



# LABOUR RESEARCH SERVICE

## ANNUAL REPORT

2006 – 2007



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

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This report was produced by the board and staff of the LRS. The LRS wishes to thank Helga Jansen for her assistance in compiling the report.

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## CHAIRPERSON'S INTRODUCTION

Last year the Labour Research Service (LRS) celebrated 20 years as a source of support and information for the labour movement. In this time the LRS has fought to improve the lives of working men and women in South Africa, operating as a trade union-controlled institution that seeks to provide education, training and research. With 2007 already proving to be one of the most active years this century in terms of collective bargaining and the mobilisation of organised labour, the importance of an organisation such as the LRS cannot be underestimated.

Through its various programmes and research projects the LRS has constantly kept track of the challenges facing trade unions, from the detentions and bannings of union members during the 1980s through to the current crises of casualisation in the workplace, low increases and job losses in the formal employment sector. Every year the LRS evaluates the needs of trade unions as well as analysing the context wherein unions operate in order to supply a relevant, useful service to the labour movement. Projects range from very specific studies, such as the Wine Farms Directory Project which focuses on the experience of farm workers in the Western Cape, through to the South African Labour History Project, which traces the country's labour heritage. The AWARD project is an invaluable resource in the collective bargaining process, capturing annual incomes of workers and company directors. Publications such as the quarterly *Bargaining Monitor* keep union members up to date with current labour affairs.

A year on from its 20<sup>th</sup> birthday, the LRS remains committed to its primary aim – to provide accessible, applicable material that will help strengthen the collective bargaining capacity of trade unions. This includes the development of a number of new projects and initiatives, including Bargaining Workshops and a Gender Project. This annual *Bargaining Indicators* has been expanded and will be professionally marketed and distributed. In addition, a new tool similar to AWARD is in the process of being developed. Trade Union Development Indicators (TRUDI) has been designed to help unions grappling with the organisational challenges that new forms of employment present.

As with AWARD, the participation of union members is essential for the successful implementation of TRUDI, to enable it to become a strategic tool to assist and monitor organisational development outcomes. The availability of structured information, tracked year on year by the unions themselves, will be an invaluable resource for analysing trade union performance and progress over time.

In this light, we wish to remind union members that their active involvement is encouraged, not only in relation to supplying data and utilising AWARD and TRUDI, but in terms of using the various services that the LRS offers, and

making their needs known. Continuing to keep the channels of communication open between unions and the LRS will enable the organisation to best deliver the information and research that is most needed by the labour movement.

The past few years have involved a fair amount of restructuring within the LRS itself, but we have emerged with a clearer focus on research that has an impact. Making this information available and accessible, so that it has very real repercussions in the lives of working men and women, remains our vision.

REVIEW PRESENTED TO 2007 AGM  
MICHAEL SINCLAIR

## *BOARD MEMBERS*

Michael Sinclair	Board Chairman; Shop steward, National Union of Metalworkers of SA (NUMSA)
Kaya Somdyala	Organiser, Transport and Omnibus Workers Union (TOWU)
Sahra Ryklief	Board Secretary; Executive Director of Labour Research Service
Faiza Davids	Board member, Shop steward, South African Commercial and Catering Workers Union (SACCAWU)
Andre Cleophas	Board member; Shop steward, National Union of Mineworkers (NUM)
Tumediso Modise	Board member; Metal and Engineering Workers Union of South Africa (MEWUSA)

## *LIST OF MEMBER UNIONS*

CEPPWAWU	Chemical Energy Paper Printing Wood and Allied Workers Union
FAWU	Food and Allied Workers Union
HOSPERSA	Hospital Personnel Trade Union of South Africa
J&GU	Jewelers and Goldsmiths Union
MEWUSA	Metal and Electrical Workers Union of South Africa
NEHAWU	National Education Health and Allied Workers Union
NUM	National Union of Mineworkers
NUMSA	National Union of Metalworkers of South Africa
SACCAWU	South African Commercial Catering and Allied Workers Union
SADTU	South African Democratic Teachers Union
SAMWU	South African Municipal Workers Union
SAWU	South African Woodworkers Union
SATAWU	South African Transport and Allied Workers Union
TOWU	Transport and Omnibus Workers Union

## *2006: 20yrs of the LRS*

Established during the turbulent 1980s, the LRS celebrated its 20<sup>th</sup> birthday in 2006. From its formation, the primary aim of the LRS was to strengthen the collective bargaining capacity of trade unions through accessible, timely and relevant economic and financial research. During the 1990s, the LRS broadened its research service to NGOs working on livelihood issues. The life-cycle of the organisation, could be identified in three distinct periods –1986-1992; 1993 -1998 and the current phase which began in 1999.

### *1986-1992*

During this period the core programmatic activities of the organization was established, and a strong relationship with trade union beneficiaries was developed. The aim was to develop an organizational identity under union control. One of the most important achievements of this phase was establishing the LRS as a non-partisan organization, which served the progressive organised trade union movement irrespective of ideological camps.

### *1993-1998*

In 1993 the winds of change that had begun in the late 1980s swept through the country. The release of political prisoners was imminent, and political exiles were returning. The LRS began a transformation in response to the political and economic changes afoot. During this period the role of the progressive trade union movement was changing to emerge as a powerful and, for the first time, legitimate political and economic force. This period also introduced new labour donor policies, with many donors funding trade unions directly, rather than predominantly through supporting NGOs and labour support organisations. As a result of changes to the funding environment the LRS was forced to alter its focus slightly and improve its entrepreneurial abilities, in an attempt to greater organisational self-sufficiency.

### *1999-2006*

This period saw a significant change in strategy and systematic approach to operations. The Trade Union Library and Education Centre merged with the LRS. Greater emphasis was placed on planning, monitoring and evaluation so as to maintain a balance between demand driven work and long term strategic programmatic activity. Three-year operational plans were compiled, informed by the external trade union, political and economic environment. The shift in organizational outlook came in 2001 with the dedicated focus on women and gender issues, streamlining project activities into two programmatic themes, viz; a) building dialogue between trade unions and new forms of organization and b) building capacity amongst labour and civil society organisations to understand the movement of capital and the distribution of labour.

Despite these and other changes, the LRS still remains true to its founding principles. It still seeks to 'develop organisation and leadership capacity of trade unions and labour focused organization, to enable collective bargaining on incomes and social issues', as cited in one of its founding documents.

From 2007 onwards, the LRS is once again responding to changes identified in the environment by implementing a new vision, mission and strategic plan in order to meet the challenges of this new environment. In 2007 a new strategic plan kicks off, bringing with it changes to the programmatic scope and organisational adjustment. The LRS's ability to adapt to changing circumstance has proven to be an underlying reason for its continued relevance and very survival.

## *Review of 2006*

The year under review marked the final year point of the LRS's three-year strategic cycle of operations (March 2004 – February 2007). In the first year (2004/5) we were not successful in raising the budget we considered necessary to provide a rounded and holistic service to the labour movement. In the second year (March 2005 – Feb 2006); we also incurred losses, mostly due to the increases in the Rand's value against international currencies. To make up these shortfalls in both years we drew substantially on our reserves, as outlined in last year's annual report.

In the year under review a greater emphasis was placed on obtaining research contracts to supplement grant income, and income generation was increased through contract research activities. On the expenditure side, we reduced our office size and made considerable improvements to financial controls and reporting, as well as planning and budgeting. Through these measures we reduced core expenditure significantly. Not least amongst this reduction of expenditure have been the sacrifices that LRS staff has made. In year 2004/5 staff agreed to the delay in the payment of their thirteenth cheque, which is usually paid out in December, until the new financial year, so as not to place too great pressure on our cash-flow situation. In the year under review staff settled on a wage increase at inflation level only, and sacrificed most of their annual thirteenth cheque, as there were no funds to accommodate this. In the year under review, staff agreed to freeze their salary and no cost-of-living increases were awarded.

In summing up, the following changes were affected as of the beginning of 2006:

- Two administration posts were made redundant. These were the posts of general assistant and office assistant.
- The open hours of the library were reduced, from six open days a week to three, and the resource centre assistant post was made redundant.



- Core organisational expenditure was further reduced, including the reduction of office space.
- Staff agreed to do without an inflation increase for 2006/7.
- The following non- sustainable projects or activities were closed or integrated:
  - The Workers Bookshop was closed down, as it was not generating sufficient revenue on book sales.
  - The Labour History Project was integrated into the TUL. Funds were requested for 2006 to close down the project in its current form; preserve archival material and integrate them into the TUL collection. Some renovation of the TUL was required to do this. Funds are being sought from the National Lotteries Development Trust in order to continue labour history activities as well as to renovate the TUL. The response to this application is still outstanding.
  - The Workers Communication Centre was closed down due to the high costs of upgrading computer hardware and software on an almost annual basis. The costs are not returned through use of the centre.

Through the gradual closing down of non-sustainable projects, the staff complement was reduced to 7 persons. Lastly, funds were raised to conduct a strategic and impact assessment at the end of 2006. Independent consultants interviewed trade unionists, former and current staff, and former and current board members. A series of recommendations were put together which informed the 5 year strategic plan developed for 2007 - 2010. A flatter decision making structure was developed, and a simpler planning, monitoring and evaluation system.

## *2006 Activity Review*

LRS projects for the year under review include commissioned research, collaborative research such as the 2010 Construction sector, building regional campaigns through networks such as Global Network and building trade union capacity through areas such as AWARD Gender.

- *Global Network*

The LRS coordinates the Global Network African region. During 2006, the LRS facilitated a number of Global Network activities, in both Cape Town, and other part of the continent. These included:

- The LRS hosted the 6<sup>th</sup> African Regional Seminar on the 27-28 September 2006. Present were representatives from Mauritius, Malawi, Zimbabwe, Zambia, Namibia, Uganda, Sierra Leone, the Phillipines. Peru and Belgium.
- A Global Network business meeting on the 29<sup>th</sup> September in Cape Town. Apart from receiving presentations from national co-ordinators of Global Network, the meeting also dealt with processes for participation in the World Social Forum held in January 2007.

- *Bargaining Monitor*

Three Bargaining Monitors were issued in 2006.

- The May 2006 issue focused on mainstreaming gender in collective bargaining and included articles on ASGISA, the Security Workers' Strike, May Day and Inflation.
- The September 2006 issue focused inequality in the workplace with articles on Directors' Fees, Inflation, Non-Wage Benefits and the Gini Coefficient.
- The December 2006 issue focused on new challenges for collective bargaining with articles on lessons from collective bargaining, women and collective bargaining, trade union capacity building needs of collective bargaining and reported on the 20th Anniversary Celebration of the LRS.

- *Trade Union Development Indicators (TRUDI)*

- 2006 marked the second year of TRUDI project cycle. As part of a process of consultations with trade unions, a series of indicators were developed to highlight the characteristics of trade union activities. These indicators were presented and discussed at a seminar of labour researchers and donors in Finland, hosted by SASK.
- A workshop, and a series of interviews was held locally during 2006 to refine the available research information

- A pilot survey was conducted in one region of COSATU, viz. Mpumalanga. Fieldwork was completed at the end of 2006. A report will be published in the 2007 Bargaining Indicators.
- A second research initiative was launched with the COSATU affiliate, CEPPWAWU to assess their strategy in collective bargaining negotiations.
- *South African Labour History and the Trade Union Library*
  - The Labour History Project has been successfully integrated into the TUL. Final tasks related to developing an online catalogue have been completed. The project was also promoted at various activities throughout the year including the ILRIG Globalisation School, and a promo on the WWMP labour shows.
  - As a result of cost cutting measures, and an overview of the usage of the library, the library hours have been reduced to 20 hours a week. The new times are Tuesdays 10h00-1800, Thursdays from 10h00 to 18h00, and Saturdays from 10h00 until 14h00.
  - Funds are being sought from the National Lotteries Development Trust in order to continue labour history activities as well as to renovate the TUL. The response to this application is still outstanding as a result of the halt in National Lottery activities.
- *AWARD*
  - During the first half of 2006 the project was involved in maintaining and updating the AWARD data bases in both South Africa and Namibia. Information was collected from various trade unions in both countries, and wage information processed. Information requests from unions and federations relating to wage issues were responded to. This is important in terms of the continuous building of AWARD's ability to respond to wage issue requests. The project also received publicity from interviews and discussion programmes on WWMP and SABC's SAFM.
  - During the second half of 2006, the project experienced a turn-over in staff, particularly those involved in data-collection. This gap was filled with the support and partnership of LaRRI in Namibia. LaRRI collected 125 wage agreements in 2006, and the LRS approximately 400. The project also presented a collective bargaining focus at the Ditsela Advanced Organisers Course in Johannesburg, attended by 35 union representatives. AWARD also provided input in wage models for about 25 trade unions in the COSATU Western Cape Region.
  - Publicity for the project and the organisation was good. In July Trenton Elsely and Saliem Patel were interviewed on wage gaps on SABC. Trenton Elsley and Sahra Rykief co-authored a chapter in the book 'Executive Pay in South Africa: Who gets what and why', by Anne Crotty (2006).
  - The project continues to build its profile through its link, albeit indirectly, to the Global Wage Indicator ([www.mywage.co.za](http://www.mywage.co.za)). This

- is a partnership with the Wage Indicator Foundation and NALEDI. The aim is to improve and expand international wage transparency.
- The project's human resource was greatly boosted by addition to staff by VSO volunteer Derick Odemba from Kenya in January 2007.
- *AWARD Gender*
    - The research into the gendered dimensions of wages has been ongoing for two-years. In December 2006 the preliminary findings of the research was presented at a workshop held in Cape Town, attended by gender representatives from labour, social movements and a trade union guest from Namibia. This focus continues in 2007.
    - A full-time gender co-ordinator, Nina Benjamin, has been appointed for the project cycle 2007/2008. She will complete the base-line gender report, which will be published in Bargaining Indicators 2007.
  - *Contract Research*
    - Research was commissioned into the construction industry in South Africa, by the BWI, with findings presented to BWI Africa affiliates in Dakar, Senegal in September 2006. The research provides a foundation upon which to develop the decent work in the construction sector campaign. Discussions on the campaign between role-players (unions and labour service organisations) are on-going.
    - The LRS was commissioned by the International Transport Federation to research transport corridors in southern Africa. This research was conducted by LRS research associate Paula Cardosa, and presented in December 2006.
    - CEPPAWU commissioned the LRS to conduct an assessment of their strategy in collective bargaining negotiations. This work will continue in the new year.
    - The Centre for Civil Society of the University of Natal supported an LRS research report which reviewed Civil Society Responses to SA Investment in Southern Africa.
    - The Wage Indicator Foundation supported the Web-based project My Wage, on Global Wage Transparency, which the LRS services along with NALEDI.
    - SOLIDAR accessed funds from European Union for a multi-country study on Decent Work. The LRS produced a report on whether the public works programme provided decent work.
    - Solidar also commissioned the LRS to perform the evaluation of the Africa Global Network.

- *World Social Forum, Nairobi, Kenya 20 – 23 January 2007.*  
LRS staff were very active in the Nairobi World Social Forum. Through the Global Network “Decent Work Alliance” a number of LRS project activities were highlighted, eg:

<b>DATE</b>	<b>NAME</b>	<b>ROLE</b>	<b>SEMINAR TOPIC</b>	<b>ORGANISED BY</b>
21/01	Trenton Elsely	Panelist	Southern Africa construction network	BWI
21/01	Sahra Ryklief	Chair	Decent work and the Millenium Development goals	Solidar
21/01	Saliem Patel	Panelist	Decent work and the Millenium Development goals	Solidar
	Saliem Patel	Co-ordinator	United vision towards new strategies for labour in Africa.	LRS – Global Network Africa
	Saliem Patel	Co-ordinator	Collective bargaining strategies for alternatives to neo-liberal conditions in Africa.	LRS
	Saliem Patel	Co-ordinator	Global Network strategy and planning meetings	Solidar
	Sahra Ryklief	Participant	Global Network strategy and planning meetings	Solidar
22/01	Saliem Patel	Panelist	Monitoring MNC in Africa	FES
22/01	Busi Vananda	Panelist	Popular education in the struggle for freedom and justice	ABF Sweden/IFWEA
22/01	Sahra Ryklief	Chair	Towards new strategies for labour in Africa	LRS – Global Network Africa
22/01	Sahra Ryklief	Panelist	Migration and decent work	Solidar
22/01	Sahra Ryklief	Participant	Monitoring MNC’s in Africa	FES
23/01	Trenton Elsely	Panelist	World Cup 2010 launch	BWI
23/01	Trenton Elsely	Panelist	Collective Bargaining strategies for alternatives to neo-liberal conditions in Africa.	LRS
21-22/01	Trenton Elsely	presentation Participant	African unions in the Construction industry	BWI

The staff complement for the full year of 2006/7 was as follows:

<b>Name</b>	<b>Project</b>	<b>Position</b>
1. Sahra Ryklief	Trade Union Indicators	Director
2. Saliem Patel	Global Network Project & Contract Research	Deputy Director
3. Trenton Elsley	AWARD, collective bargaining support and contract research	Project Leader
4. Richard Davidson	Support staff	Financial Manager
5. Busi Vananda	Trade Union Library and South African Labour History Project.	Librarian

Due to the closing down of the South African Labor History Project, the reduction in administration and the reduction of library hours, the LRS lost six staff members in the year under review. The LRS regrets the loss and wishes these staff members well in their future employment. Staff who left the LRS in 2006/7 were:

<b>Name</b>	<b>Project</b>	<b>Position</b>
6. Beulla Bethanie Dicks	South African Labour History Project	Project co-ordinator
7. Annelise Kotze	South African Labour History Project	Project administrator
8. Esmerelda Dirks	South African Labour History Project	Project fieldworker
9. Nokathula Mankune Booi	Trade Union Library	Resource centre co-ordinator
10. Rashid Bosch	No project support	Company researcher
11. Harlene Hendricks	No project support	Administration assistant
12. Aaron Mseleni	No Project support	General assistant

Part time and short term staff for the year under review were:

<b>Name</b>	<b>Position</b>
Francis Henry	Payroll Administrator
Aaron Mseleni	Cleaner
Adri Truter	Conference logistics
Helga Jansen	Material development
Joanne Boulton	Contract researcher
Paula Cardoso	Contract researcher
Linn Hjort	Contract researcher
Bukiwe Njani	Receptionist
Emil Samnegard	Research intern
Martina Hautie	Research intern
Nicasio Recto	VSO Volunteer
Cebo Tahoe	Volunteer
Pindile Johannes	Volunteer
Martina Hautie	Volunteer
Unathi Boo	Volunteer
Lumka Mankayi	Volunteer
Amanda Budaza	Volunteer

The LRS extends a sincere vote of thanks to those who volunteered their time to the organisation. The LRS also wishes to thank the following consulting firms for their technical support during the year:

- Walker Associates for payroll and benefits advice;
- Southern Hemisphere for support in planning, monitoring and evaluation;
- B&M for ITC management and supervision;
- HWB for event management;
- Designworx for design and layout of publications;
- Stephen Symons for web design;
- Roger Etkind for workshop facilitation and materials development;
- Fingerprint co-operative for printing.

## *FINANCE MANAGERS REPORT*

This is a short analysis of the finances for the financial year ended 28<sup>th</sup> February 2007.

Our initial planning and budgeting started off with a deficit of over R 900,000. We had to go through the very painful process of retrenchments and severe budget cuts and face project constraints for the rest of the year. We also had to improve our income through increasing on contract research income exponentially, which meant a lot of hard work was done by those who remained in the organisation.

I believe, however, that we have come through the year with our collective heads held high. A combined effort of all staff, both admin and project, have resulted in a cash surplus for the year of just over R 40,000. We also had a successful year in terms of project accounting – projects have been able to ensure that only R 120,000 was carried forward for activities into the new year.

Items of note :

1. Income received was slightly down on the budgeted amount but this was principally the result of timing differences ie projects run from January to December.
2. Otherwise all funds were received and several projects actually made a small gain on exchange rate variances.
3. Expenditure was slightly over budget.
4. Consulting fees were considerably over budget. This was due to several factors.
  - project and contract work had to be assigned to consultants due to reductions in staff during the year.
  - the week of seminars organised in September drew on consultants for logistics and support.
  - the external evaluation was carried out by consultants.
5. As a result of both the September seminar week and the LRS evaluation, travel expenditure was also considerably over budget.
6. Computer expenses were also well over budget mainly as a result of having to call out computer consultants more than expected. This year we have a volunteer who is making many improvements in the area of IT.
7. Salaries were on budget due to staff shrinkage. The LRS was able to meet all salary obligations to staff, specifically 13<sup>th</sup> cheque. We did not, however, make any inflation adjustment to staff salaries in 2006. Overall there was a saving of R700 000 in salaries compared to the previous year.
8. Telephone costs were also down for the year. This was also a result of the decrease in staff numbers.



## ***Looking Forward***

We are now entering a new 3 year project cycle with most projects finishing last year and several new projects and partnerships beginning this year. We have also received several research contracts, so it is great to start the year with a budgeted surplus. Another exiting development is Ditikeni being in a position to pay back loans and beginning to distribute income. While this is not going to be a large amount what it means is that we will be in a position to upgrade certain office equipment during the year ahead.

Other areas of interest going forward:

- We now have a staff member (Nina Benjamin) working in Joburg. This will assist in raising the profile of the LRS in that region.
- Our new contract with the Rosa Luxemborg Foundation will provide valuable funding for several core activities and publications.
- We are starting, this year, a proposal to turn community house into a heritage site which has many exiting prospects both for the LRS and the whole of community house.

***Richard Davidson***  
***Finance Manager***

## ACKNOWLEDGEMENTS 2006

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

<b>ACRONYM</b>	<b>NAME</b>	<b>COUNTRY</b>
BWI	Building Workers International	Switzerland
CCS	Centre for Civil Society, UND	South Africa
DFID	Department for International Development	United Kingdom
EED	Evangelischer Entwicklungs Dienst	Germany
FNV	FNV-Mondial	Netherlands
ITF	International Transport Workers Federation	United Kingdom
LO-TCO	LO-TCO Bistandsnamnd	Sweden
NALEDI	National Labour and Economic Development Institute	South Africa
OPIC	Olof Palme International Centre	Sweden
RLF	Rosa Luxemburg Foundation	Germany
SASK	Suomen Ammattiliittojen Solidaarisuuskeskus	Finland
SLA	Swiss Labour Assistance	Switzerland
SOLIDAR	SOLIDAR	Belgium
UNISON	UNISON	United Kingdom
WIF	Wage Indicator Foundation	Netherlands

## THE YEARS AHEAD

During 2006 (with the assistance of FNV-Mondial) an independent consulting team, Southern Hemisphere, was contracted to assist the organisation in a conducting a strategic review, and identifying strategic goals for the next 3-year cycle leading to 2010.

Following this process, the LRS reviewed its vision and mission statements and refined them as follows:

### **Vision Statement**

*“A labour movement that is an integral part of a vibrant civil society which promotes egalitarianism through the provision of coherent alternatives for greater economic, social and political justice”.*

### **Mission Statement**

*“To develop in a participative and accessible way, an objective and independent research and resource base that will shape the discourse on alternative strategies necessary to strengthen labour and civil society representation and influence on issues of production and distribution in the economy”.*

### **Activities 2007 – 2009/10**

A 5 year strategic plan was developed which focussed on strengthening core activities, viz. Wage, gender and HIV/AIDS research and collective bargaining support; company research and trade union strategic and organisational research and support. Flowing from the strategic plan funds were raised for an expansion of core activities in 2007/8, with some projects carrying forward into the next year. The following activities will be carried out by the LRS from 2007 – 2009/10.

#### **1. Workshop and Conferences Hosted by LRS**

<b>Activities</b>	<b>Years</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>
Negotiators Conference		√	√	√
Wage and decent work seminar		√	√	√
GN national seminar		√		
Gender indicators workshop		√	√	
GN regional seminar		√		
Labour Researcher conference to discuss methodology for union indicators			√	

## 2. Seminar/conference Presentations

<b>Activities</b>	<b>Years</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>
Trade Union Indicators		√	√	
WSF		√	√	√
▪ Decent work		√		
▪ Global Network strategy		√		
▪ 2010 campaign descent work in construction		√	√	√
▪ Trade Union strategy for organising		√	√	
▪ South Africa Multinationals in Africa		√	√	
Seminars at Trade Union organisational events		4 per year	4 per year	4 per year

## 3. Resource Packs

<b>Activities</b>	<b>Years</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>
Global Network		√		
Resource park on gender indicators		√	√	
Economic and financial trends		√	√	√
HIV/AIDS indicators in work place		√		
Strategic planning methodology for Trade Unions		√	√	√

#### 4. Research Reports

Activities / Years	2007	2008	2009
Micro-economic review		√	√
Wage review	√	√	√
Collective Bargaining review	√	√	√
Directors fees review	√	√	√
Country report on the quality of work review	√	√	√
Trade Union Indicators	√	√	√
(2010) German World Cup	√	Monitoring Report	Monitoring Report
CB review of Ceppwawu and other trade unions	√	√	√
Review of SA companies in Africa		√	√
Imperatives influencing policies and practices of leading companies in South Africa		√	√
HIV/AIDS response in workplace		√	
Gender in the workplace	√	√	
Trade unions and Civil Society Organisations (CSO) responses to MNCs	√		
Decent work place – the Expanded Public Works Project	√		
Southern African Transport Corridors	√		
Research Commissions		√	√

**SAHRA RYKLIEF  
JULY 2007**

