



REPUBLIC OF NAMIBIA

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PUBLIC NOTICE

NEW EMPLOYMENT PERMIT TO CONDUCT BUSINESS AND APPLICATION REQUIREMENTS

The Ministry of Home Affairs, Immigration, Safety and Security is hereby informing the public, investors and business persons that **Regulation 17 of the Immigration Control Act, 1993 (Act No. 7 of 1993)**, which governs Employment Permits, has been amended to introduce a new **Employment Permit to Conduct Business**, together with new application forms and administrative requirements. The implementation thereof will take effect **from 1st September 2026**.

The amendment is aimed at creating a simpler and more efficient process for investors and business owners seeking to establish or conduct business in Namibia.

The amended Regulation 17 provides for:

- New administrative requirements for applications for **General Employment Permits**;
- The introduction of a new **Employment Permit to Conduct Business** for qualifying investors and businesspersons; and
- New administrative requirements specifically applicable to applications for an **Employment Permit to Conduct Business**.

Supporting Investment and Business Growth

The Employment Permit to Conduct Business is designed specifically for **investors and business persons**, and forms part of ongoing efforts to streamline investment-related processes in Namibia. The new permit may be issued for a period of **up to five (5) years**, as opposed to the usual two-year period applicable to employment permits. This longer validity period is intended to provide greater certainty for investors and support long-term business planning and investment in Namibia.

The said permit will function simultaneously as work authorisation. The Ministry anticipates that these measures will contribute to increased foreign direct investment, economic growth, industrialisation and employment creation.

Who Qualifies to Use the New Form?

The new application form is intended **ONLY** for investors whose investor status will be/has been confirmed by the Namibia Investment Promotion and Development Board (NIPDB).

Applicants who do not qualify as investors for purpose of this new permit category will continue to use the existing Employment Permit application form.

Application Process

All applications for an Employment Permit to Conduct Business must be submitted through the **NIPDB**. The NIPDB will conduct an economic evaluation and impact assessment of the proposed investment before submitting the application to the Chief of Immigration, for consideration by the Immigration Selection Board (ISB). All applications must be submitted manually.

Upon approval of an application, the applicant will be required to pay a fee of **NS\$2,600.00**, which is the same fee applicable to a General Employment Permit. The new application form and administrative directives are available at:

- The Ministry's website: www.mha.gov.na
- Ministry offices countrywide;
- The **One Stop Service Centre** hosted at the **BIPA Head Office in Windhoek**; and
- **NIPDB offices.**

This reform initiative reaffirms the Government's commitment to improving the investment environment, reducing administrative barriers and making Namibia an increasingly attractive destination for investment and business.



LUCIA IPUMBU
MINISTER, MP