this country? An environment of peace that was created to make you write critical articles. Peace has replaced hostility. Why doesn't *The Namibian* write about this? It is our paper. I look at *The Namibian* as having participated in its founding, maybe indirectly. Here you are sitting in a wonderful State House. There was no State House. Only that thing nearby the small church there. Why don't you see that we have a national State House and perhaps you say "thank you" to those who made these things possible. In fact, you don't have the vocabulary to say "thank you" to other people who have done something. The only vocabulary you have is to criticise. I am not saying there should be no criticism. The last 25 years no journalist has been arrested in this country. Why can't *The Namibian* not express these positive things. Just to put a supplement in the newspaper which talks about what we have done as Namibians. You see when we talk about peace, peace can't be attributed to the government alone. The citizens preserved peace. Why don't you write about it? I need an answer.

CM: The magazine we are doing is exactly about that.

HP: I am talking about the past. I read the newspaper on a daily basis. *The Namibian* does not write positive things, including the State House which is the property of the people of this country and the university which is also the property of the people of this country. Maybe including even Nujoma's statue and the wonderful

"If people have no land, do you really expect peaceful coexistence?"

building we put up there and the removal of the horse rider in a positive light replacing it with the victims. Why can't *The Namibian* talk about the positive things? Why? It has a wonderful name (*The Namibian*). That name did not come with independence. It came a long way before independence. It's a Namibian newspaper, a paper of the people. Why does it then not reflect positive things that are being done in this country? Does it mean you don't see the university and its campuses around the country? If you see them, why don't you put them in the newspaper? OK, here we are. There are now several new towns in the country after independence. Why don't we express in a good light the effort that the Swapo Party government has made? Just expressing what has happened. I see you are accompanied by a young person with a good eye for photos. Maybe she could be deployed around the country to take photos of the things that are there. She can go to Okakarara which was a village and now is a town. Why is she not going to Ongwediva and Katima Mulilo? I like the way *The Namibian* select its personnel. Young people like you. Why don't you go and look at the things that were established by us.

When I say us, I include you. We are all Namibians. Why don't we express appreciation? I am asking *The Namibian* these questions. Is *The Namibian* led by people who don't know how to say "thank you" or who don't know how to express appreciation? These questions are coming *The Namibian's* way on the verge of the 25th anniversary. Your intentions are to ask me questions like what I am going to do when I leave office. But your questions are too personalised around me. Why? We have collective leadership. We meet and make decisions in the Cabinet and in the central committee of Swapo. The CC gives directives because there was no government standing to be elected but there was Swapo Party standing for election in order to form a government. Hence, the Swapo Party government and hence the Cabinet receives directives from the party that has been elected by the people of this country, including you. Unless for the first time you tell me that you didn't vote. (Laughs) But that's your personal secret. All I am saying is that your questions are around me as a person and do not ask about the collective leadership. I feel that it should not be like that because what we have in this country is collective leadership. Decisions are made in the CC of the party, in the Politburo of the party and in the Cabinet. These organs make decisions.

If you were here to represent positiveness, you would have told me that you went to, let's say, Omusati region and saw new gravel roads going to the villages or saw a road from Tsumeb going to Katwitwi. And then you say we, the Namibian people, are doing well. Do you travel to the regions? It is a question directed to you.

CM: I do.

HP: Do you see the roads? If you see them, why don't you write and put it in the newspapers? Why is this young lady not dispatched to go to the regions and photograph those roads? Why don't you, *The Namibian*, do that? I am not saying that you should not write negative stories about the government. Let's write it but it should not be 100%. *The Namibian* should also cover the positive things. Maybe they exclude the editors of *The Namibian*?

Right now we are building a road from Windhoek to Okahandja. When we came in, there was no tar road from Zambezi river to Kunene river or to Opuwo. Today, if you want, you can travel between Kamanjab and Opuwo and to Makange. You travel on the tarred road to Oshakati. Why don't we see them and talk about them in *The Namibian* newspaper? Why?

Is it because the editorial board of *The Namibian* has a negative attitude towards Swapo and its government? I think the reality should be said. I see your first questions starts with "it's been 10

years of your dedication and work around the country". If you start like that with your question, why don't you put that dedication in the paper? This is my question. You also asked me: "Are you satisfied with what the government has achieved under your leadership?" The answer is yes, I am satisfied. The government has been directed to do what it has done by the Swapo leadership whom the people voted into power. They did not vote for an object called government but for Swapo. Why are you asking me whether I am satisfied? The answer is yes, I am.

CM: So are there things you could still have done but could not because of time?

HP: There are things I would still have done but they are there in line with the planning policy of Swapo. We don't plan for the term of a President. No. We plan even for 30 years. In between those 30 years, you have several presidents coming in to continue to fulfil the plans and objectives of Swapo covering a certain period.

There are things I would still have done but they are there in line with the planning policy of Swapo. We don't plan for the term of a president. We don't do that. For example, when Sam Nujoma left, some things were not completed and I completed them in line with Swapo's plans. Like the road from Rosh Pinah to Aus was not completed and when I am going to leave the road from Oranjemund to Rosh Pinah will still be under construction. Same with the road between Otjinene and Grootfontein. It doesn't mean that when I leave, it should be stopped. Swapo plans don't work that way. It's continuity. My predecessor left things and I completed them. My successor has to do the same. Swapo leadership in the person of now Hage Geingob must complete them. It was started by Swapo Party government when I was the head of government and it will be completed by the Swapo Party government when my successor is there. In other words, development is a process. So yes, there are many things that we leave uncompleted but they will be completed by the one who is coming in. Our people expressed themselves by voting 80% for Swapo and 87% for Geingob. That in itself is an expression of appreciation of what Swapo government has done for this country. They are saying Swapo Party must continue. I don't know how you understand that. The result should present a message to you and *The Namibian* newspaper that the people of this country

are happy with what the Swapo Party government has done. I am even happier with what we have done. I don't say what I have done. I say we because ours is a collective leadership.

CM: What have been the biggest challenges for Namibia under your leadership? The things that gave you sleepless nights?

HP: It is a good question but I hope you used the word 'your' in plural. There are a lot of challenges. Number one is the policy of buying land for distribution to the landless has not been going well. Why? Because those who have land don't want to sell to the government for distribution to the landless. This situation isn't good. If you have 10 000 hectares, you better sell 5 000 hectares to the government. By so doing you are in support of peace in this country. The country can't be peaceful if you have people with huge tracts of land and others

without land. Your selling is for peace and for Namibia. People have started grabbing the land here and there. Why can't those with land come to their senses? If people have no land, do you really expect peaceful coexistence? We

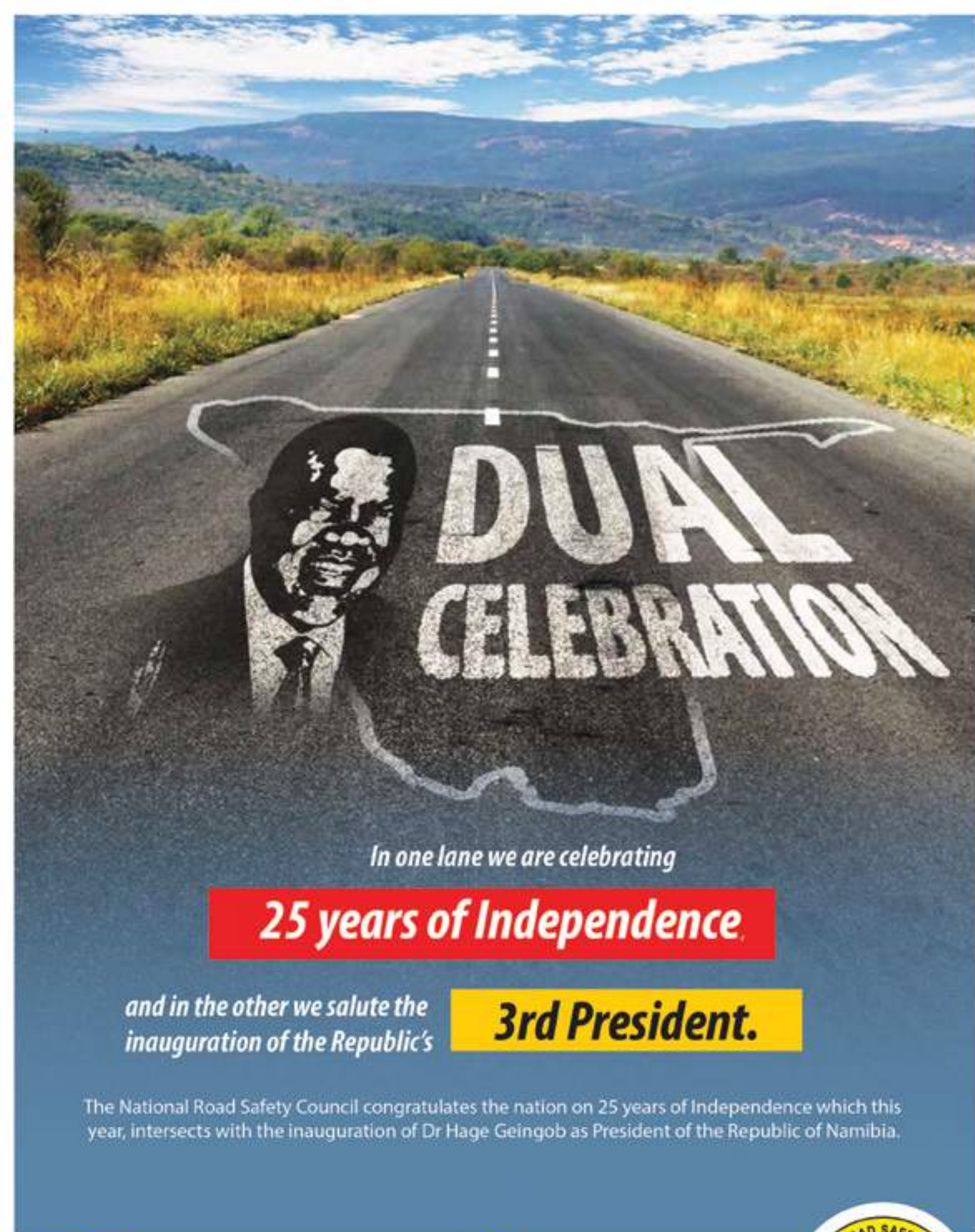
won't confiscate land but we say those with huge tracts must come to their senses if they want to see continuation of peace in this country. That is a huge challenge. We seem to be having people who don't think properly. They are too selfish but when the disturbance of peace comes, they will run to the government. Unfortunately, the people I am talking about are historically those whose forefathers came from outside Namibia, if not this continent. They are the people with a different colour of skin. We say we are all Namibians and let all Namibians think properly. If they are not thinking properly, they are going to disturb peace in this country.

I also see as a big challenge the killings, specifically of women and children. It is a challenge to us all as citizens of this country. Here I want to thank a group of citizens, the sons and daughters in the security forces and particularly the police, who are doing a wonderful job. The senseless killing of one another should stop. Our mothers, sisters and daughters continue to fall victim to the barbarism.

The other challenge is a challenge that I read about and I believe what I read is true. It is corruption. I have not seen it but what we have done is to establish an institution – the Anti-Corruption Commission. That institution is not controlled by government, not even by the president. It is an independent institution headed by Namibians. We appeal to Namibians to report corruption to this body. Not to me or not to the government. It operates independently. Report acts of corruption to them. Now, there was an article in one of the newspapers saying Pohamba is failing to fight corruption. Do they expect Pohamba to investigate who is corrupt? Institutions have been set up. We have the police and the ACC. We appeal to the people, including yourself, and members of the editorial board of *The Namibian* to report corrupt acts to the independent institution that has been set up. I have not seen any corrupt person but when people talk, I want to believe there is corruption. And as I believe there is corruption, I want to see the acts being reported to ACC. It is not a challenge to those in government alone. It is to the Namibian society. That is how I look at it.

CM: Reflecting on the time you spent in State House, is there any advice you can give to your successor on how to start off his work so that he won't repeat your mistakes?

“There was no State House. Only that thing nearby the small church there.”



HP: Obviously, as I am going to hand over, I will still remain as president of Swapo and the government is being directed by the Swapo Party. Maybe not really advice but the Swapo Party may give directives. It has been giving directives to Sam Nujoma when he was the President. It gave directives to me and the Namibian Cabinet. It is something that we will continue to do with our President, to our government as well as to our members of parliament. I don't think he will make mistakes. However, a human can make an error but I don't see him making mistakes which will affect Namibia as a country. Should there be a mistake, a quick correction will be done by the Swapo Party.

CM: After your first 100 days in office, you told me that one of the things you missed was time with the family, especially grandchildren whom you always found sleeping because of the late nights you worked. You should be looking forward to quality time with them now?

HP: Yes, indeed I said what I said. I must say now I look forward to more time with my family. At the time we spoke, my children were young. They are no more children but elders. So now I feel that we may be too lonely. You know the married people want to raise their children in their own way. That will mean that they won't be with us. However, we will see what will happen. Adopting children? No. Some grandchildren will visit us. I don't know about quality time. I have noticed that I am missing something. I am getting old. The good things of quality time will no longer be enjoyable as it were when I was a young man. I am now old.

CM: I understand that you are also a headman. How different will it be to being a president?

HP: It is about the family tree. My grandfather was a headman, my father became a headman and they felt that I should become a headman. But looking at my age, can I do headmanning for the community as old as I am? I don't know.

CM: But don't you have some wisdom to share?

HP: I don't know. People want service delivered. For your information, I was elected to continue the position where my father was before I became a minister. My father died in 1989, just a few months after my return from exile. There are able people who have been doing that in my place and I hope they will continue.

CM: Farm Guinas and your village Okanghudi probably also missed you a lot over the past 10 years. Are you heading to Guinas to become an active farmer or Okanghudi as a villager or will you be around in Windhoek actively occupying the office of the former president?

HP: I will be in between. I love to be at our farm looking after our goats and cattle. I think I will spend more time on the farm and then, of course, Okanghudi and Windhoek. I will still carry the responsibility of Swapo Party presidency and I may not do the activities of the party at the farm. From time to time, I will come to Windhoek. I will be moving between these places. The good thing is that I will do it at my pleasure. Not somebody demanding, but at my pleasure. I look forward to the day when I will wake up at the time I feel like waking up. Unlike now when 06h00 you are up for shower

because you have an appointment with *The Namibian* at 09h00. You have to rush to come to the office and sometimes reluctantly because you feel you should have slept up to 08h00. I have started counting the days, actually. On the 22nd of March, I may wake up at 12h00. That is the time I am looking forward to.

CM: Any message you have for the nation about the incoming president?

HP: First before I give the message, I want to thank the Namibian people for keeping peace from day one of independence. I also thank them for giving me the responsibility of succeeding the Founding Father as president of this country. I ask them to support and do everything possible to assist my successor Dr Hage Geingob. He is going to form a Cabinet, of course. Let's maintain peace and engage in developing our country starting where my colleagues and myself have left off for the benefit of all our people. I wish them good health, prosperity and new energy in 2015.

CM: Thank you very much. We have covered the questions I sent to you. I will pass on the questions you raised to the my colleagues at The Namibian.

HP: Who is the editor of *The Namibian*?

CM: The editor is Tangeni Amupadhi.

HP: Oh, you did well that you have not come with Tangeni. (Laughs.) He knows he cannot come. Yeah, you greet him for me. Tell him my days of presidency are coming to an end. Maybe we will reconcile.

CM: (Laughs.) I will tell him.

HP: I have been exercising my freedom of speech too and he did well when he did not think of accompanying you. Otherwise our wonderful interview would not have taken place. No wonder, no wonder, no wonder the points I raised. Why don't we talk about the reality of the situation, especially when it comes to good things? Amupadhi cannot write anything good for Pohamba nor would he write anything good for Swapo because he is anti-Pohamba and anti-Swapo. But is he going to continue to be anti-Swapo on the good things the government is doing? As an editor, I think he should reflect the truth of things as they happen and not always in a bad light. I don't know where he comes from.

CM: From Olukonda.

HP: Oh, he comes from Olukonda? Roads are build in his area. There is a road we put up there. He should look at that and look at other things that happened and just allow these things to be put in *The Namibian*. *The Namibian* does not belong to him. It belongs to you, to me and the others. He must know that. Give that message to him.

CM: I will do that. Allow me to also thank you for the fact that under your leadership the government decided to lift the ban on The Namibian.

HP: I hope you are going to put it in the paper as well as to express appreciation to Swapo for assisting Gwen Lister in founding the newspaper. OK, thank you very much. I hope that we will meet again, even if at Okanghudi or Guinas. ■

"I have not seen any corrupt person but when people talk, I want to believe there is corruption."

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*Congratulations to
His Excellency Dr Hage Geingob
and the people of Namibia*



NUJOMA STILL AN ACTIVE POLITICIAN

Many people wonder how the Founding President Sam Nujoma is keeping himself busy and what keeps him occupied in addition to his thoughts on the current government, what the future holds for Namibia and his views on Africa. Christof Maletsky spent some time with him.

CM: It's been 10 years since you left State House. How has life been outside the mainstream politics? What has kept you busy?

SN: Since I left State House, I have been busy supporting and complementing government's efforts, in line with our national development plans, in order to achieve our long-term goals as outlined in Vision 2030. In this regard, I mainly focussed on strengthening our cultural values and norms because a nation without culture is like a tree without roots. I have also focused on the education of our nation as one of the priorities above other priorities in order for us to have enough trained personnel with adequate skills that will propel our country to greater heights. All these efforts are aimed at strengthening our democracy and enhance nation-building.

CM: Observing the running of government from outside, what are your impressions about how the country is doing? Are we still on the path of ideals you had at Independence?

SN: Reflecting on the journey we began 25 years ago, we are proud that we laid a solid foundation for our country where our people enjoy peace and stability and are able to participate in nation building efforts. The Swapo Party-led government has established the necessary framework for democratic governance, which has ensured a conducive environment to deliver public goods and services to all our people. Namibia has recorded notable achievements since independence in areas such as education, health, road and railway infrastructures, telecommunication, sanitation, potable water and rural electrification, amongst others.



We have also promoted the policy of national reconciliation which has united our people that have been divided by apartheid-colonialism and have adopted the motto: 'One Namibia, One Nation'. We should therefore continue to walk along this path so that we can ensure peace, stability and economic development in our country.

Despite these achievements, a lot more needs to be done. Let us therefore lift our eyes beyond the challenges of today and cast them on the hopes of tomorrow, and let us stand solidly behind the outgoing President and the President-elect, Hage Geingob.

CM: There must be things which you observe and which probably give you ideas about running a government. What are the things you would have done differently as President of Namibia if you still had time?

SN: The Namibian people have conferred on President Hifikepunye Pohamba and his successor President-elect Hage Geingob the overwhelming mandate to guide the nation's destiny, in a clear demonstration of consistency and political maturity.

Since I got to know both President Pohamba and President-elect Hage Geingob, I once again would like to salute them as unshakably firm, courageous, heroic, and capable revolutionary leaders who continue to lead and unite our people.

Today we see a new stable, peaceful and a vibrant Namibia which is visible and tangible with the rapid development that is taking place across the country, and by this we have to once again congratulate and honour both President Pohamba and President-elect Hage Geingob for their visionary leadership.

CM: You have been on several international missions like leading observer groups for elections. Are we in Africa using our former leaders enough after they leave office?

SN: In response to the invitation by Her Excellency Dr Nkosazana Dlamini-Zuma, the Chairperson of the African Union Commission (AUC), to deploy an African Union Election Observation Mission (AUEOM) to Malawi to observe the Elections on 20 May 2014, I accepted to head the African Union Election Observation Mission (AUEOM) from 14 -23 May 2014.

The mission had a mandate to observe the 20 May 2014 tripartite elections in conformity with the relevant provisions of the African Charter on Democracy, Elections and Governance, which entered into force on 15 February 2012.

"Africa has produced strong, effective and world-class leaders."

The mission's mandate was further strengthened by the AU/OAU Declaration on the Principles Governing Democratic Elections in Africa (AHG/Decl.1 (XXXVIII)); the African Union Guidelines for Election Observation and Monitoring Missions both adopted by the Assembly of the African Union Heads of State in July 2002; as well as other relevant regional and international benchmarks for election observation and the legal framework for the conduct of elections in the Republic of Malawi.

As head of mission, I issued a press statement which was distributed to the media for dissemination and can be obtained from the AU headquarters.

To respond to the second part of your question, I should recognise the role that had been played by the 'liberation or freedom generation' of the African leadership, to underscore three obvious issues that relate to the central role that effective leadership under the philosophy or ideology of Pan-Africanism played in liberating our continent.

Indeed, thanks to the individual and collective legacy of my generation leadership, it is an undisputable fact that Africa has produced strong, effective and world-class leaders. These are leaders who have met the challenges of their time and their generation, however difficult the circumstances may have been.

Secondly, it is a fact that such leadership was in essence "people centred" as it was constituted to serve the interests of the majority of our people. Indeed, the many successes and victories that were recorded by my generation were strongly driven and underpinned by the massive support that our leadership enjoyed from the masses of our people in response to the profound commitment to the fundamental aspiration of the people on whose interest we mounted and led the struggle.

Thirdly, through the eyes of my generation of African leadership, we learned how the power of visionaries, committed and selfless leaders overcame challenges and Africa's resounding successes in the struggle against colonial and apartheid forces bear testimony to this conclusion.

I, therefore, pay homage to our visionary leaders who spearheaded the total liberation of the African continent from the shackles of colonial occupation and foreign domination, these are leaders such as Kwame Nkrumah of Ghana, Gamal Abdel Nasser of Egypt, Mwalimu Julius Nyerere of Tanzania, Emperor Haile Selassie of Ethiopia, Ahmed Ben Bella of Algeria, Kenneth Kaunda of Zambia, Antonio Augustinho Neto of Angola, Jomo Kenyatta of Kenya, Ahmed Sekou Toure of Guinea, Modibo Keita of Mali, Patrice Lumumba of Congo, among others (to mention but a few).

I also pay homage to countries such as the Republic Congo Brazzaville where we had established the Loudima Technical School as well as countries such as Senegal and Liberia who together with Ethiopia presented our case to the UN. These countries and our founding fathers played a critical role in the process leading to the formation of the Organisation of African Unity (OAU), the forerunner of the African Union (AU) on 25 May 1963 in Addis Ababa, Ethiopia, and the liberation of the entire continent.

Thus, we are today able to be here and celebrate the independence of the entire continent because three factors made this possible; First and foremost, the resilience, the determination and sacrifices of our people.

Secondly, the unity and cohesion of the independent African states in supporting our struggle. Indeed, the OAU provided all-round political and material support to our liberation movements through the co-ordination committee for the liberation of Africa, which was popularly known among our national liberation movements as 'the liberation committee'.

This committee rendered and mobilized political, diplomatic and material support to our freedom fighters, with training bases at Kongwa, Morogoro and Nashingweya, in Tanzania, where all freedom fighters from Southern Africa who were fighting against Portuguese colonialism as well as against the minority white settlers and apartheid colonialism, were trained in scientific guerrilla warfare to speed up the total liberation of Africa.

In a spirit of solidarity and African brotherhood, President Kenneth Kaunda of Zambia, President Julius Nyerere of Tanzania, President Sir Seretse Khama of Botswana, President Antonio Agostinho Neto of Angola, and President Samora Machel of Mozambique, later joined by President Robert Mugabe of Zimbabwe, formed the Frontline States and resisted the machinations of the minority white colonial forces against the national liberation movements.

Equally worth mentioning here is the fact that the Federal Republic of Nigeria under the leadership of General Murtala Mohamed became fully involved in the liberation struggle in Southern Africa and as a result, the Frontline States became known as the Frontline States and the Federal Republic of Nigeria.

Thirdly, it was thanks to the valuable support and solidarity of the international community, including through the UN, that we attained our freedom and independence.

Indeed, the Liberation of the African continent would not have been achieved without the support and solidarity from peace loving countries such as the former Soviet Union, the People's Republic of China, the Former Eastern Countries, the Revolutionary People of Cuba, India and other members of the Non-Aligned and Anti-Apartheid Movements as well as the Afro-Asian Solidarity Organisation.

In this regards, I particularly pay homage to the Government and revolutionary people of Cuba led by Commandant Fidel Castro Ruz who actively participated in the total liberation of the African continent.

Indeed, it was the government of the Republic of Angola whose FAPLA forces combined with the Cuban Internationalist Forces and the People's Liberation Army of Namibia (Plan), Swapo's military wing, who launched the decisive battle at Cuito Cuanavale where the enemy troops were defeated and forced to negotiate for the implementation of the UN Security Council Resolution 435 of 1978, which culminated in the attainment of the genuine freedom and independence of Namibia on the 21st March 1990, as well as the eventual collapse of the white minority apartheid regime in South Africa in April 1994, when our sister party of the ANC under the leadership of the late comrade President Nelson Mandela won the first ever non-racial free and democratic elections in South Africa.

It is therefore important that, as we focus on our continent's future in a manner that effectively meets the massive challenges and exploit the vast opportunities that exist for Africa's development and prosperous future, the leadership attributes of our Founding Fathers need to be internalised

and creatively applied in shaping Africa's current and future cadre of leadership.

CM: How much are you still in touch with your comrades from around the world?

SN: I form part of the African Summit for former Heads of State and government. Is there anything which can make you to become an active politician again or are you done with that part of your life? I am still active in politics. My daily engagements are centred around providing advise on matters of national concern in order to strengthening our democracy and enhance nation-building.

CM: You are also still active in helping the needy. One of the examples is the primary school and clinic you are building at your farm. It seems like a lot of people still depend on you?

SN: It is of great importance for our country to spend more resources in the training of our youth, starting at pre-primary level, where the



"A lot more still needs to be done."

25

YEARS OF INDEPENDENCE

Exploration & Production

- Actively promotes Namibia around the world as an attractive destination for hydrocarbon investment
- Seismic data storage and sales
- Plays an advisory role to the Ministry of Mines & Energy on technical industry related issues
- Assists Ministry of Mines & Energy in monitoring exploration activities
 - Over 50 exploration licenses as well as 1 production license, two reconnaissance and Methane licenses have been issued to Namibian and international oil companies

Kudu Gas Project

- NAMCOR has a 54% stake in the national gas to power project

Commercial Business Unit

- Ensures the security of supply of oil related products
- Marketing and distribution of petroleum products

a) Bulk Storage Facilities

- The company owns a Bulk Fuel Storage with a capacity of 600 000 litres (100%) at Otjiwarongo
- It also has stakes in the Mariental Commercial Bulk Storage as well as the Keetmanshoop Depot

b) Lubricants

- NAMCOR added branded lubricants in collaboration with Sasol Oil Ltd, to its product range, for the mining, agriculture and automotives sectors

National Petroleum Corporation of Namibia (Pty) Ltd.

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children will be introduced to computer literacy and Information Technology (IT), as well as mathematics and science subjects to enable us to produce enough doctors, mining engineers, architects, geologists, marine biologists, agriculturalists and scientists in all fields of economic endeavour to ensure that all our resources are utilized for the benefit of our people on the continent and those in the diaspora. It is against this background that I donated a piece of land at Etunda Farm near Otavi to construct a school and a clinic for the children of the farm workers on the farm and the surrounding areas.

CM: I once walked with you five kilometres during the early hours of the day while you were at Kamanjab to open an agricultural centre. Do you still walk or exercise in the early hours of the day?

SN: Yes, I still walk and exercise in the early hours of the day.

CM: What do you do when you are away from the limelight of Windhoek? How do you keep yourself busy at the farm? I understand hunting is one of your hobbies?

SN: I keep myself busy walking and exercising as well as reading. Much of my weekends are spent on the farm where I grow maize and vegetables and rear cattle.

CM: Any message for Namibians as we celebrate 25 years of Independence?

SN: First of all, I congratulate our country for having reached the historic milestone of 25 years as a sovereign and independent state and most importantly as a country enjoying peace and stability and cordial relations with all its neighbouring countries.

I believe that one of the effective strategies to reach our goals is through the education and training of our youth, especially in science, engineering and mathematics in order to be fully equipped and capacitated with the necessary knowledge and skills. These subjects are the life-blood of a modern, vibrant and sustainable economy, which will help our country to become an exporter of valued added technological products.

In addition, these subjects will enable our youth to pursue technical and scientific fields of study towards becoming geologists, medical doctors, engineers, agriculturalists, amongst others, and contribute to the implementation of Vision 2030.

Furthermore, the importance of technical education cannot be overemphasized. Technical and Vocational education must remain part of the strategic arsenal in our march towards Namibia's economic independence and self-reliance.

These will represent our hope and manifest our aspiration for a Namibia that is able to feed itself; produce for itself; manufacture for itself and industrialize on its own. For this reason, we need carpenters; boiler makers; motor mechanics, plumbers, computer technicians, builders, etc. Therefore, in every

region, there must be a vocational training centre where our youth should feel proud to be students/trainees therein.

Furthermore, we need stronger job-creation mechanisms and programmes, including in agriculture and entrepreneurship, to answer the challenges of unemployment, poverty and inequality and strengthen our social cohesion.

In conclusion, I urge our youth to study very hard and join others on the African continent and beyond to ensure the maintenance of world peace and development instead of engaging in negative behaviours that destroy their lives such as alcohol and drug abuse and the brutal killing of defenseless women and children.

CM: Thank you very much for making the time to speak to us.

SN: Yes, yes. Keep informing the nation. You are doing a good job. ■

“Let us stand solidly behind Pohamba and Geingob.”

“I still walk and exercise in the early hours of the day.”

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Namibia @ 25

Freedom in the mind, pride in our hearts and memories in our souls. Today, we salute the nation on Independence Day.

We congratulate our **President Elect Rt. Hon. Dr. Hage Geingob** for answering the nation's democratic call for a leader, and wish him well through out his presidential term.

From the **Board, Management and Staff of Telecom Namibia.**

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TOP TEAM Prime Minister Hage Geingob, former minister Hidipo Hamutenya, former President Sam Nujoma, Speaker Theo-Ben Gurirab and the late Swapo Secretary General Moses //Garoeb. Photo: Henning Melber

What happened to our dreams?

HENNING MELBER

Henning Melber joined Swapo in 1974. He was director of the Namibian Economic Policy Research Unit (NEPRU), research director of the Nordic Africa Institute and executive director of the Dag Hammarskjöld Foundation, both in Uppsala, Sweden, and is a professor at the University of Pretoria and the University of the Free State in Bloemfontein. His book 'Understanding Namibia: The Trials of Independence' was published in late 2014.

"In Namibia, we are clear: no exploitation of man by man. That will not be allowed here." - President Sam Nujoma in an interview in a Namibia Special Report of the journal New African in 2003.

"The policy of national reconciliation has served our people well. Instead of retributions and backlash, we have created a stable society where our people work together for the achievement of our common goals of economic development and the improvement of the living standards of all our people." - President Hifikepune Pohamba, in his address to the nation on the 17th anniversary of independence, 21 March 2007.

"We Africans fought against colonialism and imperialism and successfully overthrew colonialism and white minority rule to achieve genuine social and economic emancipation." - Founding Father Sam Nujoma in his opening address to the congress of the Swapo Party Youth League, 17 August 2007.

"We must take time," urged Swapo President Sam Nujoma in the same speech to the party's youth league congress, "to consider where we have come from as party and country, where we are today and where we would like to be as a nation." After a quarter of a century into the sovereign Republic of Namibia, this time to take stock is more than justified.

EUPHORIA

A scene of celebrations in Windhoek's then still Kaiser Street (now Independence Avenue) shortly after the results were announced in 1989. Photo: Henning Melber

I REMEMBER...

When the final election results were announced in November 1989, the anxiety was replaced by an outburst of relief and euphoria. The good scores by the DTA in the less densely populated regions initially created some uncertainty and worries. Then came the results from the north and we knew, that indeed "Swapo is the people and the people are Swapo" – at least in its home base with the majority of the country's population, that is.

We were dancing in what was then still Kaiser Street, strangers were hugging each other, toy-toying and singing liberation songs, observed by international journalists and under the weary eyes of helpless policemen not at ease. We celebrated a new beginning. Full of hope, we trusted that the future could only be good. That we leave behind discrimination, exploitation, disrespect, inhumanity, intolerance, injustices, and build a society based on all we associated with liberation. We understood emancipation as a deliberate effort bringing to life the catchwords in our slogan "solidarity, freedom, justice" – which, by the way, remains the welcoming motto when opening the party's web site. But who were "we" and what happened to the slogan in reality?

SOLIDARITY, FREEDOM, JUSTICE

Activists in the South African labour movement once popularised that "an injury to one is an injury to all". When the Namibian flag was hoisted in the first minutes of 21 March 1990 to the tune of a national anthem, some of us in the stadium believed that we will live up to this claim. Maybe we should have been warned when witnessing earlier the evening how Sam Nujoma hand-in-hand with Werner List entered the SKW hall (then still at what was Tal Street where nowadays a grocery market is doing business) for the festive banquet with dignitaries. List,

a local tycoon, had sponsored generously part of the festivities. Only a few months earlier, his South West Breweries (renamed after independence to Namibia Breweries, removing the silhouette of the equestrian monument as logo to adjust to the change of times – patriotism for the sake of business) had sacked hundreds of workers who were on strike in protest against unacceptable working conditions. Maybe we should have seen the writing on the wall?

Since then, words like 'fat cats' and 'tenderpreneurs' as well as 'sight holders' (instead of right holders) have entered the Namibian vocabulary. Behind the steering wheels of the Bentley and Maserati culture sit the nouveau riche. Those parading the wealth amassed are not white racists sucking the blood of the exploited (not that they have ceased to exist, but they are far less visible in the public sphere). They are a new generation of parasitic gamblers. As "previously disadvantaged", they turn public assets into private wealth. And the farm worker chained to a tree only a few weeks ago was not humiliated and tortured by a white farmer (though not all of them have turned into decent employers). His baas was a black public servant.

Those locked away behind bars for 15 years accused of high treason without a verdict were not the victims of the apartheid regime and its laws, which allowed political prisoners to be held in custody for unlimited times. More among these have died in prison without being found guilty than all victims during the misguided Caprivi secessionist rebellion itself. Namibian realities are a far cry from justice in almost every aspect.

A member of parliament's salary (fringe benefits included) adds up to the 120 fold of the monthly old-age pension. But the honourables complain that this falls short of making ends meet. They feel treated like

"We clearly have not even remotely lived up to what these promised."

pariahs and insinuate that the real pariahs should accept that they as representatives of the people have to be adequately compensated for the sacrifices in office and during the struggle days.

I WONDER...

Was the "we" I used at the beginning not truly a collective desire by most Namibians? Was it only a handful of us who thought "we" would spend our energy, our passion and determination on the transformation of Namibian society for the benefit of most, if not all? That solidarity, freedom and justice would go beyond individual civil liberties and political rights and translate into material well-being too? Was "one Namibia, one nation" not a slogan which propagated unity of purpose in decisively reducing the divide between people?

Twenty-five years later, such dreams appear to have been naïve. Some of those 'liberated' even say that life under apartheid was better. But despite all disappointments, the struggle for human dignity achieved a lot. Colonial repression has not been replaced by a similar inhuman regime. However, that people express their frustration in such statements is tantamount to an ultimate defeat of our ideals. We clearly have not even remotely lived up to what these promised.

So, have we achieved enough to celebrate? For some among us, our dreams remained wishful thinking. Namibia is a far cry from living up to the values of solidarity, freedom and justice. We still have a long way to go. And maybe that is another meaning of the slogan "a luta continua". It translated into "the looting continues", but should actually remind us that the struggle continues. A struggle led by other means, but in pursuance of the same values and goals for which we once decided to fight a racist minority regime based on injustice. ■

UNHEALTHY

Contract labourers in a compound. Have things changed?

No shortage of challenges for Namibia's labour movement

HERBERT JAUCH

As Namibia celebrates 25 years of independence, the occasion provides an opportunity for Namibia's labour movement to reflect on some the achievements and challenges over this period. Colonial labour relations had been characterised by open hostilities and conflicts as both local and foreign companies usually saw workers and their trade unions as a threat and did everything in their power to keep them at bay. Frequently the police was called in to break up strikes and trade union activists found themselves in and out of jail or had to flee into exile. During this period, the Namibian labour movement was highly politicised and linked the struggle at the workplace to the broader struggle for liberation and independence. This made unions very popular as especially the various industrial unions, that were formed under the umbrella of the National Union of Namibian Workers (NUNW) in the second half of the 1980s, spearheaded in often spectacular forms of workers' resistance against exploitation and oppression.

WORKERS' EXPECTATIONS AT INDEPENDENCE

With the achievement of independence in 1990, Namibian workers expected that the Swapo-led government would introduce a new Labour Act to replace the oppressive colonial legislation and practices. Following lengthy consultative processes, a new Labour Act was passed in November 1992 which aimed to balance the rights and interests of workers and employers. The role of unions also began to change significantly as they focused less on broader social and political issues and instead shifted their focus increasingly on collective bargaining and ensuring workers' rights at the workplace. Thus, the emerging trend was for unions to move away from mass action towards more bureaucratic and hierarchal forms of organising.

As a result, trade union militancy gradually declined after independence but the improvement of living and working conditions through collective bargaining only benefited the well-organised industrial workers like those in the mining and fishing industries, as well as those in the public service. The vast majority of the working class – the unemployed, informal sector workers, casual workers, domestic workers, etc – did not benefit from collective bargaining and thus still experience high levels of poverty. Even in sectors where minimum wages were formally introduced, like those for farm workers, security guards and construction workers, many workers remained exposed to highly exploitative practices.

THE THREAT OF UNEMPLOYMENT

High levels of unemployment have remained a structural challenge. With overall unemployment rates of officially around 30% and much higher levels amongst women and young people, Namibia still has what can be termed a large 'reserve army' of labour in desperate circumstances who are not unionised and are likely to accept any kind of job under almost any conditions. This results in a downward pressure on wages and undermines the struggle for a living wage that would allow workers to ensure that their and their families' basic needs are met. Instead, exploitative working conditions have remained widespread 25 years after independence.

DIVISIONS

Besides these external factors, Namibia's labour movement was also confronted by internal organisational challenges. One was the shift away from the movement-type activism that

characterised many unions in the 1980s towards more hierarchical forms of decision-making, which in some cases undermined workers control and grassroots democracy in unions. Furthermore, the labour movement became increasingly fragmented, partly due to historical or political differences between unions, but often due to personal power struggles and self-interests.

At independence, the labour movement's aim was captured by the slogan "one country, one federation" and "one industry, one union". However, Namibia today has almost 40 registered trade unions and three union federations.

While the divisions between the NUNW and the Trade Union Congress of Namibia (Tucna) have largely historical roots and centre around the question whether unions should be independent of political parties. The reasons for the formation of the Namibia National Labour Organisation (Nanlo) in 2014 can be traced back to internal division within the NUNW and the dismissal of its former general secretary.

THE QUESTION OF IDEOLOGY

Many trade unions are characterised by a lack of ideological clarity and sometimes even deep-seated ideological contradictions. Sentiments of radical nationalism and liberation, for example on the land issue, are mixed with an acceptance of neo-liberalism as the ideology of the "free market". This became worse as trade union leaders entered company boards as part of a poorly defined union investment strategy. Consequently, their views (and interests) increasingly converged with those of business. Also, some trade union leaders are now occupying management positions in the public and private sectors, which contradicts the principle of worker control within unions. There is thus a need to clarify working class interests which need to guide trade unions at all times.

The question of the link between unions and political parties has remained a contested one. Those in favour of such a link are hard-pressed to provide evidence of concrete benefits for workers, while those who oppose such a link do not base their position on a more radical left ideology but merely claim allegiance to a "non-political" trade union "independence". The labour movement should broaden this debate and examine ways to successfully challenge the prevailing free market ideology and practice through economic and political

struggles. After all, Namibia's huge levels of socio-economic inequalities cannot be addressed without tackling the broader socio-economic, political and ideological framework that underpins and maintains them.

SIGNS OF HOPE

Despite these challenges, there are also some encouraging signs. In recent years, some unions have shown a willingness to critically look at themselves and to improve their practices. Some have started to focus on the recruitment and empowerment of women and young workers who had only played a marginal role in many unions before. Some unions started to build the capacity of their shop stewards, recognising that workers' self-organisation and workers' control lies at the heart of union power. Some unions have even started organising vulnerable workers like those on contracts and in other precarious forms of employment. Other unions have taken steps to engage in broader policy issues beyond the workplace. These are encouraging signs that renewal is possible and some unions might experience significant membership growth and levels of support in the years to come.

THE WAY FORWARD

Besides addressing the organisational challenges and reaffirming a commitment to workers control and at least some level of trade union unity, the labour movement will have to move beyond the narrow constraints of tripartite consultations. Unions need to build a dedicated cadre of activists and worker leaders who can develop effective strategies to counter the business-driven development agenda that now influences virtually all spheres of our lives. Linking short-term demands with the long-term goal of social transformation could be a strategy for building solidarity between workers and other groups who are still marginalised. Thus unions have to reinvent themselves as effective 'struggle organisations' in the workplace and beyond. Otherwise, they may lose their mass base while union leaders are absorbed with bargaining issues, party-political careers, union investments and tripartite participation without addressing (and challenging) the fundamental socio-economic structures that uphold the continued skewed distribution of wealth and income. ■

Herbert Jauch is a labour researcher and educator and is based in Windhoek.



BACK AGAIN
He has visited Namibia on several occasions since completing his mission in 1990. One of such visits was with the independence celebrations in 2010. Photo: The Namibian Archives



HONOUR
President Martti Ahtisaari has a school named after him in Windhoek as a sign of thanks for his contribution to Namibia's independence. Photo: Jordaania Andima

Namibia's Midwife

Martti Ahtisaari was born in Viborg, but during the Winter War he moved with his mother to Kuopio and later to Uleåborg. His father was at the front. His experience in Viborg, then Finland's second largest city, which was incorporated into the Soviet Union after the war, and from which almost the entire Finnish population moved, "explains my desire to advance peace and thus help others who have gone through similar experiences as I did".

As early as in 1960, when he was only 23, Ahtisaari went to Karachi in Pakistan, where for three years he was in charge of building up a centre for physical education and teacher training. This accustomed him to living in an international environment. In 1965, after studying at the Helsinki University of Technology, Ahtisaari was recruited to the Ministry for Foreign Affairs. His special interest there was development aid. Ahtisaari was to have nearly the whole world as his field of activity.

In 1973 he became Finnish Ambassador to Tanzania. In 1977 he was appointed United Nations Commissioner for Namibia as well as the Secretary General's Special Representative for Namibia. Namibia was to be for fourteen years the country to which he devoted his greatest efforts, although in the same period he also undertook several different international and Finnish assignments.

Of his many achievements as a peace negotiator, Ahtisaari rates his work in Namibia highest. The mediation took such a long time. There were so many players and dimensions involved. The United States and the Soviet Union engaged themselves. The Cold War made itself very much felt also in southern Africa. In the neighbouring country Angola a civil war was fought in which both Cuba and South Africa participated. Namibia was formally under UN supervision, but was in fact ruled by South Africa. The independence movement Swapo grew steadily stronger.

The peace process was stimulated by the end of the Cold War. It also moved forward thanks to the emergence of a new white South Africa under FW de Klerk. But at the very centre of all this, holding all the threads in his hand, stood Martti Ahtisaari. He has been called 'Namibia's midwife'. A midwife sometimes stands between life and death. No single diplomat did more than he did to deliver Namibia's independence, on the 21st of March 1990, after 24 years' struggle. Today Ahtisaari is an honorary citizen of the country. Many boys in Namibia have been named after Martti. A school too. That must be at least as great an honour as being awarded the Nobel Peace Prize which he received in 2008.

"His different tasks prepared Geingob."

CM: You are credited with 'delivering' Namibia 25 years ago, what are your thoughts as you watch us celebrate this important milestone?

MA: I am proud to see what Namibia has achieved during her first 25 years of independence. I follow very closely Namibia's development through the Mo Ibrahim Foundation's Index of African Governance and its yearly results. Namibia placed sixth among the 52 African countries in 2014. The Ibrahim index looks at 94 aspects of governance in four categories: Safety and Rule of Law (23 indicators), Participation and Human Rights (19 indicators), Sustainable Economic Opportunity (30 indicators) and Human Development (22 indicators). In the latest index (2014), Namibia's neighbours also did well. Botswana ranked third and South Africa fourth. The Ibrahim Index gives very clear indication where further improvement would be needed and I recommend this document for everybody to study carefully.

CM: Can you share with the readers how you became involved in Namibia's quest for independence?

MA: I want to start from 1964 when I was CEO of a Finnish students aid organisation

and we received our first Namibian student who was to study at the Helsinki University. He was Nickey Iyambo. He studied Political Science and completed his MA degree successfully. Soon thereafter, Swapo wanted him to become a medical doctor and he started to pursue this career. During the same time, I became the ambassador of Finland to Tanzania (in 1973). During 1976, a Swapo delegation led by Lucas Pohamba came to see me in my residence in Dar es Salaam. They asked if I would be prepared to succeed Sean McBride as UN commissioner for Namibia. I advised them to be in touch with my government as I was a civil servant. I told them that I did not foresee any problems with the nomination and that I was prepared to move to New York with my family. So it happened that my involvement with Namibia started in New York on 1 January 1977.

I was appointed by Secretary-General Kurt Waldheim as his special representative for Namibia in 1978. The security council had already before passed Resolution 435, which detailed the election process that was supposed to lead Namibia to independence. It took until 1989 to get the South African acceptance for the UN to move to Namibia and supervise and control the elections that South Africa organised in Namibia.

CM: Did you ever think it would take so long?

MA: I never thought it would take so long. Those years from 1978 onwards were very frustrating years for the Namibians and all their friends. Only when we reached an understanding that Cuban forces placed in Angola would be withdrawn did South African apartheid government give its permission for the UN to come to Namibia and do its duty. The transition period from April 1989 was set to one year. I was very pleased that we could stick to that timetable.

CM: What were the major challenges along the way and how did you tackle them?

MA: As a commissioner for Namibia, my task was to assist Swapo to prepare for independence. The UN institute for Namibia played an important role in training administrators for the independent state of Namibia. Hage Geingob played a key role as the director of the institute. The implementation of the Namibian nationhood programme helped prepare Namibia's leaders for development planning. My task was to inform Swapo about the amount of funds available from the international donor community, after which Swapo decided how the money would be allocated to different projects.

CM: What are your impressions of the country so far?

MA: I answered this question already partly in your first question. I would only like to add that I am very pleased to see that Hage Geingob

will be the new president. He has an excellent background and his different tasks have prepared him well for the presidency. The work never ends. There are always issues where improvements are needed, in every society, including my own.

CM: Is there anything you think could have been done differently?

MA: As decisions are always made in the circumstances that prevail at the time, there is not much use going over the decisions that have been made. Instead one gathers experience throughout one's life and hopefully makes it possible for us to use all this bank of knowledge when we have to face different situations in our lives.

CM: Any message to the country and its people, more especially President-elect Hage Geingob?

MA: I don't want to give any specific advice to the new president. His values are good and he can always count on my support. And that goes for all Namibians. Namibia and Finland have, for historical reasons, a special relationship of which I am proud. Therefore I am very pleased that both our countries have diplomatic relations at the ambassadorial level in our capitals. ■

Christof Maletsky's interview with Martti Ahtisaari was done via email.



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NAMIBIA PAVED THE WAY FOR SOUTH AFRICA

“Namibia is one of the most democratic countries in Africa.”

FW de Klerk was President of South Africa from September 1989 to May 1994, during which time he initiated and presided over the inclusive negotiations that led to the dismantling of apartheid and also Namibia's handover to the new government under former President Sam Nujoma.

“I admire Namibia's pragmatic approach.”

You were involved in negotiations leading up to Namibia's independence 25 years ago. What are your impressions of the country as we celebrate 25 years of democracy?

On the whole, I believe that Namibia has done very well during the past 25 years. It is still one of the most democratic countries in Africa and has done well economically. The constitutional institutions that were established for Namibia when it acceded to independence have proved to be resilient and effective.

When, as a politician, did you first become involved in the Namibian question?

Throughout my career as a minister, Namibia was always one of the central issues before the government. The United Nations Security Council adopted resolution 435 in July 1978, the same year that I was appointed to the cabinet. I followed closely all the crises involved with implementation of the UN independence plan – and with the government's decision to proceed with internal elections at the end of 1978. Our military involvement in southern Angola was a perennial topic at cabinet meetings, culminating in the 1988 agreement between South Africa, Angola and Cuba on the withdrawal of Cuban forces from Angola.

“My colleagues never thought that there could be a military solution for Namibia.”

You regarded yourself as a ‘man of peace’, did you agree with your political colleagues who were pushing for a military solution in Namibia?

My colleagues never thought that there could be a military solution to the problems of Namibia – and since 1974 had accepted the need for a political/constitutional solution. They were, however, determined to prevent the imposition of a military solution by the other forces involved in the process – which were strongly supported by the Soviet Union and the Cubans.

At what point did it become obvious a political settlement was the only option?

The South African government had accepted the need for a political/constitutional solution in 1974 and from 1976 agreed that the independence process should take place under

the aegis of the United Nations. South Africa accepted resolution 435 in good faith and would have proceeded with its implementation the following year, had other parties to the agreement – including the United Nations Secretary-General – showed equal good faith.

Minutes before the South African flag was lowered at Independence Stadium on 21 March, you said Namibia's independence marked the beginning of a new phase for southern Africa. How did the change in Namibia influence the region, more especially South Africa?

The successful implementation of the independence process in Namibia was of cardinal importance for the subsequent constitutional transformation of South Africa. It showed that reasonable outcomes could be achieved through negotiations – even with implacable enemies – provided there was a proper framework for the process and provided that it took place on the basis of a constitutional system that would guarantee the basic rights of all parties.

You must have been observing what goes on in the country for the last 25 years. What are your impressions about democracy and progress in Namibia?

As I have said, I have, on the whole, been impressed by Namibia's performance. I often admired your pragmatic approach and the manner in which you succeeded in maintaining one of the most democratic systems in Africa.

Any message to the country and its people, more especially President-elect Dr Hage Geingob?

I would like to wish President-elect Dr Hage Geingob and all the people of Namibia every success in the coming years and would like to congratulate them on 25 years of economic, social and constitutional progress. ■

The interview with former SA president FW de Klerk was conducted by Christof Maletsky via email.

**OLD DAYS**

Dirk Mudge (centre) and fellow interm government leaders before independence.

**FORMER COMRADES**

Former DTA leader Dirk Mudge with incumbent McHenry Venaani. Mudge says he is no longer a member of a political party.

HAGE GEINGOB IS THE MAN

DIRK MUDGE

I met Hage Geingob for the first time shortly after his return from exile to participate in the election for a Constituent Assembly in terms of resolution 435 of the United Nations Organisation. I was unexpectedly invited by the Botswana ambassador to meet some of the Swapo leaders who returned to Namibia. When I arrived at the embassy, I found Geingob and Theo-Ben Gurirab in conversation with the ambassador.

I find it difficult to explain my feelings when I shook hands with two former militant enemies. There were no signs of animosity noticeable and it was so different from the previous meetings I had with Swapo leaders at the Geneva Conference in 1981 and the meeting in Lusaka in 1984.

When Geingob expressed appreciation for the welcome he received from his white neighbours when he moved into his new residence, it filled me with pride.

My efforts over a long period of time to improve human relations and foster respect for human dignity were not in vain. I realised that we were now entering a new era. But I also accepted that once the election campaign started, the time for friendly talks would be over. The outcome of the election came as a blessing in disguise. No party achieved a two-thirds majority and consensus had to be reached regarding a constitution for an independent Namibia.

Geingob was elected as chairman of the Constituent Assembly as well as chairman of the Constitutional Committee consisting of 21 members tasked with the responsibility of drafting a constitution.

Several constitutional proposals were tabled by the participating parties and the possibility of reaching consensus seemed to be remote if not impossible.

The opportunity for Geingob to prove himself as a consensus-maker was now created and he succeeded with flying colors. Not one of the participating parties could now distance itself from the Constitution. It is not Swapo's constitution but our Constitution.

I have over years on several occasions, in statements and articles given credit to Geingob for the role he played in the constitutional process, hoping that once a government is established, he will find him in the position to rule Namibia not only in terms of the Constitution but also in the spirit of the Constitution. Two years ago on 6 January 2013, I wrote a letter to him on the occasion of his election as vice-president of Swapo. (See letter on the right.)

Geingob did not respond to my letter probably because it would have been politically unwise to talk to me.

Since January 2013, some changes in the leadership of the Swapo Party took place. I was not sure what role Geingob would play in a future government but now I know. From 21 March, he will be the President of Namibia. I still stand by what I wrote in my letter two years ago. In my mind he is still the right man at the right place at the right time.

I am not a member or even supporter of the Swapo Party. As a matter of fact, I am presently not a member of any political party. What I am hoping for is that Namibia will become an example worth following to the rest of the world and a safe home for all its people and that racism and political opportunism will make way for rational thinking. The man who, to my mind, will be able to meet these challenges is Hage Geingob.

Ovikere,
Otjiwarongo.

6 January 2013
Hon Hage Geingob
Windhoek

Dear Hage,

Congratulations – Well Done

I am writing to you as a friend and fellow Namibian and nothing else. I watched your election campaign closely but having been an internal Swapo party affair, I thought that at my age, 85 on 16 January and having retired from active politics, it would be inappropriate for me to get involved. Now that the dust has settled, I feel free to share a few thoughts with you.

During my long time in politics, I always had a dream that the words "cometh the hour, cometh the man" will come true. Saying it in more simple language: "The right man will be at the right place at the right time."

That man at this very crucial time in our history is Hage Geingob, chairman of the Constituent Assembly 20 years ago. I have on several occasions expressed my appreciation for the role that you have played as a consensus-maker and this is exactly what Namibia needs now. You possess the leadership qualities to accept the challenge and my New Year's wish for you is that you will rule Namibia in the spirit of the Constitution and that the dreams we had while writing it will all come true.

Is it possible that I could have a private meeting with you? I have few concerns regarding the future of our country but I am not interested in participating in a public debate. Must I contact your office to arrange an appointment or would you be so kind as to contact me?

God bless you.
Dirk Mudge.

FISHERIES

SAILING 25 YEARS OF
CALM AND STORMY WATERS

ADAM HARTMAN

Captains of Namibia's fishing industry have mixed feelings about the development of one of Namibia's economic pillars over the past 25 years and the way ahead – and although smooth sailing is always hoped for, stormy waters seem to always be part of the catch. The industry is considered the second largest contributor to the economy at over N\$12 billion annually. It also boasts a workforce of more than 14 000. The Namibian spoke to current and former players about their views on, amongst others, the most obvious developments since independence – and forecasts – especially in terms of the challenges and successes of quota allocations, 'Namibianisation', fishing 'marriages' and labour matters.

THEN AND NOW

Before independence, Namibia's fisheries were under pressure from foreign vessels in local waters, with little control over the management of catches. Fewer people were employed and the benefits of the resource were not reaching Namibians. Few onshore factories existed, except for some pilchard canneries that offered employment.

Today this picture has changed with operational and management structures in place. There are legal structures such as a Fisheries Observer Agency which works in tandem with the Ministry of Fisheries and Marine Resources (MFMR) ensuring that all vessels catching in Namibian waters are registered and have an observer on board. There is a Marine Advisory Council consisting of members of the public, the business community and politicians who advise the fisheries minister Bernhard Esau on annual the Total Allowable Catch (TAC) and other relevant matters.

State scientists are collecting data on a regular basis which assists in the determination of biomass levels prior to issuing annual TACs. There is also a five-year hake management plan which was launched in 2014 with other fisheries to follow suit. Then there is the 'mediating' force under the Confederation of Fishing Associations (CNFA) that consists of different fishery sectors namely Namibian

Hake Association, Monk and Sole Association, Midwater Trawler, Small Pelagic and Large Pelagic. Its roles include the protection and advancement of the fishing industry's interest; to negotiate on behalf of all members jointly with all government departments; and to encourage optimal fishing practices with regard to recognised conservation activities and objectives.

CNFA Chairman Matti Amukwa sees Namibia's fishing industry as a "success story" from the uncontrolled, free-for-all, depleted non-Namibian industry of the past to an economic pillar steered by responsible partnership between government and investors with internationally recognised management, conservation laws and policies that are open to Namibians.

Sylvanus Bobboh Kathindi, one of the first prominent Namibian fishing captains who was previously at the helm of Etale Fishing, is however clear that the fishing industry is not a place for sissies. "The reality is, if you are not passionate with what you are doing and do not bully or manoeuvre yourself into the industry, you'll never make it," he said. According to him, the fishing industry, through the MFMR as a regulator and manager of resources, "developed very well for the benefit of the people – until 2010".

INDUSTRIAL RELATIONS

Angry workers demanding better working conditions and relationships with their employer.



BON VOYAGE

The late, and former Minister of Fisheries and Marine Resources Abraham Iyambo (left) accepting a farewell gift from former 'captain' of the fishing industry and owner of Etale Fishing Sylvanus Kathindi. Kathindi was a staunch supporter of Iyambo, but has reservations about Bernhard Esau.



IMPROVED Value added horse mackerel, which is one of Namibia's top products, especially for local market. Value addition is a key priority of Namibia's fishing industry.

PHOTOS
Adam Hartman



INDUSTRIAL RELATIONS Fisheries is one of the largest employers in Namibia and therefore many people are dependent of winning bread and enjoying quality of life, which sometimes is challenged by workers if their employers do not 'play fair'.

FOR THE MARKET Hake being filleted and portioned for value added packaging for the export market.



WAITING Fishing vessels alongside the jetty of a fishing factory at Walvis Bay.

"There was a sense of orderliness; there was balance, reason and rationale. Investors were provided with stability, predictability and a conducive environment to invest and operate in," said Kathindi, adding that efforts made to increase the access of resources to ordinary, indigenous Namibians should be applauded and encouraged, while transparency and predictability should not be sacrificed.

"Nobody, foreign or Namibian, will have an appetite to invest in a sector where stability and predictability lack due to inconsistency and lack of transparency," he said. "As a former player in the industry, I observed a worrying deterioration of transparency, consistency and predictability in the industry since 2011. I experienced a situation where laws, policies and guidelines are disregarded and where there is no recourse."

SEEING IS BELIEVING

Notable developments since independence include rights allocations given to Namibians who qualify through certain criteria with the aim of investing in the fishing sector and creating further employment. The development of infrastructure and services has also been notable. While in 1990 there were no hake factories, canneries for pilchards were the main land-based industry at the time, and hake was caught by freezer vessels only, today there are over 13 land-based hake processing facilities employing over 8 000 Namibians.

Tunacor, one of Namibia's patriot fishing is a major developer of the industry. The company boasts catching, processing and marketing of whitefish and employs close to 1 200 Namibians.

SUCCESSES AND CHALLENGES

Namibia's fishing industry attracted huge investments after independence with the building and acquisition of factories and vessels worth billions, which has resulted in job creation and value addition. Indigenous Namibians were also given access to participate in the resource's exploitation. According to Tunacor's general manager Peya

Hitula, the biggest challenge is keeping all shareholders and partners content throughout periods where the industry goes through adverse economic conditions.

"Nature is within the nature of our business, therefore any fishing enterprise has to manage the uncertainty of nature. Even in pristine fishing grounds like ours, catches are variable in quantity and quality; the weather may be hostile; and then there is the usual global economic cycles that we must navigate."

Amukwa said that marine mining also poses a threat to fishing if allowed without rigid scientific research, while financing to replace ageing fleet, unfavorable currency and fuel price fluctuations also affect companies negatively.

A PIECE OF THE PIE

Quota allocations are coming more and more under the spotlight as it is being drawn into the same net of alleged corruption and nepotism. Even the High Court of Namibia pronounced itself recently with regard to irregular and unlawful quota allocations to non-right holders. The question around quota allocation is said to place investment and employment at risk. "Competent leadership is critical in this one as it requires the ability to face constructive criticism and demands accountability," said Kathindi. Allegations are rampant of schemes to reduce the tonnage of established companies (that invest in infrastructure and jobs) to increase the tonnage of those under the alleged pretence or in infant stages of investments and job creation, who then sell the quota to established companies for exorbitant prices.

"The allocations should be such that they preserve existing employment, investments and encourages new job opportunities and investments," said Kathindi. "Where is the wisdom in destroying the existing employment and investment to create new ones?"

Hitula, however, believes that the current quota allocation system has benefitted many Namibians and that it is

working, "but if it were to be diluted further, it may cause imbalances within the industry as the sizes would be uneconomical".

Jackie Thiarth of Sinco Fishing, a horse mackerel rightholder, said there are advantages and disadvantages in quota allocations. "The advantage is that more Namibians benefit from the current system. A big disadvantage is that quotas are allocated on a yearly basis with no guarantee for quota the following year, which makes it extremely difficult to do long term planning for investment," she said, adding that a gauge for the industry's future depended on future rights and quota allocation.

From a worker's perspective, according to president of the Namibia Fishing Industries and Fisherman Workers Union (NFI), Daniel Imbili, quota allocation that includes quota-share amongst the workers is a good idea because the employees will take their employment seriously. "No more strikes. Productivity will increase because they have shares in the business," he said.

PEOPLE POWER

One of the main outcomes of the industry is that its infrastructure, leaders, workers and businesses are 'Namibianised'. The ideal outcome would be a fully Namibian-owned fishing industry with smart partnerships and direct presence in the international markets to ensure maximum revenue for Namibia.

Tunacor has lead the industry in terms of long term partnerships and meaningful participation of Namibian rightholders, a process that has recently seen its highest achievement when its Namibian rightholders and partners acquired 100% of the company. This Namibianisation process was the largest empowerment and investment transaction within the fishing sector to date.

"Today we are the largest and most successful Namibian fishing company fully owned by Namibian rightholders, which is proof that our government's vision for empowering

Namibians and developing a strong locally own fishing industry is achievable," said Hitula. Amukwa said the policy for Namibianising the fishing sector was "bearing fruit". "Namibians are fully involved and are also running fishing companies. Unlike in the past when rightholders used to sell their quota to make quick bucks, today most of them are involved in the catching, processing and marketing. Some Namibians have taken up equity in established fishing companies. Some companies, which were foreign-owned, have been overtaken by previously disadvantaged Namibians. Namibians are making huge investment in the industry," he said.

Promoters of Namibianisation must however realise that the sector can only be Namibianised if Namibians equip themselves with skills and confidence to catch, process and market the resource.

"Otherwise we are fooling ourselves if we just keep on receiving quota from the government and sell them directly to foreign companies that have not invested in this country. The progress in Namibianisation still needs a special impetus!" according to Kathindi.

Etale Fishing was the only company that was wholly owned by indigenous Namibians in terms of equity participation, board and management. The company harvested, processed and added value to its hake for export. "This was until the minister singled out Etale in 2011 and decided to use the outstanding levies as a smokescreen to victimise and squeeze us out of the industry," said Kathindi.

Etale challenged Esau in the High Court and won the case. "This was another classic example of interference in private companies' matters and victimising those who don't suit the selective power he claims to be vested in him. I saw deterioration in the behaviour of the minister and I decided to disinvest," said Kathindi.

The fate of Etale ended with a wholesale retrenchment of employees in March 2013 under a 'smokescreen' of factory

"As in any marriage, the couples are the ones to make it work and not the pastor who administered the marriage. It's the same in fishing marriages regarding the allocation of quota."

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refurbishment. More than 500 people lost their jobs. Four months after the wholesale termination of employment, Esau granted a horse mackerel quota to a 'shell' of Etale with no right to exploit that fishery as Etale, which was always a hake processing company. 'Namibianisation' also includes the fair inclusion of women in the industry.

"It is very important for women to participate in this and any other industry since in today's society, more women are sole breadwinners," Thiardt said, being part of a group in which many Namibian women are at the helm. She said 25 years ago it was "virtually impossible" to be part of the industry at this level for women. "Most of the resources were harvested by our male counterparts with women in lesser roles," she said. According to Imbili, Namibianisation is moving at a slow pace and it is still long overdue. "Namibians must take ownership; then you will see better communication. Also give Namibians better training and the results will show," he said.

TOGETHER WE STAND

Fishing marriages (partnerships) were introduced to benefit a large number of people but keep economically viable quota volumes within each fishery. The questions was: would it be better for five people with a small quota each, or one entity with a significant quota that five people should benefit from? The latter is considered better by the industry as it provides more operational stability.

"In general, the system should be fine if the MFMR truly enforces delivery and accountability on those new entities. If it remains that those married only agree on auctioning their quotas year after year without any involvement or investment and not being penalised for it, it will definitely be a deception for all stakeholders and a failure as a system," Hitula warned.

Amukwa said the resource cake to be shared is small, hence the need for partnerships. "As in any marriage, the couples are the ones to make it work and not the pastor who administered the marriage. It's the same in fishing marriages regarding the allocation of quota. The ministry did its part so that at least everyone can have a bite of the cherry and the respective companies must ensure that the operations should be a success," he said.

Because of these opportunities, Namibian partners have become increasingly involved with the acquisition and development of equipment and infrastructure, while also opening new business possibilities, such as the establishment of a unique fish processing plant at Karibib by African Horizon, a 20% shareholder in Sinco Fishing.

According to Thiardt, fishing marriages would be an ideal system if all marriages were formed with likeminded people. "Of course that would have been very difficult to establish from the beginning. For us personally, there were challenges in the beginning but we realised from the onset that we have to work for one common goal and our partnership is one of mutual understanding and respect," she said.

MASTERS AND SERVANTS

Historically, the fishing sector has been in conflict in terms of industry-union relationships and it has been in need of communication, trust and transparency between stakeholders. It is common sense that the

industry can do nothing with its workforce, and every year workers will protest and strike because of poor relations, or 'unfair' and unfavourable working conditions. Some of these strikes cost the industry millions in loss of production time.

The argument is that it is not just about the worker but about the families they support who have to benefit from the resource and the income. When the worker is unhappy, his dependents are unhappy.

Imbili said the workers' unions, for the past 25 years, have made a major contribution in bringing workers and their employers together, and although there have been strikes, parties eventually solved their differences.

"We are seeing better wages and better working conditions being negotiated, and the Affirmative Action Policy's implementation has seen workers promoted to senior positions. Challenges remain however. The availability of timely fishing quotas and the employer-employees trust, in that employers are not transparent to their employees, are challenges that affect working conditions," he said.

CONCLUSION

Many players believe the industry needs continued support from the government and relevant stakeholders to maintain its hold on prestigious accolades internationally. Hitula said that it is evident that international markets are becoming increasingly aware of marine life sustainability and those countries without sound fishery management programs will be penalised.

"As an industry, we need to continue developing more efficient and environmentally proven catching methods whilst also improving on our resource management mechanisms," he said. Amukwa says the future of the industry was promising – if the stakeholders remain vigilant and cooperative.

"We know the resources will always not be enough but we have to live within our means. We have to continue managing our resources responsibly for the future generations. We need to invest in secondary processing which doesn't happen in the country. This will enable us to reduce the unemployment rate by creating more jobs and generate more revenue for the country. Companies will need strong financial support to make this type of investment. If the industry can be accorded manufacturing status and companies get rebates, these rebates can be re-invested for secondary processing," said Amukwa.

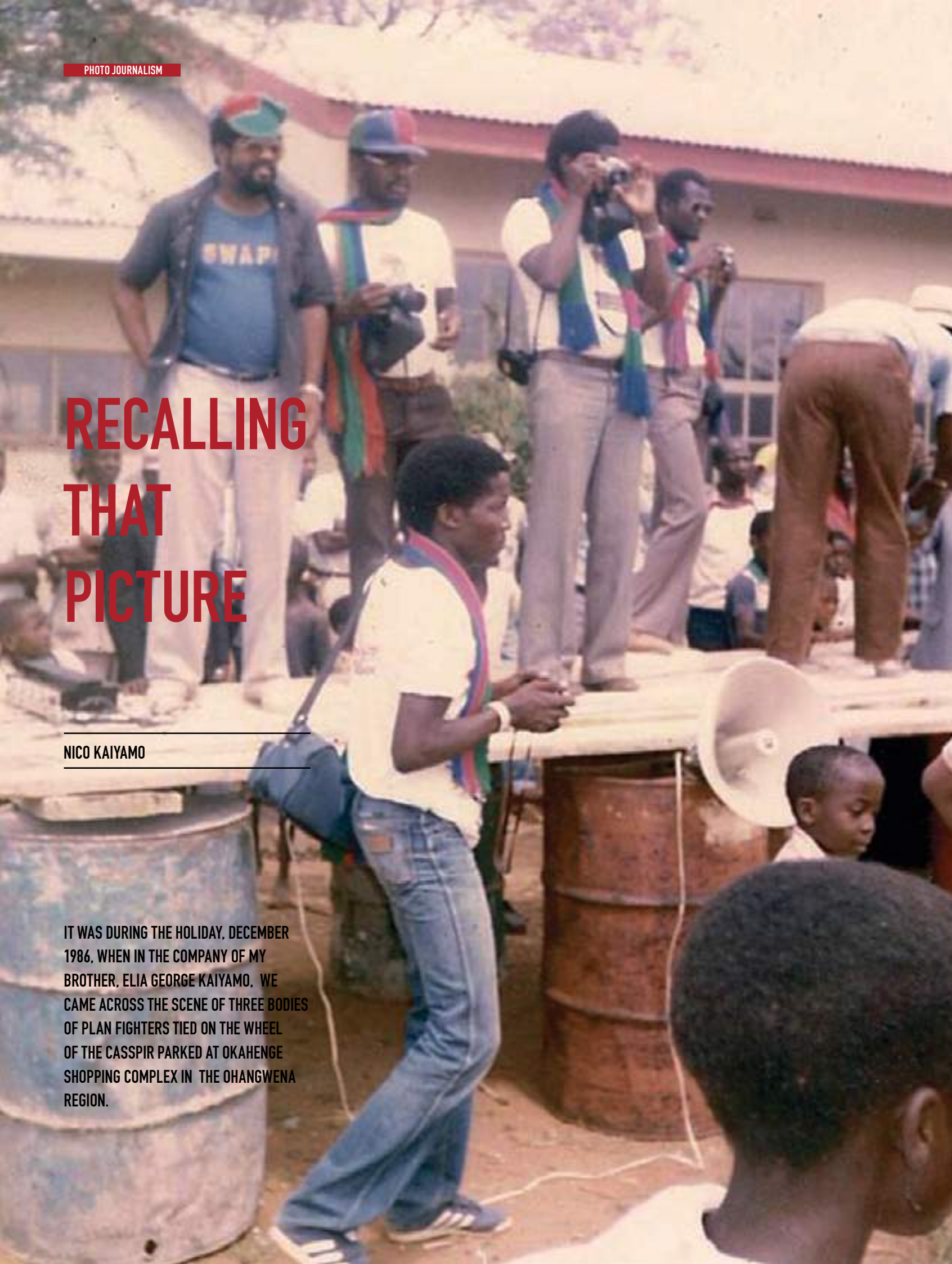
Kathindi on the other hand said that non-adherence to the Marine Act "has been a disaster since 2011". "The fact that more vessels are allowed to enter into Namibian fishing ground is a source of concern as resources are now under unprecedented stress. The undue conditions imposed do not make commercial sense. Some of these conditions are making the Namibian products uncompetitive in the market place," he warned. ■

**Fisheries minister Bernard Esau was approached for comment but had not responded at the time of going to press.*

RECALLING THAT PICTURE

NICO KAIYAMO

IT WAS DURING THE HOLIDAY, DECEMBER 1986, WHEN IN THE COMPANY OF MY BROTHER, ELIA GEORGE KAIYAMO, WE CAME ACROSS THE SCENE OF THREE BODIES OF PLAN FIGHTERS TIED ON THE WHEEL OF THE CASSPIR PARKED AT OKAHENGE SHOPPING COMPLEX IN THE OHANGWENA REGION.



Knowing my hobby for photography, my brother requested me to take a few shots. I then decided to go into a nearby shop (50-100 meters away) to get a better view but also to ensure the SADF soldiers on top of the Casspir did not see me taking the pictures.

It was not easy to capture the striking image as the owner of the shop did not want me to take the pictures. Understandably he feared the consequences if it was found that that the pictures were taken from his shop. However, I convinced him to allow me on condition that I will bear the consequences if found or caught. He agreed.

While inside the shop I was faced with the problem of the curious onlookers who gathered around the Casspir and in the process obscured the clear view. I was, however, not prepared to let this chance of a lifetime pass by to expose the atrocities of the SADF.

In a fraction of second and having to exercise patience, I saw an opening, and, with my finger already on the button, I swiftly took a few shots.

Until after Independence it was only my brother, sisters and Gwen Lister who knew the identity of the person who took the pictures.

Ohangwena region in general but Ondobe Constituency in particular was then a fierce battleground between Plan Fighters and SADF soldiers, despite daily occurrence of them showing dead bodies of Plan fighters to communities in an attempt to scare them of supporting the liberation struggle.

They were in denial of committing this atrocities and also made it difficult for Swapo leadership in exile to convince the world with no proof of the atrocities. ■

“Until after Independence it was only my brother, sisters and Gwen Lister who knew the identity of the person who took the pictures.”



25

YOUNG NAMIBIANS
TO TAKE TO LUNCH

As we celebrate 25 years of Namibia's independence, we take a look at 25 Namibians who are excelling in their respective fields, proving that local is not only lekker but innovative and intelligent too.

SUPPLEMENTS TEAM



"I ALWAYS
WANTED
TO BE
INDEPENDENT."

Karina Mungonena

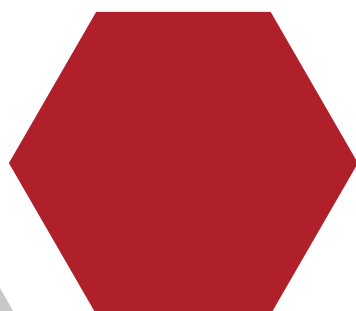
From humble beginnings and braai'ing meat to taking on the business world as a caterer and owner of a mobile kitchen, Karina Mungonena is a woman in charge of her very own business, all while studying towards a degree in business.

At the age of 24, she's well known on the Namibian catering scene and works hard daily to build her brand. Born in Windhoek, Mungonena attended Mandume Primary School and matriculated from Centaurus Secondary School. She is studying towards a degree in Business Administration at the University of Namibia.

"I was raised by my grandmother. We were 11 children in the house so I always wanted to be independent," Mungonena said. She started off by selling meat at social gatherings and organising events where her culinary creations quickly gained popularity. Combining her passion for food and business acumen, Mungonena decided to register her business Twahafa Investment CC with the Ministry of Trade and Industry. She now runs her very own business on a full-time basis as the managing director. "The core principles of my business are having quality food and customer satisfaction," Mungonena said.

The mother of a four-year-old, the promising entrepreneur advises young people not to allow themselves to be demotivated by anything and to see failure as motivation to do better. She sees her business branching out across the country and hopes that Twahafa Catering Services will become the go-to choice in catering.

She aims to continue putting in the hard work and even parlaying her experience into motivational talks. She urges young women to have a vision, build a strong foundation for themselves and work hard towards making their vision and dreams a reality.



Lourens

'LOUX THE VINTAGE GURU' Gebhardt

Born and bred in Windhoek, this 32-year-old is the epitome of success. He is a self-taught designer and a self-starter who is constantly on the hustle.

From a big family who called Katutura home, Gebhardt attended Goas Roman Catholic Primary School in the Karibib district and completed secondary school at Immanuel Shifidi Secondary School in Windhoek. He obtained a qualification in accounting at Polytechnic of Namibia but has since gone on to make his name in a very different field – fashion.

Gebhardt was a bright boy who loved his books but aside from being smart, he had a creative side which was encouraged by his mother who dressed her sons in dapper suits, just like their father.

Initially he worked as both an accountant and auditor but although his eight to five jobs paid the bills, his desire to get into fashion was stronger. He steadily built his reputation as an exceptional dresser and stylist before going into fashion design on a full time basis in 2014. His decision to leave the corporate world to dedicate himself to achieving his fashion dreams is already paying off. As the most recognisable Namibian man in fashion, Gebhardt has graced magazine covers across the world including the fashion bible, Vogue. In his maiden year as a designer, he has secured prestigious gigs like working with the Miss Namibia pageant and dressing top celebrities at the Namibian Annual Music Awards (NAMAs).

Not only is he smart, Gebhardt is very handsome to boot and any time you meet him, you're bound to notice his charm. Always on the move and forever pushing boundaries, Gebhardt is definitely one to watch.

Daisry Mathias

At 30, Daisry Ndesihala Mathias has achieved what many of her peers can only dream of. She is the CEO of Team Namibia, a company making strides in Namibia's business sector.

Born in the northern village of Oniipa at Ondangwa, Mathias went to the Holy Cross Convent in Windhoek and later went to St Paul's College for high school. She obtained an undergraduate diploma in Integrated Marketing Communications from the AAA School of Advertising in Cape Town, after which she worked in advertising before pursuing honours in business administration at the University of Cape Town (UCT).

"It was at business school that I discovered my professional passion. The light bulb switched on during one of the lectures and I sat for hours writing down exactly the kind of contribution I wanted to make socio-economically for my country." Those academic years were instrumental in moulding her into who would become one of the country's most notable young leaders.

"In retrospect, everything I detailed in that vision perfectly describes the role and contribution I am privileged to be able to make through Team Namibia today."

As a God-fearing woman who is also a force to be reckoned with, Mathias has been climbing the corporate ladder steadily. "While at business school, I resigned from my then employer who I had served for six years with no job prospects and no clear trajectory, only a conviction and a vague concept."

Today, in addition to her main duties as CEO of Team Namibia, Mathias is a part-time lecturer at the Polytechnic of Namibia and also an editor for Namibia Business Journal. Her roles in the business world give her hope in the advancement of young women.

"I am optimistic and encouraged by my own appointment which demonstrates that the leadership is making room for young female successors to assume roles of responsibility to make a contribution." Her dream is to see her company 'make Namibian products and services a part of everyday life' and for Namibia to rank as one of the most competitive economies on the continent with all Namibians reaping some benefit from the natural/local resources.



"Leadership
is making
room for
young female
successors."



Toivo Nghidengwa

"If you are old enough to do something for yourself, then do it!" When 23-year-old Toivo Nghidengwa finished his secondary education, he was determined to work hard and fulfil his dreams. A third year Geochemistry student at the University of Namibia, Toivo runs his own *kapana* stand at Single Quarters in Katutura.

Born and bred in Okongo in the Ohangwena region, Nghidengwa took to the unfamiliar big city, deciding not to be swallowed but rather to do everything in his power to stand out in success.

Depending on his schedule, he can be found at his stand, cutting and grilling delicious cubes of Namibian beef for the *kapana* lovers of Windhoek until as late as 19h00. Although he receives assistance from the Namibia Students Financial Assistance Fund when it comes to paying his tuition fees, after these costs are covered, not much remains to fund his day-to-day expenses. This is the reason he decided to get out there and fend for himself.

"My mother is a pensioner and I can't expect to receive transport or pocket money from her. My brother had a *kapana* stand and I used to help out on weekends and holidays and now I have my own stand," Toivo said.

Toivo is inspired by his brother who took on the role of man in the house for their family when his father died in 1992. Witnessing his brother's hard work inspired him to work just as hard.

He lives with his cousin who sometimes struggles financially so the two assist each other to make it through school. Asked how he juggles his schooling with work commitments, he says he prioritises and makes sure his schooling gets all the attention it needs.

Nghidengwa only plans to be in the *kapana* business until he graduates, after which he will pursue his career in geochemistry.

"Some people may look at me funny but the truth is I am working for myself, paying my rent, helping my cousin, buying my own food and paying for my own transport."

Certainly an inspiration in a world where many look to others for handouts instead of getting out there and humbling themselves in order to build a better, brighter future.

Gideon 'THE AMPHIBIAN NAMIBIAN' Nasilowski

Gideon Nasilowski is one of the most inspirational people you will ever come across. Born in Windhoek in 1985, this swimming champ has a birth defect called arthrogryposis multiplex congenita, having been born with an abnormal fibrosis of the muscle tissue which causes muscle shortening and an inability to do passive extension and flexion in the affected joint or joints.

Despite this limitation in physical activities, Nasilowski has rewritten his destiny by becoming a stellar artist. Growing up mostly in South Africa, Nasilowski went to boarding school in Kimberley. He returned to Namibia where he matriculated at Academia Secondary School.

"I was teased a lot as a young boy because of my disability but once I teased myself, the kids stopped because they saw it didn't hurt me any more," he says of the way he dealt with bullies at school.

As a child, Nasilowski dreamt of being like every other able-bodied person and be totally independent. "Today I'm living above my own expectations, now I have bigger dreams," he says. Dreaming big and working hard to reach these dreams has earned this young swimmer great achievements for the country and himself. He is the first Namibian Paralympic swimmer as well as an African champion in the 200m and 50m freestyle.

An employee at First National Bank, Nasilowskisays he balances his office job and swimming career by focusing on whatever he's doing at any given time. "Life is about sacrifice if you want to achieve greatness. Hard work is the only way." In his spare time, Gideon loves to sing and share his life's lessons as a motivational speaker.

The Amphibian
Namibian
Gideon Nasilowski is an
inspiring champion who
has risen above disability
to become one of Africa's
finest athletes.

PERFORMANCE POWERHOUSE

Odile Müller has gone from being a beauty queen to a powerful performer who is making her mark on the local arts scene.



Odile Müller

A 27-year-old mover and shaker in the arts and fashion scene, Odile Müller is a fascinating woman of many talents. She was probably bound to make it big regardless, but winning Miss Namibia in 2010 propelled her to greatness, making her a well known figure to many in the country.

Müller says the responsibilities of being Miss Namibia forced her to grow up, inspired her and taught her so much more about Namibia. She fell in love with the country and its people, experiencing it in a different way. She's a city girl who was born in Windhoek but spent her first year in Rehoboth in between weekends and holidays spent between Okahandja, Windhoek and Rehoboth. "My parents travelled a lot so we were fortunate to see and start learning about Namibia and the world from a very young age. Growing up in Namibia was an adventure." Müller is currently living her dream as a performing artist. "My mother understood that dream and had me in all types of dancing and modelling classes and competitions from a young age. It was of course always considered a hobby but I believed that it could be done with the right attitude and hard work." We saw her stun as a dancer at the 2014 Namibian Annual Music Awards and as part of the dance production 'Anima' but her talents do not end there. Her powerful acting performance in the Namibian film 'Katutura' impressed the critics and exceeded the expectations of even her biggest fans, as did her singing on the track 'Crying' on the film's soundtrack. Of all her multifaceted roles, Müller is most passionate about her acting and dancing. She is also part of the Namibian Fashion Council and still models from time to time. The only thing this beauty can't get right is cooking, which she says her handsome hubby usually takes care of.

DREAMING OF SUCCESS

Planny Angala is an entrepreneur and pilot in training who believes in harvesting all the potential that his brain possesses.



Planny Platrao Angala

He isn't a celebrity, neither is he an artist or sports star. What this ambitious young man embodies is so much more.

Born Angala, this self made entrepreneur goes by the name Planny. He is the first born of five children, a small town boy born in Grootfontein. He spent most of his childhood in Otjiwarongo and attended high school at the coastal town of Swakopmund. He has since relocated and is based in Windhoek. "As a child having grown up in a small town, I was fascinated by all the things that we didn't have access to. Simple things like swimming pools, fancy cars or even just Windhoek itself was a dream come true." Above all, he dreamt of becoming a pilot. He recalls how he built paper planes as a primary school pupil and watched wistfully as the country's president boarded planes on TV. "The part I liked the most was when the president was leaving for another country. He would wave before he entered the plane, and I would imagine that I was the pilot starting up the engines as he waved goodbye." Today, Angala is living his dreams and is currently studying towards his commercial pilot's license. He also runs a professional driving school and co-owns an ice-cream stall situated next to the famous *kapana* stalls. While he steadily climbs the ladder to success, Angala is gaining quite a following on social media where he shares his tips for success. "A lot of people relate to it or are inspired by what I say, leaving hundreds of comments. Sometimes they don't agree with what I say but most of the time I am writing for my own benefit, something to uplift my spirits when I feel I need a boost."



Tim Huebschle

Tim Huebschle is an award-winning screenwriter, producer and director. He has directed almost 100 projects including short films, documentaries, television commercials, music videos, image films as well as both local and international television series.

Huebschle is the film director at Collective Productions, a local video production company, which has produced TV commercials for DSTV, NBC and Tafel Lager as well as the award-winning short films 'Looking for Ilonga' (2011) and 'Dead River' (2012). His work has been screened in South Africa, USA, Germany, Italy, Netherlands, Cameroon, Egypt, Zanzibar, Spain, Slovenia, Canada and Nigeria and he is a previous winner of the prestigious Channel O Music Video Award, the Narrative Short Film Award at the Silicon Valley African Film Festival and the Audience Choice Award for Best International Short Film at the Italian Festival Pontino del Cortometraggio, among numerous others. Passionate about the fact that he is able to create film content in a young nation where nothing is set in stone with regard to narrative, Huebschle is currently working on his first feature film under the working title 'Land of the Brave'. This will take up his time for the next two years and his plan is to have completed his second feature film within the next five years. In this regard, Huebschle hopes to be a significant part of creating a local film culture of consistent and sound work ethics, the maintenance of which will lead to flourishing and professional film sector. An ardent cinephile and filmmaker, Huebschle has been on the organising team for Namibia Film Week for the past three years. Namibia Film Week is a platform for local filmmakers and audiences alike to discuss, celebrate and view local films.

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SOCIETY



David Benade

David Benade is the managing member of dB Audio Namibia, a Namibian technical events company supplying sound, light and stages to large scale, conference and intimate events.

Driven by the pursuit of excellence in Namibian technical service provision, Benade continually strives to do better while motivating his team to pursue personal development and cultivating constructive team spirit.

Having grown from a business with assets of one white Kombi, one borrowed PA system and garage rental of NS\$400 per month servicing a handful of clients bravely commissioning him and co-founder Manuel Jacobs, 11 years later, dB Audio currently employs 43 full time staff and services some of the best and biggest clients in the entertainment industry.

Blessed with a great crew, Benade believes he works with some of the most dedicated and talented young Namibian technicians and team members in the industry and regards dB Audio as a learning organisation that is constantly training as there are no local training institutions specifically for technicians in the country.

Effectively developing his staff through peer education and formal in-house training courses, Benade hopes to have dB Audio's training certified soon. Also eager to clear up an ensuing misconception, Benade maintains that the 'dB' in the company name is an abbreviation of 'decibel', a unit of sound measurement, and not his initials.

Benade is thus a mentor and managing member keen on grooming talented youngsters to take over rather than the ultimate man at the helm. He is also the business manager of 'Collective Productions', a video production company, and in this capacity, he looks forward to producing a feature film, written and directed by his partner Tim Huebschle in 2016.



Jana Eleanor Bruckner

Jana Eleanor Bruckner is an award-winning screenwriter, producer and film director.

After beginning her filmmaking career directing a documentary for NBC's 'Savannah Stories', producing the award-winning short film 'Rider Without a Horse' (2009) and co-coordinating the Wild Cinema Film Festival, Bruckner took a short professional hiatus to focus on her family but recently returned to rave reviews via her direction of TONETiC's award-winning music video 'Undefended'. Passionate about the advent of feature film in Namibia, Bruckner sees the recently premiered 'Katutura' as the high bar to be beat for other local film directors and hopes that Namibian filmmakers and the filmic powers that be will commit to premiering one feature film per year.

A fully independent filmmaker, Bruckner's aim is to produce, write and direct her own projects wherever possible and she is currently busy with a documentary on the groundbreaking Namibian conservation success, NamibRand Nature Reserve near Sossusvlei.

Bruckner has also recently completed her first feature film screenplay and hopes that it will introduce a different kind of cinema to Namibia. As a female filmmaker, Bruckner believes more women need to step forward and create a new kind of feminine voice in cinema that inspires, uplifts and motivates women to be their unapologetic and glorious selves.

Bruckner also endeavours to continue her journey with Namibian music and the moving image in the form of music videos or musical documentaries.



Tshoopara 'CHOPS' Tshoopara

Chops Tshoopara is the amiable managing director and principal trainer at Liquid Events, a beverage-focused events company concentrating on brand maintenance and promotion.

He's also becoming the go-to leading man in local film, and his voice is fast gaining popularity as a presenter on RadioWave. Specialising in training bartenders with the philosophy that one crafts attitude as well as skills, Tshoopara focuses on body language, cultural transformation, dealing with diversity and service excellence with each trainee he takes on.

With the motto "service is everything", Tshoopara believes excellent service is the new frontier for competitive advantage and any business that focuses on that and its human resources will gain that advantage.

Unwilling to compromise on quality and excellence, Liquid Events strives to live their motto: "Lifting the bar and setting the standard" with every project they make their own and Tshoopara is particularly enthusiastic about youth development. His belief is that the skills taught to young people at Liquid Events Namibia are transferable and key to socio-economic development.

He holds basic qualities like punctuality, presentation and communication in high regard and, in the near future, Liquid Events aims to offer vocational training to service industry members in food and beverage management as an accredited vocational training centre.

In five years, Liquid Events hopes to be Namibia's first choice service academy and event specialists and the company is currently renovating its first space as the 'Liquid Events Namibia Pub House', due to open in mid-2015.

"SERVICE IS EVERYTHING"

Michael Amushelelo

A motivational speaker, mentor, social activist and young entrepreneur. Michael Amushelelo is a man who many people look up to and admire.



He is the founder and executive chairman of Amushe Inc.

He refers to himself as a passionate

dreamer, a social entrepreneur, a youth activist, a philanthropist, a motivational speaker and a leader.

Born in Oniipa on 22 January 1991, Amushelelo attended Moses van der Byl Primary School in Windhoek. Upon finishing primary school, his mother bought him lollipops to sell at home while at the same time going to school at Concordia College. It's also where he became known as 'Stockie'. In 2008, Amushelelo completed Grade 12, but failed. "Society expected me to grow up and start taking responsibility for my own life and that was exactly what I did."

He and a cousin started cleaning yards to generate money and he opened MMS (Michael's Mini Shop).

In 2010, Amushelelo started work as an apprentice brewer at Namibia Breweries Limited. "However, as a child, I always dreamt big and plus I have a huge caring heart. The thought of my fellow youth graduating from universities who could not get jobs disturbed me. So I decided to open my own private company."

In March 2012, Amushe Incorporated was founded. Amushelelo assembled a team of undergraduates and together created various subsidiary companies. Things didn't always go smoothly and there was not always much of a cash flow in the business.

"In no time, the team I had assembled left and I was alone with over six subsidiary companies to run. It was a bit too late for me to quit because we had gone viral on social media and Amushe had become a household name." Amushelelo decided to fully commit to his business.

"You get to establish a vast network of business people and clientele and it is that network that will determine your net worth."

He recently opened a mentorship programme where he works with both young and old people who hope to succeed.

Amushelelo won the prestigious Windhoek Lager Ambassador in the business category award in 2014 and was also appointed as the patron for the Children's Business Fair.

Shaandre Finnies

He was Namibia's best male high school debater in 2012, a special member of the Lüderitz Town Council, a member of the Youth Parliament and the deputy speaker of the Children's Parliament.

These are just the start of the portfolios which rest on Shaandre Finnies' shoulders. Shaandre was born in Windhoek but grew up in Lüderitz. As an orphan, he was under the care of his grandmother and recalls his childhood days as filled with fun science fair competitions and late night debate practices at school.

He completed Grade 12 at Angra Pequena Senior Secondary School in Luderitz last year. The young cadre has already built a solid reputation at the tender age of just 19. Last year, he travelled to Geneva as a member of the Namibian delegation of the Inter-Parliamentary Union (IPU). He was the youngest parliamentarian delegate to ever attend the IPU General Assembly. On a different occasion, he was selected as the second most influential Namibian youth to attend the Pan African Youth Parliament in the United States of America and won second place in the grant competition.

"I continue with advocacy work in the Children's Parliament. I am also part of the Namibia National Students' Organisation where I serve as the regional chairperson in the //Karas region."

Finnies has lent his voice to a number of causes close to the nation's heart. At Children's Parliament, he played a role in raising the orphans and vulnerable children's (OVC) grant by N\$50 in 2014. On a personal note, he contributed to the production of an election book called 'Spot the Difference' which was done under the National Institute of Democracy with Patrick Sam.

In the USA, Finnies advocated for more attention to the cause of child soldiers in the DRC and displaced orphans in Libya.

Yet he describes himself simply as an opportunity-grabber and a humble young man.

"I want to see a Namibia that gives equal opportunities to all. I want to see a Namibia that cherishes peace and democracy and understands that we need those two environments in order to address the rest of our evils as a nation. I want to see a Namibia that provides for itself and a Namibia that becomes spiritually and ideologically mature. Finally, I want to see a Namibia where my voice has a foundation as a young person."

Marie Jeanne Ndimbira

Marie Jeanne Ndimbira is the executive director and co-founder of Physically Active Youth (PAY) Namibia, an after school programme which focuses on holistic development of young people through academic tutoring, sports, life skills and the provision of one meal a day as well as a camp.



Ndimbira started PAY at the end of 2002 and she is most passionate about the possibility that exists for Namibia because of the large youth population. Each day PAY works with the youth to transform their perceptions of the world while imparting knowledge of the power they have to shape the country through their individual decisions.

Youth are also encouraged to be industrious, to invest in their personal development to acquire skills that will bring them a livelihood, to drink responsibly, practice safe sex and to be men and women of integrity who understand their individual power and the power of their collective actions.

Ndimbira believes that youth development is part of the education process of making 'A' grade citizens for Namibia and for the world at large and she is extremely excited about contributing better people to the world.

PAY's work is a mass action of reaching out with financial and human resources and, while PAY does not officially teach vocational skills, they do teach computer programming, gardening and basic bike maintenance skills. PAY's focus is on making young people teachable by developing critical thinking skills. This year PAY would like to expand by creating concrete relationships with government and expanding private sector relationships. But most importantly, this year, PAY's focus is on bringing in parents and guardians in the community. For the

next five years, PAY wants to see all these partnerships acting as mechanisms of accountability for everyone.



"I WANT TO SEE A NAMIBIA THAT GIVES EQUAL OPPORTUNITIES TO ALL"



Popyeni Kaxuxwena

Popyeni Kaxuxwena is the general manager of Free Your Mind Entertainment CC, an entertainment, arts and media company whose scope includes graphic design, visual art, casting, acting, industrial theatre, scriptwriting, events, promotion and video production.

Having managed Free Your Mind since 2008, Kaxuxwena is particularly enthused about the company's strides in standup comedy and is passionate about slowly putting Namibia on the map through the nurturing of local talent, hard work and solid work ethics.

Though Free Your Mind started as a group of funny guys just clowning around for some friends over 10 years ago, the platform has grown to become one of the most consistently sold out shows in the city. Producing a comedy show every month presenting eclectic and daring comics from various walks of life, Free Your Mind is currently synonymous with stand up in a local context and its aim for the next five years is to see Free Your Mind attracting bigger audiences in much larger spaces while fostering some of the best comedians in the world.

As passionate about the hustle as they are about development, every month, Free Your Mind invites anyone aspiring to be part of the arts scene to attend workshops and rehearsals on artistic development. Experts within the arts are invited to mould and train talent in theatre, stage presence, gesture, enunciation and the like in a bid to create credible, confident, multi-skilled arts practitioners.

Tangeni Kamati

Growing up in Eendadi village in rural Namibia was never considered a setback for the industrious young Kamati. Since an early age, the engineering student has always applied his mind to bettering the lives of those around him.



Whether that be through fixing gadgets such as his peer's calculators or inventing (at age 11) a battery to bring light to his community, Kamati had always stood out from the crowd, with the school even inventing a prize for its most creative and innovative student. A regular at the National Science Fair since high school, he believes science and technology can be a catalyst for Namibia's development.

"NEVER GIVE UP ON... DREAMS."



Kenneth Goeiemann

Since losing his beloved cousin in a car accident several years ago, Goeiemann, a self taught IT expert, has gone on to create a whole new platform with which to reach and educate today's tech savvy youth on road safety.

He left his comfortable corporate career to start IT company Namcloud and has since worked tirelessly to introduce professional homegrown IT solutions to rival the world's best.

After spending years as an instructional designer at various large companies, Goeiemann grew frustrated at being able to reach only a handful of students in a classroom and saw the need to develop software that would be accessible to people everywhere and in a language and context they understand fully.

One of his current projects is an interactive learners licence programme called 'Learners 4 U' that is SADC compliant, has numerous exercises to keep learning fun, is interactive and can be updated remotely with the latest signs and traffic law amendments.

This innovative technology and his many other products are testament to this young man's mission to "empower people everywhere through technology".

"Namibia is thriving and we are going into our next chapter now, young people must take charge of their dreams and go out there, start businesses, make the difference you want to see in your life and in the lives of those around you. We owe it to ourselves not to squander the freedom and opportunities our people fought so hard to bring about."

Now at 19 years old, his intellect and hunger for innovation keeps growing. During his first year of pre-engineering at the Polytechnic of Namibia, he built a multi-sensory robot in his free time, and has since garnered even more awards and titles, even tutoring his fourth year peers, while still in his first. Since tinkering his way into the public eye, Kamati has received many kind words of encouragement and other forms of support as he continues to work hard to achieve his many dreams, including to one day be a software engineer and be at the helm of a home grown centre for scientific excellence and education. This bright spark from Haimbili Haufiku Secondary School says "we should utilise all the resources we as young born-free Namibians are so fortunate to have access to. Our leaders have given so much for our freedom, we must now continue to build an industrious nation full of educated and capable Namibians by investing in science and by encouraging a culture of learning and innovation amongst the youth".

Whilo 'THE COMPLAINANT'

Eliaser

"For the youth to be part of the national dialogue, we need to start being vocal. Not only is it our responsibility to voice our concerns, but also to be informed and proactive about the concerns of your society as a whole."



These are the words of qualified teacher-turned-warehouse manager Eliaser Eliaser or 'The Complainant' as he is known to the thousands of Windhoekers who tune in to hear this self-confessed newspaper addict share his thoughts on the day's hot topics every morning on the 'Massive Attack' radio show on Fresh FM.

Inquisitive since he was a young child, his encyclopedic knowledge of local news and knack for dissecting topics has earned him a loyal fan base who tune in every morning to hear his energetic voice break the news down in his sometimes funny, sometimes deathly serious phone calls to the studio.

When asked what drives him, Eliaser says that it's his hunger to know more about everything, especially religion, law and other people.

A fierce believer in the power of information and that every Namibian should take the time to know their Constitution, Eliaser says the media plays an important role in his life.

"I can't live without newspapers, even when I was a student, I could not afford to get them all so I'd get one (The Namibian, of course) and listen to the radio for anything I missed. Following the example of the great community contributor, Uncle Paul, I started to call in and take part in discussions, now it's something I really enjoy and find it very rewarding." Being able to speak his mind is not something he takes lightly. "We must be mindful of how fortunate we are to be able to enjoy free speech and all the other liberties we're blessed with here in the Land of the Brave."

Dr Gladys Kahaka

Dr Gladys Kahaka has shaped herself into a model of excellence in the male-dominated industry of science by receiving the Unesco L'Oreal International Fellowship for Young Women in Life Sciences Award in Paris in 2012.

Known as an inspiring lecturer at the University of Namibia in the Department of Chemistry and Biochemistry, Kahaka is the first Namibian woman to receive this award and has since been relaying her knowledge to avid students in the science field.

"Passion for the job I do keeps me driven. This involves information sharing and new discoveries and that makes it unique and interesting. As a parent, one has to also do well. There is need to build a good future for those little ones," she said. The journey to becoming a doctor was no easy task. "I am in science, a field that changes by the minute and that is a challenge. Imagine having to keep up with those changes, making sure you teach students correct and up to date information." Surprisingly enough, Kahaka didn't plan on becoming a doctor in science, but rather in medicine. "Somewhere along the line I found myself in pure sciences and my dream changed right away. But I am still working with people (lecturing)."

Kahaka has had to push through a number of difficult situations in the past, but eventually overcame them. Through hard work and dedication, she was able to enjoy the benefits that came with it. "By the grace of God I am here and I love it."

Bryony van der Merwe

We know her as the founder and face of WordWeaver Publishing House, which has launched the careers of a number of authors in Namibia.

Somehow finding a gap in the market and using her expertise, Van der Merwe has garnered attention on a worldwide scale by publishing award-winning Namibian books. "I have a vision," the self-employed entrepreneur said. "I know where I'm going and I know why I'm choosing to go there."

The story of how WordWeaver started is an inspiring one. After working as a journalist, Van der Merwe began her own magazine at the age of 20 but later branched onto bigger things in the media industry. The experience led her to do freelance work and attempt to publish her own book, but the challenges she had to face were too many. The rest, as they say, is history.

"I'm a writer. I know the challenges that other writers face when they are trying to publish. Nobody really cares about you. Because I worked in the media for a decade, I can do publishing, editing, make designs, and this led me to start WordWeaver. I am trying to make it easier for people in Namibia to get their work out there."

She explained that her biggest challenges are perfecting works, especially since the company is involved with the daunting task of editing a large number of literary works.

"At the moment, there is a lot of work to be done. In this industry, there are no guidelines to follow. Work itself is a challenge."

With the dream of being a writer since she was a little girl, Van der Merwe is certainly testimony to the idea that if you believe in something and in yourself, your dreams can come true.



"See Namibia and its economy driven by a young, dynamic and energetic Namibians."



Calvin Kazibe

Calvin Kazibe, an educator and activist, started his schooling in Tsumkwe, where he now teaches as a means of ploughing back to his community.

He is a vocal member of his community and does not shy away from addressing issues head on. His passion for his community is tangible and so too is his passion for education. He spends most of his time motivating, encouraging and advising fellow San youth to study hard and to make use of the of free tertiary education for the marginalized offered by the government through the San Development Programme.

Kazibe has proven to be not only a committed teacher, but also an inspiration to all the young primary school pupils. When he recently moved from teaching Grade 4 to teaching Grade 5 pupils, his pupils cried. His response was they would see him in Grade 5.

Living by the motto "learn more to achieve more", Kazibe intends to pursue a qualification in human rights law. "In order to stand for the rights of my people, as my community live like human beings without rights," he said.

"Namibia is rich in terms of resources, but the unequal distribution of resources oppresses some societies, while others fully benefit from the fruits of independence," he said. "I wish to see Namibia and its economy driven by a young, dynamic and energetic Namibians, with the guidance of those that shaped the nation from grassroots level."

"Passion for the job I do keeps me driven."

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SOCIETY



Charlie Matengu

He is the smooth and professional voice on the radio that relaxes his listeners and puts them at ease on weekdays.

When he is not speaking his mind on serious issues that affect the youth, he's handling public relations at the Ministry of Fisheries. If you don't know him by now, he's the 26-year-old Charlie Matengu, also known as 'Charlie Base'.

Before branching out to radio, Matengu was the secretary for information and publicity at the Polytechnic of Namibia (PoN) where he actively represented the youth on several occasions.

"The will to succeed keeps me driven every day. I love success and I want to be successful through hard work and not through dubious means or ways," he said.

Now, he balances two jobs as both a radio presenter and a public relations officer, plus furthering his studies in communications. On a daily basis, he continues to push himself to the limits to make something of himself. "To get where I am, I had to sacrifice my sleeping time, leisure time as well my relationships with some people. I can still recall how my cousins would warn me about sleeping after 02h00 almost every day and waking up around 06h00," he said.

His dedication to not end up jobless or homeless pushed him to have more than just a degree in Communications.

"My dream as a child was to use my first salary to buy sweets, Fanta and bread. Eating bread was considered a luxury in the village. On a serious note, just like any other kid, I have always dreamt of getting a college degree, a job, driving a nice car and buying a beautiful house. Buying a house is the only outstanding item," he said.

Some of his biggest inspirations include his cousin, Aussie Ntema, the PoN's rector, Tjama Tjivikua, US president Barack Obama and his grandmother, whom he says he would die for.



Christina van Dunem Da Fonseca

"Without passion it is impossible to complete the mission." These are the words of police inspector Christina Fonseca, dubbed 'iron lady' and 'no-nonsense Fonseca'.

She has become a beacon of hope for many communities in Windhoek where she actively assists in the establishment and revamping of various community policing projects. Her secret, she says, is doing things out of the norm to make a difference.

She was born and bred in Namibia to a Namibian mother and an Angolan father, but because she did not know her biological mother, Fonseca grew up in different homes – being sent from one aunt to another, resulting in a difficult upbringing. She believes that the experiences in her past contributed to the person she is today. Eager to start a career as a police officer, Fonseca joined the police force right after completing Grade 12 even though she had just given birth and had a six-week-old infant at home.

"I always wanted to be a police officer. I never wanted to be anything else. Even when I was younger, I would get into fights, but it would always be because I wanted to either defend someone or just be the equaliser, I never liked seeing people wronged," she said.

She added that for her, being in the police force is about being genuinely concerned about people and genuinely wanting to help those in need of assistance from those in uniform.

"I do not consider myself as being anything big but the moment I see these chairs in my office filled and I can assist each and every person to the best of my ability, I believe that I have served a purpose," the officer said.

Driven by passion, Fonseca says that an ideal police force would be one founded on discipline, unity, love, flexibility and support. "If we have all of this, we will have the strongest police force that will make a difference in the entire Namibia," she closed.

Stephanie de Klerk

When Stephanie de Klerk first stepped into a classroom in law school she was convinced she wanted to be a trial lawyer.

When she walked into the High Court as a legal practitioner, she was 200% sure she wanted to be a trial lawyer and just a few years later and she finds herself sitting on the New Era board and as the legal advisor for Agribank.

Admitting that priorities may change, hers included, certain principles remained that got the 27 year old where she is today, flourishing in the field of commercial law.

She credits keeping God first, being consistent, working hard, persevering, always doing things in the right timing and having and listening to her mentors as the recipe for her success.

"Timing is very important for me. I need to know if I am in the right place at the right time and very importantly, whatever it is I am doing it needs to be my best to make sure that I get the results I want," she said.

Born in Swakopmund, De Klerk completed primary school in Swakopmund and was sent to the capital city where she finished Grade 12 at Jan Möhr Secondary School.

Although still a newbie in the legal fraternity, De Klerk has used every available opportunity to gain contacts and build a reference list to inch her closer to reaching her ultimate goals. She says that in everything she does, she always makes sure she is ready to do whatever is required of her, reiterating the importance of timing and not simply doing things for the sake of it.

"The aim is not to please people, but to please the objective. It is about putting yourself out there professionally and not only being present without making an impact," she said.

Throughout her walk, she was never once discouraged, having her mind set on her ultimate goal and God's plans for her to prosper, being concerned about people think and say or anything discouraging has no place in her life. ■



"I'm living above my own expectations, now I have bigger dreams."

25 Years of Development

www.nsa.org.na

1991

1, 409, 920
people

1325
schools



1838
schools

2015

2, 113, 077
people

Education infrastructure

Namibian children enjoy free primary education and this is made more possible with improved educational infrastructure in the country



Literacy

The literacy rate has increased significantly from 76% in 1991 to 89% in 2011



67%



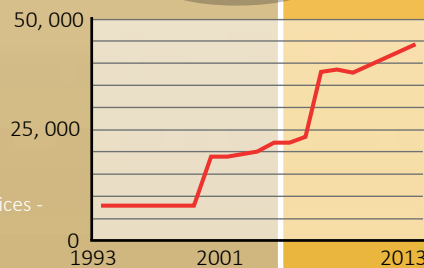
44%

Decline in infant mortality

Infant and child mortality in Namibia has slowly improved since independence.

Gross domestic product at market prices

Namibia has maintained a track record of consistent economic growth, moderate inflation, limited public debt and export earnings.



7, 909

Constant 2010 prices -
N\$ per capita

44, 178

Constant 2010 prices -
N\$ per capita

Access to safe water

Almost all urban households have access to safe water (98%), while 59% of rural households share the same privilege.



1,4 million

1,7 million

1991

2015

Namibia Statistics Agency, P. O. Box 2133, Windhoek, FGI House, Post Street Mall
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Fax: +264 61 431 3253 | +264 61 431 3240
www.nsa.org.na



SOCIETY

SOMETHING OLD SOMETHING NEW

NETUMBO NEKOMBA

In the pre-independence days, oppression may have thrived, but Namibian people survived as best as they could, even enjoying the simple things in life. Those were the days when vinyl records blasted good music, children played outside, people still answered their home telephones and social media wasn't even a thought. In the spirit of looking back at the last 25 years, we reminisce on some of the old items that were once prominent fixtures in our lives ...



1 NOMMER ASSEBLIEF?

Remember these huge phones? Included with dialing tones and extensions. These phones once dominated the home phone market.



2

KEEP IT FRESH

Ever heard of milk jugs? Although milk is packaged in cartons now, milk jugs were actually in fashion a long time ago.



5

WINTER WEAR

Fashion wise, people used to wear huge faux fur coats that cost a lot of money (but probably not as much as today). However, these days they are altered to fit the body and are much less heavy.



3

FANCY A CUP

Electric teapots? No way. Clay teapots were used and tea was boiled over fires back then.



4

SUNDAY LUNCH

Aluminum and silver. These pots were the in thing more than 20 years ago.



6

MA'BRR ON VINYL

Back in the days, they were known as records. Today they are much sought after for some who prefer the pure, authentic sound they produce.



7

OLD SCHOOL

Imagine winding up a record from the start to finish every time a song is done playing. Pretty exhausting, right? Well, the gramophone was a machine every bar owner had to have before jukeboxes were in fashion.

Axali Doëseb

Talks Namibian Music

NDAPEWOSHALI SHAPWANALE

When one hears the name Axali Doëseb the national anthem of the Republic of Namibia immediately comes to mind. However, there is so much more Doëseb has done for the Namibian music industry than compose the national anthem. He can be considered as one of the pioneers of the Namibian sound and has greatly contributed to the development of good quality music as well as the growth of the industry as a whole.

He is the co-founder of the much loved local band, The Ugly Creatures, a gospel and soul group that has kept the essence of live music alive with every step they take on stage. Although they had a pause due to pre-independence authority, they rekindled the flame a few years ago and have immediately become favourites for music lovers of all ages. Doëseb has assisted in composing a number of school anthems at institutions across the country and has produced tracks for the likes of Ras Sheehama, Pieter Joseph !Auxab, the late Jackson Kaujeua and Eric Mundjua, to name a few. He went on to compose the liturgy of the Evangelical Lutheran Church in Republic of Namibia and represented Namibia, chairing a committee tasked with the composing of the African Union Anthem. He also served on the panel selected to compose the SADC anthem.

This certainly proves that Doëseb is something of a precious jewel for Namibian music.

Doëseb says although he is satisfied with the growth in the industry, there is still much to be done and a return to traditional music is the key to Namibian music reaching greater heights.

“The development of Namibian music started with the three-beat of the Damara-speaking or the Orlam people in the south as well as the four-beat sound used by the Damara and Herero speaking people in the north and, of course, influence from bands overseas and South Africa came in,” Doëseb said.

He added that music today is definitely more economically driven and that has, to a certain extent, affected the quality of music. He feels music back then was of a greater quality even though music today is more accepted.

“In the 60s and 70s we used to have what you call the ‘klop knock’ music where artists would go from door to door and perform and the audience would give them something. Some would perform at weddings for free and later got paid when they started performing by request. Concert music was big back then and people would also get paid for concerts later on and that is how it grew and grew,” Doëseb said.

He says a lack of creativity is what is hindering the complete growth and potential of the Namibian music industry. He feels that a repetition and regurgitation of what artists have already given the world will not grow the Namibian music. Doëseb said Namibian music has the potential to have international appeal if those in the music industry would take our traditional music and package it for the world to listen to.

“We have our own character in music but this character is only in traditional music, so if we can develop this and sell it, people will identify our unique character,” he said. Doëseb says there is a serious lack of education and professionalism in the industry and feels that artists are usually only humble and professional until the first big cheque arrives. Then they become arrogant, showing up at shows under the influence of substances.

“We need more education, we need to get people to talk to the artists and teach them the proper way to carry themselves,” he said.

Coming from a live music background, Doëseb has noticed that although some artists are doing live music there is still the constant recurrence of the backtrack. This is caused by various factors, but mainly because of the finances involved in making use of a live band.

He says companies, government and parastatals are in some way supporting music, but also contribute to delaying the transition to live music.

“A band is more expensive than one artist performing with a backtrack and sometimes, companies would rather go for the backtracking artist and this pushes artists to backtracking so that they can secure performances,” the music composer said.

He applauded initiatives by the National Theatre of Namibia and other platforms that promote live music and said that such platforms are essential for the promotion of the industry.

Satisfied by the status quo of the industry, Doëseb says the ideal Namibian music industry would be one of purely Namibian music, if not African music. ■

“We have our own character in music but this character is only in traditional music”



PHOTO
Contributed

UNFORGETTABLE QUOTES

WHAT THEY SAID OVER THE YEARS

SHINOVENE IMMANUEL AND CHRISTOF MALETSKY

Namibia's independence brought a new era of freedom of speech which allowed for some good quotes. Here is a collection of some statements made in the past 25 years and published by *The Namibian*.

MEDIA

Gwen Lister must know she is a white person, and if she continues to write bad and negative things about Swapo leaders and other Namibians, we will take her to task for the wrongdoings committed by her fathers, mothers, grandfathers and her grandmothers. She must not forget that she is a white person. *Then justice minister Pendukeni Iivula-Ithana about The Namibian and its editor, Gwen Lister, because of a negative reporting.*

The statements made by the minister are racist and frankly constitute hate speech likely to promote violence within the country. In the very least, Iivula-Ithana should be taken to task for her detestable and undignified behaviour. *Former Misa Namibia acting national director Marbeline Mwashekele about Iivula-Ithana's comments about The Namibian and Lister.*

Whatever the reason was or who did what, when, how and why, the ban is no longer defensible. *Speaker of Parliament Theo-Ben Gurirab in 2012 on the government's ban of The Namibian.*

INDEPENDENCE

Now the party is over. *The Namibian editorial on 23 March 1990.*

Continue to work for the good of Namibia. Otherwise I'll be back. *Former Administrator-General Louis Pienaar to President Sam Nujoma before he boarded the plane to fly back to SA.*

Africa must solve its own problems. Only a solution hammered out by the people directly involved will ever be permanently successful. *Former Zambian President Kenneth Kaunda at Namibia's independence day celebration.*

They must move away from entrenching a government of friends, by the people (a pretence of democracy), for friends/comrades. *An editorial by The Namibian published last year about the rushed constitutional changes spearheaded by Prime Minister Hage Geingob.*

I hope, of course, that Namibians themselves will get together and pursue the matter. *Former Finnish President Martti Ahtisaari on the issue of missing Namibians.*

LAND

We will not allow foreigners who are not here to own land. That is the decision of my government and the people of Namibia, to expropriate land with fair compensation. Whether you like it or not.

Former President Sam Nujoma in 2002 about absentee landlords.

All that there is for us to do here is to make babies, zula and sleep... That's all. *Yvonne #Ouses, a 24-year-old mother who is one of the resettled people at Ongombo West farm.*

I think something has to be done to amend the Constitution so that the government is allowed to buy the land for the people. Otherwise, if we don't do that, we will face a revolution. And if the revolution comes, the land will be taken over by the revolutionaries.

President Pohamba told Al Jazeera news programme in 2012.

GAY RIGHTS

Homosexuals must be condemned and rejected in our society. Police are ordered to arrest you, deport you and imprison you.

Former President Nujoma in 1996.

Eliminate gays and lesbians from the face of Namibia. Even if gays and lesbians had a gay dog, they would murder it. *Minister Jerry Ekandjo in 2000.*

The situation of gay and lesbian Namibians has more – rather than less – relevance, especially among the oppressed. After independence and despite what the Namibian constitution says to the contrary, the situation of sexual minorities worsened.

Executive director of NamRights, Phil ya Nangoloh.



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POLITICAL SHOTS

They are comparable to the biblical Judas Iscariot – they were with us (in Swapo), but they betrayed us.

President Pohamba in 2008 about former Swapo members who formed the Rally for Democracy and Progress, whom he referred to as traitors like Judas, who betrayed Jesus.

Ngurare has invited fire and now he is going to get it from the person called Kazenambo! It is going to be a Ngurare-Kazenambo war that he has started, and now I'm going to join. Pass this message to the man; pass this message to the fake man!

Former youth minister Kazenambo Kazenambo in 2012 about SPYL secretary Elijah Ngurare.

When one is behaving like a chicken on drugs, there is no time to waste on that. SPYL secretary Elijah Ngurare responding to a verbal attack from fellow party leader Kazenambo Kazeanambo.

Is that my manifesto or why should I be there? Minister of Defence Nahas Angula on why he was absent from the launch of the Swapo Party 2014 manifesto.

Those who think our role must be tea boys clapping hands and singing songs found my character alien. For they are used to obedient zombies who ask no questions and get rewarded for their mediocrity and for maintaining silence.

Youth leader Job Amupanda last year when he resigned as a Swapo Party Youth League spokesperson.

Why didn't you ask him? How would I know, really? Honestly, all I can say is that it's his prerogative, it's his constitutional right. You never asked me why he reappointed me three times.

Prime Minister Hage Geingob in 2002, a few days after former President Sam Nujoma fired him as premier.

CRIME

At different times in history, societies have sought to condition citizens to legitimise discrimination against women, to accept barbaric modes of punishing citizens and exacting brutal retribution, and to permit monstrous invasions of human dignity and freedom through the institution of slavery. But there comes a time in the life of a nation when it must and is able to identify such practices as pathologies and when it seeks consciously, visibly and irreversibly to reject its shameful past. That time for the Namibian nation arrived with its independence."

Acting Judge of Appeal Ismail Mahomed (later Namibia's second Chief Justice) said, emphasising independent Namibia's break from a racist and discriminatory past in the Supreme Court judgement of Van Wyk versus the State, involving a racially motivated murder, delivered on 29 October 1991.

An orderly and civilised society is dependent on each of its constituents exercising a tolerable measure of impulse control, especially [from] conduct that is brutal and evil in character and scale. Impulse control is, after all, that which separates us humans from animals. If all impulses, however abhorrent, were to be overlooked, we would lose our claim to humanity."

A remark made by Judge President Petrus Damaseb in the Windhoek High Court on 21 November 2011, during the sentencing of the two brothers convicted of murdering eight people at farm Kareeboomvloer between Rehoboth and Kalkrand in March 2005.

It was simply a momentary weakness that caused me to commit one of the most horrendous crimes this nation has ever seen and for that I shall remain forever indebted and remorseful.

Thomas Florin, the German national who was found guilty in 1999 for murdering his wife, chopping up and cooking her remains.

Governance

They are lucky I am going. If I stayed, they were not going to get it (bail outs) any more.

President Hifikepunye Pohamba in 2014 at a meeting with some parastatals' chief executives.

For 20 years before independence,

Swapo prepared him for leadership.

President Hifikepunye Pohamba on why people should vote for Swapo vice president, Hage Geingob.

May Day is not going to be hijacked by anybody, be it the government, employers or any other institution.

The reaction of National Union of Namibian Workers (NUNW) president John Shaetonhodi on 3 April 1990 to a newspaper report stating that Swapo, through the government, will take over May Day celebrations.

NASBOUKOR (now NHE) has been fighting a losing battle in its attempts to provide low-income housing in Namibia.

We have been operating in a policy vacuum, with a legacy of ill-thought out schemes enjoying little popular support.

Then Naboukor general manager Ted Rudd in 1990.

If a governor does not sleep or eat well, they will not be able to perform well. The houses are not fully furnished, nor do they have house assistants.

Hardap governor Katrina Hanse-Himarwa in 2014.

Lifestyle

What I do with my own money, just like everyone else, is nobody's business. Some people have millions and only live lavish lifestyles when they travel, but when they get back home they act poor.

Prime Minister Hage Geingob on allegations that he lives a flamboyant and lavish lifestyle.

I am a successful businessman, I drive a Range Rover, I'm very rich.

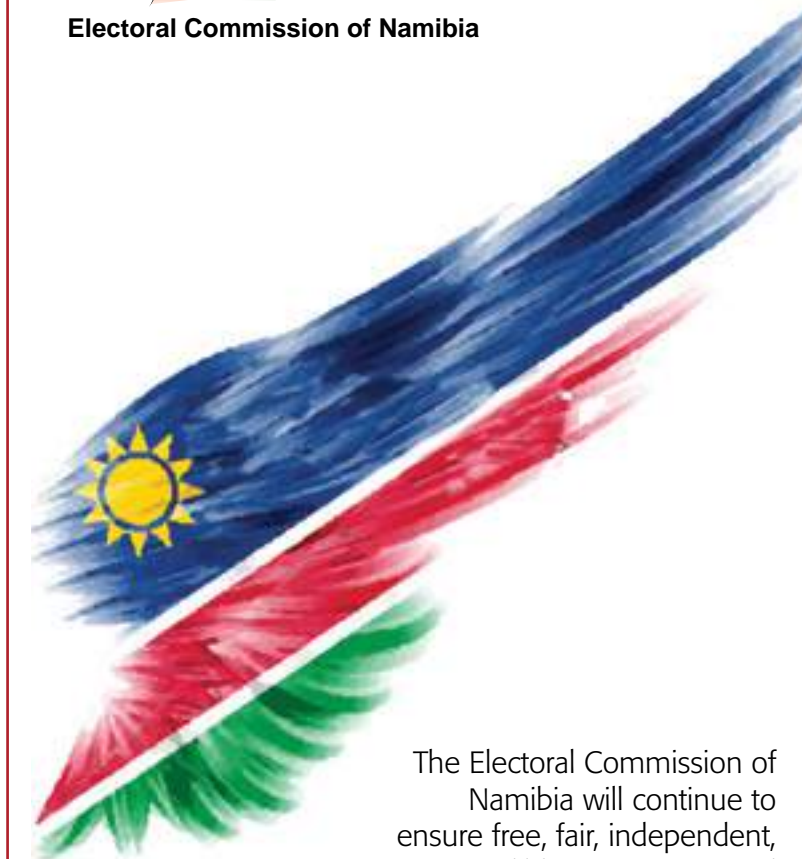
Kazenambo Kazenambo in 2014 saying that although he had left government as a minister, he was not desperate because he has other means of survival.

My love, go back to Tangeni (Amupadhi) and Max (Hamata), they will give you a comment. This conversation is not helpful to me. Go and do something productive with your time rather than waste my time and your time calling me.

Businessman Knowledge Katti told a journalist after he was asked about allegations that he claimed that he is the son of former President Nujoma in order to clinch million dollar deals and exploration licences from foreign investors.



Electoral Commission of Namibia



The Electoral Commission of Namibia will continue to ensure free, fair, independent, credible, transparent and impartial elections, guarantee the strengthening of constitutional democracy and safeguard the promotion of democratic electoral and referenda processes.

The Electoral Commission of Namibia Wishes Namibia a Happy 25th Independence Celebration

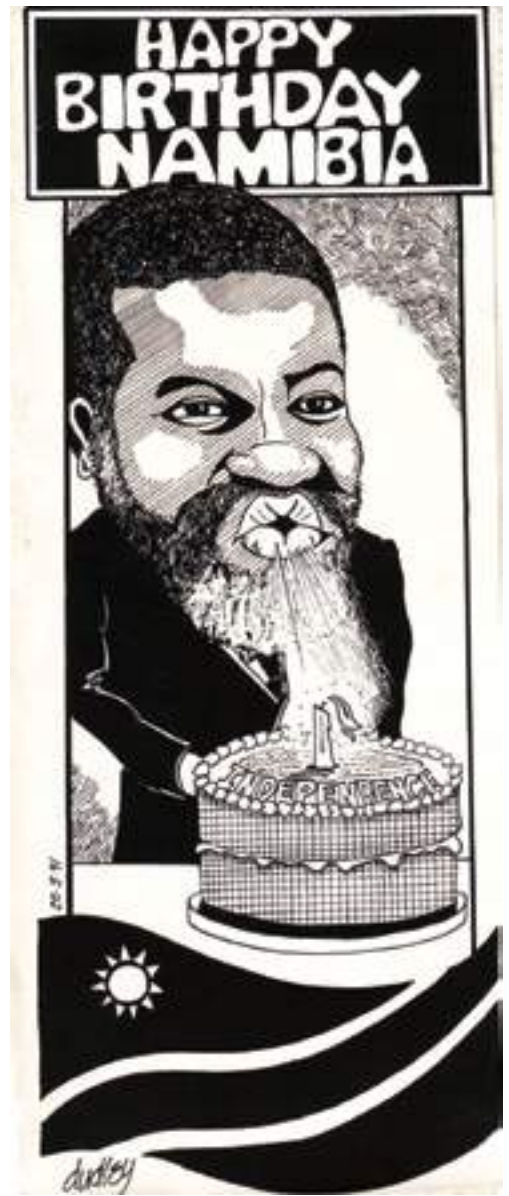
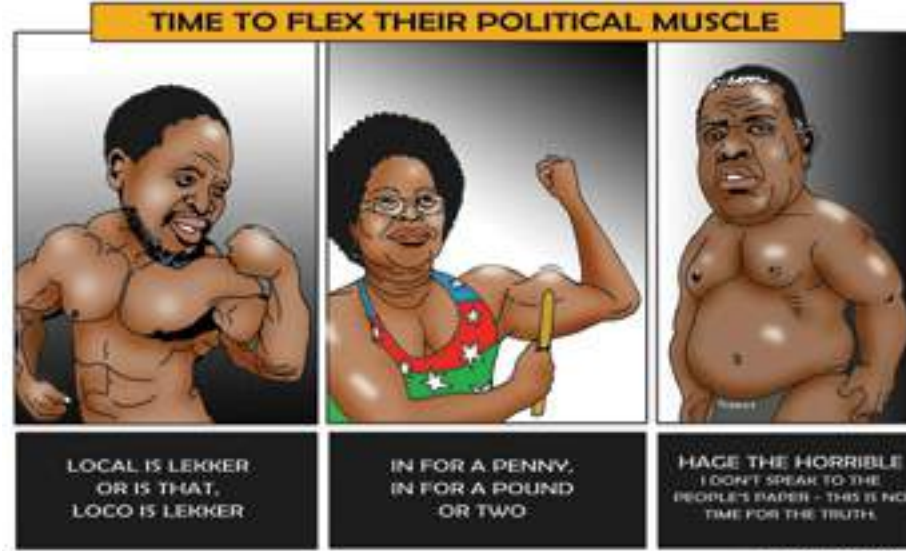
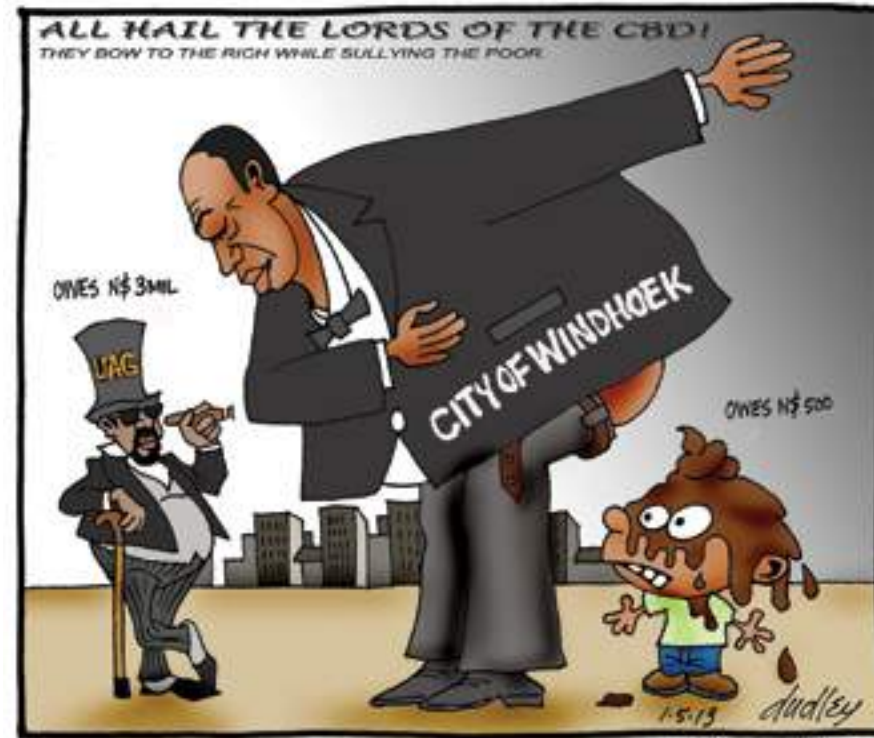


COVER TO COVER

FROM LOCAL TO GLOBAL 1990-2015



dudley



SALUTE
A pupil from Van Rhyn Primary School in Windhoek paying tribute to the late education minister Abraham Iyambo. Photo: Henry van Rooi

25 YEARS OF EDUCATION IN NAMIBIA

The Hits and the Misses

THERESIA TJIHENUNA

Inadequate resources, shortage of qualified teachers, a high failure rate. The country's education system is still struggling to find its feet 25 years after independence. The Namibian's Theresia Tjihenua spoke to Namibia's first minister of education Nahas Angula, incumbent David Namwandi and Andrew Matjila who was in charge of education before independence. Angula, who led the unification of the school administration and made major reforms after independence, shares his view on the baby he has helped nurse to maturity. Namwandi talks about the current state and future of the education system.

The question on many people's lips now is what does the future hold for Namibia's education system 25 years after independence and what hurdles stand in the way of progress today? Experts say all is not doom and gloom for Namibia's public education sector which plans to fully implement universal education on all school levels by 2016 and introduce a new curriculum into the ailing system.

THE PAST

Tasked with the country's post independence education reform, Angula, who was a pioneer in uniting white and black schools under one administration, remembers it as the most significant challenge shortly after independence. "The challenge back then was how to unite these two administrations into one, which was greeted with a lot of hostility at the time because the white schools were well financed," he said.

Angula said the integration took some time, with the white schools only targeting the middle class black children to their schools when the reform began. "The curriculum reform started with junior secondary schools because there were not so many and the teachers were also not qualified," he said. He continued that that part of the reform was to introduce a change in the religious education and language policies because they wanted to move away from the Cape matriculation system.

"We wanted our citizens to be free-thinkers. We decided to use the Cambridge Examinations as moderators. This also meant that we needed to shift from Afrikaans to English as the medium of instruction and people started complaining that we were moving too fast because they were not comfortable with teaching in English. The National Institution for Education Development was established to train teachers in the new curriculum," he said.

Matjila said compulsory education was introduced, which was non-existent back then, including the medium of instruction in school, which varied from ethnic group to ethnic group, with some opting for Afrikaans while others chose English. "One language for the whole country was a shot in the arm. However the standard was reasonably high (Cape education system), compared to the present, particularly at high school level. Grading of pupils was much stricter than is the case now, when automatic promotion is the norm," he said.

Angula said part of the reform was to transform previous higher education institutions that were previously viewed as 'whites only' colleges into integrated ones when he later became minister of higher education.

"We also developed two institutions – the Academia Polytechnic and the White Teachers College into what is known as the Polytechnic of Namibia and the University of Namibia," he said.

"The provision of teachers also depends on the production of an annual quota of qualified man power, something still to be achieved."

TEACHER SHORTAGE CRISIS

Angula said when he left the sector in 2005 after 15 years, he appointed a commission to look into the progress of education system and compile reports on their findings. "When you appoint a new minister, they don't always look at those reports, which is not good," he said. He gave the example of former minister of education Nangolo Mbumba, who reformed the teachers when he took office, which he believes has led to the current teacher shortage facing the country. "It was abruptly done and this is why we have a shortage of teachers today," he said.

Matjila argued that the provision of teachers has always been a challenge as far as he can remember. "The provision of teachers also depends on the production of an annual quota of qualified man power, something still to be achieved," he argued.

A SHIFT FROM RURAL TO URBAN AREAS

Looking back at how the education sector has evolved, Angula said there has been major shifts and changes, some more positive than others. "During the early years, schools that used to perform were the urban schools, now the reverse has happened," adding that this explains why the country's capital was performing poorly.

He said during his time in office as the minister of education, John Mutorwa changed the teacher-pupil ratio in all the regions as well as allocation of resources, which helped to divert resources to schools. "However, people thought that life in the urban area was much better than the rural life. Migration affected the education system in the urban areas, especially in the townships such as Katutura," he said.

Angula said the overcrowding of classrooms in the urban areas caused the reverse to happen. Rural schools started performing better than the urban areas because they don't have as much pressure and the pupils are not as many.

Matjila argued that the dramatic upsurge of pupil numbers in the primary school sector year after year compels planners to change strategies mid-stream, while trying to cope with the pressure. "Whereas estimates at primary entrance level may generally be determined according to known standard practice, the free and uncontrolled movement of citizens through the length and breadth of the country places certain regions under pressure," he said.

LEADING A mother accompanies her child on the first day of school. Photo: Tanja Bause



NOT PERMANENT Boys bathroom at the mobile Omuhongo Primary School outside Opuwo. Photo: Jordaan Andima



KEEPING UP Maintenance is key to better education. In July 2010 participants in the Miss Namibia competition visited the school for the blind to help with renovations. Photo: Tanja Bause

WHAT DOES THE FUTURE HOLD?

Outgoing Minister of Education David Namwandi said that his administration is working towards the principal of quality education. "Certainly there are challenges which are not unique to Namibia alone, like the lack of infrastructure, shortage of qualified teachers, indiscipline and so forth. Realising this, I have approached Cabinet to allow us to recruit teachers from friendly countries especially SADC. This process received the blessings of the Cabinet and is ongoing," said Namwandi.

He said the reason he approached Cabinet with a proposal to review the current education system is because he felt that something needed to be done. "Not that things were topsy-turvy, no! We just felt we needed to move with the current global trend."

Namwandi further added that what is termed as 'failure' at Grade 10 or 12 level is actually a reflection of what has transpired from Grade 1 to 9. "Failure did not start at those grades, it started at the early stages. This is what we have tried to correct by reforming our national curriculum, and we are certain that we have responded to both social and economic needs of our society," he said.

With regards to the 23 points, Namwandi said that the question was on whether to increase or to decreasing the points. "If pupils in Grade 10 are failing, what is the best option? Is it to increase points for more pupils to fail or to decrease the same to ensure that more pupils pass? In my view, none of the above is correct as failing is not

necessarily a reflection of poor quality, however, the truth may be contrary," he argued.

He said that the ministry is working toward every region having its own VTC as a response to the high failure rate. "We are not stagnant. We have challenges of unqualified teachers, ill-disciplined children. Although our budget has grown to N\$14 billion, it is still not enough. Education is under construction all over the world and we have moved from a discriminatory education system to a more integrated one," he said.

He also said the ministry is still reviewing a possible Grade 13 for 2022. "The current pass rate is 64% for Grade 10 and we have had more pupils who qualified this year," he said.

Namwandi said although the challenges are there, the education system has made great strides, including the full implementation of the universal education introduced by late education minister Abraham Iyambo, introduction of inclusive education, a curriculum review for formal education which includes 13 years of schooling, the introduction of universal secondary education (which is still in the works), the production of school uniforms locally, recruitment of teachers from the SADC regions and independence of the Namibia Financial Assistance Fund, to name but a few. The new incoming minister will have to put the Namibian child first and avoid being at the bottom of the ladder in terms of education system, he said. "We must strive to be the best and not second best." ■

One of the contributing factors of the failure rate, Angula said, is that in the urban areas, schools stop operating immediately after 13h00. He also said the reason why white schools seem to out perform black schools was because they invested the extra time with the pupils. "White schools are not overcrowded and white parents also have extra tutorials for their children," he said, adding that the same was not happening in black schools.

"People unfairly blame the education system. The high failure rate reflects our endowment as human beings. Not all of us are fliers. We have not properly developed our Vocational Training Centres (VTC)," he said. Angula said only 25% of the population qualify for tertiary education, while the rest who don't make it are not offered other alternatives.

"We haven't developed colleges that offer diplomas or mid-level colleges, vocational training can help a lot of people. The Namibian Defence Force and Police alone should not shoulder this responsibility," he said.

TO RAISE THE BAR OR NOT TO RAISE THE BAR

The Grade 10 qualifying points, which have remained at 23 points for the last decade, began as 19 points and gradually moved up to 23 points but because many pupils fail to qualify every year, the points have remained the same since, Angula said.

"The target was to get to 27 points but your minimum grade has to be A to C, but we don't want to send people to the streets," he said, adding that if the bar was raised,

poor performing regions such as Omaheke and others would suffer and social problems will arise. "There are some regions that can afford to raise the bar because they are performing well, while this will be a disadvantage to others," he said.

Matjila added that sticking to the 23 points is considered an easier way out of a critical situation. "We think our children will pass easier than in the past when these points were much higher. Anything easy in life produces easier situations, less well-educated people, fewer good thinkers, and therefore fewer upright citizens," he said.

DETERIORATING FACILITIES AND INFRASTRUCTURE

In the face of many government schools' infrastructure deteriorating, Angula also argued that infrastructure continues to age even though in his time, the education budget was around N\$600 million. "Now it is around N\$6 billion. It might implode one day. Parents should contribute."

Like the provision of teachers, Matjila said that facilities are a decade-old headache, adding that financing building projects is not a simple matter. "Namibia still has backlogs in classrooms, hostels, clinics and construction. Some of these backlogs are inherited, and will no doubt be passed on from one generation to the other. As long as children are born every day, demands in school for additional facilities will be required from year to year," he said.

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PROFILE

The soundness and safety of a country's financial system is undoubtedly the bedrock on which the success or failure of its economy rests. Consequently regulators of financial entities play a crucial role to ensure economic growth by applying regulatory principles and supervisory approaches that give regulated entities the space to thrive while at the same time safeguarding interests of other stakeholders such as consumers of financial services and policy makers, chiefly the Government.

With poor regulatory and supervisory systems, countries cannot attract investment or create the confidence in system that is required if investors, both local and foreign, are to be encouraged to become part of their long-term future.

Examples abound of countries whose financial systems have collapsed and whose citizens are now bearing the brunt for the lack of sound regulatory and supervisory regimes.

With the benefit of history and case studies from the financial crisis of 2008, the Namibia Financial Institutions Supervisory Authority (NAMFISA) has not sat idle to wait for the financial tsunami to strike its shores but it has responded proactively by putting in motion a strategy that would prevent the country's financial system from being heavily impacted by financial turbulences and calamities taking place offshore.

NAMFISA's role therefore goes beyond ensuring mere compliance by financial institutions of the laws, regulations and standards to include the promotion of confidence in the financial system, ensuring financial stability and protecting consumers of financial services.

NAMFISA CEO, Phillip Shiimi states that with such a heavy responsibility on its shoulders, it cannot be over emphasized enough that NAMFISA is central to the economic success of Namibia.

Established by an Act of Parliament, the NAMFISA Act, in 2001, NAMFISA exists to supervise financial institutions and financial services and to advise the Minister of Finance on matters relating to financial institutions and financial services. This includes institutions and activities such as pension funds, medical aid funds, friendly societies, long- and short-term insurance, investment managers, unit trusts, stock brokers and sponsors, the Stock Exchange and micro-lenders. In executing its legislative mandate, NAMFISA is responsible for licensing, compliance and enforcement in terms of relevant legislative instruments

"Our strategic goal" Shiimi says, "is to become a respected regulator that fosters the soundness of financial institutions, ensure market integrity, maintain financial stability and protect consumers as well as maintain confidence in the financial system. In support of that goal, we initiated several reform initiatives anchored by a three-year rolling strategy."

The NAMFISA CEO says the Board and Management are driving the reform process from a difficult past to a future filled with promise and expectation which is ultimately to create an environment of financial safety and stability and to offer protection to the users of financial products and services. "My expectation is that all these actions and activities should cumulatively result in economic development and prosperity for our people through deliberate financial inclusion initiatives. Very importantly, as the financial industry develops new products and services, it becomes cardinal important that Namibians are exposed



Phillip Shiimi, CEO, Namfisa.

to education on those financial products and services." According to Shiimi, this will not only protect consumers from manipulation and abuse but it should enable them to also become owners of financial entities.

One of NAMFISA's main strategic occupations is the drafting of Regulations and Standards to support the implementation of the Financial Institutions and Markets (FIM) Bill, NAMFISA Bill and the Financial Services Ombudsman (FSO) Bill, when they are promulgated by Parliament.

The legal drafting work done so far underscored the importance of accelerating the completion of the process related to the FIM, NAMFISA and FSO Bills, and accompanying subordinate legislation, says Shiimi. He adds that this is vital in giving the financial environment a different, positive complexion that addresses the needs of present day Namibia. In addition, these modern laws will also give impetus to the implementation of the Namibia Financial Sector Strategy (NFSS), the country's long-term development strategy for the Namibian financial sector.

"This long-term development strategy has numerous objectives, such as devising appropriate safety nets to protect depositors, promoting financial stability, implementing a consumer protection framework that guarantees transparency and disclosure and designing mechanisms for consumer complaints and redress."

Consumers of financial services are crippled by huge amounts of debt which leads to various social challenges. According to Shiimi, this invariably behooves NAMFISA to take the lead in inculcating a savings and investment oriented approach in the country.

"We are under constant scrutiny from our various stakeholders who expect nothing else from us than to meet their expectations consistently and sustainably. We are measured on the effective and efficient supervision of financial institutions, financial

prudence, employee engagement, impact of our work on consumers and society and stakeholder satisfaction. Stakeholder expectations, Shiimi observes, are aiding the Authority in marching fast forward towards attaining the strategic targets and making NAMFISA a respected regulator that fosters confidence in the financial industry, highest standards of conducts of business by financial institutions and intermediaries, fairness, efficiency and orderliness of the financial sector, reduction and deterrence of financial crime, and offers protection for consumers.

NAMFISA has continued to strengthen its regulatory and supervisory approaches, using advanced technology and human resources, based on a thorough self-assessment of current policies and practices.

The Authority has engaged in a deliberate process to enhance its capacity to fulfill its mandate of supervising the businesses of financial institutions - approximately 3500 entities and individuals conducting financial businesses in Namibia - and to advise the Minister of Finance on matters related to financial institutions and financial service.

Ongoing supervision of regulated entities was strengthened through the issuance of directives to correct anomalies in the market, and by continuing the gradual transition from rule-based to risk-based supervision. Through all these, the Authority continued its zero tolerance for non-compliance as supported by relentless implementation of its Ladder of Supervisory Intervention.

"Our goal is excellence in everything we do, from hiring the most suitable candidates to equipping them to be the best through focused training, from implementing the best systems and processes to consistently refining them for greater efficiencies and constantly keeping our finger on the pulse of our stakeholders' requirements.

Stakeholders, Shiimi maintains, occupy the leading position in the list of priorities. "We are very conscious of the fact that a stable and solid reputation is built and nurtured by the way in which we engage with our stakeholders so we set a high premium on building relationships of trust and confidence. As a result, NAMFISA is unwavering in its commitment to a rigorous code of ethics, with ethical conduct mainstreamed into every facet of business, Shiimi states.

"In this we also nurture strong relationships with international industry organisations which share common values and work together to share experiences and achievements. We are able learn and adapt good practices from elsewhere while also avoiding the mistakes of others and avoid potential challenges."

According to Shiimi, NAMFISA strives to develop a strong culture which is based on conducting themselves with integrity; being responsive and respectful; taking pride in our achievements; being open and friendly and encouraging diversity; building relationships based on trust; and fostering great teams. "Ultimately NAMFISA, and by extension the stakeholders we serve, must be equipped with a highly skilled and innovative workforce."



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DRIVING GROWTH
Mining is one of the driving forces of the country's economic growth despite key players like Rössing mine outside Arandis having a tough time with low uranium prices recently. Photos: Adam Hartman

25 YEARS LATER MUCH ACHIEVED, MUCH MORE REMAINS TO BE DONE

CHAMWE KAIRA

The new government at independence in 1990 found itself facing the challenge of how to address the problems of low economic growth, a high rate of poverty, inequitable distribution of wealth and income, and high unemployment. Since then, the government has tried to address these problems through the adoptions of National Development Plans and is currently implementing the fourth of National Development Planning (NDP4).

Since then, the government has tried to address these problems through the adoptions of National Development Plans and is currently implementing the fourth of National Development Planning (NDP4).

In NDP1, the focus was on boosting and sustaining economic growth, creating employment, reducing inequalities in income distribution and reducing poverty.

The National Planning Commission (NPC) says since independence, Namibia has achieved macroeconomic stability, supported by prudent fiscal and monetary policy. Economic growth has been variable over the past 25 years, and the rate has been below the level required to actualise Vision 2030, the long term development plan.

At the same time, the gross domestic product (GDP) increased at a higher rate than the population did, and this resulted in a reclassification of Namibia as an upper middle income country in 2009.

Despite this classification, income disparities between the rich and the poor remain one of the highest in the world. Added to this, unemployment remains relatively high. The NPC says the economy needs to expand at a rapid and sustainable pace, and supportive, redistributive government policies are needed to address these challenges.

Speaking at the Government Institutions Pension Fund (GIPF), annual stakeholders dinner late last year, NPC Director General Tom Alweendo said during the past two decades Namibia has enjoyed a steady improvement in its development agenda.

BETTER PLACE

Alweendo argued that Namibia is certainly a better place to live in than it was nearly 25 years ago. He cited a number of development indicators that have recorded remarkable progress since independence. For example, Alweendo said the size of the economy has increased by a factor of 15 from N\$8 billion at independence to N\$121 billion by the end of 2013.

Per capita income has increased from N\$5 500 at independence to N\$55 500 at the end of 2013, a tenfold increase.

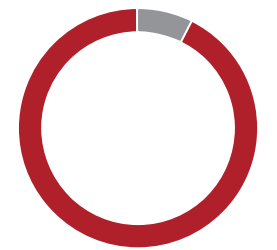
Alweendo said while per capita income hides skewed income distribution, this is nevertheless a significant achievement. Other figures given by Alweendo showed that the percentage of people living in poverty has declined significantly from 70% in 2001 to 28% in 2011.

In absolute terms, this means that more than 400 000 people were lifted out of poverty. The country has more education and health facilities than before and the literacy rate for the population 15 years and older has increased from 76% in 2001 to 89% in 2011. Life expectancy has improved from 61 years in 1991 to about 65 years in recent years.

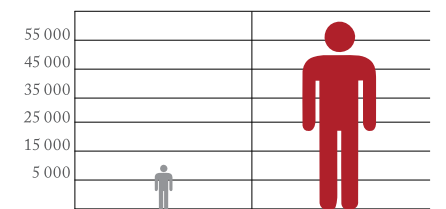
“More than 400 000 people were lifted out of poverty.”

Namibian Economy has increased by a factor of 15 from N\$8 billion in 1990 to N\$121 billion by the end of 2013.

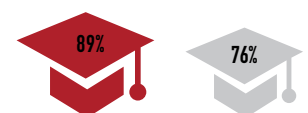
■ 1990 ■ 2013



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Literacy rate for the population 15 years and older has increased from 76% in 2001 to 89% in 2011.





TOP EARNER

Namibia is ranked among the most competitive economies in sub-Saharan Africa and tourism is among the top earners for the country with Etosha one of the main attractions for tourists. Photos: Hans Rack

Namibia has rich fishing grounds with their stock of both demersal and pelagic species, which place the country among top 10 nations in the international fishing sector.

Namibia's agricultural sector is also imperative to the country's economy with a thriving red meat industry and the cultivation of crops such as maize, wheat, pearl millet, groundnuts, beans and cotton. Namibia's tourism sector continues to be a booming industry.

CONTINUED GROWTH

As the country celebrates 25 years of independence, the Bank of Namibia (BoN) has said real GDP growth is estimated at 5,6% in 2015 compared to the estimated 5,3% growth in 2014.

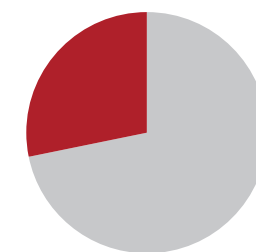
The bank said growth is expected to be driven mostly by construction activities, particularly in the mining sector. But the bank cautioned that the looming drought, weak growth in economies of some of Namibia's major trading partners, particularly in the Euro Zone area, and depressed commodity prices posed risks to growth.

Depressed commodity prices could negatively affect export earnings, mining sector profits and employment, the bank said. The economy relies heavily on the extraction and processing of minerals for export. The mining sector accounts for 11,5% of GDP and more than 50% of foreign exchange earnings. ■

“Gap between rich and poor remains one of the biggest in the world.”

Percentage of people living in poverty has declined significantly from 70% in 2001 to 28% in 2011.

■ 2001 ■ 2011



Life expectancy has improved from 61 years in 1991 to about 65 years in recent years.



EXPORT LED

Alweendo said Namibia must thrive to become an export-led economy. He said this is imperative given the size of the domestic economy. Vision 2030 prescribes that by the year 2030, at least 80% of the GDP should consist of the manufacturing and services sectors.

The vision also advocates that within the next 16 years, at least 70% of exports should consist of manufactured goods. Recent figures show that manufacturing and services sectors make up about 70% of the GDP and manufactured goods make up of about 41% of total exports.

Under NDP4, some sectors have been identified as having untapped potential for higher growth and employment opportunities. The sectors identified are agriculture, manufacturing, tourism and logistics.

According to the World Economic Forum's Global Competitiveness Report, Namibia is ranked among the most competitive economies in sub-Saharan Africa together with Mauritius, South Africa, Rwanda and Botswana.

ATTRACTING INVESTMENTS

When trying to attract investors to come to Namibia, the Ministry of Trade and Industry lists attractions such as an abundance of natural resources, including world class diamonds and uranium, copper, lead, zinc, gold, semi-precious stones, industrial minerals, salt and fluorspar.

“Economic growth has been below the level required to actualise Vision 2030.”



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SPORT



TOWN'S PRIDE
In 2013, during the Copper Festival, the town of Tsumeb recognised the contribution made by former marathon runner Frank Kayele (right). Mayor Ndangi Shetekela handed over the award.

Photo: Conrad Angula

Lack of Passion in Namibian Athletes

CONRAD ANGULA

Former long-distance runner Frank Kayele believes that the current crop of Namibian runners do not show the same passion and spirit for the sport as they have in the past.

According to Kayele, who represented Namibia at the 1992 Summer Olympics in Barcelona, Spain, today's athletes are not prepared to go the extra mile when representing their country during international events. "The spirit is not there any more. Athletics is no longer one of the top five sports codes in the country like it was back in the days. People used to travel to Swakopmund, Tsumeb and Windhoek to watch athletes competing in national events. "There was always lots of entertainment on the offing with top class athletes pitting their talents against each other, be it in the sprints or long distances. There was always a new star coming out of nowhere to give the more established stars a good run for their money," he said.

Kayele, who dominated the local marathon scene before the arrival of Luketz Swartbooi, added that the Independence Stadium in Windhoek used to be packed whenever there was an athletics event, with people travelling from all corners of the country. The former Oshikoto Secondary School learner was however quick to add that the input by the mines also paid a very big part in the development of the sports. "Big mines like CDM, Rossing and TCL used to invest a lot of money into athletics and the individual athletes. In fact, representatives from these mines' sports offices would travel the length of the country to recruit promising athletes. "They will even go the length of offering these athletes jobs just because of their talent on the

track and field. That also applied for boxers and soccer players. The mines were serious about sports because they would also compete against each other on the sports fields," he noted. He said that the lack of the support from the corporate world has led to the current poor state of local athletics, adding that pumping big money into competitions alone is not good enough. "Our sport will never improve if the money is only invested into competitions because the development of the individual athletes is more important than any event. If you want to see an excellent athletics event, you have to make sure that you invite the best athletes. "The athletes can only become world class if they compete in strong regional and national events. But the set-up from grassroots must be good. They must have running shoes and kits and they must train on the same tracks on which they are going to compete at national events," he said. He pointed out that it makes no sense for a sprinter to compete barefooted on gravel at school and regional level and only put on their running shoes whenever they are going to compete in Windhoek on national level. Obviously, the Windhoek-based athletes who train on track every second day will have a very huge advantage over their counterparts from the rural areas, he said, adding that a talented athlete from outside Windhoek would never reach his full potential because of his poor set-up. Kayele pointed out that the lack of commitment of today's athletes will ensure that the athletes find it almost impossible to improve on the records set by the likes of Frank Fredericks in the 100m and 200m sprints, and Luketz Swartbooi in the marathon and himself in the half marathon.

Fredericks, who is now a member of the 'Champions of Peace' club, a group of 54 famous athletes committed to serving peace in the world through sport, created by Peace and Sport, a Monaco-based international organisation, set a Namibian record of 9.86 in the 100m and 19.68 in the 200m. Swartbooi clocked 2:11:23 at the Rossing Marathon (42km) in 1992 while Kayele finished the half marathon (21km) in 1:03:63 at the 1992 Olympic Games in Barcelona, Spain.

Fredericks remains the only Namibian Summer Olympics medallist and by the look of things, it will require a super athlete with super talent for any Namibian athlete to achieve that feat. Kayele said that Namibia has produced promising young athletes throughout the years, however they just disappear from the scene before they reach stardom.

He explained that most young athletes vanish after they drop out from school, adding that most of the athletes who shine during the school sports never really seem to take their athletic careers seriously because of a lack of incentive in the sport.

As a measure to arrest the current poor state of athletics in the country, Kayele advised government to stop only investing into athletes before they have to go to top continental and international events but to help set up athletics development programmes all around the country.

The athletes must be developed at top class infrastructure around the country because as things stand at the moment, everything is centred around Windhoek, which makes the pool of excellent athletes in the country very limited, he said. ■

BOXING RISES ABOVE ADVERSITY



Despite struggling with limited resources, the country's boxing fraternity has produced a multitude of world class fighters over the past 24 years. These fighters, whose skills have been honed in substandard facilities with limited budgets, have arguably brought Namibia the most success in the international sporting arena during this period. Since attaining Independence from South Africa in 1990, Namibia has produced three world champions and a plethora of continental and intercontinental title holders.

SHEEFENI NIKODEMUS

The first of the world beaters was the supremely gifted Harry 'The Terminator' Simon, who captured the first of his two world titles in 1998 by defeating renowned American Winky Wright for the WBO light middleweight strap. Simon added the WBO middleweight belt to his collection four years later.

Next to etch his name in the history books was the hard-punching Paulus 'The Hitman' Moses when he defeated Japanese Yusuke Kobori for the WBA lightweight title in Yokohama 11 years later. Paulus 'The Rock' Ambunda then added his name to the list of outstanding Namibian fighters when he defeated Pungluang Sor Singyu from Thailand for the WBO bantamweight world title in 2013. WBO Africa bantamweight champion Immanuel 'Prince' Naidjala is another Namibian to have fought for a world title, which he failed to win on points against Tomoki Kameda from Japan in 2013.

"From a Namibian perspective, we produced All African champions, Zonal Champions and Commonwealth champions. We've managed to participate in all the Olympic Games since Independence, and on the professional level we produced three world champions which is a remarkable achievement given our funding levels and size of our population," said promoter and trainer Nestor Tobias.

He continued: "There are countries three times our size with much higher levels of funding and they are yet to produce one world champion. We have also produced international champions and Namibian boxers are rated in the top 5 in the world in their respective divisions today.

Having gone through every stage of boxing since Independence, Tobias is familiar with, and to a large extent directly responsible, for boxing's remarkable metamorphosis from a just another filler code to being the leading discipline in the country at the moment.

"We did not have a professional boxing commission which meant I could not turn professional in Namibia and that is why I turned professional in SA where I had limitations," narrated Tobias, who along with Simon were among the pioneering fighters in the early 1990s.

"We also did not have adequate training facilities in Namibia because that is of paramount importance in boxing. We also did not have professional coaches that can guide you to the next level," he added.

"The first Namibian world champion was in 1998, with Harry Simon, then it took us 10 years to produce another champion in Hitman, then it took us only five years to produce another champion in Paulus 'The Rock' Ambunda so we are making good progress which puts Namibian boxing on par with South Africa and we are of course aiming to be on par with the US and UK," said the internationally acclaimed promoter.

Namibia regularly has boxers competing at major international competitions with relatively ample success.

Tobias is credited with having produced two world champions, in Moses and Ambunda, while his MTC Sunshine Academy currently also has some of the country's most gifted fighters on its roster, including WBO Africa cruiserweight title holder Vikapita 'Beastmaster' Merero, WBO Africa super middleweight champion Wilberforce 'Black Mamba' Shihepo and WBO Africa welterweight title holder Bethuel 'Tyson' Ushona.

In 2011, Ushona challenged for the Commonwealth title, but controversially lost to Briton Denton Vassel on points, while the unlucky Namibian also failed to capture the WBO Inter-Continental welterweight title when he lost to Slovenian Dejan Zaveck in similar fashion the following year.

Merero, who has also held the WBO Africa light heavyweight title, lost out to Malawian Isaac Chilemba for the WBC International light heavyweight title in 2011, while the powerful Shihepo has also suffered controversial defeats for the vacant WBC International Silver light heavyweight and vacant WBO Inter-Continental super middleweight titles during his career.

Other notable Namibian fighters to shine on the international front in recent times include 20 year-old Jonas Junias Jonas, who recently shot to prominence after winning silver at the Commonwealth Games in Glasgow, Gottlieb 'The Bite' Ndokosho, who holds the IBF International featherweight title, and IBF Continental Africa super featherweight champion Abraham 'Energy' Ndaendapo.

"We have successfully managed to establish a professional Boxing Control Board and today we have a strong set-up of professional promoters, coaches and trainers. Today we can also talk the same language as the Don Kings of this world because we all produce world champions," said Tobias, who believes Namibia can only enhance its standing globally with improved financial resources.

While, his academy has been fortunate to get a multi-million backing from MTC for the past three years, rival promotions continue to struggle to breed fighters and stage quality events.

"The challenge however is the issue of TV rights. Promoters in Europe receive millions in revenue from TV rights. They organise and promote the fights and the TV stations pay them for the footage which allows them to invest back in the sports," he explained.

"This is unfortunately not the case in Namibia because of various reasons and we are therefore left on our own which makes it difficult to compete with the rest of the world.

"We cannot have one corporate like MTC take the responsibility of mother, father, son and daughter when it comes to sport.

"We need more be involvement from all sectors of our economy so that more Academies can benefit," Tobias concluded. ■

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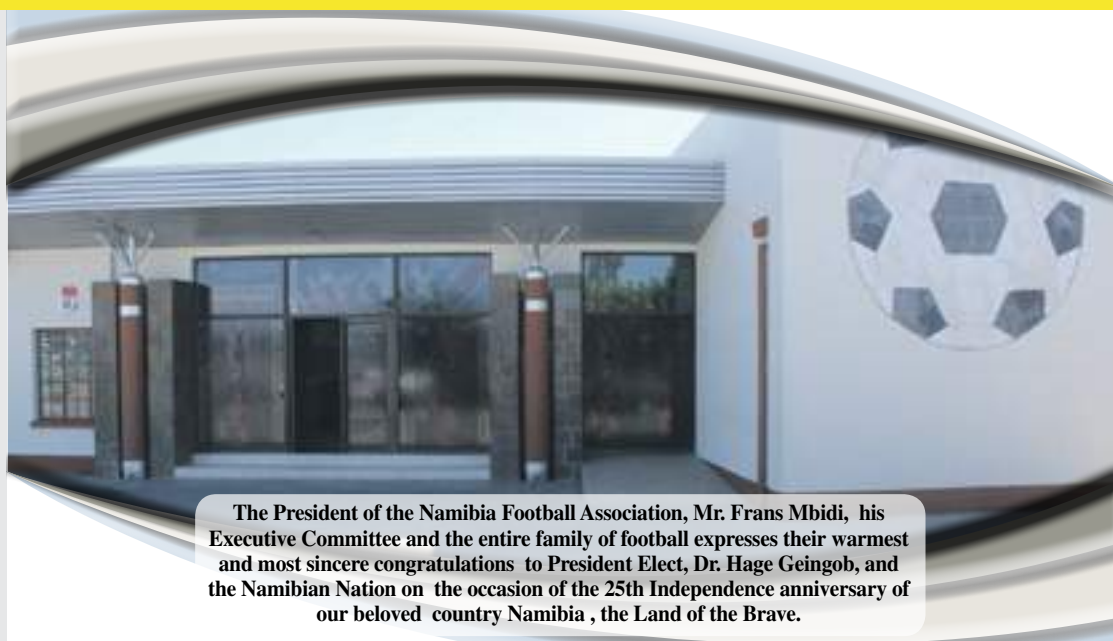
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The President of the Namibia Football Association, Mr. Frans Mbidi, his Executive Committee and the entire family of football expresses their warmest and most sincere congratulations to President Elect, Dr. Hage Geingob, and the Namibian Nation on the occasion of the 25th Independence anniversary of our beloved country Namibia, the Land of the Brave.





TRY
Gerhard Mans playing for Free State University with former Springbok fullback Gysie Pienaar in the background. Photo: Contributed



THE OTHER SIDE
Gerhard Mans in his office at FNB Insurance Brokers. Photo: Helge Schutz

GERHARD MANS A WINNER ON AND OFF THE FIELD



HEY DAYS
Gerhard Mans during his playing days when he captained South West Africa before Namibia's independence. Photo: Contributed



STILL ACTIVE
Gerhard Mans (back) riding with his son Gerhard junior (in front) during a local mountain bike race. Photo: Contributed

When one talks about rugby in Namibia, Gerhard Mans and the last South West African team that he captained in the late 1980s always come up.

HELGE SCHUTZ

In 1988, the SWA team, comprising of immensely gifted payers like Willem Maritz, Sarel Losper, Andre Stoop, Basie Buitendag and Doug Jeffery, had a great year in the premier South African rugby competition, the Currie Cup, coming third overall, while they also beat one of the favourites, Western Province, at a rainy Newlands Stadium in Cape Town. The following year SWA came fourth in the Currie Cup, but with Namibia's independence in 1990, their participation in the Currie Cup also came to an end. With independence a lot of those players retired but Mans continued to captain the Namibian national team after independence and initially they did well, beating Ireland over two tests and losing narrowly to Wales in Windhoek.

But regular competition soon dried up while a lot of those players retired and when Namibia's first World Cup qualifiers came in 1994, Mans led a youthful and inexperienced team to Morocco where they lost out on qualification. To this day that is still one of his biggest disappointments, and Mans retired from international rugby soon after, but he left an indelible mark on Namibian rugby, both individually and as a captain.

He is Namibia's all time leading try scorer with 27 tries in 27 international matches, while he also holds the record for the most tries in a single match when he scored six against Portugal in 1990. Combined with his matches for SWA before independence, he played a total of 134 matches for Namibia, scoring an incredible 101 tries in the process.

He is also Namibia's most successful captain to date, winning 20 international matches, losing five and drawing one between 1990 and 1994, for a success rate of 78%. After his retirement from rugby, Mans started cycling, initially just to keep fit, but his competitive nature could not be suppressed and he was soon challenging for honours on the local Namibian cycling circuit. Last year he won the Master Men's category of the Windhoek Pedal Power series for the first time, while he recently won the Masters title at the National Championships for the second year in a row. Mans's son, Gerhard junior, has also excelled as a cyclist and represented Namibia at the Commonwealth Games last year and the African Championships last month. Helge Schutz of The Namibian Sport spoke to Mans about his career, and about rugby and sport in general in Namibia.

What were the highlights of your playing career?

The highlight for me was the fact that we could compete in the Currie Cup competition with the old SWA team. For us it provided a big test and challenge each weekend against the top teams in South Africa, as well as against the Springboks who played in those teams.

Obviously 1988 was a big year for SWA rugby. In that year, we came third in the Currie Cup while we also beat WP at Newlands in Cape Town. In the semifinals, we narrowly lost against Transvaal. I think the score was 9-6. Here and there there were other matches that I can mention as highlights, but on the whole, the 1988 season was a special year when it went very well with South West rugby.

We had a big group of senior players in the team who were all specialists in their positions, and I think that's what made the team so strong, the fact that there were a lot of players who played together for many years. Guys like Willem Maritz, Sarel Losper, Doug Jeffery and Andre Stoop, Leon Stoop and Basie Buitendag, they were all actually captains in their own positions.

And the low points?

The low point in my playing career was undoubtedly when we failed to qualify for the 1995 Rugby World Cup in Morocco. We were maybe too confident about qualifying for the World Cup, but a few things happened in Morocco that caught everyone off guard and disillusioned us all. I don't want to highlight isolated cases, but nothing went right for us, from our accommodation and reception in Morocco, while our regular coach Oom Hannes Snyman also retired due to ill health. Then on the field of play, a lot of decisions went against us – there was a French referee whose decisions were shocking, to say the least, but I don't want to make excuses. I retired at national level in 1994 although I still continued playing sevens rugby and club rugby for Wanderers. But then I injured my knee again and had to have an operation and I finally retired in 1996.

How do you think Namibian rugby today compares to your days?

It's always difficult for me to answer that question because it's difficult to compare the rugby of our day with the rugby that is being played today.

For me it's a totally different game today. If one looks at the make-up of teams and the physical conditions of players then it is nearly impossible to compare. In today's era the backline players are nearly as big as the forwards in our era, and they are just as fast and strong and as big so it's nearly unfair to make a comparison.

I think the advantage we had was the fact that we all competed at an amateur level, we had regular strong competition that we could measure ourselves against, and we were all at the same level.

In today's era you have your full professional franchises, you have players who play rugby for a living, who train three times a day and have all the facilities at their disposal with all the conditioning and supplements. You name it, everything is there. Then you have a mostly amateur team that has to compete with them, guys who have a 08h00 to 17h00 job and go to practice in the evenings, and then the Namibian team is lucky just to get all the players together for a match. So you can't compete like that against a guy who is 100% professional while you are an amateur. But still, I think if we had the opportunity to

play in the World Cup, we would have done well. There were guys who had incredible skills, if you think of someone like Andre Stoop or Basie Buitendag, even Doug (Jeffery) at his prime – those are men you could have put into any team worldwide who would not have had to stand back for any other country's starting 15. I just think that there was an incredible amount of talent in that old South West team.

How can the standard of Namibian rugby improve?

Obviously the start would be to become involved in a South African rugby competition somehow. It's close to home, the costs are relatively low and you measure yourself against players who are generally at the same level. That's if one talks about the Vodacom Cup, because the Currie Cup is already in another league. The Namibian team can't just play one or two matches per year against the likes of Zimbabwe, Kenya or Morocco, or otherwise in a qualifying tournament when they have all the pressure on them to suddenly qualify for the World Cup. One has to have regular, strong competition, and unfortunately that requires a lot of finances, but I believe that if we compete in a South African competition, the private sector will come forward with sponsorships and financial support.

How did your cycling career start?

Initially I started cycling just to stay fit and to keep my weight in check but due to my competitive nature, it became more and more serious and competitive. I joined a club, did the Desert Dash, started riding on the Pedal Power circuit and in competitions, and I did the Argus Cycle Tour. The bug bit and I just wanted to improve and set faster times and that's what keeps me going now. I'm now competing in the Master Men's category and it's going quite well at the moment.

Tell us about your son Gerhard's cycling career?

Gerhard only started cycling about four years ago. He used to play rugby at school and he was a serious 'gymmer'. He weighed 126kg when he started cycling, so it was very tough for him at the beginning because each kilo on a bike is crucial.

He is still very big and heavy for a cyclist, because if you look at his opponents many of them weigh in the 60s while he weighs more than 90kg. But he enjoys it, especially the time trial because that's a power event and he has done well. He had the privilege to represent Namibia at the Commonwealth Games which was a big eye-opener for him, especially with regard to the facilities and

professionalism of the other cyclists. Most of the cyclists he competed against are nearly complete professionals, while he has a full time job, so we have to go cycling at 04h30 in the morning to get our training schedules in. We go cycle just about every morning, through the summer and the winter when it gets very cold. I'll never forget, one morning last year when we went past Dobra on the Western Bypass, it was -7°C on our GPS's.

Did you play a role in helping to forge his character?

Well, I don't really know, but Gerhard is exactly like me when it comes to competition – either you do a thing full out or you don't do it at all. Because cycling is an individual sport, you get out of it what you put into it and you don't need to rely on 14 other teammates who can influence your performance. He is the kind of sportsman who knows what he has to put in to reap the benefits, and who doesn't have to rely on someone else to influence his performance. It's the guy who puts in 120% who stands out and who will make a difference and with cycling it's exactly the same. Everybody practices but it's the one who gets up each morning, come rain or shine to practice, while the other one stays in bed – that's the one who will reap the benefits. ■



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1992

FRANK FREDERICKS

Frank Fredericks was Namibia's greatest sportsman, winning four silver medals at the Olympic Games and a gold medal at the World Championships. Photo: Contributed



GOLDEN SPORTING MOMENTS

2012

JOHANNA BENSON

Johanna Benson winning the T37 200m final at the 2012 Paralympic Games in London. Photo: Reuters



2009

PAULUS MOSES

Paulus Moses won the WBA lightweight title when he beat Yusuke Kobori of Japan in 2009. Photo: Helge Schutz



2002

AGNES SAMARIA

Agnes Samaria (right), seen here in action against Maria Mutola of Mozambique, won a bronze medal at the 2002 Commonwealth Games. Photo: Contributed

2007

NAMIBIA V IRELAND

Namibia's Jacques Nieuwenhuizen and Eugene Jantjies in action against Ireland at the 2007 Rugby World Cup. Photo: Contributed



2010

GABY AHRENS

Gaby Ahrens won a bronze medal at the 2010 Commonwealth Games in Delhi, India. Photo: Helge Schutz



2006

JAFET UTONI

Jafet Utoni won a gold medal at the 2006 Commonwealth Games in Melbourne and a silver medal at the 2010 Commonwealth Games in Delhi. Photo: Helge Schutz



2003

DOUW CALITZ

Douw Calitz won the World Bowls Singles Championships in Australia in 2003. Photo: Contributed



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Vision

To be a dynamic and reputable institution excelling in fiscal and financial management.

Mission

To optimize public revenue collection.

The Inland Revenue is a department in the Ministry of Finance and is mandated to administer Namibia's tax laws. Inland Revenue Department collects revenue through taxes for the Government to fulfil social, basic and community needs.

To fulfil that role, we will:
Encourage and achieve the highest possible degree of voluntary compliance in accordance with the tax laws and regulations. Continually search for and implement new, more efficient and effective ways of accomplishing our role.

Inland Revenue Department achievements over the years:

- Increased use of self-assessment
- Taxpayer education and outreach activities
- Bringing services closer to the Namibian people

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- Public utilities and amenities
- Education and Medical Services
- National Security
- Old age Grants



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FISHING ENTERPRISES (PTY) LTD

Namsoov



The story of our journey

Legislation and regulations required Namibian shareholding, investment and Namibianisation, and this we have complied to. In recognition of such and our reputation to play by the rules and realistically perform on Namibianisation we received long term rights and access to sufficient horse mackerel quotas to keep the expanding Namibian fleet economically employed.

HISTORY 1994 – 1998

1994 - At the time, Namsoov Fishing ambitiously invested in a horse mackerel canning operation in 1994. Unfortunately, with the best available technology at the time, the cans came in the case turned black and the product was obviously not suited for human consumption. Best attempts to rectify it failed and it was clear that the added cost will not be equally rewarded in price. It made more sense to focus on delivering our small line of product for the market we knew at the time. Knowing it could be done but profitably and in a sustained manner with wide reaching benefits proved to be a challenge we were not well prepared for, thus it was back to the drawing board.

1998 - A horse mackerel filleting project was launched at enormous cost in 1998. Thinking further, we thought at the time, that the main target market could be Japan. So a section of our master Swedish was rebuilt and fitted out with state of the art filleting, acid bone removing and heading, gutting and skinning machines. Skin on and skinless sea from fillets were produced under the guidance of Dutch advisors for the wealthy Japanese market. A lack of technology and the inherent low fat content of Namibian Horse mackerel sunk the project after a couple of years of hard work. Perhaps we were looking too far, but still we didn't give up.

2009 - We again canned some Horse Mackerel in 2009 to try to undertake the feasibility of it. The distribution of the cans was again a problem. The product is all we good but just too expensive to produce and remain profitable.

WHERE ARE WE IN OUR JOURNEY NOW

A journey of a thousand steps starts with one step. To date, we have had a few, some forward and some back. What makes us proud is the effort, the empowerment and the ethics we have employed to sustainably provide a return on investment to all our stakeholders involved, including the Government of the Republic of Namibia.

Value Addition & On Shore Processing: In June 2014, we invested NAD 15 million to this cause by chartering the "Atlantic Challenge" from Ireland to investigate the possibility of heading with a newer generation RSW trawler. This exercise was undertaken as a serious investment into creating value addition, but the right way and sustainably so. Sadly the report for experimental quota was declined by the Ministry of Fisheries, further increasing the cost of the experiment. Nonetheless, we are now undertaking further exercises to examine catching the fish at the right speed in the same breath maintaining its quality, to bring it inland. A small value addition facility has been established where we employ 26 Namibians whilst our feasibility study on Value Addition is being completed for year end 2014 as warrant the possible NAD 500 million facility investment we intend to undertake for decision by January 2015 our the shareholders. According to this plan Namsoov's current fleet of midwater factory vessels will be replaced by Refrigerated Sea Water trawlers. The unprocessed fish will be brought to shore and processed in a factory to be constructed alongside the existing United Fishing cannery.

This challenging but wonderful vision will enable Namsoov to undertake value adding initiatives such as: canning, smaller retail packages, gutted, deboned, filleted, headed, canned, smoked, salted and dried production. In addition to this bulk production of affordable prices and good quality will still form the backbone of the fish value added for value added Horse Mackerel products.

Fish Distribution: Continued development of the Namsoov Community Trust's Fish Distribution Project totals investment of about NAD 6 million so far. The initiative aims to empower and promote grassroots entrepreneurship by providing start-up capital and equipment. A key requirement is local vendors in the community serve as merchants and own the fridge and scales as a part of the empowerment scheme.

EMPLOYMENT & PEOPLE DEVELOPMENT

Together with the NCT and Namsoov, we currently support close to 50 Namibian students from previously disadvantaged Namibians, through our bursary programme. The students' interests of their choice are placed in various degree programmes around the world.

We make ongoing use of the training facilities at NAMFI (Namibian Maritime and Fisheries Institute). However, NAMFI courses do not cover staging certification above class 3 for Navigation and 4 for Engineering. Officer training above this level is conducted at the Cape Peninsula University of Technology in South Africa in collaboration with NAMFI. As part of its commitment to the Namibianisation of officers, Namsoov commits annually to the RSA-based training of one deck officer and one engineering student. On this programme alone, we currently have 6 students who are enrolled in this programme at an investment of over NAD 2 million.

We currently operate several vessels which were built in the former USSR. At the time of purchase, operational, safety, ship registry and insurance requirements laid down certain levels of staging certification for ship officers. Suitably qualified Namibians were not available at the time but this has and is changing with our sustained and deliberate education investments in Namibian sea workers. The vessels therefore arrived with Russian officers and crew. We have made it a priority to Namibianise these vessels and operational instructions were put into English and Namibian crew, below officer grade, were trained and deployed to the fleet. We can proudly say that Namsoov became the first company in the Namibian Midwater Trawl industry to employ Namibian crew on its vessels. This Namibianisation programme then moved to officer level. Ten Namibian crew members who had obtained NAMFI class 3 certification were selected for officer training in Kaliningrad, Russia, to ensure they reached the same level of competence of qualified Russian officers. The sea officer trainees have successfully completed the first three years of their studies and are now on the third and final year of the programme. Cost of the programme to date is NAD 7 million - conferring a substantial commitment to Namibianisation and the development of a new generation of senior officers.

In addition, the group is a long-time supporter of CATS (the government-backed Commercial Advancement Training Scheme). This two-year programme is targeted at school-leavers and involves training in the workplace with courses offered by colleges and technicians.

A recent innovation, championed by the group on-its, entails the identification and selection of a high-potential black Namibian who is then exposed - at executive level - to business across the group. This two-year rotation process is complemented by executive at financial management training courses at Heriot Business School in Johannesburg, South Africa.

THE FUTURE

Our commitment as a majority owned Namibian company to Namibia's multi-faceted economy and empowering, despite challenges along the way. We continue to ensure that we do our best with the national resources allocated to us by our Government so ensure that the value of the Horse Mackerel we harvest benefits Namibia in a true, sustained and empowered manner.

As our Fishing industry formally aligns to the fourth National Development Plan's "Growth at Home" strategy, in line with the directives encouraged to the industry by the Ministry of Fisheries and Marine Resources, we have taken up the call with attempts starting since 1994, 1998 through to present day to support value addition. In order to make the substantial infrastructure investment we have undertaken to invest in research and development. The end in mind is to boost fish processing on land, strengthen our inland Fish Distribution project and also further diversify our product range to innovatively meet the requirement for 2% of the total allowable catch for Horse Mackerel to be allocated to canning.



Social Investment

"To sustainably improve the lives of Namibian people and communities in need by purposefully and proactively by delivering shared value between communities and our business. Total regional contributions in Education, Health, Community Development, Enterprise Development, ICT and Natural Resources totals NAD 69 million."

Our Key Economic Activities

- Fish Distribution Ekwan
- Fish Distribution Obivobela
- Fish Shop Locations
- Social Contribution

Namsoov value addition facility



1.6 kg Horse Mackerel Box





FISHING ENTERPRISES (PTY) LTD

NamsoV

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Including our equally popular and delicious Ocean Fresh horse mackerel in Spicy Tomato sauce, which is a firm favourite.

THE FUTURE

Our commitment as a majority owned Namibian company in Namibia is multi-faceted dynamic and unwavering, despite challenges along the way. We continue to ensure that we do our best with the national resources allocated to us by our Government to ensure that the value of the Horse Mackerel we harvest benefits Namibia in a fair, sustained and empowered manner.



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