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## **MEDIA RELEASE For Immediate Release**

Wednesday, 8 October 2025

### **City of Windhoek Solid Waste Management Fixed-Term Contractors to Embark on Strike Action**

The City of Windhoek wishes to inform residents and the general public that a group of Fixed-Term Contract Employees within the Solid Waste Management Division have notified Council of their intention to embark on a protected strike, scheduled to commence on Thursday, 9 October 2025.

This industrial action follows a dispute over remuneration and benefit demands. The Fixed-Term Contract Employees who have indicated their intent to participate in the protected strike are primarily responsible for litter picking, street sweeping, and general cleaning services in various residential and business areas of Windhoek.

In an effort to ensure orderliness and minimal disruption during the period of the strike and in line with the provisions of Section 74(1)(e) of the Labour Act, No. 11 of 2007, read with Rule 5 of the Codes of Good Practice on Industrial Action and Picketing (Government Notice 205 of 2009), the City of Windhoek and the employee representatives of the group reached a mutual agreement on the Rules of Industrial Action and Picketing.

It is the intention of both parties to ensure that the strike proceeds lawfully, peacefully, and with due regard for public safety.

The agreed Rules of Industrial Action and Picketing are as follows:

- The employees are to provide the City of Windhoek with the required 48-hour notice prior to the commencement of the strike.
- The “No Work, No Pay” principle will apply for the duration of the strike, as stipulated in labour law.
- The City shall not hire replacement workers to perform the duties of striking employees, except where work is required to prevent danger to life, health, or personal safety.
- The striking employees shall assemble peacefully at the open space between Dortmund Street and New Castle Street (China Town), which has been designated as the official assembly point for the duration of the strike.
- Both the Namibian Police Force and the City of Windhoek’s security personnel will monitor activities in line with Rule 5 and Rule 6 of the Code of Good Practice, to ensure safety and order during the strike.
- Striking employees are required to refrain from acts of intimidation, obstruction, harassment, or property damage, and to allow other employees and members of the public to go about their normal activities without interference.

While the City of Windhoek respects the constitutional right of employees to strike, it remains committed to maintaining essential services. To this end, contingency measures have been put in place, to minimize disruptions to litter picking and general cleanliness across the city.

Residents are kindly requested to cooperate during this period by adhering to proper waste disposal practices and avoiding illegal dumping.

The City of Windhoek continues to engage with the concerned employees and relevant labour representatives in the spirit of constructive dialogue and good faith, with the view of reaching an amicable resolution on the fundamental issues of interest.

The public will be kept informed through regular updates as the situation unfolds.

**-END-**

**ISSUED BY:**  
**City of Windhoek**  
**OFFICE OF THE CHIEF EXECUTIVE OFFICER**  
**Corporate Communications, Marketing, and Public Participation**

For more information about this statement, please contact our Corporate Communication Section at Tel.: 061 290 3797 /2044, or email: [cowcommunication@windhoekcc.org.na](mailto:cowcommunication@windhoekcc.org.na)

City of Windhoek

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