

WHAT YOU CAN DO !

- Know the National Minimum Wage and the sectoral phased in rates.
- Keep records of your hours worked and payments
- Report underpayment and unfair treatment

EMPLOYER RESPONSIBILITY

Employers are required to:

- Adjust pay rates as per the new hourly wages on the effective dates.
- Maintain accurate wage and attendance records.
- Ensure compliance with all provisions of the Labour Act, 2007 (Act No. 11 of 2007).
- Allow labour inspectors access to verify compliance during inspections.
- Failure to comply with the minimum wage order constitutes an offence and may be liable to a fine not exceeding N\$10 000 or to be imprisoned for a period not exceeding two years imprisonment or to both the fine and imprisonment.

WHAT DOES THE NATIONAL MINIMUM WAGE INCLUDE AND EXCLUDE?

- It includes money payable for ordinary hours of work.
- It excludes allowances, food or accommodation value, overtime, Sunday/public holiday pay, and other benefits.

Contacts & Resources

Omaruru	+264 64 570142
Swakopmund	+264 64 429700
Walvis Bay	+264 64 277800
Mariental	+264 63 240800
Rehoboth	+264 62 521500
Karasburg	+264 63 270080
Keetmanshoop	+264 63 223580
Noordoewer	+264 63 297132
Luderitz	+264 63 203842
Nkurenkuru	+264 66 264805
Windhoek	+264 61 2066111
Kamanjab	+264 67 330048
Khorixas	+264 67 331065
Opuwo	+264 65 273850
Outjo	+264 67 313406
Eenhana	+264 65 263377
Gobabis	+264 62 562692
Outapi	+264 65 250900
Ondangwa	+264 65 240270
Oshakati	+264 65 224039
Tsumeb	+264 67 220075/6
Grootfontein	+264 67 242514
Okahandja	+264 62 501017/666
Otavi	+264 67 234034
Otjiwarongo	+264 67 303742
Katima Mulilo	+264 66 261300
Rundu	+264 66 255945/6/7

 www.mol.gov.na
 32 Mecredes Street, Khomasdal

 LINE: 66111



REPUBLIC OF NAMIBIA

MINISTRY OF JUSTICE AND LABOUR RELATIONS



NATIONAL MINIMUM WAGE ORDER

EFFECTIVE 01 JANUARY 2025

**Ensuring fair pay, protecting workers,
and promoting decent work for all.**



MINIMUM WAGE ADJUSTMENTS BY SECTOR

With effect of 01 January 2025, the National Minimum Wage was set at **N\$18.00** per hour, serving as the national benchmark for fair pay. To ensure a smooth transition, domestic, agricultural, and security workers will progressively reach this rate through phased annual increases up to 2027.

Domestic workers		
Effective Date	Hourly Rate (N\$)	Incremental Increase
1 January 2025	N\$ 12.00 per hour	-
1 January 2026	N\$ 15.00 per hour	+ N\$ 3.00
1 January 2027	N\$ 18.00 per hour	+ N\$ 3.00
Agricultural workers		
1 January 2025	N\$ 10.00 per hour	-
1 January 2026	N\$ 14.00 per hour	+ N\$ 4.00
1 January 2027	N\$ 18.00 per hour	+ N\$ 4.00
Security Workers		
1 January 2025	N\$ 13.50 per hour	-
1 January 2026	N\$ 16.00 per hour	+ N\$ 2.50
1 January 2027	N\$ 18.00 per hour	+ N\$ 2.00

OVERTIME AND SUNDAY/PUBLIC HOLIDAY RATES FOR 2025, 2026 & 2027

2025 (Effective as at 01 January)		
Worker Category	Overtime (1.5x)	Sunday/Public Holiday (2x)
Any other workers	27.00/hour	36.00/hour
Domestic workers	18.00/hour	24.00/hour
Agriculture workers	15.00/hour	20.00/hour
Security workers	20.25/hour	27.00/hour
2026 (Effective as at 01 January)		
Any other workers	27.00/hour	36.00/hour
Domestic workers	22.50/hour	30.00/hour
Agriculture workers	21.00/hour	28.00/hour
Security workers	24.00/hour	32.00/hour
2027 (Effective as at 01 January)		
Any other workers	27.00/hour	36.00/hour
Domestic workers	27.00/hour	36.00/hour
Agriculture workers	27.00/hour	36.00/hour
Security workers	27.00/hour	36.00/hour

WHAT IS THE NATIONAL MINIMUM WAGE (NMW)?

The National Minimum Wage is the lowest hourly rate an employer can legally pay an employee.

It protects workers from unfairly low pay and promotes decent living standards across all sectors.

LEGAL FRAMEWORK FOR THE NATIONAL MINIMUM WAGE

The National Minimum Wage is established under Section 13 of the Labour Act, 2007, through the Wage Order for Setting the National Minimum Wage for Employees.

This ensures that every worker, regardless of job type, earns a fair and regulated wage.

WHO IS COVERED BY THE NATIONAL MINIMUM WAGE ?

The National Minimum Wage applies to all workers in Namibia, full-time, part-time, or temporary employees but excludes Namibian Defence Force, Police force, Prison Services and Namibian Central Intelligence Service.