



# 2007 - 2008 ANNUAL REPORT

## LABOUR RESEARCH SERVICE

to be presented at the  
Annual General Meeting  
5<sup>th</sup> September 2008  
Johannesburg



*Knowledge is too important to be  
left in the hands of the bosses*

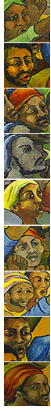
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## *CHAIRPERSON'S INTRODUCTION*

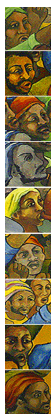
The AGM of 2007 elected a board of whom 2 were previous members and 4 were new. I am pleased to say that the transition was smooth and the participation of all board members showed a genuine commitment to the goals of the LRS. They participated robustly in board meetings and activities hosted by the LRS despite busy schedules in their own unions. A number of internal processes assisted with this transition – a board induction workshop and careful advanced planning and preparations of meetings.

The board also had to develop and oversee a succession of the appointed director. In November 2007 the board accepted the nomination of Sahra Ryklief for the position of Secretary General of the International Federation of Workers Education Associations (Ifwea). The LRS is a long standing affiliate of Ifwea and there was overwhelming support from numerous other Ifwea affiliates for Sahra to fill this position. The board agreed to develop a succession plan in the new year depending on the outcome of the Ifwea Conference in December 2007.

Indeed, Sahra Ryklief did get elected – Congratulations Sahra!! We trust that she will make of Ifwea what she has graciously made of the LRS over the 10 years of her directorship – a reputable, respected and renowned organisation within the labour movement. We wish her all the best in her duties as Secretary General of Ifwea. We are also glad that she is not leaving the LRS. She will continue to stay on as a staff member of the LRS in a more limited role focusing on Research and Development.

The March 2008 board meeting developed a succession plan for the LRS. Saliem Patel, the deputy director, was identified to replace Sahra Ryklief as the appointed director and it was decided that all responsibilities were to be handed down to him under Sahra Ryklief's supervision and mentoring. Trenton Elsley would be appointed as deputy director and would also be supervised and mentored by Sahra Ryklief. A positive assessment was made in the June board meeting and Saliem Patel was appointed director as from 1 August 2008. It was also decided by the board that Sahra Ryklief would continue to sit in board meetings with observer status and continue to mentor the director and project leaders in the coming year. The board's appointment of the director needs to be ratified by the AGM.

Moving away from the internal dynamics of the LRS it is important to note that the LRS has increased the critical support to our trade unions around collective bargaining. I have to agree with the trade unionists that attended the LRS Negotiators Conference that there is not enough time to discuss the practical information and analysis provided by the LRS. While they were commenting on the amount of time allocated to group discussions in the tightly packed programme I would like to make this a point about the programmes of our unions – it is really





for us to make the time and get our negotiators to synthesise the information and analysis that the LRS provides on a regular basis. Indeed, some of our members have already drawn the LRS into their collective bargaining programmes and I encourage the rest to do the same.

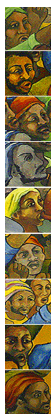
The strategic plan of the LRS includes critical issues that currently face our unions in collective bargaining and that we are not able to keep up with – precarious employment; gender relations in trade unions; HIV and AIDS in collective bargaining; the regional labour market and responding to multinational corporations. *It is a challenge for the LRS in the next year to root these projects in the unions.* The board has already laid a strong basis for this to happen and needs to continue to assist project staff in liaising with our unions. Given all the changes in the board in the past year I recommend to the AGM that we keep the existing board members in the coming year. The continuity will allow the board to focus on this challenge.

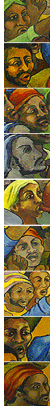
**Michael Sinclair**

Chairperson

## **BOARD MEMBERS 2007–8**

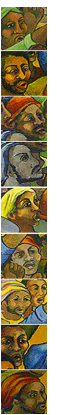
1. Michael Sinclair Board Chairman; Shop steward, National Union of Metalworkers of SA (NUMSA)
2. Nezaam Davids Organiser, Transport and Omnibus Workers Union (TOWU)
3. Sahra Ryklief Board Secretary; Executive Director of Labour Research Service
4. Faiza Davids Board member, Shop steward, South African Commercial and Catering Workers Union (SACCAWU)
5. Keith Jacobs Board member; Deputy General Secretary, Chemical Energy Paper Printing Wood and Allied Workers Union (CEPPWAWU)
6. Patricia Peters Board member; Deputy Chairperson, Western Cape Region, South African Transport and Allied Workers Union (SATAWU)

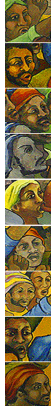




## ***MEMBER UNIONS OF THE LABOUR RESEARCH SERVICE***

1. CEPPWAWU Chemical Energy Paper Printing Wood and Allied Workers Union
2. FAWU Food and Allied Workers Union
3. HOSPERSA Hospital Personnel Trade Union of South Africa
4. J&GU Jewelers and Goldsmiths Union
5. MEWUSA Metal and Electrical Workers Union of South Africa
6. NEHAWU National Education Health and Allied Workers Union
7. NUM National Union of Mineworkers
8. NUMSA National Union of Metalworkers of South Africa
9. SACCAWU South African Commercial Catering and Allied Workers Union
10. SADTU South African Democratic Teachers Union
11. SAMWU South African Municipal Workers Union
12. SAWU South African Woodworkers Union
13. SATAWU South African Transport and Allied Workers Union
14. TOWU Transport and Omnibus Workers Union





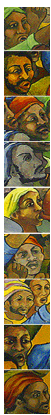
## *OPERATIONAL REVIEW: March 2007 – February 2008*

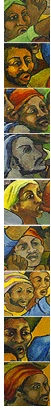
This year is turning out to be very turbulent in South Africa's social, political and economic spheres. The writing was on the wall last year. The number of strikes and protests rose substantially with analyst concerned that levels of social unrest was reaching heights last seen during the apartheid days. On the labour side there was the 4 week strike in the public sector involving 17 trade unions and over 700 000 workers with overwhelming public support and solidarity. The economy grew less vigorously and discernable was a worrying growth of the trade deficit – importing more than we can afford. The effects of interest rate hikes from 7% at the beginning of 2006 to 11% by the end of 2007 and inflation surging from 4.6% for 2006 to 6.5% in 2007 was hard felt by the working class. On the political front the nation witnessed the “clean slate” election of the top 5 ANC NEC members at the Polokwane Congress in December 2007.

With events steamrolling into this year – xenophobic attacks, inflation surpassing the worst expectations, the court case of the ANC president resuming, posturing of political parties as national elections looms closer, etc – it is difficult to resist running ahead. The flurry of collective bargaining continues and notable is the renegotiation of a few multi year agreements that were not supposed to come up this year. But the aim of this report is to account for the operations of the LRS in the period March 2007 to February 2008. Suffice to say that LRS operations, because they are integrally tied to collective bargaining of highly politicized trade unions, are neither immune from nor impartial to the national context of turbulence and fluidity.

At the LRS, 2007 was the year we embarked on the first of our five year (2007 – 2011) strategic plan developed after three years of internal turbulence at the LRS where we lost staff, closed down some projects and posts, reduced office space and cut expenditure including freezing salaries. Last year shows that there is light at the end of the tunnel if there is strategic planning, transparency and commitment. It may be presumptuous to say that a turn around has been accomplished preferring to let another year of testing the strategic plan go by, but there are strong signs of this.

The dangers of a small research organisation in the labour movement continue to stare us in the face. We can, however, look them in the eye with full understanding of their sources and knowing that we have a long term plan and immediate mechanisms for warding them off. The dangers include short term project funding; competition from other service providers; volatile demand and high expectations of trade unions from our small staff. These are issues captured in our strategic plan and we will live with them if not overcome them in the next few





years. Tight planning is essential to ensure that staff can cope with unbearable workloads – even if it is work they are highly motivated and committed to doing.

The new projects developed in the last two years were grounded last year and are proving to be revitalizing for the LRS. We also deepened and expanded existing projects to meet specific needs of trade unions. We are currently geared up for the increasing focus of our member trade unions, and unions generally, on collective bargaining – a focus trade unions slowly lost after 1994 to an extent that for three years in a row – 2001 to 2003 – there was either a decline or no change in the average real minimum wage. Now that collective bargaining climbs the agenda of trade unions there is no time to waste given the turbulent social, economic and political times ahead.

### **Collective Bargaining Support**

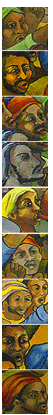
The core business of the LRS is to provide collective bargaining support to trade unions and last year we were able to raise funding to fully cover the essential information and research LRS produces for trade union negotiators through the publication of the annual omnibus, *Bargaining Indicators* in June 2007 and two issues of *Bargaining Monitor*, our newsletter for trade union members. The annual *Negotiators' Conference* held in April 2007 was attended by 44 negotiators from unions affiliated to South African trade union federations as well as independent unions.

We moved ahead with the plan to extend the collective bargaining support research tool, viz, the *Actual Wage Rates Database (AWARD)* to other African and Latin American countries. In 2005–6 the LRS piloted this expansion with our sister organisation, the Labour Resource and Research Institute in Namibia, and with this experience organisations in 10 African countries as well as PLADES, a labour based organisations in Peru, have been engaged. Sufficient funds were raised in 2007 to kick start this process in the coming year. The LRS also contributed to *Wage Indicator*, an international online project to create wage transparency and that tracks wages for different kinds of job positions internationally.

### **Bargaining Monitors**

Two issues were produced in 2007 and distributed to LRS trade union members as well as in numerous trade union events. The September issue focused on collective bargaining information and an overview of the Negotiators Conference. It covered the following topics.

- Negotiators Conference 2007
- Collective Bargaining: Agreement on What?
- Collective Bargaining: What's on the Agenda?





- Directors Fees: A View of the Top
- Forms of Collective Bargaining in South Africa
- Inflation Monitor
- Decent Work and the 2010 World Cup

The December issue focused on gender and covered the following topics:

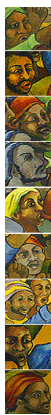
- The struggle for gender equality in the workplace continues
- The views of working women
- What does the BCEA offer women?
- Fair payment while on maternity leave
- SACCAWU model proposal on parental rights for working women and men
- 2010 – What is in it for women
- BWI Gender Policy
- Extracts from COSATU National Gender Conference
- Draft Resolutions
- FEDUSA Equity Forum
- Taking up the challenge of HIV/Aids in the workplace
- Code of Good Practice - HIV/.Aids and Employment
- Making the NSP work for Labour
- Interview with SACCAWU shop steward
- Interview with NUM shop steward
- Case studies of trade union responses to HIV Aids

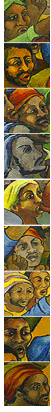
### ***Bargaining Indicators***

Bargaining Indicators 2007 was distributed widely both nationally and internationally. It was distributed at the Africa GUFs forum as well as the ALRN, APADEP and Global Network Regional Meetings. Locally it was distributed to all LRS member Unions, Trade Union Federations and the Ceppwawu Collective Bargaining Conference. Over a hundred copies of the 2007 Bargaining Indicators were bought by unions for their negotiators.

Bargaining Indicators in 2007 consisted of the following reports:

1. Trade Union Development Indicators: An Analytical Resource For South African Trade Unions by S Ryklief, Labour Research Service
2. Collective Bargaining Update: Forms of Collective Bargaining in South Africa and Prospects by S Godfrey, Labour and Enterprise Project, Institute for Development and Labour Law, Sociology Department, University of Cape Town





3. Raising Gender Standards for Low Wage Women Workers by N Benjamin, Labour Research Service
4. Outcomes Of Collective Bargaining: The Quality of Low Wage Employment in the Formal Economy in South Africa by T Elsley, Labour Research Service
5. Economic Review 2007: Macro-economic Indicators for Collective Bargaining by S Patel, Labour Research Service
6. Directors Fees Report 2007: A View of the Top by S Patel, Labour Research Service
7. Negotiating Inflation: Price Inflation in South Africa by T Elsley, Labour Research Service
8. Decent Work For Development: The Expanded Public Works Programme (EPWP) – Lessons from 5 Projects in the Western Cape, South Africa by S Godfrey & J Theron, Labour and Enterprise Project, Institute for Development and Labour Law, University of Cape Town

### ***Trade Union Development Indicators (TRUDI)***

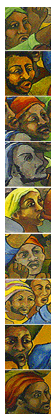
This is a research tool designed by the LRS in conjunction with our member unions during 2005-6 to develop strategies for trade unions to:

- Effectively represent members' interests.
- Function as democratic, worker-controlled organisations.
- Work together as unions in solidarity with one another.
- Actively engaged with working class issues broader than those of the workplace.

In 2007 these indicators were piloted and actually used by a trade union to improve its collective bargaining strategy. With this experience the indicators were further refined and conference presentations on ***TRUDI*** in 2007 solicited interest from organisations in Africa, Latin America and Asia. A plan was developed to pilot ***TRUDI*** with trade unions in Namibia in the coming year.

### ***Mainstreaming Gender Standards into Collective Bargaining***

A key aspect of this project is to ensure that trade union participants are shaping new practical strategies for making gender and the organizing of women central to collective bargaining. In 2007 a ***gendered analysis*** of a wide range of collective bargaining agreements was conducted which highlighted important gains but also the numerous challenges that exist. Through further research and engagement with unions in the coming year, demands and strategies for making the BCEA more ***gender sensitive*** will be developed.





### **Mainstreaming HIV & Aids Standards into Collective Bargaining**

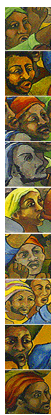
The project raised awareness and assisted in developing practical strategies for the union movement to make HIV and Aids key to collective bargaining strategies through research and workshops. The project highlighted the role and challenges that existing legislation poses in **developing strategies for placing HIV and Aids on the collective bargaining agenda**. Shop stewards participating in the project enhanced their understanding of the biological and social aspects to the **spread of HIV and Aids**. In the coming year the project will focus on how to overcome obstacles in **implementing HIV and Aids strategies** of unions.

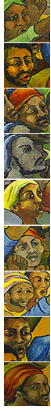
### **2010 and Beyond: Campaign for Decent Work in the Construction Sector**

This campaign was launched by the **Building Workers' International (BWI)** at the World Social Forum in Nairobi (January 2007). The LRS and **BWI** appointed a campaign coordinator based at the LRS. The **first phase** was to develop the campaign by conducting research on companies, unions and employees involved in building the 2010 stadiums, setting up the campaign coordinating structures, and developing a media profile for the campaign. This was accomplished and resources were raised for the **next phase**. In the coming year the campaign will be intensified through campaign activities including trade union capacity building workshops, support for unions during industrial action and inputs into the construction sector summit as well as continuous research and media on the companies involved. Research is planned on the construction phases of 2010 infrastructure, wages and conditions in the sector and a construction sector review.

### **Regional and International Networking**

Networking is important for generating new ideas, developing new research and obtaining information as well as building solidarity across borders in Africa and between the regions in the world. The LRS participated in the **African Labour Research Network (ALRN)** AGM, the **APADEP** educators meeting and continued to coordinate the **Global Network** in Africa. The **Global Network** regional seminar in Nairobi, Kenya, developed a joint plan for the organisations from 10 African countries on the Decent Work Campaign. Three of the five **Global Network** national seminars were held this year – one in Zambia on Social Protection of Informal Economy Workers, one in Burkina Faso on the impact of Economic Partnership Agreements on Farmers and Workers and the one in South Africa was combined with the LRS Negotiators conference to facilitate discussions on Decent Work Indicators for Women in the Workplace, HIV and Aids in the Workplace and for workers in Precarious Work.





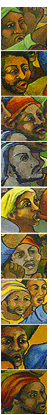
An indication that the regional and international networking is having an impact is the election of the LRS director to the post of Secretary General of the *International Federation of Workers Education Associations (Ifwea)* in its December Congress held in India. While the LRS will play a significant role in supporting *Ifwea*, this organisation and its range of affiliates throughout the world will, in turn, generate many opportunities for our trade union members and *Ifwea* affiliates in South Africa that are increasingly attempting to develop regional and global strategies.

### **Global Trade Union Federations (GUFs) in Africa**

In our strategic plan for the coming period, the Global Trade Union Federations were identified as critical institutions for building unity and solidarity on the continent and it is important for LRS to support these attempts. The work done with the *Building Workers International (BWI)* centered on the 2010 and Beyond Project and further work to bolster this project will be undertaken in the coming year. The LRS provided research for *United Network International (UNI)* on trade unions organising at Shoprite, a South African multinational with retail operations in 16 African countries, to facilitate the process towards establishing the Shoprite Shop Steward Alliance. Further work has been agreed to for developing a collective response among African trade unions to Shoprite in the coming year. Research to inform the *International Transport Federation (ITF)* on southern African regional transport corridors was done in 2006 and presented at the *ITF* southern African sub-regional meeting in June 2007 as well as at the *ITF* Africa regional strategic planning meeting in February 2008. In addition there were meetings in Nairobi in November to discuss future work between the LRS and *ITF*. The LRS also participated in the *GUFs Africa Forum* in December 2007 presenting research on Trade Union responses to Multinationals through highlighting the findings of the Shoprite research completed just before the meeting took place.

### **Trade Union Library**

The trade union library historically served as an information hub for the labour movement with requests for specific information from walk-in users of the library to telephonic requests from trade union negotiators nationally. The library, however, is less known among new trade union members and negotiators and efforts to develop a strategy to improve the use of the library and ensure its long term sustainability is to be developed in the coming year. Furthermore, a proposal to the National Heritage Council was submitted in October with the intention of preserving the resources of the Labour History Archive Project.



## **Research and Media Reports Produced**

### **Eddie Cottle**

- ÷ Profiles of 2010 Construction Companies, for 2010 and Beyond Project with BWI, October 2007
- ÷ “Beneficial impact of 2010 is easily exaggerated”, Cape Times, 9 August 2007
- ÷ “Exploited stadium workers right to down tools”, Cape Times, 4 September 2007
- ÷ “Athlone Stadium perfect for 2010, but Fifa didn’t like view”, Cape Times, 21 August 2007
- ÷ “Capitalist bosses exploit 2010 construction workers”, Sowetan, 2 October 2007

### **Nina Benjamin**

- ÷ Mainstreaming Gender Standards in Collective Bargaining in Bargaining Indicators, July 2007
- ÷ Bargaining Monitor, Volume 21 No 169, Dec 2007
- ÷ Things are bad for women and it’s getting worse, Cape Times, 10 August 2007

### **Sahra Ryklief**

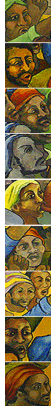
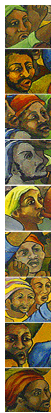
- ÷ A strategic review of Collective Bargaining in CEPPWAWU, for CEPPWAWU, March 2007.
- ÷ Trade Union Development Indicators: An Analytical Resource for South African Trade Unions in Bargaining Indicators, July 2007.
- ÷ A turnaround strategy for the Southern African Trade Union Co-ordinating Council 2008 – 2010, submitted to SATUCC and the Southern African Trust in October 2007.
- ÷ Strategy paper for the International Federation of Workers Education Associations (IFWEA) conference 2 – 5 December 2007.
- ÷ “Daunting Challenges Ahead for Trade Unions” in the Cape Times, 14 August 2007
- ÷ “Meeting the Challenges Facing Labour” in Amandla, Pilot Issue 2, October 2007.

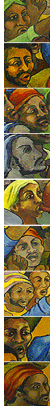
### **Saliem Patel**

- ÷ A view from the top, Directors Fees Survey 2007 in Bargaining Indicators, July 2007.
- ÷ Economic Review 2007 in Bargaining Indicators, July 2007
- ÷ “The Growing Wage Gap will be Our Next Battlefield”, Cape Times, 13 August 2007.
- ÷ The Sting in the tail: Trade Unions organising at Shoprite in Africa, Report for UNI, October 2007.

### **Trenton Elsley,**

- ÷ A Review of the Outcomes of Collective Bargaining, in Strategic Evaluation Of Collective Bargaining for the Chemical, Energy, Paper, Printing, Wood and Allied Workers Union (CEPPWAWU), CEPPWAWU: May 2007.





- ÷ The Outcomes of Collective Bargaining in South Africa - The quality of low wage employment in the formal economy, in Bargaining Indicators, July 2007.
- ÷ Inflation Monitor, Bargaining Indicators, July 2007.
- ÷ Taste of Collective Bargaining Trends, in the South African Labour Bulletin, July/August 2007.

## **Staff Presentations**

### **Eddie Cottle**

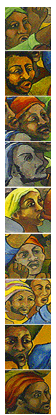
- ÷ Profiles of 2010 Construction Companies, BWI 2010 Leadership Forum, Johannesburg, 6 September 2007
- ÷ Profiles of 2010 Construction Companies, Clean Clothes Campaign, Bangkok, 24-30 November 2007.

### **Nina Benjamin**

- ÷ Mainstreaming Gender Standards into Collective Bargaining, SACOTU National Collective Bargaining Conference, Johannesburg, 6 March 2007.
- ÷ Engaging with Gender Mainstreaming Research, SACCAWU, Johannesburg, 7 March 2008
- ÷ Mainstreaming Gender Standards into Collective Bargaining, SACCAWU National Gender Committee, Johannesburg, 18 June 2007.
- ÷ Overview of Gender Struggles in South Africa, COSATU National Gender Committee, Johannesburg, 15 August 2007.
- ÷ Mainstreaming HIV & Aids Standards into Collective Bargaining, CEPPAWU , Johannesburg, 5 – 6 September 2007
- ÷ Mainstreaming Gender Standards into Collective Bargaining, Giwusa, Johannesburg, 3 October 2007.

### **Sahra Ryklief**

- ÷ A strategic review of Collective Bargaining in CEPPWAWU, presented at CEPPWAWU National Bargaining Conference, Johannesburg, 28 March 2007.
- ÷ Images of the other, presented to AOF workshop in Oslo, 12 February 2007.
- ÷ A strategic review of the SATUCC: guidelines towards a turnaround strategy for the Southern African Trade Union Co-ordinating Council presented at a seminar for SATUCC leadership hosted by the Southern African Trust, Johannesburg, 13 September 2007.
- ÷ Defining strategic indicators for successful collective bargaining presented at Global Network Seminar hosted by PLADES in Lima, 22 September 2007.





- ÷ The BWI Campaign - 2010 and Beyond: Campaign for Decent Work in the Construction Sector, presented at Global Network Seminar hosted by PLADES in Lima, 22 September 2007.
- ÷ Discussion paper on the way forward strategy for IFWEA, presented at IFWEA conference hosted by SEWA in Ahmedabad, 1 – 5 December 2007.
- ÷ How GUFs and LSOs can work together: The example of the 2010 and beyond campaign, FNV partner conference, Accra, 28 – 30 January 2008.

### ***Saliem Patel***

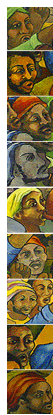
- ÷ Trade Union Responses to Multinationals: Case Studies in Namibia, South Africa and Zimbabwe, Global Labour University Conference, Johannesburg, 3-4 April 2007
- ÷ Southern African Regional Transport Corridors, ITF Southern Africa, Windhoek, 18-20 June 2007
- ÷ Report of the Global Network Africa and the way forward for 2008 – 11, Global Network Global Seminar, Lima, 20 – 23 September 2007.
- ÷ A Sting in the Tail: African Trade Unions Organising at Shoprite, UNI Shoprite workshop, Johannesburg, 9-11 October 2007.
- ÷ Trade Union Responses to Multinational Companies in Africa: The case of trade unions organising at Shoprite, GUFs Africa Forum, Johannesburg, 2-4 December 2007
- ÷ The role of research to build solidarity and unity between ITF Africa affiliates, ITF Africa Strategic Planning Workshop, Johannesburg, 18-20 February 2008.

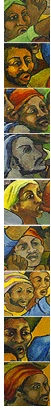
### ***Trenton Elsley***

- ÷ COSATU Western Cape, Shop Steward Skills Building Workshop, 22 March 2007.
- ÷ The Ethical Rationale and Practices Underlying Collective Bargaining and Wage Negotiations, Ethical Leadership Project, UCT, April 2007.
- ÷ Constructing the 2010 Soccer World Cup, BWI Decent Work in the Construction Sector, 2010 Campaign, Johannesburg, May 2007.
- ÷ Collective Bargaining in the Private Sector, on SAFM, May 2007 (other shows included the sectoral determination for the hospitality sector and the construction industry and the 2010 world cup.
- ÷ Collective Bargaining Support Southern Africa, Global Network Regional Seminar, Nairobi, November 2007.

### ***Events Hosted by the LRS***

- ÷ Negotiators Conference, Collective Bargaining Support Project, Johannesburg, 17-19 April 2007





- ÷ Workshop, Developing Practical Strategies for Mainstreaming HIV & Aids Standards in Collective Bargaining, Johannesburg, Various Trade Unions, 14 August 2007
- ÷ Workshop, Mainstreaming HIV & Aids Standards into Collective Bargaining, Johannesburg, for CEPPWAWU 5 and 6 September 2007
- ÷ Global Network Regional Seminar, Global Network Project, Nairobi, 5-8 November 2007

### ***Community House: A Labour and Community Heritage Site***

An exciting possibility of turning **Community House** into a Labour and Community Heritage Site exists after the LRS initiated a process involving the Community House board and tenants to discuss this proposal. The proposal was submitted to the National Lotteries Distribution Trust Fund in November 2007. This process and fund raising will continue in the coming year.

## ***GOVERNANCE & HUMAN RESOURCES***

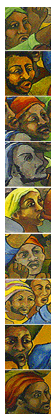
### ***Governance:***

The LRS board met on 12 March, 25 June and 23 November during 2007. These meetings discussed and adopted the audited financial report of the previous year, the LRS 5 year strategic plan, the 2007 operation plan and budget, and the human resource management and policy plans.

The July 2007 AGM agenda and programme were adopted by the board meeting in June 2007. The outgoing board members were: Andre Cleophas (NUM), Faiza Davids (SACCAWU), Tumedisio Modise (MEWUSA), Michael Sinclair (NUMSA) and Khaya Somdyala (TOWU). Four new directors were elected – Nezaam Davids (TOWU), Keith Jacobs (Ceppwawu), Bhekani Ngcobo (NUM), and Patricia Peters (SATAWU). Michael Sinclair (NUMSA) and Faiza Davids (SACCAWU) were re-elected.

### ***Human Resources:***

The LRS opened and filled three posts in 2007 due to confirmed funds for new projects. Nina Benjamin was employed as project leader of two projects "Mainstreaming Gender in the







Workplace” and “Mainstreaming HIV and Aids in the Workplace”. Edward Cottle was employed as project leader and campaign coordinator of the project “2010 and Beyond: Decent Work in the Construction Sector”. Mapule Mayeme was employed as a Junior Research Assistant for Collective Bargaining Support. Employing new staff was done very cautiously and on the basis that new staff could independently develop these projects and ensure that unions become active participants in them. At the end of February 2008, the receptionist, Isabel Koel went on maternity leave and was replaced temporarily by Ndidikazi Mbuli.

### Staff in 2007

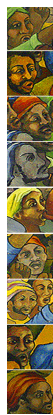
Benjamin, Nina	Gender Researcher
Cottle, Edward	Campaigns Coordinator
Davidson, Richard	Finance Manager
Elsley, Trenton	Project Manager
Koul, Isabel	Receptionist
Odemba, Derick	IT Administrator
Maema, Mapule	Research Assistant
Patel, Mohamed Saliem	Deputy Director
Ryklief, Cheryl Cecilia	Director
Vananda, Busisiwe	Office Manager & Librarian

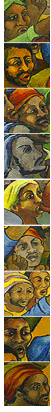
There were 2 staff meetings in the course of 2007 to discuss LRS policies on HIV and Aids, Sexual Harassment, Gender, Recruitment and Retrenchment. Staff benefits and office renovations were also discussed.

### Planning, Monitoring and Evaluation (PME)

The LRS undertook an extensive and intensive PME process in 2006 -7 and this continued in 2007-8. This enabled LRS staff to use logframe for PME and improve the design and quality of LRS projects so that they intersect more directly with the needs of our trade union members. Southern Hemisphere, a PME consulting organisation, assisted with review and planning workshops. This process has greatly improved our ability to realize plans and increase the participation of union members in project activities.

The LRS five year strategic plan was developed in the annual evaluation workshop in November 2006 and annual planning workshop of February 2007. There was a quarterly review in April, a mid year review in June and an annual review workshop in November 2007. The November workshop included developing monitoring and evaluation tools and structured project operational plans for 2008 based on the five year strategic plan and the funds raised for this year.





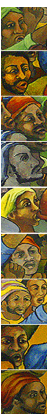
### Volunteers and Interns:

The LRS benefited greatly from volunteers and interns and hereby acknowledge their contribution. The volunteer from VSO, Derick Odemba, provided hands-on Information Technology support for our staff and the organisation as a whole. The volunteers from Färnebo Folk High School, Helen Arfidsson and Calle Sundstedt worked in the Gender and Collective Bargaining Support projects respectively. They assisted with data capturing and analysis for these projects with a youthful freshness. Nomakhaya Mnyala worked in the Trade Union Library from July – December 2007 and Zimkhitha Mbilini during February 2008, both as volunteers assisting with cataloguing and helping library users.

### Consultants and Service Providers

The LRS must express thanks to the following consultants and service providers we drew on during the year:

- ÷ Jan Theron and Shane Godfrey of the ***Labour Enterprise Policy Research Group*** for research
- ÷ Nana Davies and Dena Lomofsky of ***Southern Hemisphere*** for PME
- ÷ Karen Rutter for editing and writing
- ÷ ***Fingerprint Co-op*** for printing
- ÷ LINDIA Trout of ***Media Chilli*** for layout and design





## FINANCE

The year 2007-8 appears to have left us with an enormous deficit of R418 668 according to our audited financial statements. It is important, therefore, first to clarify what makes up this deficit. More than half is due to Income not reflected in the financial year as it was not invoiced for and received by the end of February 2008. The table below shows almost R230 000 not yet received for work done (1-2) but that we were contracted to do and did actually do. In addition, provision is made of R119 000 for leave owing to staff and is not actual expenditure. This leaves us with an actual or real deficit of R71 668.

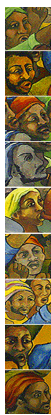
1. Work Completed and not invoiced for:	SASK	153,000
	SATUCC	15,000
2. Work done in Jan - Feb not yet processed: 2010 and Beyond, Global Network, Mainstreaming Gender in Collective Bargaining, Hiv and Aids in the Workplace	Various Projects	60,000
3. Provision for Leave	8 Staff members	119,000
4. Salaries (and sundries) not covered by project budgets		<b>71,668</b>
Total		418,668

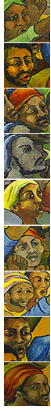
In other words the LRS will recover R230 000 once invoices are issued for the various amounts it is made of in the coming year. Secondly, as staff members take leave in the coming year the value put aside for leave owing will be reduced.

The amount of R71 668 is due to not being able to sufficiently cover admin and librarian salaries in project budgets as well as for work done to develop proposals for the Trade Union Library and for the development of Community House, viz., a proposal to turn Community House into a Labour Heritage Site.

The work done to develop proposals are worthwhile investments and will generate income in the future that more than makes up for the deficit we carry this year in the sense that it will add to the resources and infrastructure of the LRS.

There is some work that must be done, however, in the coming year to ensure that administration salaries are incorporated into project budgets and that projects are able to cover the real administrative costs incurred by the LRS for these projects. To be fair, the LRS has come a long way in setting up financial systems in the past two years so that we are able





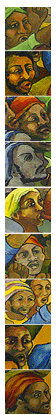
to do this. In the coming year regular monitoring between project leaders and the financial manager will ensure that this happens.

## **FUNDERS**

In 2007 the LRS was supported by the following funders:

<b>ACRONYM</b>	<b>NAME</b>	<b>COUNTRY</b>
BWI	Building Workers International	Switzerland
DFID	Department for International Development	United Kingdom
EED	Evangelischer Entwicklungs Dienst	Germany
FES	Frederich Ebert Stiftung	Germany
FNV	FNV-Mondial	Netherlands
LO-TCO	LO-TCO Bistandsnamnd	Sweden
OPIC	Olof Palme International Centre	Sweden
RLF	Rosa Luxemburg Foundation	Germany
NORCHEM	Norwegian Union	Norway
SASK	Suomen Ammattiliittojen Solidaarisuuskeskus	Finland
SLA	Swiss Labour Assistance	Switzerland
SOLIDAR	SOLIDAR	Belgium
UNISON	UNISON	United Kingdom
WIF	Wage Indicator Foundation	Netherlands

The LRS board and staff wish to thank these partners for their grants or contracts during the period under review.





## *The Year Ahead: 2008 – 9*

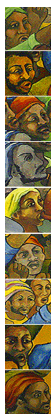
Much has already been said about what is intended for the year 2008-9. It is sufficient to make two small points to conclude this report.

The first is that much of what was planned is in motion and our June mid year review revealed that at least 80% of the deadlines set to date were met and targets achieved. Some activities had to be rescheduled due to the difficulty of ensuring that the numerous partners involved in those specific activities can participate. Other delays were caused due to strategic work coming up that required a change of plans.

The second is that the LRS involvement in union activities and specifically of our members is increasing due to their demands for our support. This is very encouraging indeed and we trust that they will continue to advise us on how to improve the support we give in their collective bargaining conferences and process.

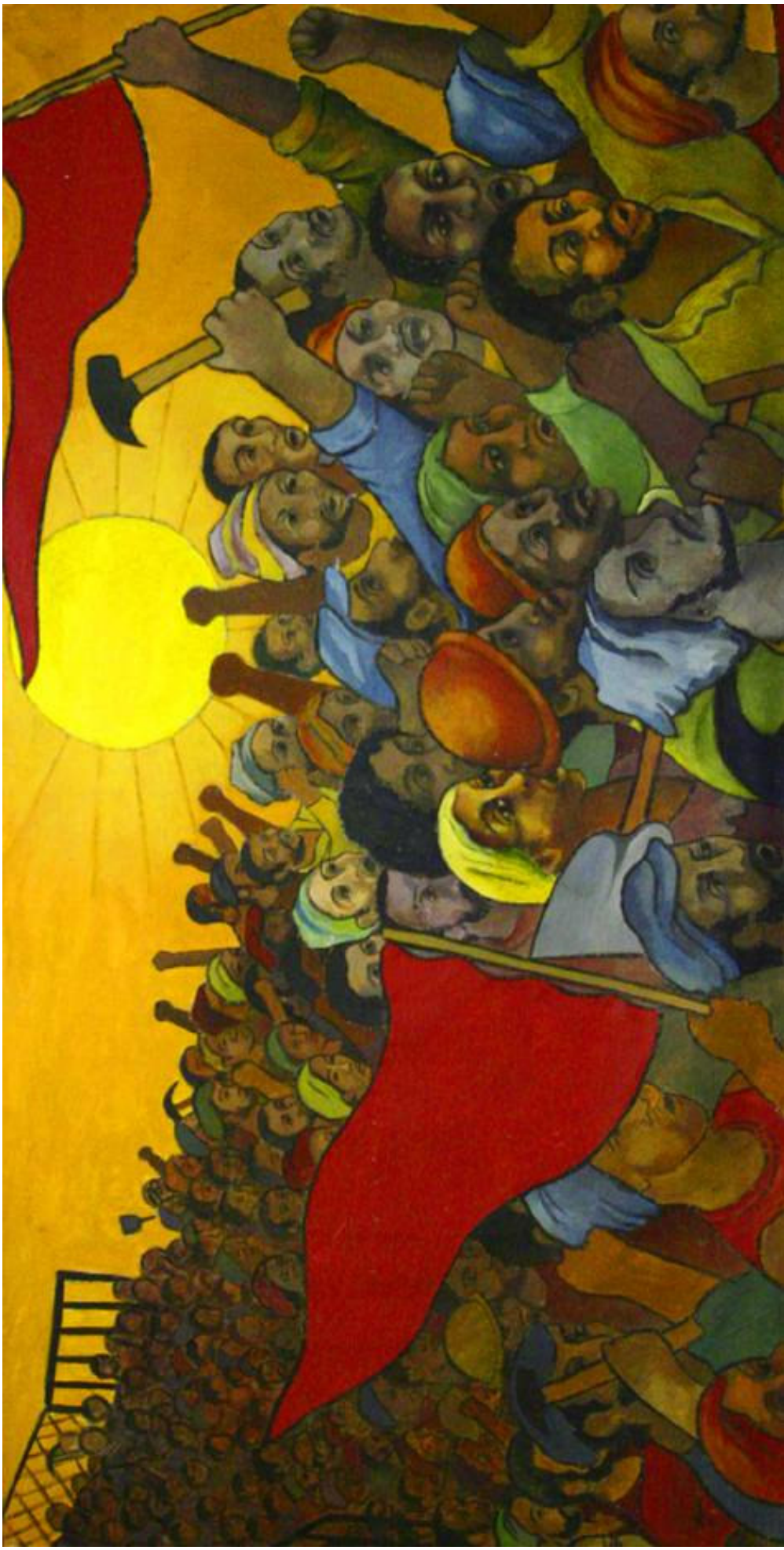
***Saliem Patel***

18 August 2008





# **LRS Labour Research Service**



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