

# NAMIBIA PUBLIC WORKERS UNION



## Head Office

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## The Namibia Public Workers Union (NAPWU)

Namibia Public Workers Union (NAPWU) was formed on 6 December 1987. At that time, Namibia was still ruled by an oppressive colonial regime and NAPWU was facing many difficulties because of its commitment to a free and independent Namibia. NAPWU officials were often harassed and even arrested but NAPWU continued to grow and became the strongest union in the civil service.

Today, NAPWU organizes workers in the civil service, including government ministries, municipalities, parastatals, semi-stated institutions, private hospitals and schools as well as any organization providing social services, and that is wholly or partially dependent on government funding.

NAPWU has managed to sign recognition agreements with most of the municipalities, parastatals, old aged homes, private schools and hospitals as well as the Government of the Republic of Namibia and negotiates for better conditions of employment of its members.

## What are NAPWU's aims and objectives?

- To organize workers and to improve their economic and social welfare and to fight for economic justice for all Namibian workers.
- To group them together according to the nature of work they are engaged in, assist them in forming work committees of their own under the auspices of NAPWU.
- To strive for the betterment of economic and social welfare of all Namibia workers, as well as for social and economic justice in general.
- To regulate relations and settle disputes between NAPWU members and their employers.
- To promote education, health and safety, sport and recreation of NAPWU members.
- To co-operate with other trade union to bring about socio-economic change in Namibia.
- To provide and promote projects, training courses and seminars for NAPWU members.
- To provide advice and legal assistance to NAPWU members.
- To encourage and promote a spirit of solidarity and unity among all workers.
- To oppose any discrimination in employment and to fight for the right of all workers to work at fair wages
- To advance the democratic rights of all workers.
- To make representation to government on labour and trade union legislation and other matters affecting workers.
- To promote international friendship, co-operation and solidarity with all workers of the world.

## What are NAPWU's Membership fees?

During its 1999 congress, NAPWU decided that members should pay 1% of their wages as their membership fees. This will help NAPWU to become financially self-reliant and to expand its operations. NAPWU has implemented the 1% system at most of the workplaces.

## NAPWU's members Benefit Fund

All NAPWU members who are paying 1% of their membership fees are automatically part of the union's Members Benefit Fund which offers death benefit of N\$3 000.00 per member.

## NAPWU's Operations

NAPWU has offices in most of the major towns in the country such as Windhoek, Oshakati, Ondangwa, Tsumeb, Rundu, Katima Mulilo, Otjiwarongo, Gobabis, Mariental, Keetmanshoop, Karasburg, Luderitz, Swakopmund, Walvisbay, Khorixas, and Opuwo. All our Offices are run by fulltime staff and can be reached at the addresses shown on the overleaf.

## NAPWU General Secretary Petrus T Nevonga calling on all Namibian workers to unite under the auspices of NUNW:

NAPWU as one of the biggest trade union in the country is charged with the responsibility to defend the workers' rights and interests. The Namibian workers and or the people of Namibia are negatively affected by the high living condition in the country. High inflation on food and transport remains one of the daily challenges in our beloved land. The effort made by our Government to step in and introduce zero rated tax on a selected number of products is highly commended by NAPWU and Namibian workers in particular.

The Namibian Workers are faced with many challenges such as Unfair Labour Practices, discrimination of employees, harassment of our female employees at workplaces and low wages and therefore calling on all Namibian Workers to unite and resist against these challenges.

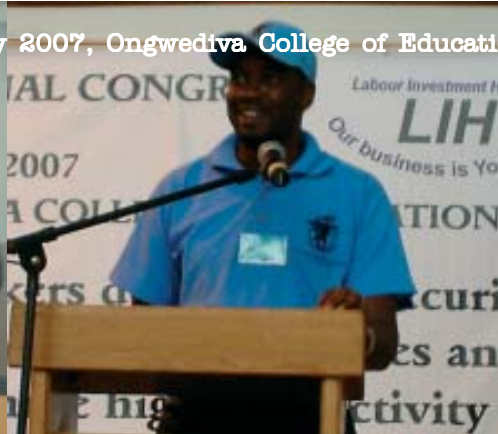
Napwu as one of the NUNW affiliated union, we are organizing workers based on a slogan of one country one Federation (NUNW), and one union one industry. Our federation (NUNW), Food and Allied Industry (NAFAU) Public Sector (NAPWU), Mining Sector (MUN) Transport and Allied Industry (NATAU), Teachers (NANTU), Financial Sector (NAFINU), Farming Sector (NAFWU), Music Industry (NAMIU), Metal and Allied Industry (MANWU) depending on the industry where you are employed please join the respective union.



# NAPWU 8<sup>th</sup> National Congress, May 2007, Ongwediva College of Education



Above Left:  
The first NAPWU General Secretary Cde. PetrusNangolo Ilonga(left) receiving an award of recognition from NAPWU President, Cde.Elifas Dingara during the NAPWU 8<sup>th</sup> National Congress 2007.



Above Right:  
NAPWU's President(left) and the 1<sup>st</sup> Vice President Sarafina Kandere



Delegates from Northern Region

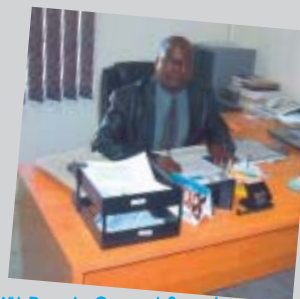


Delegates from Central Region

Above Right:  
NAPWU 2<sup>nd</sup> Vice President Moses Ikanga



NAPWU General Secretary  
Petrus Tukondjeni Nevonga



NAPWU Deputy General Secretary  
Gabes Andumba



Delegates NAPWU 8<sup>th</sup>  
National Congress, May  
2007, Ongwediva College  
of Education



NAPWU Branch Organisers



Viva NAPWU Viva NUNW



Delegates from Western Region



Delegates from Southern Region

## Where to contact us

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