

Labour Resource and Research Institute (LaRRI)

Annual Report 2005

"Our mission is to empower workers and their trade unions to influence policy-making in favour of the poor. LaRRI's work shall promote critical thinking and debate from a pro-labour perspective."

"Our vision is to help build a society based on social justice and equality with a strong and vibrant labour movement that is democratic, accountable to its members, and capable of promoting and defending the rights and interests of working people."

Foreword

As always, we are following the developments within the labour movement in Namibia and elsewhere with keen interest. This helps us to position LaRRI to assist the labour movement within our mandate. We are deeply concerned about the challenges currently facing the trade unions and we are determined to play our role in equipping them to meet these challenges.

We continue to dedicate ourselves to provide valid and reliable information to help the labour movement to take informed decision and to develop policies which will improve the lives of their members. During 2005, our studies on the informal operators and workers, on the working and living conditions of farm workers in Namibia and on wage developments in Namibia were the highlights of the year.

Another key aspect of LaRRI's mandate is the provision of education and training to the trade union movement and other partners. According to the study, which investigated the effectiveness of our labour diploma course, the course has enabled students to improve their work performance, to understand their role and responsibilities and to become more accountable to their members. We are working to further improve the course and to create opportunities for further studies for our students.

LaRRI's also continued to produce publications, which are designed to be user-friendly, accessible and relevant to the needs of our constituency. Some are made available for a small fee to cover our production expenses. LaRRI's guide to the new Labour Act and the affirmative action impact assessment study are amongst those who proved to be popular in 2005.

Our office space was enlarged and improved to accommodate trade union members, students and interested individual who want to make use of our resource centre. It is my honour as the chairperson of LaRRI to extend an invitation to all interested parties to visit our resource centre at our offices in Katutura. The centre is set up professionally and will soon have all materials catalogued on a computerized CDS/ISIS system. We provide newspaper cuttings covering the period from January 1998 – December 2005 and many journals and books containing relevant information for your use.

It is also worth reporting that LaRRI enjoys a healthy financial situation. The various financial and narrative reports are audited and up-to-date. All our donors are satisfied with the reporting system and the approved financial statements and audited reports. These efforts are complimented by the administration and financial policies, which are in line with the directives of the LaRRI board of trustees.

We work tirelessly to ensure that LaRRI will become financially sustainable. Our income and expenditure report shows a gradual and steady increase of income through services rendered by LaRRI. Our success is attributed to the dedicated staff and board of trustees of LaRRI. We strive to provide quality work and expect our staff to show a high level of dedication at all times.

United we stand in our attempt to build a strong and efficient trade union movement in Namibia and beyond.

Doufi Namalambo
Chairperson
LaRRI Board of Trustees

Abbreviations

| | |
|--------|--|
| ALRN | African Labour Research Network |
| ANSA | Alternatives to Neo-Liberalism in Southern Africa |
| ASO | African Social Observatory |
| AWARD | Actual Wage Rate Database |
| BEE | Black Economic Empowerment |
| BIG | Basic Income Grant |
| CFPL | Centro de Formacao e de Pequisatal Laboral (Labour research institute in Angola) |
| DGB | Deutscher Gewerkschaftsbund (German Trade Union Federation) |
| EEC | Employment Equity Commission |
| ELCN | Evangelical Lutheran Church in the Republic of Namibia |
| EPZ | Export Processing Zone |
| FES | Friedrich Ebert Stiftung (Foundation) |
| FNV | Federatie Nederlandse Vakbeweging (Netherlands Trade Union Federation) |
| FOS | Fonds voor Ontwikkelingssamenwerking (Belgian Fund for Development Co-operation) |
| IFWEA | International Federation of Worker Education Associations |
| ILO | International Labour Organisation |
| ILRF | International Labor Rights Fund |
| ITGLWF | International Textile, Garment and Leather Workers Federation |
| KCR | Katutura Community Radio |
| LAC | Legal Assistance Centre |
| LaRRI | Labour Resource and Research Institute |
| LEDRIZ | Labour and Economic Development Research Institute of Zimbabwe |
| LRS | Labour Research Service |
| MANWU | Metal and Allied Namibia Workers Union |
| MUN | Mineworkers Union of Namibia |
| NAFAU | Namibia Food and Allied Workers Union |
| NAFINU | Namibia Financial Institutions Union |
| NAFWU | Namibia Farmworkers Union |
| NALEDI | National Labour and Economic Development Institute |
| NANTU | Namibia National Teachers Union |
| NAPWU | Namibia Public Workers Union |
| NATAU | Namibia Transport and Allied Workers Union |
| NAU | Namibia Agricultural Union |
| NBC | Namibian Broadcasting Corporation |
| NDT | Namibia Development Trust |
| NEF | Namibia Employers Federation |
| NES | Namibia Economic Society |
| NGO | Non-Governmental Organisation |
| NNFU | Namibia National farmers Union |
| NUNW | National Union of Namibian Workers |
| RLS | Rosa Luxemburg Stiftung (Foundation) |

| | |
|--------|--|
| SASK | Suomen Ammattiliittojen Solidaarisuuskeskus (Trade Union Solidarity Centre of Finland) |
| SATUCC | Southern Africa Trade Union Co-ordination Council |
| SATULA | Southern African Trade Union Labour Academy |
| SWOP | Sociology of Work Project |
| TNC | Transnational Corporation |
| UNAM | University of Namibia |
| VAT | Value Added Tax |
| WTO | World Trade Organisation |

Introduction

The past year was – once again – a period of intense activities. The requests for LaRRI's services continued to increase - be it in the areas of research, education or publications. As Namibia's only research organisation with a focus on labour and social justice, we broke new ground by carrying out research into areas that received little attention such as Namibia's informal economy. We also filled the gap regarding up-to-date information on farm workers on commercial and communal farms. These studies will be published in 2006 and should assist trade unions and policy makers to develop effective strategies for improving workers' livelihoods.

As Namibia awaits the implementation of its new Labour Act (2004), we published a comprehensive guide that proved popular not only among trade unions, but also among government ministries and the private sector. Knowledge of new laws often takes years to "filter through" to workers on the shopfloor, and LaRRI thus carried out a host of workshops for unions on the new Labour Act. We also continued our labour diploma course and are proud that 60 trade unionist successfully completed the course over the past 3 years.

Another highlight of the past year was LaRRI's involvement in African projects, particularly the African Labour Research Network (ALRN), which is already well established, and the emerging APADEP Network for educators. These initiatives allow us to tackle critical policy issues from a Pan-African perspective; to share experiences; to carry out joint research projects; to develop joint worker education programmes and to share resources. LaRRI has become an integral part of the social justice movement on the continent and we are determined to make a contribution to the building of a better Africa and a better world.

The LaRRI Board

During the year under review, the LaRRI Board of Trustees consisted of **Doufi Namalambo** - former vice-president of NANTU and founder member, **Cuana Angula** - former general secretary of the Namibia Food and Allied Workers Union (NAFAU), Adv. **Andrew Corbett** - legal practitioner and former director of the Legal Assistance Centre (LAC), **Ranga Haikali** - former secretary general of the National Union of Namibian Workers (NUNW), **Markus Kampungu** - former secretary general of the Namibia National Teachers Union (NANTU) and founder member, and **Peter Naholo** - acting secretary general of the National Union of Namibian Workers (NUNW). During its last meeting of the year, the board appointed **Immaculate Mogotsi**, a gender activist and university lecturer as a new member.

The board held two full meetings during the year, on 22 March and 3 November 2005. 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 19 January, 1 March and 28 July 2005. The board adopted LaRRI's administration and finance policy, reviewed salaries and granted a sabbatical for researcher Ntwala Mwilima to pursue labour studies at the University of Cape Coast in Ghana. The board also suggested that LaRRI should explore the possibility of contributing to a review of national developmental policies.

Staffing

We are happy to report that LaRRI managed to retain all staff members during the year. They are: **Albertina Erastus** (head of administration and finance), **Ndinelago Shipiki** (administrator), **Herbert Jauch** (director), **Selma Amwele** (administrative assistant), **Cons Karamata** (researcher), **Naita Kamho** (assistant researcher) and **Ntwala Mwilima** (researcher).

We also worked with several researcher and lecturers on a contract basis and wish to extend a special word of thanks to the following persons:

- **Uhuru Dempers, Lo_Rain Shiimi, Gideon Matti, Selma Karuumombe, Ngurimuje Mize, Martin Nghidengwa, Meriam Tjaimi and Bertus van Wyk** for their assistance with the studies on farm workers and the informal economy.
- **Lucky Uiseb** for servicing and maintaining our computers and Internet connections.
- Tate **Japhet Shapama Hellao** and his son **Mervin** from **Spatzi's Catering** for looking after our well-being during many workshops and diploma classes
- **Alfred Angula, Ruusa Shipiki, Doufi Namalambo, Volker Winterfeldt, Phaniel Kaapama, Clement Daniels and Sackey Aipinge** for their enthusiasm and dedication as lecturers in our labour diploma course.
- **Muinjovina Katjimune, Cissie Nakashona, Margreth Kozondunge, Museke Munikonzo and Lo-Rain Shiimi** for their assistance with data verification, coding and entry.

Research

We carried out a literature review on the **informal economy** and prepared a discussion document for an NUNW policy workshop, which took place on 10 - 11 March 2005. Following this workshop, we undertook a national study into Namibia's informal economy with particular emphasis on the working and living conditions of **informal operators and workers**. We also investigated the challenges facing them and their willingness to join or work with trade unions. We interviewed about 350 informal sector workers and operators, mostly in the Northern regions of Oshana, Omusati and Ohangwena. In addition, we carried out interviews with trade unions, associations of informal businesses and policy makers. The first draft report was completed in December and will be presented to trade unions and informal economy organisations in 2006. Thereafter, the report will be finalised for publication.

As our second major research project for the year, we commenced with a national study into the working and living conditions of **farm workers in Namibia**. This study was discussed with the farm workers' union NAFWU as well as the farmers' unions NAU and NNFU. All three organisations expressed their support for the study, made suggestions and assisted us to identify a representative sample of farms to be covered. We concluded the field work in November 2005 and conducted more about 400 interviews with farmers and farm workers across the country, covering communal and commercial farms.

The first draft report will be completed by February 2006 for presentation to the NAU, NNFU and NAFWU. Thereafter, it will be published.

Good progress was made with our project on the **Actual Wage Rate Database (Award)**. We added the Namibia Farm Workers Union (NAFWU) to the project and collected data needed for mapping out union profiles and bargaining units. We also finalized the Namibian Wage Bargaining Report, which includes an analysis of wage developments since 2000, an economic overview and case studies on industrial disputes.

The AWARD database was prepared and launched jointly with the wage bargaining report during the **AWARD conference** from 11-12 April 2005. This conference was attended by Namibian trade unionists as well as invited guests from Ghana (TUC) and South Africa (LRS and SACCAWU). The meeting suggested an extension of the AWARD project to cover various job categories and not just minimum wages.

The **second AWARD conference** took place on 17-18 October 2005 under the theme "towards higher minimum wages in Namibia". The conference focused on wage bargaining as a strategy to deal with income gaps and provided wage negotiators with statistical information to prepare them for wage negotiations. A highlight of the conference was the presentation by Archie Tesh Palane, the

deputy secretary general of the National Union of Mineworkers (NUM) in South Africa. He shared his experiences and lessons of decades of workers' struggles and negotiations with the participants.

As part of the AWARD project, LaRRI researchers accompanied negotiators to assess how bargaining takes place and what should be done to improve future negotiations.

LaRRI continued its participation in the **African Social Observatory** project under the umbrella of the African Labour Research Network (ALRN). We conducted a study into the labour, social and environmental practices of **Kalahari Sands Hotel and Casino**, which is part of the Sun International Group. The report was presented at an ALRN meeting in Livingston, Zambia from 28-30 September.

Education

The supplementary examinations for the **labour diploma course 2004** were written between 7 and 11 February 2005. A record number of 30 students managed to complete the course successfully and graduated during the first labour diploma graduation in Namibia on 12 March 2005. The graduation was attended by 30 Namibian and 29 South African students as well as representatives of the Workers College, the University of Kwazulu-Natal, the Polytechnic of Namibia and the University of Namibia.

The selection for the **labour diploma course 2005-06** was carried out and 38 students (out of 60 applicants) were provisionally accepted. After completing a writing skills course, 28 students attended module 1 on trade union history from 6-13 June 2005. Module 2 on health & safety took place from 25 July – 1 August and was followed by module 3 on Namibia's political economy from 12-19 September and module 4 on gender and affirmative action from 24-31 October. Attendance of and participation during the course has been consistent and most students managed to cope with the course requirements. Modules 5 (labour law) and 6 (globalisation) will take place in 2006.

We applied to the Namibia Qualifications Authority (NQA) for formal accreditation of the labour diploma course. Having received the required information, the NQA will hopefully be able to provide us with a response in early 2006.

In addition, we facilitated a variety of workshops for trade unions in Namibia and elsewhere in Africa. These included:

- A workshop for the leadership of the National Union of Namibian Workers (NUNW) on the **informal economy** from 10-11 March in Windhoek.
- A **NUNW-FES educational planning workshop** on 15 February 2005.

- Workshops on Namibia's new **Labour Act** for the NUNW and its affiliates in Okahandja (11-15 April), in Keetmanshoop (16-20 May), in Gobabis (27 June-1 July), in Rundu (11-15 July), in Ondangwa (5-9 September) and in Walvis Bay (19-22 September).
- A workshop on **recruitment and organizing** for the NUNW and its affiliates from 13-17 June in Otjiwarongo.
- A workshop on **health and safety** for the NUNW and its affiliates from 20-23 June in Swakopmund.
- Sessions on globalisation at the "**Rain school**" of the Nigeria Labour Congress held in Calabar from 4-8 July.
- **Shopsteward training** on the new labour act for Engen Namibia in Windhoek, 27-28 July.
- An **affirmative action workshop** for the NUNW and its affiliates in Katima Mulilo, 15-17 August.
- A "**training of trainers**" workshop on the new Labour Act for labour diploma graduates in Okahandja, 21-23 September.

LaRRI also participated in an **ILO project** on improved labour market systems in Southern Africa. We attended a training of trainers course on the new Labour Act and co-facilitated a workshop for trade unionists, employers' representatives and staff members of the Ministry of Labour in Otjiwarongo, 27-30 November. LaRRI will assist with the organising of further workshops in different regions in early 2006.

Furthermore, we commissioned a study to investigate the **effectiveness of the labour diploma course** in terms of building trade union capacity. The study found that the course has enabled labour diploma students to improve their work performance, to share their knowledge with others, to understand their role within the tripartite arrangement and to become more responsible and accountable to their members. Students also found the course relevant for their work in trade unions as it gave them an understanding of the broader framework in which trade unions operate. Trade union leaders acknowledged and confirmed that the former labour diploma students were making a significant and influential contribution to their union. Work performance has improved to such an extent that union leaders would like to enrol many more shop stewards and officials for the course.

Throughout the year, we continued the Workers World programmes on **Katutura Community Radio** (KCR) with the assistance of the radio station.

Publications

Our long awaited **guide to the new Labour Act** was finally printed and launched on 23 February 2005 by the deputy minister of trade and industry and former trade unionist Bernhardt Esau. The guide was very popular and LaRRI sold over 2 000 copies.

The **affirmative action impact assessment** study of 2004 was printed and distributed widely in February 2005. Due to high demand for the study, the Employment Equity Commission printed an additional 1 000 copies.

We published a newspaper article on the **challenges for labour** in The Namibian, 11 February 2005. Another article on the partial closure of **Ramatex and developments in the global textile industry** was published in New Era on 8 April 2004. A similar article appeared in The Namibian on 11 August.

Further articles on “**Gender and Labour Market Liberalisation in Namibia**” (14 October), on “**Maternity leave and Namibia’s new Labour Act**” (25 November) and on “**The roadmap to Hong Kong**” (2 December) were published in The Namibian newspaper.

We prepared a discussion document on **alternative economic policies** for the NUNW in February. This document formed part of the federation’s submission to the Namibian President.

The **Namibian Wage Bargaining Report** was published in April and as mentioned above, its key findings were presented to a seminar of public sector negotiators on 27 April.

Articles on the **take-over of ABSA by Barclays Bank** were published in The Sowetan newspaper and the newsletter of Jubilee South Africa.

LaRRI’s research paper on the **Navachab gold mine** was published as part of the ALRN book “Mining Africa” in August.

LaRRI’s **NEPAD booklet** was reprinted and translated into Portuguese. The Portuguese version was launched by the Labour research Institute “Centro de Formacao e de Pequisatal Laboral” (CFPL) in Angola in September.

Our **website** was updated and LaRRI’s publications can now be ordered via the website. They are sold in N\$/Rands within Africa and in U\$/EURO overseas. Other documents are now available in pdf format to allow users to download them quickly.

Resource Centre

LaRRI's resource centre is now largely computerised with 1654 records entered on the **CDS/ISIS** system. It is expected that all remaining materials will be added during 2006.

Several **students from UNAM and the Polytechnic** were assisted with finding information for their studies. LaRRI also facilitated an **attachment** for 2 students from UNMA's adult education department to provide them with an opportunity to experience worker education in practice. They were also introduced to the resource centre and methods of cataloguing materials. They were attached to LaRRI from 9 June – 18 July 2005.

Throughout the year, LaRRI's administrative staff rendered assistance to our **labour diploma students** who requested literature and information for their assignments.

Assistance was also rendered to representatives of an **Angolan research institute CFPL** regarding the setting up and cataloguing of a resource centre.

New **books** were ordered and all existing **subscriptions** were renewed for 2005. Legal deposits of all LaRRI publications were made with public libraries and complimentary copies were posted to all our partner organisations as well as individuals that LaRRI works with.

Newspaper cuttings were updated and are now covering the period from January 1998 – December 2005.

Finance and Administration

The annual report 2004 as well as the quarterly activity and financial reports for our various partner organisations were submitted on time. We received the **audited financial statements** at the end of March.

All expenditure was entered on the **Pastel** programme and most payments were made through LaRRI's new Internet banking system. Cash flow statements were made available on request while all cash payments made to LaRRI were reconciled and banked at short intervals. In addition, a new **filing system for financial documents** was implemented.

After following the legal requirements of registering for **VAT** in 2004, we implemented the new system and added VAT to all publications and services rendered.

LaRRI registered its own **housing scheme** to enable its staff to benefit from a housing allowance.

We exchanged our Toyota Tazz **vehicle** for a second hand Toyota Rav4 that enabled us to undertake research trips into the rural and farming areas where we carried out some research projects in 2005.

We developed **administration and finance policies** in line with the directives of the LaRRI board of trustees. LaRRI's board of trustees adopted these policies on 3 November.

Networking

We attended the **World Social Forum** in Brazil (Porto Alegre) in January with other ALRN members involved in the African Social Observatory Project.

We attended a workshop organised by NALEDI and the ILO on “**Extending health care to informal economy workers**” in Johannesburg from 28 February – 1 March 2005.

We attended a meeting organized by **One World Action** to map out the nature of LaRRI's involvement in a trade awareness project. The meeting took place in Johannesburg from 28 February – 4 March. Agreement was reached on the way forward and LaRRI will facilitate some activities in Namibia.

LaRRI met a visiting delegation of the **German trade union federation DGB** on 8 April to discuss progress made with the publication of the “Namibian Worker” and labour matters in general.

We attended a conference on “**fair globalisation**” hosted by the Sociology of Work Project (SWOP), University of Witwatersrand and the ILO in Johannesburg, South Africa, 19-21 April 2005.

We hosted a workshop for **African trade union educators** in Windhoek from 25 – 29 April 2005. The workshop served to identify common projects and activities around which Pan-African co-operation would be useful. The workshop decided to jointly develop a resource pack on Africa's political economy, which could be used by trade union educators across the continent. LaRRI was given the task to edit the resource pack.

Jointly with the Evangelical Lutheran Church in the Republic of Namibia, LaRRI co-hosted a public presentation on the **conditions of EPZ workers in the textile industry of Southeast Asia** on 26 April in Katutura.

LaRRI attended a conference on **alternatives to neo-liberalism**, co-hosted by the Economic Justice Network and the Rosa Luxemburg Foundation. The conference took place in Johannesburg from 11-14 May 2005 and was attended by a wide variety of NGOs across the region. We made short presentations on the response of labour to privatisation and on the question of strategic alliances between labour and social movements.

LaRRI joined the coalition to promote the implementation of a **Basic Income Grant (BIG)** in Namibia. LaRRI attended preparatory meetings and the launch of the campaign and is represented on the steering committee. We also participated in various meetings to promote the BIG. These included meetings with the deputy minister of finance, the International Monetary Fund (IMF) and the parliamentary standing committee on community and social affairs. During these meetings, LaRRI made presentations on income inequality and poverty in Namibia.

We attended a workshop in Swaziland from 26-28 May 2005, organised by the International Labor Rights Fund (ILRF). LaRRI presented the findings on **Asian migrant workers** in Namibia and participated in the discussion how unions could organise these workers in an attempt to stop the divide and rule strategies of companies.

We attended the **annual ALRN meeting** in Livingstone, Zambia in September and participated in the discussions on how to make the network more relevant and effective. We presented our study on Kalahari Sands Hotel & Casino, which forms part of the ALRN's social observatory project.

LaRRI also participated in the ongoing ALRN project on **Alternatives to Neo-Liberalism in Southern Africa (ANSA)**. Following the commissioning of various papers, another meeting was held in Johannesburg, South Africa from 14-16 December. During 2006, the papers will be finalised, printed and reworked into "popular versions" that can be used for educational purposes. It will be critical for the project's ideas to be widely debated and supported among trade unions and various community organisations across the region.

LaRRI made proposals on **employment creation** to the Namibian Prime Minister and participated in the discussions, facilitated by the PM on 30 May 2005. Follow-up meetings were convened with LaRRI's participation in July and September. These included a "high level forum" on employment creation and the establishment of a task force on which LaRRI served until November. Namibia's Prime minister will take this initiative further.

We organised meetings between a group of **visiting students** from the University of the Witwatersrand in Johannesburg, South Africa and Namibian trade unions to discuss the challenges facing labour in a globalising world on 5 and 6 September.

We attended the launch of a study on Black Economic Empowerment (BEE) as a tool for SME development, organised by the **Joint Consultative Committee (JCC)** on 15 September.

LaRRI participated in a **Global Network** regional conference in Accra, Ghana from 25-29 October and presented the AWARD project there. Several West African unions are interested to implement a similar project in their respective countries.

Jointly with the International Textile, Garment and Leather Workers Federation (ITGLWF), and the Friedrich Ebert Foundation (FES), LaRRI co-hosted an **African conference on the future of the clothing and textile industry** on the continent. The conference was held from 10-12 October in Cape Town and brought together trade unions and researchers from Southern, West and East Africa. The conference passed a resolution aimed at the WTO meeting in Hong Kong. This resolution as well as the conference papers presented will be published in book form in 2006.

LaRRI participated in the initiative to establish an African educators network under the APADEP project. The network started to develop a resource pack on Africa's political economy for educators across the continent. The network's envisaged initiatives were endorsed by African trade union leaders during a conference in Durban, South Africa from 29 November to 1 December.

Jointly with SATUCC and FES, LaRRI co-hosted the **regional labour symposium** in Windhoek from 5-7 December. The symposium looked at trade issues ahead of the WTO meeting in Hong Kong and LaRRI made presentations on globalisation and labour as well as the issues at stake during the Hong Kong meeting.

Other activities

- The **trade union sub-committee** of the LaRRI Board of trustees met for the first time on 14 February 2005 and made several suggestions regarding LaRRI's activities in 2005.
- We prepared a **position paper** for the Namibia Food and Allied Workers Union (NAFAU) on the **crisis in the fishing industry**. This was done in preparation for tripartite meetings between labour, government and business to find a solution to the fishing crisis.
- We participated in a **panel discussion on black economic empowerment and affirmative action**, held by the Polytechnic of Namibia on 16 February 2005.

- We also participated in a **panel discussion on the impact of globalisation on African workers**, held on 22 February by the Pan African Centre of Namibia (PACON)
- We held a meeting with the general secretary of **NAFWU**, Alfred Angula, to discuss the union's planned activities for the year and how LaRRI could assist. We helped NAFWU to draw up a project proposal for its activities in 2005.
- We assisted the NUNW in drafting a **paper on Black Economic Empowerment** in January.
- We held a meeting with Admos Chimhowu, a **land researcher** from the University of Manchester, to discuss possible collaboration in future.
- We held a meeting with ELCN to discuss the campaign around a **basic income grant for Namibia**.
- We held meetings with Finnish and Swedish students to discuss **labour issues** and the **impact of globalisation** in Namibia in February and March.
- We provided advice to UNAM's **NAPWU branch** regarding proposed changes to the recognition agreement.
- LaRRI was invited to attend the Annual General Meeting of the **Namibia Employers Federation (NEF)** and participated in the discussion of the new Labour Act.
- We granted **interviews** to the Katutura Community Radio (KCR), to Sister Namibia and to NBC television on the question of the partial Ramatex closure and developments in the global textile industry in April.
- A meeting was held with Johanna Leander and Liselotte Olsson from the **Olof Palme International Centre** to discuss developments in Namibia and a possible collaboration between LaRRI and the Centre in future.
- Assistance was rendered to the **Namibia Public Workers Union (NAPWU)**, the **Namibia Transport and Allied Workers Union (NATAU)** and the **Namibia Financial Institutions Union (NAFINU)** in finalising the amendments to their respective constitutions in June.
- We participated in a **panel discussion on the textile industry**, organised by the Namibia Economic Society (NES) on 5 August.
- We made **presentations on the challenges posed by the operations of large transnational corporations to the Namibian labour market** to students of the Centre for Global education and a US-based labour researcher.
- A proposal for a study to investigate the **socio-economic impact of retrenchments** in Swakopmund and Walvis Bay was submitted to the Erongo Regional Council.
- At the invitation of the Ministry of Finance, LaRRI participated in the process of establishing **Namibia's "Shadow rating – Fitch rating"**. We contributed to the discussion on Namibia's economic and labour policies.
- We attended a workshop on the logical framework (**Logframe**) in preparing and monitoring projects and their implementation in Pretoria, South Africa in November. This workshop was organised by the FNV.

- LaRRI presented a paper on the **implications of the WTO meeting** in Hong Kong for Africa at a breakfast meeting of the Namibia Development Trust (NDT) on 5 December.

Income and Expenditure

We are pleased to report that we managed to stay very close to our budget despite the many activities carried out in 2005. The table below provides the details of our income and expenditure during the year.

Income and Expenditure Jan - Dec 05

Income:

| | |
|--------------------------------------|---------------------|
| Opening balance at 01.01.2005 | 225,000.52 |
| | 294,049.19 |
| Book sales | 47,071.05 |
| Copies | 1456.02 |
| Services rendered | 205,775.12 |
| Labour Diploma fees | 29,250.00 |
| Other Income | 10,497.00 |
| Donations: | |
| 1. Project-Specific Donations | 666,827.35 |
| NALEDI | 86,775.50 |
| Centre for Global Education | 450.00 |
| Workers' College/APADEP | 20,000.00 |
| Solidarity Centre | 39,675.00 |
| ILRF | 4,915.71 |
| FES | 90,000.00 |
| LRS/FNV (AWARD) | 425,011.14 |
| 2. Core Funding | 1,384,132.15 |
| FNV | 357,126.78 |
| SASK | 234,478.50 |
| FOS | 190,518.49 |
| RLS | 602,008.38 |
| Total Income | 2,570,009.21 |

| Expenditure | BUDGETED | TOTAL EXPENDITURE |
|--|---------------------|------------------------------|
| 1. Administration Costs | 487,360.00 | 508,842.48 |
| Accounting fees | | 40,020.99 |
| Bank charges | | 17,139.06 |
| Office | | |
| Expenses/Catering/Entertainment | | 11,158.77 |
| Fax, Telephone & Internet | | 64,831.50 |
| General Expenses | | 169.99 |
| Insurance | | 18,581.22 |
| Interest paid | | 3,684.38 |
| Water & Electricity | | 18,557.00 |
| Office extension | | 31,184.99 |
| Advertisements | | 1,491.56 |
| Security Costs | | 2,126.00 |
| Stationery | | 22,774.89 |
| Copy & Printing | | 96,147.23 |
| Field work (S&T) (local travel & regional) | | 87,109.54 |
| Travel international | | 75,463.00 |
| Medical Aid Scheme | | 663.00 |
| Books & Subscription | | 12,460.00 |
| Repair & Maintenance | | 824.88 |
| Courier Services | | 4,025.68 |
| Sundry Expenses | | 428.80 |
| 2. Furniture & Equipment | 51,800.00 | 40,771.75 |
| Computer hardware & software | | 20,353.13 |
| Office camera, memory card & cell phone | | 4,887.95 |
| Office furniture | | 5,545.83 |
| Fax machine | | 1,750.00 |
| Scanner & UPS batteries | | 2,422.00 |
| Printer | | 5,812.84 |
| 3. Education Activities | 304,900.00 | 226,281.06 |
| Seminars & workshops | | 222,647.56 |
| Staff Development | | 3,633.50 |
| 4. Personnel Costs | 1,158,000.00 | 1,278,542.62 |
| Salaries & Benefits | | 990,275.03 |
| Contract Staff | 174,000.00 | 278,894.59 |
| Trustee's Allowances | | 4,000.00 |
| Social Security Commission | | 5,373.00 |

| | | |
|------------------------------|---------------------|---------------------|
| 5. Transport | 155,000.00 | 72,109.76 |
| Acquisition of motor vehicle | | 51,400.00 |
| Maintenance | | 17,909.76 |
| Petrol | | 2,800.00 |
| 6. Miscellaneous | 13,340.00 | 50,000.00 |
| Inter-fund debtors | | 50,000.00 |
| Accounts Payable | | |
| VAT control account | | 4,914.38 |
| TOTAL | 2,170,400.00 | 2,176,547.67 |

Thank you!

We are indebted to our partner organisations **FNV, SASK, FOS and RLS** for their continued support of our work. We also wish to acknowledge the support of FNV for the APADEP project and thank the **FES** Namibia Office for supporting specific research and education activities during the year.

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- the Solidarity Centre for sponsoring a workshop
- the International Labor Rights Fund (ILRF) for supporting our work on Asian migrant workers
- the Workers College for establishing the APADEP network and for supporting our labour diploma course
- NALEDI for co-ordinating the ALRN activities; and
- The Labour Research Service (LRS) for supporting the AWARD project.