



REPUBLIC OF NAMIBIA

MINISTRY OF LABOUR, INDUSTRIAL RELATIONS AND EMPLOYMENT CREATION

MEDIA RELEASE

For **Immediate Release**; 21st January 2025 – Windhoek

**AMENDMENT OF WAGE ORDER FOR SETTING NATIONAL MINIMUM WAGE FOR
EMPLOYEES: LABOUR ACT, 2007**

Following the publication of the Wage Order for establishing the first-ever National Minimum Wage (NMW) for Employees in Namibia under Government Notice No. 218 of 2024, the Minister of Labour, Industrial Relations and Employment Creation would like to inform the social partners and the public about the amendment to the Wage Order, to provide for the phasing-in of the Minimum Wage in the security sector over a three-year period, as outlined in Government Notice No. 6 of 2025. This amendment took effect on January 1, 2025. The amendment to the Wage Order issued pursuant to Section 13(3) (b) of the Labour Act, 2007 (Act No. 11 of 2007) is reflected in bold below:

Definition: "Security Worker" means an individual who provides the services of protecting or safeguarding a person or property.

Minimum Wage for employees

5. (1) *With effect from 1 January 2025 the minimum wage for employees is N\$ 18.00 per hour.*

(2) *Despite the above wage setting of N\$18.00 per hour, the: –*

(a) domestic workers are entitled to:

- (i) N\$12.00 per hour with effect from 1 January 2025;*
- (ii) N\$15.00 per hour from 1 January 2026; and*
- (iii) N\$18.00 per hour from 1 January 2027.*

(b) agriculture workers are entitled to:

- (i) N\$10.00 per hour with effect from 1 January 2025*
- (ii) N\$14.00 per hour from 1 January 2026, and*
- (iii) N\$18.00 per hour from 1 January 2027.*

(c) security workers are entitled to:

- (i) **N\$13.00 per hour with effect from 1 January 2025;***
- (ii) **N\$16.00 per hour with effect from 1 January 2026;***
- (iii) **N\$18.00 per hour with effect from 1 January 2027.***

The amended NMW Order applies to all security workers. The wage increase will be implemented gradually over a period of three years, allowing for a phased-in approach to ensure a smooth transition. The details of the incremental adjustments to the wage rates are outlined above, highlighting the specific timelines and expected increases. The amendment will automatically exempt security workers from the National Minimum Wage of N\$18.00 per hour until 1 January 2027.

Please note that the amended Government Gazette Notice No. 6 of 2025 on the National Minimum Wage must be read in conjunction with the original Notice published under the Government Notice No. 218 on 7 August 2024 which provide for the N\$18.00 per hour for all categories of employment and the phasing-in approach of the National Minimum Wage for the Domestic Workers and the Agricultural Workers.

All employees who have been earning less than the **N\$18** per hour or less than the afore-mentioned amounts specified in the domestic work, agriculture or security sectors should expect to receive the first increase in their pay **this month, for work performed in the month of January 2025.**

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Issued by:

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