Trade unions since independence

PEKKA PELTOLA

In 1995, I completed my doctoral thesis, titled ‘The Lost Day May: Namibian Workers Struggle for Independence’. In this text, I sought to show that the affiliation of the National Union of Namibian Workers (NUNW) with Swapo, while perhaps assisting with the transition of Namibia to independence, retained a biased agenda in the post-independence period.

Delegating the power to define workers’ interests to the Swapo leadership could easily cause conflicts between workers and the post-independence government, especially where these interest groups face cleavages. I tried to argue, based on the experience of post-socialist states in Europe, that allowing the ruling party to run trade unions and dictate their agendas could lead to the end of organised labour or society in general – a major loss to Namibian workers.

While I was working on this doctoral thesis in the early 1990s, I spoke with Andimba Toivo ya Toivo about these issues. In my 1992 interview with him, he put the problem simply: “Once the trade unions are also down maybe why work for the government at all. Then where are we going to end up? So, it needs really a lot of training and educating. Where are we going to end up? So, it needs really a lot of training and educating.”

Support And Strategies
Sharing information, strategies, and creating international support has always been a central element in the work of successful unions around the world. Therefore, Namibia has not followed the path of former socialist countries in Eastern Europe, where the extreme dependence of the ruling party made trade unions impotent and permanently void of all credibility.

To an extent, Namibian trade unions might be able to lend support to workers in Botswana, who still have a long way to become an effective force able to support its members.

Dr Pekka Pelto is a writer and a retired counsellor for the ministry of labour in Finland. He has worked for more than a decade with the Finnish Trade Union Federation SAK, leading its training effort and support of NUNW in Angola from 1979 to independence. After retiring, he continued writing about Southern Africa. In 2017, he published Botswana – An African Diamond (in Finnish). He can be reached at peltoa.pekka@gmail.com.

MINIMUM REQUIREMENTS:

Eligible candidates must:
• Be a Namibian Citizen
• Be in possession of a B-Degree Qualification at NQA level 7 from a recognised tertiary institution in Accounting and Finance or equivalent qualification from a recognised institution plus nine (9) years appropriate work experience in accounting field
• Experience of working in a uniformed environment and knowledge of IFMS system, Government budget circle, Police Act, Public Service Act, Treasury instructions, Public Service Staff Rules, Regulations and other relevant Acts would serve as an added advantage;
• Having completed Articles from a registered Accounting firm/ Institution would be an advantage

Be at the level of Deputy Director Grade 4 or Director Grade 3;
• Possesses a broader working knowledge of the functioning of the Public Sector in Namibia;
• Have good interpersonal and communication skills;
• Be Computer literate in Microsoft words, Access, Excel, and Power Point;
• Be discipline and without any criminal record;
• Be in excellent health condition and be prepared to undergo a general medical check-up;
• Be free from mental or physical defect, disease or infirmity which will hinder him from the proper discharge of duties of police duties;
• Allow his or her fingerprints to be taken to determine previous convictions;
• Have not been convicted of any offence mentioned in Schedule 1 and must have good character;

Be prepared to take the declaration of accessions to Office as contained in Schedule A of the Police Regulations;
• Be in possession of a valid driver’s licence;
• Be honest, reliable and exhibit a high sense of loyalty;
• Be prepared to undergo Police standardization training;
• Be prepared to undergo interviews;

DUTIES AND RESPONSIBILITIES
The incumbent will be issued with a detailed job description at the duty station, in addition to the under general duties

Maintenance of law and order;
• Prevention of crime;
• Perseverance of the internal security of Namibia;
• Investigations of offence and/or alleged offence;
• Protection of life and property;
• Developing strategic planning programmes;
• Offering management leadership;
• Planning, implementing, overseeing, controlling and managing the activities of the Force in relation to Financial matters;
• Provide guidance in relation to the execution of policy, organization, budgeting, financial personnel provision and liaison in respect to the Financial Directorate’s functional activities;
• Complying and interpreting the Police Act, State Finance Act, Treasury Instructions, Public Service Staff Rules, Regulations and other relevant Acts in accordance to the provisions of the policy requirements;
• Controlling, inspecting, supervising and coordinating the work of personnel deployed to the Finance Directorate;
• Ensuring that the functions of the underlying Directorate are carried out in line with Force policies;
• Carrying out any other duty related to the Financial matters of the Force;
• Carrying out any duty assigned to him or her by the Inspector General of the Namibian Police Force or someone having authority to do so;

BENEFITS
In addition to the salary above, the organization among others offers the following benefits:
• Thirteen cheque
• Medical aid
• Pension
• Ample leave benefits

Interested applicants who meet the above stated requirements should complete the ‘application form’ 156043 and forward their applications with Curriculum Vitae and certificate copies of relevant qualifications to the Namibian Police Headquarters, Private Bag 12024, Ausspanplatz or hand deliver them to the Namibian Police Force Recruitment Office at the C/O Bel and Lazard Street, Ausspanplatz. For enquiries contact: Commissioner A. Kashikhalukwa at 061-2093327 or Chief Inspector A. N. Twemwana at 061-2093384. closing date 29th May 2017.

NB: Strictly ensure that a confirmation of probation letter is attached to the application form and all foreign qualifications should be evaluated by the National Qualifications Authority.

Photography: Markku Vesikko