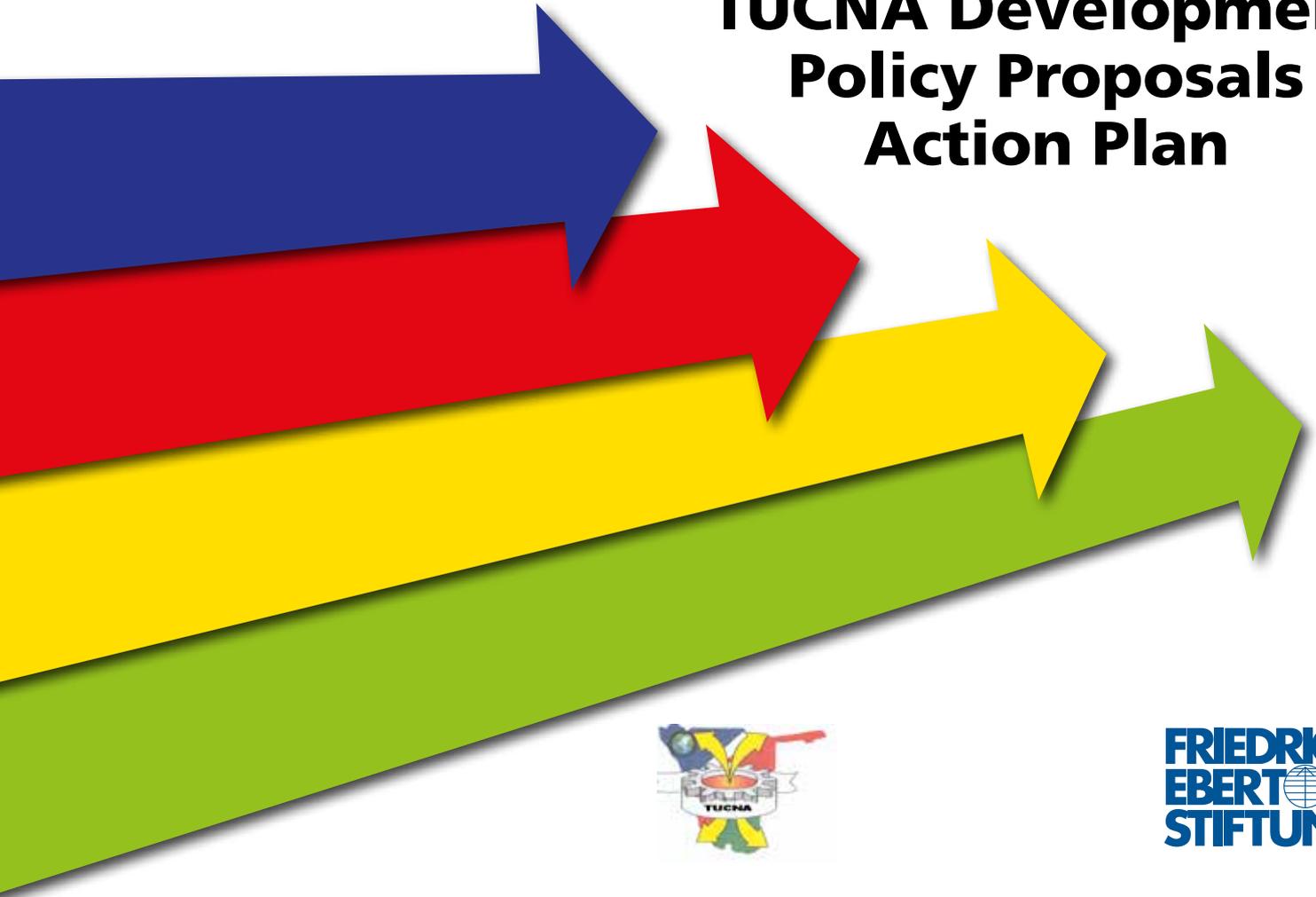


TUCNA Development Policy Proposals Action Plan





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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"> 1. Achieve fair trade arrangements 2. Identify goods and services to be supported and protected 3. Give trade unions a voice in trade negotiations 	<ul style="list-style-type: none"> ➤ Internal capacity building ➤ Lobbying and advocacy on trade issues ➤ Negotiations 	<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"> 1. Harness more revenues form minerals, fish and other natural resources for long-term social and economic investments (essential services, BIG etc.) 2. Implement redistribution in favour of the poor 	<ul style="list-style-type: none"> ➤ Convince government to establish such a fund, governed by “tripartite plus” constituencies 	<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"> 1. Convert local raw materials into final products (value chains) 2. Emphasise those sectors with potential for employment growth 3. Review failed policies like the EPZ policy 	<ul style="list-style-type: none"> ➤ Lobbying and advocacy on the establishment of value chains 	<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"> 1. Reduce dependency on food imports 2. Promote food security and agro-based industries (agriculture-led industrialisation) 3. Promote interventions like those of the Agriboard (quotas) 4. Promote green production processes 5. Ensure productive utilisation of land 6. Shift the red line 7. Review willing buyer – willing seller approach 8. End fencing of communal lands 	<ul style="list-style-type: none"> ➤ Build internal capacity ➤ Set up committee on red line and related challenges ➤ Propose protection for local farmers 	<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"> 1. Develop and implement a systematic support strategy for the informal economy to improve economic performance and the quality of jobs 2. Consider the informal economy in all development policies and programmes 3. Facilitate a transition to formality and decent work 4. Give a voice to the working poor 	<ul style="list-style-type: none"> ➤ Analysis on possible interventions ➤ Networking, lobbying and advocacy ➤ Awareness campaign amongst inf. ec. Workers (incl. international conventions etc.) ➤ Organising informal economy workers and develop realistic proposals 	<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"> 1. Expand public works programmes 2. Redress the housing backlog and utilise different approaches and local materials 3. Implement sanitation for all 4. Create labour-intensive projects 5. Review tender board practices 6. Enhance community involvement and ownership of public works programmes 	<ul style="list-style-type: none"> ➤ Networking and forming alliances with community organisations ➤ Advocacy and lobbying 	<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
2. Governance and Participatory Democracy				
2.1 Participatory Democracy	<ol style="list-style-type: none"> 1. Review the decentralisation policies and the structures for accountability 2. Provide resources for effective participation at local level 3. Broaden participation in decision-making processes 4. Create parliamentary forums to facilitate inclusion 	<ul style="list-style-type: none"> ➤ Advocacy and lobbying ➤ Call for referendum on overlap between legislature and executive 	<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



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

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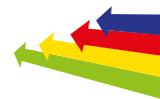
2.6 Public Services	<ol style="list-style-type: none"> 1. Ensure that basic social services are regarded as human rights 2. Regard public services as public goods and not as commodities for profit 3. Establish structures of direct accountability 	<ul style="list-style-type: none"> ➤ Strategic alliances ➤ Lobbying and advocacy 	<p>Other unions, community organisations</p> <p>Office of the President and line ministries</p> <p>SOEs</p>	As above
3. Redistribution and Sharing of Resources				
3.1 Land and Water	<ol style="list-style-type: none"> 1. Implement emergency measures to deal with natural disasters and poverty 2. “One erf-one citizen” and land allocation at birth 3. Control land prices and limit outsourcing 4. Set up supply chains around mass housing 5. Guarantee basic amount of water free for all 6. Resettlement only for those in need and provide support for them 7. Restrict unproductive farms and foreign ownership 8. Amend land reform legislation and eradicate fencing in communal areas 	<ul style="list-style-type: none"> ➤ Lobby and advocacy ➤ Call for land conference ➤ Strategic alliances 	<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"> 1. Create public housing initiatives with local community involvement (BTP, Shack Dwellers Federation) 2. Use local labour and building materials 3. Treat decent housing as a basic human right 	<ul style="list-style-type: none"> ➤ Strategic networking with other concerned organisations ➤ Lobbying and advocacy ➤ Identify alternative housing options 	<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"> 1. Systematic anti-poaching drives 2. Legislation that punishes polluters and banning of plastic bags 3. Green production and waste management 4. Incentives for de-bushing 5. Creation of green jobs, e.g. waterless sanitation, alternative building materials solar energy, de-bushing etc. 	<ul style="list-style-type: none"> ➤ Strategic networking with other concerned organisations ➤ Lobbying and advocacy around renewable energy (solar) and waste management ➤ Creating environmental awareness/education 	<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"> 1. Reprioritisation of public expenditure towards socio-economic justice: BIG, education, health care, housing, water and sanitation 2. End the wastage of resources for elite projects and the allocation of jobs based on political affiliation 	<ul style="list-style-type: none"> ➤ Strategic alliances ➤ Lobbying and advocacy 	<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"> 1. Provide requirements, incentives and support for local manufacturers and farmers 2. Ensure community control over natural resources 3. Enforce rehabilitation of mining sites 	<ul style="list-style-type: none"> ➤ Lobbying and advocacy ➤ Alliances with concerned organisations 	<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
4. Social Development				
4.1 Social protection	<ol style="list-style-type: none"> 1. Provide social benefits for the unemployed 2. Broaden social protection 3. Implement a BIG, NMAF and NPF 4. Introduce a national minimum wage 	<ul style="list-style-type: none"> ➤ Strategic alliances with other unions, churches and community organisations ➤ Lobbying and Advocacy 	<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"> 1. Expand early childhood development and pre-primary education across the country 2. Effectively implement primary and secondary education and use resources efficiently 3. Establish career paths and links to the job market 4. Ensure uniformity of assessments and review promotion policy 5. Ensure democratic school governance 6. Create conducive learning environment 7. Establish a strong VET system with job attachments 8. Link adult education with other sub-sectors 9. Accommodate children with disabilities and special needs (inclusive education) 10. Provide teachers with opportunities to upgrade their skills (accredited institutions of higher learning) and with housing 	<ul style="list-style-type: none"> ➤ Monitoring and documenting developments ➤ Preparing proposals ➤ Lobbying and advocacy 	<p>Ministries of Education & 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"> 1. Regard healthcare as a basic human right for all 2. Redistribute resources in favour of the needy to achieve universality and equality 3. Train and retain sufficient staff for the public health sector and improve working conditions 4. Recognise and regulate traditional healers to utilise indigenous knowledge 5. Promote prevention as critical to health 	<ul style="list-style-type: none"> ➤ Compare conditions of service in private and public systems ➤ Advocacy and lobbying ➤ Networking 	<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"> 1. Promote 50-50 and increase economic opportunities for women 2. Remove discriminatory practices 3. Bridge the gap between rhetoric and reality by transforming unequal power relationships and access to resources 4. Achieve the aims of the TUCNA gender policy 	<ul style="list-style-type: none"> ➤ Implement the TUCNA gender policy ➤ Identify obstacles to gender equality ➤ Develop strategies to overcome obstacles ➤ Lobbying and advocacy 	<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"> 1. De-racialise economic power and redistribute in favour of the majority who are still disadvantaged (beyond an elite who was historically disadvantaged) 	<ul style="list-style-type: none"> ➤ Monitor AA and BEE practices ➤ Prepare and empower representatives on boards ➤ Revisit the AA law (e.g. chairing by Commissioner) ➤ Lobbying and advocacy 	<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