

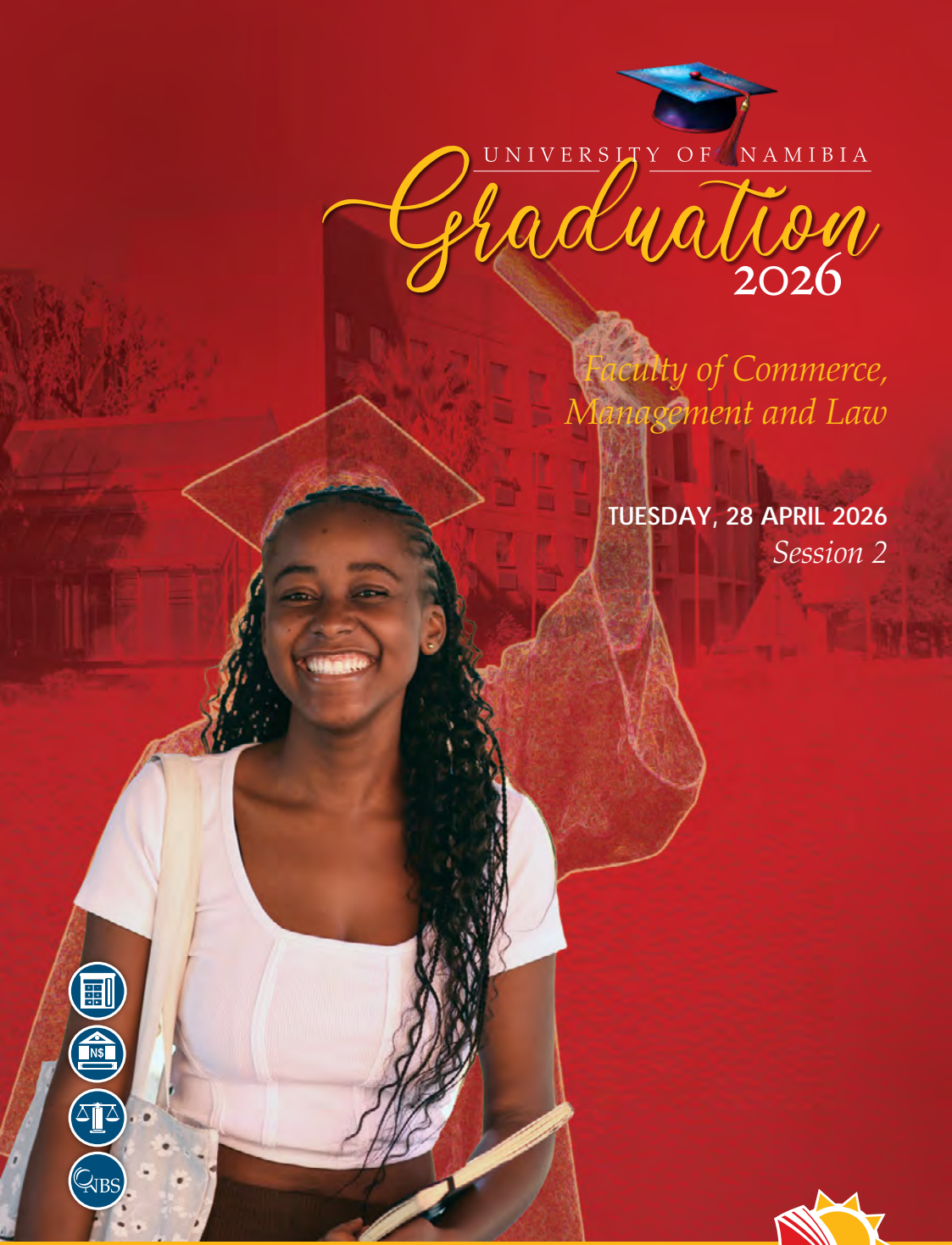


UNIVERSITY OF NAMIBIA

Graduation 2026

*Faculty of Commerce,
Management and Law*

TUESDAY, 28 APRIL 2026
Session 2



Open your mind



UNIVERSITY OF NAMIBIA

Study. Grow. Lead.

At UNAM,
your potential
meets opportunity.



Open your mind



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VICE CHANCELLOR'S CONGRATULATORY MESSAGE TO THE CLASS OF 2025

Dear Graduands,

Today, you close one chapter and open another, and what a chapter it has been. The qualification you hold is not merely a certificate; it is a testament to the late nights, the difficult choices, and the quiet determination that carried you to this moment. **On behalf of the University of Namibia, I extend my sincerest congratulations.**

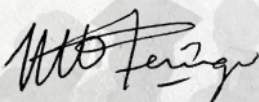
The world you are entering is dynamic, demanding, and full of possibility. Whether you choose the path of employment, enterprise, or public service, you go equipped, not only with knowledge and skills, but with the resilience forged through years of rigorous study. **Do not underestimate what you have built in yourself.**

UNAM has shaped leaders, thinkers, and change-makers who have gone on to transform their communities and their nation. You now join that legacy. Carry it with intention. Pursue excellence not as a destination, but as a standard. Be curious, be courageous, and be willing to contribute beyond the boundaries of your own ambition.

As you move forward, remember that your alma mater walks with you. The values instilled here, of integrity, innovation and service, are yours to carry into every boardroom, classroom, clinic, and community you touch. Represent them well, and inspire those who will follow in your footsteps.

Take a moment to honour this achievement – and then go. The future is not waiting; it is being built, right now, by graduates exactly like you.

Congratulations, Class of 2025. This moment is the beginning.



Prof. Kenneth Matengu
Vice Chancellor



ORDER OF PROCEEDINGS

Faculty of Commerce, Management and Law

TUESDAY, 28 APRIL 2026

Session 2

- **Arrival of the Vice-Chancellor**
 - **Official Photo Session**
1. *National/AU Anthems*
 2. **Constitution of the Congregation:** Presiding Officer
 3. **Graduation Blessing**
 4. **Welcome**
 5. **Chancellor's Address**
 6. **Interlude**
 7. **Invitation to Schools to Present Candidates for all Qualifications:** Presiding Officer
 8. **Presentation of Candidates for Undergraduate Certificates and Diplomas:** Associate Deans
 9. **Granting of Certificates and Diplomas:** Presiding Officer
 10. **Presentation of Candidates for Undergraduate Degrees:** Associate Deans
 11. **Conferment of Undergraduate Degrees:** Presiding Officer
 12. **Presentation of Candidates for Postgraduate Diplomas:** Associate Deans
 13. **Presentation of Candidates for Masters Degrees:** Associate Deans
 14. **Conferment of Postgraduate Diplomas and Masters:** Presiding Officer
 15. **Presentation of Candidates for Doctoral Degrees:** Associate Deans
 16. **Conferment of Postgraduate Diplomas, Masters and Doctoral Degrees:** Presiding Officer
 17. **Dissolution of the Congregation:** Presiding Officer
 18. *AU/National Anthems*



School of Accounting

Associate Dean: Mr Edwin Beukes



CERTIFICATE IN ACCOUNTING AND AUDITING

MURARANGANDA Mcomoran K

DIPLOMA IN ACCOUNTING AND AUDITING

AMUGONGO Paulus A

KANGUMBA Jennifer

LUKAS Aune T
MUHARUKUA Venessa H
MUTJAVIKUA Chelsy N
NANGOMBE Andreas N
NEPEMBE Lijje
UUNONA Emily N
SAAL Sillvan B
SMITH Merelyn M

School of Business, Management, Governance and Economics

Associate Dean: Prof Esau Kaakunga



DIPLOMA IN BUSINESS ADMINISTRATION

CLOETE Taylor J

ENGELBRECHT Chermine B

GANES Majory R

KAZETJIKURIA Jullin

KUTUAHUPIRA Patricia

LWENDO Mareta

MBUENDE Kaputuaza

MUNDANDALA Asnath H
NAIMBALE Hendrik L
NDUKIREPO Nandjambi
SISEHO Mulele S

DIPLOMA IN LOCAL GOVERNMENT STUDIES

JOHANNES Ndamononghenda N
NDIVAYELE Lahya I

Namibia Business School

Acting Director: Dr Muree Tjueza



DIPLOMA IN BUSINESS LEADERSHIP

GABRIEL Emilia

GASES Jessery

HANGULA Ndeshipanda

HITENYANYE Temus

IHEMBA Fabianus

IHUEMA Elizabeth

INDONGO Niitura

JACOB Jairus

KAPOFI Foibe (*cum laude*)

KATJIMUNE Asser

KAVILA Messagh

KUJANDEKA George

MARTIN Johannes
NAKAPUNA Florian
NEKAYI Festus

DIPLOMA IN BUSINESS MANAGEMENT

CLOETE Keithen

GAES Florence

HAMMAN Leandri

KAPIYE Ndafapawa

NAWANGA Helena

NGHIPANGELWA Modestus

SABUTA Chaze

TELEMACHUS Eugene



Namibia Business School
Acting Director: Dr Muree Tjueza



DIPLOMA IN POLICE MANAGEMENT

MUMBARA Blasius
SHEEHAMA Ester

DIPLOMA IN PROJECT MANAGEMENT

AMUTSE Taimi
EMVULA Epafras
ENKONO Ananias
GROVE Morne
HAIHAMBO Rauna
HAIKONDA David
HAISHONGA Kauwitheni
HANGHOME Ndinombwedi (*cum laude*)
HANGO Jesaja
HAUFIKU Zoraida
HEITA Gabriel
INNES Clive (*cum laude*)
JANUARIE Cameron (*cum laude*)
KAEVARUA Simeon
KAUNDA Linda

KESHENANYE Teofelus
KLEIN Enzo
MAKANGA Servasius
MBALA Godfrey
MWAETAKO Edison
NAIKAKU Hilma
NAISON Gibson
NANGOLO Martha
NDAIFANUA Jason
NGHIYALASHA Peuya
NYAMBE Nandu
PETRUS Simon
RUBEN Lasarus
SEBATANE Cyrill
SHATIPAMBA Ndinosiho
SHIKULO Frieda
SHIKUNDA Victoria
SHIKUSHO Josephine
TJIUEZA Seraphim
UIRAB Raylin
UPINDI Willem
UUKULE Immanuel

School of Law
Associate Dean: Dr Kennedy Kariseb



DIPLOMA IN ALTERNATIVE DISPUTE RESOLUTION

HAUFIKU Princess Y
LIKANDO Mark M
KASHUWA Marshall S

MBUNDU Imbeni M
MWIKANDA Austin M
MHANDA Werner S
NABOTH Rebeka



School of Accounting

Associate Dean: Mr Edwin Beukes



**BACHELOR OF ACCOUNTING
(CHARTERED ACCOUNTANCY)**

AMADHILA Ester M
 AMAKUTSI Maria
 AMUTHENU Esther N
 ASHIPALA Gennoh M C
 ITHINDI Tomas P
 KAMATI Lauryn N
 KAMERIKA Mcbrown A
 KANDJEKE Wilhelmina N
 KAYUMBU Ndapunikwa N
 KWEMBEYA Nyengeteral
 LAMEK Sarafina R
 LOMBARDT Christophine
 MAFILWA Nelson M
 NDARA Elizabeth M
 NDUME Ndemuningila U
 NEKUNDI Willhelma M
 NYAMBE Nasitele N
 SHIKUDULE Petrus D
 SHONGOLA Moses N
 SIPA Emil N T
 THOMAS Johanna T N
 VATILIFA Peinge-Ohole T

**BACHELOR OF COMMERCE IN
ACCOUNTING (CHARTERED
ACCOUNTANCY)**

/NARIB Rion R
 ASHIPALA Nikanor A
 HAUKONGO Faustino
 ILONGA Naftali N
 JACOB Lena N
 JOHANNES Johannes N
 KASHAWA Secilia N P
 MULOKOSHI Matti J
 MUUNDJUA Munroe N
 NAKALE Kevin N
 NESHUKU Scheilla E T
 NZOYISABA Ngabirano O
 OLIVIER Enrique R
 SHAULWA Tangi A
 SHITALENI Anna N
 UUSIKU Alina

**BACHELOR OF ACCOUNTING
HONOURS**

!OWOS-OAS Buruxa T
 AMUKWAYA Joseph
 AMWAAMA Nelago N
 ANDAPO Ester
 ASHIPALA Kalapuse T
 ASHIPALA Natangwe S
 ASHIPALA Veronika M
 CHIKA Sibuku L
 DE KLERK Peter J
 DIKUWA Mannetje H
 ENDJALA Immanuel S
 FELENANDU Ndinelao N
 FELLEMON Saima N
 FOURIE Kyle S
 GORESES Megan G
 HAIKALI Secilia N
 HAIMBILI Vaiyo T
 HAMAUKA Veendapi
 HENDRICKS Jessica I
 HENGOMBE Kapenangutjua
 HINAUNYE Maria N
 IIPINGE Frans I
 IITULA Alina M
 IMMANUEL John S
 IYAMBO Aune M
 JOEL Saima N
 JOHANNES Kristofina
 JONAS Abner M
 JONAS Teopolina N
 KAALI Allyia K
 KAAPANDA Irja N
 KAROMO Lagia M
 KASHOPOLA Emilia
 KAURIANGA Yazezurua K
 KAYAMBU Simon N
 KLUKOWSKI Junille A
 KUYELAYELA Ephonia M
 LIKUWA Immolatric K
 LUKAS Maria N
 LUKUBWE Sinvula V
 MANALE Charles W
 MANNETTI Luciano R



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MARTINS Esperansa A
MASIKU Mabuku S
MATHEUS Theresia S
MBAHUMA Veundja
MUHINDO Wilson S
MUKETE Monica N
MUKUARUZE Urmondjira
MUKUMBUTA Merriam A
MUNGUNDA Samuel K
MUUNDJUA Ngurimuje
MWAETAKO Tusneld N
MWESHIDINA Tukwafela
NAMHINDI Judith
NANDAGO Anna T
NANGOLO Loise N
NDESHITILA Lydia N
NDEUNYEMA Sakeus J
NUUHA Frieda M
PAULUS Kristine N
PETRUS Victoria N
RENTON Pelagia K
RUSWA Tashinga P
SACHILOMBO Memory M
SAKARIA Anna Mary N
SANKOMBO Sipiwe M

SHAANIKA Victoria I
SHEETEKELA Naemi S
SHEUYA Sylvia N
SHILEKA Jason N
SHILUMBU Anna N
SHILUNGA Alma
SHIMBILINGA Aina I
SHINDUME Rebbeka S
SHINEDIMA Lukas
SHIPANGA Sani N
SHIWEDA Melinekelo N
SHOOPALA Frieda N
SHOU Rebecca N
SHOVALEKA Christophine N
SHUUKIFENI Mirjam N
SILUMBU Audithor M
SITOLOMA Victor
SOMILI Nyumbu P
THOMAS Tiofelus H
TJIKONGO Audrey D
TOMAS Martha I
UGWANGA Martha T
UUGULU Rosalia M
VALOMBOLA Pinehas
VAN ROOI Ashley
VAN WYK John D
VEJORERAKO Jane U
WILLEMSE Nadia N



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**BACHELOR OF ARTS IN POLITICAL
SCIENCE**

AMUGONGO Denson T
AMUKWA Konstantia N
CLOETE Shain R
EKANDJO Remind J
FRANS Johanna N
GAOSES Maurisha G
GOMACHAB Ryan S
HAIMBODI Petrus S
HAMBIRA Runaune
HAMUKOSHI Nafimane M
HAUFIKU Maria N
IKOLOLO Hilma E
KALLA Taliindje I
KAMBINDA Richard M J
KAPEWA Kaunalenga V
KAPPA Remember E
KARAMATA Uvatera D J
KHARISES Precious E
KOCK Janet
LIKORO Mpora V P
MARKUS Daniel N
MASULE Denzel M
MBINGANA Uzuwira M
MNAKAPA Bridget
NAKAWA Leonard T
NAMHILA January P
NEGONGA Victoria N
OBAMA Konko
RUITER Rianell R J
SHETUKANA Lesley L
SHILONGO Monika I N
SIYANGA Sinvula S
VOSLOO Amber L

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CHILEWE Khetwayo
CHIMUNDIZA Paul
DEMATOS Lydia S
DINDUNGO Nduva P
GARISES Edith
HALWOODI Rakkela F

ISRAEL Mirjam
MBAMBO Kreta T
MURADZIKWA Rubatsiro L
NAMBALA Selma N
ROOI Esmie E
SHIVUTE Maria N
SIMON Gabriel N
ZAOMBO Uhupa

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AMWAAMA Festus
AMADHILA Iyaloo N
AMAVILA Festus S
BISHI Alec M
GOMA Farai
HAFOSO Johanna L
IIMENE Jacobina H
JIKERWA Jene-Rose M
KARAERUA Jajjitu A P
KAZOHUA Mbahimua
MATUZEE Mbitjita
MBAISA Ceaser V
MUHEPA Inocentio K
NADHIPITE Mbolongo
NAKANYALA Tauno H
NAHOLO Kelly L
NEKONGO Thomas
PETRUS Linus I
SHINANA Toivo N
SHANINGWA Samuel S
SHITALENI Lavinia T
TOIVO Aiyambo A
TSOWASEB Prince-Lee E
UAENENISA Ukarerera
VARELA Harvey J

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SHITENDA Josua



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GEBHARD Gebhard K
KAHIUOJA Ukaurua
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LISULO Simasiku M
MATHEUS Tangeniomwene J
MBUENDE Venomuinyo
MBURA Utjevera
MOTINGA Lakeesha N
NASHIPILI Ndinomwaameni T
NDEPAVALI Joseph F
NDOLI Nevel M L
NEHALE Sunday N
NGUVAUVA Kunaije
SAKARIA Filippus N
SHEYA Helena N
SHIKESHO Wilbard I
SHIPENA Elton S
SHITULA Kaarina M
TJESAMBA Tachoo

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ANGUNGA Selma K
EGUMBO Sara
FRITSA Tukondjela I
GARISES Ashley E
GAWACHAS Beauty N
HAAKURIA Vesora K
HASHILI Amon M
HAUFIKU Immanuel T
HEITA Henok S
IHEMBA Lavinia K
KAMUTJEMO Vevangapi
KASIKI Aino M
LUIPERDT Y'cliff B
MASUKU Namasiku B
MOUTON Keelen E
MUNKUNDI Jeffrey K
MUNTHALI Ian K
NAMUNYEKWA Toivo S
NGHIHALWA Naomi N

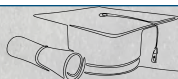
NGHIPONA Lonla P
NGURUNGUNDA Keveemuine C
SABATHA Gedrud
SHANINGWA Paulin
SIBANDA Manuel H
SIEBERHAGEN Carl R
SIMILO Brandon-lee S
SIRIRIKA Veritjua

**BACHELOR OF ECONOMICS
HONOURS**

AMAKALI Frieda T
BLOM Enderina
CAPOCO Jacobina S
CHATA Magreth N
CIZIGIZIGI Mugoli S
DLAMINI Khululiwe Y
ERASTUS Jason N
HAMBIRA Tuzuvira
HAMBWALULA Chisanga
HAUFIKU Rauna N N
KAAKUHA Syreeta C
KAAPANDA Show H
KANGUMU Rhys J K
MANTANYANI Leo M
MBARI Kumbaza
MBIRIMUJO Mepani
MEYER Miles I
MITCHELL John S
MUPATI Valombweleni S
NASHAMA Sonio L
NDUNGULA Tunga W
NGESHEYA Meriam N
PAULUS Saara N
PETRUS Petrus
THOMAS Apollonia S
THUDINYANE Odisenotse
(Posthumous)

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HONOURS**

ALFEUS Salome T
AMUNYELA Peter S
AOCHAMUS Elizabeth
HAMWAALWA Gottfried N



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HAULYAMAYI Gabriel N

HEELU Karen T

HIIKO Mbayoroka P

IMANUEL Petrina

IMMANUEL Loide N

IRONGA Lucinda P

JONAS Tulimeke N

KAMATI Johanna D

KAMOLOKAMWE Bernardo E

KARUMBU Unomburo F

KATUPOSE Wendjiundja W

LISWANISO Deisilah N

MUNGOBA Ndeuya-mulo

NAMASES Azertha S

NASHAPI Velonika K

PAULUS Eliaser V

PAULUS Toivo L

PEA Hans

POUAMOUN Aicha

SHAANIKA Vistoria N

SHETUNYENGA Lovisa N

SHIPANGA Victoria N

SHIPULWA Phillipus P

SHOMONGULA Shanyengange K

TJONGARERO Kennedy V

TUTJAVI Mbahimwa F

UIRAS Aaliyah R

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BACHELOR OF LAWS HONOURS

ABRAHAM Jessie T

AIYAMBO Eddy T

AKAWA Olivia

AMWAANDANGI Loide I

AMUTENYA Josephine T

AMUTOKO Amon B

AMAKALI Ruusa E

AMUTHENU Mathilda K

AMUTHENU Albertina

AMUNYELA Tuuliki N

AMADHILA Hendrik

ANDJENE Teofelus I

ANGULA Michael K

ANDERSON Noah J

ANGULA Shikungulu N

ANGULA Kenneth C

ANDRIAN Pawaopeni M

ANGULA Michael

ANGULA Ngeendina I

ASHIPALA Anna M

AVULA Tangeni T

AWARAS Lode

BAULETH MarthaN

BOOYSEN Fritz

BRENDELL Monick W

CHAKANYA Tendai

CHARLIE Elizabeth W

CHEMERE Magret

CHIKUKWA Ngonidzashe

DANIEL Aurelia N

DANIEL Daniel

DANIEL Lisse M

DAVID Regto N

DEGE Johandre

DE WAAL Avicia C

DREYER Samuel

DREYER VinoliaB

DUBE Sizanani P

ELIAKIM Silvanus

ENGOMBE Martha N

FESTUS Sara-Lee S

FOURIE Wilmar

FILLEMON Beata N

FINNIS Falanchia J

FRANS Bernardo H

GAMATHAM Donna D



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GAMISEB Richonald N
 GAOSEB Roberth
 GOAGOSES Deborah
 GOBA Taziya G
 GOEIEMAN Randell J
 GOMES Anna M
 GUIMS Alisha R
 HALIFELI Ophelia M
 HAMBINGA Jessica
 HANGO Eraster N
 HAIFELA Jeleka T
 HANGULA Ndafohamba R
 HANGULA Justina P
 HANGULA Hafeni M
 HAMAN Josephine J
 HARASEB Jamin N
 HATUTALE Penda Ze
 HIFINDWAKO Selma T
 HIJARUNGURU Leonard J
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 HUNTER Jade W
 HURTER Jessica H
 HAUKENA Lydia K
 HAUSHIKU Blessing M
 HOVEKA Utaara
 HUSSELMANN Charlemaine W
 IPINGE Petrina N
 ISAACS Tihaano C
 INDONGO Diana A
 IYAMBO Monica N
 IYAMBO Benjamin D
 IYAMBO Aina S
 IPANGELWA Wendy C
 IYAMBO Elma N
 IPINGE Taimi N
 INDONGO Ndinelago F
 ITANA Helvi-Tangi
 IMMANUEL Jonas
 JAMESON Gertrude
 JIMMY Immanuel
 JOSEPH Marian N
 JOHANNES Dhimbulekweni L
 JOHANNES Paulina N

JOHANNES Victoria N
 JOSUA Grennie L
 JOHANNES Gustav T
 JUNIAS Foibe N
 KAMBALA Panduleni
 KANNEMEYER Marcia
 KAHIIHA Uahekununa
 KAHUVA Vezerua B
 KAHIKO Fillex
 KALWENYA Esther N
 KANGHONO Caroline P
 KAMUHANGA Ueriuka
 KHAMUSES Juanitha J
 KHARISES Diana
 KAMBALA Panduleni
 KANDENGE Fulbertha T
 KAPEPO Ponho N
 KAPAPINGA Sherley
 KATANGA Sophia
 KATJANGUA Uetuesavi U
 KALENGE Heikkie
 KAVERA Julia M
 KAVANGA Rivaldo
 KANDJIMI Heleni N
 KASAMANE Selma T
 KWEDI Kaarina N
 KAUNE Katataiza
 KAVAONGELWA Emmanuel T
 KALIPI Ndanyama-Elao A
 KAYOKO Ndishi
 KAMATI Ipondoka
 KAMATI David N
 KAMBALA Panduleni
 KANGALA Albertina K
 KATERENGA Paulus N
 KARLOS Elifa
 KOUJO Uaktaviza
 KUBUNSILA Smith S
 LIMBO Mwangala J
 LIVINGI Ruben M
 LIWAKALA Elvis M
 LOTTERING Owen R
 LUCAS Saara N
 LUCAS Ndadaleka E
 MABUKU Daphne N



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MAFUKIDZE Donovan
 MAKARI Itezeua U
 MAKAYA Malenga M
 MAGORE David T
 MAEMEKO Keith M
 MBERIJANA Ngarikutuke
 MARTIN Helena
 MAANI Classen S
 MANYANDO Aldrin M
 MBUHA Landine U
 MBUNDU James T
 MOSES Chante
 MUMBANGALA Janice A
 MUNGOBA Ndelipewa N
 MUKUAHIMA Kariua T
 MUKWAMBI Jesaya C
 MUNGUNGU Aleffa N
 MUSONGO Maria N
 MARWIZI Tashamiswa J
 MOUTON Jonathan
 MUFETI Amanda N
 MUTEKA Frida M
 MUTONGA Mary M
 MUVARURE Eben-Ezer
 MAFUKIDZE Donovan T
 MUTILITHA Scholastic N
 MUUKUA Chrechen
 MUKUAHIMA Kariua
 MUTIMANI Jane M
 MUSONGA Maria
 MUSODZA Alison F
 MIDZI Takudzwa
 MWALA Nanalelwa
 MWANAWINA Cindy N
 MWALA Velda
 NDJAMBA Cedrick V
 NDJAVERA Grania U
 NHIVAFE Natanael
 NAKALE Lovisa N
 NAKAMBALE Jonas I
 NAMBAHU Esther K
 NAMBONDI Hanna N
 NAMHINDO Feni N

NAMWEYA Anatolia N
 NANGOMBE Stacey R
 NANGOLO Maria O
 NANGOLO Beniata
 NASHIPILI Isak S
 NDELE Shekutaamba J
 NEEMA Helena
 NENDONGO Tina
 NENDONGO Amlia
 NGAVIRUE Josefot
 NGHIVAFE Natanael
 NGUVAUVA Inaovandu I
 NGWANGWAMA Fiina G
 NGUTJINAZO Knowledge B
 NGHIIISHILILWA Josephine A
 NGHISHITENDE Vistorina
 NGUPAHUA Rijandjee
 NIKODEMUS Menethe N
 NOWASES Zita T
 NYAMAZANA Julius N
 NZUNDAMO Eddie M
 PAULUS Debora N
 PETRUS Rebekka
 PETRUS Simon N
 PHIRI Abel
 PINEHAS Sylvia N
 PUTEHO Julia N
 RAMAKHUTLA Rohlisang V
 RITTMANN Ivandre
 ROOI Caroline
 ROOS Alison D
 SAKARIA Charil N
 SAMUEL Jason
 SAMWELE Bonitha K
 SHAANIKA Selma
 SHAANIKA Tangeni T
 SHEEHAMA Hilka R
 SHEEHAMA Paulina
 SHIFIONA Aloisius
 SHIFUGULAH Loide P
 SHIKALEPO Naemi
 SHILONGO Elizabeth
 SHIKONGO Peneyambeko K
 SHIKOMBA Helena M
 SHIKUNDIKO Alexander



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SHIWAMBI Jeremia T
SHINDJELE Loide H
SHIVANGULULA Ethan P
SIAMBANGO Mercy N
SILISHEBO Mercy N
SILVANUS Eliakim
SINVULA Keen M
SIMATAA Natasha M
SITUMBA Aida V
SISAMU Mathe M
STEENKAMP Antonisha N
TJIKONGO Richart
TJIUNDE Ngujandja K
TSUSES Tsusnelda
THOMPSON Jessica

TOMAS Wilbard T
TJAVARA Utjua V
TJEENAO Kujuru Va
TIVATYI Norman
TJIVANGURURA Chantell N
UAKURAMA Ndjizuvira
UANIVI Unomasa
URINAVI Mujame
UUSIKU Stephanus N
VISSER Abraham G
VAN DER MERWE Janica
VAN WYK Natacha
VRIES Vincentius V
WAKUDUMO Sarah N
ZEMBURUKA Nguvitjita

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POSTGRADUATE DIPLOMA IN FINANCIAL ACCOUNTING

NARIB David I

POSTGRADUATE DIPLOMA IN INTERNAL AUDITING

AMBUGA Leonard N
BEZUIDENHOUT Stanley R
EKANDJO Nailoke T
GREEN Souryah
HAMUKONDA Naemi N
IILEKA Gehas T
KAMATI Rivaldo M
KAMBONDE Jennifer
KAPENAMBILI Ndapandula M
KAVUNGO Rauha B

MATTHIAS Fabian V
MBANGULA Lina N
MBAUTAENE Tunayo
MVULA Dorothy N
MUCHINEUTA Shyleen
NDAMESHIME Nancy D
NGHIVELWA Leena N
PULEINGE Eben-Eser L
SHILONGO Hillary T

POSTGRADUATE DIPLOMA IN MANAGEMENT ACCOUNTING

MUMATI Loide T O
PAULUS Ebba N
XOAGUB Anntoney O



Namibia Business School

Acting Director: Dr Muree Tjueza



**POSTGRADUATE DIPLOMA IN BUSINESS
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ALBERTO Celucia
HAINDAKA Leopoldine
HAMUKWAYA Josefina
HAMUNYELA Mirjam
HAMUTWE Mocassinga
HAMUTENYA Lineekela
HAUFIKU Christine
IPANGELWA Wilybard
IIPINGE Elago
JAKOBS Maxine
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MWAZI Lumba I

MASTER OF LAWS (THESIS)

SHIMANENI Johannes S





DOCTOR OF PHILOSOPHY IN POLITICAL STUDIES

KAUKUNGWA-THOMAS Erika K



AN ANALYSIS OF WOMEN'S EMPOWERMENT THROUGH DECISION-MAKING PROCESSES IN NAMIBIA: A COMPARATIVE CASE STUDY OF OHANGWENA AND WINDHOEK EAST CONSTITUENCIES

The doctoral study was undertaken and completed under the supervision of Professor Nelago Indongo (Main Supervisor) and Professor Richard Iroanya Obinna (Co-Supervisor), both from the University of Namibia.

The study evaluated the extent and nature of women's empowerment through household decision-making processes from a comparative perspective, with specific reference to the Ohangwena and Windhoek East constituencies.

While the study enhances the understanding of women's empowerment through the rigorous application of mixed methods, it makes a significant contribution to the field of gender studies by developing a reproducible model for comparative sub-national studies. Its comprehensive, context-specific empowerment framework is designed to go beyond theoretical discussions of equality. The study found that enduring structural and cultural constraints limit women's decision-making autonomy and resource control, despite robust national legal frameworks. Its evidence-based recommendations are aimed at transforming power dynamics within both the household and the broader community. Ultimately, this study advances the discourse on gender justice by arguing that sustainable development in Namibia is dependent on closing the gap between macro-level policy and micro-level domestic autonomy.





DOCTOR OF PHILOSOPHY IN PUBLIC ADMINISTRATION

KAMWI Otto Simasiku

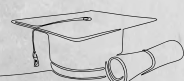
A SUSTAINABLE CORPORATE GOVERNANCE FRAMEWORK FOR BUSINESS CONTINUITY IN NAMIBIAN MINING COMPANIES: A CASE STUDY OF DUNDEE PRECIOUS METALS TSUMEB



The doctoral study was undertaken and completed under the supervision of Dr. Sitali Brian Lwendo (Main Supervisor) and Dr. Nambata Namweya (Co-Supervisor), both from the University of Namibia

Despite growing evidence on the value of sustainable governance, Namibia lacks integrated research linking governance, environmental management, and sustainability in the mining and smelting sectors. The study established that although DPMT has corporate governance structures and sustainability initiatives in place, these mechanisms are not fully integrated with environmental risk management, governance processes were found to be minimally effective, monitoring and enforcement mechanisms remain limited, and communication across internal and external stakeholders is often ineffective and reactive.

The findings conclude that corporate governance must be integrated with environmental and social responsibilities to ensure accountability, equity, and long-term organisational sustainability. The study contributed to the benefit of the surrounding businesses in Tsumeb by ensuring industrial harmony and economic stability. Additionally, it supports Namibia's broader goals of employment creation and tax revenue expansion once DPMT's EPZ status concludes. This study culminated in the Kamwi Sustainable Corporate Governance Framework, a strategic model advancing sustainable governance and business continuity in the mining





DOCTOR OF BUSINESS ADMINISTRATION

DLAMINI Thulani

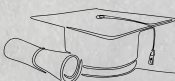
MODELLING A FRAMEWORK FOR THE EFFECTIVE OPERATION OF DEVELOPMENTAL FINANCE INSTITUTIONS IN ESWATINI



The doctoral study was undertaken and completed under the supervision of Prof. Tafirenyika Sunde of the Namibia University of Science & Technology

This study sought to identify the main prerequisites for a DFI to function effectively, analyse difficulties associated with cheap sourcing of DFI funding, compare performance levels between a deposit-taking and non-deposit-taking DFI, assess the contribution of DFIs towards job creation and poverty alleviation and modelling success factors into a framework for the effective operation of DFIs in Eswatini.

The study contributes to the body of knowledge in the DFI domain, at applied and policy levels, by addressing the current DFI challenges and inefficiencies, observed on the quarterly reports by the Public Enterprise Unit (PEU) in Eswatini, and from the industry quarterly reports compiled by the Financial Services Regulatory Authority (FSRA) for Non-Bank Financial Services entities. Through the study, an end-to-end framework was developed consisting of six pillars: theories, enablers, activities, outputs, outcomes, and finally the expected impact, improving DFI operational practices towards mandate fulfillment. Upon adoption of the policy framework by the PEU and FSRA, the DFI board chairperson and directors will be guided to implement the framework through the DFI CEOs and executive management teams, setting up key performance measures to be tracked on a quarterly basis, monitoring progress, in that way enabling DFIs to achieve their mandates efficiently.





DOCTOR OF BUSINESS ADMINISTRATION

HISHITONGO Jeremia T

A FRAMEWORK TO EXAMINE THE EFFECTS OF BOARD CHARACTERISTICS ON THE FINANCIAL PERFORMANCE OF COMMERCIAL PUBLIC ENTERPRISES IN NAMIBIA

The doctoral study was undertaken and completed under the supervision of Dr. Ernst Ngeh Tingum (Main Supervisor) from the University of Namibia and Dr. Victor Katoma (Co-Supervisor) from the Namibia University of Science and Technology.



The study examined the effects of board characteristics on the financial performance of Namibian commercial public enterprises.

This study contributes to both academic research and public enterprise governance policy. From a research perspective, it advances the understanding of how specific board characteristics, namely, board size, board independence, and board experience, affect financial performance in public enterprises, highlighting the nuanced and time-sensitive nature of governance impacts. By integrating mixed methods evidence, the study demonstrates that while board attributes may not immediately influence short-term financial metrics, they play a critical role in shaping long-term strategic outcomes, ethical decision-making, and operational efficiency. This contributes to the literature on corporate governance in the public sector, which has traditionally emphasised private-sector models by providing empirical evidence from a context characterised by institutional rigidity, political influence, and unique accountability frameworks.

In terms of policy implications, the findings suggest that policymakers and regulatory bodies should prioritise measures that strengthen board independence, ensure adequate expertise, experience, and optimise the structure and functioning of boards to enhance oversight without overburdening operational processes. Additionally, promoting gender diversity and monitoring meeting effectiveness can improve governance quality, even if immediate financial outcomes are not observable, supporting resilient, transparent, and accountable public enterprises.





DOCTOR OF BUSINESS ADMINISTRATION

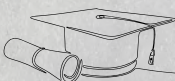
KANGANDJERA Hildegardt

DEVELOPING A NORMATIVE FRAMEWORK FOR THE EVALUATION OF LOAN PERFORMANCE FOR STATE-OWNED DEVELOPMENT FINANCING INSTITUTIONS IN NAMIBIA



The doctoral study was undertaken and completed under the supervision of Dr Pindai M. Sithole (Main Supervisor) from the Africa Leadership and Management Academy, Zimbabwe and Dr Austin Musundire (Co-Supervisor) from the University of the Witwatersrand.

The study developed a normative framework for evaluating loan performance in Namibia's State-Owned Development Financing Institutions (SODFIs), addressing persistent inefficiencies that undermine financial sustainability and developmental impact. Key institutions, including Agricultural Bank of Namibia, Development Bank of Namibia, Environmental Investment Fund, and National Housing Enterprise, have experienced rising non-performing loans, high arrears, and increasing default risks, indicating systemic weaknesses in credit evaluation and loan management. Using a qualitative research design, the study applied purposive sampling to interview 10 key stakeholders, including senior managers, credit and risk professionals, loan officers, clients, and policymakers, complemented by focus group discussions with 40 beneficiaries. Findings revealed that existing loan evaluation practices are constrained by bureaucratic processes, rigid collateral requirements, outdated tools, and weak client engagement, limiting both efficiency and financial inclusion. Key challenges include procedural delays, fragmented data systems, and limited integration of Environment, Social, and Governance (ESG) and developmental indicators into credit decision-making. To address these issues, the study proposes a hybrid normative framework anchored in seven interconnected pillars aimed at improving loan performance, strengthening risk management, enhancing inclusivity, and aligning SODFI operations with Namibia's socio-economic development priorities.





DOCTOR OF BUSINESS ADMINISTRATION

MATHEUS Nelson N

ANALYSING MULTIFACETED FACTORS AFFECTING THE INSURANCE INDUSTRY PERFORMANCE IN NAMIBIA

The doctoral study was undertaken and completed under the supervision of Prof. Teresia Kaulihowa (Main Supervisor) from the Namibia University of Science and Technology and Dr. Postrick Mushendami (Co-Supervisor) from the Bank of Namibia.



The study investigated multifaceted determinants influencing the performance, resilience, and growth of the insurance sector in Namibia

The study contributes to knowledge by providing empirical evidence on the operational, reinsurance-related, regulatory, and economic determinants influencing profitability in Namibia's insurance industry. The findings offer practical insights that can guide insurers and reinsurers in strengthening underwriting and claims practices, improving risk assessment frameworks, and adopting data-driven decision-making to enhance financial performance. The study further informs policymakers and regulators on areas for refining regulatory and supervisory frameworks to promote a more resilient and financially sustainable insurance sector. By focusing on a developing market context, the research helps bridge gaps in existing literature largely centred on developed economies. The impact of the findings lies in supporting evidence-based decision-making that strengthens industry stability, competitiveness and financial growth.



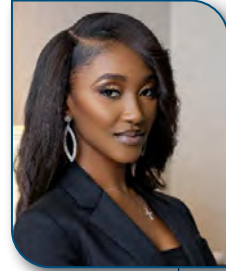


DOCTOR OF BUSINESS ADMINISTRATION

NGHUUYEPA Josefina N

DEVELOPMENT AND EMPIRICAL APPLICATION OF AN INPUT-OUTPUT MODEL FOR TOURISM SMALL AND MEDIUM ENTERPRISES IN THE ERONGO REGION, NAMIBIA

The doctoral study was undertaken and completed under the supervision of Dr. Elisha Woyo (Main Supervisor) from the Manchester Metropolitan University and Dr. Pieta Thomas (Co-Supervisor) from the University of Johannesburg.



The study examined the inter-industry linkages and overall economic contribution of tourism small and medium enterprises (SMEs) in the Erongo Region. It developed and applied a region-specific input-output modelling framework to assess how tourism SMEs interact with other sectors of the regional economy, quantify their direct and indirect impacts, and generate evidence to inform regional planning and sustainable tourism development in Namibia.

The research advances knowledge by extending input-output analysis to an SME-dominated tourism context, addressing limitations in traditional models that prioritise large enterprises. Its contribution lies in shifting policy focus from aggregate tourism growth to strengthening intersectoral linkages and regional value chains. The study provides a practical analytical tool and strategic insights to support inclusive growth, enhanced local value retention and more resilient regional economic development.





DOCTOR OF BUSINESS ADMINISTRATION

NTINDA Leonard I

DEVELOPING A TECHNOLOGY-ORIENTED MODEL TOWARDS STATE-OWNED-ENTERPRISE DIGITAL TRANSFORMATION IN NAMIBIA.

The doctoral study was undertaken and completed under the supervision of Professor Nobert Jere (Main Supervisor) from the University of Fort Hare and Professor Fanny Saruchera (Co-Supervisor) from the University of Witwatersrand.



This study significantly contributes to Namibia's digital transformation agenda by developing an evidence-based technology-oriented model tailored to the operational realities and governance structures of the country's State-Owned Enterprises. Through mixed-methods, the dissertation evaluates the current state of digital transformation across SOEs, identifies the organisational, technological, and environmental factors influencing transformation, and empirically assesses how digital capabilities affect operational efficiency. The analysis demonstrates the central importance of leadership commitment, ICT infrastructure, data governance, and digital skills, and integrates these into a sequenced transformation roadmap reflecting Namibia's national priorities under the National Digital Strategy, Vision 2030, and the Harambee Prosperity Plan.

The resulting model advances both theory and practice by transforming digital initiatives into a context-specific, implementable roadmap for SOEs modernisation in developing country settings. It offers strategic guidance for strengthening foundational ICT systems, building data and analytics capability, preparing for AI-enabled innovation, and improving citizen service delivery through integrated digital platforms. Beyond its national relevance, this research provides a transferable model for public-sector digital transformation across Africa and other emerging economies, marking a meaningful contribution to the field of digital governance and organisational transformation.





DOCTOR OF BUSINESS ADMINISTRATION

POHAMBA Sackeus T

DEVELOPING A TELEWORKING FRAMEWORK FOR PUBLIC ENTERPRISES IN NAMIBIA



The doctoral study was undertaken and completed under the supervision of Prof. Charles Makanyeza (Main Supervisor) from the International University of Management and Dr Elisha Woyo (Co-Supervisor) from the Manchester Metropolitan University

Anchored in the Contingency, Person-Environment Fit, Spillover and Sociotechnical Systems Theories, this study developed a context-specific teleworking framework tailored for Namibian public enterprises. To enable this, the research explored the challenges and benefits of teleworking to provide a holistic understanding of its implications for organisational performance and employee well-being.

Findings revealed that before implementation, public enterprises faced inadequate ICT infrastructure, limited digital literacy and resistance to change. During implementation, cybersecurity vulnerabilities, weak connectivity, and challenges in performance monitoring constrained efficiency, while post-implementation issues centred on sustainability, hybrid work adaptation and cultural transformation. Despite these obstacles, teleworking demonstrated significant organisational and employee-level benefits, including enhanced flexibility, operational continuity, cost-efficiency, digital transformation, and improved work-life balance. The study developed a three-pillar teleworking framework, encompassing technological, human, structural and policy dimensions to guide the phased institutionalisation of teleworking in Namibia’s public enterprises. The study recommends strategic investments in digital infrastructure, cybersecurity protocols and public-private ICT partnerships to strengthen readiness and inclusivity. By situating teleworking as a strategic enabler of resilience, productivity and sustainability, this study contributes theoretically to the telework and organisational behaviour literature, while offering a pragmatic model for policy makers and decision-makers within Namibia’s public sector.





DOCTOR OF BUSINESS ADMINISTRATION

SHILUNGA MAGRETH V

DEVELOPING A FRAMEWORK FOR EVALUATING THE PERFORMANCE OF PUBLIC ENTERPRISES IN NAMIBIA: A CORPORATE GOVERNANCE PERSPECTIVE

The doctoral study was undertaken and completed under the supervision of Prof. Asa Romeo Asa (Main Supervisor) from the Namibia University of Science and Technology and Dr. Vincent Chakunda (Co-Supervisor) from the Midlands State University, Zimbabwe.



The study developed a governance-based framework to evaluate the performance of Namibian Public Enterprises, addressing the persistent gap between existing regulatory codes and actual outcomes. By integrating quantitative analysis with qualitative insights, the research moves beyond simply measuring board characteristics to uncover the underlying systemic drivers of performance.

The primary contribution is a layered framework that distinguishes between structural enablers, behavioural drivers, and ultimate performance outcomes. This model provides a practical tool for policymakers and boards, offering a coherent pathway to enhance accountability, reduce political interference, and strengthen institutional effectiveness. The findings have significant impact by redefining how Public Enterprise governance is assessed, shifting the focus from compliance with static rules to fostering dynamic, behaviour-driven accountability.





DOCTOR OF BUSINESS ADMINISTRATION

SIBANDA Melusi

DEVELOPING AN ENTREPRENEURIAL EMPOWERMENT FRAMEWORK TO REDUCE UNEMPLOYMENT WITHIN THE ZAMBEZI REGION OF NAMIBIA



The doctoral study was undertaken and completed under the supervision of Dr Austin Musundire (Main Supervisor) from the University of South Africa and Prof. Martin Dandira (Co-Supervisor) from the Namibia University of Science and Technology

The study examined the extent to which education, financial support, and networking contribute to enhancing entrepreneurial activities, with the aim of reducing unemployment rate in the Zambezi Region of Namibia.

The study adds to existing knowledge by developing a localised entrepreneurial empowerment framework focused on education, financial support, and networking as key drivers of entrepreneurship in the Zambezi Region. Furthermore, this study advances theoretical understanding by integrating human capital and financial inclusion theories into a practical framework. The findings provide evidence-based insights for policymakers and stakeholders. Moreover, the findings can shape targeted government policies to enhance entrepreneurial support.





DOCTOR OF BUSINESS ADMINISTRATION

SIMON Simon N



FRAMEWORK FOR ENHANCING THE EFFECTIVENESS OF PROGRAMME ACCREDITATION SYSTEMS IN IMPROVING QUALITY MANAGEMENT AND GOVERNANCE IN NAMIBIAN PUBLIC UNIVERSITIES: A MULTIPLE CASE STUDY

The doctoral study was undertaken and completed under the supervision of Prof. Olumide Jaiyeoba (Main Supervisor) from Botho University and Prof. Khashane Stephen Malatji (Co-Supervisor) from the University of Mpumalanga.

This doctoral study develops a contextually grounded framework for enhancing the effectiveness of programme accreditation as a strategic instrument for strengthening quality management, governance practices, and institutional effectiveness in Namibian public universities. It positions accreditation as an adaptive, improvement-oriented system aligned with national priorities and the evolving demands of higher education.

The study makes a substantive contribution to knowledge by reconceptualising programme accreditation from a predominantly compliance-driven mechanism into a dynamic, enhancement-led governance instrument. By integrating Policy Feedback Theory and Total Quality Management, it advances understanding of how accreditation operates not only as an external regulatory requirement, but also as an internal catalyst for organisational learning, leadership accountability, and systemic alignment. This results in a context-sensitive framework that bridges global quality assurance expectations with the operational realities of Namibian public universities. The impact of the study lies in its capacity to reposition accreditation as a driver of continuous improvement, evidence-based decision-making, and institutional transformation. By advancing a risk-tiered and contextually adaptive approach, it provides a practical pathway for strengthening governance effectiveness, enhancing internal quality systems, and improving institutional responsiveness. Overall, the study offers a robust foundation for advancing quality assurance and governance in Namibia and comparable higher education systems globally.





DOCTOR OF PHILOSOPHY IN LAW

GEY VAN PITTIUS Marquerette
THE LEGAL PROTECTION OF COMPANION ANIMAL WELFARE: A COMPARATIVE STUDY IN THE SERVICE OF ADVANCING LAW REFORM IN NAMIBIA


The doctoral study was undertaken and completed under the supervision of Dr Aimite Jorge (Main Supervisor) and Dr Kennedy Kariseb (Co-Supervisor), both from the University of Namibia

The study investigates the welfare and welfarism of companion animal laws in Namibia using an afro-centric perspective, demonstrating the illusion of human exceptionalism through traditional legal positivism. It underlines the split between moral ontology and post-humanism, but it critiques post-humanism as a basis for legal change in Namibia. Although there are ways of incorporating new animal rights, there is no need reclassifying animals as subjects. The road to unity between the environmentalism and animal rights, is to incorporate “the companion species manifesto: dogs (or other animals), people, and significant otherness”.

The study presents the struggle for the legal rights of non-human animals and their experience in the non-human animal rights project. The study found that the African perspective generally focuses on community, while the international perspective focuses on individuality. As for Namibia specifically, for some Namibians animals ought to be protected due to them being classified as sentient creatures, while to other Namibians, companion animals form part of a community and should be protected as part of that community. While the sentient creatures approach accords generally with the principles, an attempt was made to understand and reconcile both perspectives.





DOCTOR OF PHILOSOPHY IN LAW

ZAIRE Uatuapi D

THE AGREEMENT ESTABLISHING THE AFRICAN CONTINENTAL FREE TRADE AREA AND AFRICA'S ECONOMIC INTEGRATION PROCESS: PROSPECTS AND CHALLENGES IN THE 21ST CENTURY



The doctoral study was undertaken and completed under the supervision of Dr. Tapiwa Victor Warikandwa (Main Supervisor) from the University of Botswana and the University of Venda and Dr. Ndatega Victoria Asheela-Shikalepo (Co-Supervisor) from the University of Namibia

The study investigated the African Continental Free Trade Area (AfCFTA) as a new continental trade agreement, its economic potential and returns, and how it may change the continent's economic fortunes.

The study surfaced the undeniable fact that for decades, multilateral institutions such as the World Trade Organisation and Bretton Woods institutions have failed to serve the interests of developing nations, the majority of which are in Africa. The study therefore analysed prospects and challenges of realising the AfCFTA's main objectives as set out in articles 3 and 4 the AfCFTA agreement. The study determined the ability of the AfCFTA to realise the articles 3 and 4 AfCFTA agreement objectives and by extension the developmental objectives of the African Union as set out in Agenda 2063 and the United Nations sustainable development goals.

Drawing lessons from regional trade blocs such as the European Union and the Caribbean Community, the study emphasized that the realization of key objectives of the AfCFTA agreement will only be achieved when challenges such as regulatory harmonization, trade infrastructure development, free movement of goods and services, removal of trade barriers, and streamlining of multiple and overlapping memberships in regional trade blocs are effectively addressed.



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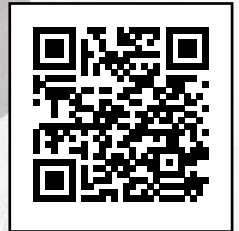
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