



ANNUAL REPORT 2016/2017

30 YEARS WORKING FOR WORKERS



THE MOMENT

- UNEQUAL SOCIETY
- STRESSED DONOR ENVIRONMENT
- FRAGMENTED MOVEMENT
- WEAK DELIVERY OF EDUCATION & RESOURCES
- GENDER DISCRIMINATION AT LARGE
- CLOSING OF THE SPACE



THE PURPOSE

- THE LABOUR RESEARCH SERVICE (LRS) EXISTS BECAUSE MASS BASED DEMOCRATIC ORGANISATIONS ARE IMPORTANT. THESE ORGANISATIONS DEEPEN DEMOCRACY AND CAN ACT AGAINST INEQUALITY, EXCLUSION, DISCRIMINATION AND EXPLOITATION.



THE SCOPE

- PROMOTING CULTURES OF GENDER EQUALITY IN TRADE UNIONS, COMMUNITIES AND SCHOOLS
- SUPPORTING COLLECTIVE BARGAINING & ORGANISING FOR THE BROADEST RANGE OF WORKERS POSSIBLE
- SUPPORTING TRADE UNION RESPONSES TO MULTINATIONAL COMPANIES
- WORKER EDUCATION & RESOURCES DIGITAL ARCHIVE OF LABOUR HISTORY MATERIAL DRAWN FROM THE SOUTH AFRICAN LABOUR MOVEMENT
- DEVELOPING COMMUNITY HOUSE AS A CENTRE OF ACTIVISM



THE INFLUENCE

WE MEASURE OUR INFLUENCE BY WAY OF THREE MAIN INDICATORS.

WE ASK IF OUR TARGET GROUPS HAVE INCREASED KNOWLEDGE OF THEIR RIGHTS.
WE ASK IF OUR TARGET GROUPS HAVE AN INCREASED CAPACITY TO MOBILISE TO
CLAIM THOSE RIGHTS. AND FINALLY, WE ASK IF OUR TARGET GROUPS HAVE
INCREASED THEIR INFLUENCE IN THE CONTEXT WITHIN WHICH THEY WORK.



GENDER

- FIVE PUBLIC SECTOR UNIONS HAVE ADOPTED PROGRAMMES AND POLICIES FOR REDUCING GBV IN THE WORKPLACE.
- THE CONSTITUENTS AT NEDLAC HAVE INCREASED THEIR UNDERSTANDING OF THE GENDER COMPONENT OF THE SOUTH AFRICAN DECENT WORK COUNTRY PROGRAMME (DWCP).
- FOUR TEACHER UNIONS ARE LOBBYING EDUCATION DEPARTMENTS TO ADOPT PROGRAMMES AND POLICIES FOR REDUCING GBV.
- THE COLLECTIVE IMPACT INITIATIVE (CII) IN THE VAAL IS ACTIVATING MULTIPLE ROLE PLAYERS TO REDUCE GBV.
- UNIONS ARE TRYING NEW APPROACHES TO GENDER EQUALITY

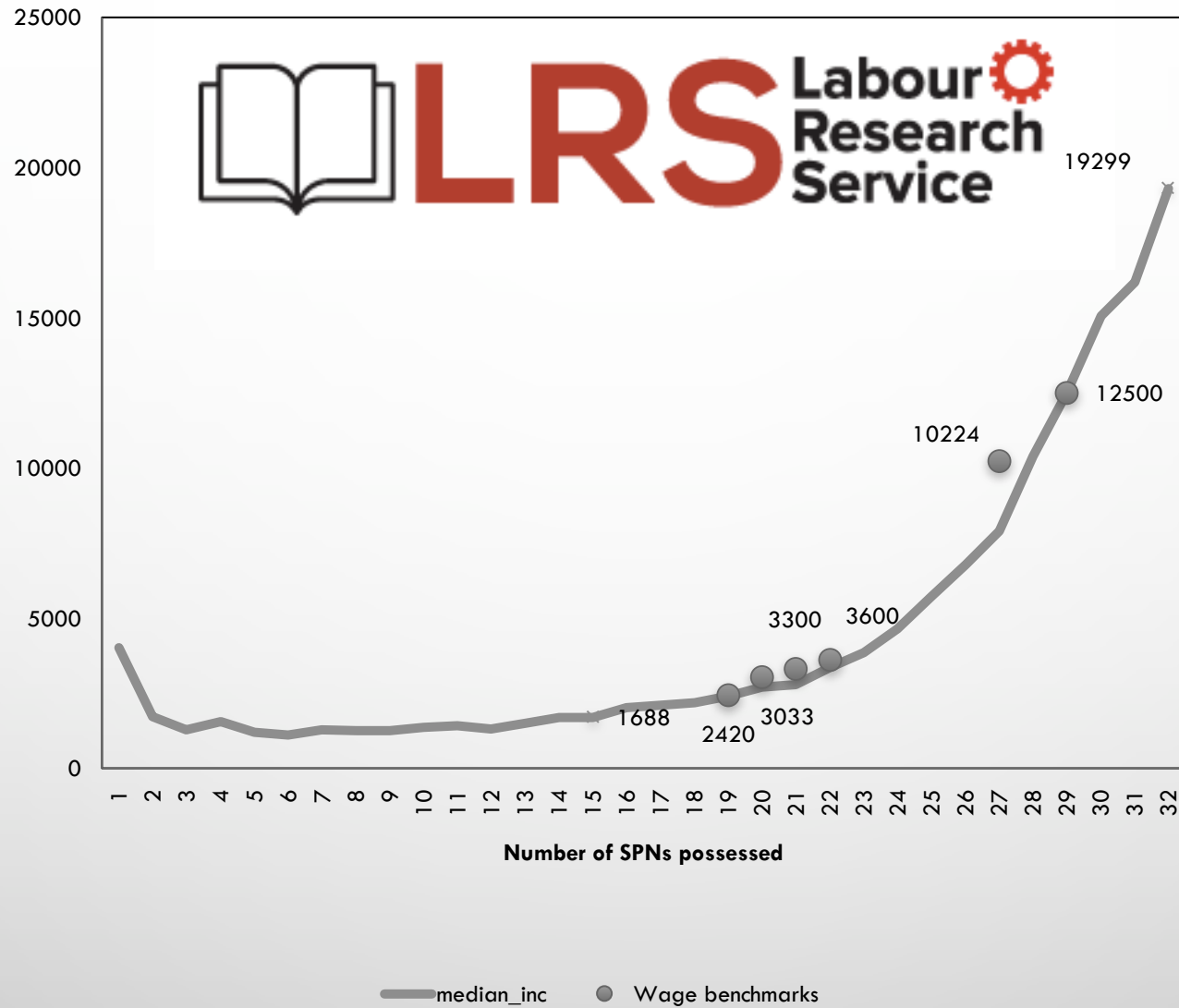


COLLECTIVE BARGAINING & ORGANISING

- SHOP STEWARDS DEVELOPING SELF-SUFFICIENCY
- BUILDING A PARTNERSHIP WITH THE CCMA
- TRADE UNION APPROACHES TO BARGAINING, PREPARATION AND INFORMATION MANAGEMENT HAVE IMPROVED
- EIGHTY PERCENT OF PARTICIPANTS IN PROGRAMME ACTIVITIES FEEL MORE EMPOWERED TO ENGAGE EMPLOYERS AND REPRESENT THEIR MEMBERS MORE EFFECTIVELY
- NEW PARTNERSHIPS TO DEVELOP NEW BENCHMARKS FOR SOCIAL DIALOGUE AND POLICY FORMULATION AROUND INCOMES AND LIVELIHOODS

New Benchmarks

Socially perceived necessities & Median monthly earnings per employed adult in household





CORPORATE GOVERNANCE

- TRADE UNION AFFILIATES OF GUFs IN ABOUT 20 AFRICAN COUNTRIES HAVE INCREASED KNOWLEDGE OF BARGAINING, ORGANISING, AND MULTINATIONAL COMPANY OPERATIONS
- THE LRS IS EXPANDING CO-OPERATION WITH STRATEGIC STAKEHOLDERS THROUGH A GLOBAL VALUE CHAINS PROJECT
- GUFs HAVE INCREASED THEIR CAPACITY TO MOBILISE AFFILIATES, AFFILIATES TO MOBILISE MEMBERS, AND ALSO AFFILIATES TO MOBILISE GUFs AND THEIR NETWORKS
- GUFs AND THEIR AFFILIATES HAVE MORE ABILITY TO USE GFAS (GLOBAL FRAMEWORK AGREEMENTS) FOR BARGAINING AND ORGANISING



WORKERS EDUCATION AND ADVOCACY

- THE LRS IS THE FIRST LABOUR ORGANISATION IN SOUTH AFRICA TO DEVELOP AND RUN ONLINE COURSES ON COLLECTIVE BARGAINING FOR TRADE UNIONS AND WORKERS
- METHODOLOGY AND PEDAGOGY REMAIN FIRMLY INTEGRATED IN ALL OF OUR WORK



LABOUR HISTORY

- WE PARTNERED WITH THE INSTITUTE FOR SOCIAL AND ECONOMIC RESEARCH AND THE LIBRARY AT RHODES UNIVERSITY TO HOST A DIGITAL ARCHIVE OF LABOUR HISTORY MATERIAL
- WE DIGITIZED OVER 60,000 PAGES OF MATERIAL. RESEARCHERS AND ACTIVISTS WILL HAVE OPEN ACCESS TO THIS MATERIAL THROUGH THE RHODES UNIVERSITY ONLINE PLATFORM.



THE ORGANISATION

- FOCUS ON ORGANISATIONAL FORM, ROLES, RESPONSIBILITIES, FUNCTIONS AND THE WAY WE WORK
- INCUBATING A STRONGER IFWEA
- MAJOR REVAMP OF OUR ONLINE COMMUNICATIONS PRESENCE & APPROACH
- GOOD FINANCIAL MANAGEMENT & SUSTAINABILITY
- DEVELOPING COMMUNITY HOUSE AS A CENTRE OF ACTIVISM



COOPERATION

- SOLIDARITY SUPPORT ORGANISATIONS
- COMMUNITY-BASED ORGANISATIONS
- NON-GOVERNMENTAL ORGANISATIONS
- GOVERNMENT DEPARTMENTS
- TRADE UNIONS ACROSS SECTORS
- TRADE UNION FEDERATIONS
- GLOBAL UNION FEDERATIONS
- ACADEMIC INSTITUTIONS
- INTERNATIONAL LABOUR ORGANISATION



THE YEAR AHEAD

- THE LRS WILL WORK ACROSS FEDERATION LINES, CREATING AND SUPPORTING SPACES THAT ARE INCLUSIVE AND WHICH EMPHASIZE COMMONALITY RATHER THAN DIFFERENCE
- THE LRS WILL EMPLOY PARTICIPATIVE METHODOLOGIES THAT PROMOTE INCLUSIVE AND RESPECTFUL WAYS OF FACILITATING COLLECTIVE ENGAGEMENT
- THE LRS WILL DELIVER EDUCATIONAL PROCESSES AND RESOURCES FOR LEADERSHIP DEVELOPMENT AND CAPACITY DEVELOPMENT WITHIN THE LABOUR MOVEMENT



THE YEAR AHEAD

- THE LRS WILL MAINTAIN A STRONG INTEREST IN TRANSFORMING THE GENDERED POLITICS OF THE WORKPLACE AND THE UNION MOVEMENT, PROCESSES OF ORGANISATION AND REPRESENTATION, RESPONDING TO MULTINATIONAL COMPANIES AND NETWORK BUILDING
- THE LRS WILL CONTINUE TO EXPLORE ORGANISATIONAL STRUCTURE AND WAYS OF WORKING THAT SUIT THE CONTEXT



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