



**GOVERNMENT OF THE REPUBLIC OF NAMIBIA  
OFFICE OF THE PRIME MINISTER**

**MEDIA STATEMENT ON OUTCOME OF THE CONCILIATION  
MEETING BETWEEN THE GOVERNMENT AND NANTU ON THE  
IMPROVEMENT OF SALARIES AND BENEFITS FOR TEACHERS**

Government issued a media statement last Friday, 19 August 2016 elucidating its position regarding the unresolved wage negotiations with NANTU.

This morning, a conciliation meeting took place between the Government Negotiation Team and NANTU in an effort to reach an agreement. This agreement could, however, not be reached as NANTU insisted on its demand for a salary increase in spite of Government explanation of the difficulties faced by Government to meet that demand.

As indicated previously, the growth projections for our economy have been revised downward due to negative developments in and less favourable outlook of the global economy.

The less favourable outlook of the Namibian economy has resulted in the downward revision of the public revenue under the MTEF and deteriorated fiscal position of Government.

We are at the same time facing severe **drought**. This drought has taken its toll in terms of human food insecurity, massive crop failures and poor livestock conditions, as well as a critical scarcity in water supply, threatening supply for both industrial use and human consumption. Under these circumstances, our President in June this year declared a state of emergency in the country.

As a result of the drought, 595,839 people in Namibia or 28% of the population are facing a Survival Deficit. In certain regions the Survival Deficit goes up to 45% of the regional population. These communities will have to be provided with food by the Government up to March 2017.

Further, the Government will have to provide water and livestock support to these communities.

Faced with these difficult circumstances, the Government was compelled to make **significant fiscal adjustments under the MTEF** in a bid to raise funds needed for drought relief aid.

Government also has to cater for interventions to address the persisted problems of poverty and unemployment. This includes, improvement of our social safety nets to reach out to the old, the disabled and orphans and vulnerable children who are in most need of care being most vulnerable.

The water shortage does not only affect communal household but it also has an impact on the economy through shortage in water supply to the industries which create jobs.

In this regard, significant water infrastructure upgrades are also pressing priorities in order to secure supply to industries and avert disruption of economic activities with the consequences attendant thereto.

As it is also known, the Government is also embarking on the energy supply infrastructure development in order to secure supplies of energy and to avert a crisis of energy shortage, which is looming across the whole SADC region.

All these interventions are competing for public resources which have dwindled significantly on account of a low economic outturn and outlook than initially projected.

The challenges of drought, water and energy supply shortages and high poverty and unemployment levels cannot and should not be underestimated.

We must keep in mind that our country is facing serious socio-economic challenges and the measures adopted by the Government to deal with them require our undivided attention and sufficient resources to make a measureable impact. Those who have employment have an income through wage and non-wage benefits – benefits that those who are unemployed do not have.

The unemployed require our most urgent attention as they are not only more vulnerable, having no income at all, but they also represent an underutilised resource which could otherwise spur the growth of our economy and raise the country's ability to deal with the multiplicity of challenges facing us, including raising wages to optimal levels. Otherwise, leaving them behind can only hold back our country's progress towards prosperity which is a prerequisite for improved welfare conditions for all.

As indicated earlier, government employees, including teachers, have received significant consideration through annual increments in salaries and benefits over the years, which have resulted in personnel expenditure taking up a significant portion of public revenue.

Government would, therefore, like to appeal to NANTU and the teaching fraternity to accept the remuneration increase that is offered by Government in order that our country is also able to address the needs of other Namibians some of whom are facing more dire socio economic situations so that we can all move forward together in the spirit of Harambee, with no one being left behind.

**DR. SAARA KUUGONGELWA-AMADHILA**  
**PRIME MINISTER**

*Please access the OPM website <https://www.opm.gov.na> for the progression trend of salary adjustment for the teaching fraternity and related categories.*

