



# CIF & MANWU ONLINE PROTEST IN SUPPORT OF NAMIBIAN CONSTRUCTION INDUSTRY UPDATED ON 20 AUGUST 2023

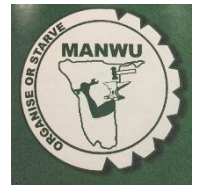


## ◆ Introduction

This is why we need your support and hope for you to enter our competition.

We are calling for changes in the construction sector that include that the Namibian Government will commit itself and announce publicly the following:

1. That all projects that exclude our own majority Namibian-owned contractors, due to steep financial prequalification requirements, and unrealistic or arbitrary technical requirements, will be cancelled and readvertised into smaller lots.
2. and that the technical specifications be reviewed;
3. that there will be a deliberate effort to engage majority Namibian-owned



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contractors on all infrastructure and building projects and that projects will be sized accordingly

4. that Government will play its part in creating an environment for decent work in the construction sector; i.e. ensuring that maximum employment opportunities are created for Namibian workers

5. that Government supports the “optimal development” of the construction sector where there is space for every-sized contractors: majority-Namibian-owned SMEs, majority Namibian-owned mid-sized contractors, majority Namibian-owned large-size contractors, and only then foreign contractors or non-majority Namibian-owned contractors;

6. that joint ventures between majority Namibian-owned contractors must be given preference;

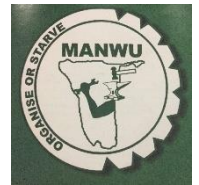
7. that “tenderpreneurism” will not be permitted any further; and

8. that Government commits itself to the establishment of construction council as soon as possible as it would be in the interest of both the private sector as well as the public sector.

### **The protest/the competition terms and conditions**

There is a competitive element to this online protest/competition; the winner will not win anything of monetary value (no money and no goods or services), as we do not want to be seen as having bribed anyone by participating in this competition.

We will, however, honour the person who posts the most creative and impactful message on both the CIF Namibia and Metal and Allied Namibian Workers Union Facebook platforms and adheres to the requirements of the campaign.



1. This ONLINE COMPETITION is open to residents in Namibia and anywhere in the world aged 18 years and over.
2. By entering this competition, an entrant is indicating his/her agreement to be bound by these terms and conditions.
4. CIF Namibia or Metal and Allied Namibian Workers Union do not accept responsibility for entries not received for whatever reason.

#### ◆Duration of Competition

5. The ONLINE COMPETITION will run from 22 June 2023 until midnight on 30 October 2023. Winners will be announced on Facebook, LinkedIn and Twitter on 6 November 2023. Any entries or participation received after midnight on the closing date of the ONLINE COMPETITION, will not be taken into account.

6. CIF Namibia and Metal and Allied Namibian Workers Union may, at their sole discretion, jointly change the said dates and notify the public accordingly of any such change.

7. CIF Namibia AND Metal and Allied Namibian Workers Union also retains the right to jointly terminate this ONLINE COMPETITION at any time.

#### ◆Publicity

8. By participating this ONLINE COMPETITION, entrants may give CIF Namibia and Metal and Allied Namibian Workers Union - MANWU and their agency permission to photograph them for publicity purposes, to upload any content of them to online platforms and to contact them regarding future

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activities.

CIF Namibia and Metal and Allied Namibian Workers Union - MANWU may also use its sole discretion to use the participating entrant's name, photographed image and winning comments, only if the entrant permits for them to do so.

#### ✦Rights

9. All participants and entrants indemnify CIF Namibia and Metal and Allied Namibian Workers Union - MANWU and its members, advisors, suppliers and partners against any and all claims arising howsoever (including wilful misconduct, or negligent act or omission) from their participation in this ONLINE COMPETITION.

10. Facebook is not endorsing, sponsoring or administering this online competition. Facebook cannot be held responsible. All participants and entrants indemnify Facebook against any and all claims arising howsoever (including wilful misconduct, or negligent act or omission) from their participation in this ONLINE COMPETITION.

#### ✦No profanity, racism, or xenophobia, or hate speech

11. Profanity, racism, xenophobia or hate speech will NOT be permitted whatsoever on the CIF Namibia or Metal and Allied Namibian Workers Union - MANWU Facebook page. Related posts will be hidden from public view.

#### ✦Undermining the Objectives of the Campaign

11. Posts that undermine the objective of the campaign on the CIF Namibia, Metal and Allied Namibian Workers Union - MANWU or Namibia Building



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Workers Pension Fund Facebook page, will be hidden.

## ◆ Competition Mechanics & Rules

12. The competition mechanics are as follows:

13. Competition entrants must submit their entry to the CIF Namibia Facebook page - and are encouraged but are not required to “tag” Metal and Allied Namibian Workers Union - MANWU.

14. The competition entrants are encouraged but are not required to:

14.1 Download a circular image/picture in jpg format from the CIF Namibia Facebook page and use it as their profile picture for at least 30 days or until some changes in the support of the construction sector have been effected.

14.2 Like and follow the CIF Namibia and Metal and Allied Namibian Workers Union - MANWU on Facebook.

14.3 Like the ONLINE COMPETITION posts of others on both the CIF Namibia and Metal and Allied Namibian Workers Union - MANWU Facebook page.

15. As Competition entrant you make your own COMPETITION POSTER and take a picture of you and your colleagues or friends holding a competition poster; and post it on the CIF Namibia Facebook page and you encouraged to tag the Metal and Allied Namibian Workers Union - MANWU Facebook page, and tell us why Namibian-owned companies should be better supported. The more pictures of different competition poster you post

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on the CIF Namibia and Metal and Allied Namibian Workers Union - MANWU Facebook page, the more chances of winning.

16. Use the following hashtags [#support\\_ourcontractors](#) [#supportlocal](#) [#noTenderpreneurs](#) [#Namibianconstructioncouncil](#)

17. The ONLINE COMPETITION entries that are aligned with the goal of the competition and posters and has received the most likes from other entrants, will become winners of the competition.

#### ★Prize and the Winners

18. Five (5) winners will be honoured as the BIGGEST SUPPORTER OF NAMIBIA'S LOCAL CONSTRUCTION SECTOR. If the winners are willing to be interviewed and photographed, their pictures will be shared on the CIF Namibia and Metal and Allied Namibian Workers Union - MANWU Facebook pages. We will also issue a media release, sharing the comments of our five winners.

19. The panel selecting the BIGGEST SUPPORTER OF NAMIBIA'S LOCAL CONSTRUCTION SECTOR will include two representatives from the CIF Namibia, two representatives of Metal and Allied Namibian Workers Union - MANWU, and one representative of a third unrelated party.

20. CIF Namibia and Metal and Allied Namibian Workers Union - MANWU reserve the right to alter rules or prizes/honours at their own discretion. Such altered rules and prizes shall become effective immediately after being altered jointly or on such date as may be determined by CIF Namibia and Metal and Allied Namibian Workers Union - MANWU. No entrant shall have any recourse against CIF Namibia or Metal and Allied Namibian Workers Union - MANWU as a result of the alterations of the rules or

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“prizes/honours”

21. The prize/honours is not transferable and non-negotiable.