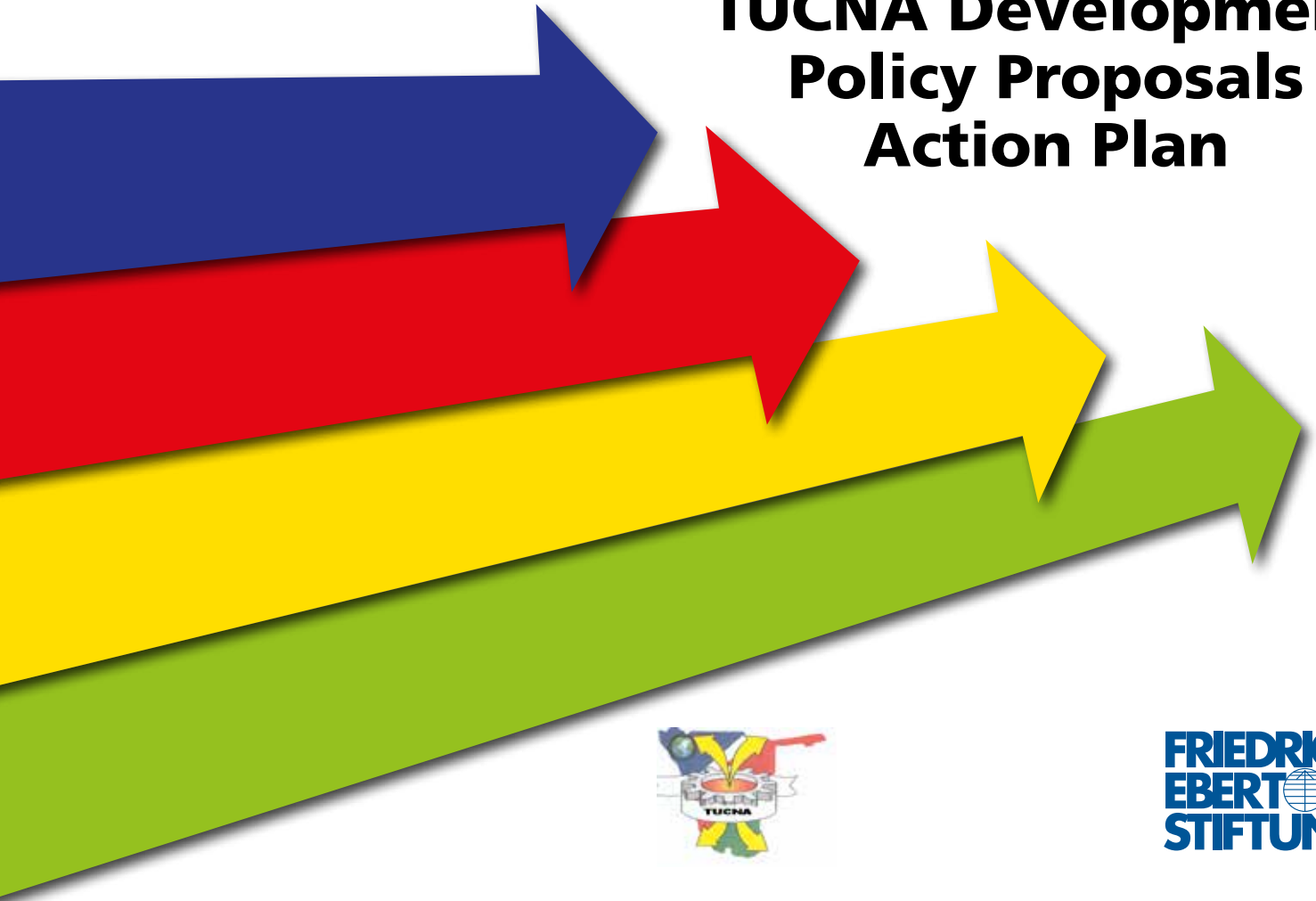


# TUCNA Development Policy Proposals Action Plan





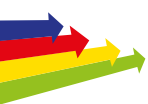
## TUCNA Development Policy Proposals Action Plan

Area	Key objectives	Action required	Counterpart/ Allies	Structure/ Person(s) responsible
1. Economic Transformation and Job Creation				
1.1 International Trade	<ol style="list-style-type: none"> <li>1. Achieve fair trade arrangements</li> <li>2. Identify goods and services to be supported and protected</li> <li>3. Give trade unions a voice in trade negotiations</li> </ol>	<ul style="list-style-type: none"> <li>➤ Internal capacity building</li> <li>➤ Lobbying and advocacy on trade issues</li> <li>➤ Negotiations</li> </ul>	<p>Ministry of Industrialisation, Trade and SME Development</p> <p>Namibia Trade Forum (NTF)</p> <p>Ministry of Foreign Affairs</p>	Committee 1 as appointed by the TUCNA Council
1.2 Sovereign Wealth Fund	<ol style="list-style-type: none"> <li>1. Harness more revenues form minerals, fish and other natural resources for long-term social and economic investments (essential services, BIG etc.)</li> <li>2. Implement redistribution in favour of the poor</li> </ol>	<ul style="list-style-type: none"> <li>➤ Convince government to establish such a fund, governed by “tripartite plus” constituencies</li> </ul>	<p>Office of the President and Office of the Prime Minister</p> <p>Ministry of Poverty Eradication</p>	As above
1.3 Value Addition	<ol style="list-style-type: none"> <li>1. Convert local raw materials into final products (value chains)</li> <li>2. Emphasise those sectors with potential for employment growth</li> <li>3. Review failed policies like the EPZ policy</li> </ol>	<ul style="list-style-type: none"> <li>➤ Lobbying and advocacy on the establishment of value chains</li> </ul>	<p>Ministry of Industrialisation</p> <p>Ministry of Labour</p> <p>Possibly NCCI and employers’ organisations (NEF), Team Namibia</p>	As above
1.4 Agriculture	<ol style="list-style-type: none"> <li>1. Reduce dependency on food imports</li> <li>2. Promote food security and agro-based industries (agriculture-led industrialisation)</li> <li>3. Promote interventions like those of the Agriboard (quotas)</li> <li>4. Promote green production processes</li> <li>5. Ensure productive utilisation of land</li> <li>6. Shift the red line</li> <li>7. Review willing buyer – willing seller approach</li> <li>8. End fencing of communal lands</li> </ol>	<ul style="list-style-type: none"> <li>➤ Build internal capacity</li> <li>➤ Set up committee on red line and related challenges</li> <li>➤ Propose protection for local farmers</li> </ul>	<p>Ministries of agriculture, land reform, industrialisation as well as the OPM</p> <p>TAUN</p> <p>Agriboard and farmers’ organisations</p>	As above

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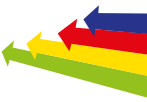
1.5 Informal Economy	<ol style="list-style-type: none"> <li>1. Develop and implement a systematic support strategy for the informal economy to improve economic performance and the quality of jobs</li> <li>2. Consider the informal economy in all development policies and programmes</li> <li>3. Facilitate a transition to formality and decent work</li> <li>4. Give a voice to the working poor</li> </ol>	<ul style="list-style-type: none"> <li>➤ Analysis on possible interventions</li> <li>➤ Networking, lobbying and advocacy</li> <li>➤ Awareness campaign amongst inf. ec. Workers (incl. international conventions etc.)</li> <li>➤ Organising informal economy workers and develop realistic proposals</li> </ul>	<p>Ministry of Industrialisation, Trade and SME Development;</p> <p>Informal economy organisations (e.g. NISO)</p> <p>SME support organisations</p> <p>ILO</p>	As above plus NIDAWU and representatives from other unions to assist (security, construction sectors)
1.6 Public Works	<ol style="list-style-type: none"> <li>1. Expand public works programmes</li> <li>2. Redress the housing backlog and utilise different approaches and local materials</li> <li>3. Implement sanitation for all</li> <li>4. Create labour-intensive projects</li> <li>5. Review tender board practices</li> <li>6. Enhance community involvement and ownership of public works programmes</li> </ol>	<ul style="list-style-type: none"> <li>➤ Networking and forming alliances with community organisations</li> <li>➤ Advocacy and lobbying</li> </ul>	<p>NGOs and community and civil society organisations (e.g. shack dwellers federation, AR)</p> <p>Ministries of urban and rural development; public enterprises, finance, labour, works and agriculture</p> <p>Tender board</p>	As above plus representative of the construction union
<b>2. Governance and Participatory Democracy</b>				
2.1 Participatory Democracy	<ol style="list-style-type: none"> <li>1. Review the decentralisation policies and the structures for accountability</li> <li>2. Provide resources for effective participation at local level</li> <li>3. Broaden participation in decision-making processes</li> <li>4. Create parliamentary forums to facilitate inclusion</li> </ol>	<ul style="list-style-type: none"> <li>➤ Advocacy and lobbying</li> <li>➤ Call for referendum on overlap between legislature and executive</li> </ul>	<p>Houses of parliament and regional and local structures</p> <p>Political parties</p> <p>Community organisations</p> <p>Ministry of urban and rural development</p>	Committee 2 to be appointed by TUCNA Council



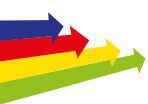
## TUCNA Development Policy Proposals Action Plan

2.2 Social Dialogue	<ol style="list-style-type: none"> <li>1. Improve institutional and constitutional provisions for social dialogue towards representation with decision-making powers (“tripartite plus”)</li> <li>2. Improve cooperation between social partners</li> <li>3. Abolish PEAC and give the NPC a stronger tripartite character</li> </ol>	<ul style="list-style-type: none"> <li>➤ Advocacy and lobbying</li> <li>➤ Forming strategic alliances</li> </ul>	<p>Ministry of Labour</p> <p>National Planning Commission</p> <p>NUNW, NEF, NANLO, ILO, community organisations</p>	<p>As above plus TUCNA representatives on the Labour Advisory Council</p>
2.3 Conflicts of Interest	<ol style="list-style-type: none"> <li>1. Deal with conflicts of interest and corruption strictly and consistently</li> <li>2. Prevent the holding of multiple offices (in govt., on boards)</li> <li>3. Publicise information about companies that apply for tenders (compulsory, publicly accessible database)</li> </ol>	<ul style="list-style-type: none"> <li>➤ Scrutiny of/research on companies which apply for tenders</li> <li>➤ Publicise findings on companies and cases of corruption</li> <li>➤ Lobbying and advocacy</li> </ul>	<p>Lawmakers and the ACC</p> <p>Ministry of Industrialisation</p> <p>Tender board</p> <p>Company research organisations</p> <p>Media</p>	<p>As above</p>
2.4 Implementation of Polices and Programmes	<ol style="list-style-type: none"> <li>1. Create a developmental state to implement an inclusive development agenda</li> <li>2. Systematic consultation with social constituencies</li> <li>3. Regular monitoring and evaluation</li> </ol>	<ul style="list-style-type: none"> <li>➤ In-house monitoring of policies and programmes</li> <li>➤ Strategic alliances</li> <li>➤ Lobbying and advocacy, e.g. developing educational courses on monitoring and evaluation; tripartite body to evaluate</li> </ul>	<p>Other unions, community organisations</p> <p>Office of the President and line ministries</p>	<p>As above</p>
2.5 National Budget	<ol style="list-style-type: none"> <li>1. Align budget with socio-economic priorities</li> <li>2. Ensure openness and transparency as well as stake holder participation, incl. labour</li> <li>3. Focus on job creation</li> </ol>	<ul style="list-style-type: none"> <li>➤ Prepare proposals pro-actively (“people’s budget”)</li> <li>➤ Strategic alliances</li> <li>➤ Lobbying and advocacy</li> </ul>	<p>Other unions, community organisations</p> <p>Ministry of Finance, OPM</p> <p>Media</p>	<p>As above</p>

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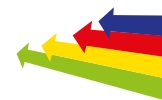
2.6 Public Services	<ol style="list-style-type: none"> <li>1. Ensure that basic social services are regarded as human rights</li> <li>2. Regard public services as public goods and not as commodities for profit</li> <li>3. Establish structures of direct accountability</li> </ol>	<ul style="list-style-type: none"> <li>➤ Strategic alliances</li> <li>➤ Lobbying and advocacy</li> </ul>	<p>Other unions, community organisations</p> <p>Office of the President and line ministries</p> <p>SOEs</p>	As above
<b>3. Redistribution and Sharing of Resources</b>				
3.1 Land and Water	<ol style="list-style-type: none"> <li>1. Implement emergency measures to deal with natural disasters and poverty</li> <li>2. “One erf-one citizen” and land allocation at birth</li> <li>3. Control land prices and limit outsourcing</li> <li>4. Set up supply chains around mass housing</li> <li>5. Guarantee basic amount of water free for all</li> <li>6. Resettlement only for those in need and provide support for them</li> <li>7. Restrict unproductive farms and foreign ownership</li> <li>8. Amend land reform legislation and eradicate fencing in communal areas</li> </ol>	<ul style="list-style-type: none"> <li>➤ Lobby and advocacy</li> <li>➤ Call for land conference</li> <li>➤ Strategic alliances</li> </ul>	<p>Office of the President and line ministries (agriculture, land reform, urban and rural development)</p> <p>Namwater</p> <p>Other unions, community organisations</p> <p>Municipalities</p>	Committee 3 to be appointed by TUCNA Council
3.2 Housing	<ol style="list-style-type: none"> <li>1. Create public housing initiatives with local community involvement (BTP, Shack Dwellers Federation)</li> <li>2. Use local labour and building materials</li> <li>3. Treat decent housing as a basic human right</li> </ol>	<ul style="list-style-type: none"> <li>➤ Strategic networking with other concerned organisations</li> <li>➤ Lobbying and advocacy</li> <li>➤ Identify alternative housing options</li> </ul>	<p>Other unions, youth organisations, SDFN</p> <p>Ministry of urban and rural development</p> <p>Municipalities, ALAN</p>	As above



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3.3 Environmental Sustainability and Green Jobs	<ol style="list-style-type: none"> <li>1. Systematic anti-poaching drives</li> <li>2. Legislation that punishes polluters and banning of plastic bags</li> <li>3. Green production and waste management</li> <li>4. Incentives for de-bushing</li> <li>5. Creation of green jobs, e.g. waterless sanitation, alternative building materials solar energy, de-bushing etc.</li> </ol>	<ul style="list-style-type: none"> <li>➤ Strategic networking with other concerned organisations</li> <li>➤ Lobbying and advocacy around renewable energy (solar) and waste management</li> <li>➤ Creating environmental awareness/education</li> </ul>	<p>Environmental NGOs</p> <p>Ministry of Environment and Tourism</p> <p>Ministry of Agriculture</p> <p>Nampower</p>	As above
3.4 Utilisation of State Resources	<ol style="list-style-type: none"> <li>1. Reprioritisation of public expenditure towards socio-economic justice: BIG, education, health care, housing, water and sanitation</li> <li>2. End the wastage of resources for elite projects and the allocation of jobs based on political affiliation</li> </ol>	<ul style="list-style-type: none"> <li>➤ Strategic alliances</li> <li>➤ Lobbying and advocacy</li> </ul>	<p>BIG Coalition</p> <p>Media</p> <p>Community organisations</p> <p>State House, OPM and Ministry of Finance</p>	As above
3.5 Local Economic Development	<ol style="list-style-type: none"> <li>1. Provide requirements, incentives and support for local manufacturers and farmers</li> <li>2. Ensure community control over natural resources</li> <li>3. Enforce rehabilitation of mining sites</li> </ol>	<ul style="list-style-type: none"> <li>➤ Lobbying and advocacy</li> <li>➤ Alliances with concerned organisations</li> </ul>	<p>Ministries of urban and rural development; mines and energy</p> <p>Municipalities, ALAN, NCCI, Team Namibia</p> <p>Community and business organisations</p>	As above
<b>4. Social Development</b>				
4.1 Social protection	<ol style="list-style-type: none"> <li>1. Provide social benefits for the unemployed</li> <li>2. Broaden social protection</li> <li>3. Implement a BIG, NMAF and NPF</li> <li>4. Introduce a national minimum wage</li> </ol>	<ul style="list-style-type: none"> <li>➤ Strategic alliances with other unions, churches and community organisations</li> <li>➤ Lobbying and Advocacy</li> </ul>	<p>LAC, SSC, Ministry of Labour</p> <p>Informal economy organisations, BIG Coalition</p>	Committee 4 as appointed by the TUCNA Council plus the TUCNA representative on the Social Security Commission

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<p>4.2 Education and training</p>	<ol style="list-style-type: none"> <li>1. Expand early childhood development and pre-primary education across the country</li> <li>2. Effectively implement primary and secondary education and use resources efficiently</li> <li>3. Establish career paths and links to the job market</li> <li>4. Ensure uniformity of assessments and review promotion policy</li> <li>5. Ensure democratic school governance</li> <li>6. Create conducive learning environment</li> <li>7. Establish a strong VET system with job attachments</li> <li>8. Link adult education with other sub-sectors</li> <li>9. Accommodate children with disabilities and special needs (inclusive education)</li> <li>10. Provide teachers with opportunities to upgrade their skills (accredited institutions of higher learning) and with housing</li> </ol>	<ul style="list-style-type: none"> <li>➤ Monitoring and documenting developments</li> <li>➤ Preparing proposals</li> <li>➤ Lobbying and advocacy</li> </ul>	<p>Ministries of Education &amp; Ministry of Gender</p> <p>Educational institutions</p> <p>NQA, NTA, NIED</p>	<p>Committee 4 plus TUN representatives</p>
<p>4.3 Healthcare</p>	<ol style="list-style-type: none"> <li>1. Regard healthcare as a basic human right for all</li> <li>2. Redistribute resources in favour of the needy to achieve universality and equality</li> <li>3. Train and retain sufficient staff for the public health sector and improve working conditions</li> <li>4. Recognise and regulate traditional healers to utilise indigenous knowledge</li> <li>5. Promote prevention as critical to health</li> </ol>	<ul style="list-style-type: none"> <li>➤ Compare conditions of service in private and public systems</li> <li>➤ Advocacy and lobbying</li> <li>➤ Networking</li> </ul>	<p>Ministry of Health</p> <p>NGOs working on health issues</p>	<p>Committee 4 plus PSUN representatives</p>



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4.4 Gender Equality	<ol style="list-style-type: none"> <li>1. Promote 50-50 and increase economic opportunities for women</li> <li>2. Remove discriminatory practices</li> <li>3. Bridge the gap between rhetoric and reality by transforming unequal power relationships and access to resources</li> <li>4. Achieve the aims of the TUCNA gender policy</li> </ol>	<ul style="list-style-type: none"> <li>➤ Implement the TUCNA gender policy</li> <li>➤ Identify obstacles to gender equality</li> <li>➤ Develop strategies to overcome obstacles</li> <li>➤ Lobbying and advocacy</li> </ul>	<p>Ministries of Labour, Education and Gender</p> <p>NGOs dealing with gender issues</p>	Committee 4 plus the TUCNA Gender Committee
4.5 Affirmative Action and Black Economic Empowerment	<ol style="list-style-type: none"> <li>1. De-racialise economic power and redistribute in favour of the majority who are still disadvantaged (beyond an elite who was historically disadvantaged)</li> </ol>	<ul style="list-style-type: none"> <li>➤ Monitor AA and BEE practices</li> <li>➤ Prepare and empower representatives on boards</li> <li>➤ Revisit the AA law (e.g. chairing by Commissioner)</li> <li>➤ Lobbying and advocacy</li> </ul>	<p>Employment Equity Commission</p> <p>OPM</p> <p>Relevant NGOs and youth organisations</p>	Committee 4

### General:

- The TUCNA leadership will introduce the policy document to key decision makers in government (incl. the Head of State)
- The TUCNA Council will appoint 4 committees to deal with the 4 broad policy chapters. Council will also identify the priority focus areas for immediate action as well as those issues that will be dealt with in the medium to long term
- TUCNA will organise induction training on the policy document for all committee members to ensure a uniform understanding
- The workshop participants were called upon to indicate on which committee they are willing to serve