

Annual Report 1999

1. Introduction

The second year of LaRRI's existence saw an increasing demand for the institute's services – particularly in the area of education and training. Several workshops for shopstewards, organisers, regional and national union leaders were facilitated. However, some of the envisaged workshops were cancelled by one of the funding organisations due to financial constraints.

A major achievement for LaRRI was the completion of the 18 months research project that was commissioned by the National Union of Namibian Workers (NUNW) and funded by the Dutch trade union federation FNV. The research findings were published in a richly illustrated booklet that was officially launched on 6 October 1999. The booklet is being distributed among NUNW affiliates and some international unions and labour service organisations. It is also for sale to the public.

During the year under review LaRRI started with its second major research project on Export Processing Zones (EPZs) and Labour Hire Companies. This project was funded by the Friedrich Ebert Stiftung (FES) and the final report will be ready in early 2000. The preliminary findings were presented to a Labour Relations Roundtable on EPZs on 12 October 1999 and caused a considerable response in the media, government and business circles.

Another research project was undertaken on privatisation and commercialisation in Namibia. This project was funded by the Fund for Development Co-operation (FOS) in Belgium and the research findings will be presented at a regional workshop in Harare in February 2000.

Our resource centre has become fully functional with the employment of the LaRRI administrator at the beginning of the year. The centre's documents have been computerised for easy access and a variety of people are already utilising the resource centre.

An ongoing challenge for LaRRI is to raise sufficient funds to expand the office, buy a vehicle and employ an additional researcher to boost LaRRI's research capacity. The current staff complement of only two will not suffice to cope with the ever-increasing workload.

Although we have raised about 16% of LaRRI's total expenditure through commissioned work (facilitation of workshops or commissioned research and conference papers), there is a need to increase LaRRI's financial self-reliance and to reduce dependency on outside funding. The lack of sufficient funds to increase the staff complement and office space and to purchase a vehicle remains the biggest obstacle to the growth of the institute. As was the case in the previous year, the NUNW provided LaRRI free of charge with office space and a vehicle for local travel.

2. LaRRI Board of Trustees

During the year under review, the LaRRI Board of Trustees consisted of Cuana Angula, general secretary of the Namibia Food and Allied Workers Union (NAFAU), Andrew Corbett, director of the Legal Assistance Centre (LAC), Ranga Haikali, secretary general of the National Union of Namibian Workers (NUNW), Markus Kampungu, public service commissioner and founder member of the LaRRI trust, Steve Katjjuanjo, under-secretary to cabinet and founder member, Henning Melber, director of the Namibia Economic Policy Research Unit (NEPRU), Peter Naholo, secretary general of the Mineworkers Union of Namibia (MUN), Doufi Namalambo, consultant and founder member, Franzina Nowases, vice president of the Namibia Federation of Trade Unions (NAFTU), and Immaculatha Tjirare, deputy chairperson of the Namibia Peoples Social Movement (NPSM).

The board had two full meetings during the year, on 22 February and on 26 October 2000. Both meetings were held at the LaRRI offices in Katutura. 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 22 October 1999.

3. Research

The research project commissioned by the NUNW and sponsored by the Dutch trade union federation FNV was concluded in February 1999. The report was presented to the NUNW and discussed at an enlarged CEC meeting on 9 April 1999. This meeting decided that an edited version of the report would be made available to the public. Amendments to the report were discussed with the NUNW and its affiliates before the final version was prepared. 1 000 copies were printed of which about 350 were given as complimentary copies to the unions, possible funders, the media and LaRRI board members. The remaining copies will be sold for N\$ 40,- (N\$ 25 for union members).

In early 1999, LaRRI developed funding proposals for research on EPZs, labour hire companies, sub-contracting and privatisation. The Friedrich Ebert Foundation has agreed to fund research on EPZs and labour hire companies. This research project was carried out jointly with a Norwegian researcher, Dr. Sylvi Endresen from the University of Oslo, who had already carried out extensive research on the labour market in Walvis Bay. LaRRI's research project covered all EPZ companies and several labour hire companies in Namibia to present a comprehensive picture. The project commenced in May 99 and was carried out with the assistance of 3 students – Indileni Kandeke, Clinton Swartbooi and Stalin Maherero – who carried out interviews with EPZ and labour hire workers. In addition, Karin Amunyela from NAFU carried out interviews with EPZ workers in Swakopmund. The fieldwork for the project was concluded in October and the final report will be released in 2000. The preliminary findings were presented to a FES Labour Relations Roundtable on EPZs in October. The LaRRI report sparked controversy as it differed fundamentally from the views of the Offshore Development Company (ODC). LaRRI's presentation was well covered by the media and helped to increase the organisation's public profile.

A smaller research project on privatisation and commercialisation was funded by the Belgian Fund for Development Co-operation (FOS). Andrew Murray, a visiting South African researcher volunteered to contribute to this project and has prepared a report on the various privatisation initiatives in Namibia. The research findings will be presented at a regional workshop in Harare in February 2000.

Further research projects on the impact of globalisation were presented to the FNV, the Finish Embassy and the Finish Trade Union Support Centre (SASK) for funding in the year 2000.

4. Education and training

Workshop facilitation and presentations on various topics constituted one of LaRRI's main activities during the year. The activities carried out included:

- Participation in a FES-NUNW education evaluation and planning workshop, 22 January 1999.
- Participation in a workshop of the Open Society initiative in Namibia (OSINA), 29 January 1999.
- Presentation on affirmative action at a workshop of the Namibia Food and Allied Workers Union (NAFU) in Windhoek, 5 February 1999.
- Facilitation of a strategic planning workshop of the Southern African Trade Union Co-ordinating Council (SATUCC) in South Africa, 25 –26 February 1999.
- Facilitation of NAFU education evaluation workshop, 4-5 March 1999.
- Panelist at a debate on affirmative action at the American Cultural Centre, 10 March 1999.
- Facilitation of SATUCC workshop on structural adjustment in Malawi, 14 – 19 March 1999.

- Chairing of panel discussion on labour relations at the Forum for the Future, 24 March 1999.
- Facilitation of Namibian NGO workshop, 30 March 1999.
- Presentations on the casualisation of work for the casual workers conferences of the Namibian Young Christian Workers, 10 April in Walvis Bay, 11 April in Swakopmund and 17 April in Windhoek.
- Facilitation of a FES-NUNW workshop on EPZs in Walvis Bay, 15 –16 April 1999.
- Presentation on Structural Adjustment Programmes at a seminar of the Namibia National Teachers Union (NANTU) in Windhoek, 26 April 1999.
- Presentation on debt and structural adjustment in Southern Africa at an international NGO conference in Cologne, 29 May 1999.
- Facilitation of a globalisation workshop for union shopstewards in Windhoek, 7 –12 June 1999.
- Facilitation of workshops on basic and advanced economics for trade unions in June and July 1999.
- Presentation on globalisation for South African trade unions Durban, 30 June 1999.
- Presentation on labour standards in Export Processing Zones at the Labour Law Conference in Durban, 1 July 1999.
- Presentation on the history of NANTU at a strategic planning workshop in Windhoek, 17 September.
- Presentation on union investments at a NANTU workshop in Windhoek, 25 September.
- Presentation on globalisation and trade union responses at an ILO/NUNW workshop in Okahandja, 2 and 4 November.

LaRRI was expected to facilitate additional workshops on affirmative action and globalisation for trade union organisers and shopstewards. However, these workshops were cancelled by the sponsor (FES) due to financial constraints.

5. Fundraising

A follow-up was undertaken regarding all funding organisations that had not responded to the funding application of 1998. Unfortunately none of the organisations responded positively while some chose not to respond at all. It remains a matter of concern that LaRRI's three-year funding proposal (1998 – 2000) has not received a positive response from funding organisations.

A new proposal was presented to the Opens Society Initiative in Namibia (OSINA). It was approved and supported by the Namibia office but then turned down at the regional board meeting of the organisation in Johannesburg.

The only proposals that received a positive response were the research proposals on EPZs and labour hire companies (FES) and privatisation (FOS). New research proposals for the year 2000 on the impact of globalisation were presented to the FNV, the Finish Embassy

in Windhoek and to SASK in Finland. SASK also received a new two year funding proposal which aims to secure 70% of LaRRI's operational costs in the year 2000 and 50% of the costs in 2001.

A proposal requesting financial support for the resource centre was submitted to Entraide et Fraternelle, Belgium and to the Ford Foundation in Windhoek.

Meetings were held with Sigrid Thompsen from the Heinrich Boell Foundation, Riitta Soveri from SASK Finland, the Finish Ambassador to Namibia, Kari Karanko, Pekka Peltola from the Finish Ministry of Labour, Jacques Briard from Entraide et Fraternelle, Belgium, and with Paul Vanlerberghe from FOS Belgium. They all responded very positively to LaRRI's work and showed interest to support the institute's activities. However, the focus of the Heinrich Boell Foundation is not on labour issues and it might therefore be difficult to receive funding for LaRRI's present projects. On the other hand there is a good chance to receive financial support from Belgium and Finland for the activities in the year 2000.

At present LaRRI receives only project-specific funding but has no resources to cover core costs like office space and a vehicle for the institute. As a result, LaRRI has to hire vehicles for research purposes at great costs and is unable to secure sufficient space for its offices and the resource centre. There is also no office space for an additional researcher who will be urgently required for the activities to be carried out in the year 2000.

6. Administration

With the employment of Vesta Conde, the burden of administrative work on the LaRRI director has been lessened tremendously. LaRRI's administrative work is functioning smoothly, including budget monitoring and financial accounting. The audited financial statements for 1997 and 98 have been received but the auditor's charges seem to have been too high. Quotes will therefore be sought before the 1999 books will be handed in for auditing. In addition to the general financial statement, project specific audits will be prepared for LaRRI's funders.

7. Resource Centre

The development of LaRRI's Resource Centre has progressed well. Summaries of all books, reports, newsletters etc. have been entered into the database to make access easier for the users. Books were stamped and marked to make them easily recognisable as resource centre material. Subscriptions of journals have been expanded and renewed to cover a wide range of political and economic issues. The system used to retrieve documents will be introduced to trade unions and NGOs in early 2000 to ensure that the resource centre will be used by a range of organisations and individuals. The biggest problem currently experienced is the lack of space which prevents users from finding a

place to sit in the resource centre. LaRRI needs to investigate the expansion of the centre in 2000.

8. Publications

- An article on the SADC Labour Market Symposium ('Building a regional labour movement) was written for and published in the South African Labour Bulletin.
- An article on trade unions in Southern Africa was written for the North-South Network of the German trade union federation DGB.
- Assistance was rendered to the Namibia Public Workers Union (NAPWU) with the publication of a booklet on the union's history.
- Assistance was rendered to NAFAU with the publication of a shopsteward manual.
- A background paper on structural adjustment programmes was prepared for the Commonwealth Trade Union Council (CTUC) and the Southern Africa Trade Union Co-ordinating Council (SATUCC).
- A briefing paper on trends towards structural adjustment in Namibia was prepared for the NUNW.
- An evaluation report of NAFAU's education programme was prepared for the international trade secretariats IUF and FIET.
- A paper on labour standards in EPZs ("Export Processing Zones and the Quest for Fair Labour Standards: A Southern African Perspective') was written for the Labour Law Conference in Durban.
- A paper on human resource development and affirmative action was prepared for the NUNW/NANTU.
- The book on the NUNW "Understanding the past – mapping the future' was published in October.
- A paper on international experiences with affirmative action and lessons for Namibia was presented to a 'Essential personnel Conference' in Windhoek.
- A paper on the budgeting process and popular participation in Namibia was presented at an international conference in Mexico City.
- An article on the situation of domestic workers in Namibia was written for the newsletter of North-South Institute for Development Co-operation in Austria.
- An article on worker participation in Namibia was written for the newsletter of the Workers College, Durban

9. Other activities

- LaRRI was officially launched on 23 February 1999. Despite a good attendance, which included representatives Namibia's three trade union federations, the coverage in the media was disappointing.
- Information was provided to the Mineworkers Union of Namibia (MUN) on EPZs and labour hire companies.

- Assistance with developing a country profile was rendered to Namibia Farmworkers Union (NAFWU) and the NUNW.
- Information on the EURO was provided to the Namibia Financial Institutions Union (NAFINU).
- Information on EPZ developments was provided for SATUCC.
- Assistance was rendered to NAFAU and NANTU in developing new salary structures.
- Assistance was rendered with the editing of the NAFAU education report.
- Assistance was given to the Namibia Building Workers Union (NABWU) with developing a project proposal.
- Information on labour relations in Namibia was given to a student from the Polytechnic.
- Assistance was rendered to NUNW with a response to the budget and government's economic policy.
- LaRRI attended NEPRU lectures on the global financial crisis and the role of the labour movement.
- Several meetings were held with various national and international organisations including Evance Kalula from the institute for development and labour law, University of Cape Town, Henning Melber and Hopolang Phororo from NEPRU, Jo Morris from the British Trades Union Congress (TUC), Aditi Sharma from Action for Southern Africa (ACTSA), UK, Uhuru Dempers from NANGOF, Abisha Nyanguwo from SATUCC, Hans Schwass from FIET, Peter Pennarz from the International Restructuring Education Network in Europe (IRENE), Marlies Filbri from the Dutch Research Institute SOMO, Joel Nambahu and other representatives of the Young Christian Workers, and researchers from South Africa (Sabata Nakanyane, Andrew Murray and George Klerck) to discuss possible areas of collaboration with LaRRI.
- A 6-day visit of a Mexican EPZ worker and a Canadian community activist to Namibia was facilitated from 18–14 April. Meetings were held in Windhoek, Swakopmund and Walvis Bay with trade unions, EPZ companies, the mayor of Walvis Bay etc. In addition, a public meeting was held in the Kuisebmond Community Hall.
- Assistance was given to NAFAU and the Namibia Domestic and Allied Workers Union (NDAWU) with the editing of reports and educational materials.
- A session on the state of democracy was chaired by LaRRI at a conference of the Forum for the Future (FFF).
- Discussions were held with consultants regarding labour hire companies and the concerns of the trade unions.
- A meeting was held with Mrs Parkhouse from Health Clinics Namibia to discuss the question of a new license, which threatens the existence of the organisation. The information was forwarded to the NUNW and NAPWU.
- Meetings were held with Paul Goodison from the European Research Office (ERO), the Namibia NGO Forum (NANGOF) the Namibia National Farmers Union (NNFU) and the NUNW to discuss a Namibian response to the signing of the South Africa–EU Free Trade Agreement. LaRRI assisted with the drafting of a union response.

- LaRRI carried out an evaluation of the capacity building project of the Namibia Domestic and Allied Workers Union (NDAWU) for the North-South Institute in Austria. This work was largely carried out by the LaRRI chairperson Doufi Namalambo. The findings of the evaluation were presented to NDAWU and to the North South Institute.
- LaRRI attended a workshop on the implementation of affirmative action, hosted by the Namibia Chamber of Commerce and Industry.
- Meetings were held with the second secretary of the Cuban Embassy, Antonio Izaguirre to discuss Namibian participation in a conference on globalisation in Cuba in January 2000.
- LaRRI visited Mexico for one week to meet trade unions, women's organisations, indigenous people's organisations, and politicians for discussions around popular participation in decision-making, especially on budget issues.
- LaRRI commented on the ongoing dispute between NAFAU and Kalahari Sands regarding the employment of foreign staff and discrimination.
- A meeting was held with Werner Scharpenberg from the Ministry of Labour to discuss the introduction of an 'Integrated Communication System' which aims to link job-seekers with potential employers.
- Information on privatisation and commercialisation in Namibia was provided for Cecilia Paulus from NAPWU for a regional seminar of public sector unions.
- LaRRI participated in an NBC radio programmes to discuss economic developments and EPZs in Namibia.
- Assistance was rendered to NAFAU with the production of game cards that carry educational messages on AIDS and social security.
- Assistance was rendered with the editing of papers presented by trade unionists to national and international seminars and workshops.

10. Income and expenditure in 1999 (N\$)

Income

Opening Balance:	157 093,58
Payment for services	49 487,48
FES payment for research	75 560,00
FOS payment for research	47 089,11
Publications sold	746,20
Donation (Dr Sylvi Endresen)	10 000,00
TOTAL	339 976,37

Expenditure

1. Personnel Expenditure	238 664,30
Staff salaries	122 016,37
Social security	1 080,00
PAYE tax	24 303,63
Payments to contract researchers	87 014,28
Payments for language editing	940,00
Payment for lay-out	1 760,00
Payment for bookkeeping services	1 550,02
2. Capital Expenditure	
Purchase of Printer	1 300,00
3. Consumables and Recurring Expenditure	76 602,83
Installation of switchboard	3 803,18
Phone, fax, e-mail	5 409,80
Cellular phone	2 059,05
Internet subscription	1 100,00
Insurance	494,40
Catering (research workshop)	152,50
Stationery	7 717,01
Printing	15 488,70
Copying	5 161,80
Photography	650,00
Auditing fees	7 713,75
Petty cash ¹	4 027,21
Hosting Mexican-Canadian visit ²	9 319,28
Car Maintenance	2 073,95
Upgrading and maintenance of computers	2 050,00
Book launch	1 070,00
Travel per diems	2 760,00
TOTAL	316 567,13

Balance remaining:

N\$ 23 409,24

¹ Consists mainly of petrol purchase (N\$ 2 021,-), postage (N\$ 588,90), books (N\$ 225,-) refreshments (N\$ 160,60), office equipment (N\$ 142,85) and office supplies (N\$ 115,45).

² Costs were fully covered by the International Labour Resource and Information Group (ILRIG)

11. A word of thanks

LaRRI's achievements during the year would not have been possible without the support of several people and organisation that deserve to be mentioned. A special word of thanks goes to:

- The LaRRI board members who continue to guide the institute with great dedication despite not receiving a cent for their contribution;
- The LaRRI staff whose morale and commitment remained high despite a heavy workload and an insecure financial situation;
- The National Union of Namibian Workers (NUNW) for continuously supporting LaRRI and for making office space and a vehicle available;
- The Federatie Nederlands Vakbeweging (FNV) for supporting the research project on the state of the NUNW;
- The Friedrich Ebert Stiftung (FES) for supporting LaRRI's research on EPZs and labour hire companies and for sponsoring education activities;
- The Fonds voor Ontwikkelings Samenwerking (FOS) for supporting research on privatisation and commercialisation;
- Sylvi Endresen for promoting and supporting LaRRI and for making a financial donation;.
- Sylvi Endresen, Indileni Kandeke, Clinton Swartbooi, Stalin Maharero, and Andrew Murray for their invaluable contribution to LaRRI's research projects;
- All companies, workers and government officials who were willing to share their knowledge and expertise with us for the benefit of our research;
- All trade unions and NGOs who worked with LaRRI during the year; and
- Our friends in different parts of the world who showed interest in LaRRI's work and supported the institute in various ways.