

Labour Resource and Research Institute (LaRRI)

Annual Report

2002

April 2003

Abbreviations

ACTSA	Action for Southern Africa
AGM	Annual General Meeting
CUTS	Consumer and Unity Trust Society
EPZ	Export Processing Zone
FAFO	Institute for Applied Social Science (Norway)
FES	Friedrich Ebert Stiftung
FNV	Federatie Nederlandse Vakbeweging (Netherlands Trade Union Federation)
FOS	Fonds voor Ontwikkelingssamenwerking (Belgian Fund for Development Co-operation)
GUF	Global 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
JCC	Joint Consultative Committee
LAC	Legal Assistance Centre
LaRRI	Labour Resource and Research Institute
MUN	Mineworkers Union of Namibia
NAFAU	Namibia Food and Allied Workers Union
NAFTU	Namibia Federation of Trade Unions
NALEDI	National Labour and Economic Development Institute
NAMCOL	Namibian College of Open Learning
NANGOF	Namibian Non-Governmental Organisations Forum
NAPWU	Namibia Public Workers Union
NEPAD	New Partnership for Africa's Development
NBC	Namibian Broadcasting Corporation
NEPRU	Namibia Economic Policy Research Unit
NUNW	National Union of Namibian Workers
OGB	Austrian Trade Union Federation
PSI	Public Services International
RLS	Rosa Luxemburg Stiftung
SADOCC	Southern African Documentation Centre
SASK	Finish Trade Union Solidarity Centre
SATUCC	Southern Africa Trade Union Co-ordination Council
SME	Small and Micro Enterprise
SPSS	Statistical Programme for Social Sciences
TNC	Transnational Corporation
UNDP	United Nations Development Programme
UNI	Union Network International
UNAM	University of Namibia
VSO	Volunteer Services Overseas

1. Introduction

Having been operational for 5 years, the Labour Resource and Research Institute (LaRRI) has firmly established itself as an organisation capable of carrying out cutting-edge research on labour and development issues. Our primary mission to carry our policy-related research and to service primarily the Namibian labour movement with high quality research, education and information has been largely achieved and LaRRI was even able to extend its services to some other organisations. In 2002, for example, we were commissioned by the Joint Consultative Committee (JCC) - a service provider for small businesses in Namibia - to carry out a study into labour conditions in the SME sector.

The year under review was once again eventful and busy for our small institute with its three full-time staff members. We carried out two major research projects on the Namibian labour market and on the SME sector mentioned above. LaRRI acquired the Statistical Programme for Social Sciences (SPSS) and is now one of the few Namibian organisations able to carry out its data analysis in-house. Furthermore, we prepared various conference papers, articles and discussion papers and expanded our education activities significantly by introducing the first labour diploma course in Namibia. The course was successful beyond expectations and Namibia's trade unions - as well as people outside the labour movement - have expressed interest to enrol for this course in the years to come. LaRRI will therefore run the labour diploma course on an annual basis.

LaRRI's staff changed during the year as LaRRI's long-serving administrator Vesta Conde left the institute in April. She was succeeded by Ndinealgo Shipiki-Shaanika who now runs LaRRI's administration, finances as well as the resource centre. Barney Karuumombe co-ordinated and carried out LaRRI's research projects while Herbert Jauch co-ordinated the education programmes, publications and overall activities of the institute. In addition, from time to time LaRRI could draw on a group of field researchers who assisted with our research projects and with data entry. We wish to thank Gideon Matti, Liina Hameva, Muniovina Katjimune, Magreth Kazondunge, Zebaldt Katjiteo, Renate America, Charmaine Hoveka and Enesia Mberuserua. We are indebted to Jerry Mameja for assisting us with the data analysis and to Lucky Uiseb for setting up and maintaining our computer network and Internet access. A special word of thanks must go to Selma Amweele for supporting us throughout the year with photocopying and other tasks in the office.

2. The LaRRI Board

During the year under review, the LaRRI Board of Trustees remained unchanged, consisting of Cuana Angula - general secretary of the Namibia Food and Allied Workers Union (NAFAU), Adv. Andrew Corbett - legal practitioner, Ranga Haikali - former secretary general of the National Union of Namibian Workers (NUNW), Markus Kampungu - public service commissioner and founder member, Peter Naholo - acting secretary general of the NUNW, Doufi Namalambo - consultant and founder member, Nepeti Nicanor - consultant and gender activist, and Franzina Nowases - former vice president of the Namibia Federation of Trade Unions (NAFTU).

The board held two full meetings during the year, on 27 June and 26 November 2002. 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 11 and 18 February, 4 March and 31 October 2002. The board decided to move LaRRI's salary packages closer to market-related remuneration to attract and retain competent and committed staff. Other key decision taken by the board included: to open the resource centre on a 'trial basis' on Saturdays to provide broader access for the public ; to hold a strategic retreat to review LaRRI's performance over the past 5 years and to take strategic decisions regarding the institute's future work; and to offer LaRRI's services to a wider range of organisations.

3. Research

We completed the **study on the service sector in Namibia** which was commissioned by Union Network International (UNI) and the Norwegian research institute Fafo. The Namibian case study formed part of the broader research project on the service sector in Southern Africa.

We also completed a **research paper on privatisation in Namibia** and presented it at a meeting of African labour researchers, which took place in Windhoek from 24-28 February.

We finalised a **research report on current and possible future activities of regional trade union organisations**. This report was adopted by a regional meeting of Global Union Federations (GUFs) in Johannesburg in early May.

LaRRI concluded the **research on the history and achievements of the Mineworkers Union of Namibia (MUN)** and the booklet was printed in March. During the official launch of the booklet on 29 May 2002, the Minister of Higher Education, Nahas Angula, remarked that:

'The book is well researched. It provides reminiscences and experiences of workers in their struggle for workers' dignity. The life experiences give us the immediate feelings of the workers movement, its struggles and tribulations. This is a human history of struggle and triumphs. It is an epic of a people's spirit and determination. The book is a must reading for those interested in the experience of the mineworkers. I recommend this book to all for their education and information.'

We completed the field work for our **labour market study** with research trips to the northern, central, eastern and southern regions. About 600 questionnaires have been completed and a code book was prepared to commence with the data analysis. We bought a computer programme for statistical analysis (SPSS) and we will carry out the data analysis in early 2003.

The Joint Consultative Committee (JCC) commissioned LaRRI to carry out a pilot study into **labour conditions in Namibia's SME sector**. This study was completed in October and the final report was presented to the JCC in November. A brief profile of the SME

sector was compiled in collaboration with the Namibia Economic Policy Research Unit (NEPRU) which had carried out a study into the economic aspects of the SME sector.

4. Education

We ran Namibia's first **Labour Diploma Course**, covering modules on trade union history, Namibia's political economy, Namibian labour law, collective bargaining, health and safety and globalisation. The course was run in collaboration with the Workers College in Durban, South Africa and the University of Natal, which is the accrediting institution. The course commenced in February and was concluded in October. Twenty-four (24) trade unionists had registered for the course and 20 managed to complete it successfully. They will be awarded their certificates in March 2003. The tutors for the labour diploma course - Sackey Aipinge, Clement Daniels, Volker Winterfeldt, Phaniel Kaapama, Pempelani Mufune, Alfred Angula and Herbert Jauch - were drawn from the University of Namibia (UNAM), the Legal Assistance Centre (LAC) and the labour movement.

LaRRI also arranged for additional classes to improve our students' writing and computer skills. These additional courses were run by Tee Ngugi from the Polytechnic of Namibia and the Namibia College for Open Learning (NAMCOL). These courses are important components of the capacity building programme that LaRRI offers the Namibian labour movement.

In 2003, the diploma course will consist of 6 modules, namely trade union history; labour law and collective bargaining, health & safety and HIV/AIDS; affirmative action and gender; Namibia's political economy; and globalisation. The classes will be held in one-week blocks to accommodate more students from the regions.

Our team of educators (Doufi Namalambo, Alfred Angula and Herbert Jauch) facilitated various **trade union workshops in the regions**. These included workshops on affirmative action in Ondangwa, Okahandja, Walvis Bay and Keetmanshoop; workshops on globalisation in Rundu, Ondangwa and Keetmanshoop; workshops on health and safety in Rundu and Okahandja, as well as a workshop on affirmative action and pay equity in Windhoek. The last workshop was held in collaboration with Public Services International (PSI), the ILO, the Office of the Employment Equity Commissioner and the Namibia Public Workers Union (NAPWU). In addition, LaRRI facilitated a workshop on gender equality and public sector restructuring for PSI and NAPWU.

5. Resource Centre

The trend towards increasing use of our resource centre continued as the centre has become popular, especially amongst students of the University of Namibia (UNAM). Several users have expressed the wish for the resource centre to be open on Saturday morning and we are now looking at ways of making this possible without compromising the security of the centre and without placing an additional burden on LaRRI's full-time staff which is already stretched to the limit.

Due to the massive growth of materials available in the resource centre, it has become imperative to computerise all documents and to allow unionists and students to carry out keyword searches. LaRRI's administrator attended a course on how to establish a resource centre databank and she has now started to enter the documents. Unfortunately, she had to start the whole process afresh as all previous entries were lost when the computer crashed at the beginning of 2002. Measures have now been put in place to avoid any loss of data in future.

The Resource Centre offers Namibian newspaper cuttings arranged according to topics from 1998 until 2002. We also offer a 'study corner' with computers and Internet access, which can be used by unions, students, NGOs and the general public at a small fee to recover our costs. A 'visitor's book' helps us to track who uses our resource centre and which topics are of special relevance. A small brochure advertising our resource centre will be developed in 2003 to further popularise the centre.

6. Publications

During the period under review LaRRI published an article on labour-related developments in the **South African Labour Bulletin** ('Labour in Namibia: important lessons for South Africa'). Another article on 'EPZs and the quest for sustainable development: a Southern African perspective' was published by the British journal **'Environment and Urbanisation'**.

Furthermore LaRRI published its first booklets on affirmative action and on the rights of women workers **in Oshindonga and Afrikaans**. Both booklets were very popular and almost all copies were distributed within a few months.

In addition, we published an education booklet on the experiences with **privatisation in Africa** on behalf of the African Labour Researchers Network. This booklet was distributed not only inside Namibia but also at the SATUCC regional labour symposium in Johannesburg as well as in Zambia, Zimbabwe, Ghana, Nigeria and South Africa through the members of the network. The responses received were positive and it seemed that this publication was a timely intervention in the privatisation debate.

LaRRI's director and researcher prepared and published a number of **opinion pieces** in the local print media on topics such as the challenges facing the Namibian labour movement, NEPAD and privatisation.

Another **booklet on NEPAD** has been drafted and will be printed in early 2003. The booklet on Namibia's new labour act has also been completed and will be printed as soon as the law has been passed. Our education booklet on globalisation will also be printed in 2003. It was supposed to be completed in 2002 but its finalisation was interrupted by other pressing work commitments.

A **paper on 'economic liberalisation and human rights'** was prepared and presented at a panel discussion of the Legal Assistance Centre (LAC) in September.

An **article on privatisation in Namibia** has been submitted for publication in '**alternatives**' and a **paper on foreign investment and employment** was presented at a regional seminar in Nairobi, Kenya, organised by the Indian Consumer and Unity Trust Society (CUTS) in October.

Finally, LaRRI presented a paper on the challenges confronting the institute in setting up a resource centre at a seminar of the **Namibia Library and Information Council** in Windhoek.

7. Networking

In February, LaRRI hosted a **meeting of the African Labour Researchers Network**. The particular focus of this meeting was Africa's experience with privatisation. The gathering lasted for 4 days and included 2 public panel discussions on the topic.

LaRRI also participated in a one-week seminar of all partner organisations of the **Rosa Luxemburg Stiftung** (RLS) in Berlin, Germany in May 2002. The meeting served to discuss the challenges posed by the current neo-liberal globalisation and the growing resistance world-wide. The seminar also provided the opportunity to deepen the contacts with similar organisations in Southern Africa with whom LaRRI might co-operate in future. These are the Khanya College and the Labour Research Services (LRS) in South Africa, SEATINI in Zimbabwe, and the Third World Forum with its head office in Senegal.

LaRRI attended a seminar on 'developing fresh perspectives', hosted by the Workers College in Durban, South Africa, for trade unions and community organisations. This meeting lasted from 19-22 June and also served to discuss the future of the labour diploma course.

LaRRI attended an African civil society workshop on NEPAD that coincided with the launch of the African Union (AU) in Durban, South Africa. The workshop lasted from 4 - 8 October and raised many critical issues regarding the NEPAD programme.

Due to the urgency of completing some of the task outlined above, LaRRI had to decline several other networking invitations during the period under review. These included a meeting of the International Federation of Workers Education Associations (IFWEA), a seminar of Union Network International (UNI) and a meeting of the regional Global Union Federations (GUFs) and SATUCC. However, LaRRI was able to attend the regional labour symposium at the end of the year as well as a workshop on international trade in Cape Town.

A planning workshop was facilitated by LaRRI for FOS and its Namibian partner organisations in the field of labour. The workshop took place on 28 June and was attended by several unionists from the NUNW and its affiliates. It served to develop a 5-year plan for the co-operation between FOS and its Namibian labour partners.

7. Funding

LaRRI's financial position is sound and the institute was unable to spend all the funds it received during 2001. These funds ('deferred income') have been used for some of the activities carried out during the first few months of 2002, such as the labour diploma course and publications. All organisations that are currently supporting LaRRI have pledged their interest to provide funding until at least 2003. The agreements with **FNV** and **SASK** will end in December 2003 and LaRRI will try to negotiate new agreements in 2003. **FOS** and **RLS** envisage their support for LaRRI to continue for several years to come but their financial capacity will depend on the funds they will be able to raise in their home countries.

Entraide et Fraternite, a Belgium organisation that supported the establishment of LaRRI's resource centre during the institute's first three years has expressed interest to continue working with LaRRI and possibly contributing a modest amount to the institute's work.

LaRRI once again managed to raise about one third of its expenditure through commissioned work, i.e. research and workshop facilitation. This helped the institute to strike a sustainable balance between the goal of achieving financial sustainability and being able to assist trade unions even if they do not have the financial capacity to pay for the costs in full. We are systematically building up a reserve fund to ensure the institute's viability even in times when financial support from international partner organisations might be declining.

Due to the unsatisfactory performance (slow delivery) of our previous auditors, LaRRI terminated the agreement and engaged Grand Namibia as the institute's new auditors. We trust that they will be able to present timely audited financial statements to LaRRI and all our partner organisations.

We wish to thank **FNV**, **SASK**, **FOS** and **RLS** for their continuous support of LaRRI's work which enabled us to further expand our activities. We hope that we will be able to continue working with them as they share our vision of social justice. We are also looking forward to a continuous co-operation with the Friedrich Ebert Foundation (**FES**) that supports trade union projects in Namibia and Southern Africa.

8. Other Activities

- ◆ LaRRI attended the NUNW Congress in January and assisted with minute-taking. We also assisted the federation with posters for May Day 2002.
- ◆ We made presentations on trade unions, the land question and community development in Namibia to Danish, Swedish and American volunteers.
- ◆ We attended workshops on trade and poverty, on the establishment of farm community projects, and on developments in the Namibian labour market.
- ◆ We participated in various NBC radio programmes on labour issues, privatisation, NEPAD and working conditions in the SME sector. We also participated in a TV panel discussion on labour relations.
- ◆ We facilitated 2 workshops for the Roads Authority and the Social Security Commission on the development of a national policy on employment creation, including labour-based works projects.
- ◆ We made presentations on the land issue to groups of Danish and Swedish volunteers and we attended a seminar to discuss the idea of establishing 'farm community projects' in Namibia.
- ◆ We held discussions with a UNDP/ILO delegation on the question of HIV/AIDS in the transport sector
- ◆ We assisted UNAM students with advise regarding their masters dissertations on affirmative action and EPZs respectively.
- ◆ A meeting was held with the regional office of PSI to discuss future co-operation between LaRRI and the union. LaRRI also facilitated a visit by PSI consultants who came to Namibia to produce a video on pay equity in the country. This formed part of an international PSI campaign and the video was launched at PSI's global congress. LaRRI set up interviews for PSI and assisted with transport, accommodation and other logistics. LaRRI's chairperson and director featured in the PSI video.
- ◆ We addressed employees at Bank Windhoek and Commercial Bank on the need for unionisation in the finance sector.
- ◆ LaRRI attended meetings at the Social Security Commission regarding the establishment of a national pension scheme.
- ◆ LaRRI gave 4 lectures at UNAM on the history and challenges facing the Namibian labour movement and on globalisation.
- ◆ LaRRI held meetings with a visiting delegation from Austria, representing the Austrian trade union federation (OGB) and the Southern African Documentation Centre (SADOCC).
- ◆ LaRRI attended a meeting with the Southern African Regional Poverty Network to discuss the organisations current and future activities and possible links to Namibia's civil society organisations.
- ◆ LaRRI co-facilitated a workshop by Union Network International (UNI) and Fafo on the challenges facing unions in the service sector in Southern Africa.
- ◆ LaRRI gave a lecture on Export Processing Zones (EPZs) at the Scientific Society of Namibia.

8. Income and Expenditure, January - December 2002 (N\$)

Income received in 2002:

FOS	122 532,60
FNV	257 412,98
SASK	141 447,04
RLS	377 956,00
Payment for services	309 953,22
Book sales	7 715,00
Labour Diploma fees	12 370,00
Returned field trip funds	2 303,00
Interest	10 842,37
Flight ticket refund	9 067,65
TOTAL:	1 251 599,86

Expenditure:

Equipment	46 310,13
Maintenance of equipment	7 244,00
Vehicle maintenance and transport	14 827,30
Printing	125 090,85
Telecommunications	40 646,95
Insurance	9 566,92
Advertisements	6 000,43
Entertainment	6 661,50
Subscriptions	1 247,60
Stationery	8 553,14
Courier services	9 483,00
Audit fees	2 259,00
Salaries	458 210,75
Contract staff and field expenses	221 037,98
Travel	47 024,00
Training and Workshops	88 183,91
Staff development	1 780,00
Petty cash	5 377,83
Video	205,00
Savings transfer	170 000,00
TOTAL:	1 249 709,79