

REPORT

Workshop on Precarious Employment,

Windhoek, 8-9 March 2007

Background: Request by IUF for a local workshop for the Shopstewards of the NAFAU on the introduction of the IUF manual on “ *Outsourcing and Casualisation in the Food & Beverage Industry- the threat to Workers and Unions and Union strategies for Fighting back*”

Participants: 11 shopstewards of the 15 invited shopstewards,

Resource Persons & Seminar Staff: Tangeni Nuukuawo, Project officer FES-Namibia, Cuana Angula, Project Coordinator, IUF and Herbert Jauch, Senior Researcher from the Labour Resource and Research Institute (LaRRI).

Briefly the NAFAU General Secretary Kiros Sackarias attend the workshop for opening ceremony.

Content: The objectives of the workshop were:

- 1) To introduce the IUF-Manual to the union and the Shopstewards
- 2) To share, information and strategies on precarious employment
- 3) To look at best practises elsewhere
- 4) To share information on the research finding by LaRRI on casualisation and labour Brokers in Namibia

Cuana Angula gave a brief outline of the manual to the participants and made representations on precarious employment and union strategies.

Herbert Jauch gives the research findings of their study on casualisation and labour brokers in Namibia which was commissioned by the Ministry Of Labour And Social Welfare in Namibia. The Namibia Beverages and Namibia Breweries were also cover during the study Larri. The workshop was for one and half day.

Problems: The precarious employment is been practice in all the companies in Namibia. In Namibia Beverages (Coca-Cola SABCO) casuals from the Labour Brokers are not allowed to use toilet facilities of the company, they must the use the bushes next to the company premises if nature call. Some permanent have compliant to the company to the prevent them form using their and this situation was not acceptable to the union. The casuals from the Labour brokerage company stage strike a on this later year and the matter was resolved.

The two companies have outsource the long-distance deliveries to the same company namely Etosha Transport Services.

The shopstewards were not happy with absence of the union officials at the workshop.

Challenges: The trade unions move is facing same challenges of the casualisation and outsourcing all the globe and they must share experience as outline in the IUF Manuals. The shopstewards want the manuals to be translated in the local languages in Namibia.

Practical follow-up: the shopstewards want that similar workshop to be conducted in Namibia in six month time.