

Leadership – The Namibian reality

• **DAWIE FOURIE**

IN previous articles we focused on the uniqueness of the Namibian dream: a nation believing that we should be the example for Africa and Africa the hope for the world.

We touched on the challenge to not focus on the past and that 'the shifting of blame' is not part of the DNA of a Namibian leader. We also agreed that leadership is, amongst others, to love, serve, influence, build teams, cast vision, inspire and to ultimately get the job done. The latter is all about results.

We applauded former Presidents Sam Nujoma and Hifikepunye Pohamba and their successor for their successful legacies of freedom, peace and

stability. We also have pointed out that our new President has the most difficult one – to create prosperity.

In his address during the induction of Cabinet ministers seminar on 9 April President Hage Geingob said the following:

"This legacy is now set to continue under me and I have the heavy task on my shoulders of bringing prosperity to Namibia". He then urged his cabinet to plan with him in this daunting task.

From his speech we can take a lot of positives:

Our per capita income grew from N\$5 500 in 1990 to N\$58 300 in 2013.

All permanent secretaries have signed performance-contracts.

He declared war against poverty.



Dawie Fourie

He urged the civil service to adopt a new culture and work ethic guided by clear plans and identified deliverables.

For civil society 'to effectively deliver goods and services, we would adapt a culture of trans-

parency, unity and inclusivity'.

This man is on the right track... and we should all buy in and help him.

However, we do face a daunting task. Let me highlight just a few hard realities that crossed my

path in the last ten days alone:

I talked to a Namibian medical doctor appointed by government on 1 January 2015. After more than three months of work he did not receive a salary cheque or any explanation despite various enquiries.

I drove from Rock Lodge (Okahandja) to Windhoek after the Easter weekend: two kilometres from the police road-block, refuse (cool drink bottles, plastic and beer bottles) were piling up along the side of the road.

I realised that as the queues got longer in approaching the road-block on Easter Monday, many people, mostly Namibians returning to Windhoek, simply threw their rubbish out of the window. Is this really

happening in a country with a dream as strong as ours and with such powerful leaders?

A banker told me that if a couple does not earn a combined amount of at least N\$75 000 per month, they will struggle to buy a three bedroom house in Windhoek.

I have been told that in world rankings, rating countries on the biggest difference in income from the rich to the poor, Namibia is number 1 on the list again.

Many young gifted and loyal Namibians are without a job and without the love and guidance of a Namibian father.

For our current President to successfully leave his legacy of prosperity, or economic well-being, he will need all of us. We should really become

sick of passivity and mediocrity.

To again use our President's words: "We cannot achieve this if we lack passion for our work".

Let us start with ourselves, work hard, do not shift blame, join him in the war against the mindset of poverty and continue to make the Namibian dream a reality – this is a daunting task but an exciting one, with the current momentum and a collective effort it is possible!

Lead deliberately and diligently – until next time!

** Dawie Fourie is the founder of African Leadership Institute. He can be reached at dawie@thenamibiandream.info. www.thenamibiandream.info/leadership*

IMF sees solid global economic outlook even as growth diverges

WASHINGTON – The International Monetary Fund highlighted an increasing divergence in the growth paths of the world's major economies this year, as a pick-up in the euro zone and India is expected to be offset by diminished prospects in other key emerging markets.

The IMF yesterday kept its global growth forecasts unchanged, but warned that the economic recovery remain 'moderate and uneven', beset by greater uncertainty and a host of risks, including geopolitical tensions and

financial volatility.

In its flagship World Economic Outlook, the Washington-based institution kept its forecast for global growth this year at 3,5%. For 2016, the IMF now expects global gross domestic product to expand 3,8%, up from the 3,7% it forecast in January.

But the headline figures mask a growing split among major economies, in part due to the varying impacts of currency fluctuations and lower oil prices.

They also reflect the IMF's growing concern

about key developing countries, including Russia, Brazil and South Africa, and fears of a greater slowdown in growth in China, as the world's second-largest economy rebalances away from investment toward consumption-led growth.

The subdued forecasts will form the backdrop to the meeting of the world's top economic policymakers in Washington later this week. Compared with the last gathering six months ago, the United States' economic prospects

seem tarnished while troubled Europe finally shows signs of turning the corner.

The IMF raised growth expectations for all the major economies in the eurozone – especially Spain – and for Japan, as both oil-importing regions benefited from the lower price for crude oil and depreciation of their currencies.

But the IMF cut its outlook for the United States, as a 10% appreciation in the dollar over the last six months dragged down net exports.

The IMF also warned that many of the risks it highlighted in October, including geopolitical tensions and disruptive shifts in financial markets, could still derail the sluggish recovery.

It warned, in particular, of surprises around the first US interest rate hike in nearly nine years, expected later this year, which could prompt capital outflows from emerging markets.

The IMF said oil prices should add more than a 0,5 percentage point to global economic growth by next year, but warned prices could rise more

quickly than expected and hurt global demand.

The IMF's managing director, Christine Lagarde, last week called the current level of growth 'just not good enough' to help millions of people stuck without jobs, and again urged policymakers to pursue deeper reforms to boost economies' growth potential.

– Nampa-Reuters



Nampa-Reuters

ENVIRONMENTAL IMPACT ASSESSMENT

NOTICE TO ALL INTERESTED AND AFFECTED PARTIES

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Township Establishment for Extension 1 and 2, Amraalsduin (Leonardville Village)
Township Establishment for Extension 1, Leonardville (Leonardville Village)

PROJECT LOCATION:

Leonardville Village, Omaheke Region

PROJECT DESCRIPTION:

Establishment of new townships which entails certain listed activities as listed in GN. No. 29 of 2012.

PROPONENT: Leonardville Village Council

ENVIRONMENTAL ASSESSMENT PRACTITIONER (EAP): Urban Green cc

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FIRM GRIP... International Monetary Fund managing director Christine Lagarde (right) participates in a question and answer portion with Atlantic

Council president and CEO Frederick Kempe (L) at the Atlantic Council Headquarters in Washington, DC last week.



Together, our future is brighter

VACANCY BRAND MANAGER

The purpose of the Brand Manager is to build brand equity through strategies that will enable the brand to grow in value and favourably influence consumer buying behavior, to the benefit of Namibian products and services.

QUALIFICATIONS & EXPERIENCE REQUIRED:

- Three-year tertiary qualification majoring in Marketing
- Minimum three (3) years' experience in commercial marketing environment, with additional 3 years supervisory / management experience
- Proven track record of Namibian business awareness
- Fluent English (read, write, speak)
- Sound computer literacy and valid driver's license

KEY ACCOUNTABILITIES:

- Develop and implement annual portfolio and brand strategies
- Prepare and implement annual brand activity plans
- Manage application of the Team Namibia brand identity and co-ordinate brand collateral
- Co-ordinate consumer awareness programmes
- Oversee the production and booking of multi-media advertisements
- Conduct qualitative and quantitative research on consumer markets; monitoring market trends. Manage brand audit side of Annual Survey
- Establish and maintain excellent relations with suppliers and industry partners (advertising agencies, media, event companies, printers).

Team Namibia is a non-profit movement aimed at mobilising Namibian consumers to buy local, as well as driving the promotion of quality local products and services. The organisation's vision is to make Namibian products and services part of everyday life.

Please email a detailed CV with covering letter to teamnamibia@capacitytrust.com before Wednesday, 22 April 2015 or fax your application to 088 652 4450. For any queries please call Yvonne on 061222520.

Note: Only shortlisted candidates will be contacted. No documents will be returned. All communication will be done through Capacity Trust. Please do not contact Team Namibia directly.

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COSDEF (Namibia Community Skills Development Foundation) is a registered Trust co-ordinating the activities of the network of Community Skills Development Centres (COSDECs), and the national Arts and Craft Center, providing competence based skills training to out-of-school youths and disadvantaged communities throughout Namibia, to enable them to participate in gainful economic activities.

The Support Unit (SU) is the administrative and implementing Secretariat of the Foundation, providing the policy framework, quality assuring program standards, as well as providing administrative and financial support and oversight to the COSDECs.

THE FOLLOWING POSITIONS HAVE ARISEN WITHIN THE FOUNDATION AS A RESULT OF THE CONTINUOUS DRIVE TOWARDS THE PROVISION OF QUALITY ASSURED SKILLS DEVELOPMENT AND NATIONAL VET PROGRAMS:

TRAINING COORDINATORS X 6:

- (5 Years Performance Based Contract)
- COSDEC Mahetago, Swakopmund
- COSDEC Omaheke, Gobabis
- COSDEC Tsumeb
- COSDEC Otjiwarongo
- COSDEC Ondangwa
- COSDEC Tukurenu, Rundu

PREAPPOINTMENT REQUIREMENTS:

- A Grade 12 certificate or equivalent school leaving certificate
- A relevant trade/technical qualification at NQF Level 3, N3 or equivalent in any of the technical occupational areas/domains of:
 - Clothing Production, Mechanical Engineering, Hospitality and Tourism (Food Preparation), Building Construction, Cosmetology and Hairdressing, Office Administration / ICT
- A relevant qualification at NQF Levels 4-5 in Vocational Education and Training (VET Trainer), Occupationally Directed Education and Training, Engineering, or any of the domains listed above.
- At least 3 years relevant work experience as a Technical Training Officer, VET Trainer, Workplace Trainer or similar role in industry, a technical training institution or similar NGO or Community Based Training or Development Organisation.
- Certification as an Assessor, and/or Moderator by the NTA or equivalent Education and Training Quality Assurance (ETQA) body.
- Proficiency in Microsoft Office suites of: Word, Power Point, Excel, Access, and Databases.
- A valid driver's license.

KEY PERFORMANCE AREAS:

Training Needs Research (10%)

- Coordinate processes of community and national training needs research and analysis at centers.
- Analyse and report findings of training needs research and use such to input centers' annual work plans

Curriculum and Course Design (10%)

- Coordinate effective implementation of the COSDEF course and curriculum design framework and the COSDEC training management cycle at centers.
- Coordinate the design and delivery of local short and community outreach courses, as well as the adaptation and use of national curricula for NQF based courses.
- Ensure availability of course instructional materials, training manuals, reference materials and training aids to enhance training delivery across courses.

Training Delivery (40%)

- Coordinate processes of trainees' enrolment, induction, placement and career guidance.
- Support trainers with the development of course training delivery plans, course budgets, lesson plans and implementation thereof.
- Ensure timeous procurement and availability of training materials and consumables to service uninterrupted training delivery across all courses.
- Coordinate processes and activities of trainees' job attachment, including industry liaison, follow-up and monitoring of trainees on job attachment.
- Ensure quality collection, analysis and reporting of trainees' and training program progression data at centers, and timeously update the COSDEF MIS system.
- Ensure availability of tools, equipment and facilities at centers in compliance with requirements of quality VET and skills development provision.
- Monitor centers' compliance with COSDEF and national health, safety and environment policies and regulations.

Assessment and Certification (20%)

- Ensure consistent implementation of the COSDEF assessment and moderation policy at centers.
- Ensure that trainers consistently perform formative assessment consistent with progression in course modules, and serve as moderator for such.
- Coordinate processes of national, external summative assessment, awarding and graduation and updating results on COSDEF MIS system.

Effectiveness and Impact Analysis (15%)

- Coordinate center based graduate tracing surveys using relevant COSDEF instruments.
- Facilitate data collection at centers and collaborate with external consultants and the Head Office to input national graduate tracer studies.
- Undertake post-training impact and effectiveness assessment of short and community outreach courses at centers.

Training Program Quality Assurance (5%)

- Support Center Managers in ensuring compliance of centers to COSDEF minimum standards for curriculum and operational management.
- Continuously monitor centers' compliance with registration and accreditation regulations of the NTA and NQA.

Interested applicants should send an application covering letter, a detailed Curriculum Vitae, certified copies of relevant academic and professional qualifications and two reference letters to:

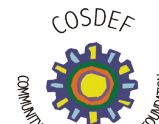
Human Resources, Community Skills
Development Foundation (COSDEF)
PO Box 4230, Vineta, Swakopmund

Or Hand Delivered at: 14 Windhuker Street, Swakopmund

Closing Date: Friday, 24 April 2015 at 13h00

Applications sent by email and fax will not be accepted. Only Short-listed candidates will be contacted within two (2) weeks of closing date and no applications will be returned.

THE FOUNDATION IS AN EQUAL OPPORTUNITY EMPLOYER AND IS COMMITTED TO THE UPLIFTMENT OF THE PREVIOUSLY DISADVANTAGED. WOMEN ARE ENCOURAGED TO APPLY.



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The Support Unit (SU) is the administrative and implementing Secretariat of the Foundation, providing the policy framework, quality assuring program standards, as well as providing administrative and financial support and oversight to the COSDECs.

THE FOUNDATION IS SEEKING QUALIFIED AND MOTIVATED INDIVIDUALS FOR THE FOLLOWING POSITIONS WHICH HAVE ARISEN AT THE BELOW CENTRES:

TRAINERS:

- 1 X Joinery and Cabinet Making (COSDEC Otjiwarongo)
- 1 X Plumbing and Pipefitting (COSDEC Otjiwarongo)

SPECIFIC REQUIREMENTS:

- Grade 12 or equivalent school leaving certificate;
- A relevant trade/technical qualification at NQF Level 3, N3 or equivalent in the relevant occupation;
- Possession of, or studying towards the VET Trainer Certificate or relevant ETD qualification will be an added advantage;
- At least 2 years relevant working experience in the technical field;
- 1-2 years' experience as a Trainer in a vocational training or similar institution;
- Have a valid driver's license or prepared to obtain such within three months from date of appointment

KEY PERFORMANCE AREAS:

- Deliver NQF levels 1 and 2 equivalence course modules to trainees in the relevant occupational area, based on the national Vocational Education and Training (VET) curricula to meet National Qualifications Framework (NQF) registered unit standards, qualifications and/or part qualifications;
- Monitor trainees' performance and progression through formative and summative assessments and record keeping thereof in conformity with national assessment arrangements for VET;
- Supervise trainees during both institutional training and job attachment periods and maintain records and report on trainees progression in these activities;
- Maintain monthly inventory and stock control records and safeguarding of training tools, equipment and all other assets under their control;
- Ensure compliance of course training delivery and assessment plans with Foundation and centre approved budgets and resource management guidelines;
- Comply with health and safety policies and trade/occupation specific environmental awareness requirements;
- Provide quarterly progress reports on trainees' attendance, progression and retention in the relevant course/program.

BUSINESS DEVELOPMENT COORDINATOR:

COSDEC Tsumeb

REQUIREMENT:

- Grade 12 or equivalent school leaving certificate
- Diploma in business administration/entrepreneurship/marketing
- Have at least 3 to 5 years adult training experience with SME/Micro business focus
- NGO working background (marketing, local economic development LED skills)
- Marketing and local economic development (LED) skills
- Monitoring and evaluation experience
- Relevant financial management experience
- Business Management, experience with funding for micro business
- Skills on business counselling (essential)
- Business Research and proposal writing skills (essential)
- Presentation and business counselling skills
- Good planning and reporting
- Have a valid driver's license (Unendorsed)

KEY PERFORMANCE AREAS

- Organise Business /SME Centre Support Services that are compatible with Foundation Policies aiming at improving the livelihood of the target groups.
- Establishing and maintaining administrative systems that support the Implementation of SME training activities.
- Establishing and maintaining SME business support services to Incubation Units
- Organise SME Training and exploit economic opportunities for current and former COSDEC trainees
- Writing of quarterly plans and reports,
- Networking with regional development planners pertaining to SME opportunities
- Provide leadership to micro business entrepreneurs and link them to service providers that support SME development
- Establish good working relationship with local industry and NCCI
- Conduct tracer study to evaluate effectiveness and impact of SME support on graduates.
- Marketing of COSDEC and SME support programs
- Conduct SME training, counselling, marketing, coaching and mentorship to entrepreneurs

ALL APPLICANTS MUST:

- Be a Namibian Citizen;
- Be computer literate in the Microsoft Office suites;
- Be Self-motivated and results driven;
- Be able to work with people from different cultural and professional backgrounds; and
- Be fluent in English. Knowledge of other local languages will be an additional advantage.

CONTRACT PERIOD: 3 YEARS (PERFORMANCE BASED)

Interested applicants should send an application letter, a detailed Curriculum Vitae, certified copies of relevant academic and professional qualifications and reference letters/testimonials to:

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Nghipondoka warns against expelling pupils

• **LUQMAN CLOETE**
at **KARASBURG**

THE deputy minister of education, arts and culture, Anna Nghipondoka, has warned principals against expelling pupils from school for misbehaving before they have followed all proper expulsion procedures.

It is important that we know our learners, not only at school, but their home environment should also be taken into account, in order for us to be able to intervene. This will ensure not only access to quality education, but also continuity and success, Nghipondoka told principals at a two-day //Karas education conference in Karasburg last Thursday.

The theme of the conference was "Education, A Collective Responsibility For Quality Outcomes".

"Go into the depth of their well-being to help them before expelling any pupil," Nghipondoka added.

Saying educators are compelled to keep children in school and not throw them out into the streets, Nghipondoka warned that the ones



Anna Nghipondoka

neglected and expelled will become the problem of tomorrow.

"They will become burglars, and start first by breaking into the houses of principals who expelled them, to get revenge," Nghipondoka added.

She called on all stakeholders in education to commit themselves to

the education of Namibian children, saying "any citizen can either build or break this nation by the way they look at education and the role it plays".

Nghipondoka warned education staff that the ministry will no longer accept mediocre work as the norm.

"It is our goal to change gear, get out of our comfort zones, and strive for a higher productivity rate where only excellence will do."

Nghipondoka underscored the importance of quality education to the development of the nation and society, saying that for too long people have complained about the disequilibrium between the input into the education ministry and the output or outcomes in terms of passing rate, and the quality and relevance of skills graduates are endowed with. "The giant share of the budget of this country has been seen not to get the results it deserves," said Nghipondoka, welcoming the //Karas region's efforts to hold a conference to look at quality outcomes.

- luqman@namibian.com.na

WORLD CLASS ... The Namib Marimbas started touring Europe for two weeks from yesterday until 7 May as part of a cultural exchange programme. The group from Kuisebmond at Walvis Bay was formed nearly 30 years ago and are still adored by international audiences. They have just released their 5th album "Sounds of the Desert" which, according to Namib Marimba's "mother" (administrative director) Greta Holst, includes 14 new tracks completely self produced this time.

Photo: Adam Hartman



Lobster vessels to be under surveillance for illegal catches

• **ADAM HARTMAN**
at **WALVIS BAY**

ROCK lobster vessels operating mostly near Lüderitz will be under more surveillance because of illegal catches, the minister of fisheries and marine resources, Bernhard Esau, told the industry last week.

According to him, the rock lobster industry is still characterised by low investments in catching effort, which has led to illegal practices such as harvesting in protected areas, hence the landing of immature lobsters.

"The ministry will strengthen surveillance to ensure that harvesting only happens outside protected areas," he said.

Rock lobster stocks are said to be healthy with an increase in the fishable biomass during 2014. This, coupled with a consistent increase in the average sizes caught during the 2014/2015 season, led to a quota of 300 tonnes.

According to the chairman of the Confederation of Namibian



Matti Amukwa

Fishing Associations, Matti Amukwa, this quota should be filled by the end of the season, which is the end of April. This is also when recreation crayfish catchers at the coast may no longer go into the rocky shores to catch rock lobster – until November, when the season opens.

Amukwa added that the high bait price was a concern though, as the industry uses horse mackerel. He

said a way needs to be found to allow the industry in the off season to catch low value species that are suitable for bait.

As for markets, Amukwa said that in the past the production was sold in Japan but that the market was changing and the opportunity exists to place larger lobster on the Chinese market as live or whole frozen lobster.

Esau said he was aware that the rock lobster sector was, however, still facing challenges in terms of gaining entry into mainland China.

"Be assured that our ministry is attending to the required procedures in that country. We need to ensure we have market access there, and to diversify our markets," he said.

As for crab, the stock is said to be healthy and the total allowable catch was set for 3 150 metric tonnes over the past three years.

Here Esau also urged the industry to boost employment and "move the mile" of value addition, which is lower in the crab sector than in other sectors.

Nam will not submit to EU ban on seal products

• **ADAM HARTMAN**

MINISTER of fisheries and marine resources Bernhard Esau said Namibia will not submit to the European Union's ban of seal products.

He said Namibia has joined Norway and Canada in challenging the "discriminatory trade practice" by the union against countries that harvest seals sustainably.

Namibia's annual seal harvest takes place from 1 July to 15 November and, according to Esau, the December 2014 survey on seals shows a healthy population that predicts that the current population will increase and therefore remain above the target reference point.

There are more than 1,2 million seals in about 26 colonies along Namibia's coast. He said that a three-year rolling total quota has therefore been set at 80 000 pups and 6 000 bulls.

The World Trade Organisation (WTO) dispute settlement mechanism has been considering the EU ban on seal and seal related products over the past years since 2009.

Due to concerns about the animal welfare aspects of seal hunting, several EU member states had adopted, or planned to introduce, national legislation to ban the trade in seal skins and products.

Consequently, the EU studied the welfare aspects of commercial sealing in consultation with sealing nations and in 2009 adopted a regulation banning the import and placing of seal products on the EU market.

In response, Canada and Norway launched a WTO dispute. Rulings by the WTO Panel and Appellate Body in 2013 and 2014 upheld the EU Seal Regime, but found that two exemptions cause discriminatory effects and must be addressed to make the regime WTO compliant.

Legal reports state that under

WTO rules, import rules may not discriminate on the basis of origin, whether formal distinction or as an indirect, de facto, effect.

Moreover, when a country implements a measure in violation of WTO rules and then aims to justify it on certain "superior grounds", such as public morals or human health, these measures must be applied in a non-discriminatory way.

According to Esau the WTO's ruling last year that the EU ban on seal and seal products was very discriminatory was "very significant to Namibia", who had joined as a third party in challenging the matter.

"We'll take that struggle forward. We'll not submit. We'll fight against this discrimination and we'll make sure we'll have market access for our seal and seal related products in all markets, not only the EU but also Asia and the Americas. All over," Esau told stakeholders in the fishing industry at Walvis Bay last Friday.

Seal hunts are performed in Canada, Namibia, and Norway (all three WTO member states) and in Greenland, a territory associated with Denmark that is neither a WTO member nor a member of the EU.

In three EU countries (Finland, Sweden and Scotland) seals are hunted on a very limited scale, almost exclusively as part of marine resource management measures.

WTO rulings are automatically binding upon the EU, which will have until 18 October to comply with the ruling. If Canada and Norway disagree that the EU achieved compliance they can request that the panel examine the issue again.

In case of non-compliance Canada and Norway could request sanctions against the EU. Non-parties to the dispute, other countries such as Namibia, on the other hand, would not be able to request any action against the EU.

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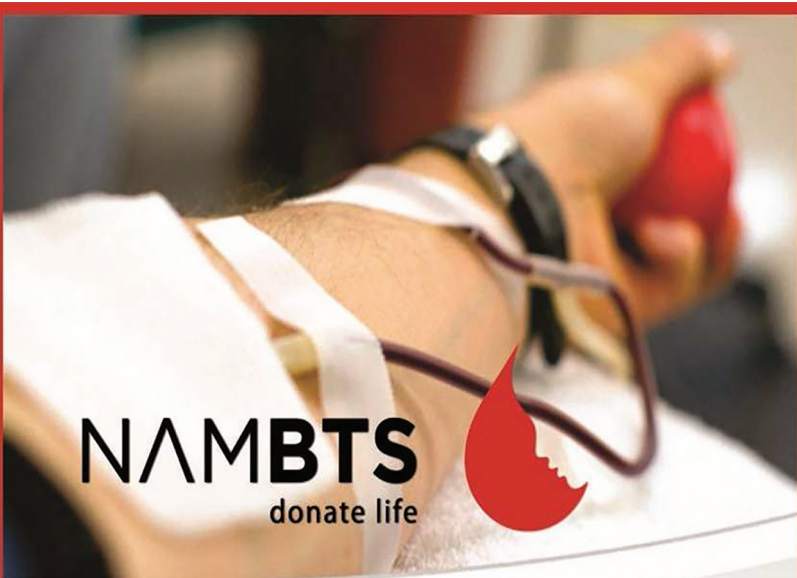
Urban Green cc has been appointed by the Leonardville Village Council as the independent environmental assessment practitioner to apply for an Environmental Clearance Certificate and conduct the necessary study as per the EIA Regulations (GN. No. 30 of 2012), promulgated under Section 56 of the EMA.

In line with the EMA and EIA Regulations, all Interested and Affected Parties (I&APs) are hereby invited to register with this Study and submit comments/concerns/questions (to be done in writing). Should you wish to register as an I&AP please contact the Urban Green cc office on or before 11 May 2015.

Contact: Urban Green cc

Tel: +264 – 61 – 300 820 / Fax: +264 – 61 – 401 294

Email: urbangreen@iway.na



BLOOD TRANSFUSION SERVICE OF NAMIBIA

Monday, 20 April 2015

Centre Tal Street	07:00-16:00
United House Centre	08:30-16:00
City of Windhoek	09:00-14:30
FNB WHK West	09:00-14:30
Swakopmund Town Ferdinand Stich Str 4	13:00-18:00

Tuesday, 21 April 2015

Centre Tal Street	07:00-16:00
United House Centre	08:30-16:00
Namwater	09:00-14:30
MB Truck (caravan)	10:00-15:00
NIMT Keetmanshoop	09:00-16:00
Walvis Bay NAMBTS (behind Welwitschia Medipark)	13:00-18:00

Wednesday, 22 April 2015

Centre Tal Street	07:00-16:00
United House Centre	08:30-16:00
Van Eck Power Station	10:00-15:00
Old Power Station (Turbine Room)	08:30-16:00
Keetmanshoop Town NG Church Hall	11:00-18:00
Shoprite Walvis Bay	10:00-15:00

Thursday, 23 April 2015

Centre Tal Street	07:00-16:00
United House Centre	08:30-16:00
Min of Finance	09:00-14:30
PZN Holdings (caravan)	09:00-14:30
Keetmanshoop Town NG Church Hall	09:00-14:00
United Fishing Enterprises	10:00-15:00

Friday, 24 April 2015

Centre Tal Street	07:00-16:00
United House Centre	08:30-16:00
Maerua Mall (in front of House and Home)	09:00-15:30
Mariental Town Anandi Guesthouse	11:00-18:00

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(The Blood Transfusion Service of Namibia)



N!oren!ang-juasi ko Namibia

**Ministria o Kxaicejuasi //Koa/hosi ma
//AU SE /XOA G!A'AMASI KXAOSI // A SI
N!UI N!ANG /XAOKXAMA**

Ju waqnsa to'a he ku ho N!ui n!ang ko G!au n!ang !Xoekxama(Kxaicejuasi kota Kxaicejuasi sa !Ao si =abahn!ang kxaosi) ku g#ara si /'aesi ko //a si /'aehasi g/ae n#ai hoa si /'aesi ko kxa/ho !antzi biroa //kae /xoa #xanu lae sa he //a hi //hoansi:

(A) #Xanu lae sa ku g#ara hi /'aesi ko Kxaicejuasi:

1. N!ore n/ai-'!ua //hoan he #amm ka /'ae;
2. Tosi /'an brifi //a hi //hoan
3. /Xaokxama #xanu /'huia o toansi (ko sis a ku //koa)
4. Banga n#ai !'hansisi (ko koa mari ku /xoa /'ua ka /'ae ko n!ui n!ang)
5. Banga #xanua /'hui ze
6. N#oahn n!amasi

(B) #Xanu lae sa ku kare hi /'aesi ko Kxaice juasi sa !Ao //a si #abahn!ang juasi:

1. N!ore n/ai-'!ua //hoan he #amm ka /'ae (ko k aka ge)
2. !Xom #Xanua he #amm hi /'ae (ko ka hi ge)
3. N!aea #Xanua g#a'in he #amm hi /'ae ko ka hi ge)
4. N#ai !'han brifi he Skore N/ui n!aqi he hi #amm hi /'ae
5. N#ai sea #xanua o /ore/'u hia ko N!aroh /hosi
6. Banga #xanua /'hui ze
7. Banga N#ai !'hansisi (ko koa mari ku /xoa /'ua ka /'aeko n!ui n!ang)
8. N#oahn n!amasi;

//A //koa ku coacoa 27 April 2015 ka ua 31 may 2015. Ka proxramasi ko kxa/ho !antzi ku gea Ministria o Kxaice juasi //Koa/hosi //a hi N!ore !antzi Birosi kota ko N!ore !antzi Radasi birosi kota rada sa g//a cete ku g#ara hi /'aesi //a si n#ai !'han //aesa o si kxa/ho !antzi gasi ko g/a'an!ang.

Sin !'Han:

1. Koara jua n!un /'an gla'amasi ho kxao, kota si sa to'a he g#a n/omtjua ku #aun n#ai !'han //a //ae n!anga ka ju toto ka /'hoo si.
2. Ka ju /oa tani tsi ju /'ae ko //ae n!anga o //au se /xoa okaa mari !xoekxama to'a ku ho aka /'ae ko n!ui n!ang ku !'ai ka /'ae.

/OREKXAO G/AOHA

SAN



RIPABULIKI YA NAMIBIA

**LEFAPHA LA LITABA TSA BALWELA KGOLOLOSEGO
TIISO YA GORE KABO YA MADI A KGWEDI LE
KGWEDI A BAAMOGELADITSHIAMELO E GONE**

Baamogedi botlhe ba Thuso ya Madi Ya Kgwedi le kgwedi (Balwela kgo lolosego le ba Malwapa a Balwela kgo lolosego ba ba Tlhokagetseng) ba kopiwa go ipega ka bosu mo ofising ya Kgaolodithopho ka dikopi tsa dikwalo tse di latelang:

(A) Dikwalo tse di tlhokegang tsa Balwela kgo lolosego:

1. Kopi e e Kanetsweng ya Karata ya Setshaba ya Lokwalokao.
2. Kopi ya lekwalo lele rebolang.
3. Pampitshana e ntshwa ya tuelo (mo go baba dirang).
4. Kitsiso ya banka (mo madi a bolokiwang kgwedi le kgwedi).
5. Kanegamadi ya banka e ntshwa.
6. Nomore ya sele.

(B) Dikwalo tse ditlhokegang tsa ba malwapa a balwela kgo lolosegoba ba tlhokagetseng

1. Kopi e e Kanetsweng ya Karata ya Setshaba ya Lokwalokao (fa go tlhokega).
2. Kopi e e Kanetsweng ya Lokwalo lwa Nyalo (fa go tlhokega).
3. Kopi e e Kanetsweng ya Lokwalo lwa Botsalo lolo Tletseng (Bana).
4. Kopi e e Kanetsweng ya Lokwalo lwa Loso.
5. Lokwalo lwa Bosupi lele saennweng ke Tlhogo ya Sekole le go gatiswa.
6. Bosupi jwa kwadiso ya Sekole se Segolo.
7. Kanegamadi e ntshwa ya banka.
8. Kitsiso ya tsa banka (mo madi a bolokiwang kgwedi le kgwedi).
9. Nomore ya sele.

Tiro e e tla direga go simolola ka la 27 Moranang 2015 go isa ka la 31 Motsheganong 2015. Dithulaganyo ka go ya ka Dikgaolothopho di tla nna gone mo Diofising tsa Kgaolo tsa Lefapha la Ditaba tsa Balwela Kgo lolosego le mo diofising tsa Makgotla a Dikgaolo mme Bakhansale ba ba amiwang le bone ba tla kopiwa go itsise setshaba ka ga malatsi a a tlhomilweng mo dikgaolothophong tsa bone ka bonako.

NB:

1. Gago tlhokege moemedi ope wa moamogelatshiamelo, mme dithulaganyo tsa ba ba leng mo bookelong di tshwanetse go begwa mo nakong ya tiro e gore go kgonege go rulaganya go ba jela nala.
2. Motho yo o sa tleng mo tiisong e, madi a gagwe a kgwedi le kgwedi a tla emisiwa.

MOKWALEDI WA LERURI

SETSWANA