

10 April 2007

**RE: INVITATION TO 16TH ROUND TABLE ON LABOUR RELATIONS:
AFFIRMATIVE ACTION / AA (EMPLOYMENT EQUITY) IN NAMIBIA****WEDNESDAY 25 APRIL 2007 KALAHARI SANDS HOTEL & CASINO (MORINGA ROOM)**

The well-known Round Tables, initiated by the Friedrich-Ebert-Stiftung, are aimed at facilitating discussions on labour relations. The 16th Round Table meeting will discuss Affirmative Action (AA) in Namibia and its implications on labour relations since the law came into effect on 24 September 1998.

Background: For the years various statements were made about the effectiveness of AA and its implications on labour relations in Namibia since the law came into effect on 24 September 1998. In some sectors it was reported that employers did little to improve the conditions of people who were formally disadvantaged, including women and people with disabilities. The AA committees were not functioning and there were no consultations on the reports at many places. Many shop stewards did not know how AA Act was implemented at the workplace. The Employment Equity Commission (EEC) seemed to be powerless, as most of the relevant employers were not adhering to the law, but none of them were prosecuted. The LaRRI Report (2005) indicated that the services offered by the commission were not well known. The concept of understudies was creating problems to some organisations and it needed to be clarified by the EEC. The programme appeared to be ineffective due to lack of interest by staff members as well as by the higher expectation from the understudies. Furthermore, it was argued that AA seemingly violates the principles of non-racialism and non-sexism. In any case AA should be a temporary policy that must be continuously reviewed so that it was not abused.

Against this background the Friedrich-Ebert-Stiftung takes pleasure in inviting you and/or representatives of your union / company / institution to attend and to participate in the discussion on AA, to be held at Kalahari Sands Hotel (Moringa Room), on Wednesday, the 25th of April 2007.

We have invited competent personalities as panellists - to share their views and experiences - from the Office of the Prosecutor General, Employment Equity Commission, Namibia Employers' Federation, and from NUNW Trade Union Movement.

The keynote address will be presented by **Ms Supii Mbirijona**, director of human resource, University of Namibia.

Draft Programme:

- 08:30 *Arrival and Registration*
- 09:00 *Welcoming Remarks*
Mr Tangeni Nuukuawo, Programme Officer, FES
- 09:10 *Keynote Address*
Ms Supii Mbirijona, Director Human Resource, UNAM
- Statements by*
- *NUNW representative*
 - *EEC representative*
 - *NEF representative*
 - *Office of the PG*
- 10:30 *Health Break*
- 11:00 *Discussions*
- 12:45 *Lunch & Departure*

Attached kindly use the Registration Form to inform us about your participation.

Looking forward to meeting you at our next Round Table.

Yours sincerely

Tangeni Nuukuawo
Programme Officer