



26 May 2021

To all media

For Immediate release

NBC STRIKE DECLARED OFFICIALLY OVER

The Namibia Public Workers Union (NAPWU) would like to inform all its members, stakeholders and the general public that the NBC strike which started on the 22nd April 2021 has officially ended today, the 26 May 2021.

The long and protracted strike in the history of NBC came to an end after NAPWU and its members representative managed to successfully negotiate with the employer on some of the workers' demands albeit not all demands where satisfactorily met.

This partial success of the strike is owed to the unity of NBC employees who stood together for the entire duration of the strike despite the inconsiderate manner in which the employer treated them coupled with NBC refusal to consider wavering the "no work-no pay" condition. More 90% of employees remained on course until the strike was declared officially over.

Our member at NBC as committed and responsible employees under the guidance of NAPWU, understands that their absence from their duty stations as a result of this strike deprived the public of much needed information, especially during this difficult time of the Covid-19, which impact was felt from the first day of strike, the same was evident from the public outcry. It is of course no secret that the employer through the board of directors has also expressed through various media on how the absence of workers at NBC became unbearable for quality public service delivery. This is notwithstanding many unsuccessful attempts to use scab workers to do the job of striking professionals.

It is within the spirit of a strong will to resolve the matter and mitigate the further cost of strike on both the employer and employees that the Leadership led by NAPWU General Secretary Comrade Petrus Nevonga, met with the NBC Management led by the board chairperson Mr. Lazarus Jacobs, and these two parties (NAPWU and NBC) agreed on terms that led to the calling off-of the strike and the withdrawal of the court case.

Through this engagements of note to the public is:

1. NAPWU has managed to secure permanent employment for all One Hundred and Thirty Four (134) contract employees who were previously detained into an excruciating and colonial contract labour system of an unsecured one month contract for an extended period in some instances exceeding seven years. This hard workers will now have job security with immediate effect.
2. It is worth mentioning that one of many reasons that led to an industrial action is the sour employer-employee relationship and perceived mismanagement. To this end, as part of the settlement, parties agreed to set up a joint committee comprised of members of the Board, Management, Union Officials and Workplace Union representatives to find lasting solutions and mend the broken relationship going forward.
3. The parties also agreed that the Corporation will work on modalities to financially assist employees who are affected by the impact of the "NO WORK-NO PAY" Rule.
4. Generally, workers petition to the Prime Minister by extent yielded good results, in that, the NBC Subsidy could now be reviewed and improved to enable the corporation to operate optimally.

In conclusion, NAPWU on behalf of its members at NBC would like to extend its unreserved gratitude to sister Unions under the auspices of the NUNW, all Namibians, and International communities for rendering their unwavering support and sympathy to the course of justice for the NBC employees.

During the protracted strike, the employees enjoyed overwhelming support from the surrounding local businesses, spiritual leaders and organizations who provided much needed basic human needs such as water, electricity and ablution facilities to the striking employees who otherwise could not get such services elsewhere during the strike.

Similarly, local musicians are much appreciated for lifting the moral and spirit of the afflicted employees by throwing a solidarity music concert. Surely NBC employees are key stakeholders in the music industry and musicians development.

Lastly, NAPWU commends the unity of the NBC employees throughout this stalemate and encourages them to remain united as this is just the beginning of many endeavours to better their working conditions.

"UNITED WE STAND, DIVIDED WE FALL"!!!!

PT Nevonga
NAPWU General Secretary

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