



NIPDB

Namibia Investment Promotion
& Development Board

THEMATIC CONCEPT NOTE

NAMIBIA PUBLIC-PRIVATE FORUM (NAMPPF) SESSION 1

23-24 October 2025

Windhoek, Namibia

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1. BACKGROUND ON THE NAMIBIA PUBLIC-PRIVATE FORUM

Effectively addressing Namibia's economic challenges, promoting private sector development, and driving inclusive job creation requires stronger, more structured engagement between the public and private sectors. This need is particularly critical during periods of economic strain, but remains equally relevant in times of growth, as the country works toward achieving the goals set out in SWAPO Party Manifesto Implementation Plan (SMIP), the National Development Plan 6 (NDP 6) and Vision 2030.

In recognition of this, the Namibia Investment Promotion and Development Board (NIPDB) is coordinating the lead-up to the inaugural Namibia Public-Private Forum (NamPPF). The inaugural NamPPF, scheduled to take place in 2025 and chaired by Her Excellency the President of the Republic of Namibia, represents a significant milestone in embedding structured, results-driven dialogue as a cornerstone of Namibia's national development agenda.

This platform will facilitate high-level, solution-oriented dialogue between government and the private sector, fostering practical, joint responses to key economic challenges. Strategically, the platform is guided by a Coordinating Committee comprising six key public institutions and six leading private sector associations, ensuring balanced representation and shared ownership of outcomes. Through the NamPPF, Namibia aims to unlock greater economic dynamism, foster trust between sectors, and accelerate the implementation of reforms that support job creation, competitiveness, and broad-based prosperity.

2. INAUGURAL FORUM THEME & OUTCOMES

The proposed theme for the inaugural NamPPF is: *"Public-Private Dialogue to Drive Decent and Sustainable Job Creation: Enhancing Namibia's Competitiveness."* This theme is selected due to its sectoral cross-cutting nature and its ability to drive inclusive economic growth. Job creation remains a critical priority for Namibia's economic growth and social stability. With overall unemployment at 36.9% and youth unemployment at 44.1%, the scale of the challenge demands collaborative, evidence-based policy responses. Given that young people constitute over 70% of the population, it is fitting that the inaugural discussion centres on this urgent issue. In line with the work of the International Labour Organisation (ILO), it is worth noting that employment creation involves the development and implementation of policies, strategies, and programmes aimed at generating productive and decent and sustainable work opportunities for all segments of society. This year's theme will explore how improving Namibia's ease of doing business and global competitiveness as an investment destination can serve as a foundation for job creation. The dialogue will be grounded in research and focused on actionable strategies.

Namibia's 8th administration has set an ambitious target of creating 500,000 jobs, with a strong focus on youth, women, and inclusive growth. The SWAPO Manifesto Implementation Plan (2025 - 2030) positions employment creation as central to economic transformation, driven by job-rich industrialisation, MSME support, and targeted sector reforms. The inaugural NamPPF aligns with this agenda by providing a platform for the President to articulate her vision and for public-private dialogue on the policies and partnerships needed to achieve this goal.

2.1. Objectives and Outputs of the Inaugural Session

Please see below objectives of the first NamPPF session:

- 1. Present the Presidential vision for inclusive growth and job creation**
Provide a platform for Her Excellency the President of the Republic of Namibia to share her vision for job creation and outline priority areas as set out in the SMIP and NDP 6.
- 2. Develop a framework for institutionalised national PPD**
Launch and institutionalise a high-level, trust-based platform for structured public-private dialogue in Namibia, supported by a robust monitoring and evaluation framework to enable ongoing policy coordination, implementation tracking, and accountability.
- 3. Drive evidence-based policy and strategy reform to advance national competitiveness and job creation through PPD**
Identify and validate evidence-based, implementable reforms and interventions across priority sectors and issues (through joint technical work and multi-stakeholder dialogue) that enhances Namibia's competitiveness, improves the ease of doing business and unlocks decent and sustainable employment opportunities in support of inclusive economic growth.

The inaugural NamPPF will deliver practical outcomes that support job creation and improve national competitiveness, in line with the theme and national economic development priorities.

Table 2: Results Framework for the Inaugural NamPPF

	Objective	Output		Indicator	
1	Present the Presidential vision for inclusive growth and job creation	1.1	NamPPF hosted and chaired by H.E.	1.1.1	Presidential statement delivered, outlining national priorities for job creation
2	Develop a framework for institutionalised national PPD	2.1	Functional implementation of working groups	2.1.1	Working groups established and operational
		2.2	PPD monitoring and evaluation framework	2.2.1	PPD M&E framework developed
3	Drive evidence-based policy and strategy reform to advance national competitiveness and	3.1	Sectoral and issue-based strategy papers including reform recommendations	3.1.1	Sectoral/Issue based strategy papers completed and validated at the Forum

	job creation through PPD			2.1.2	Proposed reforms endorsed for implementation
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2.2. Defining Decent and Sustainable Job Creation for Namibia

As Namibia seeks to address persistently high levels of unemployment, particularly among youth, it is important to establish a common understanding of what constitutes “decent” and “sustainable” jobs in the national context.

The ILO defines decent work as productive work that offers fair income, workplace security, social protection, and equal opportunities.¹ In Namibia, many jobs fall short of these standards, with a large proportion of the workforce engaged in informal or vulnerable employment. Sustainable jobs, on the other hand, refers to employment that supports long-term economic growth, environmental stewardship, and social inclusion.² These jobs are resilient to economic and environmental shocks and contribute to a more stable and inclusive labour market. For Namibia, this means focusing on employment that not only lifts people out of poverty but also contributes to economic diversification and competitiveness.

Table 1: Defining Decent and Sustainable Jobs

Dimension	Decent Jobs	Sustainable Jobs
Definition	Productive work that delivers fair income, workplace safety, rights, and social protection	Jobs that support economic growth, environmental preservation, and social inclusion
Core Focus	Quality and fairness of the job for an individual	Long-term viability of the job for the economy, society, and environment
Key Features	Fair compensation, safe working conditions, social security and dignity	Future-ready, environmentally responsible, resilient to shocks inclusive and
National Binding Constraints	High levels of informality, limited access to social protection, skills mismatches, and weak enforcement of labour standards	Limited investment in sustainable sectors, insufficient incentives for low-carbon jobs, and gaps in climate-related industrial policy

¹ ILO, Decent Work Agenda: <https://www.ilo.org/topics-and-sectors/decent-work>

² ILO, World Employment and Social Outlook – Greening with Jobs (2018): https://www.ilo.org/sites/default/files/wcmsp5/groups/public/%40dgreports/%40dcomm/%40publ/documents/publication/wcms_628654.pdf

2.3. Job Creation and the SMIP 2025-2030 Vision

Namibia's 8th administration has set a national target of creating 500,000 jobs over its tenure which is an ambitious and necessary response to persistently high unemployment, especially among youth and women. This target underscores the urgency of inclusive economic growth and the need to accelerate reforms that expand access to work opportunities.

The SWAPO Manifesto Implementation Plan (SMIP) 2025-2030, which aims to “exponentially improve the social and economic conditions to enhance unity in diversity, natural resources beneficiation, youth empowerment and sustainable development”³ details this commitment by positioning employment creation as a cross-cutting priority of Namibia's economic transformation agenda. It envisions an economy driven by job-rich industrialisation, skills development, youth empowerment, and robust support for micro, small and medium-sized enterprises (MSMEs). The Plan outlines targeted interventions across key sectors including agriculture, renewable energy, tourism, logistics, and manufacturing that have high potential to generate large numbers of decent and sustainable jobs.

The inaugural NamPPF thus aligns closely with this vision by creating a platform for evidence-based dialogue, problem-solving, and policy coordination across these priority areas.

3. TARGET PARTICIPANTS

The target number of participants for the NamPPF Session 1 is approximately 400 (higher than the original concept note target), to allow for inclusive representation. A representative number from both the public and private sector is desired, with representation from top institutional leadership (e.g. Executive Director/Minister or Chairperson/Chief Executive Officer) for meaningful and solution-oriented engagement at the decision-making level. As per the approved NamPPF Concept Note, the private sector is to be engaged through industry associations/groups. For the inaugural Forum, business leaders of Namibian companies (large and MSMEs) have also been invited. Please see NamPPF Concept Note for the public and private sector entities suggested as potential invitees (among others as deemed appropriate) to participate in the forum.

4. WORKING GROUP APPROACH FOR STRATEGIC DIALOGUE

In the lead-up to the inaugural NamPPF and to guide the engagement on the day, thematic working groups will be established. These working groups will serve as focused platforms for dialogue, problem-solving, and collaboration between the public and private sectors. Each group will align with national priorities outlined in the SWAPO Manifesto Implementation Plan (SMIP) 2025-2023, and Namibia's broader development goals, with the aim of co-creating actionable solutions that improve the enabling environment and accelerate inclusive economic growth.

³ SMIP 2025-2030, Page 11

Figure 1: NamPPF Session 1 Working Groups

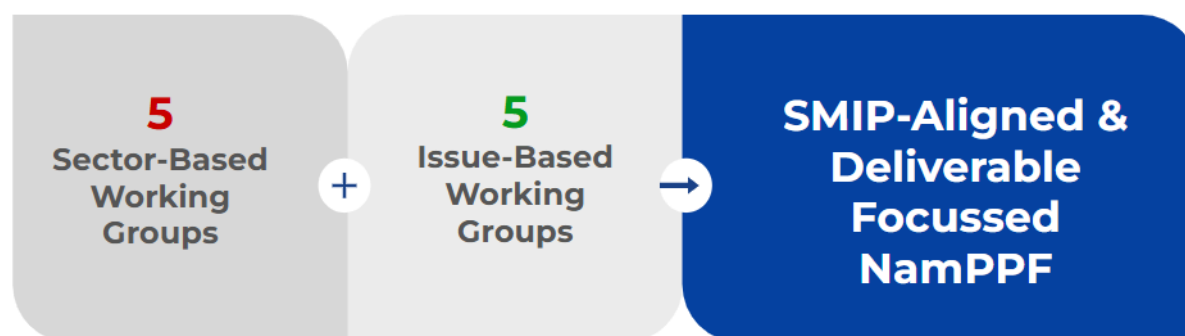


Table 3: SMIP 2025-2030 Priority Areas & Critical Enablers

Priority Areas		Critical Enablers	
P1	Agriculture	CE1	Mining
P2	Sports	CE2	Energy
P3	Youth Empowerment	CE3	Oil and Gas
P4	Quality Education & Training	CE4	Tourism
P5	Creative Industry	CE5	Agriculture
P6	Quality Health and Social Welfare	CE6	Fisheries
P7	Land, Housing and Sanitation	CE7	Transport and Logistics

Table 4: NamPPF 1 Working Groups

	Working Group	SMIP Priority (P) and Critical Enablers (CE)
Sector-Based		
1	Agriculture, Water & Fisheries	P1, CE5, CE6
2	Sport, CCI & Tourism	P2, P5
3	Quality Health & Housing, Land & Sanitation	P4, P7
4	Energy & Oil & Gas	CE2, CE3
5	Mining & Adjacent Sectors	CE1
Issue-Based		
6	Manufacturing	Cross-cutting

7	Skills Development, Workforce Readiness & Industry Alignment	P4
8	Entrepreneurship, MSME Growth & Youth Development	P3
9	Financing of Priority Development/Investment Projects	Cross-cutting
10	Digital Infrastructure & Transport & Logistics	CE7

4.1. Working Group Alignment To SMIP 2025-2030

Based on the above list, see below a rationale for each group's inclusion in the NamPPF 1 programming.

Sector-Based Working Groups

Group 1: Agriculture, Water & Fisheries

This working group will support SMIP's vision to ensure national food security, sustainable water supply, and job creation through enhanced agricultural value chains, green schemes, and localised fisheries beneficiation. It will promote rural development, enhance livelihoods, and ensure resilience against droughts through investments in irrigation, aquifers, and desalination. Policy recommendations may focus on agro-processing clusters, farmer cooperatives, and export market access to ensure the sector contributes meaningfully to NDP6 targets on rural development and industrialisation.

Group 2: Sport, Creative & Cultural Industries (CCI) & Tourism

This working group will serve as a catalyst for youth empowerment, cultural preservation, and economic diversification by developing inclusive sports infrastructure, tourism hubs, and creative industries. It should promote heritage tourism, national arts awards, and Namibia's film industry potential, positioning these areas as drivers of job creation and cultural identity. Beyond infrastructure, the group will examine how creative entrepreneurship, community-based tourism, and cultural diplomacy can unlock economic value while preserving Namibia's heritage. Stronger links between sports and the creative economy will be explored to broaden opportunities for young people. The group should also recommend policies to strengthen intellectual property rights, promote regional cultural exchange, and expand Namibia's visibility as a creative and tourism destination.

Group 3: Quality Health, Housing, Land & Sanitation

Improving the quality of life through access to basic services is at the core of this working group's mandate. It will prioritise mass housing delivery, sanitation improvements, and the development of health infrastructure as outlined in SMIP. The group should also address spatial inequality by ensuring equitable access to serviced land, clinics, and hospitals, particularly in underserved rural and peri-urban communities. In addition, it will explore innovative approaches such as digital health services, integrated settlement planning, and new financing models for large-scale housing delivery. Special attention will be paid to legal and institutional reforms, including streamlined land allocation processes and coordination between central and local government. These measures will directly support NDP6's objectives of reducing inequality and raising living standards.

Group 4: Energy & Oil & Gas

Supporting SMIP's vision of industrialisation, this group focuses on expanding energy access, electrifying rural and peri-urban areas, and ensuring domestic participation in the oil and gas sector. The group should also examine opportunities in renewable energy, nuclear energy, and hydrogen as part of Namibia's ambition to become a regional energy hub. Local-content policies, technology transfer, and skills development will be explored to ensure that Namibians benefit directly from the emerging energy economy. Opportunities for local value addition in equipment manufacturing, engineering services, and energy-related industries will be prioritised. Regional power-trade integration and investment in resilient transmission infrastructure will also form part of the agenda, reinforcing NDP6's focus on green industrialisation.

Group 5: Mining & Adjacent Sectors

This group reflects SMIP's strategic objective of maximising value from Namibia's natural resources by enhancing local beneficiation and increasing citizen ownership. The group should also explore opportunities in critical minerals that underpin green technologies, such as lithium and rare earths, to strengthen Namibia's global competitiveness. Policy measures will include incentives for downstream processing, frameworks for responsible and green mining practices, and strategies to attract investment into adjacent sectors such as logistics and engineering. Strengthening cross-border cooperation to position Namibia as a regional hub for value-added minerals will also be prioritised. In doing so, this group will help deliver on SMIP's ambition to build a more diversified and industrialised economy.

Issue-Based Working Groups

Group 6: Manufacturing

The manufacturing working group is aligned with SMIP's broader agenda of industrialisation and value addition. Manufacturing is a cross-sectoral issue and this group will work to identify and address bottlenecks to local value addition across sectors such as agriculture, mining, and fisheries. It will focus on strategic sub-sectors such as automotive components, agro-processing, and renewable-energy technologies, which are critical for diversifying Namibia's industrial base. The group should also examine the role of special economic zones, industrial parks, and innovation clusters as enablers of manufacturing. Policy recommendations will include improving quality assurance systems, logistics networks, and trade facilitation to prepare industries for regional and global markets. Skills development and technology adoption will be critical areas of focus to raise productivity. In this way, the group will contribute directly to NDP6's industrialisation and employment-generation targets.

Group 7: Skills Development, Workforce Readiness & Industry Alignment

Preparing Namibia's workforce for a rapidly changing economy will be the focus of this working group. It will reform vocational training, expand apprenticeships, and strengthen industry partnerships to align education outcomes with industrial priorities. The group should also address gaps in digital and technical skills that are increasingly demanded by new industries such as renewable energy, ICT, and advanced manufacturing. Partnerships with the private sector will be explored to co-finance training and ensure curricula reflect real industry needs. Regional centres of excellence in key sectors may also be proposed to build

a sustainable skills pipeline. Ultimately, the group will ensure that human capital remains a cornerstone of Namibia's competitiveness under NDP6.

Group 8: Entrepreneurship, MSME Growth & Youth Development

This working group will operationalise SMIP's priorities on MSME support and youth development through targeted finance, mentorship, and innovation platforms. The group should strengthen the National Youth Fund and scale up entrepreneurship programmes that promote grassroots participation in economic growth. It will also explore policy options for MSME formalisation, digitalisation, and expanded access to local and regional markets. Greater emphasis will be placed on youth-led enterprises, incubation, and start-up ecosystems to accelerate innovation. These measures will ensure MSMEs and young entrepreneurs are positioned as engines of growth under NDP6.

Group 9: Financing of Priority Development/Investment Projects

Unlocking finance for Namibia's development agenda will be the central focus of this working group. It will promote public-private partnerships, blended finance models, and development finance mobilisation to support SMIP priority areas. The group should also consider innovative financing tools such as green bonds, diaspora bonds, and impact investment instruments that can diversify capital sources. Policy recommendations will address the strengthening of Namibia's capital markets and sovereign wealth management to channel resources into productive sectors. Capacity for project preparation and bankability will also be examined to improve the pipeline of investable opportunities. Together, these interventions will ensure sustainable financing for NDP6's major priorities, from infrastructure to industrialisation.

Group 10: Digital Infrastructure & Transport & Logistics

Positioning Namibia as a regional logistics and digital hub will be the guiding objective of this working group. It will focus on modernising transport corridors, improving ports, rail, and aviation, and expanding broadband and digital services nationwide. The group should also endeavour to examine e-government services, smart infrastructure, and cybersecurity frameworks to ensure safe and inclusive digitalisation. Efforts to reduce trade costs, streamline border procedures, and adopt digital trade platforms will be prioritised to strengthen Namibia's competitiveness. Linkages between digital infrastructure and emerging industries such as fintech, e-commerce, and tourism will also be explored. These initiatives will help fulfil SMIP and NDP6 ambitions for economic integration and digital transformation.

4.2. Working Group Composition

NamPPF Working Groups will be composed to ensure balanced, inclusive, and technically capable participation. Each group should include a representative mix of public and private sector representatives, with the public sector drawn from relevant ministries, agencies, or state-owned enterprises, and the private sector from business associations, trade unions, civil society organisations or higher education institutions (incl. public institutions). Members must be selected from among registered participants or formally invited guests to ensure legitimacy and alignment with the broader Forum.

Members must be committed to active engagement and guided by clear [Terms of Reference](#) (ToR) provided by the NamPPF Secretariat, outlining the group's objectives, roles, deliverables, and reporting structures. Each working group should remain small enough for effectiveness, ideally comprising 8 core members (4 public sector and 4 private sector). Each working group should be chaired by two representatives (one private and one public) with recognised technical leadership and convening authority in the thematic area.

4.3. Working Group Deliverables

Deliverable		Timeline
01	Draft Sector / Issue Strategy Paper	Present – prior to the inaugural NamPPF
02	Final Sector / Issue Strategy Paper	Following the inaugural NamPPF
03	Oversight of Implementation of Interventions within Final Sector / Issue Strategy Paper	Following the inaugural NamPPF – until the Subsequent NamPPF

Note: A template/guideline for the required content and structure for the strategy papers will be outlined in the ToR provided to each working group.

5. NamPPF 1 PROGRAMMING

The inaugural NamPPF will take place over the course of two days - the 23rd and 24th October 2025, as set by the Office of the President.

The first day will be dedicated to in-depth engagement initiated by presentations of the sector-based working groups, while the second day will focus on the issues-based working group themes. Both days will be defined by high-level panel discussions, multi-stakeholder dialogue, the development of proposed reforms, and outlining the way forward. Beyond the Forum, the implementation of proposed reforms will be monitored and evaluated by the National Planning Commission, which serves as the Head of the Public Sector Delegation.

The Draft Programme is attached separately.