

SWAPO PARTY MANIFESTO IMPLEMENTATION PLAN (SMIP): Priority Areas

**2025 - 2030
Implementation
Plan**







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FOREWORD BY PRESIDENT ELECT



“

When I say things, I know, they are workable, they are doable, and I make sure they are implemented. When I say something, I mean it, and I follow up and show the implementation.

~ Her Excellency Dr Netumbo Nandi Ndaitwah
- the President Elect of the Republic of Namibia

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The SWAPO Party through its 2024 Manifesto has promised to aggressively improve the quality of life and livelihood of all Namibians, if elected to power on 28 November 2024.

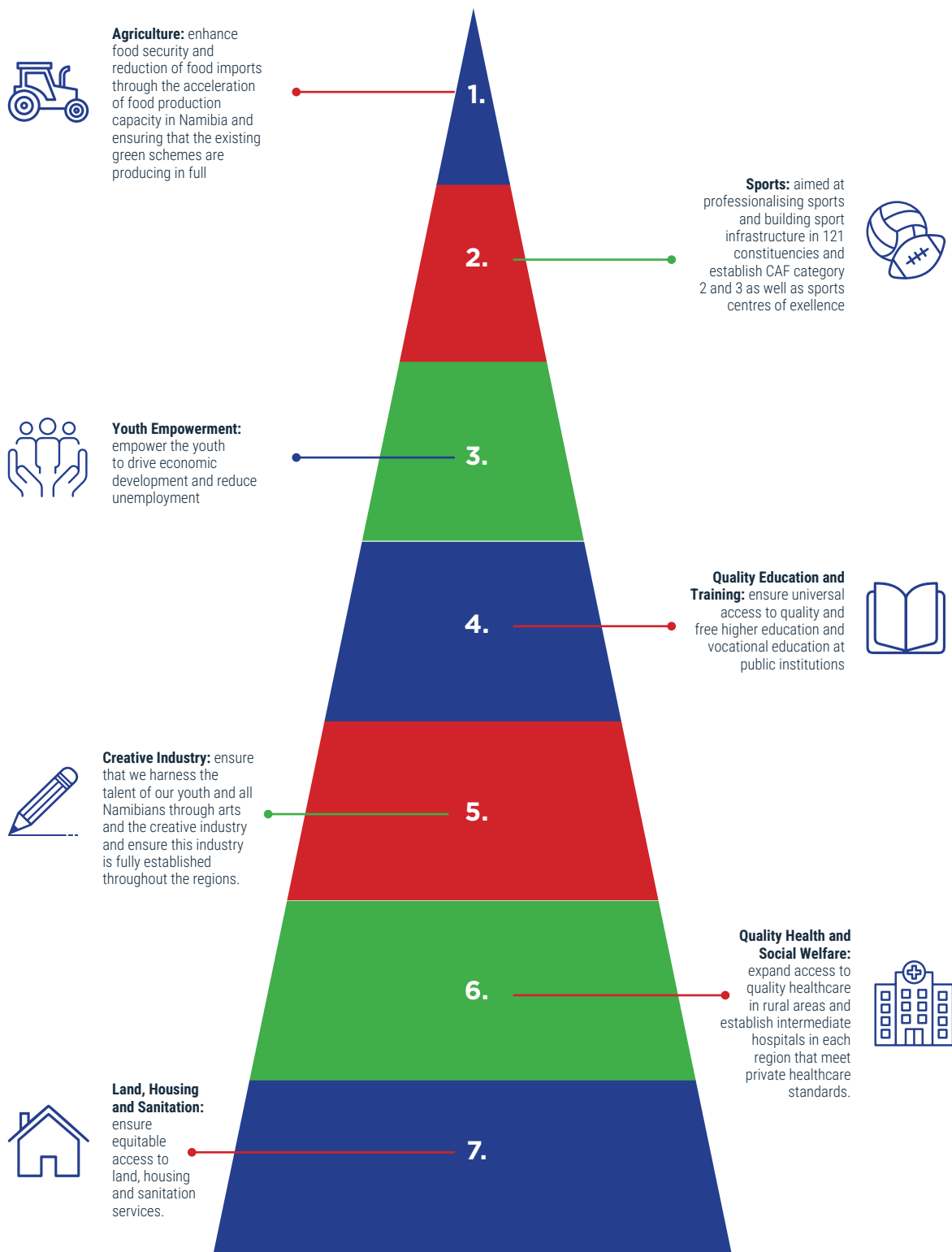
The Namibian People have since demonstrated their trust in the SWAPO Party by voting for The Party into power and myself as President of the Republic of Namibia over the next 5 years. In line with the SWAPO Party Political Program upon attainment of Namibia's Independence, The Party has made significant strides over the past 34 years. The Party remains steadfast in realizing the principles that underpin its Ideology of Solidarity, Freedom, and Justice.

The aforementioned principles underpin the strategic focus for the next four years in line with the Manifesto. The Manifesto represents the SWAPO Party's broader vision in bettering the lives of the Namibian people. In order to effectively realize The Party's vision, I have decided to consult and formulate the first (1st) ever SWAPO Party Manifesto Implementation Plan (SMIP). The SMIP is aimed at effectively outlining the key top priority areas that will ensure the attainment of the Manifesto. The key priority areas have been outlined in a Specific, Measurable, Actionable, Realistic and Time-bound (SMART) manner in order to give meaning and structure to the implementation of our high priority areas. Notably, we shall ensure that the SMIP has been integrated into the National Development Plan 6 (NDP 6). We promised and we must deliver!

Given the fact that sustainable development is achieved through an integrated multi-sectoral approach, priority shall equally be given to the other focus areas in the SWAPO Manifesto through ongoing government projects and will continue to be implemented and funded through the national budget.

SMIP prioritizes quality service delivery, in the form of targeted projects across the following 7 priority areas:

TOP 7 PRIORITY LIST:



To ensure the effective implementation of the abovementioned 7 priorities, the following Critical Success Factors will uncompromisingly underpin this plan:

- Timely amendment of the legislation that may inhibit implementation of projects, including the national procurement process.
- Embed project management capabilities in the Government at all levels and cascade to regional and local authority levels.
- Ensure accountability through the implementation of an effective performance management and consequence management system throughout government and the O/M/As.
- Ensure sufficient budgetary provision for all the identified projects.
- Introduce an effective monitoring and evaluation framework Empower Public Enterprises to effectively support and deliver on the SMIP, as extensions of Government.
- Collaboration with the Private sector and leverage existing PPP legislation.
- Ensure transparency of project awards and implementation, through robust monitoring and reporting mechanisms.
- The inculcation of a culture of Meritocracy, in which leaders are selected or appointed based on their abilities, credentials, and track record, other than their social background, race, or gender, thereby improving performance outcomes and fostering public trust.
- Embracing Pragmatism, that is being practical and paying particular attention to the context in which Namibia finds itself, understanding what works and what does not, and not being weighed down by doctrine, theory or ideology.
- Embracing ethical leadership, that is, a culture of integrity characterized by strong ethical code, in which actions align with the constitutional values and principles, whilst prioritizing public interest and working towards the betterment of society.
- Accelerate the implementation of Namibia's Mineral Beneficiation Strategy and local content policy frameworks for all mineral and natural resources, as part of a broader strategy to develop emerging industries, and establish new sectors, through value addition.
- Undertake a complete reform of the Public Sector (SOEs) and the Public Service to ensure that institutions are competitive and efficient for purposes of economic development and improving public service delivery, while addressing market failures.
- Introduce a Project Management Office located in the Office of the President (capacitated with qualified project managers to monitor the efficient implementation of GRN projects). This team will have oversight of special project task teams to ensure an integrated and cohesive approach to project management.

In addition, the SWAPO Party shall establish a Manifesto Implementation and Monitoring technical team which will oversee the overall monitoring and implementation of the SWAPO Manifesto on a quarterly basis. Ministers' Performance agreements will be strictly aligned to the Priority sectors and commitments outlined in the Manifesto and NDP 6. The Performance agreements of Ministers will be cascaded to Executive Directors who will ensure effective execution of the priority areas. Ministries, through their respective Ministers, will be required to report quarterly to the SWAPO Party Manifesto Implementation and Monitoring Team on the progress towards set objectives.

I firmly believe that when we put our collective efforts together, embrace our diversity and collaborate, we shall successfully implement the SMIP for a brighter future, for all Namibians.

There is no better time to be Namibian than now, because the future belongs only to those that are willing to work.

H.E Cde. Netumbo Nandi -Ndaitwah, Vice- President of the SWAPO Party and President – Elect of the Republic of Namibia.



STATEMENT BY SWAPO PARTY SECRETARY- GENERAL

Following the Foreword by the President-Elect, I am pleased to present the SWAPO Party Manifesto Implementation Plan 2025. This document is a vital blueprint for translating our strategic goals into actionable initiatives designed to benefit all Namibians.

The Implementation Plan outlines a structured approach to executing our strategic objectives, incorporating best practices in project management and governance. With clearly defined Key Performance Indicators and targets, it provides a framework for monitoring and evaluating progress, ensuring that each project remains aligned with our national priorities.

I want to emphasize that the prioritization and integration of this Implementation Plan into the Government's National Development Plan, government budgeting, and operations will not be compromised. This commitment ensures that our strategic initiatives are seamlessly aligned with national frameworks, facilitating coordinated and efficient execution. The SMIP Committee will play a crucial role in overseeing the mobilization of resources and the reporting of our progress. Their leadership will ensure that the N\$85.7 billion committed to the priority areas (which include 7 subprojects) is utilized effectively and transparently, maximizing the impact on economic growth, social development, and environmental sustainability. This plan represents a collective effort to focus on strategic initiatives that will propel Namibia forward. By prioritizing these projects, we aim to address critical areas that will contribute to the overall advancement of our nation.

As we move forward, I encourage all stakeholders to support these initiatives. Through collaboration and shared commitment, we can achieve the objectives set out in our Manifesto, paving the way for a future where all Namibians have the opportunity to thrive.

Cde. Sophia Shaningwa, Secretary General of the SWAPO Party

III. LIST OF ACRONYMS

4IR	Fourth Industrial Revolution	MSYNS	Ministry of Sport, Youth and National Service
AP	Annual Plans		
AIDS	Acquired Immunodeficiency Syndrome	NASRIA	Namibia Special Risks Insurance Association
CAF	Confederation of African Football	NDP	National Development Plan
CBS	Project Cost Breakdown Structure	NHE	National Housing Enterprise
DFIs	Development Finance Institutions	HPC	Housing and Population Census
ERP	Enterprise Resource Planning	NSFAF	Namibia Student Financial Assistance Fund
GL	General Ledger	NYC	National Youth Council
GW	Gigawatt	PBS	Product Breakdown Structure
HEIs	Higher Education institutes	PPP	Public Private Partnerships
HIV	Human Immunodeficiency Virus	PPU	Procurement Policy Unit
ICT	Information and Communications Technology	RCC	Roads Contractor Company
IFC	International Finance Corporation	SDG	Sustainable Development Goals
IP	Implementation Plan	SOEs	State Owned Enterprises
KPI	Key Performance Indicator	SMEs	Small and Medium-sized Enterprises
M&E	Monitoring and Evaluation	SP	Strategic Plan
MAWLR	Ministry of Agriculture, Water and Land Reform	SMIP	SWAPO Party Manifesto Implementation Plan
MFPE	Ministry of Finance & Public Enterprises	SMIP Com	SWAPO Party Manifesto Implementation and Monitoring and Evaluation Committee
MRP	Material Requirements Plan	TVET	Technical and Vocational Education and Training
MTEF	Medium Term Expenditure Framework	USA	United States of America
MITSMED	Ministry of Industrialisation, Trade and SME Development	US	United State of America
MoHSS	Ministry of Health and Social Services	UN	United Nations
MME	Ministry of Mines and Energy	UNICEF	United Nations Children's Fund
MSMEs	Micro, Small and Medium Enterprises	VET	Namibia Vocational Education Training
MURD	Minister of Urban and Rural Development	VTC	Vocational Training Centre
MW	Megawatt	WBS	Project Work Breakdown Structure
		WHO	World Health Organization



IV. EXECUTIVE SUMMARY

The SWAPO Party Manifesto outlines a transformative agenda to advance Namibia's development by 2028. The implementation plan consists of key priorities that will yield high results impact, starting with the agricultural which aims to enhance food security by reducing imports by 80%, supported by N\$2.5 billion for Agri-infrastructure and the establishment of super farms and value chains. Infrastructure plans are to feature the launching of a new national airline by 2026 through a public-private partnership to boost domestic and international connectivity and economic growth. In terms of sports, N\$7 billion will be invested in stadia, sports facilities, and youth sporting programs to enhance competitiveness by 2030. The youth empowerment strategy, with an annual budget of N\$1.7 billion, targets 6,000 funded businesses, 20,000 micro-businesses, and extensive skills training annually. Education reforms will prioritize free tuition for all government higher education institutions and vocational training by 2027 and commitment to upgrades on education infrastructure with N\$25 billion to be invested over five years. The creative industry will receive N\$2.04 billion to support local talent, infrastructure, and career development.

In the area of healthcare, N\$3 billion will be allocated annually to expand rural services, enact Universal Health Coverage, and improve intermediate hospitals services. Housing and sanitation plans include constructing 50,000 houses, mass formalization of informal settlements, and building 1,000 sanitation facilities comprising of 20 male and female units in each facility (catering for an estimated 100,000 Namibians) by 2029, supported by N\$18.5 billion. Collectively, these key initiatives aim to ensure economic growth, social equity, and improved living standards for all Namibians. The success of the SWAPO Party Manifesto is underpinned by Macroeconomic Stability and Economic Growth, for without Economic Growth, socioeconomic development cannot take place. The manifesto prioritizes investments in key economic sectors that generate growth, thereby giving relief to the National Treasury. It targets not only economic areas that regularly attract subsidies and funding, but also national public policy objectives and projects that are essential ingredients to achieving economic growth, reducing unemployment, and diversifying the Namibian economy.

Considering the above, the SWAPO Party Manifesto acknowledges that the foundation upon which the 7 priority areas are outlined in this Implementation Plan at a budget of N\$85.7 billion will be funded by the fiscus and through Public Private Partnerships bearing an estimated +/- 250,000 jobs created (supplementing the implementation plan see annexure 3 high level priority project information). There are also economic enablers anchored on targeted investments in sectors that will aid in yielding economic diversification to enhance economic resilience and create opportunities for broader and inclusive economic participation. The SWAPO Party Manifesto identifies the following economic enablers:

- | | |
|----------------|----------------------------|
| ➔ 1) Mining | ➔ 5) Agriculture |
| ➔ 2) Energy | ➔ 6) Water |
| ➔ 3) Oil & Gas | ➔ 7) Fisheries |
| ➔ 4) Tourism | ➔ 8) Transport & Logistics |

The aforementioned key areas are critical enablers for Economic Growth whose resultant effect are an industrialized Namibia, improved living standards, and opportunities for individuals and communities, encompassing several key aspects that contribute to a thriving economy and a better quality of life.



01 INTRODUCTION

In implementing the SWAPO Party Manifesto, the SWAPO Party developed the SWAPO Party Manifesto Implementation Plan 2025-2030 (SMIP) which aims “to exponentially improve the social and economic conditions to enhance Unity in Diversity, Natural Resources Beneficiation and Youth Empowerment for Sustainable Development is part thereof”. In keeping with best practices, the SWAPO Party also developed this volume of the SWAPO Party Manifesto Implementation Plan to present the priority areas that will ensure the implementation of the identified. This Implementation Plan is designed to assist the SWAPO Party Manifesto Implementation & Monitoring and Evaluation Committee (SMIP Committee) implementing team, established in the office of the Secretary General in seamlessly executing the projects in SMIP and achieving the desired outcomes. The plan also has implementation tracking tables, which lay out key performance indicators and indicator targets for each identified project. The key performance forms the basis for monitoring and evaluation.

The SMIP was designed to guide the project teams to execute their work more efficiently and effectively by providing structure and clarity. The SMIP clearly articulates project goals that are aligned with broader national objectives. Overall, this volume serves as a tool for implementing the entire SMIP.

The SMIP Committee will play a pivotal role in tracking the provision and mobilisation of adequate financing and effective progress reporting throughout the SMIP implementation period.

The costing SMIP provides a coherent set of priority investment projects designed to ensure efficient and effective implementation of the entire program. Based on the SWAPO Party Manifesto 2025-2030, the SMIP interventions were classified into priority areas and projects for implementation. Costing as a key component of this implementation plan is presented in a manner that indicates priority areas targeted by SMIP and the required resources per project annually. The SMIP has 18 priority projects (which include 7 subprojects) with a total project cost estimated to be N\$85.7 billion.

Like any other plan with projects and milestones, sufficient resources are key to implementing SMIP. SMIP needs to leverage funding from all possible sources and adopt prudent and accountable practices that are performance-orientated and results-driven.

1.1. STRATEGIC FRAMEWORK

The SMIP was crafted under the framework of Strategic Vision, Strategic Goals and Strategic Objectives, Projects and Strategic Interventions.

1.1.1. Strategic Vision

The National Strategic Vision (Vision 2030) is the forward-looking document that outlines Namibia's long-term goals and guides the country's strategy and decisions. The five-year SMIP programs and activities, will be carried out over the next five (5) years to ensure the timely and effective achievement of specific socio-economic goals through effective implementation and administration of the SMIP to "transform Namibia into a healthy and food-secure nation, in which all preventable, infectious and parasitic diseases are under secure control; people enjoy high standards of living, a good quality life and have access to quality education, health and other vital services", which points to efficiency, effectiveness and good governance

1.1.2. Strategic Goals

SMIP Strategic Goals are long-term desired outcomes for Namibia as informed by the National Strategic Vision. Essentially the SMIP Goals define overall direction to achieve the National Strategic Vision. These strategic goals are outlined in the SWAPO Party Manifesto.

From the SWAPO Party Manifesto, the SMIP focused on accelerated priority areas to achieve national goals.

**These
priority
arrears
include:**

- Provision of Affordable Housing
- Provision of Sanitation Facilities
- Accelerate Food Security
- Develop the Sports Industry
- Develop the Creative Industry and
- Youth Empowerment
- Critical economic enablers

1.1.3. Projects

SMIP projects refers to a specific, time-bound tasks designed to achieve a particular objective that directly contributes to the overall strategic goals of Namibia. These SMIP Projects sometimes involve a set of interventions with a defined timeline and resources allocated to reach a significant outcome aligned with the country's long-term vision.

➔ To improve quality of life the following projects will be undertaken:

- Low Cost Housing
- Basic Sanitation Facilities Project
- Mass Health Care
- Free Higher Education Project
- National Food Security Project (Green Schemes, Drought Relief)
- Cattle Bull Improvement Scheme
- National Cattle Herd Restocking Scheme
- Agricultural Inputs Subsidies Scheme
- National Granary Ecosystem Project, Mass Farm 30,000 Ha



To develop sports infrastructure and the sports industry the following projects

- Sports Infrastructure and Sports Industry Development
- Sports Centres of Excellence Project
- Sports League Sponsorship Project



To empower the youth and develop youth owned businesses the following projects will be undertaken

- Youth in Business Empowerment Project L 2 National Youth Fund
- Youth Apprenticeship Scheme
- Youth Internship Scheme



To develop the Creative Industry the following projects will be undertaken

- SMIP National Arts and Creative Industry Awards
- SMIP Creative Industry Facilities and Equipment Project

1.1.4. Subprojects

SMIP subproject is a project that is part of a larger project. These subprojects will be used to break down a large project into smaller, more manageable tasks. Below are projects that have subprojects:

- Mass Health Care
 - Mass Health Care (Clinics)
 - Mass Health Care (Hospitals)
- Sports Infrastructure and Sports Industry Development
 - Sports Infrastructure and Sports Industry Development Project 1
 - Sports Infrastructure and Sports Industry Development Project 2
 - Sports Infrastructure and Sports Industry Development Project 3
- Youth in Business Empowerment Project
 - Youth in Business Empowerment Project L 1 National Youth Fund (entrepreneurship centres operations)
 - Youth in Business Empowerment Project L 2 National Youth Fund

1.1.5. Strategic Interventions: Critical Economic enablers

SMIP Strategic Interventions are essentially critical economic enablers within the broader SMIP strategic plan to move the Namibia towards its desired future state. They are measurable and specific key results areas undertaken to meet SMIP Objectives through completion of key initiatives with a focus on the following sectors:

- Mining
- Energy
- Oil & Gas
- Tourism
- Agriculture
- Water
- Fisheries
- Transport & Logistics

1.2. FUNDING

The SMIP will be funded from government budgetary allocation and public private partnerships. Infrastructure projects in the agricultural, sports, energy, water, housing, and sanitation sectors may attract external funding through private investors. Numerous funding models such as private-public-partnerships (PPP) may be pursued to ensure prudent and efficient usage of public funds in the implementation of SMIP projects.

1.3. CASCADING THE SMIP IMPLEMENTATION PLAN

The SMIP will cascade to the 5-year Annual Business Plans of the SMIP implementing agents who will be implemented through the current financial budget (2025/26) and the Medium-Term Expenditure Framework (MTEF). The Annual Business Plans will be developed in line with the SMIP Strategic Plans and the SMIP to align budgetary allocations stipulated in the strategic and implementation plans of SMIP.

1.4. REPORTING

Lead Implementing Agencies will prepare quarterly reports outlining progress on SPMP initiatives. The M&E SMIP Agent will produce accounting reports using the Programme ERP. One key report to be generated out of the ERP will be employment figures. All agencies will therefore submit and sign off the quarterly progress reports to the SMIP Programme Director on the implementation of SMIP not later than two weeks after the end of each quarter. The last quarter progress report will be the end of the year report. The end-of-year report will include a summary of the overall annual performance. This report will be due on the 20th of January each year. The progress report to the SMIP Committee will include progress based on set indicators in the SMIP and project targets as outlined in this implementation plan. The SMIP Programme Director will compile an annual independent progress report on the overall performance towards SMIP. This will include progress on set indicators on results areas (Goals, Desired Outcomes, and Outputs).



CHAPTER 1:

KEY SOCIAL PRIORITY AREAS



PRIORITY AREA 1:

AGRICULTURE

1.1 PRIORITY AREA 1: AGRICULTURE

Objective	Key Results (What does success look like)	Initiatives (What must happen)	Budget	Critical Success Factors/Low Hanging Fruits	Timelines
Enhance food security and resilience in Namibia through sustainable agricultural practices, while creating new jobs through value addition.	130,000 Ha of large -scale farms developed for food production and 80% reduction of food imports by 2028	Identify suitable land for super farms.	Budget: N\$5 million for land assessment and procurement (included in Capex).	Critical Success Factors: - Public Enterprises in the Agriculture sectors should be mandated to be the vehicle for partnership with the State (i.e. NIDA). - Effective Consultation with Traditional Leaders. Low Hanging fruit: Priority to be given to the Farmland already owned by state Agencies i.e. NIDA, August 26, Kavango Ranch, UNAM, Neckartal Dam, Quarantine camps must be given priority.	- March 2025 -June 2025 suitable land identification and consultations. - July –Sept 2025: Land assessments - Sept 2026: Expression of interest for Private Partners. - Nov 2025: Farms awarded to winning bidders. - April 2026: commence with major infrastructure development and farm acquisitions. - Jan -March 2027: Commencement of Planting 2027 Integrate Small scale Farmers into Value Chains 2027 Logistics and Storage facilities in place.
		Farm assessment and irrigation scheme design.			
		Irrigation Infrastructure Development and acquisition of farm implements.	N\$2.45 billion in Year 2 (2026), including farm implements, procurement of seeds and irrigation infrastructure.		
		Integrate small-scale farmers into the value chain.	N\$410 million per annum.		
	Increased Agricultural Production from Existing Green Schemes to 100% support Drought Relief Food Distribution.	Revise the TOR for Green Schemes outsourcing and fast track procurement process.	Part of the N\$410 million annually.	- Expedite procurement of Private Partner as already initiated by MALR. - Appointment of Green Schemes Project Management Technical Task Force. - Identify local businesses with interest and passion in Agriculture and make it mandatory that they team up with Foreign Investors.	- Procurement to be finalized by 30th May 2025 - All contracts with Private Partners finalized by June 2025 50% food production capacity increased by 2026. - Full production capacity increased to 80 % from existing Green Schemes by 2028 - Targets: Increase Green Schemes production and contribution to Drought Relief beneficiaries from 200,000 beneficiaries in 2026 to 1 million beneficiaries in 2029.
		Identify and select private sector operators for Green Schemes and guarantee off take, with government holding interest in all green scheme projects, through agencies.			
		Integrate small-scale farmers into the value chain.			
	Strengthened Agricultural Value Chains: Supporting infrastructure for desalination, water distribution, storage, logistics, and renewable energy fully operational.	Foster partnerships with private sector operators to build warehouses and storage facilities.		Leverage and prioritise existing processing facilities, including Sunflower and the Partnership with Kavango Mills, AMTA Mill, etc. to accelerate value addition.	- Warehouse infrastructure and logistics hubs established by 2026 - Repurpose AMTA and other storage hubs by 2026
		Ensure market access to all green schemes.		Explore/ research the feasibility of the establishment of a watermelon processing and other food processing plants.	

Objective	Key Results (What does success look like)	Initiatives (What must happen)	Budget	Critical Success Factors/Low Hanging Fruits	Timelines
Drive value addition in agriculture	Seed processing facility established.	Conduct feasibility study for seed and fertilizer processing facility. PPP with GRN interest in facility, with government holding interest in all green scheme project Infant industry protection activated. Improve on the seed and fertiliser subsidy	Part of the N\$410 million annually.	Pilot Kavango green scheme produce with German seed with high germination yield of two months. Revisit the laws restricting GMOs and consider options to remove restrictions. Pursue high value products e.g. blueberry, grapes, and focus on products that can be exported and have high foreign currency earning.	By 30 November 2025
Strengthen Namibia's meat industry	Improved value addition in the livestock sector amongst communal, resettled, and emerging farmers	- Acquire 120 bulls per annum and distribute across the country - Rotate the bulls from one household to another - Appoint Bulls procurement contractor (May-2025) - Acquire 2400 cows - Distribute the 2400 cows to 240 farmers across the country - Redistribute or sell the cows after 5 years	\$24 million pa	Develop qualifying criteria for beneficiaries of both bull and cattle herd restocking scheme. Benchmark programme and draw learnings from Botswana	• Procure 120 bulls (Jun-2025) • Distribute 120 bull (Jul-2025) • Rotate Bulls among community members (Jan-2026)



PRIORITY AREA 2:

SPORT

2.2 PRIORITY AREA 2: SPORT

Objective	Key Results (What does success look like)	Initiatives (What must happen)	Budget	Critical Success Factors/Low Hanging Fruits	Timelines
To develop essential sports infrastructure across Namibia, basic sports facilities in all constituencies and CAF stadiums, to support the growth and professionalization of sports.	Basic Infrastructure Built in all 121 Constituencies by 2028.	Regional and Local Authority Councillors shall be requested to immediately identify suitable land through Governor's office.	N\$242 million per annum for 4 years = N\$968 million total for basic sports infrastructure.	Low hanging fruit: - Identify existing sport facilities first and prioritize them while identifying new ones. Critical Success Factors - Procurement to be confined to the contractors within each region (1 contractor per site). - Parallel commencement of sites constructions in each region.	- Feb 2025 - Letters to Governors for identification of sites by RCs and Las. - March 2025: Sites Identify completed. - May 2025: Standard Designs completed. - May to July 2025: Procurement. - Sept 2025 mass construction of sites commence. - March 2026: 30 Facilities completed. Targets for the period 2026- 45 sites 2027- 30 sites 2028 - 16 sites Total= 121
	Stadiums that meet CAF category 2 and 3 completed.	Develop a uniform standard design for all sites.			
		Procurement by CPB and Award by allotment (section 59(b)).			
		CAF Category 2 Stadiums in 14 Regions Site assessment for stadium locations.			
		Design and construction.	- N\$460 million per annum for Category 2 Stadium = N\$2.3 billion total. - N\$755 million per annum for Category 3 stadiums for 5	- Existing sport stadium should be prioritized where possible. - Consultation with Sport stakeholders is critical. - Multi-disciplinary sports centres to be prioritised.	- Site Selection and Assessment completed by June 2025. - Procurement completed and bid awarded by Sept 2025. - Oct 2025: Begin construction of all 14 Category 2 stadiums. Targets for Category 2 - March 2026: Complete 3 stadiums. - March 2027: Complete 3 more stadiums. - March 2028: Complete 4 stadiums. - March 2029: Complete 4 stadiums. Annual Targets for Category 3: - April 2026: Begin construction of 5 Category 3 stadiums. - March 2027: Complete 1 stadium. - March 2028: Complete 1 stadium. - March 2029: Complete 1 stadium. - March 2030: Complete 1 stadium. Timeline: - Q4 2025: Start construction on all 5 stadiums. - Q1 2026 - Q4 2029: Ongoing construction. - Q4 2030: Complete all 5 stadiums.
To establish sports centres of excellence within CAF Category 2 stadiums.	Sports Centre of Excellence built and operational to promote Career Development (aimed at nurturing elite athletes from a young age, thereby enhancing the overall performance of Namibian sports on both national and international levels).	Establish Sports Centres of Excellence within Category 2 Stadiums: Identify and secure sites linked to each CAF Category 2 stadium.	N\$54.4 million per annum for operational expenditures, including staffing recruitment, training and maintenance.	- Sites and standards for sports centres of excellence must be included in initial designs of the stadiums at onset. - Identification of central and accessible sites that have access or proximity to services, and due consideration to existing schools. - Ensure availability of continuous maintenance budget at regional council level. Facilities to be placed under the custody of the Regional/ Local Authorities.	- Year 3: 4 additional centres operational. Timeline for Year 1: - June 2025: Site identification and design finalization (concurrent with stadium design). - Oct 2025: Begin construction of the first three centres (concurrent with stadium construction). - March 2026: Continue construction and start recruitment of staff. - March 2028: Complete all centres.
		Design the Centres of Excellence to include training facilities, sports science labs, and accommodation Hire skilled Coaching and administrative staff.			
		Develop training programs tailored for various sports disciplines.			

Objective	Key Results (What does success look like)	Initiatives (What must happen)	Budget	Critical Success Factors/Low Hanging Fruits	Timelines
To provide sustainable financial support to sports leagues in order to prevent closure, enhance national performance, and promote grassroots development in Namibia.	Financial Support/ Sponsorship of Sports Leagues	Establish Funding Formula that allocates resources based on league needs, performance metrics, and youth development initiatives for Sports Leagues.	N\$200 million per annum for total initiative funding.	• Collaboration with sports codes and CAF. • Leverage CSI funding to develop Sports fields. • Organise annual Presidential sports fund-raising campaign. • Produce tentative Bill of Quantities as a basis to solicit CSI funding from Private Sector. Provision for multi-disciplinary sports codes.	Annual Targets: • Funding formula established by June 2025. • Start with Fund allocation to leagues by August 2025. • Year 1: Support at least 5 youth development initiatives. • Year 2: Evaluate and adjust funding formula as necessary. • Year 2: Expand to 10 initiatives. • May 2025: Launch call for youth development initiatives from leagues. • Oct 2025: Review proposals and allocate funds. • Dec 2025: Monitor implementation of youth
		Introduce Sports Levy and ensure 30% of Gambling funds goes to Sport.			
		Collaborate with sports federations to categorize leagues into National Sport Codes, Priority Sport Codes, and Development Sport Codes. Allocate a portion of their funding towards youth development programs.			
		Provide technical assistance and Resources to support grassroots initiatives.			



PRIORITY AREA 3:

YOUTH
EMPOWERMENT

2.3 PRIORITY AREA 3: YOUTH EMPOWERMENT

Objective	Key Results (What does success look like)	Initiatives (What must happen)	Budget	Critical Success Factors/Low Hanging Fruits	Timelines
Empower youth to drive economic growth and reduce unemployment.	Increased Access to Funding to youth owned businesses: 6000 annually and at least 20,000 informal and micro-businesses owned by youth within three years.	Establish a National Youth Fund. Set-up a mentorship programme for the beneficiaries.	N\$500 million per annum for the Youth Fund.	Consolidate and merge all youth business funding into one.	- Youth Fund established by Oct 2025. - At least Youth cooperative in each region by March 2026. - Guarantee secured from NASRIA by May 2025.
		Establish a special unit in the DBN to manage, mentor and administer the Fund.			
		Establish Youth agricultural cooperatives in each region.		Define and establish consensus on the concept of cooperatives within the context of Youth Empowerment.	
		Secure Guarantee from NASRIA to enable funding access and partner with financial institutions to streamline fund distribution.		Loan amount range at min. N\$5,000 – N\$300,000	
	Entrepreneurial Centres in each region offering mentorship and business preparation services fully operationalized (using Existing Industrial Parks).	Identify Existing Industrial Parks in the Region.	N\$200 million per annum for Opex of the centres.		- Industrial Parks that can be repurpose into entrepreneurial identified by June 2025. - Bills of quantity for the renovation finalize by Oct 2025. - At least 4 centre fully operational by Dec 2026 and other 4 by 2027.
		Renovate existing Industrial Parks and repurpose them into regional Entrepreneurial / Incubation Centres.			
		Hire unemployed Artisans in each region to renovate the Parks.			
		Hire consultants to redesign and deliver pre-funding business mentorship.			
	Equip Youth with apprentice skills: 10 000 youth per annum enrolled specifically for Grade 11/12 leavers	Collaborate with accredited training institutions and employers to identify skills gaps.	N\$400 million per annum for apprenticeship.	Develop reporting systems to measure internship impact on employability.	- Industry Skills Gap identified by May 2025. - First 10 000 enrolments to start 2026 Academic year. - Stipends to commence by 2026. - Design programme for graduate uptake to be completed by April 2025.
		Provide financial stipends of N\$30,000 per student per annum for three years for apprentice programme.	N\$ 600 million per annum for internship.		
	Improved Graduate Employment: 5,000 graduates absorbed annually into internships across the public and private sectors. At least 80% internship retention rate in formal employment post- program	Design and roll out a subsidy scheme offering N\$30,000 per graduate annually to incentivize uptake in public, private, and SOE sectors. For at least 2 years per graduate.			Subsidy scheme to Industry to commence by Oct 2025.



PRIORITY AREA 4:

QUALITY EDUCATION
AND TRAINING

1.3 PRIORITY AREA 4: BUILDING A BETTER FUTURE: QUALITY EDUCATION AND TRAINING

Objective	Key Results (What does success look like)	Initiatives (What must happen)	Budget	Critical Success Factors/Low Hanging Fruits	Timelines
Ensure universal access to quality and free higher and vocational education at public institutions.	Free Higher Education and Vocational training: Tuition fees fully eliminated for students attending government- owned HEIs and Vocational Centres by 2028.	Implement a funding formula. For HEI and TVET.	N\$5 billion per annum Total: N\$25 billion.	- Implement relevant HEI Policies and Strategy without delay. - Merge/ streamline accreditations and qualifications Regulators Education Institutions. - Harmonious working relations and cooperation amongst HEI. - Write off all student loans. - Develop responsive free education model that accommodates student accommodation in the most efficient manner. - Expedite amendment of law to fast -track reintegration of NSFAF to save costs and use the savings to pay directly to HEIs. - Engagement with HEI to assess actual costs for Degrees, Honors and Doctorates. - All New Degree courses must be introduced only if full funding is available and compulsory industry attachment.	- Funding formula fully implemented– April 2025. - Approval and roll out of the Minimum Standards Policy for HEI by Cabinet by 28 Feb 2025. - Independent assessment by Oct 2025. - Free Higher Education and Vocational training– April 2026.
		Implement and enforce 100% compliance to the Minimum Standards for Higher Education as developed by HCHE/ Education Qualifier Package.			
		Improve Quality of Education delivery: by Conducting an independent benchmark of all state funded or NSFAF beneficiary Higher Educational Institutions (NEI) or TVET to assess delivery of quality education and industry attachment component.			
		Fast track the re integration of NASAF as per Cabinet decision.			NSFAF full re- integration completed by October 2025.
		Conduct national study of the state of free basic education and impact assessment of the new curricula in Namibia and recommend strategic interventions.			By June 2025
		Roll out free HEI and TVET Education in phases to State institutions (starting with tuition and accommodation fees).			2026 school calendar year
		Develop funding model for private sector HEI and TVET Institutions.			By Sep 2025
		Revise HEI and TVET Curriculum to cater for future Jobs.			Future Skills report produced By Sep 2025
	Expand Infrastructure Development and reduce regional disparities in access to education HEI: Operational & Capital budgets of public HEIs and vocational centres fully funded to ensure quality education delivery.	HEI Infrastructure Development and Maintenance: Request HEIs to submit Infrastructure development and maintenance Plans and operational costs to cater for delivery of quality education.			Infrastructure Master Plan from each HEIs submitted by Oct 2025.
		Invest in the construction of new facilities in underserved regions/for critical skills training.			Construction of new Facilities to commence June 2026, prioritizing regional equity.
		Upgrade and modernize existing infrastructure to meet global education standards and regional access to HEI and TVET education			Fund for Infrastructure Development/Upgrade / Maintenance to be provided from May 2026 /27 FY.

Objective	Key Results (What does success look like)	Initiatives (What must happen)	Budget	Critical Success Factors/Low Hanging Fruits	Timelines
Fast-track the full integration of Pre-Primary (PP) and Early Childhood Development (ECD) into the mainstream education system, for strong foundation.	Full integration of Pre-primary and ECD into the education system by 2027.	Needs Assessment Study for full integration including infrastructure requirements and a Funding model.	N\$10 million	- Mandatory integration of PPs and ECD into all Government Primary Schools. - Integration should be done in phases.	Need Assessment by Sept 2025.
		Formulate a Framework to guide and regulate delivery of PP&ECD.			Funding Model completed by Oct 2025.
		Develop training program for ECD teachers and TOT trainers.			First roll out to start January 2027.

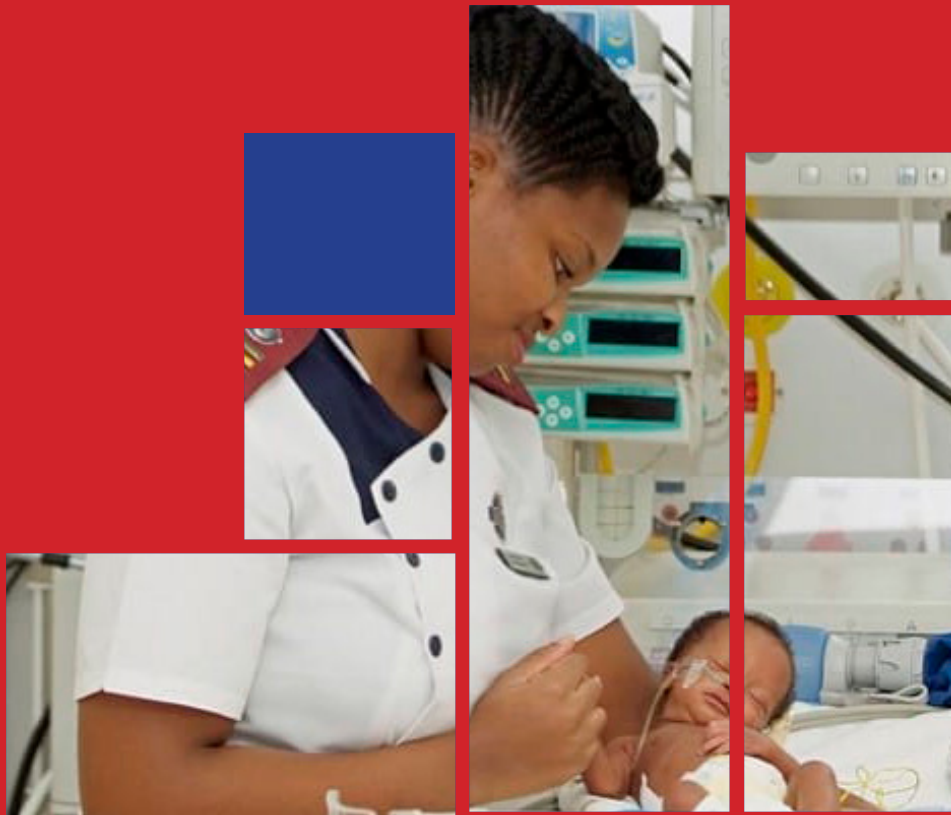


PRIORITY AREA 5:

CREATIVE
INDUSTRY

1.4 PRIORITY AREA 6: CREATIVE INDUSTRY

Objective	Key Results (What does success look like)	Initiatives (What must happen)	Budget	Critical Success Factors/Low Hanging Fruits	Timelines
Promote and support the growth of the national arts and creative industry.	Recognition and Empowerment of Talents Annual National Arts and Creative Industry Awards established.	Establish a national steering committee to drive the development of the industry.	\$260 million per annum (Awards) N\$200 million per annum (infra, equip.) Total: N\$2.04 billion for a period of 5 years.	Technical support from progressive nations i.e. SA, Ghana and Nigeria. Strengthen existing Institutions (National Arts Gallery, Academy of Arts, department of Arts, Films Commission, and Music at UNAM.	National Steering Committee established by May 2025.
		Design and Launch an annual awards program with transparent criteria and selection processes.			Announcement of category of awards by March 2026.
		Secure partnerships with private sector sponsors to complement government funding and build industry prestige.			First round of awards to take place in March 2027.
		Revitalize all dormant art centres to standard; including licensing of teachers and inculcate continuous professional			Design of art centre to be finalized by Oct 2025. Procurement and Construction to Commence June 2026 till 2030.
	Enhanced Industry Infrastructure: Creative Industry Infrastructure and Equipment Fund established to finance music and visual studios, facilities, equipment, and materials.	Establish creative industry fund facilities and production.		Strengthen existing institutions and mobilise private sector to provide the training.	Launch creative industry fund by July 2025.
		Film and creative city establish.			
	Career and Industry Development: Increased production of locally created art, music, and visual content, resulting in growth in employment opportunities within the creative industry.	Provide training programs for artists, musicians, and creatives in business management, marketing, and technical skills.			1 class of creative arts in each region by Nov 2026.
		Facilitate mentorship opportunities between established and emerging talent.			Strengthen industry training on a continuous basis.
		Implement robust performance management by allocating specific deliverables on creative art to the regional directors of education and hold them to account. I.e. mainstreaming creative arts in all regions.			By April 2026



PRIORITY AREA 6:

QUALITY HEALTH
AND SOCIAL
WELFARE

1.5 PRIORITY AREA 6: BETTER LIVING STANDARDS: QUALITY HEALTH AND SOCIAL WELFARE

Objective	Key Results (What does success look like)	Initiatives (What must happen)	Budget	Critical Success Factors/ Low Hanging Fruits	Timelines
Expand access to Primary health care and quality healthcare services to all citizens with special focus on rural areas and intermediate hospitals in each region that meet private healthcare standards	Healthy Nation through Primary Health Care services to all	I Primary Health Care 7.1.1.1. Roll out public health education and nutrition campaigns across all Regions	75 mil over 5 FYs	Priority should be given to preventative healthcare and Pandemic Preparedness, awareness campaigns and outreach programs	- Nationwide Health care awareness Plans developed June 2025
	7.1.1 Increased access to Primary Health Care (PMC) and quality healthcare services to all citizens.	7.1.1.2 Acquire 28 fully equipped Mobile Health Vans to promote outreaches clinic, school health, immunization, oral and dental services in all Regions (2 per region)	210 mil over 5 FYs	Promote regular health checkups and screening programs for chronic conditions e.g. diabetes, hypertension, cancer Conduct public	- Acquire 2 in FY 2025/2026 (3 vans per year in the next 4 FYs)
	7.1.2 Universal Health care coverage implemented to strengthen equitable access to quality and affordable healthcare	7.1.1.3 Establish/upgrade Mental Health Centres at Rundu, Keetmanshoop, Walvis Bay, Gobabis, Katima Mulilo, Oshakati and Windhoek	5 mil once off	Expand the mental health education, prevention and treatment	- National Vaccination and Immunization commence by July 2025
		7.1.1.4 Conduct National assessment study on to determine a costed model for the Introduction of free access to healthcare services	---	Promote the right to life	- National strategy and implementation plan – June 2025
	High-Quality Healthcare Infrastructure	Strengthen Health Care 7.1.2.1 Finalise the policy and enact a law for Universal Health Coverage (UHC)	200 mil	Promote equitable access to health care	- Upgrade commences in September 2025 till March 2029
	7.1.3 All new intermediate hospitals meet or exceed private healthcare standards in infrastructure and operational efficiency. Strengthened Regional Health Systems:	7.1.2.2 Finalize health services process reengineering and fast-track the implementation of integrated E-health System in all public health facilities	1.250 mil over 5 FYs	Improve efficiencies and timely access to health records	- Completed by October 2025
	7.1.5 Each region is equipped with at least one state-of-the-art intermediate hospital.	7.1.2.3 Renovate and upgrade and all existing facilities with advanced medical technology, equipment and expand telemedicine services to remote rural areas	100 mil over 3 FYs	Streamline the law-making process for expedited enactment	- Approve UHC policy by March 2025
	7.1.4 Affordable Medicines	7.1.2.4 Upgrade emergency response services with 60 equipped ambulances and adequate qualified personnel	21 billion over 5 FYs	Ensure integrated public health and to minimize mortality	- Enact UHC Law by March 2026
		7.1.2.5 Fast Track the recruitment of 8134 medical personnel including specialists and introduce incentives to retain medical professionals in rural areas	250 mil over 5 FYs	Promote equitable medical personnel for improved health outcomes	- Fasttrack and Complete E-health system implementation by March 2026
		7.1.2.6 Invest in the specialized skills by training specialists nursing staff and medical practitioners in identified fields	1 billion over 4 FYs	Increase investment in research and development for infectious diseases	- Commence renovations in April 2025 till March 2030
		7.1.2.7 Decentralize rehabilitation services to all the district hospitals	1 billion mil over 5 FYs	Promote one-stop-shop model	- Commence with telemedicine in 2027
		Construction of Clinics in Underserved Areas: 7.1.3.1 Build and operationalize 35 clinics equipped to provide primary healthcare services, including maternal and child health immunization in identified regions (see annex).		Improve access to timely first level care for a healthy nation	- Commence in June 2025 – March 2028
					- Commence recruitment of medical personnel – April 2025
					- Commence January 2026
					- Commence in April 2026

Objective	Key Results (What does success look like)	Initiatives (What must happen)	Budget	Critical Success Factors/Low Hanging Fruits	Timelines
		Development of Intermediate Hospitals and facility maintenance: 7.1.5.1 Plan and construct one intermediate hospital in 11 Regions, adhering to high-quality design and operational standards, through PPPs Essential pharmaceuticals and medical supplies: 7.1.4.1 Set up government run (PPP) pharmacies to provide affordable medicines 7.1.4.2 Promote and support local production and distributions of generic drugs and pharmaceutical products 7.1.4.3 Implement strict regulation on pricing for essential medications 7.1.4.4 Acquire essential pharmaceutical and appropriate fleet (6 trucks with trailers) to ensure consistent availability of medical supplies to all public health facilities across the Country	5.5 billion 50 mil 500 mil over 5 FYs 1.1 billion over 5 FYs	Decongest the referral to the current 3 intermediate hospitals for improved health outcomes Consider appropriate PPP models Remove middlemen in the procurement of pharmaceuticals PEs like NIP must be mandated to create value chains and manufacturing of pharmaceuticals locally	-- Construction of clinics to commence in May 202 and complete March 2030 (annexure) - Commence construction of intermediate hospitals – October 2025 - Commence April 2025 - Conduct assessment and formulate proposal by December 2025 - Consult and Set up production plant by December 2026 - March 2025 - Commence April 2025



PRIORITY AREA 7:

DECENT LIVING:
LAND, HOUSING
AND SANITATION

1.6 PRIORITY AREA 7: DECENT LIVING: LAND, HOUSING AND SANITATION

Objective	Key Results (What does success look like)	Initiatives (What must happen)	Budget	Critical Success Factors/Low Hanging Fruits	Timelines
Address affordable/ low-cost housing and sanitation needs for low-income earners nationwide.	Construct 50,000 affordable houses by 2029.	Establish Special Land Delivery Task force. Establish Project Management Office (PMO) and appoint staff under MURD.	N\$2.5 billion	Immediate implementation of the housing Policy.	PMO established by March 2025.
		Immediately Restructure Township Board and Capacitate Surveyor General office to fast-track surveying		Local Authorities to identify land to be serviced by central government	Restructuring of township Board May 2025.
		Appoint and establish in-house professional team by recruiting unemployed qualified engineers, land surveyors and Quantity surveyors.		Amendment to the Local Authorities Act to empower central government to centralize land serving and have reserve land for NHE	In house professional recruitment to start May 2025.
		Urban design Land Servicing: Conduct market analysis to identify towns and erven to service. Urban Design, Town Planning and Township Establishment.			- Market Analysis to be completed May 2025. - Urban Design to be completed Dec 2025.
		Housing Construction Allocation of land to local SME builders in all towns	N\$15 billion	Priority should be given to low rank government employees	Housing Construction Annual Targets: April '26: 3,000 Dec '26: 10,000 houses Dec 27- 10,000 houses Dec 28- 10,000 houses Dec 29- 10,000 houses Dec 2030- 10,000 houses
	Formalize and service 50% of all informal Settlements by 2029.	Aggressive mass formalization of informal settlements starting with piloting mass formalization in 5 towns (WHK, Walvis Bay, Rundu, Keetmanshoop, Oshakati).	N\$2.5 billion	- Prioritise land already serviced by NHE and Local Authorities. - Identify land that people can resettle temporary. - Completed Mass houses should be allocated immediately. - Create a building society. - Flesh out model for the development of low-cost housing/ apartments to accommodate government employees across all job categories. - Assess barriers for low-cost housing e.g. building standards through NHE and NSI. - Appoint Housing Task Force with experienced engineers and project managers, reporting into the Project Implementation Committee. - RCC to undertake land servicing, capacitated equipment, machinery and personnel.	- Identification of informal settlements areas to be serviced by LAs and Community Consultations to be completed by May 2025. - Mass Housing handovers to be completed by Dec '25. - Aerial surveys to commence June '25 and completed August 2025. - Mass Recruitment of unemployed engineers and Project Managers to be completed by July 2025.
		Commission Aerial Lidar Surveys and profiling of all informal settlements			
		Mass Recruit Unemployed Engineers, Town Planners etc. to do Urban Design and Town Planning			
		Identify unoccupied land and Relocate residents (i.e. 500 households in phases.			
		Roll out mass servicing of land using Unemployed artisan per region and contractors			
	Construct 1,000 (each facility has 20 units, totaling 20,000 units) sanitation facilities by 2029.	Sanitation Infrastructure Development Identify and prepare implementation plan	N\$2.5 billion	Distance between households and sanitation facilities defined. Prioritise areas with buck toilets as part of total elimination of buckets campaign.	Dec '25
		Construction of sanitation facilities • 250 units			



BUDGET AND EMPLOYMENT CREATION FOR KEY PRIORITY AREAS

2.8 FIVE-YEAR BUDGET AND JOB CREATION

SQ	Project Name	Number of Pro-jects	Budget	Jobs Created
1	Improving Quality of Life of Namibian Citizens			
1.01	SPMP Low Cost Housing	1	15,000,000,000	89,842
1.02	SPMP Basic Sanitation Facilities Project	1	2,500,000,000	30,000
1.03	SPMP Mass Health Care (Hospitals)	1	10,000,000,000	11,495
1.04	SPMP Mass Health Care (Clinics)	1	5,000,000,000	10,920
1.05	SPMP Free Higher Education Project	1	25,000,000,000	1,610
1.06	SPMP National Food Security Project (Green Schemes, Drought Relief)	1	2,500,000,000	6,500
1.07	SPMP Cattle Bull Improvement Scheme	1	30,000,000	25
1.08	SPMP National Cattle Herd Restocking Scheme	1	120,000,000	250
1.09	SPMP Agricultural Inputs Subsidies Scheme	1	350,000,000	1,200
1.10	SPSMP National Granary Ecosystem Project, Mass Farm 30,000Ha	1	7,000,000,000	12,500
	Total		67,500,000,000	164,342
2	Develop Sports Infrastructure and the Sports Industry			
2.01	SPMP Sports Infrastructure and Sports Industry Development Project 1	1	968,000,000	10,000
2.02	SPMP Sports Infrastructure and Sports Industry Development Project 2	1	3,020,000,000	22,500
2.03	SPMP Sports Infrastructure and Sports Industry Development Project 3	1	1,712,000,000	17,500
2.04	SPMP Sports Centres of Excellence Project	1	200,000,000	1,330
2.05	SPMP Sports League Sponsorship Project	1	1,000,000,000	40,000
	Total		6,900,000,000	91,330
3	Youth Empowerment and Development of Youth Owned Businesses			
3.01	SPMP Youth In Business Empowerment Project L 1	1	500,000,000	350
3.02	SPMP Youth In Business Empowerment Project L 2 National Youth Fund	1	2,000,000,000	4,200
3.03	SPMP Youth Apprenticeship Scheme	1	3,500,000,000	23,333
3.04	SPMP Youth Internship Scheme	1	4,000,000,000	26,666
	Total		10,000,000,000	54,549
4	Develop Namibia's Creative Industry			
4.01	SPMP National Arts and Creative Industry Awards	1	1,100,000,000	1,200
4.02	SPMP Creative Industry Facilities and Equipment Project	1	200,000,000	1,210
	Total		1,300,000,000	2,410
	Grant Total		85,700,000,000	312,631

2.9 ANNUAL BUDGET PER PRIORITY AREA

2.9.1 Improving the Quality of life of Namibians: Housing; Sanitation; Healthcare; Education; and Agriculture

Indicator Definition	Indicator Type	Annual Targets					Lead Institutions
		Y1	Y2	Y3	Y4	Y5	
SPMP Low Cost Housing Project	\$15 billion	\$3 billion	\$3 billion	\$3 billion	\$3 billion	\$3 billion	MURD
SPMP Basic Sanitation Facilities Project	\$2.5 billion	\$500 million	\$500 million	\$500 million	\$500 million	\$500 million	
SPMP Mass Health Care Access Project	\$10 billion	\$2 billion	\$2 billion	\$2 billion	\$2 billion	\$2 billion	MoHSS
	\$5 billion	\$1 billion	\$1 billion	\$1 billion	\$1 billion	\$1 billion	
SPMP Free Higher and Vocational Education Project	\$25 billion	\$5 billion	\$5 billion	\$5 billion	\$5 billion	\$5 billion	MoHE
SPMP Nation Food Security Project	\$2.5 billion	\$500 million	\$500 million	\$500 million	\$500 million	\$500 million	MAWLR
SPMP Cattle Improvement (Bull) Scheme	N\$30 million	\$6 million	\$6 million	\$6 million	\$6 million	\$6 million	
National Cattle Herd Restocking Scheme	\$120 million	\$24 million	\$24 million	\$24 million	\$24 million	\$24 million	
SPMP Agricultural Subsidies Scheme	\$350 million	\$70 million	\$70 million	\$70 million	\$70 million	\$70 million	
SPMP National Granary Ecosystem Project - Mass Farm- PPP	\$7 billion	\$1,4 billion	\$1,4 billion	\$1,4 billion	\$1,4 billion	\$1,4 billion	

2.9.2 Sports development and infrastructure

Project(s)	Investment Estimate (N\$)	Annual Targets					Lead Institution
			Y2	Y3	Y4	Y5	
SPMP Sports Infrastructure and Sports Industry Development Project	\$968 million	\$240 million	\$240 million	\$240 million	\$248 million		MYSNS
	\$3.02 billion	\$671 million	\$671 million	\$671 million	\$1,006 billion		MYSNS
		\$428 million	\$428 million	\$428 million	\$428 million		MYSNS
SPMP Sports Centres of Excellence Project	\$200 million	\$40 million	\$40 million	\$40 million	\$40 million	\$40 million	MYSNS
SPMP Professional Sports League Sponsorship Project	\$1 billion	\$200 million	\$200 million	\$200 million	\$200 million	\$200 million	MYSNS

2.9.3 Youth Empowerment

Project(s)	Investment Estimate (N\$)	Annual Targets					Lead Institution
		Y1	Y2	Y3	Y4	Y5	
SPMP National Youth Fund	\$2billion	N\$400 million	N\$400 million	N\$400 million	N\$400 million	N\$400 million	MYSN
SPMP Youth in Business Empowerment Project Level 1	\$500million	\$100 million	\$100 million	\$100 million	\$100 million	\$100 million	
SPMP Youth Apprenticeship Scheme	\$3.5billion	\$700 million	\$700 million	\$700 million	\$700 million	\$700 million	
SPMP Youth Intership Scheme	\$4billion	\$800 million	\$800 million	\$800 million	\$800 million	\$800 million	

2.9.4 Creative Industry

Project(s)	Investment Estimate (N\$)	Annual Targets					Lead Institution
		Y1	Y2	Y3	Y4	Y5	
SPMP National Arts and Creative Industry Awards	\$1.1billion	\$220 million	\$220 million	\$220 million	\$220 million	\$220 million	MYSNS
SPMP Creative Industry Facilities and Equipment Project	\$200million	\$40 million	\$40 million	\$40 million	\$40 million	\$40 million	



CHAPTER 2:

CRITICAL ECONOMIC ENABLERS

3.1 ENABLERS FOR A PROSPEROUS AND INDUSTRIALISED NAMIBIA

As a Party, we recognize the importance of striking a delicate balance between the ambitions of state led development and a market led economy. We thus commit to sustainable fiscal management, diversifying our economy and facilitating job creation by attracting investments through economic diplomacy, strengthening our revenue base through equitable tax policies and promoting industrial growth. Value addition to local products, and beneficiation of natural resources shall be used to create sustainable value chains to be able to boost economic growth and prosperity for the entire Namibian Populace.

The below key areas are critical enablers for Economic Growth whose resultant effect are an industrialized Namibia, improved living standards, and opportunities for individuals and communities, encompassing several key aspects that contribute to a thriving economy and a better quality of life.

- ➔ Beneficiation of Natural Resources, including mineral resources, oil and gas has wide-ranging impacts on the economy, which include job creation, particularly in the processing of raw materials locally, thereby retaining jobs in-country, and stimulating the economy by creating value locally and attracting foreign investment.
- ➔ Energy is a crucial input for economic growth, being a basic input for production that powers machinery to produce, and it lights homes and operate facilities. It is, therefore, the foundation of a modern industrial economy.
- ➔ Tourism has become a thriving economic sector in our economy as visitors from around the globe take time off to rest and reconnect with themselves. This sector has created jobs in our economy and further investment into this sector is critical for its long-term sustenance.
- ➔ The agricultural sector feeds our nation, as a nation that cannot feed itself is on the brink of hunger, malnutrition and disease. It is, therefore, important for the government to invest in agriculture in order to reduce food importation and enhance the rural economy.
- ➔ Agriculture cannot survive without water supply. Our economy has experienced successive droughts that threatens food production. Water is a key input for economic production and growth, especially in agriculture and is vital for healthy ecosystems, in which the economic benefits of improved water supply and – in particular – sanitation far outweigh the investment costs. It is, therefore, important for the government to invest in water supply in order to enhance agricultural production, lead a healthy nation and mitigate against droughts.
- ➔ The fisheries industry is one of the biggest sectors that generates billions in revenue and also contributes to massive employment in our economy and its long-term sustainability is critical to economic growth. It is, therefore, important that government ensure that fishing sector is fully Namibianised, and policies are put in place to ensure that most of the fish products are processed in Namibia.
- ➔ Infrastructure development plays a critical role in supporting economic activities and facilitating trade and connectivity. Reliable transportation networks, power supply, telecommunications, railways, water and sanitation systems are vital for businesses to operate effectively and for communities to prosper. Investments in infrastructure improve productivity, attract investments, and enhance competitiveness by connecting regions and reducing logistical constraints, infrastructure development fosters economic and promotes balanced growth across different areas, including marginalized communities.

Critical to the success of these economic enablers is the establishment of a Policy Research Institute that will serve as a Think Tank established to conduct Policy on strategic and key sectoral issues of the Namibian economy.

2.1.1 CRITICAL ECONOMIC ENABLER 1: MINING

MINING					
Objective	Key Results (What does success look like)	Initiatives (What must happen)	Budget	Critical Success Factors/Low Hanging Fruits	Timelines
Mining	Ensure increased beneficiation for Namibians from Mineral resources.	• Increase ownership of Namibians in the Mining industry. • Enactment of the mineral beneficiation law. • Gold reserve established in Namibia.	Mapping critical minerals value chains study.	Value addition for critical minerals and cooperate through bilateral agreements with other African nations to establish processing center.	Apr – July 2025
			Integrated Mineral Beneficiation Policy and legislation to be developed and implemented.		March 2026
			50% of all new EPLs are to be granted to Epangelo.		May 2025
			Epangelo to be capacitated through fiscus and self-funding, to finance its own exploration.		March 2026
			Gold Reserve - Cabinet directive		April 2026

3.1.2 CRITICAL ECONOMIC ENABLER 2: ENERGY

ENERGY					
Objective	Key Results (What does success look like)	Initiatives (What must happen)	Budget	Critical Success Factors/Low Hanging Fruits	Timelines
Energy	Enhance domestic energy security and diversification	Namibia reaches 900MW installed capacity	Accelerate implementation of pipeline power projects inclusive of renewable energy and green energy on a PPP basis.	Leverage private sector Energy projects	2025 – 2029
			Conduct a feasibility study to explore the development of the nuclear energy plant.		June 2026
			Pilot phase		June 2027
	Electrification of Peri-Urban and Rural Areas	Increase national electrification rate to 70% (currently at 50%) Ensure 100% electrification of all schools and health facilities	Intensify the roll-out of peri-urban rural electrification.	Priority should be given to schools and clinics.	By 2030

3.1.3 CRITICAL ECONOMIC ENABLER 3: OIL & GAS

OIL AND GAS MANAGEMENT					
Objective	Key Results (What does success look like)	Initiatives (What must happen)	Budget	Critical Success Factors/Low Hanging Fruits	Timelines
Oil and Gas	Increase ownership and participation by Namibians of a sizeable and fair share in the Oil and Gas Industries.	Enacted Local Content Act and Regulations.	Fast-track the finalization of policy, development of legislation on local content.	Benchmark local content best case studies for in-country value retention.	Policy – Sept 2025 Legislation – March – 2026
		Establish Oil and Gas Logistics and Supply Base to drive local content in the oil and gas sector on a PPP basis.	Maintain at least 30% carried interest for the State in all upstream licenses. Establish the Petroleum Regulatory Agency	From April 2026	Skills Development Strategy completed by 30 November 2025
		Fully functional Petroleum Regulatory Agency	Human resource plan and development for the oil & gas sector.	Regulator established by April 2025	Cabinet approval of gas masterplan by 20 November 2025 Cabinet approval of gas legislation by 31 March 2026.

3.1.4 CRITICAL ECONOMIC ENABLER 4: TOURISM

TOURISM					
Objective	Key Results (What does success look like)	Initiatives (What must happen)	Budget	Critical Success Factors/Low Hanging Fruits	Timelines
Tourism	Stimulate the local economy by redefining the tourism landscape to bring about socio-economic inclusion	Spatial Tourism Master Plan developed	Tourism Stimulate the local economy by redefining the tourism landscape to bring about socio-economic inclusion Spatial Tourism Master Plan developed Develop a spatial Tourism Master Plan to attract and encourage new investments to ensure industry diversification and sustainability. - Develop beneficiation allocation for traditional authorities and communities from National Parks - Explore the concept of medical tourism and conference tourism and incorporate proposal in the Master Plan. - Indigenization of the Tourism Industry as a central theme in the Master Plan, supported by a radical policy to facilitate inclusion and empowerment of local communities. Namibian Cultural & Eco-Tourism Villages - A network of self-sufficient cultural and eco-tourism villages that allow visitors to experience Namibia's diverse ethnic traditions. - Ensure Trad Namibia Extreme Adventure Series - Includes exciting endurance events like the Namib Desert Ultra Marathon, Skeleton Coast Survival Challenge, Spitzkoppe Rock Climbing Festival, and the Dune Sandboarding Championship. Namibia 360° Digital Tourism Hub Namibia Film & Safari Tourism Program Namibia's Star Tourism Initiative (Astro-Tourism).	Increase rural communities' participation in tourism activities through ecotourism, and thereby promoting and preserving cultural heritage; historic sites, and cultural villages as new tourism products to spur job creation and economic diversification.	Finalization of Master Plan by 30 June 2025

3.1.5 CRITICAL ECONOMIC ENABLER 5: WATER

WATER					
Objective	Key Results (What does success look like)	Initiatives (What must happen)	Budget	Critical Success Factors/Low Hanging Fruits	Timelines
Water	1. Accelerate provision of potable water to rural communities	Rehabilitation of earth dams in all constituencies.	Identify earth dams to be rehabilitated.		2025 - 2027
		Accelerate the development of the Ohangwena Aquifer.	Accelerate development of the Ohangwena Aquifer.		2025 - 2027
	2. Enhance and support national and industrial water security	Established desalination plants in Erongo and in the northern region.	Accelerate the implementation of the desalination plants in the Erongo Region and the northern region.		2025 - 2027

3.1.6 CRITICAL ECONOMIC ENABLER 6: FISHERIES

WATER					
Objective	Key Results (What does success look like)	Initiatives (What must happen)	Budget	Critical Success Factors/Low Hanging Fruits	Timelines
Fisheries	Maximize returns from the Nation's marine resources, for the benefit of all Namibians	Review the market realization from fishing quota allocation, reserved for GRN.	Cabinet directive must be issued within a reasonable time		April - November 2025
	2. Enhance and support national and industrial water security	Established desalination plants in Erongo and in the northern region.	Benchmark study on the potential for transferring all quotas for all species to wet.		April – Nov. 2025
			Policy directive issued based on the benchmark study.		Dec 2025

3.1.7 CRITICAL ECONOMIC ENABLER 7: TRANSPORT & LOGISTICS

TRANSPORT & LOGISTICS					
Objective	Key Results (What does success look like)	Initiatives (What must happen)	Investment Required (Over 5 years)	Critical Success Factors/Low Hanging Fruits	Timelines
Establish a new National Airline in partnership with the private sector	New National Airline established	Revive the national airline through a business model that will ensure sustainability.		Secure Aviation Expert Leverage existing plans currently underway	Market study completed by June 2025 Expression of Interest for PPP partner finalized by August 2025 Negotiation finalized by December 2025 Launching and official operation of the new Airline between June and December 2026.
Accelerate the positioning of Namibia as the Logistics hub and corridor for Southern Africa.	NIDAP completed by end of 2026.	Compile a 30-year National Infrastructure Development Acceleration Plan (NIDAP). Appointment of Consultancy Team Market Study and Research. Stakeholder Engagement and Workshops. Compile Document.	N\$25m	Increased international and regional trade through the port of Walvis Bay	2025 – 2030
	Angola – 3 Botswana – 4 Zambia – 1	Develop One-Stop-Boarder-Post (OSBP) with Botswana, Angola and Zambia. Preceded by feasibility studies.	N\$10million	Increased trade and efficiency through boards clearing	2025 -2023
Positioning the ports to handle increased demand and enhancement of Namport's capabilities to serve its customers	Increased capacity to handle dry bulk, break bulk and ro-ro operations from 3 – 6 metric tonnes per annum (MTPA) at the Port of Walvis Bay.	Establish new common user multipurpose terminal at Port of Walvis Bay North Port Multipurpose Terminal.	Development by private party. N\$3b	Commodity markets, effective management of contract.	Q3, 2025/2026 Financial year 2029
	Increased capacity to handle oil and gas at the Port of Walvis Bay Increased capacity to handle larger ship and rigs for repairs at the Port of Walvis Bay	Develop graving dock at the Port of Walvis Bay North Port.	Development by private party. N\$5b		Q2, 2025/2026 Financial year
	Increased capacity of quay wall, accommodating the oil and gas, manganese and related cargo activities at the Port of Luderitz. Developing capacity to handle green ammonia (export least 2 million tons of ammonia per annum).	Expand the current quay wall and renovate jetties in Robert harbour by 500m. Develop a green ammonia export develop additional quay wall and jetties at Angra Point.	Phase 1: N\$4b Phase 2: N\$ 4 b N\$10b, PPP	Feasibility of oil exploration & expansion of town to handle increased demands of industry. Feasibility of green hydrogen projects & partnership with the Port of Rotterdam.	Quay wall expansion - 2027/28 . Renovation of jetties - Next 10 years . Ammonia Terminal - 2028 Additional jetties and quay wall at Angra Point - Next 30 years .

TRANSPORT & LOGISTICS					
Objective	Key Results (What does success look like)	Initiatives (What must happen)	Investment Required (Over 5years)	Critical Success Factors/Low Hanging Fruits	Timelines
	Increase annual passenger traffic (HKIA).	Upgrade HKIA Airport (preceded by feasibility study) - by Dec 2026.			
	770km of railway network completed by 2029 1800km of railway rehabilitated by 2027	Commence implementation of the Rail Master Plan Extension of Railway Network from Grootfontein to Katima Mulilo. Rehabilitate and maintain the railway network as per the Rail Master Plan	N\$43 billion N\$29billion	Connect the railway up to Botswana and Zambia as a matter of priority and leverage PPP.	2025-2029
	1600km roads upgraded by 2029	Upgrade Rural Feeder Roads in 11 regions.	N\$27 billion	Integrate regions and communities across the country	2025=2029
Accelerate the establishment of a new National Airline	Increased tourism through direct international destinations, thereby generating foreign exchange revenue, creating 700 direct jobs and 5000 indirect jobs.	Acquire or lease airplanes, develop airplane maintenance station to support the airline operations.	N\$ 3 billion	To connect Namibia to the world and the world to Namibia through air travel	2025-2026
Improve TransNamib Fleet	Improved efficiency in rail operations in line with the TNHL Integrated Strategic Business Plan	Acquisition of new locomotives and wagons for improved efficiency	N\$ 2.3 billion	Transport Heavy cargo and bulk cargo by rail to preserve roads	2025-2029



CHAPTER 3:

LEGAL REFORMS &
INSTRUMENTS REQUIRED

4.1 PRIORITY LEGAL REFORMS

4.1.1 Land Bill

Introduced to create one uniform Land Act for the whole of Namibia. The Bill deals with land tenure reform for the purpose of promoting the economic and social development of the people of Namibia, facilitating a land reform process where commercial agricultural land is made available to those Namibians who have been disadvantaged by past discrimination. The first draft was circulated to the public in 2010. Its principal aim is to consolidate and amend the Agricultural (Commercial) Land Reform Act 6 of 1995 and the Communal Land Reform Act 5 of 2002 in order to ensure that all land in Namibia has the same status. The Bill was tabled in 2016 in the National Assembly. However, it was withdrawn in order to incorporate resolutions to be taken at the second national land conference announced by the then Minister of Land Reform.

The second land conference finally took place in October 2018 and a total of 40 resolutions were passed. The Minister of Agriculture, Water and Land Reform, Calle Schlettwein has announced on 4 November 2024 that the government has made progress in updating the Commercial (Agricultural) Land Act and the Communal Land Reform Act. He said the government has consolidated the two legislations following recommendations made during the 2nd National Land Conference in 2018.

A revised version of the Land Bill was circulated in September 2020. This version appears to incorporate some of the resolutions taken at the 2018 conference on land tenure system. Priority should be given to the enactment of the Land Bill.

Recommendation: Finalise promulgation of the Land Bill by March 2025

4.1.2 Regional Councils Act (Act No. 22 Of 1992) and Local Authorities Act (Act No. 23 Of 1992)

2.1 The Regional Councils Act (Act No. 22 of 1992):

The Act grants significant autonomy to regional councils over local governance ON development projects. While this is beneficial in ensuring local needs are addressed, it could create friction if the central government wants to implement national initiatives in opposition-held areas.



Approach:

- Amend the Act to enable certain development projects, particularly those of national importance, to be managed directly by the central government or under a collaborative mechanism. A national "development oversight body" could be established, with powers to direct the implementation of such projects.
- Given that regional councils control their finances, there is a risk that opposition-controlled regions may deprioritize national projects in favour of local political objectives. Introduce a provision to allow the central government to allocate specific funds for critical national projects that must be managed centrally, even if they fall within a regional council's jurisdiction.
- Create committees comprising representatives from both regional councils and central government to oversee and implement key projects, fostering collaboration and reducing potential conflicts.

2.2 Township and Town Councils Act (Act No. 5 of 1992)

Similar to regional councils, local authorities have significant control over urban development projects. This could pose a challenge for central government if local councils (particularly in opposition-controlled areas) prioritize political interests over national development objectives.



Approach:

- Clarify central government's role in urban projects under the Township and Town Councils Act by ensuring that critical national projects, especially infrastructure and development projects, are centrally coordinated, or through joint task forces involving both local and central government entities.
- Strengthen Section 32 by requiring that major urban development projects be carried out in coordination with the central government. These agreements could stipulate that certain projects are subject to national oversight and direction to ensure alignment with broader national development goals.
- Consider introducing provisions for a central development oversight body or mechanism to directly manage projects of national significance, ensuring they align with national priorities, establish shared responsibility through collaborative mechanisms and introduce provision for a central funding for national projects.

4.1.3 Namibia Students' Financial Assistance Fund Act

An implementation plan has been put in place to finalise the dissolution process of NSFAF as a parastatal and reintegrate it into the Ministry of Education. This is in line with the government's initiative to provide free education and capacitate institutions of higher learnings.



Approach: Finalise the amendment Bill to facilitate the legal dissolution of NSFAF and return it to the Ministry of Education as a department.

4.1.4 Public Procurement Act, 2015

The procurement Act of Namibia has an objecting to regulate the procurement process of goods, works and services through a process that promote integrity, transparency and accountability.



Approach:

- Amend the Public Procurement Act of Namibia to establish an independent judicial body (Tender Court) under the Judiciary to handle procurement related cases.

4.1.5 Lotteries Act 13 of 2017 And Gaming and Entertainment Control Act 13 of 2018

To Streamline regulations and reduce administrative duplications, the two pieces of legislations need to be merged into a single comprehensive law to achieve unified regulation of the gaming and lottery industries. Approach: Legal drafters to prepare " Namibia Gaming and Lotteries Bill" combining both elements of the existing Act.

4.1.6 Investment Promotion and Facilitation Bill, 2021

The principal purpose of the Act is to enable a conducive environment to attract, retain and facilitate both domestic and foreign sustainable investment in our country. The Act provide for the promotion and facilitation of foreign and Namibian investment to enhance sustainable economic development and reduce unemployment.



Approach: Expedite the revision and enactment of this act in a manner that will promote investment enhance sustainable economic development and reduce unemployment.

4.1.7 Public Procurement

Procurement Plan

The Procurement Plan for SMIP underpins the importance of swift approval of all procurement contracts. For this reason, SMIP Projects will see a procurement system functioning within the boundary of Namibian law while expediting all necessary approvals. In this regard, all Lead Implementing Agents (Government Ministries) must seek exemption from the Procurement Act using Clause 4 - (1) & (2) of Public Procurement Act 15 of 2015 as amended by Public Procurement Amendment Act 3 of 2022 the Minister of Finance “may for a specified or unspecified period issue a general or specific exemption from the application of certain provisions that are not practical or appropriate for the procurement, letting, hiring or disposal of security-related goods, works, services and property....”. Implementation of SMIP will require such exemptions for the speedy approval of the appointment of the project professional team and contractors to work in the implementation of SMIP.

All lead implementing agents will be expected to apply for exemption from the Procurement Act, using Article (4) (2) of the Procurement Act of 2015. Section 4(2) of the Public Procurement Act of 2015 of Namibia allows the Minister to grant exemptions from certain provisions of the Act. “The Minister can grant these exemptions for specific types of procurement or disposal and can do so with or without conditions. The exemptions can be applied when certain provisions of the Act are not practical or appropriate for the procurement. In the application of the exemption, the SMIP Lead Implementing Agent will request for Sub Implementing State Owned Enterprises to be permitted to undertake Direct Procurement permissible under Section (36) (29) (30) (31) (32) of the Procurement Act of 2015. All the Lead Implementing Agents are expected to submit the Application for Exemption with a procurement plan for approval”.

The SOEs will be expected to procure goods and services within the confines of the Public Procurement Act, as follows:

- Sealed quotation bids (Section 7(1)(i))
- National Open bidding Section 29 (b)
- International Open Bidding Section 30

4.1.7.1 Conditions that must be applied by the Minister of Finance to be attached for Exemption

The Minister of Finance must attach the following conditions for procurement under the exemption from the Public Procurement Act, 15 of 2015:

- Respect of key principles of Public Sector Procurement which include transparency and fairness, value for money, diversity, competition, non-discrimination, and Accountability and integrity.
- All works by Government must be done through SOEs in collaboration with local and/or international private players, where applicable.

-
- Decision making: In the event that SOEs team up with local and/or international contractors (in Joint ventures) the SOE must hold 51% decision making power in the participation of the joint venture. The joint venture must comprise of Previously Disadvantaged Namibians (PDNs) with 19% decision making power and 30% decision making power in the hands of the international contractor.
 - The decision-making condition above is not applicable to PPP transactions, in an event where the private partner invests 51% or more of the project capital requirement.
 - Profit share: The SOE will be entitled to 30% profit share, while the consortium of PDNs will be entitled to 40% profit share with the foreign contractor earning 30% of profits from the contracted project.
 - The profit share condition above is not applicable to PPP transactions, in an event where the private partner invests 51% or more of the project capital requirement.
 - Where PDNs wish to partner with other Namibia individuals or business legal entities, the consortium to be formed should have 50% shareholding of PDNs and 50% shareholding of other Namibians or Namibian business legal entities.
 - DBN should provide Performance Guarantees to PDNs entities, it is further encouraged that other financial institutions (banking and non-banking) provide same.
 - To capacitate Consortiums of PDNs the appointing Implementing Agent will provide a percentage of the value of the project awarded as an advance payment.
 - The advance payment is applicable to only one (1) project per PDN consortium/entity. Should the consortium/entity be awarded a subsequent project/s, they will no longer qualify for the advance payment.

4.2 LEGAL REFORM PER PRIORITY SECTOR

AGRICULTURE				
Objectives	Initiatives	Legal Reform	Responsible OMA's	Timelines
Enhance food security and resilience in Namibia through sustainable agricultural practices	<i>Identify suitable land for super farms.</i> <i>Revise the TOR for green scheme outsourcing and fast track procurement process</i> - Identify and select private sector operators for Green Schemes and guarantee off take - Establish contracts and operational frameworks. - Improve existing irrigation systems and increase area under irrigation - Roll out renewable energy solution into all green schemes to reduce utility costs <i>Integrate small-scale farmers into the value chain.</i> - Expand successful models to additional Green Schemes. - Foster partnerships with private sector operators to build warehouses and storage facilities - Establish formal agriculture value chains - Ensure market access to all green schemes production and small-scale farms offtake their production	The government need to allocate state land for commercial ventures. Priority should be given to amendment of the Agricultural (Commercial) Land reform Act (Act No. 6 of 1995) to incorporate the second land conference recommendations- such as Strengthen provisions for the mass formalization of informal settlements. Provide mechanisms for allocating land rights to shack dwellers. Streamline the process for communal land title deeds, ensuring security of tenure for rural and urban low-income residents. Amend the Agricultural (Commercial) Land Reform Act (Act No. 6 of 1995) to. - streamline the process for identifying and allocating state land for large-scale agricultural projects. - allow for the creation of hybrid land tenure systems that enable small-scale farmers to enter into joint ventures or partnerships with commercial farms or green schemes. This could be achieved through lease agreements or co-ownership structures that offer small-scale farmers access to larger markets while retaining rights to their land. - Incorporate support for the creation of formalized market access channels. The government could regulate market access and ensure that small-scale farmers are not excluded from the commercial market. This could involve requiring green schemes to commit to purchasing a percentage of their input from small-scale farms in their proximity. Proposal for the act to. - define criteria for land that is suitable for large-scale farming, with emphasis on environmental sustainability. - introduce provisions that allow private-sector operators to enter into long-term land leases for green schemes. This can incentivize private investment by securing access to land for development. - include a provision that facilitate the creation of off-take agreements between government entities and private operators. This ensures that land allocated for green schemes has a guaranteed market for its output. Communal land reform Act (Act No. 5 of 2002) must also be amended to enable commercial enterprises to obtain freehold where commercial agriculture projects overlap with communal land. This would allow such projects to secure investment while providing benefits to communal land users. Establish criteria for recognizing "commercial enterprises" in communal land areas, with safeguards for the rights of local communities, including compensation, employment, and land-sharing agreements. Enforce the green scheme policy (2008) and green scheme partnership initiatives of government - provide clear legal frameworks for monitoring and enforcing compliance with green scheme partnership agreements. This could include provisions for regular audits, performance assessments, and penalties for non-compliance. - Introduce stronger oversight mechanisms for green scheme operators to ensure they adhere to environmental sustainability and employment creation provisions. Establish a framework for Public-Private Partnerships (PPPs) within the Act, with clear procurement guidelines for outsourcing green scheme operations.	MAWLR	December 2025

INFRASTRUCTURE

Objectives	Initiatives	Legal Reform	Responsible OMA's	Timelines
Establish new National Airline in partnership with private sector	Conduct market analysis and financial feasibility Study Develop Business operating model Strategy Launch the Airline Develop a green business model that integrates renewable energy and energy-efficient technologies for operations. Prioritize cargo operations to enhance trade facilitation.	Process is regulated under Civil Aviation Act, 2016 (Act no. 6 of 2016. Obtaining an Air Operator certificate. Establish a National Air Aviation policy. Amend the Civil Aviation Act (Act No. 6 of 2016) to support PPPs and green aviation for sustainable airline operations, make provisions for renewable energy infrastructure and sustainable fuel adoption in aviation Amendment to tax laws to allow tax exemptions for the national airline Sign bilateral and multilateral Air Service agreements for secure landing in international jurisdictions	NAC, MWT	Phase 1 (2025): Planning and partnership Phase 2 (2025): Regional Route launch Phase 3 (2026-2027): Expansion for additional destinations Phase 4(2028+): Long-haul operation

SPORT

Objectives	Initiatives	Legal Reform	Responsible OMA's	Timelines
To develop essential sports infrastructure across Namibia, including basic sports facilities in all constituencies and CAF stadiums, to support the growth and professionalization of sports.	RC and LA counsellors to be requested to immediately identify suitable land through Governor's office Development of a uniform standard Design for all sites Sites assessments Procurement by CPBN and Award by allotment (section 59(b) CAF Category 2 Stadiums in 14 Regions Site assessment for stadium locations Design and construction Compliance with CAF standards Establish Sports Centers of Excellence within Category 2 Stadiums: Identify and secure sites linked to each CAF Category 2 stadium	Amend the Namibia Sports Act to operationalize the Sports Development Fund with robust financing mechanisms and support sports infrastructure	MSYNS	2025
To establish sports centers of excellence within CAF Category 2 stadiums	Design the Centers of Excellence to include training facilities, sports science labs, and accommodation Hire skilled coaching and administrative staff training programs tailored for various sports disciplines Recruitment and Training of Staff	Amendment to the tax law to introduce tax incentives for investments in sports development and youth recreation facilities	MSYNS, MOF	2025
To provide sustainable financial support to sports leagues in order to prevent closure, enhance national performance, and promote grassroots development in Namibia.	CAF Category 2 Stadiums in 14 Regions Site assessment for stadium locations Design and construction Compliance with CAF standards Establish Sports Centers of Excellence within Category 2 Stadiums: Identify and secure sites linked to each CAF Category 2 stadium	Introducing sports infrastructure policy and national sports plan to encourage regional hubs	MSYNS	2025-2026

YOUTH EMPOWERMENT				
Objectives	Initiatives	Legal Reform	Responsible OMA's	Timelines
Empowering youth to drive economic growth and reduce unemployment	Establish a National Youth Fund Establish Youth agricultural cooperatives in each region Secure Guarantee from NASRIA to enable funding access, and partner with financial institutions to streamline fund distribution Identify Existing SME Park in the Region Renovate existing SME Park and repurpose them into regional Entrepreneurial Centers Hire unemployed Artisan in each region to renovate the Parks Hire consultants to redesign and deliver pre-funding business mentorship. Collaborate with artisan and agricultural sector employers to identify skills gaps. Create an incubation fund for youth-led startups.	Revise the Labour Act 11 of 2007 to enforce mandatory internships and tax rebates for youth employment. Enact legislation to incentivize businesses to offer paid internships for young graduates. Amend tax law to Provide tax breaks or other incentives to employers who participate in such programs. Reform the labour laws to provide greater flexibility in hiring of youth, particularly for natural resource-based industries. This may be accomplished through promotion of partnerships between government, industry, and training institutions to develop a skilled workforce aligned with industrial needs.	MOL, MSYNS, MOJ, MOF	2025-2028

BUILDING A BETTER FUTURE: QUALITY EDUCATION AND TRAINING				
Objectives	Initiatives	Legal Reform	Responsible OMA's	Timelines
Ensure universal access to quality and free higher and vocational education at public institutions.	Implement a funding formula. For HEI and TVET Implement and enforce 100% compliance to the Minimum Standards for Higher Education as developed by NCHE and introduce Quality Education Qualifier Package Improve Quality of Education delivery: by Conducting an independent benchmark of all state funded or NASFAF beneficiary Higher Educational Institutions (NEI) or TVET institutions Fast track the re-integration of NSAF as per Cabinet decision Roll out free HEI and TVET education in phases to State institutions (starting with tuition fees) Develop funding model for private sector HEI and TVET Institutions Revise HEI and TVET Curriculum to cater for future Jobs HEI Infrastructure Development and Maintenance: Request HEIs to submit Infrastructure development and maintenance Plans and operational costs to cater for delivery of quality education Invest in the construction of new facilities in under-served regions/for critical skills training Upgrade and modernize existing infrastructure to meet global education standards and regional access to HEI and TVET education	Establish the TVET Expansion Act to include Skills Future Program, to explore ways boost vocational training (Namibia's education system continues to focus heavily on academic pathways, vocational skills development could empower youth for the job market) Amend Higher Education Act 26 of 2003 to incorporate universal admission standards and free education	MHETI, MEAC	2025

BUILDING A BETTER FUTURE: QUALITY EDUCATION AND TRAINING

Objectives	Initiatives	Legal Reform	Responsible OMA's	Timelines
Fast-track the full integration of Pre-Primary (PP) and Early Childhood Development (ECD) into the mainstream education system, for strong foundation	infrastructure requirements and a Funding model. Formulate a framework to guide and regulate delivery of PP&ECD. Develop training program for ECD teachers and TOT trainers	Strengthening the implementation of the Basic Education Act by enhancing mechanisms to support Early Childhood Development including clear funding strategies, quality assurance frameworks, and expanded access to rural areas and marginalized communities. Introduce targeted measures to promote vocational and STEM education to align with Namibia's development priorities.		

CREATIVE INDUSTRY

Objectives	Initiatives	Legal Reform	Responsible OMA's	Timelines
Promote and support the growth of the national arts and creative industry	National Arts and Creative Industry Annual Awards: - Establish a national steering committee to drive the development of the industry. - Design and launch an annual awards program with transparent criteria and selection processes. - Secure partnerships with private sector sponsors to complement government funding and build industry prestige. - Professionalize the Arts - Establish the state of all country-wide art centers and revitalize all dormant art centers to standard; including licensing of teachers and inculcate continuous professional development Creative Industry Infrastructure and Equipment Fund: - Establish a government-backed fund to support the development of creative industry facilities and production. - Each region must establish a creative arts class, be it performance, drama, music, or film and attract volunteers (from schools of arts or overseas) - Introduce an export strategy for Namibian creative works could further promote global reach. Support for Industry Growth: - Provide training programs for artists, musicians, and creatives in business management, marketing, and technical skills. - Facilitate mentorship opportunities between established and emerging talent. Monitoring and Evaluation: Implement robust performance management by allocating specific deliverables on creative arts to the regional directors of education and hold them to account. I.e. mainstreaming creative arts in all regions.	Amend the Copyright and Neighbouring Rights Act, 1994 (Act No. 6 of 1994 and the Patents Act, 2019 Act No. 9 of 2019) to include protection of digital content created by Namibians. Create a legislation to strengthen the mandate of the Namibia Film Commission Finalise promulgation of the National Arts Fund Amendment Bill Operationalise the Creative Entrepreneurship Programme	MEAC	2025

DECENT LIVING: LAND, HOUSING AND SANITATION

Objectives	Initiatives	Legal Reform	Responsible OMA's	Timelines
Address housing and sanitation are needed for low-income earners nationwide.	Establish Special Land Delivery Task force - Establish PMO and appoint staff under MURD & Develop clear criteria for "special land delivery task forces" under existing laws to ensure transparency. Immediately Restructure Township Board and Capacitate Surveyor General office to fast-track surveying Appoint and establish in-house professional team by recruiting unemployed qualified engineers, land surveyors and Quantity surveyors Establish a mechanism for affordable housing quality checks to ensure long-term viability. Urban design Land Servicing - Conduct market analysis to identify towns and erven to service - Urban Design, Town Planning and Township Establishment Housing Construction - Allocation of land to contractors' developers in all towns (Aggressive mass formalization of informal settlements starting with piloting mass formalization in 5 towns(WHK, Walvisbay, Rundu, Keetmanshoop, Oshakati) Commission Aerial Lidar Surveys and profiling of all informal settlements Mass Recruit Unemployed Engineers Town Planners etc. to do Urban Design and Town Planning Identify unoccupied land and Relocate residents (i.e. 500 households in phases Roll out mass servicing of land using Unemployed artisan per region and contractors Sanitation Infrastructure Development - Identify and prepare implementation plan Construction of sanitation facilities	Amend Communal Land Reform Act to Strengthen communal land rights and streamline leasehold access and rural development for financing and economic empowerment in rural areas Broaden the scope of affordable housing initiatives under the National Housing Enterprise Act, targeting low- and middle-income earners, expanding government- led housing schemes, improving access to financing for homeowners Amend the National Housing Enterprise Act 5 of 1993 to broaden the scope of affordable housing initiatives under the, targeting low- and middle-income earners, expanding government- led housing schemes, improving access to financing for homeowners Amend regulations under the Urban and Regional Planning Act 5 of 2018 to strengthen the enforcement of urban and regional planning policies to guide sustainable urban expansion, improve service delivery, and minimize informal settlements, by ensuring that regional and local authorities have the capacity to implement these plans effectively, and by aligning infrastructure development with population growth Include provisions to allow flexible zoning for rapid housing development.	MURD, MOF, NHE	2025



ANNEXURES

ANNEXURE 1 – CRITICAL SUCCESS FACTORS

To ensure the effective implementation of the abovementioned priorities, the following Critical Success Factors will uncompromisingly underline this plan:

- Timely amendment of the legislation that may inhibit implementation of projects, including the national procurement process.
- Embed project management capabilities in the Government at all levels and cascade to regional and local authority levels.
- Ensure accountability through the implementation of an effective performance management and consequence management system throughout government and the O/M/As.
- Ensure sufficient budgetary provision for all the identified projects.
- Introduce an effective monitoring and evaluation framework Empower Public Enterprises to effectively support and deliver on the SMIP, as extensions of Government.
- Collaboration with the Private sector and leverage existing PPP legislation.
- Ensure transparency of project awards and implementation, through robust monitoring and reporting mechanisms.
- The inculcation of a culture of Meritocracy, in which leaders are selected or appointed based on their abilities, credentials, and track record, other than their social background, race, or gender, thereby improving performance outcomes and fostering public trust.
- Embracing Pragmatism, that is being practical and paying particular attention to the context in which Namibia finds itself, understanding what works and what does not, and not being weighed down by doctrine, theory or ideology.
- Embracing ethical leadership, that is, a culture of integrity characterized by strong ethical code, in which actions align with the constitutional values and principles, whilst prioritizing public interest and working towards the betterment of society.
- Accelerate the implementation of Namibia's Mineral Beneficiation Strategy and local content policy frameworks for all mineral and natural resources, as part of a broader strategy to develop emerging industries, and establish new sectors, through value addition.
- Undertake a complete reform of the Public Sector (SOEs) and the Public Service to ensure that institutions are competitive and efficient for purposes of economic development and improving public service delivery, while addressing market failures.
- Introduce a Project Management Office located in the Office of the President (capacitated with qualified project managers to monitor the efficient implementation of GRN projects). This team will have oversight of special project task teams to ensure an integrated and cohesive approach to project management.

In addition, the SWAPO Party shall establish a Manifesto Implementation and Monitoring technical team which will oversee the overall monitoring and implementation of the SWAPO Manifesto on a quarterly basis. Ministers' Performance agreements will be strictly aligned to the Priority sectors and commitments outlined in the Manifesto and NDP 6. The Performance agreements of Ministers will be cascaded to Executive Directors who will ensure effective execution of the priority areas. Ministries, through their respective Ministers, will be required to report quarterly to the SWAPO Party Manifesto Implementation and Monitoring Team on the progress towards set objectives.

ANNEXURE 2 – PRIORITY PROJECTS: PROJECT LEVEL INFORMATION

Below sections outline a number of the priority projects in detail, especially those interventions requiring accelerated construction, and/ or capital allocation.

1. Land Servicing, Low-Cost Housing and Land Servicing

Namibia has a housing crisis due to a lack of affordable housing and serviced land. The country's population is growing, and economic growth has led to rising income levels. However, the supply of new property in urban areas is limited, which has led to increased house prices. This project aims to undertake nationwide land servicing and construction of 10,000 affordable houses per annum for low-income earners that are not catered for by the NHE scheme. The target is to service 5,000 erven per annum for the Khomas region and 5,000 across the remaining 13 regions. Key activities include amongst others:

- Centralised planning and approval process unit at MURD established to fast-track implementation
 - MURD Land Delivery Team
 - Identify suitable land for new townships
 - Environmental Impact Assessment
 - Township planning
 - Township approval
 - Land surveying
 - General Plan Approval
 - Proclamation of township
 - Land servicing
 - Construction
 - Handover of houses
 - Collection of premiums for houses
-
- Budget: N\$3billion per annum for 5 years = N\$15billion inclusive of N\$1billion for machinery and equipment for NHE and RCC.
 - Annual Targets:
 - 10,000 houses constructed annually
 - 10,000 houses handed over to owners annually

1.1 Land Servicing

The National Housing Enterprise (NHE) and the Roads Contractor Company (RCC) will be contracted to service all the ervens without subcontracting the works. This means that there is a need to capitalise NHE & RCC to be able to dispatch teams across the urban centres of Namibia to undertake simultaneous servicing of the ervens. NHE & RCC will require, among other machinery and equipment, compactors, graders, water tankers, excavators, bulldozers, loaders, and tipper trucks. To be able to service a minimum of 10,000 ervens per annum, NHE & RCC will require 33 teams that will be deployed across the country. Each team is expected to service 300 ervens in 6 months (one township). The teams will need at least 12 members to cost-effectively and efficiently undertake the assignment. SMIP will create at least 396 jobs during the servicing of the ervens.

1.2 Planning

The planning phase will also require the hiring of teams of architects, civil engineers, structural engineers, electrical engineers, and quantity surveyors. Hiring of these project teams should also be exempted from the Public Procurement Amendment Act 3 of 2022.

1.3 Construction

Costs of servicing the land should be limited to N\$50,000 while the top structure should be constructed to fit the selling price per house between N\$250,000 to N\$300,000. The low-cost houses should be constructed by local contractors whose teams should comprise 35 employees in the following manner:

- 5x Builders
- 6 x Carpenters
- 3x Plumbers
- 3 x Welders
- 3 x Painters
- 3 x Tilling team
- 3 x Aluminium works team
- 3 x Electrical technicians
- 6 x General labourers

Each team will be expected to construct and complete a house in 3 months, making it possible for each construction team to construct 4 houses per year. SMIP will contract 2500 construction teams to construct 10,000 houses per year. On the construction of houses alone, SMIP will create 87,500 direct jobs.

1.4 Procurement of Construction Materials

The building materials for the SMIP Low-Cost Housing Project should be procured from local MSMEs where possible. This also means there has to be the creation or empowerment of youth-owned businesses that will:

- Make and bricks
- Manufacture ceiling boards
- Manufacture window frames and door frames
- Supply all boards for carpentry
- Manufacture corrugated roofing sheets

These businesses will be established in each town where construction is being undertaken. These businesses can be cooperatives or companies made up of at least 10 youths per organisation. Namibia has 13 cities and 26 towns, making a total of 39 urban centres. Procurement for materials under the SMIP Low-Cost Housing Project can create 195 SMEs that employ an average of 10 people. Consequently, SMIP will create an estimated 1,950 new jobs for the youth of Namibia.

1.5 Sales and Handover of Houses

NHE will be the sales and handover agent of the SMIP Low-Cost Housing Project. The houses will be available on sales of instalment terms where new owners will pay back the cost of the house over a 25-year period. The premiums for the houses will be calculated by dividing the cost price of the house by 240 months. The premiums will be at no interest ranging from N\$833 – N\$1,000 per month.

1.6 Lead Implementing Agent: Land servicing, Low-cost housing and sanitation

The Ministry of Urban and Rural Development (MURD) will be the lead implementing agent. To ensure efficient approval of land for construction into townships, the Ministry of Urban and Rural Development should employ a full-time approvals team that will focus on township boards, environmental impact assessments, town plans, and engineering and architectural plans for weekly approvals.

Clause 4 of Part 1 (Introductory Provisions) of Public Procurement Act 15 of 2015 as amended by Public Procurement Amendment Act 3 of 2022 The Minister of Finance “may for a specified or unspecified period issue a general or specific exemption from the application of certain provisions that are not practical or appropriate for the procurement, letting, hiring or disposal of security-related goods, works, services and property....”. Implementation of SMIP will require such exemptions for the speedy approval of the appointment of the project professional team and contractors to work in the implementation of SMIP.

2. Basic Sanitation Facilities Project

According to the United Nations Children's Fund (UNICEF), Namibia has the sixth-highest rate of open defecation in the world, with 59 % of the population not having access to basic and safe sanitation services - a toilet with water. High levels of open defecation (which is at 47%) and poor hygiene practices pose the greatest public health risk. This project aims to provide basic sanitation units across needy communities nationwide. The plan is to establish 250 sanitation facilities per annum across the country, totalling 1,000 facilities by the end of the five-year SMIP implementation period. Each sanitation facility comprising of 10 male and 10 female units, will total 20,000 units built over the period. A conservative estimate of 5 persons per unit, will total access to 100,000 persons over the period catered for.

2.1 Planning

The planning phase will also require the hiring of teams of architects, civil engineers, structural engineers, electrical engineers and quantity surveyors. Hiring of these project teams should also be exempted from the Public Procurement Amendment Act 3 of 2022. The sanitation facilities should be designed to service a community of 100 members.

2.2 Construction

Construction of sanitation facilities will be undertaken by teams in the locality of the sites to be constructed. Seasoned contractors will not be appointed as contractors. N\$500 million per annum will be allocated for the construction of sanitation facilities. Each sanitation facility should be constructed with a budgetary cost of N\$2 million. The units will require Clear View Fencing. The sanitation facilities should be constructed by local contractors whose teams should comprise 24 employees in the following manner:

- 2x Builders
- 3x Carpenters
- 3x Plumbers
- 2 x Welders
- 3 x Painters
- 3x Tilling team
- 2x Aluminium Works team
- 2x Electrical technicians
- 3 x General labourers

This in turn means that there will be 250 teams that will be employed under this SMIP project every year. These teams will have 24 members each. SMIP Basic Sanitation Facilities Project will create 30,000 new jobs.

2.3 Procurement of Construction Materials

Procurement of materials for the SMIP's sanitation units' intervention should be undertaken from local SMES where possible.

2.4 Handover of Facilities

SMIP will hand over the facilities to the communities. The community members are expected to hire a cleaner who will be in charge of cleaning the facilities. This will generate 1250 new jobs. The facilities should be fitted with biometric access control. The members of the community are expected to have their fingerprints taken and stored in the biometric system.

3. Universal Health Care Access

The aim of this project is to build or renovate and capacitate public healthcare facilities. The plan is to construct or renovate clinics across the country to ensure better access to healthcare services by the people of Namibia. SMIP also plans to develop or renovate intermediate hospitals in each region to the standard of infrastructure and operations of private facilities.

The logic behind this plan is to ensure that the clinics are equipped with medical equipment and staff that can provide all primary healthcare needs. This also entails employing doctors and nurses for each primary health care centre.

The healthcare interventions have applied relevant case studies globally. Namibia's Universal Health Coverage (UHC) will be based on the following principles:

- Access- Anyone in Namibia is eligible for UHC services, including primary, emergency, and psychiatric care primarily:
 - Namibia citizens
 - People staying temporarily on a work or study visa for longer than six months
 - Returning Namibian expatriates
- Health Services Costs
 - All services are free.
 - Non-Namibia residents who plan to stay in Namibia for more than six months may need to pay an immigration health surcharge.
- Funding- The UHC will be funded by general taxation.
- Services- The UHC will provide a range of services, including hospitals, GP practices, primary health care (walk-in) centres, dental practices, pharmacies, and opticians.
- Staff- The UHC will employ more people than any other organization in Namibia, including clinical and non-clinical staff.
- Management- The UHC is managed by the Minister of Health
- Types of care offered- UHC will endeavour to offer:
 - Primary healthcare
 - Secondary health care
 - Social Care
 - Mental healthcare and
 - Community healthcare services
- UHC Framework: The operating framework of the Namibia Healthcare System under SMIP will have to

operate in a structure delineated under Namibia's health care acts including the National Health Act of 2015 and the Public and Environmental Health Act of 2015:

- ☐ Operate under consolidated laws related to state health services and hospitals
 - ☐ Regulates state health services and hospitals
 - ☐ Provides financial assistance for special medical treatment for state patients
 - ☐ Allows local authorities to appoint environmental health practitioners
 - ☐ Promotes public health and wellbeing
 - ☐ Prevents injuries, diseases, and disabilities
 - ☐ Protects individuals and communities from public health risks
 - ☐ Encourages community participation in creating a healthy environment
 - ☐ Provides for early detection of diseases and public health risks
 - ☐ Regulates water and food supplies, infant nutrition, integrated waste management, and health nuisances
- UHC Framework Aim- The main aim of the SMIP Health Care intervention include:
 - ☐ Longer healthy life expectancy.
 - ☐ Excellent quality, safety and outcomes.
 - ☐ Excellent access and experience.
 - ☐ Equity of healthy life expectancy, quality, safety, outcomes, access and experience.
 - ☐ Value for taxpayers' money.
 - ☐ Support to society, the economy and the environment.

4. Free Higher and Vocational Education

The main goal is to improve access to higher and vocational education by offering free higher and vocational education at public institutions. Under SMIP the government will fund the operational expenditure budget of government-owned higher and vocational education institutions, while also funding infrastructure development of the Higher Education institutes (HEIs), and vocational centres nationwide. By capacitating Government-owned HEIs with required funding they can provide access to free education, this should be accompanied by capex for infrastructure development, including new facilities across regions. Important to note is that the enabler to achieve the strategic objectives for quality throughput into higher education should be underpinned by the priority to fast-track the full integration of Pre-Primary (PP) and Early Childhood Development (ECD) into the mainstream education system, for strong foundation budgetary provision should be made for the assessment thereof including infrastructure requirements in year 1 of this implementation plan.

5. National Food Security (Green Schemes, Drought Relief)

Due to the impact of climate change, the Namibian government should proactively budget over each MTEF period for an annual allocation towards drought relief to support 1 million beneficiaries across the country each year. During the 2024 fiscal period, N\$825 million was allocated towards the National Emergency Disaster Fund, of which a significant portion went into the imports of cereals. The plan is to accelerate the production of cereals (maize, wheat, and pearl millet), sunflower, vegetables, fruits and poultry on government-owned Green Schemes in partnership with competent private sector partners. By so doing Government should decrease its import of the above foods for the drought relief programme by 100% in the next 5 years. Budgetary allocations towards imports should be directed towards the production and value addition of foods on Green Schemes, with an offtake allocation towards the Green Schemes, which provides the private partner with a level of offtake guarantees from the Government. The target of this intervention is importing substitution and

support 1 million drought relief beneficiaries through the production of cereals (including maize and wheat), vegetables, fruits, and poultry products. A total of N\$2, 5 billion has been allocated for this intervention.

5.1 Drought Relief Support

The key objective of this intervention is to support 1 million beneficiaries through drought relief initiatives. The initiatives under drought relief support include:

- Initiative 1: Annual budget allocation for off-taking produce from Green Schemes.
- Initiative 2: Production enhancement on Green Schemes.
- Initiative 3: Foster partnerships with private sector operators.
- Initiative 4: Monitoring and Evaluation of production and beneficiary support.

6. Develop large scale Farm, 30,000 Ha

Further supporting the food import substitution initiative is the development of one or more large-scale super farms. Ideally, for the economies of scale in the next 5 years, 30,000 Ha of land on 1 or a maximum of 2 portions of land would be fully developed. These farms will focus on but not be limited to the production of cereals (maize, wheat, and pearl millet), sunflower, vegetables, fruits and cereals. Suitable land is to be identified, and the Government is to make a significant investment in the Capex, to attract the right technical and financial operator with the clear condition of ensuring that targets towards a 100% decrease in imports are achieved during the next 5 years. The government would invest alongside the private sector in creating a supporting environment comprising desalination and water infrastructure, irrigation; storage facilities and logistics; value addition for processing; and renewable energy. A total of N\$7 billion is allocated for this intervention over a five-year period.

The initiatives under this intervention include:

- Initiative 1: Identify and allocate suitable land for super farms.
- Initiative 2: Investment in Capex for irrigation and infrastructure development.
- Initiative 3: Establish desalination, storage, and logistics facilities.

7. Cattle Breed Improvement (Bull) Scheme

The aim of this project is to improve the beef industry throughput breed improvement, targeting emerging, resettled and communal farmers. SMIP's implementing agent will acquire 120 bulls at the cost of N\$50,000 each. These bulls are then distributed across all constituencies and rotated across households to improve the quality of the breeds of cattle at a household level. A total budget of N\$30million is allocated for this intervention over the 5-year period.

8. National Cattle Herd Restocking Scheme

The aim of this project is to capacitate resettled farmers to utilise the land productively by distributing cows to the farmers. Under this project, SMIP plans to acquire 2400 cows to be distributed to 240 emerging and resettled farmers over 5 years to start cattle breeding projects. Each farmer will get 50 cows for a period of 5 years and then return the cows or buy them from the government on a cost recovery basis. These cows will be acquired at the cost of N\$10,000 each.

9. Sports Industry Interventions

The sports industry is a major part of the global economy and is involved in many areas, such as research

and development, construction, and marketing. It also creates many jobs and business opportunities. Taking part in sports by Namibian citizens can improve physical and mental health and can help reduce the risk of early death. The sports industry will also help particular citizens develop leadership skills, set goals, and build character. SMIP aims to use sports as a tool that helps the people of Namibia feel a sense of belonging and purpose and prevent isolation and loneliness. Watching sports with the masses can also provide a sense of camaraderie and support. SMIP aims to utilize sport as a catalyst for National socio-economic empowerment and development.

9.1 Sports Infrastructure Development Project

This project aims to create an enabling environment for the sports industry's development through the construction of sports facilities across all the regions of Namibia. The sports infrastructure to be built nationally will be as follows:

- Sports infrastructure built nationally as follows: basic sports facilities in each (121) constituency at a budget of N\$242 million per annum for 4 years.
- Confederation of African Football (CAF) Category 2 Stadiums in all 14 Regions (10,000 seat capacity each). A budget of N\$460 million per annum for category 2 stadiums.
- Category 3 stadiums in the following regions Erongo, Karas, Oshana, Kunene, Erongo East and IlKharas (30,000 seat capacity each). It is important that an assessment is made on the viability of category 3 stadiums is made for some regions due to CAF requirements for international airport radius and this may pose a challenge to some of the regions listed, this thorough assessment must be factored into the planning stage. The budget over period is N\$755 million per annum for 4yrs category 3 stadiums.

9.2 Sports Centres of Excellence Project

This project aims to provide support services to existing Establish Sports Centres of Excellence to develop elite sportsmen and women from their early years. These sports centres will be developed across all the 14 regions of Namibia in every constituency on Namibia.

Sports Centres of Excellence will be established to develop elite sportsmen and women from early years. The infrastructure should be included in each Category 2 stadium within the budget provided. The annual budgetary allocation will be towards the operational expenditure of running the centre and hiring the best possible staff complement for the operations. The budget allocation is N\$ 200 million per annum. The overall objective is to establish sports centres of excellence within CAF Category 2 stadiums aimed at nurturing elite athletes from a young age, thereby enhancing the overall performance of Namibian sports on both national and international levels. Key Initiatives include the following:

- Establish Sports Centres of Excellence within Category 2 stadiums
- Recruit and train staff

Under this project, the Namibian government and private entities will invest in professional sports leagues and host international sporting events, which will create opportunities for sponsorship deals.

The wake of leagues closing doors due to financial constraints can no longer be acceptable; this not only impacts Namibia's performance at a national level but severely hampers grassroots development. Going forward, the Government will over each MTEF period financially support all sports leagues categorised as: National Sport Codes; Priority Sport Codes; and Development Sport Codes. A funding formula for each league will be determined and accountability measures put in place inclusive of ensuring youth development. The

Overall Objective is to provide sustainable financial support to sports leagues in order to prevent closure, enhance national performance, and promote grassroots development in Namibia. SMIP will focus on the following factors to drive the growth of sports sponsorship:

- Commercialization of sports- Sports Leagues, teams, and athletes will be able to look for new revenue streams through private sponsorships after implementation of SMIP.
- Digital media- Capitalise on the rise of digital media to contribute to the growth of the sports sponsorship market
- Popularity of emerging sports- The popularity of emerging sports, such as esports can contribute to the growth of the sports sponsorship market.

The key activities under this initiative include

- Establish funding formula for the sports leagues
- Accountability measures and monitoring
- Support for youth sports development initiatives

10. National Youth Fund

A National Youth Fund is established to support informal and micro businesses using the total amount allocated with a Guarantee. The fund must have a special focus although not limited to youth-owned informal micro businesses. An entrepreneurial centre in each region (which can use existing SME park infrastructure, currently under NIDA). The fund offers comprehensive business support and advisory services to Youth owned SMEs to conduct feasibility studies, develop bankable business plans, and enhance business skills through tailor-made training, mentorship, due diligence and turnaround strategies to help the SMEs enhance their capacity and skills in running and managing their businesses effectively as well as accessing finances to further develop their businesses.

The fund will be government and managed across the following three tiers:

- o Trustees, appointed by Government and the implementing Agent, the trustees should possess the requisite expertise in MSME development, business, development finance, investment, legal & governance and youth development
- o Management: a lean management team is to be appointed to implement the fund's strategic plan
- o Fund Managers: experienced fund managers to be appointed to manage the fund including approvals and disbursements

The fund will be operated at two levels, level 1 being: (1) business incubation, inclusive of mentorship, registration, compliance, business plan development, business viability assessment; this level should be supported by experienced business consultants offering required services to the MSMEs (2) experienced fund managers, dealing with approvals, disbursements, monitoring and reporting. A business has to graduate from level 1 in order to access funding at level 2. Lending parameters will range from N\$5,000 – N\$300,000. A total budget of N\$500 million is allocated for this intervention over the 5-year period, comprising of N\$100 million annual operational expenditure and N\$400million annually towards the disbursement fund.

11. Youth Apprenticeship Scheme

The objective of this project is to facilitate the acquisition of experience-based skills for the youth through apprenticeships. The scheme focuses on apprenticeship in artisanry sectors that extend to agriculture. The scheme will provide a stipend for students to the private sector to uptake students for up to 3 years. The sum of N\$30,000 per student.

12. Youth Internship Scheme

The aim of this project is to pave the road map in which the youth of Namibia can acquire the skills necessary for them to contribute to the growth and development of Namibia through internships. Under the SMIP Youth Internship Scheme, the government would subsidize the private and public sectors (incl. SOEs) for internship uptake of graduates from public-owned HEIs and VTCs. A total of N\$30,000 per graduate per annum is allocated under this scheme.

13. National Arts and Creative Industry Awards

The goal is to create an enabling environment for the Creative Industries through support in terms of finances and other tools to ensure collaboration and coordination among agencies providing the industry's entrepreneurial support services. This will be done by recognising and rewarding Creative Industry talent. The recognition comes with a monetary reward that supports, job creation, career growth, national pride and identity and industry development.

14. Creative Industry Facilities and Equipment Project

This project goal is to provide support services to the Creative Industry of Namibia in the form of soft and hard interventions with the aim of assisting players in the industry to improve the production and supply capacity of creative products and the competitiveness of Namibian creative talent. This project provides targeted support by providing facilities and equipment for the creative industry in all the regions of Namibia and every constituency in the country. The expected output of this project is an improved competitiveness of the local Creative Industry. Targeted sub-sectors include music, audio-visual subsector and the fashion subsector. Facilities to be established will include amongst others

- Audio recording studios
- Video recording studios
- Photography studios
- Performance arts theatres

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