

Labour Resource and Research Institute (LaRRI)

Annual Report 2001

Abbreviations

ACTSA	Action for Southern Africa
AGM	Annual General Meeting
DGB	Deutscher Gewerkschaftsbund (German Trade Union Federation)
EPZ	Export Processing Zone
FAFO	Institute for Applied Social Science (Norway)
FES	Friedrich Ebert Stiftung
FNV	Federatie Nederlandse Vakbeweging (Netherlands Trade Union Federation)
ILO	International Labour Organisation
ILRIG	International Labour Resource and Information Group
ITS	International Trade Secretariat
IUF	International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Luxury Goods Workers Union
GPN	Global Policy Network
IFBWW	International Federation of Building and Wood Workers
IMF	International Metalworkers Federation
IPPR	Institute for Public Policy Research
LaRRI	Labour Resource and Research Institute
MTI	Ministry of Trade and Industry
MUN	Mineworkers Union of Namibia
NAFAU	Namibia Food and Allied Workers Union
NAFINU	Namibia Financial Institutions Union
NAFTU	Namibia Federation of Trade Unions
NAFWU	Namibia Farmworkers Union
NALEDI	National Labour and Economic Development Institute
NAMCOL	Namibian College of Open Learning
NANGOF	Namibian Non-Governmental Organisations Forum
NANTU	Namibia National Teachers Union
NAPWU	Namibia Public Workers Union
NATAU	Namibia Transport and Allied Workers Union
NBC	Namibian Broadcasting Corporation
NCCI	Namibia Chamber of Commerce and Industry
NDAWU	Namibia Domestic and Allied Workers Union
NEPRU	Namibia Economic Policy Research Unit
NES	Namibia Economic Society
NIZA	Netherlands Institute for Southern Africa
NLC	Nigerian Labour Congress
NNFU	Namibia National Farmers Union
NUNW	National Union of Namibian Workers
PSI	Public Service International
PSUN	Public Service Union of Namibia
RLS	Rosa Luxemburg Stiftung
SAPSN	Southern Africa People's Solidarity Network
SATUCC	Southern Africa Trade Union Co-ordination Council

SOMO	Centre for Research on Multinational Corporations (The Netherlands)
TUC	Trades Union Congress
UNI	Union Network International
UNISON	British Public Sector Union
UNAM	University of Namibia
WTO	World Trade Organisation
ZCTU	Zambia Congress of trade Unions
ZCTU	Zimbabwe Congress of Trade Unions

1. Foreword

When LaRRI became operational in January 1998, we faced an uphill battle in our efforts to establish the institute. The LaRRI trustees had consulted various interested parties, especially among the Namibian labour movement, and we were convinced that there was a need to have a labour resource and research institute in Namibia. It was, however, quite difficult to convince prospective donors to put their money into such a new venture.

Three years later, the situation had changed. LaRRI had become well-known through its ground-breaking research on Export Processing Zones (EPZs) and labour hire companies. We also received an ever-increasing increasing number of requests for education programmes and we were commissioned to develop trade union history booklets and educational materials on issues like affirmative action and the rights of women workers.

The past year, 2001, saw LaRRI establish itself organisationally with its own offices and its own vehicle. We are proud of these achievements that were made possible through the dedication shown by LaRRI's trustees and staff alike. We are also thankful for the ongoing support we received from the Namibian labour movement and NGOs that we co-operate with as well as our partner organisations in Africa and overseas. A special word of thanks is due to the Netherlands Trade Union Federation (FNV), the Belgian Fund for Development Co-operation (FOS), the Finish Trade Union Solidarity Centre (SASK), The Rosa Luxemburg Foundation (RLS) and the Friedrich Ebert Foundation (FES) for continuously supporting our work. Likewise we want to thank our partner organisations in Africa that we continuously work with: NAELDI, ILRIG and the Natal Workers College in South Africa, the research departments of the Zimbabwe Congress of Trade Unions (ZCTU), Zambia Congress of Trade Unions (ZCTU), Ghana Trades Union Congress (TUC) and Nigerian Labour Congress (NLC).

A highlight of the year under review was the publication of LaRRI's research report on globalisation which led to a lively debate on the subject. We see this as one of our central functions: to provide cutting-edge research that challenges conventional wisdom and highlights the plight of those who are marginalised in the global social and economic order. We are determined to produce many more interesting publications and are confident that we will be able to further expand and improve our services in the fields of information, research and education.

Doufi Namalambo
Chairperson of the LaRRI Trust

Herbert Jauch
LaRRI Director

April 2002

2. Introduction

After a very busy and eventful year 2000, the year under review saw the further consolidation and expansion of the institute. LaRRI was commissioned to produce 2 more booklets on the history and achievements of trade unions and the institute managed to sign funding agreements covering the next 3 years. LaRRI has received organisational support from the Netherlands Trade Union Federation (FNV), the Finish Trade Union Solidarity Centre (SASK), the Fund for Development Co-operation (FOS), Belgium and the Rosa Luxemburg Stiftung (RLS), Germany.

The extension of the LaRRI offices was completed during the period under review and we were able to move into our new offices in September. We were also able to purchase a small vehicle for our research trips and for our local activities in Windhoek. The institute thus managed to establish an organisational base for its ever-increasing education and research activities, which are outlined below.

3. The LaRRI Board

During the year under review, the LaRRI Board of Trustees consisted of Cuana Angola, 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, 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).

The board held two full meetings during the year, on 9 April and on 20 November 2001. In addition, the Board's Management Committee consisting of Doufi Namalambo (chairperson), Markus Kampungu (vice-chairperson), Cuana Angola (treasurer) and Herbert Jauch (director- ex officio) met on 8 March, 12 June and 23 October 2001.

LaRRI's full-time staff consisted of Herbert Jauch (director), Vesta Conde (administrator) and Barney Karuuombe who joined LaRRI as researcher in July 2001.

4. Research

LaRRI researched and published a booklet on the history and achievements of the Namibia Food and Allied Workers Union (NAFAU) which was launched at the union's congress in May 2001.

Likewise, LaRRI was commissioned by the Mineworkers Union of Namibia (MUN) to produce a booklet on the union's history and achievements. LaRRI has carried out the research and was able to present a first draft to the MUN congress at the end of May. Some additional interviews still had to be conducted and the booklet was printed in early 2002.

LaRRI carried out research among unions in the Southern African region and completed a booklet on the Southern Africa Trade Union Co-ordination Council (SATUCC). This project was financially supported by the Friedrich Ebert Stiftung (FES) and the booklet was launched by SATUCC in Johannesburg, South Africa, in December 2001.

A country report covering socio-economic indicators and developments was prepared for the Global Policy Network (GPN) and is hosted on the organisation's website. The first report was prepared in February and updated in November 2001.

An update on Namibia's Export Processing Zones (EPZs) was prepared for an upcoming publication on EPZs in Southern Africa by the International Labour Resource and Information Group (ILRIG).

The globalisation research report was finalised and presented to an invited audience of trade unions, NGOs and the media in July 2001. This report was well covered in the local papers, especially New Era, Republikein, Observer and The Namibian. We also prepared an opinion piece based on our study and published it in The Namibian. The research report was published in book-form in September 2001.

LaRRI prepared a research paper on the state of trade unionism in Namibia as part of the initiative to establish a network of African labour researchers, co-ordinated by the National Labour and Economic Development Institute (NALEDI) in South Africa. LaRRI attended two meetings of the network in Johannesburg, South Africa and Accra, Ghana.

A research paper on the diamond mining industry in Namibia was prepared for the International Labour Resource and Information Group (ILRIG) in Cape Town.

LaRRI was commissioned as one of four international research institutes to undertake a country case study of pay equity for Public Services International (PSI). The research report was then presented at a meeting in Switzerland. A summary of the paper will be placed on the PSI website.

LaRRI carried out research on minimum wages for domestic workers, farm workers, security guards and petrol attendants for the National Union of Namibian Workers

(NUNW). This research formed the basis of the NUNW's proposals to the Minister of Labour.

LaRRI was commissioned to carry out research for the International Trade Secretariats (ITSs) in the Southern African region and to contribute to a Union Network International (UNI) - FAFO project on service industries in Namibia. The ITS research report was presented at an ITS meeting in Johannesburg in December and formed the basis for a discussion on possible joint union activities in the region. The FAFO report was finalised in early 2002.

LaRRI commenced with a comprehensive study of the Namibian Labour Market. A questionnaire was designed, enumerators were recruited and trained and interviews were conducted in three regions. The other regions will follow in early 2002 and the research report is expected to be published by mid 2002.

5. Education

LaRRI facilitated 12 workshops for shopstewards, organisers and union leaders in various regions of the country. This included workshops on affirmative action, globalisation, health and safety, organising and recruitment, collective bargaining and economic literacy. In addition, LaRRI facilitated an advanced course for women leaders in NUNW-affiliated unions and a one-day workshop on gender equality for the Namibia National Teachers Union (NANTU).

LaRRI also undertook the preparations for an accredited labour diploma course that will be offered in 2002. This project is undertaken in close co-operation with the Natal Workers College in Durban which has successfully run such courses for the past 10 years. LaRRI visited the Workers College to obtain advice and materials and will now run the course from February - October 2002 at the new LaRRI offices. The modules to be covered in the course are trade union history and theory, Namibian labour law, collective bargaining, Namibia's political economy, globalisation and health and safety. LaRRI has recruited tutors from the University of Namibia, the Legal Assistance Centre and from the ranks of the labour movement to facilitate some of these modules.

6. Resource Centre

The resource centre is continuously expanding and all in-coming materials and newspaper cuttings have been recorded and catalogued. Annual subscriptions of international labour and development journals were expanded and we asked the UNDP to provide us with copies of their publications for the resource centre. We also received several ILO publications.

Assistance was rendered to UNAM students, trade unionists, distance education students and Polytechnic students who were looking for information on labour and development issues.

The resource centre is envisaged to be fully computerised in 2002 and already offers two computers for public use as well as Internet access.

7. Publications

In addition to the research papers and reports mentioned earlier, LaRRI published the following in 2001:

An article on the Namibian labour movement was written and accepted for publication in the Sociology Reader of the University of Namibia (UNAM)

An article on labour hire in Namibia was prepared for Namibia Review and was published as the lead story in the March/April edition.

Another article on foreign investment in Southern Africa (based on LaRRI's investment seminar in February 2001) was submitted to Namibia Review and published in December 2001.

LaRRI edited a double-edition of the newsletter 'Teach' for the Namibia National Teachers Union (NANTU).

A 'Labour Writes' column on negotiations in the public sector was published in 'Growth Namibia'.

LaRRI made a presentation on labour hire companies on the Afrikaans radio as well as presentations on globalisation on the Otjiherero, English and German radio stations. LaRRI also gave an interview on strikes to NBC TV.

LaRRI presented a paper on the 'IMF and World Bank in Africa' at a Pan-African conference hosted by NALEDI and the Global Policy Network (GPN) in Johannesburg in September 2001.

8. Networking

In February, LaRRI hosted a regional seminar on trade and investment agreements in co-operation with the Dutch research institute SOMO. This seminar was attended by researchers, trade unions and NGOs from Zimbabwe, Zambia, South Africa and Namibia. It examined current trends regarding foreign investment and passed a declaration on the implications of FDI in Southern Africa. This declaration was also presented to the media and received extensive coverage on the NBC radio (including interviews with seminar participants).

LaRRI participated in a one-week workshop of FOS partners in Harare, Zimbabwe, in February. The workshop reviewed current activities and programmes and identified future priorities and networking areas.

LaRRI also participated in a 3-day seminar in April, hosted by NALEDI. This seminar was attended by union researchers from Ghana, Zambia, Namibia and South Africa and resolved to set up a Pan-African network of trade union researchers. Each participating country prepared an analysis of its own labour movement which will be published as chapters of a book on trade unions in Africa in 2002.

LaRRI attended meetings with representatives of the Swedish Agricultural Workers Union, the International Foodworkers Union (IUF) and Wolfgang Werner from NEPRU to discuss the situation of farmworkers and their union in Namibia.

A meeting was held with the British public workers union UNISON to discuss the current situation of the Namibian labour movement and LaRRI's work.

Meetings were held with the International Federation of Building and Wood Workers (IFBWW) to discuss recent developments in the labour field and the possibility of setting up an information technology support centre for trade unions and NGOs in Namibia.

LaRRI participated in the international campaign against pharmaceutical companies who took the South African government to court in an attempt to prevent the import of cheaper generic drugs to treat HIV/AIDS.

LaRRI attended a meeting with the Namibia Non-Governmental Organisations Forum (NANGOF) and the Namibia National Farmers Union (NNFU) to discuss ways of reviving the Katutura Community Radio and to ensure that community and labour programmes will feature in KCR's programmes.

LaRRI attended a meeting with NANGOF and the Namibia Chamber of Commerce and Industry (NCCI) to discuss possibilities of forming a non-state actors forum to deal with issues relating to the Cotonou Agreement. At a follow-up meeting, LaRRI presented a paper on the thematic and programmatic issues that civil society organisations will need to confront.

LaRRI made a presentation on Namibia's current land reform programme and facilitated two sessions of a land conference convened by NANGOF and other civil society organisations. LaRRI also presented a paper (keynote address) on the National Development Plan and the challenges facing Namibia at a NANGOF seminar.

A meeting was held with a representative of Action for Southern Africa (ACTSA) to discuss possible joint campaigns and projects.

LaRRI attended a seminar on the challenges of globalisation hosted by NALEDI and the Global Policy Network (GPN) which brought together labour researchers from across Africa.

LaRRI attended a seminar co-hosted by SATUCC, Wits University and FES on the challenges facing labour in SADC.

LaRRI attended a workshop by the Southern African People's Solidarity Network (SAPSN) on the World Trade Organisation (WTO) and globalisation.

LaRRI attended a workshop hosted by the Namibia National Farmers Union (NNFU) on trade policies and the grain sector.

LaRRI made a presentation on globalisation at a 'Rio + 10' meeting of various NGOs in Windhoek.

9. Funding

All LaRRI's partner organisations that render organisational support - FNV, SASK, FOS and RLS - agreed to support us for at least for three years which liberated us from the pressure of continuous fundraising. The amount received from our partners covered about 70% of LaRRI's expenses while the remainder was covered through payments we received for our services. The Friedrich Ebert Stiftung (FES), for example, supported various trade union programmes and compensated LaRRI for our contribution to these activities. The Netherlands Institute for Southern Africa (NIZA) supported the regional workshop on foreign direct investment (FDI). We wish to express our sincere gratitude to these organisations whose support enabled us to expand our activities.

LaRRI arranged a new accounting system with its auditors and now receives monthly expenditure statements separated according to supporting organisations. This enables us to provide detailed statements for each organisation as well as an overview of LaRRI's finances as a whole.

10. Other activities

- ◆ LaRRI held its first 'public' AGM on 3 April 2001
- ◆ LaRRI developed a staff and transport policy as well as grievance and disciplinary procedures that were adopted by the Board of Trustees.
- ◆ Information on the land issues and union positions was provided to the Namibia Food and Allied Workers Union (NAFAU) and the Namibia Farmworkers Union (NAFWU).
- ◆ LaRRI assisted the NUNW in developing a response to the National Development Plan (NDP 2) and the national budget.
- ◆ LaRRI assisted the Namibia Domestic and Allied Workers Union (NDAWU) with the formulation of a letter requesting a stop order system to be implemented at the Windhoek Municipality.
- ◆ LaRRI assisted the NUNW with a paper on the situation of domestic workers and with the production of posters and pamphlets for a national march against the war in Afghanistan, racism, privatisation and a new WTO round.
- ◆ LaRRI advised the Namibia Financial Institutions Union (NAFINU) regarding wage negotiations at AgriBank.

- ◆ LaRRI assisted the Mineworkers Union of Namibia (MUN) with a paper on the challenges facing small-scale miners in Namibia.
- ◆ LaRRI attended a seminar hosted by the University of Namibia (UNAM) on the implications of trade liberalisation for the Southern African region.
- ◆ LaRRI hosted a visiting delegation from the Rosa Luxemburg Foundation in June and a visiting delegation from the German trade union federation DGB in November. LaRRI also hosted visitors from SASK and the International Metalworkers Federation (IMF) in December.
- ◆ LaRRI made a presentation on the Namibian labour movement at a seminar of the sociology department of UNAM.
- ◆ LaRRI held a briefing session with Swedish volunteers on the land question in Namibia.
- ◆ LaRRI attended a business lunch on 'professional integrity in the workplace' facilitated by Rev. Choolwe.
- ◆ LaRRI attended a forum on the New Africa Initiative (NAI) organised by the Namibia Economic Society (NES) and a meeting to analyse political and economic trends in Southern Africa, organised by the Bank of Namibia.
- ◆ Meetings were held with a local construction company about a possible research into the allocation of tenders in the construction industry.
- ◆ LaRRI attended meetings with the Ministry of Trade and Industry on investment promotion and the possibility of a new WTO round.
- ◆ LaRRI attended a stakeholders consultation with the Ministry of Trade and Industry (MTI) on Namibia's trade policies.
- ◆ LaRRI attended a seminar on the proposed new labour bill for Namibia.
- ◆ LaRRI jointly with the NUNW, the Public Service Union of Namibia (PSUN) and the NCCI attended a meeting to discuss possible labour projects that could be supported by the US Department of Labour.
- ◆ LaRRI assisted NDAWU, the Namibia Transport and Allied Workers Union (NATAU) and NAFWU with the drafting of press statements.
- ◆ LaRRI attended the NGO World Conference on racism in Durban.
- ◆ A radio interview on labour relations and trade unions was given to the Namibian College of Open Learning (NAMCOL). The interview was broadcast on the national radio for distance learners in the various regions.
- ◆ LaRRI assisted the NUNW with the formulation of proposals regarding public sector restructuring.
- ◆ LaRRI updated its website with the assistance of Susanne Allers of FES.
- ◆ LaRRI attended a meeting with the minister of Agriculture, Helmut Angula, to discuss the questions of parastatals and public sector restructuring.
- ◆ LaRRI attended a researchers' meeting hosted by the Institute for Public Policy Research (IPPR).

11. Financial Statements (in N\$)

1. Income

1.1 Payment for sales and services	290 784
1.2 Financial support received (FNV, SASK, FOS, RLS)	1 125 690
1.3 Other income (interest received)	4 604
Total Income	1 421 078

2. Expenditure

2.1 Accounting fees	11 407
Audit fees	9 095
Advertising and promotion	3 575
Bank charges	4 831
Book launch	9 788
Editing & layout	22 375
Insurance	6 125
Maintenance and repairs	37 812
Motor vehicle expenses	63 347
Postage and courier services	8 448
Printing and stationery	102 694
Office consumables	6 413
Rent	60 938
Registration and subscriptions	7 928
Contract researchers	187 586
Salaries	298 051
Telecommunications	26 763
Travelling and accommodation	148 757
Total Expenses	1 015 933

Deferred income for the year: N\$ 405 145