



Ministry of Trade & Industry

COST OF DOING BUSINESS IN NAMIBIA

**Unleash your Investment
Potential**

A Publication by the Ministry of Trade &
Industry, Namibia Investment Centre

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Cost of Doing Business in Namibia

An Initiative
by the Namibia Investment Centre

Ministry of Trade and Industry



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Introduction

The Cost of Doing Business in Namibia is an annual publication embarked on by the Namibia Investment Centre (NIC) a department within the Ministry of Trade and Industry. This brochure is design as a guide for investors who wish to have ready-made information, which could be used in investment decision making. The decisive reason for the brochure is to facilitate the promotion of foreign Direct Investment (FDI), domestic investment and business development in Namibia.

It should however, be borne in mind that cost figures contained in this document are investigative and these could vary within a comparatively short period.

While, every attempt has been made to verify the accuracy of the information contained in this publication, the NIC / Ministry of Trade and Industry – cannot be held liable for any damage or loss suffered by any person(s) or organization from the use of the information.

All companies doing business in Namibia or those wishing to conduct business in Namibia are required by law, to register with the registrar of companies within the Ministry of Trade and Industry under the **Companies Act 61 of 1973**.

Section 63 of the Act dictates that the registration of a company should be lodged by a company lawyer or accountant, however close corporations and public / private companies are exempted from the latter prerequisite.

The following tables summarizes the **steps/procedures** and costs associated with setting up a business in Namibia.

1. Deposit the initial capital in a bank account however, no legal requirements are mandated for the minimum startup capital for a private entity.
2. Obtain the approval for a company name from the registrar of Companies
3. Pay the required registration fees and buy relevant revenue stamps at the receiver of revenue.
4. Hire an attorney (not applicable for a Close Corporation) to register the company with the registrar of companies. Then obtain a certificate to commence business
5. Register for Value Added Tax (VAT) with the Receiver of Revenue
6. Apply for a town planning certificate
7. Apply for a health certificate/trading license from the local Municipality
8. Register workers with the Social Security Commission

The following documents must be completed and lodged with the registrar of companies:



Documents required for the incorporation of a Company

DOCUMENT	PURPOSE	FEES
CM5 (in duplicate)	Application for reservation of name	N\$5 (Original stamp)
Power of Attorney	Authorization to act on behalf of promoter	N\$5/prsn (to be stamped)
CM22 (in duplicate)	Notification of situation of registered & postal address	N\$2 (Original stamp)
CM29	Return containing particulars of directors	N\$2 (Original stamp)
CM1	Certificate of incorporation	-
CM46	Application for certificate to commence business	N\$10 (Original stamp) + annual duty
CM47 (by each director)	Statement by directors regarding adequacy of share capital	N\$2 (Original stamp)
CM31 (in duplicate)	Consent to act as auditor	N\$2 (Original stamp)

NOTE: A CM7 form utilized when "Approved translated version of name or abbreviated form" is submitted to the registrar with a N\$10 revenue stamp. Every other name of the company (translated / shortened form) should first be reserved separately on CM5 with a N\$5 revenue stamp for each name.

DOCUMENTS	CATEGORY OF COMPANY	PURPOSE	FEES
CM2, 2A, 2B, 2C or 2D	Company with a share capital	Memorandum of association	N\$2.50 per N\$1000 of authorized capital in the case of par value share of N\$2.50 per N\$1000 shares in case of no par value shares
CM44B, 44C	Company without share capital	Articles of association	-
CM3, 4, 4A, 4B	Company limited by guarantee, or association in incorporated under section 21	Certificate of incorporation & memorandum of association	-
CM44	Company adopting table A of B	Articles of association	-
CM44A, 44C	Company not adopting table A or B	Articles of Association	-

NOTE: Upon conversion of a Close Corporation into a company, a form CM5 will only be necessary if the name changes, otherwise no reservation of name is required.

Documents required for the incorporation of a Close Corporation.

DOCUMENT	PURPOSE	FEES
CC8	Reservation of name	N\$50
CC1 (in triplets)	Founding statement	N\$100
Letter by accounting Officer	Consent of person named as accounting Officer of Close Corporation to act as such.	-

NOTE: Any person may complete a founding statement & submit it to the registered mail or certified post. It is not necessary for it to be done by a professional person or submitted personally

Rental Rates for Prime Office Space



Prime offices in Windhoek

Keetmanshoop	28.00 – 75.00	Negotiable
Khorixas	8.00 – 12.00	Negotiable
Luderitz	10.00	m ² X 10.00
Mariental	50.00 – 70.00	m ² X (40.00 - 60.00)
Okahandja	-	-
Ongwediva	Negotiable	Negotiable
Ondangwa	Negotiable	Negotiable
Oshakati	-	-
Oshikango	-	--
Opuwo	-	-
Otavi	-	-
Otjiwarongo	-	-
Outjo	-	-
Rehoboth	-	30.00/m ² – 40.00/m ²
Rundu	-	-
Swakopmund	75.00	m ² X 75.00
Tsumeb	Negotiable	3000.00
Usakos	-	650.00
Walvis Bay	Negotiable	Negotiable
Windhoek	Negotiable	Negotiable

Note: Rental rates are negotiable because some properties are privately owned by individuals or by corporate companies. Hence, in the absence of figures negotiation is required with the respective parties as mentioned before.

TOWN	RATES PER M ² N\$	RATES PER MONTH N\$
Arandis	-	-
Gobabis	-	--
Grootfontein	25.00 – 40.00	Negotiable
Hentis Bay	-	-
Karibib	-	--
Karasburg	-	-
Katima Mulilo	-	--

Rental Rates of Export Processing Zone (EPZ) Factory & Warehouse

Namibia offers among the most attractive fiscal incentives in Africa through its Export Processing Zone (EPZ) regime. Companies granted EPZ statuses are liberated to set up operation anywhere in Namibia. In addition, there are specially developed and strategically located industrial parks where they can enjoy the same benefits of zero corporate tax, import duties, VAT, stamp & transfer duties, as those that opted to set operation anywhere in the country.

The EPZ industrial Parks are located in three different towns: one is at Walvis Bay – where an EPZ management company runs the estate, another at Oshikango, near the Angolan Border, and at Katima Mulilo at the eastern end of the Caprivi Strip.

Town	Rental Charges
Katima Mulilo Industrial Park	N\$50.00 m2 per month
Oshikango Industrial Park	N\$13.20 m2 per month
Walvis Bay	N\$10.00 – N\$20.00 m2 per month

Factory Shell Construction Costs

Most towns, generally speaking, all construction cost incurred therewith will be the sole and exclusive responsibility of a developer who has the desire to construct a factory in that particular town. The respective town councils and or municipalities within the different towns are only responsible for the provision of municipal services to businesses as highlighted herein.

The town of Walvis Bay has costs ranging from N\$1,800 – N\$3,000 per square meter (2008 rates) for industrial buildings whereas Swakopmund has a cost of N\$1850 (2007 rate).



Cost of Water



Namibia situated in Sub-Sahara is one of the driest countries in Africa with a lack of perennial rivers; it is dependent on 126 state-owned bulk water supply schemes. These supply about 82 million cubic meters per year for domestic, stock watering, mining, irrigation and industrial purposes.

NAMWATER is a parastatal responsible for commercially managing the bulk supply of water. Unpreserved water is available within 2.5 km to 1000 000 people.

Rates per town

TOWN	*HH CONSUMPTION PER UNIT (N\$)	*INDUS CONSUMPTION PER UNIT (N\$)
Arandis		
Basic charge	35.86	163.39
Bulk water (per m ³)	8.70	8.70
Gobabis		
25 mm – 150 mm	19.85 -120.00	-
150 mm+	168.00	-
unit (m ³)	10.37	-
Grootfontein		
Basic charges	4.42	5.09
Hentis Bay		
Basic charges	35.54	35.54

1-15 kl	6.32	6.32
16-30 kl	9.52	9.52
31-60 kl	13.54	13.54
61 kl +	16.82	16.82
Karibib		
Basic Charges	40.00	150.00
Karasburg		
Basic Charges	Negotiable	Negotiable
Katima Mulilo		
Basic Charges	Negotiable	Negotiable
Keetmanshoop		
Per m ³	9.46	9.46
Khorixas		
1 – 30m ³	9.05	10.40
31 – 60m ³	9.40	10.70
61m ³ >	9.66	11.09
Luderitz		
1st 15 – 30 Units	8.11 – 14.10	
Basic Charges	20.33	20.33
Costs per unit	14.58	
Mariental		
Unit cost (per m ³)	7.12	--
Okahandja		
Basic Charges	Negotiable	Negotiable
Ongwediva		
Per m ³ (VAT .xcl)	8.90	-
Per m ³ (VAT .incl)	-	8.90
Ondangwa		
Basic charge	35.00	95.00-140.00
Unit (m ³)	9.35	9.35
Oshakati		
Basic Charges	27.60	90.00
0-40 kl	7.25 – 11.15	7.25 – 11.15
40 kl +	13.94	13.94
Oshikango		
Basic Charges	Negotiable	Negotiable
Opuwo		
Basic Charges	33.60	106.40
Unit per m ³	5.72	6.98
Otavi		
Basic charges/month	38.00-	138.00
0-6 per m ³ (resid)	69.00	-
6-15	5.64	-
15-35 +	6.22	-
0-30 m ³ (business)	6.86 – 7.50	6.08
35-50	-	7.02

Cost of Water

51-70	-	8.37
Otjiwarongo		
Basic charge	13.00	Negotiable
Outjo	-	-
Rehoboth		
1 m ³ – 10 m ³	7.50	7.50
11 m ³ – 36 m ³	9.50 – 9.90	9.50 – 9.90
37 m ³ >	11.00	11.00
Rundu	Negotiable	Negotiable
Swakopmund		
Basic (incl. 8m ³)	44.00	44.00
9 – 30 m ³	8.50	8.50
31 – 60 m ³	11.00	11.00
> 60 m ³	15.90	15.90
Tsumeb		
<u>Basic charges</u>		
15mm-40mm	28.20-84.60	28.20-84.60
50mm-100mm	84.60- 126.97	84.60- 126.97
150>	140.97	140.97
<u>consumption charge</u>		
0.2kl-0.5kl (0m ³ -15m ³)	7.00 – 8.50	
1kl (15m ³ -30m ³)	10.00	
for each kilolitre supplied	11.50	9.50
incentive efficient usage		7.00
Usakos		
Per unit cost	9.81	10.03
Walvis Bay		
Per m ³	9.46	9.46
Windhoek		
15 mm – 25 mm	16.09 – 62.74	18.50 – 72.15
40 mm – 80 mm	-	-
80 mm +	-	-

Note 1.: *HH - Household, *INDUS – Industrial

Note 2.: The cost of water is negotiable with the town councils depending on the impact of the investment to the respective town's socio-economic development.



Cost of Electricity

TOWN	*HH CONSUMPTION PER UNIT (N\$)	*INDUST CONSUMPTION PER UNIT (N\$)	PRE-PAID TARIFFS PER UNIT (N\$)
Arandis			
Single Phase 20-40 Ampere	110.19 – 220.37	-	-
50 – 60 Ampere	275.47 – 330.76	-	-
Three Phase 25-60 Ampere	-	543.46 – 1 304.30	-
70 – 80 Ampere	-	1 521.68 – 1 739.06	-
Pre-paid rates	-	-	0.8050
ECB Levy	0.006	0.006	-
Gobabis			
Basic Charges 15-60 Ampere (SP)	36.40 – 94.70	--	-
Per Unit (kWh) (SP)	0.8386	0.8386	-
ECB Levy(SP)	0.006	0.006	-
Basic Charges 15-60 Ampere(3P)	89.55 – 150.15	-	-
70-125 Ampere	-	2 696.73	-
150-250 Ampere	-	1 5779.90	-
300-450 Ampere	-	1 739.70	-
Demand Charge	-	82.57	-
Charge per unit	-	-	0.9723
Grootfontein			
Service Charges (per month)	50.00	150.00	-
Capacity Charges (Per Amp)	3.00	3.00	-
Energy Charge (c/ kWh)	0.906	1.046	1.126
Henties Bay			
Single Phase 20-40 Ampere/month	97.17 – 239.60	-	-
Single Phase 50-60 Ampere/month	299.50 – 359.65	-	-
Three Phase 25-60 Ampere/month	-	347.93 – 1 043.18	-
Three Phase 70-80 Ampere/month	-	1 218.89 – 1 392.00	-
ECB Levy	-	-	0.0060
Karasburg			
Business Charges	50.00	500.00	-
Unit Charge	0.84	0.84	0.97
ECB Levy	0.006	0.006	0.006
Karibib			
Single Phase 20-40 Ampere/month	61.71 – 123.60	-	-
Single Phase 50-60 Ampere/month	154.50 – 185.40	-	-
Three Phase 25-60 Ampere/month	-	231.75 – 556.28	-
Three phase 70-80 Ampere/month	-	648.90 – 741.60	-
ECB Levy	-	-	0.006
Keetmanshoop			
Basic Charges	50.00	500.00	50.00
Per Unit (kWh)	0.84	0.84	0.84
ECB Levy	0.006	0.006	0.006
Khorixas			
Services charge/ month	50.00	150.00	-
Capacity charge per Ampere	2.50	2.00	-
Energy Charge (c/kWh)	0.62	0.710	0.910
ECB Levy	0.006	0.006	0.006
Luderitz			
Single Phase(N\$2.44) 10-40 Ampere	24.40 – 104.00	-	-

Cost of Electricity

Single Phase(N\$3.91) 45-90 Ampere	175.95 – 351.90	-	
Three Phase(4.45) 3x10 Ampere	-	133.50	
3 x 15 - 20 Ampere	-	200.25 – 267.00	
3 x 25 Ampere	-	349.40	
ECB Levy	0.006	0.006	
<u>Mariental</u>			0.6284
Basic Charge 15-40 Ampere	25.15 – 56.24	49.39 – 169.48	
Basic Charges 45-60 Ampere	65.76 – 95.96	199.14 – 288.03	
Basic Charges 70-80 Ampere	116.12 – 135.49	339.61 – 406.57	
<u>Okahandja</u>			
Single Phase15-30 Ampere	67.50 – 135.00	-	-
Single Phase 35-60 Ampere	157.50 – 270.00	-	-
>100 Amp per phase connection	-	-	-
Basic Minimum levy: 25 kVA	-	1 371.51	-
Prepaid Levy (Single & 3 Phase)	-	-	0.7800
<u>Ongwediva</u>			
Basic Charges	50.00	100.00 – 400.00	-
Capacity charge/Ampere	3.30	9.90	-
Energy charge (c/kWh)	0.55	0.272 – 0.50	-
ECB Levy	-	-	0.0045
<u>Ondangwa</u>			
Per-paid Basic Charge	0.7255	0.7255	0.7255
<u>Oshakati</u>			
Basic Charges per month	102.00	200.00 – 395.00	-
Per Unit (kWh)	0.6000	06761	0.7255
ECB Levy	-	-	0.0045
<u>Opuwo (2006 figures)</u>			
Basic Charge per Ampere	50.00	100.00 – 400.00	-
Capacity charge per Ampere	3.30	9.90	-
Energy Charge (c / kWh)	0.55	0.272 – 0.50	-
ECB Levy	-	-	0.0045
<u>Otavi</u>			
Services Charges	50.00	120.00	-
Capacity charge/Ampere	3.00	3.00	-
Energy Charges (c / kWh)	0.586	0.676	0.946
ECB Levy	0.006	0.006	0.06
<u>Otjiwarongo</u>			
Services Charges per Ampere	50.00	150.00	-
Capacity Charge per Ampere	3.00	2.50	-
Energy Charges Levy (c / kWh)	0.668	0.828	0.998
ECB Levy	0.006	0.006	0.006
<u>Outjo</u>			
Services Charge	50.00	100.00	-
Capacity Charge per Ampere	3.00	2.00	-
Energy Charge	0.736	0.726	1.006
ECB Levy (c / kWh)	0.006	0.006	0.006
<u>Rehoboth</u>			

Cost of Electricity

Basic Charge 15-30 Ampere	26.37 – 76.32		
Basic Charge 35-45 Ampere	91.42 – 121.31		
Basic Charge 50-60 Ampere	165.79 – 200.41		
ECB Levy and Prepaid levy	0.006	0.006	0.7423
<u>Rundu (2006 figures)</u>			
Basic Charge	50.00	100.00 - 400.00	-
Capacity Charge per Ampere	3.30	9.90	-
Energy Charge (c / kWh)	0.55	0.272 – 0.50	-
ECB Levy	-	-	0.0045
<u>Swakopmund</u>			
Single Phase 20-40 Ampere	224.95 – 269.94	-	-
Single Phase 50-60 Ampere	-	-	-
Three Phase 25-60 Ampere	-	337.43 – 809.88	-
Three Phase 70-80 Ampere	0.006	944.79 – 1 079.76	-
ECB Levy	-	0.006	-
20 Ampere (SP)	-	-	0.7710
>25 Ampere (SP)	-	-	0.8735
<u>Tsumeb</u>			
Services Charges	50.00	150.00	-
Capacity Charge per Ampere	3.00	3.00	-
Energy Charge	0.798	0.818	1.08
ECB Levy	0.006	0.006	0.006
<u>Usakos</u>			
Single Phase 20-40 Ampere/month	70.09 – 140.19	-	-
Single Phase 50-60 Ampere/month	175.24 – 210.28	-	-
Three Phase 25-60 Ampere/month	-	320.32 – 768.16	-
Three Phase 70-80 Ampere/month	-	896.19 – 1 024.21	-
ECB Levy	0.006	0.006	0.006
<u>Walvis Bay</u>			
Single Phase per month 20-60 (kWh)	53.93 – 106.34	-	-
Three Phase per month 25-80 (kWh)	-	211.18 – 919.50	-
ECB Levy	0.006	0.006	-
20 Ampere	-	-	0.7911
>25 Ampere	-	-	0.8210
<u>Windhoek</u>			
Per Unit Charge (c/kWh)	0.426	0.4435	-
Prepaid (all consumers)	-	-	0.7470
ECB Levy (c/kWh)	0.006	0.006	-
10 Amperes per month	40.65	-	-
15-25 Amperes	62.25 – 125.85	-	-
25-30 Amperes	149.85 – 197.80	-	-
30-40 Amperes	197.80	-	-
>40 Amperes + 4.80 for every additional Ampere	197.80	-	-
Per kVA	-	70.00	-
10 Kva	-	700.00	-

*NOTE: *HH – Household, *INDUST – Industrial; SP – Single Phase; 3P – 3 Phase*

Transportation & Fuel Costs

TRANSPORTATION

Namibia's transport infrastructure is fairly developed and does not represent a bottleneck for economic expansion. Two major highways, the Trans Caprivi and Trans Kalahari Highways, have improved a well-maintained road network.

Public Transportation

Namibia has a good public transport system with domestic and international airports, road and rail networks between major towns in Namibia.

There are municipal buses owned and managed by the city of Windhoek as a mode of public transport in the capital city. Their ticket prices are summarized below.

MUNICIPAL BUS TICKETS			
Description	Tariff (N\$)	VAT	Total (N\$)
Stack of 20 tickets	100.00	0.00	100.00

HIRING OF BUS			
Description	Tariffs (N\$)	VAT	Total
Single journey per bus	400.00	60.00	460.00
Return Journey	800.00	120.00	920.00

Note: This are rates pertinent for the hiring of Municipal buses during weekends from 07:30 to 18:30



Taxi's Transportation

Taxi fee's are persistently fluctuating as a result of petrol hikes in and around the world. Hence, at the time of publication, taxi fee stood at N\$7.00, if the desired destination is within the jurisdiction of a recognized taxi rank which highly depends on the distance. This in a nutshell means *"Taxi fares shoot up as fuel prices goes berserk"*

All taxi's in the country are owned, operated and managed by private individuals or entities. However, their operations are administered (in terms of fee's charged), by an independent Namibia Bus & taxi association (Nabta). There are taxi services available in all towns in Namibia.

Railway Transportation



Railways in Namibia describe the provision of rail service as a mode of transportation. TransNamib provides rail services in Namibia. The country's rail network consists of about 2500 km of narrow-gauge track (*however, this number continues to increase as the rail infrastructure continues to grow*), with the main line running from the Southern African border, via Keetmanshoop to

Transportation & Fuel Costs

Windhoek, Okahandja, Swakopmund & Walvis Bay.

The northern branch connects Omaruru, Otjiwarongo, Otavi, Tsumeb & Grootfontein. In the far north, a newly built track connects Tsumeb & Oshikango. Windhoek is connected to Gobabis in the east with a branch line.

There are two dedicated luxury services rail travels in Namibia, the Desert Express between Swakopmund & Windhoek and the Northern Desert Express between Windhoek & northern region.

Air Transportation

All airports in Namibia are managed and developed by Namibia Airports Company. The country has direct links to major sub-Saharan cities, such as Cape Town, Johannesburg, Gaborone, Luanda, Lusaka & Harare.



There are regular international flights between Windhoek & Frankfurt, as well as Gatwick, London. Domestic charter flights are also available.

Courier charges are as follows:

Road freight tariff list: Windhoek – Johannesburg – Windhoek – Cape Town – Windhoek

DESCRIPTION	OVERNIGHT ROAD (N\$)	2 DAY ROAD (N\$)	3 – 4 DAY ROAD (N\$)
0–10 kg and Envelopes	280.00	280.00	-
Thereafter	17.00 / kg	10.00 / kg	
Document Charge	60.00 / entry	60.00 / entry	
0-20 kg			280.00
Thereafter			4.80 / kg
Document Charge			60.00 / entry

Note 1: Weight Calculation (overnight): LXWXH/5000=Volumetric Kilograms

Note 2: Weight Calculation (3-4 day road) LXWXH/3000=Volumetric Kilograms

Overnight Courier:

KILOGRAMS	N\$
.50	120.00
1.00	143.00
1.50	171.00
2.00	198.00
2.50	228.00
3.00	250.00
3.50	272.00
4.00	292.00
4.50	314.00
5.00	336.00
5.50	355.00
6.00	376.00
6.50	398.00
7.00	420.00
7.50	442.00
8.00	452.00
8.50	483.00
9.00	506.00
9.50	529.00
10.00	551.00
Add 1 Kilogram	45.00

This rates cover JHB/CT/DBN/PRTA

Transportation & Fuel Costs

Sea Transportation



Commercial ports play a crucial role in Namibia's transport, logistic and socio-economic development. Namibia's commercial seaports are managed and controlled by Namibia Ports Authority.

CONTAINERIZED CARGO		
Containers landed Ship		
Description	Tons	Rates
All cargo irrespective of contents	Per 6m / 20'	2 330.00
All cargo irrespective of contents	Per 12m / 40'	3 117.00
All cargo irrespective of contents	Per 13.7m / 45'	4 052.00
Containers Landed / Shipped from / to ports within the SACU region		
All cargo irrespective of contents	Per 6m / 20'	315.00
All cargo irrespective of contents	Per 12m / 40'	626.00
All cargo irrespective of contents	Per 13.7m / 45'	814.00
Disembarking Fees		
Per passenger as per cruise liner passenger list		20.00
Transshipment Cargo (Excluding Containers & Fish)		
All cargo's per ton		74.00
LANDING & SHIPPING OF CARGO		
Bulk Cargo received Direct into Trucks / Road		

Vehicles per ton	
Liquids discharged direct into tank trucks, road tankers & portable tanks by means of a connecting pipe.	22.00
Bulk cargo discharged directly into road & rail trucks	33.00
CORRIDOR CARGO (LANDING & BASE TARIFF) TON = 1000 KG	
Bulk cargo, per ton	70.00
Break-bulk cargo, per ton	70.00
Abnormal cargo	98.00
Hazardous cargo	112.00
6m / 20' Containers, per container	1 558.00
12m / 40' Container, per container	2 860.00
13.7m / 45' Container, per container	3 718.00
Abnormal Containers	
6m / 20' Containers	2 493.00
12m / 40' Containers	3 241.00
13.7m / 45' Containers	4 213.00
SHIPPING CHARGES	
For receiving the cargo at port by rail / road, stacking in warehouses or open spaces at the berth of shipment, placing in the slings or other appliances provided by the ship & obtaining receipt from the master, the following charges are payable:	
Description	Rate
Palletized & unitized cargo, as well as RO-RO cargo, per ton	36.00
Animals per head	32.00
Bulk Cargo	
For receiving the cargo by rail / road & the shipping thereof, per ton	33.00
Thereof from trucks/vehicles by buckets or other containers, including the filling thereof, per ton	43.00
Liquids & other bulk cargo shipped from tank trucks & tanks by means of a connecting pipe, per ton.	22.00

Note: not all tariff are captured in these table, information on other payable tariffs, investors should consult NAMPORT's 2008 tariff booklet.

Transportation & Fuel Costs

Fuel Costs

The Ministry of Mines and Energy has taken note of the fact that issues related to fuel price increase are very sensitive to the wider public and can cause unnecessary volatility in the economy; however, it is a fact that Namibia is a price taker.

Prices in N\$ (as of 09/06/2008)

Towns	Unleaded	Leaded	Gasoline/
	Petrol	Petrol	Diesel
Arandis	N\$9.27	N\$9.10	N\$10.77
Gobabis	N\$9.27	N\$9.25	N\$10.92
Hentis Bay	N\$9.12	N\$9.10	N\$10.77
Karibib	N\$9.22	N\$9.20	N\$10.87
Karasburg	N\$9.43	N\$9.41	N\$11.07
Katima Mulilo	N\$9.27	N\$9.25	N\$10.91
Keetmanshop	N\$9.36	N\$9.34	N\$11.00
Khorixas	N\$9.20	N\$9.18	N\$10.84
Luderitz	N\$9.36	N\$9.34	N\$10.93
Mariental	N\$9.29	N\$9.27	N\$10.93
Okahandja	N\$9.17	N\$9.15	N\$10.81
Ongwediva	N\$9.26	N\$9.24	N\$10.91
Ondangwa	N\$9.26	N\$9.24	N\$10.91
Oshakati	N\$9.26	N\$9.24	N\$10.91
Oshikango	N\$9.26	N\$9.24	N\$10.91
Opuwo	N\$9.20	N\$9.18	N\$10.84
Otavi	N\$9.24	N\$9.22	N\$10.88
Otjiwarongo	N\$9.20	N\$9.18	N\$10.84
Outjo	N\$9.30	N\$9.28	N\$10.95
Rehoboth	N\$9.34	N\$9.32	N\$10.98
Rundu	N\$9.27	N\$9.25	N\$10.91
Swakopmund	N\$9.07	N\$9.05	N\$10.72
Tsumeb	N\$9.26	N\$9.24	N\$10.91
Usakos	N\$9.20	N\$9.18	N\$10.85
Walvis Bay	N\$9.00	N\$8.98	N\$10.64
Windhoek	N\$9.20	N\$9.18	N\$10.84

Ministry of Mines & Energy www.mme.gov.na

NOTE: Petrol price are fluctuating according to crude oil markets, hence this price list solely reflect prices in June 2008.

The fact that Namibia imports most of her fuel products from South Africa made it imperative to compare the fuel prices between the two countries depicted in the Table 1 below.

TABLE1. COMPARISON OF FUEL PUMP PRICES BETWEEN NAMIBIA (WINDHOEK) AND SOUTH AFRICA (GAUTENG) May 2008

Product	Namibia	South Africa	% Difference in R or N\$	% Difference
95 ULP	N\$ 9.20	R 9.96	0.76 cents	8 %
93 LRP	N\$ 9.18	R 9.83	0.65 cents	7 %
Diesel	N\$ 10.84	R 10.80	-0.04 cents	-0.4%

It is evident that for the month of **June 2008**, Unleaded Petrol and Lead Replacement Petrol will be more than 60 cents cheaper in Namibia compared to South Africa, while the Diesel price will be 4 cents higher in Namibia.





Namibia boast a 98% digital telecommunication infrastructure, which provides direct dialing everywhere in the world. Telecom Namibia Ltd is the national telecommunications operator, which runs the largest Digital Telecommunication Network in the country.

Telecommunication services to residential customers are zero-rated.

1. Local, National and RSA fixed line-call charges

Calls are billed per second, with a minimum set-up charge applicable per call. Fixed calls are billed for the first minute in full and thereafter per second. The minimum set-up charges per call: **Local @ N\$0.38, Internet Dial-up @ N\$0.30, National and RSA @ N\$0.85** (All VAT Excl.).

Destination	Time Period	Rate Per Minute		Rate Per Second	
		N\$ VAT Excl.	N\$ VAT Incl.	N\$ VAT Excl.	N\$ VAT Incl.
Local	Peak Time	0.38	0.44	0.00633	0.00733
	Off-Peak Time	0.19	0.22	0.00317	0.00367
Internet Dial-up (only 0700 number users)	Peak Time	0.30	0.35	0.00500	0.00583
	Off-Peak Time	0.15	0.17	0.00250	0.00283
	Off-Off-Peak	0.11	0.13	0.00183	0.00217
National	Peak Time	0.85	0.98	0.1417	0.01633
	Off-Peak Time	0.60	0.69	0.0100	0.01150
Switch	Peak Time	0.85	0.98	0.01417	0.01633
	Off-Peak Time	0.60	0.69	0.01000	0.01150
Fixed to Cell	Peak Time	1.75	2.01	0.02917	0.03350
	Off-Peak Time	1.20	1.38	0.02000	0.02300
RSA	Peak Time	1.99	2.29	0.03317	0.03817
	Off-Peak Time	1.19	1.37	0.01983	0.02283

Telecommunication

RSA Mobile	Peak Time	2.99	3.44	0.04983	0.05733
	Off-Peak Time	1.99	2.29	0.03317	0.03817

2. Neighboring Countries Fixed lines and Switch-call charges

Calls are billed per second, with a minimum set-up charge applicable per call and minimum set-up charge per call: N\$0.85 (VAT Excl.)

Destination	Time Period	Rates Per Minute		Rates Per Second	
		N\$ VAT Excl.	N\$ VAT Incl.	N\$ VAT Excl.	N\$ VAT Incl.
Botswana, Lesotho, Malawi, Mozambique, Swaziland, Zambia & Zimbabwe (Fixed)	Peak Time	2.20	2.53	0.03667	0.04217
	Off-Peak Time	1.55	1.78	0.02583	0.02967
Botswana, Lesotho, Malawi, Mozambique, Swaziland, Zambia & Zimbabwe (Mobile)	Peak Time	2.99	3.44	0.04983	0.05733
	Off-Peak Time	1.99	2.29	0.03317	0.03817

Note: Neighboring countries excludes RSA and Botswana

3. Local, National and RSA Public Phone-call Charges

Unit cost per meeting period = N\$0.50 VAT Zero-rated

Direct Dialed Call			
Distances up to (km)	Metering period in seconds		
	Peak Time	Off-Peak Time	Off-Off Peak Time
Local	60	120	-
Internet Dial up	60	120	167
National	29	40	-
Switch	21	33	-
Fixed to cell	12	19	-
Fixed to Mobile RSA	8	13	-
RSA	14	21	-
Direct Dialed Calls			
Distance up to (km)	Rates Per Minute	Rates per Minute	
	VAT ZERO RATED		
	Peak Time	Off-Peak Time	Off-Off Peak Time
Local	0.50	0.25	-
Internet Dial up	0.50	0.25	0.18
National	1.05	0.75	-
Switch	1.40	0.90	-
Fixed to cell	2.10	1.57	-
Fixed to Mobile RSA	3.60	2.40	-
RSA	2.40	1.45	-

Telecommunication

4. International Fixed Line and Switch (Postpaid) Call Charges

Calls are billed per second, with a minimum set-up charge applicable per call, and a minimum set-up charge per call: N\$0.85 (vat Excl.)

Destination	Time Period	Rate Per Minute		Rate Per Second	
		N\$ VAT Excl.	N\$ VAT Incl.	N\$ VAT Excl.	N\$ VAT Incl.
Germany, UK (Fixed)	Peak Time	3.95	4.54	0.06583	0.07567
	Off Peak Time	3.25	3.74	0.05417	0.06233
Germany, UK (Mobile)	Peak Time	4.60	5.29	0.07667	0.08817
	Off Peak Time	3.85	4.43	0.06417	0.07383
Netherlands, Sweden, Switzerland, Spain, Australia, France, Kenya, Portugal, (Fixed)	Peak Time	4.35	5.00	0.07250	0.08333
	Off Peak Time	3.50	4.03	0.05833	0.06717
Netherlands, Sweden, Switzerland, Spain, Australia, France, Kenya, Portugal, (Mobile)	Peak Time	5.10	5.87	0.08500	0.09783
	Off Peak Time	4.10	4.72	0.06833	0.07867
USA (Fixed & Mobile)	Peak Time	4.75	5.46	0.07917	0.09100
	Off Peak Time	3.80	4.37	0.06333	0.07283
Rest of the World (Fixed & Mobile)	Peak Time	6.00	6.90	0.10000	0.11500
	Off Peak Time	4.75	5.46	0.07917	0.09100
Angola (Fixed)	Peak Time	3.45	3.97	0.05750	0.06617
	Off Peak Time	2.88	3.31	0.04800	0.05517
Angola (Mobile)	Peak Time	4.30	4.95	0.07167	0.08250
	Off Peak Time	3.60	4.14	0.06000	0.06900

5. Neighboring Countries Public Phones-Call Charges

Unit cost per metering period = N\$0.50 VAT Zero-rated

Destination	Time Period	Metering Period In Seconds	N\$/Minute
Botswana, Lesotho, Malawi, Mozambique, Swaziland, Zambia, Zimbabwe (Fixed)	Peak Time	10	3.05
	Off-Peak Time	14	2.15
Botswana, Lesotho, Malawi, Mozambique, Swaziland, Zambia, Zimbabwe (Fixed)	Peak Time	8	3.60
	Off-Peak	13	2.40

6. International Public Phone-Call Charges

Unit cost per metering period = N\$0.50 VAT Zero-rated

Destination	International Prepaid Cards	
	Metering Period in Seconds	
	Peak Time	Off-Peak Time
Germany, UK (Fixed)	6	7
Germany, UK (Mobile)	5	6
Netherlands, Sweden, Switzerland, Spain, Australia, France, Kenya, Portugal (Fixed)	5	6
Netherlands, Sweden, Switzerland, Spain, Australia, France, Kenya, Portugal (Mobile)	4	5
USA (Fixed & Mobile)	5	6
Rest of the World (Fixed & Mobile)	4	5
Angola (Fixed)	6	8
Angola (Mobile)	5	6
Destination	Rates / Minute Vat Zero-Rated	
	Peak Time	Off-Peak Time
	Germany, UK (Fixed)	5.45
Germany, UK (Mobile)	6.35	5.30
Netherlands, Sweden, Switzerland, Spain, Australia, France, Kenya, Portugal (Fixed)	5.95	4.80
Netherlands, Sweden, Switzerland, Spain, Australia, France, Kenya, Portugal (Mobile)	7.00	5.65
USA (Fixed & Mobile)	6.50	5.25
Rest of the World (Fixed & Mobile)	8.30	6.55
Angola (Fixed)	4.75	3.95
Angola (Mobile)	5.90	4.95

7. Local, National and RSA Prepaid Cards-call Charges

Calls are billed per second, with a minimum set-up charge applicable per call. The fixed to call and switch calls are billed for the first minute in full and thereafter per second. Minimum set-up charges per call: **Local @ 0.50, Internet dial-up @ N\$0.50, National and RSA @ N\$0.85** (all VAT Zero Rated).

Destination	Time Period	Rate Per Minute	N\$ Per Second
		N\$ VAT Excl.	N\$ VAT Excl.
Local	Peak Time	0.50	0.00833
	Off-Peak Time	0.25	0.00417
Internet Dial-up (only 0700 number users)	Peak Time	0.50	0.00833
	Off-Peak Time	0.25	0.00417

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	Off-Off- Peak Time	0.18	0.00300
National	Peak Time	1.05	0.01750
	Off-Peak Time	0.75	0.01250
Switch	Peak Time	1.40	0.02333
	Off-Peak Time	0.90	0.01500
Fixed to call	Peak Time	2.53	0.04217
	Off-Peak Time	1.57	0.02617
RSA	Peak Time	2.10	0.03500
	Off-Peak Time	1.45	0.02417
RSA Mobile	Peak Time	3.60	0.06000
	Off-Peak Time	2.40	0.04000

8. Neighboring countries CallMaker, Switch (prepaid) & Prepaid cards-call charges

Calls are billed per second, with a minimum set-up charge applicable per call. Minimum set-up charge per call: N\$0.85 (VAT Excl.)

Destination	Time Period	N\$ / Minute	N\$ / Second
		N\$ VAT Excl.	N\$ VAT Excl.
Botswana, Lesotho, Malawi, Mozambique, Swaziland, Zambia, Zimbabwe (Fixed)	Peak Time	3.05	0.05083
	Off-Peak Time	2.15	0.03583
Botswana, Lesotho, Malawi, Mozambique, Swaziland, Zambia, Zimbabwe (Mobile)	Peak Time	3.60	0.06000
	Off-Peak Time	2.40	0.04000
International CallMaker, Switch (Prepaid) & Prepaid Cards-Call Charges			
Germany, UK (Fixed)	Peak Time	5.45	0.09083
	Off-Peak Time	4.45	0.07417
Germany, UK (Mobile)	Peak Time	6.35	0.10583
	Off-Peak Time	5.30	0.08833
Australia, France, Kenya, Portugal, Swaziland, Sweden, Switzerland, Netherlands, (Fixed)	Peak Time	5.95	0.09917
	Off-Peak Time	4.80	0.08000
Australia, France, Kenya, Portugal, Swaziland, Sweden, Switzerland, Netherlands, (Mobile)	Peak Time	7.00	0.11667
	Off-Peak Time	5.65	0.09417
USA (Fixed & Mobile)	Peak Time	6.50	0.10833
	Off-Peak Time	5.25	0.08750
Rest of the World (Fixed & Mobile)	Peak Time	8.30	0.13833
	Off-Peak Time	6.55	0.10917
Angola (Fixed)	Peak Time	4.75	0.07917
	Off-Peak Time	3.95	0.06583

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Angola (Mobile)	Peak Time	5.90	0.09833
	Off-Peak Time	4.95	0.08250

9. VSAT – Call Charges

It should be noted that normal fixed to cell and International call rates apply to calls from VSAT lines. The local and national calls to and from VSAT lines are charged at VSAT rates. Calls are billed per second, with a minimum set-up charge applicable per call. Minimum charges per call: **within area code @ N\$0.38** and **outside area code @ N\$0.85** (All VAT Excl.).

Destination	Time Period	Rate Per Minute		N\$ Per Second	
		N\$ VAT Excl.	N\$ VAT Incl.	N\$ VAT Excl.	N\$ VAT Incl.
Within same area code	Peak Time	0.99	1.14	0.01650	0.01900
	Off-Peak Time	0.60	0.69	0.1000	0.01150
Outside area code	Peak Time	1.05	1.21	0.01750	0.02017
	Off-Peak Time	0.75	0.86	0.01250	0.01433
VSAT-Internet Charges					
Calls are billed per second, with a minimum set-up charge applicable per call. Minimum set-up charges per call @ N\$0.30 (All VAT Excl.)					
Internet dial-up	Peak Time	0.83	0.95	0.01383	0.01583
	Off-Peak Time	0.50	0.58	0.00833	0.00967
	Off-Off- Peak Time	0.35	0.41	0.00600	0.00683
Public Phones					
Unit cost per metering period = N\$0.50 VAT Zero-rated					
Same Area Code		Metering Periods in Seconds		Rate/Minute VAT Exempted	
Peak Time		22		1.35	
Off-Peak Time		37		0.82	
Outside Area Code					
Peak Time		21		1.42	
Off-Peak Time		29		1.04	

NOTE:

Direct Dialed Calls	
Peak Time	07h00 - 19h00 Monday – Friday
Off Peak Time	19h00 - 07h00 Weekdays; Friday 19h00 - Monday 07h00; and Public Holidays

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Internet Dialed-Up	
Peak Time	07h00 – 19h00 Weekdays (Monday – Friday)
Off-Peak Time	19h00 – 22h00 Weekdays; 07h00 – 22h00 Weekends; Public Holidays
Off-Off-Peak Time	22h00 – 07h00 Weekdays; Weekends and Public Holidays

Cellular Coverage

The country has cellular coverage in most parts of the country and road coverage on the country's major routes. Namibia's cellular network service providers are MTC, which has been in operation since 1995 and Cell One, which was recently launched in March 2007.

making and receiving calls, sending and receiving SMS's and using data services. Therefore, calls will not be the same for each country. The calls are based on per minute charges.

Please see **Annexes V -VI** for tariffs.



MTC

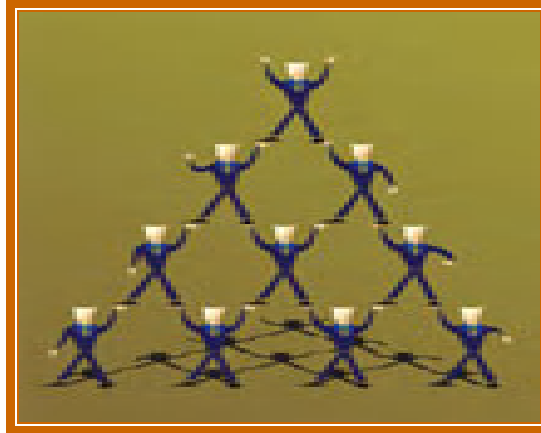
Mobile telecommunication Namibia was established in 1995 as a joint venture between Namibia post and telecommunications Holdings.

Please see **Annexes I – V** for tariffs.

Cell One

A Namibian cellular communication company and second cellular operator in Namibia Cell one, commercially launched its operations in

Namibia on March 16th 2007. With International roaming capacity & facilities, each roaming partner has their own rates for



Namibia has a vast pool of young, enthusiastic and motivated people, both skilled and unskilled to serve the labor needs of industries and other economic activities requiring low and medium levels of skills.

After several years of intense and at times heated debates, Namibia’s new **Labor Act (Act No. 11 of 2007)** was finally passed and signed into law.

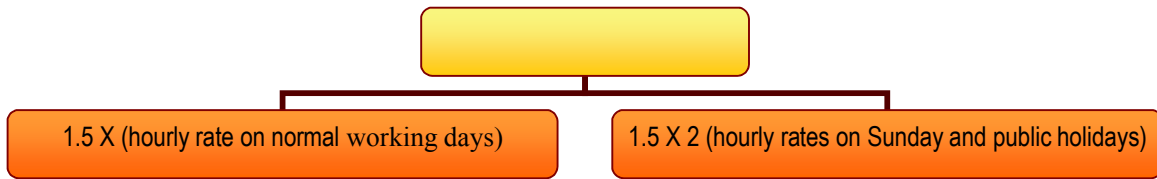
It was decided that instead of amending the 1992 Act, a new Labor Act should be drafted. This resulted in the Labor Act of 2004 (Act No. 15 of 2004), which was passed in parliament, signed into law but never fully implemented. After being passed and signed into law, this Bill became the Labor Act (Act 11 of 2007) and will set the framework for Namibia’s labor relations and working conditions for years to come.

MINIMUM CONDITIONS OF EMPLOYMENT

Working Hours	Requirement
Normal working Hours	Not exceeding 45 hours a week, except for security guards where maximum of 60 hours a week applies.
Working Hours per Day	
5 working days or <i>less</i> per week	Not exceeding 9 hours a day
5 working days or <i>more</i> per week	Not exceeding 8 hours a day
Security guards	12 hours per 5 day or less & 10 hours or more per week respectively
Casual employees	Not exceeding 9 hours a day & two days a week
Shift works	Maximum is 7.5 hours per shift
Overtime	Not exceeding 3 hours overtime per day or 10 hours overtime per week

Source: Labor Act 2007

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Night Working Hours

As stipulated in the labors act, an employee is entitled to an additional payment of 6% of that employee's hourly basic wage, excluding overtime, for each hour of work performed by that employee between the hours of 20h00 and 07h00.

Paid Annual Leave

Every employee is entitled to at least four consecutive week's annual leave wit full remuneration in respect of each annual leave cycle, calculated as follows:

Number Of Days In Ordinary Work Week	Annual Leave Entitlement In Working Days
6	24
5	20
4	16
3	12
2	8
1	4

Source Labor Act

Maternity Leave

Subject to no.24 subsections (4), a female who has completed 6 months' continuous service in the employment, with a view to her confinement, entitled to not less than 12 weeks' maternity leave.

Sick Leave

During any sick leave an employee is entitled to sick leave as follows:

Working Days	Leave Days
5 days a week	Not less than 30 working days
6 days a week	Not less than 36 working days

Note: An employee is entitled to 1 day's sick leave for every 26 days worked during the employees' 1st year.

Source: Labor Act 2007

Human Resources

Child Labor

Child labor is prohibited, therefore, a person must not employ or require or permit a child to work in any circumstances prohibited in terms of section 3 ,subsection 1 in the labor Act.

Employment of Expatriates

Non-Namibians should apply for work permits in order to work in Namibia.

Outlined, in the table below, these are fees payable to the Ministry of Home Affairs & Immigration for Visas, Temporary work/residence, and Permanent residence permits and their durations:

Description Type Of Permit	Duration				
	3Months / less	4 – 6 Months	7 – 12 Months	24 Months	36 Months
Visa(gratis for countries exempted)	N\$390.00	N\$780.00	N/A	N/A	N/A
Multiple-entry/Re-entry visa	N\$390.00	N\$780.00 (TRP)	N\$1 560.00	N\$3 120.00	N\$4 680.00
Work & Business Visa	N\$390.00	N\$780.00	N\$1 560.00	N/A	N/A
Employment or Work Permits (1 st application & Extension)	N/A	N/A	N\$1 395.00	N\$2 790.00	N\$4 185.00
Study Permit (Primary & Secondary education)	N/A	N/A	N\$1 050.00	N\$2 100.00	N\$3 250.00
Study Permit (Tertiary education)	N/A	N/A	N\$1 395.00	N\$2 790.00	N\$4 185.00

Source: Namibia investment centre

Description	Amount
Permanent Resident Permit	N\$12 173.00
Handling Fees	N\$80.00
Transit Visa (Multiple)	N\$390.00

Source: Namibia investment centre

WAGE RATES

Namibia does not have a minimum wage policy, however, in accounting for minimal wages; positions and grading are broken down into average scales, using the fairly popular Paterson system.

The basic wage rates vary according to the location, its structure and the industrial sector an establishment is in. In addition to salaries, most companies provide fringe benefits to its employees depending on the employees' category in terms of position ranking. Some of the most popular benefits offered in an establishment include: housing allowance/car allowance, Medical Aid,

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Funeral insurance, 13th Cheque, Annual benefits, Overtime compensation, Shift Allowance and pension funds.

NOTE: These salaries are estimates and may therefore differ among companies as pertaining to the structure and agreements between the employee and employers within a certain organization.

GRADING OF POSITIONS		
A1 – A3 Unskilled / Virtually Unskilled Labor B1 – B5 Semi Skilled C1 – C5 Skilled With Decision Making Responsibilities on the Senior Level D1 & Above (Included are E and F)		
Grading 1 (N\$)	Grading 2 (N\$)	Notes
A1 Cleaners 853 Tea Girl 933 Packer 950 Laborer 639	A2 Driver 1324 Security 851 Checker 958 Handyman 1312	A3 includes filing clerks, sales clerks and merchandisers with average minimum wages ranging between N\$1613 – 1816, of which basic training is required with regards to these positions and procedural positions with basic decision making supervised but can also supervise those at A1 level.
B1 Receiving Clerk 1820 Dispatch Clerk 1850 Sales Clerk 2522 Accounts Clerk 1815	B2 Computer Operator 2530 Receptionist 2620 Carded Clerk 2115 Sales Man 2243	B3-B4 include positions such as Drivers, Foreman and Junior Accounts with wages ranging between N\$2430 – N\$4750. Employees in these positions have at least 2 years of experience, and involve routine work but more developed.
C1 J. Accountants 5216 Personal Asst. 5520 Debtors Clerk 4716 Salesman 3500	C2 Credit Controller 6888 Supervisor 5741 Sales Represt. 6430 Technician 4914	C3-C4 is included in this grading with positions such as Cost Accountant, Senior Secretary and Book Keeper. These employees have a University or Technikon training or at least 5-7 years experience. The wage ranges between N\$6141 N\$9120.
D1 Accountant 9560 Distr. Manager 8514 Personnel Mngr 8561 Supervisor Security 6300	D2 Admin. Manager 9100 Product Manager 9713 Warehouse Manager 11320 Workshop Manager 9312	D3-D4 is included in this Paterson grading system with positions like Accountant, Plant Engineer, Retail Managers, Marketing Managers and HR Managers. Their expertise/knowledge originates from coordinating other D level employees, programs, budgets and other long term planning & from their educational backgrounds. Wages in this category range from N\$11030 – N\$13161.
E1 Financial Manager 16320 General Manager 18000	E2 Commercial Mngr 13012 Admin. Manager 14610 General Manager 18859	Senior Management that plans on a long term basis, are usually designated with broad functional responsibilities such as Operations, Marketing, Finance and Human Resources.

Human Resources

F1 General Mngr. 2000 -25000 With Bonuses Optional	F2 General Managers - Region 25000 - 35000 Plus profit bonus
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Source: Jobs Unlimited Salary Survey Report (2001)



The Namibian tax year runs from March 1 to February 28/29 in the succeeding year and as such the government's fiscal year terminates on March 31.

Namibia has the following tax legislation on the statute books:

- The income Tax
- The petroleum Taxation Act
- The Value-Added Tax Act
- The Stamp Duties Act
- The Transfer Duties Act
- The Agricultural (Commercial) Land Reform Act

The Value-Added-Tax became law on 27 November 2000. This legislation replaced the Sales and Tax and Additional Sales Levy that terminated on the same date. The Customs and Excise work is performed under the Namibian Customs and Excise Act.

Namibia does not have Capital Gains Tax, Estate Duty, Inheritance Tax or Gift Tax.

The income tax and the value-added tax system are administered by the Ministry of Finance via the office of the Commissioner of Revenue who is also responsible for the administration of stamp and transfer duties. All incomes received from sources in Namibia or deemed to be from a source within Namibia is taxable whether the recipient is Namibian or not.

Other taxes in Namibia are:

• **Company Tax:**

Companies subject to tax include not only companies registered in Namibia, but also branches in Namibia of foreign companies deriving income from Namibia. Other associations registered outside Namibia e.g. partnerships have no separate taxable identity and each partner is taxed on his/her share of the partnership profit. Companies other than those awarded manufacturing status, are subject to a normal tax rate of 35%. Companies that have awarded manufacturing status prior 1 January pay tax of 18% for a period of 10 years, where after will revert to the normal tax rate of 35%.

- Mines other than diamond, oil and gas – Mining companies are subject to a 35% tax rate.
- Diamond Mining Companies – this are subjected to tax rate of 50% plus 10%, a rebate is applicable in respect to the diamond profits tax.
- Petroleum companies – the petroleum income tax is payable annually at a rate of 35% of the taxable income received by or accrued to any person from a license are in connection with exploration, development or productions in an area.

• **Personal Income Tax:**

Individuals are taxed on income at progressive marginal rates over a series of income brackets. Other amounts included in the income of individuals are:

- Annuities
- Gains on maturity or by way of bonus, loans etc
- Compensation of Salary or Wages

- Payments from pension and similar funds
- Dividends received from a building society (1/3 of receipts is exempted).

• **Withholding Tax:**

A person or company who has incurred a liability to pay any person not resident in Namibia any amount (royalty) is required to deduct "Royalty Tax" from the royalty payable.

- Royalty Tax: Tax deductible on royalty payments to non-residents for the use of Patents, Trade Marks, Designs, Copy Right etc, the tax rate applicable is 30% of the gross royalty. Reference should be made to double tax treaties that may vary the position; the effective rate is 10.5%.
- Non-Resident Shareholders Tax (NRST): Generally, with NRST A 10% rate must be deducted from any dividend distributed by a company to a shareholder who is non-resident and not carrying on business in Namibia.
- Interest Withholding: There is no withholding tax on interest in Namibia but non-residents may still be liable to normal tax on interest if it is sourced within Namibia and would need to render a tax return.

• **Sales Tax:**

As mentioned earlier the Value Added Tax (VAT) has replaced the sales and additional Sales Levy. The full VAT rate is at 15%, charged by every organization in distribution chains (from farmer to grocer).

• **Stamp and transfer Duty on fixed property (incl. mineral rights):**

The transfer duty payable by any person other than a natural person when acquiring land is 8% of the value of the property acquired.

With regard to the Stamp Duties rates, its tariffs are provided for in the Stamp Duties Act. The documents must be stamped at the time of signature or within three weeks, failing which results in a penalty of two or three times the duty payable. This will not apply to the registration of transfer of any marketable security for which a six month period for stamping is provided, after which three times the duty becomes payable.

• **Customs and Excise:**

Customs and duties are payable on importation of goods in Namibia, except if goods are imported from within the Southern African Customs Union (SACU).

• **Expenditure on Building:**

An allowance of 20% is granted on the cost of erection of buildings used for the purpose of trade in the first year during which they are brought into use and 4% in each of the following 20 years.

• **Foreign Tourist and Resident VAT refund:**

These is a fund claimed by any individual who is not a Namibian on goods totaling a minimum value of N\$250 (Incl. VAT) purchased by that individual in Namibia and

removed as personal accompanied luggage to any country. In order to claim VAT refund the foreign national needs to:

- Provide documentation of his/her identity and those clearly outlining the information contained on the tax invoice.
- Customs procedures and goods inspections must be allowed at the relevant points, such as at the Hosea Kutako Airport.
- One should remember that no inspection no refund
- Claim your refund at the Hosea Kutako Airport or at the Oshikango boarder post by presenting your claim to the VAT refund Officer

All foreign visitors should bear in mind that the claims are processed by the VRA in Windhoek and payment made in the preferred manner, provided all requirements are met and Inland Revenue has approved the claim.

Annex

MTC Charges

Charges to other Mobile Operators

Tango charges to other Mobile Operators (CellOne) in Namibia are as follows:

MTC - Other GSM Mobile Operator (CellOne): **N\$2.50** all day (peak, off peak and off-off peak)

	Mobile To Mobile		
	Peak	Off-peak	Off off-peak
Call charges	7:00 to 19:00 monday to friday	19:00 to 22:00 monday to friday and all day saturday	22:00 to 7:00 monday to friday, all day sunday and public holidays
Call per minute*	N\$ 2.50	N\$ 1.18	N\$ 0.96
Call per second	N\$ 0.06	N\$ 0.06	N\$ 0.06
South africa	N\$ 5.81	N\$ 5.81	N\$ 5.81
Botswana, Lesotho, Malawi, Mozambique, Swaziland, Zambia & Zimbabwe	N\$ 5.00	N\$ 5.00	N\$ 5.00
International & Angola	N\$ 12.00	N\$ 12.00	N\$ 12.00
Sms Charges			
National	N\$ 0.40	N\$ 0.40	N\$ 0.40
Botswana, Lesotho, Malawi, Mozambique, Swaziland, Zambia & Zimbabwe	N\$0.60	N\$0.60	N\$0.60
International & Angola	N\$0.99	N\$0.99	N\$0.99
GPRS	N\$ 1.00	N\$ 1.00	N\$ 1.00
MMS	N\$ 0.60	N\$ 0.60	N\$ 0.60

	Mobile To Fixed		
	Peak	Off-Peak	Off Off-Peak
Call Charges	7:00 to 19:00 monday to friday	19:00 to 22:00 monday to friday and all day saturday	22:00 to 7:00 monday to friday, all day sunday and public holidays
Call Per Minute*	N\$ 3.35	N\$ 2.35	N\$ 1.95
Call Per Second	N\$ 0.06	N\$ 0.06	N\$ 0.06
South Africa	N\$ 5.00	N\$ 5.00	N\$ 5.00
Botswana, Lesotho, Malawi, Mozambique, Swaziland, Zambia & Zimbabwe	N\$ 5.00	N\$ 5.00	N\$ 5.00
International & Angola	N\$ 12.00	N\$ 12.00	N\$ 12.00
Sms	-	-	-
GPRS	N\$ 1.00	N\$ 1.00	N\$ 1.00

Annex

MMS	N\$ 0.60	N\$ 0.60	N\$ 0.60
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Information

Free minutes can be carried forward for a maximum of three months. (Validity of 90 days)

Peak Times:	07h00 -19h00 Monday to Friday
Off Peak Times:	19h00 - 22h00 Monday to Friday
	07h00 - 22h00 Saturday
Off-Off Peak Times:	22h00 - 07h00 Monday to Saturday
	All day Sunday and Public Holidays

Connect

	Connect 50 Leisure		Connect 50 Freedom		Connect 100 Leisure	
	Prvt	Bus	Prvt	Bus	Prvt	Bus
Monthly Subscription	N\$ 69.00	N\$ 79.35	N\$ 119.00	N\$ 136.85	N\$ 139.00	N\$ 159.85
Contract Period - Months	24	24	12 or 24	12 or 24	24	24
Free minutes	50**	50**	50	50	80:20*	80:20*
Free phone	Yes	Yes	Only 24 Month	Only 24 Month	Yes	Yes
National Tarrifs						
Mobile - Mobile						
Peak	N\$1.50	N\$1.73	N\$1.50	N\$1.73	N\$1.50	N\$1.73
Off Peak	N\$0.85	N\$0.98	N\$0.85	N\$0.98	N\$0.85	N\$0.98
Off-Off Peak	N\$0.75	N\$0.87	N\$0.75	N\$0.87	N\$0.75	N\$0.87
Mobile - Fixed						
Peak	N\$2.30	N\$2.65	N\$2.30	N\$2.65	N\$2.30	N\$2.65
Off Peak	N\$1.40	N\$1.61	N\$1.40	N\$1.61	N\$1.40	N\$1.61
Off-Off Peak	N\$1.20	N\$1.38	N\$1.20	N\$1.38	N\$1.20	N\$1.38
SMS						
Peak	N\$0.40	N\$0.46	N\$0.40	N\$0.46	N\$0.40	N\$0.46
Off Peak	N\$0.40	N\$0.46	N\$0.40	N\$0.46	N\$0.40	N\$0.46
Off-Off Peak	N\$0.40	N\$0.46	N\$0.40	N\$0.46	N\$0.40	N\$0.46
DATA (GPRS Edge 3G)	N\$1.00	N\$1.15	N\$1.00	N\$1.15	N\$1.00	N\$1.15
MMS	N\$0.60	N\$0.69	N\$0.60	N\$0.69	N\$0.60	N\$0.69

	Connect 100 Active		Connect 250 Achiever		Connect 500 Leadership	
	Prvt	Bus	Prvt	Bus	Prvt	Bus
Monthly Subscription	N\$ 179.00	N\$ 205.85	N\$ 375.00	N\$ 431.25	N\$ 700.00	N\$ 805.00
Contract Period - Months	12 or 24	12 or 24	12 or 24	12 or 24	12 or 24	12 or 24
Free minutes	100	100	250	250	500	500
Free phone	Yes	Yes	Yes	Yes	Yes	Yes

Annex

National Tarrifs						
Mobile - Mobile						
Peak	N\$1.20	N\$1.38	N\$1.20	N\$1.38	N\$1.10	N\$1.27
Off Peak	N\$0.75	N\$0.86	N\$0.75	N\$0.86	N\$0.69	N\$0.79
Off-Off Peak	N\$0.69	N\$0.79	N\$0.69	N\$0.79	N\$0.64	N\$0.74
Mobile - Fixed						
Peak	N\$1.95	N\$2.24	N\$1.95	N\$2.24	N\$1.79	N\$2.06
Off Peak	N\$1.20	N\$1.38	N\$1.20	N\$1.38	N\$1.11	N\$1.28
Off-Off Peak	N\$1.05	N\$1.21	N\$1.05	N\$1.21	N\$ 0.97	N\$1.12
SMS						
Peak	N\$0.40	N\$0.46	N\$0.40	N\$0.46	N\$0.40	N\$0.46
Off Peak	N\$0.40	N\$0.46	N\$0.40	N\$0.46	N\$0.40	N\$0.46
Off-Off Peak	N\$0.40	N\$0.40	N\$0.40	N\$0.46	N\$0.40	N\$0.46
DATA (GPRS Edge 3G)	N\$1.00	N\$1.15	N\$1.00	N\$1.15	N\$1.00	N\$1.15
MMS	N\$0.60	N\$0.69	N\$0.60	N\$0.69	N\$0.60	N\$0.69

	Connect 1000 Pioneer		MTC Professional		Telemetry**	
	Prvt	Bus	Prvt	Bus	Prvt	Bus
Monthly Subscription	N\$ 1200.00	N\$ 1380.00	N\$ 95.00	N\$ 109.25	N\$ 45.00	N\$ 51.75
Contract Period - Months	12 or 24	12 or 24	6	6/12/24	12	12
Free minutes	1000	1000	0	0	0	0
Free phone	Yes	Yes	No	No	No	No
National Tarrifs						
Mobile - Mobile						
Peak	N\$1.00	N\$1.15	N\$1.25	N\$1.44	N\$2.77	N\$3.20
Off Peak	N\$0.63	N\$0.78	N\$0.78	N\$0.90	N\$2.77	N\$3.20
Off-Off Peak	N\$0.58	N\$0.72	N\$0.72	N\$0.83	N\$2.77	N\$3.20
Mobile - Fixed						
Peak	N\$1.63	N\$1.87	N\$1.95	N\$2.24	N\$2.77	N\$3.20
Off Peak	N\$1.01	N\$1.16	N\$1.20	N\$1.38	N\$2.77	N\$3.20
Off-Off Peak	N\$0.89	N\$1.02	N\$1.05	N\$1.21	N\$2.77	N\$3.20
SMS						
Peak	N\$0.40	N\$0.46	N\$0.40	N\$0.46	N\$0.23	N\$0.27
Off Peak	N\$0.40	N\$0.46	N\$0.40	N\$0.46	N\$0.23	N\$0.27
Off-Off Peak	N\$0.40	N\$0.46	N\$0.40	N\$0.46	N\$0.23	N\$0.27
DATA (GPRS Edge 3G)	N\$1.00	N\$1.15	N\$1.00	N\$1.15	N\$1.00	N\$1.15
MMS	N\$0.60	N\$0.69	N\$0.60	N\$0.69	N\$0.60	N\$0.69

Annex

Charges to other Mobile Operators (CellOne)

MTC - Other Mobile Operator (CellOne): **N\$1.95** all day (peak, off peak and off-off peak)

International call charges per minute

		Private	Business
Mobile to SA Mobile	Peak	N\$3.91	N\$4.50
	Off Peak	N\$3.91	N\$3.06
	Off-Off Peak	N\$2.66	N\$3.06
Mobile to SA Fixed	Peak	N\$2.98	N\$3.43
	Off Peak	N\$1.93	N\$2.22
	Off-Off Peak	N\$1.93	N\$2.22
International other - Plus Telecom Namibia	Peak	N\$1.95	N\$2.24
	Off Peak	N\$1.20	N\$1.38
	Off-Off Peak	N\$1.05	N\$1.21

Other Fees:	Private	Business
Migration fee (Upward after 3 months)	Free	Free
Contract renewals after 6/12/24 months	Free	Free
SIM Card Replacement (Including stolen SIM)	N\$30.00	N\$34.50
Late Payment Fee	N\$91.30	N\$105.00

	Private	Business
Voicemail		
Monthly subscription	Free	Free
Notification	Free	Free
Access from mobile phone (123)	Free	Free
Access from fixed phone per min.	Telecom Namibia Charge	Telecom Namibia Charge
Access when roaming	Charge + 15%	Charge + 15%
Call Forwarding:		
When forwarding to:		
CallMail	Free	Free
Mobile or fixed number in Namibia	MTC Charge	MTC Charge
Short Message Service (SMS):		
Receiving	Free	Free
Send national & international - see Tariffs		
Send when roaming	Foreign Network	Foreign
Network	Charge	Charge
FaxMail - free connection		
monthly subscription	N\$22.00	N\$25.00
MobileFax & MobileData		

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- free connection		
Monthly subscription	Free	Free
Itemized Bill		
Monthly	N\$10.00	N\$11.50
Ad hoc	N\$35.00	N\$35.00
Golden Number	N\$1000.00	N\$1000.00

CELL ONE Charges

National Calls:

STANDARD RATES:

Cell One offers Prepaid customers a choice to select between per minute or per second billing.

PER MINUTE:

This option gives **Cell One** customers lower off peak call rates Mon-Fri, all day Sat & Sun as well as on public holidays. The rate plan also offers a lower and competitive rate for **Cell One-to-Cell One** (On Net) calls as well as calls made to the other local GSM operator. All calls are charged on a per minute basis.

49c Campaign duration:

Per minute tariff	Peak Mon-Fri, 07h00- 19h00	Off-Peak Mon-Fri, 19h00-07h00 Sat, Sun, Public Holidays
"On Net" Cell One to Cell One	N\$ 0.49	N\$ 0.49
Standard Tariff	N\$ 1.50	N\$ 0.95
Calls from Cell One to MTC	N\$ 1.79	N\$ 1.79
Calls from Cell One to Fixed Lines	N\$ 2.40	N\$ 2.40
	Peak Mon-Fri, midnight-7pm	Off-peak Every day 7pm-midnight
SMS	N\$ 0.40	FREE (Cell One to Cell One)

PER SECOND:

With **Cell One** Prepaid PER SECOND you are charged for the seconds you talk. If you talk for 10 seconds, you are only charged for 10 seconds. Meaning that you only pay for the time you talk. With **Cell One** you can get more value for money. Calls are charged at the same rate day or night. With **Cell One** Prepaid per second you only need 10 cents

International Calls and SMS:

South Africa and SADC: N\$ 3.90 per minute, 6.5 cents per second.
Angola: N\$ 8.00 per minute, 13 cents per second

Germany - fixed & mobile Sweden - fixed Switzerland - fixed Netherlands - fixed UK - fixed & mobile Spain - fixed Australia -fixed France - fixed Kenya -fixed Portugal -fixed	N\$ 9.00 per minute, 15 cents per second
Sweden - mobile Switzerland - mobile Netherlands -mobile USA - fixed & mobile Spain - mobile Australia - mobile France - mobile Kenya - mobile Portugal - mobile Rest of the World	N\$ 10.00 per minute, 16 cents per second

Removal of VAT exemption:

The Namibian Receiver of Revenue has imposed a 15 percent Value Added Tax (VAT) on Prepaid telecommunication services (Prepaid airtime voucher and Starterpack). This ruling effective as of 01 February 2008. Previously all Prepaid airtime was exempted from VAT.

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on your balance to make a call. This is the perfect way to make a missed call.

49c Campaign duration:

Per second tariff	Same tariff all day	30 sec call
"On Net" Cell One to Cell One	1 cent	N\$ 0.30
Standard Tariff	2.5 cents	N\$ 0.75
Calls from Cell One to MTC	4 cents	N\$ 1.20
Calls from Cell One to Fixed Lines	4 cents	N\$ 1.20
	Peak Mon-Fri, midnight-7pm	Off-peak Every day 7pm-midnight
SMS	N\$ 0.40	FREE (Cell One to Cell One)