

2025 SDG PROGRESS REPORT



IUM
THE INTERNATIONAL
UNIVERSITY OF MANAGEMENT

A Namibian University Dedicated to its People's Future

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COMPREHENSIVE REPORT ON IUM'S COMMITMENT TO THE 17 UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS: 2025 ACADEMIC YEAR

The International University of Management (IUM) demonstrates a strong commitment to the United Nations Sustainable Development Goals (SDGs) through several initiatives and partnerships. This report comprehensively presents the different activities, initiatives and partnerships that the University has engaged in under each of the 17 SDGs.

SDG 1: No Poverty, and SDG 2: Zero Hunger

The International University of Management (IUM) demonstrates a strong commitment to the United Nations Sustainable Development Goals (SDGs) 1 (No Poverty) and 2 (Zero Hunger) through education, entrepreneurship, and community engagement. Recognising that poverty and hunger are closely intertwined, IUM implements integrated strategies across teaching, research, and outreach programmes to empower youth, strengthen livelihoods, and promote food security in Namibia.



IUM views poverty not merely as the absence of financial resources but as the lack of access to education, skills, and opportunities. Through its academic programmes and entrepreneurial initiatives, the University equips graduates to create employment, improve livelihoods, and foster socio-economic development in their communities. Central to this effort is the David Namwandi Trust (DNT), which annually invites young graduates to submit proposals for innovative start-ups and SMEs. The 2024/2025 financial year call targets graduates from IUM, UNAM, NUST, and other institutions accredited by the Namibia Qualifications Authority (NQA), National Council for Higher Education (NCHE), and Namibia Training Authority (NTA).



Figure 1: *IUM Students Engaged in Agricultural Activities*

The DNT supports projects in five priority areas: Small and Medium Enterprise (SME) business start-ups, community health and environmental initiatives, agriculture and food processing projects, water and energy security, and human resources development. The objective is to enable graduates to develop commercially, financially, and environmentally sustainable business strategies that reduce dependency on external funding while generating jobs and contributing to national development (see [Call For Business Funding Application: Youth Entrepreneur Graduates - The International University of Management](#)).



Figure 2: DNT Business Funding

At IUM's 20th Convocation Ceremony in Windhoek, the university's founder, Professor David Namwandi, announced that the DNT has committed N\$3 million as seed capital to support graduates with innovative business proposals. Beneficiaries are not charged interest, but they are expected to deliver sustainable projects that create employment opportunities. Professor Namwandi further revealed that IUM will establish five new companies in 2024, providing graduates with opportunities to become shareholders while IUM directors guide the enterprises until the graduates are capable of independent management. This initiative reflects IUM's long-term commitment to poverty alleviation through mentorship, business development, and youth empowerment (see [Trust promises graduates N\\$3m in seed capital - Latest News - The Namibian](#)).

To reinforce these efforts, IUM integrates entrepreneurship, financial literacy, and agricultural studies into its academic programmes. The university offers a range of agricultural and agribusiness qualifications designed to equip students with advanced knowledge and practical skills in sustainable farming, food production, and value addition. These include:

- Bachelor of Conservation Agriculture Honours
- BSc. in Integrated Agricultural Production & Extension Honours (Level 8)
- BSc. in Agribusiness & Entrepreneurship Honours (Level 8)

- BSc. in Agricultural Biotechnology Honours (Level 8)
- BSc. in Soil, Water & Rangeland Resources Management Honours (Level 8)
- Postgraduate Diploma in Agricultural Management (Level 8)

These programmes prepare graduates to develop sustainable agricultural ventures, enhance food security, and contribute directly to poverty reduction and nutritional improvement in communities (see [IUM unveils Faculty of Agricultural Management & Applied Sciences \(FAMAS\) and the IUM Water Resources Management Institute - The International University of Management](#)).

As part of its social responsibility, the SRC office at IUM Nkurenkuru Campus organised a Donation Day in Nkurenkuru Town, Extension 5, known as the *San People Community*. Food parcels were distributed to 10 households, with the participation of Hon. Councillor Katura Shongwe of the Nkurenkuru Town Council, Mr. Mpasi Sikonekeni Willem, Chairperson of the Nkurenkuru Youth Forum, and the community committee responsible for the settlement. This initiative exemplifies IUM's commitment to social inclusion and the direct alleviation of poverty and hunger (see evidence Figure 3 - Nkurenkuru pictures).



Figure 3: IUM Nkurenkuru SRC Donation Day

Further advancing its Zero Hunger mission, IUM MBA students conducted a school visit, donating essential food items to learners. This activity provided immediate nutritional support while instilling a culture of social responsibility among students, complementing IUM's academic and entrepreneurial initiatives (See evidence Figure 4- Windhoek Donation pictures).



Figure 4: IUM MBA Students Donation

IUM signed a memorandum of understanding with the City of Windhoek to tackle urban challenges, including “food insecurity” (see [City, IUM sign MoU to address urban challenges - Namibian Sun](#)).

Through this integrated approach, combining education, entrepreneurship funding, agricultural training, and community outreach, The International University of Management contributes significantly to Namibia's efforts to eradicate poverty and hunger. By equipping graduates to become innovators, business leaders, and socially responsible citizens, IUM ensures that higher education translates into sustainable development, economic independence, and resilient communities (see [David Namwandi Trust - Empowering Namibian Entrepreneurs Through Business Funding](#)).

SDG 3: Good Health and Well-being

The International University of Management (IUM) has proven a solid commitment to SDG 3, which looks at good health and well-being. Its commitment has extended beyond catering just for the students and staff population to the nation at large. Being an institution of higher learning, IUM has established a fully functional Faculty of Health Sciences offering several qualifications in health sciences. These include a Bachelor of Health and Wellness Studies, a Diploma in Health and Wellness Studies, and a Certificate in Health and Wellness Studies. This Faculty also provides specialised qualifications, including a Bachelor's in Nursing Honours Degree, a Postgraduate Diploma in Paediatric Nursing, and a Master of Medicine (MMed) in various specialisations through its School of Medicine (see <https://ium.edu.na/faculty-of-health-sciences/>).

Besides offering programmes, the University also cares for the nation at large. It has engaged in philanthropy activities to assist the government in delivering health care to the citizens by donating medical equipment (see <https://ium.edu.na/ium-donates-medical-equipment-worth-n8-5-million-to-the-government-of-the-republic-of->

[namibia/](#)).

IUM students are also serving in local state hospitals as interns. Our staff are serving on several committees of the Ministry of Health and Social Services to provide input, specifically in Midwifery, Community Health and Disaster Management. Other roles are staff serving on the Universal Health Coverage task force, serving on the Education of the Health Professions Council of Namibia, and members of the Namibia National Immunisation Technical Advisory Council. Staff members are also participating in the Development of a Maternal Mental Health Postgraduate programme funded by the Erasmus+ project; evaluators/assessors for the Council to inspect hospitals, clinics and training institutions (see <https://ium.edu.na/Files/eMAMA%20Detailed%20Project%20Description.pdf>).

SDG 4: Quality Education

The International University of Management (IUM) continues to make significant progress in advancing Sustainable Development Goal 4 (Quality Education). In 2025, the University produced 3,396 graduates across programmes from certificates to PhDs, demonstrating its strong role in building human capacity and strengthening Namibia's education system.



Figure 5: *Summer Convocation 2025*

A substantial proportion of these graduates obtained teaching qualifications, with many now qualified to teach at the primary school level, directly enhancing the country's pool of skilled educators.

IUM further promotes lifelong learning through publicly accessible research outputs, and free access to the Namibia Journal of Management Studies (NJMS), annual reports, and speeches on its website (see <https://journals.ium.edu.na/index.php/njms>). IUM Radio delivers educational programmes to the broader community on topics such as cybersecurity, research methodologies, and more. Free short courses on Digital Health Essentials, offered in collaboration with MEDITECH, South Africa, along with language classes in Russian and Chinese, foster continuous learning and global engagement.

In support of practical training, IUM donated medical equipment worth N\$8.5 million to government training

hospitals, ensuring medical students gain high-quality hands-on learning experiences, thereby improving teaching and learning standards in professional education.



Figure 6: *Donation of 8.5 Million worth of Equipment to the Rundu Training Hospital*

By improving the learning environment and providing the necessary tools for effective instruction, the donation underscores IUM's commitment to high-quality education and professional development, which are central pillars of SDG 4 .

In addition, IUM is actively engaged in educational outreach with schools to enhance learning outcomes and support teacher development. This includes programmes that ensure teaching is delivered at the appropriate level for learners, initiatives that introduce students to career opportunities through fairs and guidance sessions, and projects that raise awareness and understanding of climate change.



Figure 7: *Climate Change Education Outreach at Jan Mohr Secondary School in Windhoek*

Jan Mohr Secondary School participates in the collaborative climate change education initiative between IUM and the University of South Africa. This, along with other outreach activities such as tutorials and learning improvement centres, provides targeted support to learners, strengthening foundational knowledge and enhancing overall academic performance.

The University also promotes knowledge exchange through a series of public lectures featuring expert speakers, cultural festivals engaging communities and celebrating indigenous knowledge, the IUM–Aphein Research Conference, and various seminars, including the Sustainable Fisheries Forum in Walvis Bay. Vocational and executive training initiatives, such as the newly constructed TVET Okahao Campus, will enhance technical and vocational skills, strengthen workforce capacity and support community development. Through these initiatives, IUM demonstrates tangible and measurable contributions to SDG 4, improving access, quality, and relevance of education, and promoting lifelong learning for all.

SDG 5: Gender Equality

The International University of Management (IUM) remains deeply committed to promoting gender equality and women’s empowerment as a central pillar of its academic mission and community engagement. Guided by Namibia’s Vision 2030, the National Gender Policy, and the United Nations Sustainable Development Goal (SDG)5, IUM continuously integrates gender responsiveness into its governance, teaching, research, and outreach. The University has achieved significant representation of women across all levels, with women comprising 73 % of graduates in 2025. This milestone underscores IUM’s commitment to ensuring that women have equitable access to education and lifelong learning opportunities.

A growing number of first-generation female students have enrolled at IUM, demonstrating the University’s role in broadening access to higher education and empowering women from disadvantaged backgrounds. Through its Integrated Tertiary Software (ITS) system, IUM systematically tracks women’s application, admission, and graduation data to promote transparency and monitor gender parity.

Women’s access to education is further enhanced through scholarships, mentorship initiatives, and secure accommodation facilities. At the Main Campus (Dorado), female hostels provide a safe and supportive learning environment that encourages women’s academic excellence and wellbeing.



Figure 8: *Female Hostel at Main Campus – Dorado*

To further close gender gaps in traditionally male-dominated fields, IUM actively engages in community outreach and collaborates with government agencies, NGOs, and schools to encourage women to pursue careers in STEM (science, technology, engineering, and mathematics) and innovation-based disciplines.



Figure 9: Outreach Activity Encouraging Women in STEM

In addition, women now constitute nearly half (47.9 %) of IUM's senior academic staff, reflecting progress in promoting gender balance at leadership and decision-making levels. The University's internal policies, including its Gender Equality and Non-Discrimination Policy, Maternity and Paternity Support Policies, and adherence to the Namibian Whistle-blower Protection Act (2017), create a fair, safe, and inclusive working environment for all.

While formal childcare and large-scale mentoring schemes are still under development, plans are underway to establish these services to further support women's participation and advancement. IUM also remains committed to strengthening mentorship and professional-development initiatives tailored to female students and early-career academics.

SDG 6: Commitment to Clean Water and Sanitation

The International University of Management (IUM) is firmly committed to supporting the achievement of the United Nations Sustainable Development Goal 6 (Clean Water and Sanitation), which promotes the availability and sustainable management of water and sanitation for all. Through strong infrastructure investments, environmental stewardship, and academic innovation, IUM continues to make significant progress in ensuring that clean water and proper sanitation are available to all students, staff, and visitors.

Across all four campuses, IUM provides clean running water through a reliable system of modern water taps connected to safe municipal supply lines and backed by on-campus storage tanks. This ensures continuous access to potable water, even during periods of low municipal supply. Regular testing, inspection, and maintenance are carried out by the Facilities and Maintenance Department to guarantee that the water provided meets health and safety standards. As a result, the university maintains 100 per cent access to safe drinking water for its community, promoting health, hygiene, and a positive learning environment.

In addition to clean water access, IUM prides itself on maintaining modern, hygienic, and environmentally friendly sanitation facilities. The university's toilets are among the cleanest and most well-maintained in Namibia's higher education sector, designed to be accessible, gender-separate, and disability-friendly. All facilities are equipped with handwashing stations that are supplied with running water and soap. Additionally, low-flow taps and dual-flush toilets are installed to conserve water. Daily cleaning and supervision by trained custodial staff ensure high sanitation standards, while periodic audits uphold compliance with national hygiene regulations.

IUM also integrates water sustainability into its academic mandate. Under the Faculty of Environmental Studies, the university offers qualifications such as the Diploma in Water Resources Management, the Bachelor's Degree in Water Resources Management, and the Postgraduate Diploma in Environmental Management, which include modules on water policy, hydrology, water treatment, and sanitation planning. These programmes equip students with practical knowledge and professional skills to address Namibia's water management challenges, enabling graduates to contribute effectively to national and regional sustainability goals (see <https://ium.edu.na/Files/Fees/Certificates%20and%20Diplomas%20Fee%20structures.pdf>; <https://ium.edu.na/Files/Fees/Postgraduate%20Diplomas%20Fee%20Structures.pdf>).

Through its commitment to providing clean water, maintaining high sanitation standards, and educating future water management professionals, the International University of Management (IUM) demonstrates leadership in advancing SDG 6: Clean Water and Sanitation. These initiatives not only enhance the quality of life on campus but also position IUM as a key contributor to Namibia's sustainable development agenda.



Figure 10: Clean and Hygienic Ablution Facilities

SDG 7: Affordable and Clean Energy

The International University of Management (IUM) is deeply committed to advancing the United Nations Sustainable Development Goal 7 (Affordable and Clean Energy). Through the adoption of renewable energy technologies, energy-efficient systems, and comprehensive sustainability policies, IUM has significantly reduced its dependence on municipal electricity. Aligned with Namibia's National Energy Policy and global efforts to ensure universal access to affordable, reliable, sustainable, and modern energy, IUM has positioned itself as a national leader in institutional energy transformation. As part of its sustainability strategy, IUM has installed solar-powered lighting systems across all four campuses, ensuring that municipal electricity is no longer required for lighting operations. This achievement has reduced operational costs, minimised the institution's carbon footprint, and strengthened its contribution to environmental conservation. (see evidence 7.1 - Photos of the solar power on the roof).

Beyond operational initiatives, IUM actively promotes clean energy awareness through teaching, research, and community engagement. The university offers the Diploma in Energy Systems and Climate Change and the Postgraduate Diploma in Energy Studies, as well as courses in Renewable Energy Systems and Sustainability, under the Faculty of Environmental Studies. These programmes equip students with practical skills and technical knowledge in renewable energy management, empowering a new generation of professionals dedicated to advancing sustainable development in Namibia and beyond (see <https://ium.edu.na/Files/Fees/Certificates%20and%20Diplomas%20Fee%20structures.pdf>; <https://ium.edu.na/Files/Fees/Postgraduate%20Diplomas%20Fee%20Structures.pdf>).



Figure 11: Solar Powered Electricity(2025)

SDG 8: Decent Work and Economic Growth

The International University of Management (IUM) remain deeply committed to contributing towards the achievement of the United Nations Sustainable Development Goal 8 on Decent Work and Economic Growth in the country. This is observed through employment creation. Currently, IUM employs more than 414 employees and provides internship opportunities for its own students. We have 24 students who are doing their internship at IUM. Our policies regarding employees are all guided by the Labour Act of Namibia (see <chrome-extension://efaidnbmninnibpcapjpcglclefindmkaj/https://www.lac.org.na/laws/annoSTAT/Labour%20Act%2011%20of%202007.pdf>). We have a Policies and Procedures Manual, which every employee has access to through their staff portals (See Evidence 8.1- policies manual). Our employees are provided with opportunities for career advancement and staff development. The university offers a discount of 50% to 60% to employees who are studying within IUM.

The Institution has grown and expanded to different regions across the country. We have Eenhana,
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Nkhurenkhuru, Ongwediva, Coastal and Windhoek campuses. This growth adds to economic growth and empowerment of the citizens through accessible education (see <https://ium.edu.na/facilities/>).

SDG 9: Industry, Innovation and Infrastructure

The International University of Management (IUM) remains firmly committed to the realisation of Sustainable Development Goal 9 (SDG 9)-Industry, Innovation, and Infrastructure. In line with this commitment, IUM developed a concept note that led to the establishment of the Department of Innovation and Entrepreneurship (DIE). This initiative demonstrates the University's dedication to fostering innovation as a catalyst for entrepreneurship, thereby amplifying the institution's innovation function and strengthening the link between academic research and industrial application. To operationalise this vision, IUM appointed a Head of Department to provide strategic leadership and direction to the DIE. Furthermore, the University signed a Memorandum of Understanding (MoU) with the Hub for Namibia Innovation, aimed at promoting an integrated approach to nurturing innovation systems, frameworks, and processes within the Namibian ecosystem. This collaboration also encompasses key areas such as technology transfer and communication, ensuring that research outcomes are effectively translated into practical and sustainable solutions.



The poster for IUM Entrepreneurship Day 2024 features a yellow and red color scheme. At the top, the IUM logo is displayed next to the text 'IUM ENTREPRENEURSHIP DAY 2024' and the tagline 'Nurturing Culture and Diversity through Entrepreneurship'. Below this, the event details are listed: 'Thursday, 15 August 2024 | Time: 08:30am', 'IUM Dorado main Campus, Tunana Hall', and 'Open to general Public'. A gold seal with 'FREE ENTRY' is prominently shown. The 'PROGRAM OUTLINE' section lists several activities: 'Development Bank of Namibia SME National Mentoring and Coaching Programme', 'Inland Revenue Understanding Business Tax', 'Sanlam Namibia Pre- and Post-Entrepreneurial Retirement Workshop', 'Post-Fin Understanding Student & Business loan', and 'International Food stall IUM students'. A collage of images illustrates these activities, including food, a retirement jar, a clock, and a workshop. At the bottom, contact information for registration is provided, along with the university's motto: 'A NAMIBIAN UNIVERSITY DEDICATED TO ITS PEOPLE'S FUTURE'.

IUM ENTREPRENEURSHIP DAY 2024
"Nurturing Culture and Diversity through Entrepreneurship"

Thursday, 15 August 2024 | Time: 08:30am
IUM Dorado main Campus, Tunana Hall
Open to general Public

FREE ENTRY

PROGRAM OUTLINE

- » **Development Bank of Namibia**
SME National Mentoring and Coaching Programme
- » **Inland Revenue**
Understanding Business Tax
- » **Sanlam Namibia**
Pre- and Post-Entrepreneurial Retirement Workshop
- » **Post-Fin**
Understanding Student & Business loan
- » **International Food stall**
IUM students

And many more exciting activities....

FOR INFORMATION & REGISTRATION
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A NAMIBIAN UNIVERSITY DEDICATED TO ITS PEOPLE'S FUTURE

As part of its ongoing efforts to cultivate a culture of innovation and entrepreneurship, IUM annually commemorates Entrepreneurship Day. This event provides a platform for students and stakeholders to showcase their innovations and creative ventures. The most recent celebration, held on 15 August 2025 under the theme "Igniting Innovation and Sustainable Ventures," focused on encouraging fresh ideas, showcasing sustainable solutions, fostering connections for growth, and celebrating ventures that address economic, social, and environmental needs. Through these initiatives, IUM continues to demonstrate its leadership in advancing innovation-driven education and contributing meaningfully to Namibia's sustainable industrial and economic development in alignment with SDG 9 (see <https://ium.edu.na/2025-ium-entrepreneurship-day-igniting-innovation-and-sustainable-ventures/>).

Figure 12: A Typical Programme for an IUM Entrepreneurship Day

SDG 10: Reduced Inequality

The progress made so far by the IUM in terms of reducing inequality within the University. IUM enrolled a total of 24,343 students, of which 170 are international students from developing countries. So far, 6,302 students have started a degree, with 61 males and 241 females as first-generation students. Out of 24,343 students, 31 are students with disabilities who are enrolled in diverse programs. The University managed to recruit 414 full-time employees, including one employee with a disability.

The IUM has different policies in place to curb inequality within the university. These policies include, but are not limited to Non-discriminatory Admission Policy, Disability Accommodation Policy and Anti-Harassment Policy. All these policies are in place, and they help the university fight inequality as required by the United Nations to ensure equal access to inclusive and quality education.

SDG 11: Sustainable Cities and Communities

The International University of Management (IUM) has taken a proactive leadership role in advancing the United Nations Sustainable Development Goal 11 (Make cities and human settlements inclusive, safe, resilient and sustainable). The institution recognises that higher education plays a critical role in shaping sustainable cities and communities. Sustainable best practices are not entirely limited to providing education alone, but also involve creating infrastructure, research-driven output, partnerships, and embedding green technology innovations that empower society to thrive sustainably. Through teaching and numerous capacity-building initiatives, the university is contributing to the co-creation of sustainable communities in Namibia, thereby proactively preventing any future urban sustainability crises. Key achievements include:

- Formal partnerships through signing of Memoranda of Understanding (MOUs) with the City of Windhoek, University of South Africa (UNISA) and China University of Geosciences that directly address urban sustainability, climate resilience and innovation.
- Participation in international projects such as the TeProD project, which advances green technology and sustainability education. This has resulted in the expansion of the Faculty of Environmental Management and Sustainability Sciences to infuse green technologies into teaching and research.
- Capacity-building initiatives such as a workshop on Strengthening Disaster Risk Reduction and Management in Namibia hosted by IUM in partnership with The African Institute in Indigenous Knowledge Systems (AIKS), Teaching at the Right Level (TaRL) Training and Teacher Training for College of the Arts (COTA).

Key Initiatives and Partnerships are illustrated below.

IUM–City of Windhoek MoU: Urban Sustainability Collaboration

IUM signed a five-year Memorandum of Understanding with the City of Windhoek on 24 July 2024, to strengthen cooperation in education, environmental management, urban research and capacity building (see <https://ium.edu.na/ium-and-city-of-windhoek-establish-robust-strategic-alliance-with-mou-signing-on-july-24-2024/>; <https://www.namibiansun.com/government/city-ium-sign-mou-to-address-urban-challenges2024-07-25>). The MoU aims to integrate student internships, sustainable urban policy development and environmental education.



Figure 13: IUM–City of Windhoek MoU Signing Ceremony

IUM–China University of Geosciences Cooperation on Green Technologies

IUM and the China University of Geosciences signed a cooperation agreement in April 2024, covering renewable energy, green hydrogen, water resource management and sustainable transport logistics (see [IUM and China University of Geosciences signed a Cooperation Agreement - The International University of Management](#)). This partnership enhances research and technology transfer in green infrastructure and renewable systems critical for resilient urban settlements.

IUM–UNISA Collaboration: Climate Change and Teacher Training

In September 2025, IUM and the University of South Africa (UNISA) forged a strategic collaboration to empower teachers with knowledge and tools for climate change education (see <https://ium.edu.na/ium-and-unisa-forge-a-formidable-partnership-to-empower-teachers-with-climate-change-education/>). This initiative promotes climate literacy among educators and aligns with SDG 4 (Quality Education) and SDG 11, strengthening long-term human-capital capacity for sustainable community development.



Figure 14: IUM–China University of Geosciences MoU Signing Ceremony

IUM–Hub for Namibia Innovation: Building Local Innovation Capacity

IUM partnered with the Hub for Namibia Innovation on 8 April 2025 to foster innovation and entrepreneurship in Namibia’s urban sectors (see <https://ium.edu.na/ium-partners-with-hub-for-namibia-innovation-to-promote-innovation-and-development/>; <https://zone.my.na/youth/ium-and-hub-for-namibia-innovation-sign-strategic-mou2025-04-10>). This partnership promotes “home-grown” solutions to urban sustainability challenges and supports SDG 11.b, strengthening economic and environmental linkages between cities and rural areas.

TeProD Project: Integrating Green Technology and Sustainability Education

IUM is a member of TeProD (Teaching and Professional Development Project)—international collaborations aimed at embedding green technology and sustainability practices in education (see <https://www.teprod.eu/2025/06/13/ium-hosted-the-second-teprod-project-meeting/>). These programmes help IUM equip educators and students with practical skills for sustainable urban living—supporting SDG 11.3 and SDG 13.3.



Figure 15: *TeProD Delegation at IUM*

IUM, in collaboration with AIK, conducted a Capacity Building Workshop on Strengthening Disaster Risk Reduction and Management (DRRM), Teaching at the Right Level (TARL) Training and Teacher Training for the College of the Arts (COTA) to build national educational capacity for sustainability and innovation. These initiatives aim to strengthen skills and teaching approaches that support community resilience and green education.



Figure 16: *Participants Attending the DRRM Training Workshop*

The Faculty of Environmental Management and Sustainability Sciences is a flagship unit for research, teaching, and community engagement on environmental sustainability, urban resilience, and green growth (see <https://ium.edu.na/faculty-of-environment-sustainable-tourism/>). The Faculty trains students in environmental management, climate change adaptation, and sustainable resource use, directly addressing SDG 11.6 and SDG 13.

Strategic Fit with SDG 11 Targets

SDG 11 Target	IUM Action	Reference
11.1 – Inclusive human settlements	Regional campus development, such as Eenhana Campus, Walvis Bay Campus(planned construction), Nkurenkuru Campus, IUM Ongwediva Campus and MoU with the City of Windhoek municipality	• https://ium.edu.na/eenhana-campus/ • https://nbcnews.na/node/109881
11.2 – Sustainable transport	Partnerships with TransNamib & China University of Geosciences on logistics	• https://ium.edu.na/ium-and-china-university-of-geosciences-signed-a-cooperation-agreement/
11.3 – Inclusive urbanisation	City of Windhoek MoU & green-tech education (TEDPro)	• https://ium.edu.na/ium-and-city-of-windhoek-establish-robust-strategic-alliance-with-mou-signing-on-july-24-2024/ • https://www.namibiansun.com/government/city-ium-sign-mou-to-address-urban-challenges2024-07-25
11.6 – Reduce environmental impact of cities	CES research, renewable-energy collaboration	https://zone.my.na/news/ium-launches-centre-for-environmental-studies-2021-02-23/
11.7 – Green/public spaces	Community-based projects under the City of Windhoek MoU	https://www.namibiansun.com/government/city-ium-sign-mou-to-address-urban-challenges2024-07-25/

SDG 12: Commitment to Responsible Consumption and Production

The International University of Management (IUM) is firmly committed to advancing the United Nations Sustainable Development Goal 12 (Responsible Consumption and Production) through sustainable operational practices, academic programmes, and awareness initiatives. The university actively promotes resource efficiency, waste reduction, and responsible consumption across all its campuses by encouraging paperless administration, recycling initiatives, and the efficient use of resources in teaching and administrative processes.

IUM also integrates the principles of sustainability into its curriculum and research, ensuring that students gain both theoretical and practical knowledge on sustainable resource management. Under the Faculty of Environmental Studies, IUM offers qualifications such as the Diploma in Environmental Management, Bachelor of Environmental Health, and Postgraduate Diploma in Sustainable Development and Management, which include modules on waste management, sustainable production systems, environmental ethics, and green business practices. These programmes equip graduates with the competencies needed to design and implement sustainable solutions in industries, government, and communities, supporting Namibia's transition toward a greener and more resource-efficient economy (see <https://ium.edu.na/Files/Fees/Certificates%20>

[and%20Diplomas%20Fee%20structures.pdf](#); <https://ium.edu.na/Files/Fees/Postgraduate%20Diplomas%20Fee%20Structures.pdf>).

SDG 13: Climate Action

The International University of Management (IUM) is strongly committed to addressing climate change through education, innovation, and sustainable campus operations in support of the United Nations Sustainable Development Goal 13 (Climate Action). The university actively promotes environmental responsibility by integrating climate change awareness into teaching and research. IUM has implemented practical measures such as the installation of solar-powered lighting systems and tree planting on campuses that reduce greenhouse gas emissions and enhance environmental resilience.

Academically, IUM contributes to climate action through programmes offered under the Faculty of Environmental Studies, including the Diploma in Energy Systems and Climate Change, the Bachelor of Environmental Health, and the Postgraduate Diploma in Environmental Management. These qualifications equip students with the knowledge and technical skills needed to understand, mitigate, and adapt to the effects of climate change within various sectors (see <https://ium.edu.na/Files/Fees/Certificates%20and%20Diplomas%20Fee%20structures.pdf>; <https://ium.edu.na/Files/Fees/Postgraduate%20Diplomas%20Fee%20Structures.pdf>). Through these initiatives, IUM continues to strengthen its role as a driver of sustainability and resilience in Namibia, contributing meaningfully to national and global efforts to combat climate change.

SGD 14: Life Below Water

The International University of Management (IUM), through the School of Sustainable Ocean and Aquaculture Management (SOAM), actively contributes to the implementation of SDG 14: Life Below Water, which focuses on conserving and sustainably using oceans, seas, and marine resources. SOAM supports this goal through education, training, and capacity building by offering a suite of qualifications — from Certificate, Diploma, BSc (Hons), MSc, to PhD — in Sustainable Ocean and Aquaculture Management. These programmes equip students with knowledge and skills in fisheries science, aquaculture, water quality, policy, and resource management, enabling graduates to promote sustainable fishing practices, enhance aquaculture efficiency, and contribute to marine conservation (see [https://ium.edu.na/master-of-science-in-sustainable-ocean-and-aquaculture management/#](https://ium.edu.na/master-of-science-in-sustainable-ocean-and-aquaculture-management/#)).

Furthermore, a Memorandum of Understanding (MoU) between IUM and the Fisheries Observing Agency provides students with internship opportunities that expose them to real-world practices in sustainable fisheries monitoring and management. SOAM also engages in outreach and stakeholder collaboration by organising seminars and events that bring together students, researchers, industry players, and government representatives to share best practices and translate scientific knowledge into actionable policies for the sustainable management of aquatic ecosystems.



Figure 17: Participants attending the Sustainable Fisheries Seminar at Walvis Bay Community Church Hall

SDG 15: Life on Land

The International University of Management (IUM) demonstrates a strong commitment to Sustainable Development Goal 15 (Life on Land) by promoting sustainable land management and conservation practices. IUM recognises the importance of natural resource management, environmental sustainability, and conservation practices. It promotes the sharing of knowledge through the education of students and professionals, community engagement, and awareness campaigns. Additionally, the University has integrated environmental sustainability into its academic programs and campus operations.

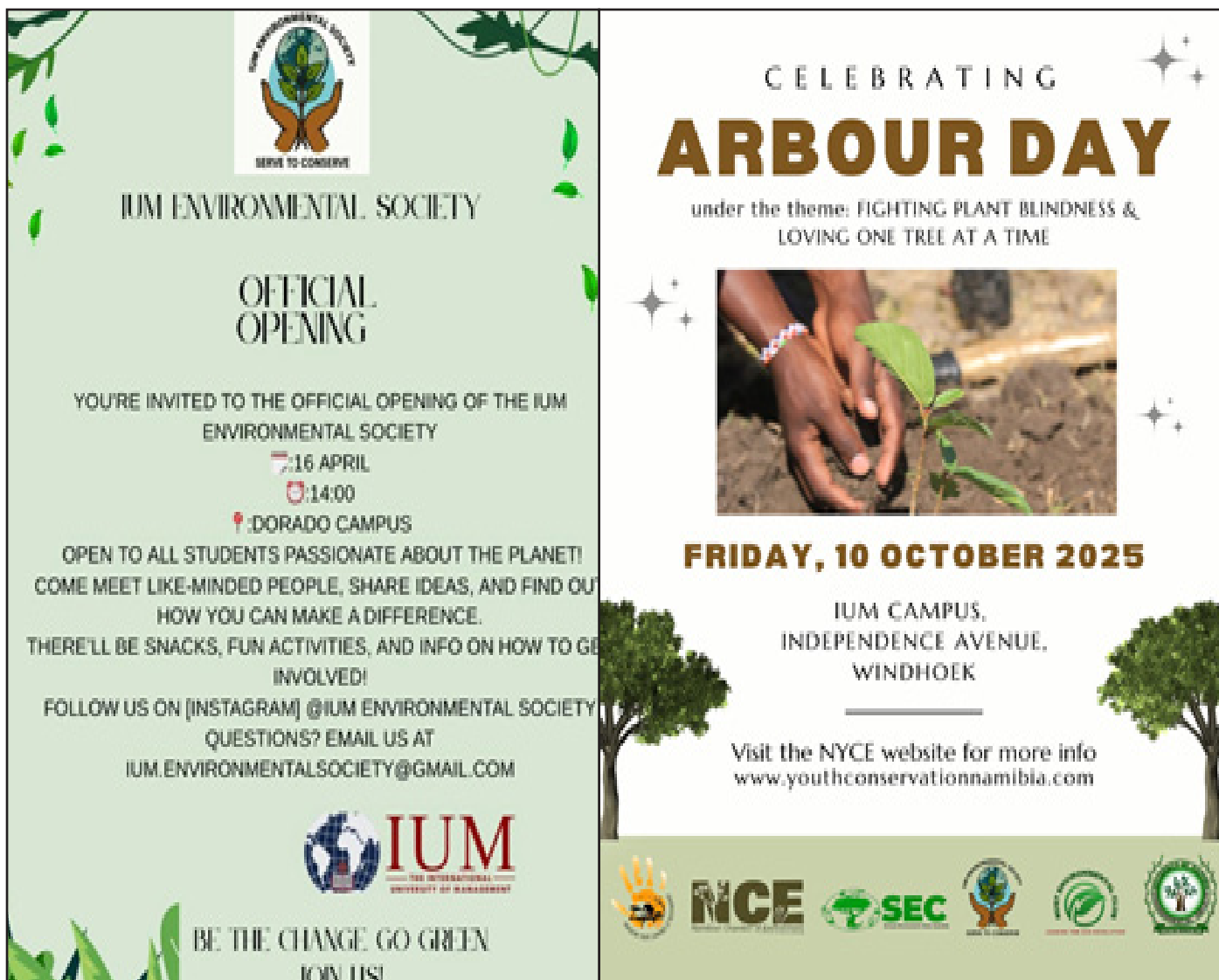


Figure 18: Picture Collage of IUM's Activities Towards SGD 15

In line with Namibia's National Biodiversity Strategy and Action Plan (NBSAP, 2025–2031), IUM has implemented a range of academic programs across various fields, including environmental science, tourism, sustainable transport, and green logistics, offered at different levels of study under the Faculty of Environmental Management and Sustainability Sciences. These programs are designed to equip students with the knowledge and skills relevant to promoting biodiversity conservation, land restoration, climate change mitigation and adaptation, and sustainable management of natural resources initiatives, thereby promoting a healthier environment and supporting the long-term sustainability of Namibia's natural ecosystems (see <https://ium.edu.na/Files/Undergraduate-prospectus.pdf>; <https://ium.edu.na/postgraduate-diploma-in-environmental-law-and-policy-nqf-level-8/>; <https://ium.edu.na/master-of-science-in-water-sanitation-and-health-engineering/>;

<https://ium.edu.na/doctor-of-philosophy-in-ecotourism-and-protected-areas-management/>).

In addition, IUM actively engages students, staff members, and public communities in awareness campaigns conducted by staff and students (i.e. IUM Environmental Society) through the conferences, e.g. the National Conference on Integrated Landscape Management held at the Windhoek Country Club Resort, from 25 to 26 June 2024 (see <https://ium.edu.na/national-conference-on-integrated-landscape-management/>). Also, research projects and community outreach activities focused on sustainable use and conservation of land resources. These achievements and efforts are a testimony that IUM is dedicated to playing a vital role in Namibia's efforts to conserve ecosystems, combat environmental degradation, and ensure a sustainable future for all. (See evidence 15.1 pictures).

SDG 16: Peace, Justice and Strong Institutions

The International University of Management (IUM) remains firmly committed to the realisation of Sustainable Development Goal 16 (SDG 16), Peace, Justice, and Strong Institutions. In alignment with this global goal, IUM continues to foster a peaceful, inclusive, and just environment for all members of its community. This commitment is reflected in the University's Policies and Procedures Manual, which ensures that all recruitment processes are conducted fairly and without discrimination, thereby providing equal opportunities to all qualified candidates.

IUM also prioritises the safety and well-being of its employees by maintaining secure and conducive working environments across all campuses. Under Section 5 of the Conditions of Employment Policy, the University outlines fair and transparent employment practices, including reasonable working hours (Section 5.6), annual leave provisions (Section 5.7), paid sick leave of 30 days in every three-year cycle (Section 5.8.1), and maternity leave granted in accordance with the applicable legislation, such as the Labour Act (Section 5.11.1). These policies ensure that staff members enjoy peace of mind and financial stability during their periods of leave. Furthermore, IUM upholds the principles of transparency, accountability, and fairness through clearly defined grievance redress mechanisms that allow staff members to voice concerns and seek resolution respectfully and equitably. These measures demonstrate IUM's dedication to promoting peace, justice, and institutional integrity, which are essential pillars of sustainable development and good governance. Lastly, the University promotes inclusivity and lifelong learning through the Recognition of Prior Learning (RPL) initiative. This program provides opportunities for individuals who may not meet formal entry requirements but possess relevant industry experience to pursue higher education at IUM, thereby supporting equitable access to quality education and empowerment for all. Evidence is found in the IUM's Policies and Procedures Manual.

SDG 17: Partnership for Goals

Sustainable Development Goal 17 Partnerships refers to collaborative efforts initiated among private sector entities, civil society organisations, governments and other stakeholders. As a leading institution of higher learning, the International University of Management (IUM) recognises its vital role in addressing global challenges and promoting sustainable development. Guided by the principles of the United Nations Sustainable Development Goals (SDGs), IUM integrates sustainability across its teaching, research, operations, and community engagement activities. The University acknowledges that meaningful progress toward sustainability can only be achieved through strong partnerships and shared responsibility. Partnership building remains one of the core priorities of IUM and aligns closely with Strategic Goal D1 of the university's Strategic Objectives. These partnerships are established both locally and internationally through formal agreements such as Memoranda of Understanding (MoUs) with institutions and organisations that share IUM's vision and commitment to sustainable growth and development. Through these collaborations, IUM continues to expand its network, exchange expertise, and contribute to global efforts in achieving the

Sustainable Development Goals. Some of the MOUs are listed below:

1. IUM and Hub for Namibia Innovation.
2. Namibia Revenue Agency and IUM.
3. IUM and the Namibian College of Open Learning.
4. IUM and the University of the Witwatersrand (WITS).
5. Walvis Bay Municipality and IUM.
6. IUM and the University of Namibia
7. RUFORUM, UNAM and IUM

Conclusively, IUM remains committed to advancing its services to the Namibian nation as well as the continent and world at large through concerted efforts towards the achievement of the SDGs.