

Annual Report

2000

Labour Resource and Research Institute
(LaRRI)

1. Introduction

After ending the previous year in a tight financial situation, the year 2000 brought relief to the institute. Various project proposals were approved and LaRRI was in a position to employ an additional researcher from June until December. Although LaRRI's attempts to secure donor funding for core expenses have only yielded modest results, the institute was recovering a significant proportion (30%) of its costs through commissioned work. This is a significant achievement in terms of ensuring LaRRI's long-term viability.

During the year under review, LaRRI completed three research reports, prepared a further draft research report, produced a popular booklet on the rights of women workers as well as several papers for conferences and for publication in various journals. In addition, LaRRI assisted with the publication of union newsletters, wrote a booklet on the history of the Namibia National Teachers Union (NANTU), computerised and expanded the resource centre and facilitated a number of workshops for shopstewards, union organisers and union leaders.

The institute also participated in several international events and will play an increasing role in promoting networks that aim to develop alternatives to the neo-liberal development model. Despite its small size, LaRRI has managed to make an impact in terms of policy debates and workers education and we are confident that the institute will consolidate its achievements and further build its capacity in the years to come.

2. The LaRRI Board

During the year under review, the LaRRI Board of Trustees consisted of Cuana Angula, general secretary of the Namibia Food and Allied Workers Union (NAFAU), Adv. Andrew Corbett, legal practitioner, Ranga Haikali, secretary general of the National Union of Namibian Workers (NUNW), Markus Kampungu, public service commissioner and founder member of the LaRRI trust, Peter Naholo, secretary general of the Mineworkers Union of Namibia (MUN), Doufi Namalambo, consultant and founder member, Nepeti Nicanor, consultant and gender activist, and Franzina Nowases, vice president of the Namibia Federation of Trade Unions (NAFTU). Former trustees Steve Katjuanja and Immaculatha Tjirare did no longer serve on the board due to other commitments while Henning Melber resigned due to his relocation to Sweden. We thank them for their selfless contribution towards building LaRRI during the institute's first two years of existence.

The board held two full meetings during the year, on 28 March and on 30 November 2001. Both meetings were held at the LaRRI offices in Katutura. In addition, the Board's Management Committee consisting of Doufi Namalambo (chairperson), Markus Kampungu (vice-chairperson), Cuana Angula (treasurer) and Herbert Jauch (director- ex officio) met on 26 January, 8 May, 5 September and 15 November 2000.

LaRRI's staff consisted of Herbert Jauch (director), Vesta Conde (administrator) and Indileni Kandeke who worked as researcher from June – December.

3. Research

A major achievement of the year was the completion of LaRRI's research reports on Export Processing Zones (EPZs) and public sector restructuring in Namibia. The EPZ report in particular was widely distributed and well covered in the media. It ignited a debate on the suitability of the EPZ programme in various fora, including the Labour Advisory Council (LAC) and parliament.

In addition, LaRRI presented the findings of its studies at a policy seminar for the National Union of Namibian Workers (NUNW) and its eight affiliates. LaRRI also offered all unions to present the main findings for discussion as many trade unionists will not find the time to read research reports. However, each report contains an executive summary that highlights the main findings on 3-4 pages. In addition, LaRRI prepared an article based on its study on public sector restructuring for publication in "Namibia Review" in an attempt to make the research findings available to a broader audience.

During the year under review, LaRRI also completed its research report on Namibia's trade and investment agreements and presented it to the Dutch research organisation SOMO during an international seminar in Amsterdam on globalisation. SOMO had commissioned LaRRI to carry out this study.

At the end of the year, LaRRI presented a preliminary report of its study on the impact of Labour Hire Companies in Namibia. The report's findings were debated at the Labour Advisory Council in an attempt to draft new regulations for such companies. Finally, LaRRI carried out research into the impact of globalisation in Namibia. This project was undertaken with the assistance of contract researchers and will be concluded in 2001. It examined how the process of globalisation affects Namibia in general, and workers in different industries in particular.

In an attempt to make its publications available to a wider audience, LaRRI set up its own website containing research reports, publications and discussion papers. The website is operational since June under the following address: www.larri.com.na

4. Education and Training

During the period under review, LaRRI facilitated two one-week workshops for the NUNW and its affiliates on globalisation. They were held in Windhoek and Ondangwa in April and July respectively. In addition, LaRRI co-facilitated collective bargaining workshops in Windhoek and Tsumeb.

LaRRI facilitated a three-day policy seminar for the leadership of the NUNW and its affiliates in June 2000. This seminar served to discuss some of LaRRI's research findings with the aim of developing the labour movement's policy positions.

LaRRI also facilitated a workshop for the Namibia Food and Allied Workers Union (NAFAU) on Namibia's political economy and the role of the IMF, World Bank and the WTO.

LaRRI participated in a regional trade union seminar on privatisation which was held in Harare from 15 –18 February. LaRRI presented its findings of the study on public sector restructuring and exchanged experiences with researchers and unionists from Zimbabwe, South Africa and Britain. In addition, LaRRI participated in an international seminar on globalisation and trade union education which was hosted by the Finish Trade Union Support Centre (SASK) in October 2000.

LaRRI consulted the Workers College Durban regarding the possibility of introducing diploma courses for trade unionists in 2001. Such courses would be accredited by the University of Natal and LaRRI plans to offer tutorials for Namibian unionists who want to enter the programme.

5. Publications

LaRRI produced several short articles during the year. One was on Namibia's achievements and challenges after 10 years of independence for the ACTSA newsletter. Others included one-page 'Labour Writes' columns on labour relations, commercialisation, the land issue and EPZs for the new business magazine 'Namibia Growth'.

In addition to its research reports, LaRRI produced a booklet commissioned by the NUNW on the rights of women workers in Namibia. Furthermore, the institute published an illustrated booklet on the history and achievements of the Namibia National Teachers Union (NANTU) which was launched at the Union's congress in August.

LaRRI also prepared a paper on the Namibian EPZ experience which was published as an 'Occasional Paper' by the International Labour Resource and Information Group (ILRIG) in Cape Town. Other publications included an article on public sector restructuring which was published in 'Namibia Review' and an article on the challenges facing the Namibian labour movement for the Southern Africa Report. A paper on globalisation and its implications for employment was presented at a panel discussion of the Namibia Economic Society (NES) in April. This paper will be published in the NES newsletter and an edited version appeared in the Namibia Economist. Another paper on 'labour and unemployment' was presented at a seminar of the Friedrich Ebert Stiftung (FES) in November.

LaRRI edited two editions of the NANTU newsletter 'teach' and was commissioned to write a booklet about the Southern African Trade Union Co-ordinating Council

(SATUCC). This project commenced in August 2000 and a first draft was presented to SATUCC in December.

6. Resource Centre

The resource centre is continuously expanded and updated. LaRRI is also keeping an archive of relevant newspaper articles since 1998. The documents are being computerised for easy access. The space available, however, is hopelessly inadequate and we have consulted architects about an expansion of the LaRRI facilities. We also investigated the possibility of setting up a container house to accommodate the resource centre and the LaRRI offices. A new building will be set up in the first quarter of 2001 and LaRRI will equip the resource centre with a reading corner and a copy machine.

7. Funding

LaRRI's activities during the year were funded to a significant extent through payments for services from various trade unions and the Friedrich Ebert Stiftung (FES). These payments covered about 30% of the institute's expenses while the rest was covered through sponsorships from the Dutch trade union federation FNV which jointly with the Finish trade union support centre SASK covered the costs for LaRRI's research into the impact of globalisation. In addition, LaRRI received support for salaries and regional travel from the Belgian Fund for Development Co-operation (FOS) as well as a grant from Entraide et Fraternelle (Belgium) for the running of the resource centre. The Dutch research institute SOMO covered all costs relating to LaRRI's study on Namibia's trade and investment agreements.

Regarding the funding of future activities, LaRRI - jointly with SOMO - submitted a proposal for the funding of a regional training seminar on investment agreements to the Dutch funding organisation HIVOS and to the Netherlands Institute for Southern Africa (NiZA). The proposal was approved and the training took place in February 2001.

We also prepared a three - year funding proposal covering the period 2001 – 2003. This proposal was submitted to FOS, the Rosa Luxemburg Foundation in Germany, NiZA, the FNV and SASK. These organisations responded positively 'in principle' but none has made any firm commitment yet. However, FOS, SASK, FNV and the Rosa Luxemburg Foundation are merely awaiting the 'green light' from the relevant structures that will have to approve the project.

Additional proposals were prepared for submission to the Open Society Initiative in Southern Africa (OSISA), the Swedish International Development Agency (SIDA), the Ford Foundation, HIVOS and the Netherlands Embassy. These organisations will be approached if the funding from the organisations mentioned above is insufficient.

8. Other Activities

- LaRRI provided information on HIV/AIDS to the NUNW.
- LaRRI assisted the Namibia Domestic and Allied Workers Union (NDAWU) with the editing of research reports and the preparation of a project proposal.
- LaRRI participated in a solidarity committee for the return of the Cuban boy Elian Gonzalez.
- LaRRI participated in the editorial committee of the NUNW to oversee the production of a video series and in a dispute resolution committee of the Namibia National teachers Union (NANTU).
- LaRRI provided an analysis of Nampower's annual report for the Mineworkers Union of Namibia (MUN).
- LaRRI participated in an ACP-EU seminar on the new co-operation agreement between the EU and ACP countries.
- LaRRI also participated in a conference organised by the Transnational Information Exchange (TIE) which aimed to establish concrete links and working relationships between unions and activists in different countries.
- LaRRI provided information on trade unions and labour matters to a visiting FAFO researcher.
- Information on the Namibian economy was provided to the Metal and Allied Namibia Workers Union (MANWU).
- Assistance was rendered to NAFWU with the editing of education cards on HIV/AIDS, the Namibian Labour Act and the Social Security Act.
- Assistance was rendered to the NUNW with the editing of a paper on the proposed changes to the Labour Act.
- A paper was prepared for the acting NUNW president on the challenges facing the NUNW.
- Advice was given to NANTU regarding the implementation of affirmative action in the civil service.
- Assistance was given to the Namibia Farmworkers Union (NAFWU) with the preparation of the financial report for donors.
- Advice was given on the constitution of the proposed Namibian musician's union.
- LaRRI attended a CCN meeting on the campaign for Third World Debt Cancellation.
- LaRRI attended an 'alternative' SADC seminar of trade unions and NGOs under the umbrella of the Southern African People's Solidarity Network (SAPSN) in Windhoek, 1-3 August 2000. LaRRI also chaired a panel discussion on the last day of the event.
- LaRRI attended the launch of a report on the state of democracy in Southern Africa.
- LaRRI had a meeting with the regional representative of Public Services International (PSI) to discuss privatisation initiatives and possible counter-strategies by unions in the region.

- Other meetings were held with Chris Smith from the Efficiency and Charter Unit in the OPM; with Wolfgang Werner from NEPRU; with affirmative action consultant Johan van Rooyen; with Hans Schwass from UNI; with Uli Eins from Hartlief; with a researcher from the Centre for Southern African Studies; with a group of university students of UNAM's adult education department; with Michaela Meehan, senior labour advisor to USAID; with Tony Avirgan from the Global Policy Network (GPN) in Washington, USA; with researchers from the Trade Union Research Project (TURP) in Durban, South Africa; and with representatives of the Young Christian Workers (YCW) movement and CODA International.
- LaRRI attended the FES roundtable on the proposed changes to the Labour Act.
- LaRRI participated in three NBC radio discussions on economic issues and on the May Day celebrations.
- LaRRI provided information on labour and economic issues to students from UNAM, the polytechnic and civil servants.
- LaRRI commented on the proposed commercialisation/privatisation initiatives of the Namibian Government.
- LaRRI attended part of the COSATU congress in September 2000.
- LaRRI assisted NAPWU to prepare the union's constitution for printing.
- LaRRI provided information on health and safety regulations to the Mineworkers Union of Namibia (MUN).
- LaRRI assisted FOS with logistical arrangements for a regional FOS seminar which was held in Windhoek in May 2000.
- LaRRI met with a group of consultants from the Dutch Embassy to discuss the envisaged development co-operation between the two countries under the theme of promoting good governance.
- A meeting was held with Sigrid Thompson from the Heinrich Boell Foundation to discuss possible project support for LaRRI.
- LaRRI presented a paper on labour hire companies in Namibia at a conference of the University of Oslo in October.
- LaRRI assisted MANWU with the preparation of a press statement on the retrenchments at Libra, one of the EPZ companies in Walvis Bay.
- LaRRI attended seminars on unemployment in Namibia and on future EU – SADC development co-operation under the Cotonou Agreement.
- A meeting with managers of Hartlief was held in December to discuss possibilities of increasing worker participation in decision-making.

8. A word of thanks

LaRRI's achievements during the year would not have been possible without the support of several people and organisation that deserve a special word of thanks. They are:

- The **LaRRI board members** who continue to guide the institute with great dedication despite not receiving a cent for their contribution;
- The **LaRRI staff** whose morale and commitment remained high despite a heavy workload and an insecure financial situation;
- The **National Union of Namibian Workers (NUNW)** for continuously supporting LaRRI through commissioned work and for making office space and a vehicle available;
- The **Namibia National Teachers Union (NANTU)** and the **Southern African Trade Union Co-ordinating Council (SATUCC)** for commissioning LaRRI to carry out research and publication work;
- The **Federatie Nederlands Vakbeweging (FNV)** and the **Finish Trade Union Support Centre SASK** for supporting the research project on the impact of globalisation;
- The **Fonds voor Ontwikkelings Samenwerking (FOS)** for providing core funding for LaRRI and for supporting research on privatisation and commercialisation;
- The **Friedrich Ebert Stiftung (FES)** for sponsoring worker education activities and the SATUCC booklet;
- **Entraide et Fraternelle** for rendering financial support for our resource centre;
- **Sylvi Endresen** for continuously promoting and supporting LaRRI's work and for assisting with the data analysis of the labour hire study;
- **Lesley Blaauw, Indileni Kandeke, Stalin Maharero, Saara Mupupa and Dennis Ndameshine** for their contributions to LaRRI's research projects;
- All **companies, workers and government officials** who were willing to share their knowledge and expertise with us for the benefit of our research;
- All **trade unions and NGOs** – in Namibia, the SADC region and internationally - who worked with LaRRI during the year in an attempt to strengthen labour movements and to promote alternatives to the neo-liberal development agenda.

9. Income and Expenditure

9.1 Income (N\$)

Amount carried forward from 1999		31 060.77
Payment for services		219 710.00
<i>FES w/shop facilitation</i>	23 850.00	
<i>FES conference paper</i>	2 500.00	
<i>NAFAU card editing</i>	500.00	
<i>NAFAU w/shop facilitation</i>	400.00	
<i>NUNW booklet</i>	14 000.00	
<i>NANTU newsletters</i>	19 160.00	
<i>NANTU booklet</i>	96 500.00	
<i>SATUCC booklet (FES)</i>	53 000.00	
<i>Growth Namibia-articles</i>	2 100.00	
<i>ILRIG – EPZ article</i>	7 000.00	
Sale of LaRRI publications		1 090.00
Travel reimbursements		19 247.99
Refunds		4 330.86
<i>NUNW- building plans</i>	3 120.70	
<i>NUNW-fax facilities used</i>	485.66	
<i>Insurance-excess</i>	41.20	
<i>Bank draft refund (periodicals)</i>	683.30	
Bank interest		680.77
Staff loan repayments		9 200.00
Staff advance repayments		1 750.00
FOS Belgium		129 021.73
<i>LaRRI support 2000</i>	99 274.63	
<i>FOS workshop</i>	29 747.10	
Entraide et Fraternite		15 476.18
NUNW/FNV		68 812.07
SASK		99 604.56
SOMO		35 501.95
NiZA (for FDI seminar in 2001)		115 739.49
TOTAL INCOME		751 226.37

9.2 Expenditure (N\$)

Salaries	146 357.97
Contract researchers	35 870.00
Receiver of revenue (income tax)	33 459.02
Social security	2 268.00
Telecom	11 100,24
MTC	1 593.25
Battery for cellphone	250.00
Stationery	4 687.79
Petty cash	5 313.88
Computer purchase	5 900.00
Computer maintenance & equipment	11 614.65
Lay out & editing	13 760.00
Printing	37 294.90
Copying	4 043.32
Vehicle maintenance	4 215.28
Air travel	36 607.82
National travel (petrol)	3 130.28
Local transport	750.00
Car rental	17 319.00
Travel per diems	18 763.00
Accommodation (travel)	1 275,35
Staff loans	9 200.00
Staff advances	2 750.00
Bookkeeping services	697.71
Typing services	1 155.00
Photo services	255,20
Advertisement	916.34
Website design	2 600.00
Website hosting	2 199.00
Office furniture	5 418.90
Insurance	886.51
Building plans	6 271.41
Auditors fees (FNV project)	2 420.00
Bank fees	2 588.71
Publications (books)	899.65
Periodicals	1 258.18
Cheque books	38.50
FOS Workshop	29 747.10
TOTAL EXPENDITURE	464 875.96