



Presentation about The Trade Union Congress of Namibia (TUCNA)

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Organisation name and background

- Trade Union Congress of Namibia (TUCNA) is an umbrella federation for independent and progressive sectorial trade union affiliated to it.
- TUCNA is a registered federation with the office of the labour Commissioner in January 2005
- TUCNA is non-profit organisation
- TUCNA has over 10 affiliates in different sectors.

Mission

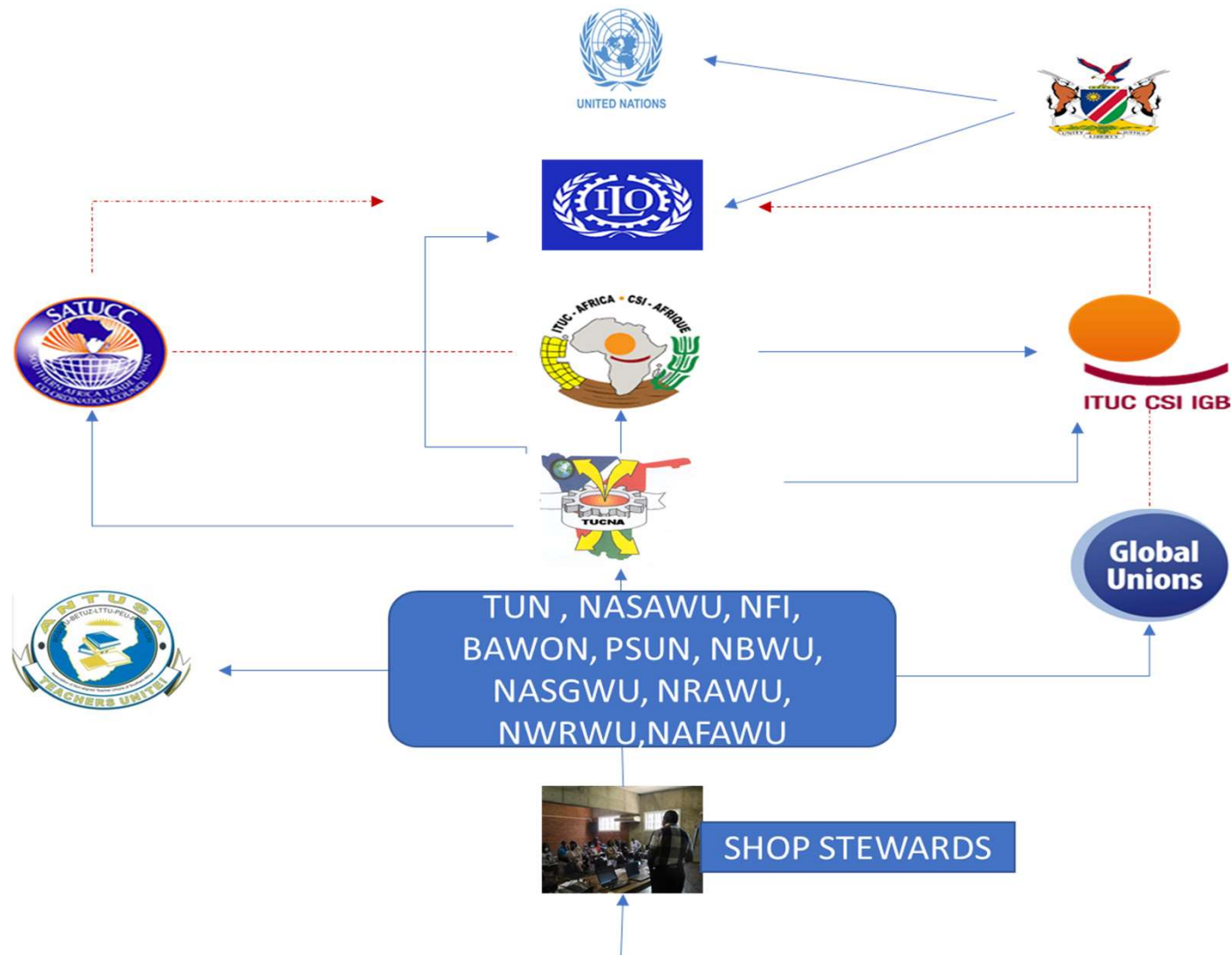
To be the home of all workers, the recognised champion for social change and workers rights.

Vision

- To improve affiliated unions to unite all workers in Namibia and to support and represent them in the best possible way.
- To promote, advance and defend the rights and interest of working people at all times by influencing all policies and laws affecting workers with the aim of contributing to industrial peace.

Structure

- The congress is the highest decision making body.
- The TUCNA structures are outlined in its constitution.



TUCNA Affiliates

- Namibia Fishing Industries and Fishermen's Workers Union (NFI & FWU)
- Namibia Wholesale and Retail Workers Union (NWRWU) & Namibia Building workers Union (NABWU)
- Bank Workers Union of Namibia (BAWON)
- Namibia Nurses Union (NANU)
- Teachers Union of Namibia (TUN)
- Tourism and Allied Workers Union of Namibia (TAWUN)
- Namibia Fuel and Allied Workers Union (NAFAWU)
- Namibia Seamen and Allied Workers Union (NASAWU)
- Namibia Security Guard and Watchmen Workers Union (NASGWU)
- Public Service Union of Namibia (PSUN)
- Namibia Bank Workers Union (NBWU)
- Namibia Informal, Domestic and Allied Workers Union (NIDAWU)

TUCNA Activities

- Represent members at national, regional and international forae.
- Advocate for better facilities for its members
- Liaise with government for improved bargaining rights for its members
- Solicit for better and favourable legal framework for members.
- Assist members with compliance issues.
- assist with representation of individual cases representation for indigent affiliates.

Challenges

- Lack of adequate finances to broaden and adequately cover its mandates.
- Unable to attend some very important international seminars, symposiums and even the ILO conferences.
- Struggle to overcome government bias and exclusion from important functions and activities of the state.
- Lack of adequate support to carry out its mandate such as manpower.
- Digitalisation has brought its own challenges that the office needs to line up to and be conversant with in order to employ modern and contemporary mechanism to its advantage and that of the members.

Expectations

- Members expect the federation to provide steady and sustainable support framework- in research, in funding assistance for projects that they may wish to carry out for and on behalf of their members
- Quite often the federation is itself found wanting to fulfil the member expectations.
- Namibia is a vast country that is relatively thinly populated – members across the country expect that their unions including their federation visits them and interact with them . Touch-base from time to time – quite often this is not at all possible due to budgetary and other shortcomings.

Address and contacts

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TUCNA Leadership

- President Paulus Hango
- 1st vice president Toini Nauyoma
- 2nd vice president Yvonne Mouton
- Secretary General Mahongora Kavihuha
- Treasurer Zocks Nghikundwavali
- Deputy treasurer Reginard Kock
- Secretary for gender affairs Penny Ankama
- Secretary for youth development Junias Shilunga
- Secretary for project management and internal affairs Jackson Katzetjikuria
- Secretary for legal affairs Vaino Hangula
- Secretary for publicity, training and research. Japhet Shihepo