

Labour Resource and Research Institute (LaRRI)

Annual Report 2006

"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."

Abbreviations

AGM	Annual General Meeting
AGOA	Africa Growth and Opportunity Act
ALRN	African Labour Research Network
ANSA	Alternatives to Neo-Liberalism in Southern Africa
APADEP	African Workers Development Programme
ASO	African Social Observatory
ATF	Agricultural Trade Forum
AU	African Union
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)
CGE	Centre for Global Education
DDS	Design & Development Services
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)
GTZ	Gesellschaft fuer Technische Zusammenarbeit (German Association for Technical Co-operation)
IDRC	International Development Research Centre
IFWEA	International Federation of Worker Education Associations
ILO	International Labour Organisation
ILRF	International Labor Rights Fund
IMF	International Monetary Fund
ITGLWF	International Textile, Garment and Leather Workers Federation
KASA	Kirchliche Arbeitsstelle Suedliches Afrika (Church working group on Southern Africa)
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
NAMSTA	Namibia Small Traders Association
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
NEPRU	Namibia Economic Policy Research Unit
NES	Namibia Economic Society
NGO	Non-Governmental Organisation
NNFU	Namibia National Farmers Union
NUNW	National Union of Namibian Workers
NQA	Namibia Qualifications Authority
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

Foreword

The year 2006 was very eventful for the Namibian labour movement. The national congress of the National Union of Namibian Workers (NUNW) in late April was followed by those of the Namibia National Teachers Union (NANTU) and the Namibia Food and Allied Workers Union (NAFAU). These congresses were characterised by heated debates over questions of leadership, unions' delivery of services to their members and unions' political orientation.

As a labour-based institute, we followed these events closely and provided analysis, advice and education to workers and their unions. We are well aware that this is not always easy as our work raises pertinent and sometimes uncomfortable questions. However, we believe that a critical and open debate within the labour movement is necessary to confront the many challenges that trade unions are facing.

We are proud that we continued providing cutting edge research on issues that are hardly touched by other research organisations. In this regard, our studies on farm workers and informal economy workers were ground-breaking and provided a glimpse into the lives of workers that are so often overlooked by those in power. We hope that our studies will not only provide new insights but also invigorate the trade unions to organise marginalized workers.

Another highlight of the year was our study into labour hire companies that are mushrooming across Namibia. This study was commissioned by the Ministry of Labour and Social Welfare and examined the practices of labour brokers in various regions. Trade unions have compared them to the dreaded colonial migrant labour system and called on government to abolish labour hire. Our study made detailed recommendations to the Ministry and we hope that our findings will form the basis for comprehensive government policies to protect workers against exploitative labour hire practices.

Over the past 9 years, our institute has grown from strength to strength and also made major strides towards financial sustainability. The increasing request for our services and the recognition for the quality of our work – both in Namibia and abroad – shows that LaRRI is a dynamic organisation that will spearhead research and debate on labour and development issues for many years to come. We are looking forward to continue the excellent co-operation, particularly with our African sister organisations in the African Labour Research Network and the APADEP network of educators. These organisations have been an inspiration to our work.

I would like to give a special word of thanks and gratitude to the staff and trustees of LaRRI for working tirelessly in making LaRRI what it is today. I am also grateful to our partners who continue supporting us to achieve LaRRI's vision.

Doufi Namalambo, Chairperson, LaRRI Board of Trustees

Introduction

During the 9th year of LaRRI's existence, we completed several projects that had already started in 2005. These included our studies on farm workers and the informal economy in Namibia. These studies were publicly launched in August and October 2006 and provided new insights into the lives of farm and informal sector workers. The reports also highlighted the roles that trade unions and government could play in improving their living and working conditions. Farm workers and informal economy workers are amongst the most vulnerable workers in Namibia and we hope that our studies will contribute to such improvements.

Another highlight of the year was our study on the effects of labour hire in Namibia which we undertook for the Ministry of Labour and Social Services. Our report was submitted to the Ministry of Labour in May 2006 and will be published once we receive permission from the Ministry to do so.

We also concluded the labour diploma 2005-06 and 20 successful students graduated on 6 October 2006 in Windhoek. A new course with a record intake of 37 students commenced in August 2006.

Another highlight of the year was LaRRI's involvement in African projects, particularly the African Labour Research Network (ALRN) and the APADEP Network for educators. LaRRI was appointed to host the ALRN secretariat for the next three years and has also taken on the task to co-edit a resource pack on Africa's political economy for the APADEP network. 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.

The LaRRI Board

During the year under review, the LaRRI Board of Trustees consisted of **Doufi Namalambo** - former vice-president of the Namibia National Teachers Union (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, **Peter Naholo** – former secretary general of the Mineworkers Union of Namibia (MUN) and **Immaculate Sechogele**, a gender activist and university lecturer.

The board held three full meetings during the year, on 27 March, 13 July and 26 October 2006. 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 20 March and 18 September 2006. The board reviewed staffing and salaries, adopted the budget, and debated the succession plan for the LaRRI directorship. Following the resignation of LaRRI's "founding director" Herbert Jauch with effect of 1 February 2007, the LaRRI board advertised the post and appointed Hilma Shindondola as the new director. In addition, the board reached agreement with the outgoing director to continue serving the institute as senior researcher in charge of LaRRI's research and education programmes. This will ensure a smooth transition and continuity within the organisation.

Staffing

In 2006, the LaRRI's full-time staff consisted of **Albertina Erastus** (head of administration and finance), **Ndinelago Shipiki** (administrator), **Herbert Jauch** (director), **Selma Amwele** (administrative assistant), **Cons Karamata** (researcher), **Ntwala Mwilima** (researcher) and **Naita Kamho** (assistant researcher).

We also worked with several researchers and lecturers on a contract basis and wish to thank the following persons:

- **Helena Ndapewa Helmuth, Lo-Rain Shiimi** and **Gideon Matti** for carrying out interviews for our labour hire study.
- **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,** and **Clement Daniels** for their enthusiasm and dedication as lecturers in our labour diploma course.
- **Muinjovina Katjimune** and **Museke Munikonzo** for their assistance with data verification, coding and entry.
- **Zilaoneka Kaduma** for doing the lay-out and arranging for the printing of LaRRI publications under sometimes tight deadlines.

Research

During the first half of 2006 we completed a country-wide study on the impact of **labour hire** in Namibia. Labour brokers have mushroomed over the past 8 years and the study pointed to the severe negative implications for the workers concerned. LaRRI's report also provided recommendations for government how the labour hire challenge could be addressed. We presented the findings to the management cadre of the Ministry of Labour and Social Welfare and trust that action will be taken.

Our study into the living and working conditions of workers on Namibia's commercial and communal farms was completed and presented to the farmers' and **farm workers'** unions in June. We received detailed feed-back which was incorporated into the final report which was launched in August 2006 by Bishop Zephania Kameeta. The report was widely covered in the media and received a prominent response from the commercial farmers union (NAU) which did not agree with all our findings and recommendations.

Our research on **wage developments** (AWARD) continued and the data from the new wage agreements has been entered into our database. The analysis of the data was carried out in July and August and the report was presented at the Wage Bargaining Conference on 16-17 October 2006 in Windhoek. We now have a comprehensive documentation of minimum wage developments across sectors since 2000.

LaRRI's study on workers in Namibia's **informal economy** and possibilities for trade union intervention was finalised and launched on 26 October by the Minister of Labour and Social Welfare Alpheus !Naruseb.

We carried out a brief baseline survey for the ILO among Namibian trade unionists regarding their **views on the new Labour Act** in March.

LaRRI prepared and presented a paper on "**Globalisation and its effects on Namibia**" at a conference organised by the Forum of the Future in Oniipa on 30 June 2006.

A literature study on **child labour policies** in Namibia for the ILO was concluded in January 2006 and submitted to the project co-ordinator.

Preparatory work has been done on a study on **women in trade unions**, which is one of the upcoming projects of the African Labour Research Network (ALRN). During the network's AGM in Windhoek, LaRRI was chosen to host the **ALRN secretariat** for the next 3 years. Ntwala Mwilima has been assigned the task to be the network co-ordinator for that period.

Jointly with FES, we drafted the terms of reference for country reports on **trade unions and the informal economy**. An informal economy workshop with unions and informal economy associations was held in Windhoek on 17-19 October and the papers presented there will be edited for publication.

We commenced a new research project on the **effects of the Africa Growth and Opportunity Act (AGOA)** on Namibia, which was commissioned by the Namibia trade and poverty project of the Agricultural Trade Forum (ATF). This study will be completed by March 2007.

Towards the end of the year, we supervised a study into the **working conditions of nurses** in Namibia. This study was carried out by students of the University of Namibia and will be concluded in early 2007.

Education

The **labour diploma course** 2005 – 06 continued and 20 students graduated on 6 October 2006 in Windhoek. A new course started in August 2006 with a record intake of 37 students, which indicates the growing popularity of the course. We are still awaiting the formal recognition of the course by the Namibia Qualifications Authority (NQA)

We also facilitated a workshop on Namibia's new **Labour Act** from 22-24 March 2006 and co-facilitated similar workshops as part of the ILO's Namibia programme. These included workshops in Ludertiz,, Rundu, Gobabis and Windhoek.

We made a presentation on the new Labour Act to the leadership of the Namibia National Teachers Union (NANTU) on 30 March 2006 and presented a paper on the **challenges facing labour** to NANTU's newly elected leadership on 27 October 2006.

We made presentations on transnational corporations, the informal economy, farm workers and black economic empowerment to the **regional conferences** of the NUNW in Walvis Bay, Keetmanshoop, Rundu and Gobabis (February – April). We also facilitated a leadership workshop for the central, southern and western region of the NUNW from 9-11 October in Windhoek.

A one-day workshop on **affirmative action** was presented to members of the affirmative action committee of Namibia Breweries on 14 June.

A presentation on **globalisation** was made at the workshop of the Southern Africa Trade Union Leadership Academy (SATULA) in Johannesburg on 19-20 June 2006.

We facilitated sessions on globalisation during the "**Rain School**" of the Nigeria Labour Congress in Calabar, Nigeria, 3-8 July.

A presentation on LaRRI's **labour diploma course** was made on behalf of the Rosa Luxemburg Foundation in Frankfurt, Germany, at a conference of the German Association for Technical Co-operation (GTZ), 4-6 September 2006.

Presentations on the **state of the Namibian labour movement** were made at the University of Namibia on 2 August and at the national congress of NANTU on 28 August in Rundu.

We facilitated a course on **collective bargaining** for the Rossing branch of the Mineworkers Union of Namibia (MUN) in Arandis on 4 October.

LaRRI also ran a **financial management** workshop for trade unions on 11-12 October and a **bargaining conference** on 16-17 October in Windhoek.

Jointly with the FES Namibia office, LaRRI co-hosted a regional seminar on the **role of trade unions in the informal economy** from 18 – 20 October.

Resource Centre

During the period under review, the computerisation of our resource centre progressed further but could not yet be completed due to the constant inflow of new materials. Close to 2000 records were entered thus far and the computerisation is envisaged to be completed by May 2007.

The newspaper cuttings have been updated until December 2006 and all subscriptions were renewed to provide the visitors of our resource centre with up-to-date information.

Labour diploma students, UNAM and Polytechnic students as well as public servants were among those who utilised our resource centre during the period under review. They were assisted with making copies of relevant documents as we decided not to give out original documents due to the problems of having them returned on time.

Publications

We edited the **resource pack on Africa's political economy**, which was developed by the APADEP network for trade union educators in Africa.

We co-edited a **book on the clothing and textile industry in Sub-Saharan Africa**, which was published by the Friedrich Ebert Foundation (FES) in May.

A booklet on the **struggle for workers rights** in Namibia was published during the national congress of the NUNW in April.

A book on the living and working conditions of Namibian **farm workers** was published in August 2006, followed by our book on Namibia's **informal economy**

in October 2006. During the same month our **wage bargaining report 2005** was published.

We prepared a booklet on **gold mining companies in Africa** as part of the African Social Observatory (ASO) project. This booklet will be published in early 2007.

An article on **foreign investment** as the panacea for Namibia's development challenges was prepared for an upcoming publication of the University of Brunei Darussalam.

An article on the **challenges facing the Namibian labour movement** was prepared for an upcoming publication of the Nordic Africa Institute.

An article on the **Ramatex strike** was prepared for the South African Labour Bulletin and the Namibian Worker.

We prepared a paper on **labour relations** in Namibia for the NUNW.

Networking

- We attended the World Social Forum in Mali in January as part of the ALRN delegation.
- As a member of the Basic Income Grant Coalition, we attended the meetings throughout the year, alongside the churches, NGOs and trade unions. We also attended meetings with journalists (6 November), the International Monetary Fund (13 November) and participated in the press conference to challenge the IMF's views.
- We attended a stakeholders' workshop on the African Social Observatory Project, hosted by the African Labour Research Network on 4-5 April 2006.
- We participated in a tour through Belgium organised by FOS to introduce the Alternatives to Neo-liberalism in Southern Africa (ANSA) Project.
- We hosted a visiting delegation from the Johannesburg office of the Rosa Luxemburg Foundation in May and November.
- We attended the 20th anniversary programme of SASK in Finland in June.
- LaRRI participated in a seminar on alternatives for textile workers affected by company closures. The seminar was hosted by the International Labour Rights Fund in Durban, South Africa, 23-25 July.
- We attended an APADEP meeting to review the materials on Africa's political economy in Durban, 26-27 July. We also participated in the APADEP meeting with trade union leaders across the continent in November.
- We hosted the ALRN AGM from 9-12 August in Windhoek and were given the task of hosting the ALRN secretariat for the next 3 years.

- We attended a host of seminars as part of the 20-year-anniversary of the Labour Research Service (LRS) in Cape Town, 25-29 September.
- We presented the findings of our informal economy study at a seminar hosted by the Ghana Trades Unions Congress in Accra, Ghana, 25-30 September.
- We prepared a proposal for a strategic planning meeting for the MUN.
- We attended a SATUCC meeting on the impact of privatisation in Africa, held in Johannesburg from 19 – 22 November.
- LaRRI participated in the gender workshop of the Labour Research Service (LRS) in Cape Town from 4-6 December.

Administration and Finance

As most of our current funding agreements ended in 2006, we prepared new proposals for the years to come. These proposals were submitted to FNV, SASK, and RLS and received positive responses. Agreements were signed for the period 2007-08 (FNV and SASK) and 2007-09 (RLS). Our current agreement with FOS runs until the end of 2007 and a new 3-year-proposal will be submitted in early 2007. Given the good track record of LaRRI in terms of delivery and financial accountability, we are proud to report that all our long-standing partner organisations are interested to continue their support for our work. We are also pleased that we once again managed to raise a significant amount of money through commissioned work and the sale of our publications. Based on this income, we were able to increase our sustainability fund that will ensure the organisation's survival in the years to come.

The internet payment system was expanded further to save on bank charges and on time spent in queues. All accounts as well as cash payments were reconciled on a monthly basis to ensure up-to-date records. VAT and other tax payments were effected and all payments due by LaRRI were made on time. We also managed to receive almost all outstanding payments due to LaRRI and supplied all partner organisations with detailed income and expenditure statements on time.

The audited financial statements were finalised in April and submitted to LaRRI's partner organisations. We also held several consultative meetings with FNV, SASK, FOS and RLS during the year to discuss the programmes and their impact.

The details of income and expenditure during the period under review are presented at the end of this report.

Other activities

- We prepared work plans for the organisation as well as all individual staff members, which will assist the LaRRI trustees to assess staff performances.
- We started updating our website so that it contains the most relevant up-to-date LaRRI materials. LaRRI publications can also be ordered via the website.
- We gave several interviews to local newspapers and radio stations, including the Namibia Broadcasting Corporation (NBC) and Radio Cosmos on developments in the labour movement, on Ramatex, on economic policies, unemployment and on Namibia's new Labour Act. We also participated in the live panel discussion "Talk of the Nation" on the topic of Chinese-African relations (20 November) and trade unions and politics (4 December).
- We held meetings with representatives of the World Bank and the International Monetary Fund which requested an audience to hear LaRRI's views on socio-economic developments and the proposed Basic Income Grant.
- We made presentations on Namibia's trade unions and EPZ policies to students of the Centre for Global Education (CDE) on 14 February.
- We met with Eloise Burke from the International Development Research Centre (IDRC) as part of the evaluation of the Namibia Economic Policy Research Unit (NEPRU) (17 February).
- We met with the country representative of the Africa Group of Sweden, Eva Aberg, to discuss a possible future co-operation.
- Another meeting was held with Nina Berg from the DGB Education Institute (Bildungswerk) to discuss possible future projects (3 March).
- We held a meeting with Prof Stephen Hills from UNAM to discuss labour relations in Namibia.
- We gave advice to staff members of the University of Namibia regarding labour problems.
- We provided information on the new Labour Act to students of the University of Namibia.
- We participated in a discussion on trade and poverty, organised by the Namibia Agricultural Forum on 7 June.
- We participated in the panel discussion on labour hire, which was screened on NBC TV on 5 June 2006. We also presented our annual report on the Good Morning Namibia TV programme on 6 June.
- We granted an interview to Friedrich Paulson, a visiting student, on the land question in Namibia.
- We attended a colloquium on economic justice at the University of KwaZulu-Natal in February and made a presentation on globalisation and labour.
- We attended the Bank of Namibia symposium on foreign and local investment on 20 September.
- We updated our website which is now more exiting and user-friendly. We are also able to upload new documents ourselves.

- LaRRI edited the secretariat report in preparation of NANTU's national congress in Rundu.
- We assisted the MUN with editing a press statement in August.
- We participated in a seminar of the African Union (AU) on employment creation and poverty reduction in Windhoek, 11-12 September.
- We commented on the labour section of the annual human rights report in Namibia, published by the National Society for Human Rights.
- We assisted NANTU with the interviews for the position of finance administrator.
- We held a meeting with Peter Eifner and Theo Kneifel from KASA (church working group on Southern Africa) on 24 October to discuss trade and land issues and the churches' involvement therein.
- LaRRI attended a meeting on private sector development, organised by the Ministry of Trade and Industry on 17 November.
- We presented LaRRI's work to the visiting Mayor of Berlin at a NGO meeting organised by the FES Namibia office on 28 November.
- We held several consultative meetings with the ILO and participated in their review and planning meeting on 8 December.
- We attended an ILO workshop on youth unemployment in Kisumu, Kenya, from 10 – 12 December

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.

In addition, we wish to thank:

- 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.

Audited Financial Statements

Gross Revenue

Donation received	1,994,390.00
Services rendered	376,581.00
	2,370,971.00

Other Income

	110,813.00
Interest received	66,286.00
Book sales	22,037.00
Labour Diploma Course Fees	22,490.00

Total Income

2,481,784.00

Expenditure

1,779,997.00

Accounting fees	20,526.00
Advertisements	4,749.00
Bank charges	17,957.00
Catering	6,722.00
Computer expenses	31,542.00
Depreciation	28,201.00
Electricity and Water	10,179.00
Insurance	17,584.00
Labour Diploma Course	92,070.00
Motor vehicle expenses	1,074.00
Office expenses	12,559.00
Postage	3,203.00
Printing and Stationery	139,303.00
Repairs and Maintenance	8,010.00
Salaries and wages	1,121,299.00
Security	3,892.00
Sitting allowance	6,750.00
Staff development	11,568.00
Subscriptions	5,032.00
Telephone and fax	63,346.00
Training and workshops	51,989.00
Travel - international	58,084.00
Travel - local	64,358.00