



UNITED NATIONS  
NAMIBIA



JOINT SDG FUND



GLOBAL  
ACCELERATOR

# GLOBAL ACCELERATOR ON JOBS AND SOCIAL PROTECTION FOR JUST TRANSITIONS

## Namibia Country Highlights



Extract from the Progress Report 2024–2025 · Section 3: Country results achieved (pp. 43–46)

## NAMIBIA AT A GLANCE

### COMMITMENT

Confirmed by the President, April 2023

### FOCUS SECTORS

Agriculture and biomass

### GOVERNANCE

Troika+High-Level Committee  
Steering Committee  
NNGAT

### FUNDING

Joint SDG Fund - High Impact Track

### IMPLEMENTING AGENCIES

FAO - ILO - UNDP

### KEY PARTNERSHIP

GRN - UN - World Bank  
collaboration through M-GA

## 1 Vision

Namibia seeks to rapidly develop integrated policy and programmatic approaches that create jobs and extend social protection coverage, with an initial focus on the agricultural and biomass sectors.

Implementation of the Global Accelerator initiative in Namibia will, in particular, involve addressing the challenges of inequality, poverty and rising unemployment and following a human-rights-based approach to target vulnerable and marginalised groups.

## 2 Governance and Coordination

The President confirmed Namibia's high-level commitment to the Global Accelerator in April 2023. To ensure strong leadership and coherence, Namibia has established clear governance structures for the Global Accelerator.

At the very top, the Troika+ High-Level Committee provides cabinet-level oversight. It is co-chaired by the Minister of Finance, the Minister of Justice and Labour Relations and the Director General of the National Planning Commission and is supported by key line ministers and the Chief Executive Officer of the Namibia Investment Promotion and Development Board.

Other members of the Troika+ High-Level Committee are the Minister of Agriculture, Water and Land Reform; the Minister of Gender Equality, Poverty Eradication and Social Welfare; the Minister of Environment and Tourism; the Minister of Health and Social Services; the Minister of Education, Innovation, Youth, Sport, Arts and Culture; the Minister of International Relations and Trade; the Minister of Mines, Energy and Industry; and the Minister of Urban and Rural Development. Representatives of the social partners, the Namibia Investment Promotion and Development Board, the National Youth Council, the National Youth Service, the Namibia Industrial Development Agency and the Social Security Commission are also part of the Committee.

The Troika+ High-Level Committee is supported by the Steering Committee for the Global Accelerator, which is co-chaired by the Executive Director of the Ministry of Justice and Labour Relations and the UN Resident Coordinator. The Steering Committee serves as the main policy forum, bringing together senior officials, UN agencies, employers, workers and development partners.

The Namibia National Global Accelerator Team (NNGAT), co-chaired by the Ministry of Justice and Labour Relations and the ILO, is driving the implementation of the Global Accelerator initiative through technical experts deployed by UN agencies; representatives of employers' organizations, trade unions and the private sector; development partners; civil society; and other stakeholders.



*The Global Accelerator is an opportunity to think out of the box and declare a war on silos...we have taken the word 'Accelerator' and made it a part of our vocabulary... the TROIKA+ structure has taken employment creation and social protection and put it at the centre of economic and social development, which is a real paradigm shift... the recognition that collectively we can improve the lives of people is an opportunity we should seize.*

- Ms Vicki Erenstein ya Toivo, Special Advisor to the Minister of Labour, Industrial Relations and Employment Creation.

### 3 Key Highlights, activities and outcomes

The implementation of the Global Accelerator initiative in Namibia has been supported by a UN system joint programme funded by the Joint SDG Fund through the High Impact Track and implemented by FAO, the ILO and the UNDP. The following activities have been undertaken:

**Image 6.** Namibia's Global Accelerator team participating in a session on employment impact assessment.



- A **capacity-building workshop on social security standards** was held to strengthen the capacities of tripartite stakeholders, including government ministries, the Social Security Commission, financial regulatory authorities, and workers' and employers' organisations, to align the country's social protection system with international social security standards.
- A **review of national legislation in relation to the international social security standards** enshrined in the Social Security (Minimum Standards) Convention, 1952 (No. 102), was conducted. A technical working group made up of representatives of the Social Security Commission, the Ministry of Justice and Labour Relations, the Ministry of Gender Equality, Poverty Eradication and Social Welfare, and the social partners has been established to spearhead the reform of Namibia's social protection and pension systems.
- The Government and the UN conducted a **diagnostic study of the informal economy** to provide the first integrated evidence base on informality, informing a policy framework to facilitate transition from informal to formal economy, advancing regulatory coherence across labour, enterprise development, and social protection systems. The exercise drew on complementary technical expertise and funding from the Global Accelerator-related UN system joint programme, the United Nations Human Settlements Programme (UNHabitat), the United Nations Innovation Technology Accelerator for Cities (UNITAC Hamburg), the Bank of Namibia and the Ministry of Industries, Mines and Energy. <sup>1</sup>
- A **strategy to facilitate the transition of workers and enterprises** from the informal to the formal economy has been developed.

<sup>1</sup> The Global Accelerator contributed 425,000 Namibian dollars (about 17 per cent of the cost), while the Ministry of Industries, Mines and Energy and the Bank of Namibia each contributed 1 million Namibian dollars.

- The **design of the third National Employment Policy** was supported with analytical inputs and through facilitation of the consultative process. Final regional consultations are due to take place in early 2026 before the policy document is submitted to the Government for review and adoption.
- **Employment impact assessments (EmpIA)** are being conducted to assess the direct and indirect creation of formal and informal jobs as the result of a major project related to green hydrogen production and in the biomass and agricultural sectors. A training event on EmpIA and a high-level forum for the institutionalization of such assessments was conducted in October 2025 for key government departments and social partners. It helped identify the institutional and operational arrangements needed to anchor EmpIA within Namibia's policymaking processes.
- **Data on ALMPs** aimed at employment promotion and the extension of social protection with a focus on disadvantaged and vulnerable groups was collected and analyzed to inform the design of ALMPs and the production of labour market information statistics.
- **Micro-level assessments to evaluate the performance of private sector** intermediaries in distributing funds to micro, small and medium-sized enterprises (MSMEs) and preparations for the roll-out of Empretec training <sup>2</sup> were completed.
- **Skills gaps and opportunities in the energy sector (and the green hydrogen subsector) were assessed** using the ILO's Skills for Trade and Economic Diversification (STED) methodology, which informed the drafting, validation and adoption of an energy sector skills strategy.
- A **diagnostic assessment of inequalities** in the world of work, including social protection dimensions, has been completed and will inform the development of a strategy to reduce such inequalities.
- **Accredited training in biomass harvesting and processing** was delivered by the National Youth Service to 295 young people. Upon completion of the training programme, these young people were linked to the labour market through facilitated off-take agreements, thereby generating employment opportunities.
- An **environmental and social management plan** was developed to ensure that the social and environmental risks associated with biomass harvesting and processing are identified and adequately mitigated. This plan also mainstreamed accountability to project participants and affected communities throughout the implementation of the Global Accelerator-related UN system joint programme.
- The UN joint programme supported the Ministry of Industry, Mines and Energy, the Ministry of Justice and Labour Relations, and the Bank of Namibia to undertake a **comprehensive diagnostic study of the informal economy and a draft policy framework and roadmap** to facilitate the transition from the informal to the formal economy. This launch marks a major step toward strengthening national policy responses for one of the country's largest economic segments and provides an evidence base for strengthening policies and institutions supporting informal workers and enterprises.

<sup>2</sup> Empretec is a flagship capacity-building programme of the United Nations Conference on Trade and Development (UNCTAD) for the promotion of entrepreneurship, MSMEs and start-ups.

- The Global Accelerator in Namibia is anchored in **strategic partnerships and collaboration**. In particular, the UN–World Bank collaboration, through the M-GA, has ensured high-quality support for the Government in advancing job creation, social protection and just transitions. This partnership provides **technical depth, financing leverage and a unified platform for the delivery of transformational change**. During the reporting period, the Global Accelerator also leveraged national partnerships with the National Youth Service and the Bank of Namibia to strengthen policy coherence. Engagement with private-sector actors Ombú Capital, Bellatrix, and Bellatrix SME Finance helped expand the support provided to enterprises. Collaboration with labour unions (the National Union of Namibian Workers, the Trade Union Congress of Namibia and the Namibia National Labour Organization) and employer bodies (the Namibian Employers’ Federation and the Namibian Employers’ Association) anchored implementation of the Global Accelerator initiative to social dialogue, ensuring balanced contributions to the joint programme’s objectives.

## 4 Next Steps and latest updates

### LOOKING AHEAD

- By June 2026, the **road map design and the employment impact assessment for the green hydrogen project** will have been completed, and an energy sector skills strategy based on the STED methodology will have been launched.
- In early 2026, the **Biomass Funding Window** will be launched under the SDG Impact Finance Initiative Fund and will disburse grant funding totalling **US\$200,000** to MSMEs and individuals with bankable biomass-related solutions that have the potential to be scaled up and generate employment.
- Based on the model developed in 2025, the work on **training and supporting youth-owned enterprises** in the biomass and agricultural sectors is expected to pick up momentum in early 2026.
- Namibia was selected to receive funding under the **Pathfinder Track of the second M-GA funding round** and started implementing the corresponding activities in the final quarter of 2025.
- In 2026, Namibia will advance implementation of the **national pension scheme**, strengthening its design, financing, and legislative alignment with international social security standards including Social Security (Minimum Standards) Convention, 1952 (No. 102). In parallel, the country will develop unemployment protection and reinforce institutional capacity and social dialogue to build a comprehensive, inclusive and sustainable social protection system.



### Read the full Progress Report 2024–2025

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