

Labour Resource and Research Institute (LaRRI)

Annual Report 2007

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.

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Foreword

The year ended on a high note for the Namibian labour movement. The new Labour Act No: 11 of 2007 was signed into law on 31 December 2007. Before the new Act was passed, there were a number of diverse debates emanating from the employers, especially through the Namibian Employer's Federation (NEF) and the trade unions. The employers were discontented by the generous leave days in the form of compassionate leave that the act provided for. However, the announcement that the 'labour hire' practices that has been rapidly increasing for a while in Namibia was banned stunned the employers even more.

As a labour research organisation we followed these events closely and welcomed these changes. We are particularly proud to note that our 2006 study into the practices of labour hire companies which was commissioned by the Ministry of Labour and Social Welfare informed the debate about labour hire both in the National Assembly and the National Council. We are grateful that some of our recommendations were considered for the final decision.

Since its inception in 1998, LaRRI has relied on a number of local and international partners. Out of our many local networks, we are especially indebted to the Ministry of Labour and Social Welfare for believing in our work. We are also very thankful to our regional partners; many with whom we meet up now through the African Labour Research Network and the APADEP network of educators. We are also thankful to our donors (FNV, SASK, FOS, and RLS) for their continued support over the years.

At this juncture, I deem it fit to extend a word of appreciation to the staff of LaRRI for their continued commitment to the values and vision of the organisation. I am also grateful to the members of the board of trustees, who for many years selflessly spearheaded the short and long-term plans of LaRRI. I am confident that we will continue to rely on your wisdom for many more fruitful years ahead.

Doufi Namalambo
Chairperson
LaRRI Board of Trustees

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
AWARD	Actual Wage Rate Database
BEE	Black Economic Empowerment
BIG	Basic Income Grant
CGE	Centre for Global Education
CLC	Canadian Labour Congress
DfSD	Desk <i>for</i> Social Development
DGB	Deutscher Gewerkschaftsbund (German Trade Union Federation)
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)
ILO	International Labour Organisation
LAC	Legal Assistance Centre
LaRRI	Labour Resource and Research Institute
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 Farm Workers 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
NBC	Namibian Broadcasting Corporation
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)
SWOP	Sociology of Work Project
PSI	Public Service International
UNAM	University of Namibia
VAT	Value Added Tax

Introduction

In 2007, LaRRI once again embarked upon very important research projects. Our commitment to the plight of 'vulnerable and marginalised workers' was solidified. In addition to the informal economy and farm workers studies that were completed in 2006, we added the study on the 'working and living conditions of domestic workers, as well as 'the working and living conditions of petroleum workers'. The launches of both these studies led to a lot of interest from our local media and the unions. By the end of 2007, data collection for both these studies had been completed and both reports will be made available during the first half of 2008. Once again, through these studies we are hoping that our unions will thereafter commit themselves to the plight of Namibia's marginalised workers.

As the current host of the ALRN secretariat, we continued to share labour related concerns with colleagues from different parts of the continent. One of the important outcomes of the network is the China-Africa study that will be carried out in 10 different African countries in 2008. The proposal was accepted without delay by our donors and we have secured funding for the next two years. At LaRRI we have already completed the background literature on Chinese investment in Namibia. We will start the field work in March 2008.

Another highlight of the year was the accreditation of the LaRRI Labour Diploma by the Namibian Qualifications Authority (NQA). Additionally, the demand for our labour diploma is growing rapidly. We have been receiving several queries relating to the diploma from some members of the general public as well as students from the Polytechnic and the University of Namibia. Because the labour diploma was initiated to empower our trade unionists we are currently not able to make it accessible for people outside the labour movement. We also noted that our graduates continue to show that they are eager to learn. It is for that reason that we proposed a part-time labour studies degree to our colleagues at the University of Namibia. Once this proposal is approved, our students will be able to pursue further studies with the University of Namibia.

The LaRRI Board

During the year under review, the LaRRI Board of Trustees consisted of **Doufi Namalambo** – the chair and also the former vice-president of the Namibia National Teachers Union (NANTU), **Cuana Angula** - former 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** - former secretary general of the Namibia National Teachers Union (NANTU), **Peter Naholo** – former secretary general of the Mineworkers Union of Namibia (MUN) and **Immaculate Sechogele**, a gender activist and university lecturer. The board sat three times during the year, on 24 February, 3 April and 2 October.

The Board's **Management Committee** consisting of Doufi Namalambo (chairperson), Markus Kampungu (vice-chairperson), Cuana Angula (treasurer) and Hilma Mote met twice, on 11 June and 26 September. During the board meetings, strategic directions and decisions regarding the organisation were discussed and taken. Proposals regarding urgent staff matters were discussed during the management meetings. Most of the decisions were referred to the board for approval.

2007 Staff contingent

Full-time staff

During 2007, the LaRRI's full-time staff consisted of **Albertina Erastus** (head of administration and finance), **Ndinelago Shipiki** (administrator), **Selma Amwele** (administrative assistant), **Ntwala Mwilima** (researcher), **Naita Kamho** (assistant researcher), **Herbert Jauch** (senior researcher and head of Education and Research) and **Hilma Mote** (Director). Ntwala Mwilima resigned at the end of 2007 to pursue a Master degree in Globalisation at the University of Witwatersrand. We wish her the best in her future endeavors.

Contract staff

Given the high demand for LaRRI's work, we contracted several desk and field work researchers. Those who assisted us in 2007 were: **John Nakuta** (assisted with the guide to the new Labour Act), **Uhuru Dempers** (assisted with the drafting of the strike booklet), **Ipumbu Sakarias** (assisted with the literature survey on Chinese investment in Namibia).

We also relied on the following number of subject experts to teach in our Labour diploma course: These are: **Alfred Angula** (*module: health and safety*), **John Nakuta** and **Lo-Rain Shiimi** (*Labour law and collective bargaining*) **Doufi Namalambo** (*modules: Life skills as well as gender and affirmative action*), **Volker Winterfeldt** and **Phanuel Kaapama** (*module: Namibian political economy*), and **Terry Pickering** (*module: writing skills*). We highly appreciate their commitment and passion for their work.

Field assistants

We are indebted to the young men and women who assisted us with data collection during the year, especially for the study on domestic workers and petrol attendants. These are: **Elton Khoeseb, Ben Johannes, Elton Imene, Tangeni Shindondola, Nelly Kotjinjo, Inyemba Kamwi, Asino Erastus, and Naftalie Mize.** We thank them very much for their determination and hard work and cooperation during the time we traveled together to various parts of the country.

We appreciate the commitment of our own staff members (**Albertina Erastus, Herbert Jauch, Naita Kamho, Ndinelago Shipiki, Ntwala Mwilima and Hilma Mote**) who most often had to play a double role of being data collectors as well as field work supervisors. We thank them for making sure that the information that was collected was of high quality and novel nature.

The data gathered during the field work was verified, coded and entered by **Muinjovina Katjimune, Museke Munikonzo and Lo-rain Shiimi.** We appreciate their diligence.

We also greatly benefited from the services of **Zilaoneka Kaduma** who was responsible for the lay-out of all our publications. Sometimes he had to work under pressure due to tight deadlines, but he always managed to meet the deadlines. We are grateful to **Lucky Uiseb and Co.** for servicing and maintaining our computers and Internet services. We thank Mr. **Japhet Hellao** and all the employees of **Spatzi's Catering** for providing us with meals during workshops and the labour diploma classes.

1. Research

The year started off on a high note for LaRRI's research team. We were asked to assist in the investigation into the dismissal of former Namibian **Brewery employees** in 1989 as part of a 'panel of experts'. The panel was tasked with determining the merits and validity of claims for compensation by the former brewery employees who were retrenched in 1989. As part of the investigation, LaRRI staff compiled historical information around labour unrests in Namibia that took place in 1989 as the brewery strike had to be placed within the larger context of labour unrest in Namibia pre independence. The report was submitted and presented to the company and the former employees in early March. Both parties accepted the findings and have negotiated a settlement.

Soon thereafter, we were tasked by NAFWU to do a study on '**the living and working conditions of domestic workers in Namibia**'. We immediately worked on a proposal, drew up a questionnaire and conducted a pilot run in Windhoek. In the end, over 650 domestic workers were interviewed across the country. In order to provide a more nuanced view regarding the conditions of domestic workers, we also interviewed several employers of domestic workers. We are currently drafting the report. The final report will be ready for public consumption during the first half of 2008.

We completed a proposal on '**Chinese investments in Africa**' as part of our role in the African Labour Research Network (ALRN). This study is to be conducted in 10 African countries, including Namibia. The proposal was accepted for funding by the end of 2007. The study fieldwork will commence in early 2008 and will be completed by the end of the year.

At the end of 2006 we were mandated by the International Labour Organisation (ILO) to write a paper on '**youth unemployment**'. We completed that paper during the first half of 2007.

The impact assessment study on African Growth and Opportunity Act (**AGOA**) was concluded during the first half of 2007. This study was commissioned by the Agricultural Trade Forum of Namibia. Our research showed that Namibia did not gain very little from AGOA.

We also finalised the report on '**centralised bargaining in the road transport sector**' for NATAU. In March we assisted NAFAU to develop a questionnaire to evaluate the **union's reputation** amongst their current and former members in Walvis Bay.

In September we completed ***the 2007 Namibian Wage Bargaining Report***. For this report, a number of wage negotiation agreements were gathered and entered into our existing data base. In order to give a clear picture about the inequalities that are faced by Namibian workers as compared to those in top management positions, a section on executive and non-executive director's fees was added. The report was launched on December 6.

Another highlight of 2007 was the fact that LaRRI was approached by the Trade Union Congress of Namibia (TUCNA) to investigate '**the working conditions of petroleum workers in Namibia**'. Data for this study was collected in many parts of the country. The report is to be published by April 2008.

We also began work on the following to be published in 2008 '**a booklet on Namibian strike history**', a popular version of the '**2007 Labour Act**', and the background literature on '**Chinese investment in Namibia**'. All these publications will be launched in the first half of 2008.

As part of our commitment to social justice in Namibia, we collaborated with the ELCIN Desk for Social Development (DfSD) to develop research the data collection instruments for the baseline study to determine the '**socio-economic conditions of the inhabitants of Otjivero**'. Otjivero is a small settlement in Omitara district. This is the place that was chosen for the pilot project of the Basic Income Grant (BIG). The inhabitants will be receiving a monthly grant of N\$100-00 for the next two years. The baseline study took place from the 19th to the 23rd of November 2007. Follow up studies will be carried out every six months for the next two years.

2. Educational Activities

2.1. The labour diploma

With regard to LaRRI's labour diploma, we are pleased to announce that our course content has finally been accepted and accredited by the Namibian Qualifications Authority (NQA). Moreover, the labour diploma course 2006/07 continued and 25 successfully completed the course. In order to prepare our students properly, we introduced two new components to the existing curriculum: **life skills** and **writing skills**. At the end of the labour diploma classes, students were asked to review our course structure and content. Some of their comments and suggestions will be incorporated and put into practice in 2008.

Over the years we realised that our graduates were eager to learn. For many, the LaRRI labour diploma in addition to having provided them with knowledge about labour related matters aroused their interest for further studies. It is for this reason that we are currently negotiating with the University of Namibia (UNAM) the possibility of introducing a part-time labour studies degree. Furthermore, we are hoping that in the near future UNAM could become the accrediting institution.

Our collaboration with educational institutions within the country and in the region continued. In this regard, we were called on to comment about UNAM sociology courses. We also held a meeting with a delegation from WITS University in April to discuss the possibility of future co-operation between LaRRI and SWOP, including the introduction of a regional degree programme in labour studies. We regard this regional cooperation as feasible because two of our graduates are already currently embarking on a full-time Masters programme in Labour and Globalisation at Wits University in Johannesburg.

2.2. Educational workshops

In order to empower the labour movement and to contribute towards knowledge building in the area of labour issues in Namibia, LaRRI engaged in a number of educational workshops during 2007. We were responsible for organising some of the workshops, whilst for some we were called upon to facilitate.

We started the year by facilitating an NUNW regional workshop on **leadership** which took place in Tsumeb towards the end of February. We co-facilitated a **bargaining** training workshop for MUN shop stewards with De Beers Marine, 7 March. We facilitated an NUNW **education planning** workshop in Windhoek on 18 April. LaRRI facilitated a breakfast a workshop organised by FES-NUNW on **Affirmative Action** in Namibia on April 25. On May 8, we facilitated a one day workshop for the Ministry of Youth on '**youth employment**'. We also assisted MANWU during their **leadership** workshop on 11 May.

Towards the end of the year, we identified participants for the ANSA project and facilitated their participation in a trainer of trainer's course in Johannesburg, 19-24 November. We organised and presented a three day

workshop on '**gender dynamics in collective bargaining**' from 26 to 28 November in Windhoek. Seventeen (17) trade unionists attended the workshop of which twelve were women. We also facilitated the NAPWU-PSI workshop on **privatisation and quality public services** in Windhoek on 5-6 December.

2.3. Capacity-building workshops

We realised that we lacked capacity in terms of adult facilitation and hence decided to invite an expert in the area of adult facilitation to impart this knowledge on the rest of the LaRRI staff. Five staff members participated in a four day workshop on 4-7 September. We can now confidently say that 6 of the 7 staff members are equipped with the necessary adult training skills.

Many donors require proposals to be presented in a Logical Framework Approach (LAF). We therefore took the opportunity to receive formal training and attended a three day workshop from 12-14 November on logical framework. The workshop was presented by a well known expert in the area Eutropia Ngido from Tanzania.

In June we attended a five-day training workshop on trade and development organised by FES and NALEDI in Johannesburg. We attended the NAMDEF planning workshop on HIV/AIDS which was held in May outside Windhoek in June. We also attended the capacity building workshop organised by ILO in Ghana, Accra (14- 18 May 2007). In September, we attended the Bank of Namibia 9th Annual Symposium. The theme for was 'broad based economic empowerment: experiences from other countries'.

3. Meetings attended

During the year under review, we attended several meetings. Many were organised by our partner organisations and some we were invited by local organisations and individuals. We held a meeting with the editor of 'Allgemeine Zeitung', Mr Hoffmann, to discuss the **latest statistics on accidents at the work place**. We were called to a meeting by the ILO to discuss Namibia's **new Labour Act** and LaRRI's contribution to education around the Act. We were present at a meeting that took place between the Ministry of Labour and Social Welfare, the NUNW and the SADC Productivity Centre to discuss the feasibility of establishing a **national productivity** centre in Namibia. We also attended a meeting with Hans Schwass from ICEM (**write out abbreviation**) to discuss the global union's HIV/AIDS project.

On the invitation of the Rector of the Polytechnic of Namibia, we engaged in a discussion about **Namibia's skills shortage and needs**. We participated in a meeting of the NUNW to present government consultants with labour's view on **empowerment policies** on 6 July. We furthermore held two meetings with representatives of the **Gun Free Campaign**. The campaign aims at sensitising Namibians about the dangers associated with guns and to call for a gun free Namibia.

We also attended a meeting with representatives of the Namibia-Austria friendship association on 3 October to discuss possible areas of cooperation.

As the ALRN secretariat, we organised and attended the joint meetings of the ALRN, APADEP and Global Network in Nairobi, 4-8 November.

We attended the launch of the book 'the future of textile and clothing industry in Sub-Saharan African Africa' organised by FES. A meeting was also held with Dr. Werner Puschra, Director of FES-Africa office to discuss FES future programmes.

4. Presentations

During 2007, we received several invitations to speak about a number of themes relating to macro-economic and labour issues. Some of the invitations we could not accept due to time pressure. Amongst the ones we accepted, was a presentation about 'Ramatex' to the students of the Centre for Global Education (CGE) at the beginning of March. LaRRI also made a presentation on labour hire during an IUF-NAFAU workshop on 'casualisation and outsourcing'.

We were also invited to give an overview of our 'labour diploma' course during a NUSAA civic education seminar at UNAM in April. We attended and presented a paper at a poverty reduction conference on 'unemployment in Namibia' at the end of May in Windhoek.

We presented a paper on 'economic challenges facing Namibia' at a workshop of NAPWU and PSI on 28 June. Also in June, we participated in a seminar to identify the '**struggle photos**' of the 1980s.

We made a presentation about 'trade unions in Namibia' to the grade 9-12 learners of St. Paul's College in July. We also presented a paper on the project on Alternatives to Neo-liberalism (ANSA) to a regional seminar of Public Services International.

In August we presented a paper on 'working conditions in the small business sector' at the Namibian Women Summit. Also in August, we gave a presentation on the 'labour movement in Namibia' to a group of visiting US students.

At the beginning of October, we presented a paper on 'employment and productivity' at a NUNW seminar in Windhoek. In November we presented the ANSA ideas at a NUNW leadership retreat. During the same month, we presented the findings of LaRRI's 'farm workers' study to the Khomas Farmers Union. We also participated in a panel discussion on 'development, affirmative action and racism', organised by the Waldorf School in Windhoek.

5. Publications

The following publications were finalised during the period under review:

We wrote fourteen (14) 'fact boxes' on **aspects of the new Labour Bill** for the ILO. This information was also made available to newspapers and the

electronic media. The new trade reader was finalised and was launched in April. A paper on '**rural youth unemployment**' commissioned by the ILO was completed. On behalf of the ALRN we completed the booklet on '**gold mining in Africa**'. The booklet was consequently launched in April.

We co-authored a background paper on '**poverty and unemployment**', jointly with the Desk for Social Development (DfSD) of ELCRN. We also prepared the first chapter of the popular booklet on '**Alternatives to Neo-liberalism in Southern Africa**' (ANSA).

We wrote an article on the **Breweries strike of 1989** and the struggle of the former breweries workers for compensation for the newsletter of the German trade union federation DGB. We also wrote the 'popular booklet' '**on the hospitality industry in Africa for the ALRN**'. We also updated an article on '**Namibia's labour movement**' for a book to be published by the Nordic Africa Institute.

In addition, we wrote an article about '**the challenges facing the labour movement**' for Action for Women in Development. We finalised an article on the '**Namibia and FDI**' for an upcoming book of the University of Brunei.

We wrote an opinion piece on '**Black Economic Empowerment (BEE)**' for a book published by the Institute for Public Policy Research (IPPR). We also prepared an article on '**Chinese Investments in Africa**' for the International Federation of Workers Educations Associations (IFWEA). LaRRI prepared a paper on '**global production systems**', with particular emphasis on Ramatex for an upcoming book of the ILO. We wrote a paper for the Ministry of Labour on '**the Namibian Labour Market, labour regulations and Labour Hire Practices**' for a conference held in Harare in August.

As a result of our commitment to sensitise Namibians about events in Venezuela under Hugo Chavez, we finalised a draft booklet about '**Venezuela's economic and social programmes**' to be published in 2008. We also prepared two newspaper articles about the socio-economic issues in Venezuela. Both articles appeared in the local newspapers.

Finally, we prepared a paper on the impact of AGOA in Namibia which appeared in the Namibian Newspaper in November.

6. Administration and Finance

6.1. Administration

Great strides were made in our administration department during 2007. After holding a successful activity planning meeting in February, we committed ourselves to a few changes. We sat out to have bi-monthly staff meetings. In order to track progress, we agreed to submit individual reports every 3rd month. It is against this background that a number of activities were achieved without delay. However, in 2008 we would like to implement an individual performance based system, so that we evaluate each other regularly in order to be on target for all our activities.

The LaRRI budget for 2007 was completed in February. The ALRN income-expenditure report for August – December 2006 was submitted on time. We also submitted the FOS and RLS mid-year progress and financial report without delay. Furthermore, the 2007 income-expenditure frameworks were prepared for CLC and FOS. The FOS proposal for the next 3-year funding cycle was also submitted. The activity reports for RLS, FNV, SASK and FOS covering 2004-2006 were also finalised. We completed and submitted the FOS 2008-2010 LaRRI funding proposal in April.

To safeguard our documents against any contingencies, we invested in a 'data save programme' and a safe. The programme was installed on all our work stations to save automatically in order to always have a back-up rather than just relying on individual machines. We therefore purchased a safety box in which to store the loaded tapes documents. The safety box is also kept away from the LaRRI premises as an additional protective measure.

The reading materials for the Labour Diploma were copied and bounded; in addition, the students submitted their assignments and the lecturers have marked them timely as well. The attendance list was prepared as usual and signed by the students. Letters of provisional acceptance were forwarded to prospective students for the Labour diploma 2007/2008 intake. The publications that were ordered electronically or telephonically were dispatched to the recipients.

6.2. Finances

For the past couple of years our financial recording has improved greatly. Being linked through electronic banking guards us not only against bank charges, but also from waiting in queues. All our accounts are now linked electronically. We applied for an ALRN secretariat account and LaRRI is now successfully added online banking. We prepared PAYE forms for the financial year 2006/7.

Electronic banking has of course not replaced the manual systems that we relied on for many years. Manually, journals and reconciliations of accounts are carried out on a monthly basis, whilst the petty cash is reconciled every Friday. We followed up on LaRRI's VAT records at the Ministry of Finance as a result the errors were rectified and LaRRI's records at the Ministry are now updated. All our VAT payments for 2007 were submitted without delay. The year end financial reports were completed and the auditors have reconciled our 2006 books by end of February.

Throughout the year all income from book-sales, copies and labour diploma course fees were recorded, reconciled and banked on a weekly basis. Staff personal telephone bills were recorded and by 31st December, all staff members have reimbursed LaRRI accordingly.

7. The Resource Centre

The book entry process was reviewed and plans on how to speed up the process were made and implemented. We therefore pleased to report that by

the end of the year we had adequately dealt with the backlog. Hence a total of 1009 books were entered and catalogued between January and December.

In addition, the resource centre users were assisted to find the relevant information. Our administrators ordered and collected the literature that the labour diploma students, trade unionists, members of the public as well as staff needed from other institutions. We also ordered books for the resource centre through the different book stores. We further administered the lending of books and returns from trade unionists and staff.

We have noticed a general increase in the number of people visiting LaRRI on a daily basis. Some are members of the public who have no where else to go to make copies. It is for that reason that we decided to confine the making of copies to two hours a day, between 14:00-16:00 daily. We continued to identify relevant newspaper articles for filing purposes. All articles relating to macro-economic issues that appeared in our daily newspapers were cut out and filed. We enquired with the National Library about possible legal deposits for some of our older publications and books.

8. Networking and collaboration

As a pro-labour organisation, links with local and international organisations are important. It is for that reason that we continue to cultivate our current networks and joining new ones that are relevant to us. We therefore maintained and established the following set of connections during the period under review:

- As the secretariat of the ALRN we attended the World Social Forum (WSF) in Nairobi in January 2007 on behalf of the network
- We attended the launch of the book on Alternatives to Neo-liberalism in Southern Africa (ANSA) in Johannesburg, 12-13 January
- We attended the strategic planning meeting of the Workers College in Durban, South Africa, 16-17 March
- We met a delegation of the German Trade Union Federation (DGB) to discuss challenges facing labour in Namibia, 29 March
- We attended a meeting between LaRRI, the Austrian trade union federation and the Austria-Namibia Friendship Association on 19 March
- We also attended a workshop of Union Network International (UNI) on establishing regional shop steward and bargaining structures to deal with Shoprite Checkers, Johannesburg, South Africa, 29-30 March
- We attended the FOS partner meeting in Pretoria 20-23 March and presented the LaRRI programme for the next three years starting 2008-2010
- On 24 March we attended and gave a solidarity message at the MANWU annual congress held in Windhoek
- LaRRI met with representatives of the Action for Southern Africa (ACTSA) and the British trade unionists to discuss labour issues and trade union education programmes
- We coordinated the Labour Research Services (LRS) conference for NAFAU, MANWU and NATAU that was held in Johannesburg on 17-19 April
- LaRRI also joined the Diamond Researcher's Network and attended the workshop that was held in Windhoek on 23-25 April

- We also established links with the Sociology Department, Wits University as well as the Sociology of Work Unit (SWOP) in the same department, April 25
- We attended the ALRN meeting of founder members in Johannesburg, 28-30 May
- LaRRI attended the ANSA meeting in Johannesburg, 30 May – 1 June
- We attended the ALRN National Planning Committee (NPC) meeting in Johannesburg (27 May – 1 June 2007)
- We held a meeting with a SADC delegation to discuss the impact of AGOA and Ramatex on Namibia
- We also held a meeting with John Steydler, head of research at the Bank of Namibia to discuss BEE initiatives, 3 May
- We Met US journalist Greg Rushford to discuss the impact of AGOA on Namibia, 22 May
- LaRRI Attended a meeting organised by ELCRN to brief a visiting church delegation from Germany on the BIG and Ramatex
- We met with the NACTU delegation to discuss research on petrol attendants
- WE attended the NAPWU congress
- We attended a breakfast meeting on 'financial crimes'
- LaRRI Visited Mix farm 4 June to access the poverty situation with NUNW representatives
- We convened a meeting between LaRRI, LAC and NUNW find synergies with regard to Mix farm
- We Attended hand-over of Farm Okanjira hand over 22 June
- We assisted NANTU to prepare a critique of the Education and Training Sector Improvement Programme (ETSIP), 20 July
- We attended Diamond Network meeting focusing on harmonizing the HIV/AIDS Policy in Namibia, Botswana and South Africa 23- 25 April 2007
- We met with the director of the Labour Research Service (LRS), Sahra Ryklief, on 22-23 August to discuss joint research and education projects
- We met with the Venezuelan Ambassador Marco Guzman, to discuss future collaboration
- We also met with Sacha Formanek of the Canadian International Development Agency (CIDA) to introduce LaRRI and its work with a view of preparing the ground for possible future funding
- We attended the Global Network meeting in Peru focusing on global dialogue for a fair globalization 21-24 September
- We also attended the partners meeting of the Rosa Luxemburg Foundation in Johannesburg, 11-12 October
- We played an active role in the activities of the BIG Coalition

9. Media interaction and publicity

LaRRI's popularity is ever growing in the country and the media has become reliant on LaRRI's input on a number of labour related issues. During 2007, we were called upon several times to provide information to NBC radio and other private stations of the different language services. We were also called upon to be part of panel discussions on televised programmes on NBC TV. In addition, we supplied information to several newspapers and submitted

'opinion pieces' for publication. Below is a list of the media activities that we were involved in during 2007.

- We provided information about unemployment to the BIG issue magazine, 15 January
- Granted an interview to New Era on unemployment in Namibia (published in the independence supplement on 20 March)
- Participated in the Talk of the Nation programme on NBC on the topic of unemployment, 29 January
- Granted an interview to NBC radio on Namibia's new Labour Bill (12 March) and another interview on the same topic to New Era (7 March)
- Participated in a talk of the nation programme on labour hire, 30 April 2007
- Held a radio interview about the increasing labour disputes in Namibia, 2 May
- Held another radio interview about LaRRI's research agenda for 2007, 3 May 2007
- Provided an NBC radio TV interview on domestic worker study on the programme, 25 June.
- We held an NBC Oshiwambo radio interview on domestic workers 25 June
- Participated in the good morning Namibia programme on NBC on the issue of the general strike in South Africa, 15 June
- LaRRI presented an analysis of the public sector strike in South Africa on 3 July
- Participated on radio programmes on the Basic Income Grant, 18 July
- We also participated in radio programmes on labour hire, 16 July and 3 August.
- Participated in a radio programme on the new Labour Act, 15 August
- We were also part of the panel discussion about poverty in Namibia on NBC television in October
- Participated in the talk of the nation programme on affirmative action, 19 November
- Granted interviews to the NBC radio on labour issues (5 December) and BIG (11 December)
- Gave an interview to New Era on democracy within political parties, 21 November

10. Technical assistance and information sharing

Outside their core duties, LaRRI staff members are often relied upon by some of our unions to offer administrative assistance, especially in the area of financial management. Additionally, some local and international organisations approached us for input on a number of labour related matters. Below appears a list of other types of assistance we provided:

- We were part of the NAPWU interview panel for the position of Executive Secretary
- We provided information on the 'impact of structural adjustment programmes' to NANTU
- We were also part of the observer panel at Agribank interviews for their management cadre
- We also assisted NANTU with their interviews for the position of Regional Office Administrator

- LaRRI provided advice to NAFAU regarding preparations for May Day
- We gave advice to truck drivers regarding overtime payment
- We also advised the pilot's association regarding collective bargaining
- WE provided information to the Zambian High Commission on labour issues, laws and regulations in Namibia
- We assisted MANWU with their financial reports
- We co-facilitated the training of BIG enumerators
- LaRRI advised Nedbank staff on how to become unionised

11. LaRRI Income and Expenditure Report Jan-Dec 2007

INCOME	3,600,447
Donations received	3,182,166.00
Services rendered	262,672.00
Other income:	155,609.00
- Interest received	110,865.00
- Book sales and copies	12,813.00
- Labour diploma course fees	20,880.00
- Sundry income	11,051.00
EXPENDITURE	2,618,327.00
Auditors remuneration	37,536
Advertising and promotions	10,523
Bank charges	20,388
Catering	8,353
Computer expenses	19,428
Consulting fees	70,600
Copies, printing of books and publications	124,683
Courier and postage	35,275
Donations	5,000
Electricity and water	11,400
Insurance	23,472
Interest paid	2,551
Labour diploma course	120,862
Motor vehicle expenses	5,376
Office expenses	17,123
Printing and stationery	19,917
Property, plant and equipment acquired	127,091
Repairs and maintenance	10,837
Salaries and wages	1,423,926
Security costs	2,158
Sitting allowance	7,300
Staff development costs	21,354
Subscriptions	5,265
Telephone and fax	91,218
Transport and freight	600
Travel - international	217,443
Travel - local	106,979
Workshops and seminars	71,669

12. Word of thanks

We wish to once again acknowledge the support of our partner organisations **FNV, SASK, FOS and RLS**. Their ongoing support for many years has enabled LaRRI to grow into the organisation that it is today. We also thank **FES** Namibia office for supporting some of our research and educational activities. Our appreciation is also extended to the Workers College and the University of KwaZulu-Natal in Durban for their unrelenting support of our labour diploma. In addition, we are thankful to our colleagues at the Labour Research Service (LRS) for their input in the AWARD project.