

Presentation on Namibia National Labour Organisation (NANLO)

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NANLO

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Content

1. The Organisation's name and background
2. Mission Statement of NANLO
3. Membership structure and its affiliates
4. NANLO activities and program for affiliates
5. Challenges
6. Expectations

Organisation name and background

- The name: **Namibia National Labour Organisation**; shortly NANLO.
- NANLO is a reregistered trade union federation with four affiliates.
- It is registered in terms of the Namibian Labour Act (Act 11 of 2007).
- NANLO was formed in 2013 and officially registered with the Office of the Labour Commissioner in February 2014.
- NANLO is a mass-based organisation, non-profit making labour movement. NANLO is non-partisan and independent trade union federation.
- Its founding principles are workers solidarity, unity, democracy, equality, freedom, social justice and human progress.
- Securing social and economic justice for all members.

Mission Statement

- To fight for the worker's rights and interests by securing social and economic justice for all workers.
- Fighting to ensure that workers have access to affordable housing, medical aid, decent jobs and better living conditions.
- Advance or oppose any law, action or policies affecting the interests of our affiliates and the working class in general.
- Facilitating and coordinating training and education of all workers – for them to understand and fight for their rights.
- Conduct and coordinate and publishing research into matters affecting workers and the country.
- Promote and advocate for national and international solidarity among workers organisations and other civil society movements.

Organisational structures and Affiliates

- The membership is open to all unions that subscribe to the values and preamble of NANLO.
- The congress is the highest decision making body of the organisation.
- NANLO structures are outline in its constitution:
 - a). National Congress
 - b). Central Committee
 - c). National Executive Committee
 - d). Regional Congress
 - e). Regional Executive Committee
 - f). Regional Shop-stewards Council
 - g). Local Shop-stewards Council
 - h). Local Executive Committee

NANLO Affiliates

NANLO have four affiliate unions that organising in various sectors in Namibia

1. Mining, Metal, Maritime and Construction Workers Union (MMMMC)
2. Namibia Civil Servants and Parastatals Workers Union (NACSPU)
3. Solidarity Union (SU)
4. Namibia Commercial, Catering, Food and Allied Workers Union (NACCAFWU)

NB: All our affiliates are registered with the Office of Labour Commissioner.

NANLO activities

- The priority is to recruit and organise members in various sectors.
- Facilitate and coordinate the education and training of union leadership, shop-stewards and the general membership.
- Assist affiliates and members with their legal proceedings and other advice.
- Growing NANLO visibility at Regional, National and International levels through networking with progressive labour and like-minded organisations.
- Advance and advocate for better laws and policies in the interests of the workers and general populace of Namibia.
- Seek to cooperate with other labour organisations and civil society movements to raise awareness and advocate for better policies and programs.
- Participate and influence the decision making of government and other institutions, including private sector.
- Provide quality and effective service to the affiliates and members.

Challenges

- Lack of financial resources – reduction in membership that have led to weak financial capacity of the affiliates and the federation.
- Trade Union capacity both in human resources and administration (office equipment).
- Reduction in recruitment and organising of workers due to Covid 19 and ongoing retrenchment of workers, difficult economic situations across the world.
- Disregard to Trade Union and workers rights by government and employers.
- Issues of occupational health and safety.
- Slow interest and participation in trade unions by woman and the youth.
- Unemployment situation and high inequality in the country.
- Lack of research capacity for the federation and affiliates.
- Fragmentation of the trade unions in Namibia is a big challenge.

Expectations

- NANLO welcomes this idea and its long overdue. The voice of the poor and working class has been fragmented and is in silo.
- Need to promote cooperation and support among the civil society organisations.
- Support capacity building program for the NGO's.
- Strengthening common approaches/vision for national development agenda.
- Formulating and contributing to overall national consultations with government and at international levels on behalf of the members.
- Create a platform for regular consultation and discussion among the members to share ideas and strategies on issues on mutual and national interests.

NANLO Leadership

- **Namibia National Labour Union – NANLO Leadership**

1. Paulus Wasserfal – President
2. Paulus Awala – Acting Vice President
3. Josef Garoeb – National Treasurer
4. John Paporo – Deputy Treasurer
5. Florence Rukata – National Secretary
6. Eila Kanyama – Deputy Secretary
7. Josef Garoeb – Acting Secretary General
8. Stalin Maharero – Acting Deputy Secretary General

Physical and Postal Address

NANLO Postal Address:

- P.O. Box 50934
- Windhoek
- Namibia

NANLO Residential Address:

- Erf no 2593, Wanahenda
- Katutura
- Windhoek

I thank you for your attention