



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

Annual Report 2013

The Chairperson's Report

The board of the Labour Research Service remained relatively stable in the year under review. Kashiefa Achmat (SACCAWU) resigned from the board in 2013. The board then co-opted Stephanie Duffy (SACCAWU) who was subsequently elected at the 2013 AGM in August of the same year. The full board as elected on 26th of August 2013 were:

1. C Chitja (CEPPWAWU)
2. S Duffy (SACCAWU)
3. B Ngcobo (NUM)
4. N Siyana (NUMSA)
5. G Slingsby (NEHAWU)
6. N Syms (SATAWU)

The LRS board of directors maintained a balance between officials and worker leaders, although the representation of women on the board currently sits at 33 percent. The board met five times in 2013 and held one strategic workshop where it considered issues of risk management at the LRS.

LRS Board of Directors meetings in 2013

1. 04 March 2013
2. 08 April 2013
3. 09 April 2013 (Strategic Workshop)
4. 30 May 2013
5. 26 July 2013
6. 10 October 2013

I thank the board members for their fine efforts to discharge their duties in addition to those they hold in their workplaces and in their unions. Their attention to detail and willingness to serve without remuneration for the benefit of this labour support organisation are exemplary.

The 26th annual general meeting of the LRS held on the 26th of August 2013 was well attended by representatives of member unions. The 26th AGM adopted the annual financial statement of the LRS, appointed the auditors of the organisation for the coming period and elected six directors to the board of the LRS.

LRS Member Unions 2013	Acronym	Membership
Chemical, Energy, Paper, Printing, Wood and Allied Workers Union	CEPPWAWU	80 681
Democratic Nursing Organisation of South Africa	DENOSA	80 000
Food and Allied Workers Union	FAWU	127 000
Health and Other Service Personnel Trade Union of South Africa	HOSPERSA	66 721
Independent Municipal and Allied Trade Union	IMATU	72 246
Metal Electrical Workers Union of South Africa	MEWUSA	17 180
National Education, Health and Allied workers Union	NEHAWU	276 486
National Union of Mineworkers	NUM	270 649
National Union of Metalworkers of South Africa	NUMSA	320 000
South African Commercial Catering and Allied Workers Union	SACCAWU	150 000

South African Domestic Service and Allied Workers Union	SADSAWU	7 200
South African Democratic Teachers Union	SADTU	253 039
South African Municipal Workers Union	SAMWU	161 490
South African Transport and Allied workers Union	SATAWU	170 000
Transport Omnibus Workers Union	TOWU	3 000
Total	15 Unions	2 055 692

The Director's Report

In the year under review, the Labour Research Service continued to be guided by a strategic plan which is focused on ten primary outcomes.

1. Creating a supportive and enabling environment for trade union activists
2. Trade union activists develop strategy, skills and knowledge for collective action
3. LRS member unions participate, use and evaluate the LRS
4. Regional and international trade unions work with the LRS
5. Donors and partners support the LRS on the basis of its organisational vision and programme.
6. A wide range of donors regard the LRS as a relevant, accountable and productive partner for pursuing transformation.
7. There is a growing community of non-governmental and labour support organisations in Africa under auspices of the International Federation of Workers Education Associations
8. The LRS pursues organisational learning with selected LSOs and NGOs
9. Government adopts policy and legislation for improving the lives of vulnerable workers
10. The mainstream media reflects the voice and perspectives of workers

The organisation has performed well against these objectives. The LRS created numerous dedicated spaces for reflection and learning and supplemented this with a range of support resources related to bargaining, organising and gender issues. The LRS reached 2886 individuals directly through its programme work. This excludes the distribution of resources and media reach.

The LRS continued to provide information, research and education to support trade union processes of organisation and representation, the processes which shape the present and the future of trade unions.

In 2013, the Labour Research Service continued to fulfil its mandate to engage with trade unions across federation lines with the aim of highlighting the shared interests and experiences within the movement. The LRS continued to function as a democratic membership-based organisation that is both guided by the movement and sufficiently independent to serve that that movement both strategically and creatively.

The LRS continued to pursue regional and international linkages which encourage solidarity and a broader political economy among worker leaders. The LRS actively partnered with international and continental organisations including the ITUC, IFWEA and global union federations in supporting company and sector networks and alliances. Our partnership with the ITUC is focused on a campaign to promote labour rights for women in South Africa.

In 2013 the LRS again raised the necessary funds to fulfil its aims in partnership with a range of solidarity support organisations, while it also continues to grow commissioned work as a share of the total budget. The projects and programmes of the LRS are increasingly integrated which allows for more dynamic activities and improved prospects of transformational outcomes.

The LRS continued to dialogue with international and local fraternal organisations in pursuit of strategies for sustainability in a tough funding environment.

The LRS worked to empower trade unions to engage with a number of legislative and policy mechanisms for improving the conditions of vulnerable workers including sectoral determinations, bargaining councils and NEDLAC. The LRS also cultivated organisational change projects in trade unions and selected community-based organisations themselves.

The LRS continued to deliver on the cross-cutting issue of gender equality by actively promote the development of women and women's issues in trade unions, workplaces and communities through its programme activities. Women accounted for 42% of participants in all activities. We note that there are a number of LRS activities where women predominate. Increasing levels of programme integration within the LRS also meant that gender equality is being pursued in a more rounded manner.

The LRS continued to assist unions in developing leadership, new layers of workers with the skills, consciousness and confidence to play a role in their workplaces, in their organisations and in their communities.

The Programmes of the LRS

An Integrated Information, Education & Research Service for Trade Union Development

The work of the LRS is organised into five core programmes. While the programmes run particular projects and produce dedicated outputs, there is an increasing level of programme integration which facilitates more dynamic interventions.

The Programmes of the Labour Research Service

- Collective Bargaining Support
- Gender (including HIV and AIDS)
- Trade Union Library and Archive
- Transforming Corporate Governance
- Worker Education and Advocacy

The Gender Programme

The LRS Gender programme works to build cultures of gender equality in organizations and works with trade union and community activists in supportive spaces.

The programme consolidated its work with a number of trade unions, rural organisations and LGBTI organizations utilising developmental methodologies including peer learning, participant writing, own learning and report back into their organisations.



Nina Benjamin (centre) facilitates organisational change with BCAWU, SADSAWU, HOSPERSA, and A rural organisation from the Northern Cape (DOCKDA Lesbian and Gay Equality Project (LGEP) study circles)

The programme also began experimenting with multi-stakeholder forums as a way of facilitating more dynamic discussion and learning and building linkages between trade unions and community organisations and issues.

The programme supported the Africa community radio programme initiative led by Workers World Media Productions and commented in the media on the issue of violence against women.

The programme works with activists in trade unions and in workplaces as part of the ITUC Labour Rights for Women Campaign and has a presence in four provincial centres, namely Cape Town (Western Cape), Durban (KZN), Polokwane (Limpopo) and Klerksdorp (North West) where there are established campaign teams. The campaign teams organized 16 days of activism activity in Limpopo, a dialogue in Cape Town. We maintain a good working relationship with all South African trade union federations. This work identified three key issues to take forward in the provinces. They are sexual harassment, maternity protection and decent work for domestic workers.

The programme partnered with the Collective Bargaining Support programme to put issues of representation on the campaign agenda and by all accounts this was valuable introduction to a process that is traditionally dominated by male comrades.

We have maintained the involvement of the activist groupings which developed as part of the previous Decisions for Life Campaign and involved them in a number of activities.

In fact it was the DFL experience which led to a call centre commissioning the LRs to develop a set of progressive conditions of service for call centre employees.

Collective Bargaining Support Programme

This programme began the work of establishing a baseline of existing approaches to organising and representing the interests of vulnerable workers. We have produced a working paper on the topic and developed and piloted an interview schedule to guide research with role players in trade unions.

We completed a review of collective bargaining in South Africa for the ILO. We were commissioned to do a detailed review of companies and wages for the National Union of Mineworkers. The LRS was a key input to the COSATU collective bargaining, organising and campaigns conference in March 2013. The programme has developed a set of sector resource packs for organising and bargaining in five vulnerable sectors of the economy.



*George Mthethwa & Trenton Elsley (LRS)
NUM Bargaining Conference, February 2013*

We worked with a group of shop stewards in the private security and contract cleaning sectors, involving them in two separate two day workshops during the year. The theme of these structured learning interventions was organising and representing vulnerable workers.

We continued to take opportunities to make the links between our programmes and to pursue cross-cutting themes such as gender in our work. The programme provided support for the Labour Rights for Women national and regional campaign launches in several provinces, integrating the topics of gender and collective bargaining.

The programme provides a great deal of ad hoc information and research support for collective bargaining for a number of trade unions. This is a significant amount of work and the challenge for the LRS is to better manage this demand. The programme has several resources and processes which are aimed at developing the information management capacity of trade unions. A series of online databases offer great opportunities for trade unions as bargaining, organising and educational resources. The AWARD database was significantly improved and tracks wage bargaining in South Africa. We also developed an online library of collective agreements called AGREED which is intended to become a repository of collective agreements in South Africa.

We piloted a course on information and communication for collective bargaining which targeted trade union administrators. This innovative approach aims to assist in developing trade union human resources, link them to core processes of the union and explore some gendered dynamics in organisational culture.

The programme maintains a community of practice in several countries in Africa and also worked with the global union federations BWI and UNI. We produced research of NAMPAK operations in Africa and provided inputs to the UNI Africa elective conference in 2013.



Comrades develop their own living wage campaign slogans

The programme has worked to support a trade union led living wage campaign and efforts to lobby for a national minimum wage. We have produced research and hosted forums for developing a better conceptualisation of the living wage. In the process we are collaborating with several organisations including Studies in Poverty and Inequality Institute (SPII), COSATU and NEDLAC.

Transforming Corporate Governance Programme

The aim of the programme is to produce research and support work which strengthens trade union organising and bargaining strategies and which promotes cross border links and solidarity between trade unions.

This programme seeks to establish a growing knowledge base for trade unions to facilitate networks and alliances. The LRS maintained a company database which tracks about ninety South African companies listed on the JSE. The project released the annual Company and Directors' Fees report. This resource includes 74 South African multinational companies. Work has begun on expanding the database to include selected environmental indicators.

In 2013 the LRS developed a database of mining operations in Africa as a future resource for company networks and strategy development.

The LRS developed an online database of library of collective bargaining agreements and GFAs. The work going forward will be to populate this resource with agreements as a way of supporting future research and educational initiatives. This collaboration between the Transforming Corporate Governance and Collective Bargaining Support programme is also evidence of our successful efforts to promote programmatic integration within the organisation.

We are utilising our in-house capacity to develop a database which tracks the activities of the LRS itself. This will allow us to analyse and report on our work to stakeholders in future with a higher degree of insight and accuracy.



We continued to play the role of research and support resource to a range of active multinational company networks including Shoprite, Pick n Pay, Massmart, AngloGold Ashanti, and the Southern African Energy Network (SAEN).

The programme works closely with Global Union Federations and we support the implementation and utilisation of existing Global Framework Agreements (GFA) and provide analysis of the opportunities and constraints of utilising GFAs as a tool for organising and representing worker interests on the continent.

Workers' Education & Advocacy Programme

The LRS Workers Education and Advocacy programme is relatively new and is still evolving. The programme is intent on using methodologies and mediums such as study circles and online education to cultivate a network of grassroots activists and educators as part of a longer term objective of helping to revitalise trade union education strategies.



Activist tutors of tomorrow, Online Learning (left) and study circles (right)

We initiated a study circle project in 2013 engaging unions and recruiting potential tutors for the study circles. The coming year will focus on the development of the core group of tutors in tandem with the roll out of their own study circles within their unions.

The LRS maintains international relationships through its association with the International Federation of Workers Education Institutions (IFWEA) and sits on the executive committee. We partner with IFWEA on both the online learning and study circle projects.



The executive of IFWEA meets in Community House in Cape Town.

We ran an online course on Information & Communication for Collective Bargaining with a group of trade unionists and will continue to build on these experiences in the coming period.

At the level of advocacy, we co-hosted a seminar at NEDLAC on the question of wages earlier in the year. The aim of the initiative was to implement a multi-stakeholder resource, an online wage information system for South Africa, to promote transparency and social dialogue on this important issue.

This programme acts as a resource to the International Domestic Workers Federation (IDWF) and maintains a close working relationship with SADSAWU.

Trade Union Library & Archive Programme

The Trade Union Library and Archive (TULA) is in the process of reconceptualization. In 2013 we reviewed the archive and held consultations with trade union resource personnel to better understand existing trade union needs and approaches to resource management. We updated the catalogue software environment of the library and networked with many fraternal organisations to see what we could learn from their experiences.

We began a pilot digitisation project and in 2013 this work focused on exploring the technical, hardware and software requirements for creating and maintaining a body of knowledge that is accessible via the internet. Our aim is to develop the capacity within the organisation to embark on a process of continuous digitisation. This project holds enormous potential for popularising contemporary and historical labour material and becoming a valuable resource for key trade union processes such as education, bargaining and organising.

TULA also co-hosted a number of activities around days of national significance in partnership with the Gender programme. These dialogues used historical material to stimulate contemporary debates among workers.

The Reach of the Labour Research Service in 2013

Here is a summary of activities undertaken by the LRS in 2013 through its various programmes. These activities are ones where the LRS reached individual directly in that they were present at an event where staff of the LRS were either facilitating or presenting or providing some kind of input to the event.

There are some gaps in the information and so this is likely an underestimation of just how many people we reached through our work. This analysis also excludes the indirect reach of our work, when a document or report or experience is circulated within the union.

The number of people we reached directly in 2013 was at least 2886 individuals. Women accounted for 42% of all participants (in those activities for which we have a gender breakdown).

Summary of LRS headline activities in 2013

Event	Start date	End date	Host	Theme	Project	F	M	Un	Tot
NUM National Bargaining Conference	06 February 2013	07 February 2013	NUM	National Bargaining Conference	CBS				300
COSATU Organisers Forum WC	01 March 2013		COSATU	Education					22
CEPPWAWU National Bargaining Conference	04 March 2013	05 March 2013	CEPPWAWU	bargaining	CBS				
COSATU CBOC Conference	12 March 2013	15 March 2013	COSATU	organising and bargaining	CBS, TCG, Gender			450	450
FEDUSA Bargaining Conference	12 March 2013	13 March 2013	FEDUSA	bargaining	CBS				
Shoprite Shopstewards Alliance Meeting	18 March 2013	21 March 2013	FES, UNI Global Union	Organising and bargaining, solidarity	CBS, TCG	6	24	0	30
LRS Seminar for Shoprite Shop Steward Alliance	20 March 2013		LRS	Collective agreements	WEA				20
COSATU WC Organizers' Forum - COSATU OCBC report back	05 April 2013		COSATU WC	Organising, bargaining and campaigns	CBS				
Workplace Rights Belong to Everyone Workshop	11 April 2013	12 April 2013	LRS, GALA	Gender, women and sexual identity	Gender	0	0	16	16
Radio 786 interview	11 April 2013		Radio786	Public trust of institutions and formations	CBS				
SAFM radio interview	11 April 2013		SAFM	National Minimum Wages	CBS				
NUMSA National Bargaining Conference	16 April 2013	19 April 2013	NUMSA	Bargaining, Gender	CBS	50	400		450
AngloGold Ashanti Shop Steward Alliance	16 April 2013	17 April 2013	FES	Mining	TCG				
COSATU WC Shop Stewards Council	18 April 2013		COSATU WC		TULA, WEA				
WISO Workshop	23 April 2013		NEDLAC, LRS	Wage Data and Social Dialogue	WEA, CBS, TCG	8	22	1	31
May Day Forum	30 April 2013		LRS	Women	TULA,				11

Event	Start date	End date	Host	Theme	Project	F	M	Un	Tot
				workers	Gender				
National Launch of Labour Rights for Women Campaign	15 May 2013	17 May 2013	LRS, NACTU, CONSAWU, COSATU, FEDUSA	Labour rights for women	Gender	61	8	0	69
Industrial Relations Conference	21 May 2013	22 May 2013	Knowledge Resources	Industrial relations	CBS				50
OPC Partner meeting	22 May 2013	23 May 2013	OPC		LRS				
SAMWU Collective Bargaining Conference	27 May 2013	29 May 2013	SAMWU	Education	WEA	0	0	48	48
NUM WC Political meet	31 May 2013		NUM WC	Education and resource strategies	CBS				
Africa GUF Forum	03 June 2013	05 June 2013	FES	Organisation and Representation	CBS, TCG				15
SATAWU Political meeting	04 June 2013		SATAWU	education	CBS				
AWARD Programme	14 June 2013		LRS	CB resources	CBS				
Launch of Africa Domestic Workers Network	15 June 2013	17 June 2013	IDWN	Global networks	WEA				80
RLS Partner meeting	18 June 2013	20 June 2013	RLS	Partnerships	LRS				
Youth Day Forum	25 June 2013		LRS	Education	TULA, Gender	27	9		36
Living Wage Seminar Presentation at LAMEC	27 June 2013		Worker World Media Productions	Living Wage	CBS	3	16	0	19
ILO clothing sector research commission meeting/s	27 June 2013		LRS	Collective bargaining, wages and productivity in the clothing sector	CBS				
Ad hoc research and information support for bargaining	All year			Bargaining	CBS				
Pick n Pay Shop Stewards Alliance	02 July 2013	03 July 2013	FES	Organisation and Representation	TCG	8	12	0	20
Progressive Economist Network (PEN) Launch	15 July 2013		AIDC	Bargaining	CBS				35
LRW Cape Town Launch	17 July 2013		LRS, NACTU, CONSAWU, COSATU, FEDUSA	Labour rights for women	Gender	54	0	0	54
DITSELA Education Forum	18 July 2013		DITSELA	Education, organising, bargaining	WEA				35

Event	Start date	End date	Host	Theme	Project	F	M	Un	Tot
LRW Durban Launch	20 July 2013		LRS, NACTU , CONSA WU, COSAT U, FEDUS A	Labour rights for women	Gender	47	7	0	54
ITF Global Courier Services Campaign	29 July 2013	02 August 2013	ITF		TCG				40
Organising and representing vulnerable workers Workshop	31 July 2013	01 August 2013	LRS	Organisation and Representatio n	CBS	9	15	0	24
ILO Freedom of Association & Collective Bargaining in Agriculture	12 August 2013	15 August 2013	ILO	Organising farmworkers	WEA				30
LRS Member unions Education Forum	21 August 2013		LRS	Labour rights for women	WEA				12
LRW North West Launch	24 August 2013		LRS, NACTU , CONSA WU, COSAT U, FEDUS A	Labour rights for women	Gender	53	11	0	64
LRS 26th Annual General Meeting	26 August 2013		LRS	Governance	All	9	21	0	30
Women's Day roundtable	26 August 2013		LRS	Women on farms	Gender	25	3		28
COSATU procurement workshop (provincial)	09 September 2013		COSAT U		TULA	22	24		46
UNI Africa Conference	17 September 2013	19 Septemb er 2013	UNI Africa	GFAs. Organising, bargaining...	CBS/TCG				450
SAMWU National Education Committee	19 September 2013		SAMW U	Education	WEA				20
Massmart/Walmart Alliance	19 September 2013		UNI, FES	Organising and bargaining	TCG	13	22		35
Gender at Work_Steering committee meet	26 September 2013		LRS	gender and organisational change	Gender	15	2		17
Living Level for SA	27 September 2013		SPII, NEDLA C	Living wage	CBS				20
LRS Online Course	29 September 2013	27 October 2013	LRS	Information & Communicati ons for CB	WEA				12
SAEN	30 September 2013	04 October 2013	Southe rn African Energy Networ k Annual Summi t	Mapping and organising power production and distribution in the region	TCG	4	21		25
SACCAWU Coastal Regions Forum	15 October 2013	16 October 2013	SACCA WU	Education and organising	WEA				50
Organising and representing vulnerable workers Workshop	16 October 2013	17 October	LRS	Organising and	CBS	9	17		26

Event	Start date	End date	Host	Theme	Project	F	M	Un	Tot
		2013		bargaining					
LRW Cape Town Provincial Meeting	22 October 2013		LRS	activity planning	Gender	8	0	0	8
BWI Trade Union Service Delivery in Construction in Africa	22 October 2013		BWI	Servicing members	CBS	4	19		23
Jozi Book Fair	25 October 2013	26 October 2013	Khanya College		TULA				
Study Circles	07 November 2013		LRS	Study circle tutor training	WEA				
Information & Communications for CB Workshop	12 November 2013	13 November 2013	LRS	Information & Communications for CB	CBS	8	1		9
Organising and Representing Vulnerable Workers Workshop	14 November 2013		LRS	Organising and Representing Vulnerable Workers, sector resources	CBS	2	5	0	7
Study Circles	21 November 2013		LRS	Study circle tutor training					
A democratic living level for South Africa	22 November 2013		LRS, SPII	Living level, living wage...	CBS				25
Labour Rights for Women Dialogue	26 November 2013		LRS, MyWa ge	Maternity Benefits	Gender	33	7	0	40
						478	666	515	2886
						42%	58%		

The total visits to the LRS website (<http://www.lrs.org.za>) for 2013 was 8 019 of which 5 907 were unique visitors. The LRS website received 19 490 page views in 2013. Visitors to the website look at an average of 2.43 pages per visit. Visitors spend two minutes and forty one seconds on average on the LRS website per visit

The LRS website was accessed from 114 different countries. Sixty eight percent of all visits originated in South Africa.

Country	Total Visits	Percentage for the year
South Africa	5 478	68.31 %
United States	347	4.33 %
United Kingdom	282	3.52 %
India	113	1.41 %
Sweden	83	1.04 %
Germany	75	0.94 %
Canada	65	0.81 %
Kenya	64	0.80 %
Belgium	53	0.66 %
Netherlands	44	0.55 %

The website was accessed from 712 different cities in 2013. There were 787 visits from unnamed cities which accounted for 9.81% of the total visits.

City	Total Visits	Percentage for the year
Cape Town	2 456	30.63 %
Johannesburg	899	11.21 %
Pretoria	443	5.52 %
Sandton	436	5.44 %
Durban	164	2.05 %
London	141	1.76 %
Centurion	123	1.53 %
Randburg	101	1.26 %
Berea	93	1.16 %
Soweto	62	0.77 %

The pages relating to our work on multinational companies were the most viewed pages by some distance.

The top ten most viewed section on the LRS website:

- i. South African MNCs in Africa
- ii. HIV/AIDS Model Agreement
- iii. Collective Bargaining Resources
- iv. Inflation Monitor
- v. AWARD
- vi. Trade Union Library
- vii. Company Research Publications
- viii. Bargaining Monitor
- ix. South African Labour History Project
- x. Collective Bargaining Support

The LRS distributes a range of resources to a growing subscriber base of trade unionists via email.

Electronic distribution of LRS resources and publications in 2013	
Quarter 1	5 455
Quarter 2	6 973
Quarter 3	7 351
Quarter 4	3 842
TOTAL	23 621

These subscribers voluntarily provide their email addresses, which is an indicator of the desire for information and resources and an indicator that the subscriber base is an active one.

LRS e-subscriber base by trade union and region in 2013		
Union	No. of Subscribers	Provinces/Regions reached
CEPPWAWU	50	WC, NC, MP, FS, EC
DENOSA	70	WC, NC, KZN, NW, GP, MP, FS, LIM, EC
FAWU	60	WC, NC, KZN, NW, GP, MP, FS, LIM, EC
HOSPERSA	27	WC, NC, KZN, NW, GP, MP, FS, LIM
IMATU	33	WC, KZN, GP, FS, EC
MEWUSA	21	WC, NC, GP, FS, EC
NEHAWU	81	WC, NC, KZN, NW, GP, FS, LIM, EC
NUM	73	WC, GP
NUMSA	65	WC, GP, MP, EC
SACCAWU	68	WC, GP, KZN, GP, MP, FS, EC
SADSAWU	8	WC, GP
SADTU	47	WC, NC, KZN, NW, GP, MP, FS, LIM, EC
SAMWU	87	WC, NC, GP
SATAWU	51	WC, NC, KZN, NW, GP, MP, FS, LIM, EC
TOWU	13	WC, GP

The LRS also distributes some resources in hardcopy. The LRS distributed almost 5000 resources in this way in 2013.

Distribution of LRS publications and resources in hardcopy in 2013	
Publication Name	Total
Decisions for Life 2013 Calendars	480
Decisions for Life 2013 Bookmarkers	480
Bargaining Monitor March 2013 - The Collective Bargaining Indicators Edition	450
Living Wage Bargaining Monitor – Special Edition	450
Collecting Bargaining, Organizing, Recruitment and Campaigning Presentation	450
Wage Reports 2013	347
Inflation Monitor	13
Decisions for Life Decent work and contracts Booklets	482
Decisions for Life MyWage Posters	230
Bargaining Monitor Sept 2011	80
Decisions for Life Sharing our Stories and Strategies booklet	445
Decisions for Life Breastfeeding booklet	455
Decisions for Life Sexual Harassment Booklet	466
Workplace belongs to everyone report	116
1973 Durban Strikes CD	18
Lessons from the East London Strikes booklet	24
Taking Employment Equity Forward in the Workplace	16
Chinese Investment in SA: Opportunity or Threat to Workers	20
AGM Packs	80

The Year Ahead

Of particular interest for the LRS in the coming year are the living wage and the challenges of organising and representing vulnerable workers in particular.

The LRS will publish a twenty year review of trade union development in the post democratic era, in an effort to bring together much of the work we have been doing in recent years.

We will continue our efforts to systematise collective bargaining support services and to develop active linkages within unions as a way trying to transcend the limitations of a small labour support organisation. The trade union bargaining and organising resources of the LRS include an online wage database, a new online library of collective bargaining agreements, tailored bargaining reports for our member unions, and targeted resource and education support for sectors characterised by vulnerable work. Our goal is to work with unions to integrate these resources with union structures, people and processes.

In the coming year, we will assess the development of the several continental company networks in which it has participated. We will continue to maintain a database which tracks the operations, performance and executive pay of South African multinationals. We will provide opinion and analysis on executive remuneration and explore the potential for trade union shareholder activism.

In the coming year we will draw women in trade unions into active campaign roles using engaging methodologies which promote the ownership of activities by women worker leaders and their unions. One area of exploration will be the creation of multi-community dialogues which link unions with other formations and roleplayers in communities as a way of developing strategies for dealing with a range of social challenges.

In the coming year we will pilot online learning strategies and revisit study circle approaches to learning within trade unions. This work aims to assist in developing new layers of educators and tutors who have new resources and new approaches to facilitating learning in their own organisations.

We will implement a pilot digitisation project which holds great possibilities and will redefine how the organisation archives and disseminates information and labour resources in the future.

We will look to maintain and develop our international linkages and partnerships, especially through IFWEA and a range of international solidarity support organisations.

At the level of the organisation we will develop systems to better capture and analyse the reach and influence of our programmes. We will continue to promote programmatic integration and collective analysis of experience and strategy development. So too, we will continue to improve our ability to share information with our constituency as well as other roleplayers.

In the coming year we will consult with member unions to devise a strategy which provides for the sustainability of the LRS and which meets the development needs of trade unions. We will intensify a complementary process of further diversifying our funding base, while still maintaining the integrity of our organisational goals during the course of 2014 and 2015.

Acknowledgements

We wish to thank our funders, those who have commissioned work from the LRS, the network of contractors who have assisted us in delivering on our mandate as well as the range of interns who have contributed to the LRS in different ways.

In addition to the support we detail below, we wish to acknowledge the continued trust and support of our member unions and the many comrades we have worked with over the past year.

Funders

- International Trade Union Confederation
- FNV Mondiaal
- Joint Gender Fund
- National Heritage Council
- National Lotteries Distribution Trust Fund
- Olaf Palme Centre
- Rosa Luxemburg Stiftung
- SOLIDAR

Commissioned work

- Building and Wood Workers International
- Development Policy Research Unit, UCT
- Friedrich Ebert Stiftung
- Gender@Work
- International Federation of Workers Education Associations
- International Labour Organisation
- National Union of Mineworkers
- SASK
- UNI Global Union (Africa)

Partners

- Alternative Information Development Centre
- DITSELA
- International Federation of Workers Education Associations
- Labour & Enterprise Policy, IDLL, UCT
- NALEDI
- Studies in Poverty and Inequality Institute

Contractors (Project Work)

- E Biney (CBS)
- F Brand (CBS)
- C Bruce (TCG)
- D Budlender (WISO)

M Friedman (Gender)
David Frylink (TCG)
F Gany (Gender)
K Mbandazayo (Gender)
Media Chilli (web and publishing)
S Meer (Gender)
Paradigm Solutions (TCG)
P Petersen (CBS)
K Rutter (WISO)
L Shumane (TCG)
Zerocred (WISO)
D Jonkers (CBS & TCG)

Interns

Lauren Jutai (University of Ottawa / Canada World Youth)
Carolina Kihlström (OPC, Sweden)
Henry Fessant-Eaton (Rutgers University)
Annie Stenberg (OPC, Sweden)
Patricia Casutt Mancoba (Switzerland)
Vuyolwethu Jack (TULA)
Sinethemba Platyi (TULA)
Kimberly Louw (Farnebo, Sweden)
Linn Rosenberg (Farnebo, Sweden)
Ema Malm (Farnebo, Sweden)
Philisile Bam (CPUT)
Masibulele Lafuti (CPUT)
Pumelela Sibuku (CPUT)
Thando Mgwatyu (CPUT)
Zingisa Zimela (CPUT)