



KNOWLEDGE IS TOO IMPORTANT TO LEAVE IN THE HANDS OF THE BOSSES

ANNUAL REPORT 2022-23

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THE CHAIRPERSON'S MESSAGE

The LRS brings together 15 South African trade unions from different sectors of our economy and from differing political traditions in a common cause – building the voice of the working class in South Africa, in Africa and in the global trade union movement.



Nkosomzi Given Roji
NUMSA



LRS Member Trade Unions

| Name | Acronym | Membership reported in 2022 |
|--|------------------|-----------------------------|
| Chemical, Energy, Paper, Printing, Wood and Allied Workers Union | CEPPWAWU | 47 388 |
| Democratic Nursing Organisation of South Africa | DENOSA | 82 023 |
| Food and Allied Workers Union | FAWU | 127 000 |
| Hospital Personnel Trade Union of South Africa | HOSPERSA | 68 000 |
| Independent Municipality and Allied Trade Union | IMATU | 106 213 |
| Metal Electrical Workers Union of South Africa | MEWUSA | 17 000 |
| National Education, Health and Allied Workers Union | NEHAWU | 275 175 |
| National Union of Mineworkers | NUM | 157 868 |
| National Union of Metalworkers of South Africa | NUMSA | 347 948 |
| South African Commercial Catering and Allied Workers Union | SACCAWU | 120 352 |
| South African Domestic Service and Allied Workers Union | SADSAWU | 9 500 |
| South African Democratic Teachers Union | SADTU | 258 685 |
| South African Municipal Workers Union | SAMWU | 161 076 |
| South African Transport and Allied Workers Union | SATAWU | 59 484 |
| Transport Omnibus Workers Union | TOWU | 1 600 |
| Totals | 15 Unions | 1 839 312 |

Source: Adapted from COSATU Congress 14, Book 2: 79

The vision of the Labour Research Service remains a labour movement that is an integral part of a vibrant civil society, a society which promotes egalitarianism through the provision of coherent alternatives for greater economic, social and political justice.

We are pursuing nine strategic outcomes that create a pathway to our vision.

- 1 Skilled people that find fulfilment in their work
- 2 Networking and alliance building for influence
- 3 Supportive infrastructure for what we do
- 4 Good Governance
- 5 Trade union development in everything that we do
- 6 Technology for trade unions
- 7 Positive influence out in in the world
- 8 Sustainability through programme development
- 9 Inclusion as a guiding principle in what we do

The board executed its governance responsibilities with distinction. Attendance at board meetings was close to a hundred percent and the directors applied their mind to the needs, the risks and the opportunities for the Labour Research Service.

The diverse representation on the board – public and private sector unions, officials and shop stewards, men and women – meant that our thinking and our decision-making was rooted in the experiences of the working class.

It is worth noting that the term of board members was extended from one year to two years by the 35th annual general meeting in 2022. This change provides the Labour Research Service with more continuity in its directors and makes space for a deeper working relationship. All other aspects of the memorandum of incorporation of the Labour Research Service remain unchanged.

If we are honest, we will acknowledge that the trade union movement of the day is beset by severe challenges from within and without. At times such as these, let us acknowledge the benefit of working with organisations that are dedicated to our cause. This annual report describes the many ways that the LRS is working with and for the trade union

movement.

The 35th annual general meeting of the Labour Research Service was an opportunity to reaffirm our solidarity as a trade union movement and to give expression to that solidarity through our affiliation to this labour support organisation. We are proud that the trade union movement counts this labour support organisation among its ranks for the last 35 years.

I leave you with this quote from a fellow board member. It is one that reminds us that we can take nothing for granted, that there are struggles within struggles and that we struggle for our freedom, our rights and our dignity even in our homes.

"Instead of celebrating our collective agreements, we discovered that women are still stuck in domestic violence situations in their personal lives. I began to see the impact of the work I've been doing in support of women."

- Funeka Klaas on SACCAWU/UNI Global Women's Day

The struggle continues.

Victories are around the corner.

EXECUTIVE DIRECTOR'S MESSAGE

The LRS provides learning interventions, resources and tools to strengthen the core competencies that trade unions need to prosper. The Chairperson's report outlines our strategic plan in this period, which is a roadmap for delivering on this promise.



Trenton Henry Elsley

the struggle for democracy in South Africa.

Given the repression of the time some left-wing activists decided to join with students who, intent on mobilising a labour movement had set up a Commission at the University of Cape Town. Through this collaboration the Province Workers' Advice Bureau (WPWAB) was established on 5 March

It had been agreed that the best strategy was to establish an advice bureau as a means to organize the workers into trade unions. At first the WPWAB advised trained works committees – allowed for by apartheid labour legislation in factories, but the longer-term objective was to establish independent trade unions.

In 1979 the WPWAB became the WP General Workers' Union (WPGWU)

Strategic Outcomes

An enabling environment for what we do

1. Skilled people that find fulfilment in their work
2. Supportive infrastructure for what we do
3. Good Governance

A guide for us in what we do

4. Trade union development in everything that we do
5. Sustainability through programme development
6. Technology for trade unions

Guiding us in how we do what we do

7. Networking and alliance building for influence
8. Positive influence out in in the world
9. Inclusion as a guiding principle in what we do

An enabling environment for what we do

We facilitate self-driven approaches to personal, experiential and intellectual development to supplement that development which happens in the course of work. We develop and maintain the physical and technological infrastructure required to work effectively. We role-model good governance in our board meetings, at our annual general meeting of our member unions and in ethical and transparent financial accounting.

TRADE UNION DEVELOPMENT IN EVERYTHING THAT WE DO

This is the thread that runs through all of our work. Anything we do must contribute to trade union development and the development of the trade union movement in one way or another. Our work is geared towards leadership development programmes and resources for organising and negotiating the collective interests of working class people. This annual report and our website at www.lrs.org.za makes it clear that the Labour Research Service works in a surprising number of thematic areas and that it is developing its knowledge base in still more themes of interest to the trade union movement.

Labour Research Service Engagement Map, 2022

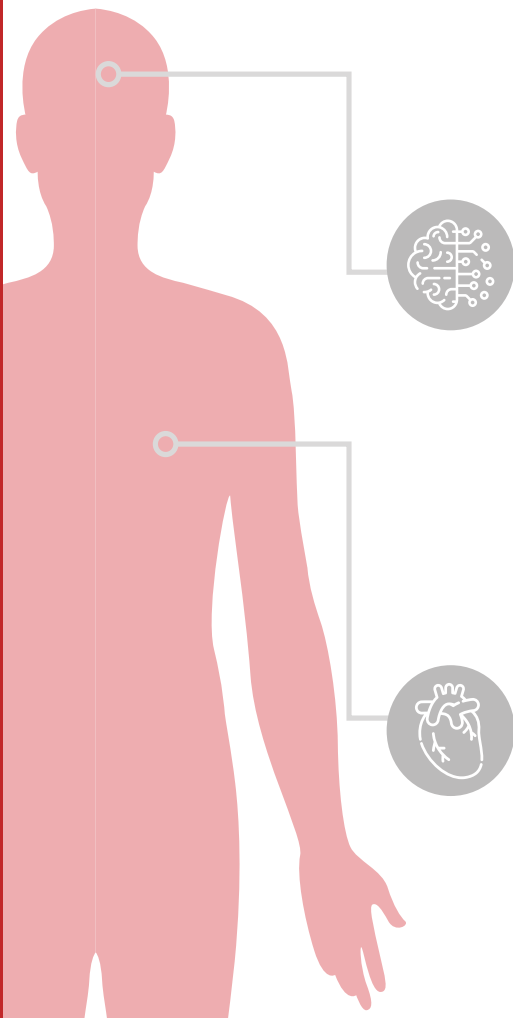
The following table summarises the organisations that we worked with in 2022 and what themes we worked on.



Web Traffic

The next table complements this picture by providing insight into our online reach in 2022 through our website www.lrs.org.za

| Metric | January to December 2022 | January to December 2021 | % change |
|----------------------------|--------------------------|--------------------------|----------|
| Users | 101,356 | 81,852 | 23.8 |
| Page views | 158,269 | 128,423 | 23.2 |
| Average page view duration | 00:04:41 | 00:04:28 | 4.9 |



A worker that has been recruited

Head level - Thinking

- Understands the story of the union and the rights the union has won in her workplace
- Understands what the union is able to offer her
- Understands what her rights and responsibilities are as a union member

Heart level - Feeling

- Has shared her fears, needs and aspirations with the union
- Feels valued as a person and worker
- Feels she has been giving the opportunity to exercise choice

INSIGHTS INTO THE WORK OF THE **LABOUR RESEARCH SERVICE**

OUTCOME:

Education unions are inspired to bargain remuneration and conditions of service of **Volunteer Food Handlers** at the Education Labour Relations Council and the Public Service Co-ordinating Bargaining Council.

CONTEXT:

Trade unions are concerned with the rights and welfare of all workers in all workplaces. The National School Nutrition Programme (NSNP) is hailed as a flagship programme for poverty alleviation. Yet the more than 60,000 workers who cook and prepare the meals in schools across the country are classified as volunteers and paid a stipend. The role of the Volunteer Food Handler is not recognised, valued or adequately remunerated.

LRS RESPONSE:

Our online profiling of empowerment work with a core group of food handlers in Gauteng has highlighted the important role of Volunteer Food Handlers and the challenges they face. This was not the case before, as much of the public information on the NSNP barely mentions the Volunteer Food Handlers. With the support of LRS, food handlers are self-organising. They are engaging with the school community, trade unions and NGOs using a range of advocacy tools to raise concerns about their working conditions. Food handlers are also more aware of the legal space available to help them bargain for decent jobs.

“ Before the LRS Power Up initiative, I saw myself as someone who had no potential for success. I have learnt that I have value as a woman and as a mother, and that I have rights as a worker.

Nozi Tshabalala,
Volunteer Food Handler.

“ The treatment of the Volunteer Food Handlers is purely exploitative. The Department of Basic Education must explain why it imposes workers' conditions on volunteers. If food handlers are deliberately not seen as workers, it makes it difficult for unions to represent them.

SADTU Negotiator



A trade union dialogue with Volunteer Food Handlers to build a campaign for advocating for decent jobs | Johannesburg (2022)

OUTCOME:

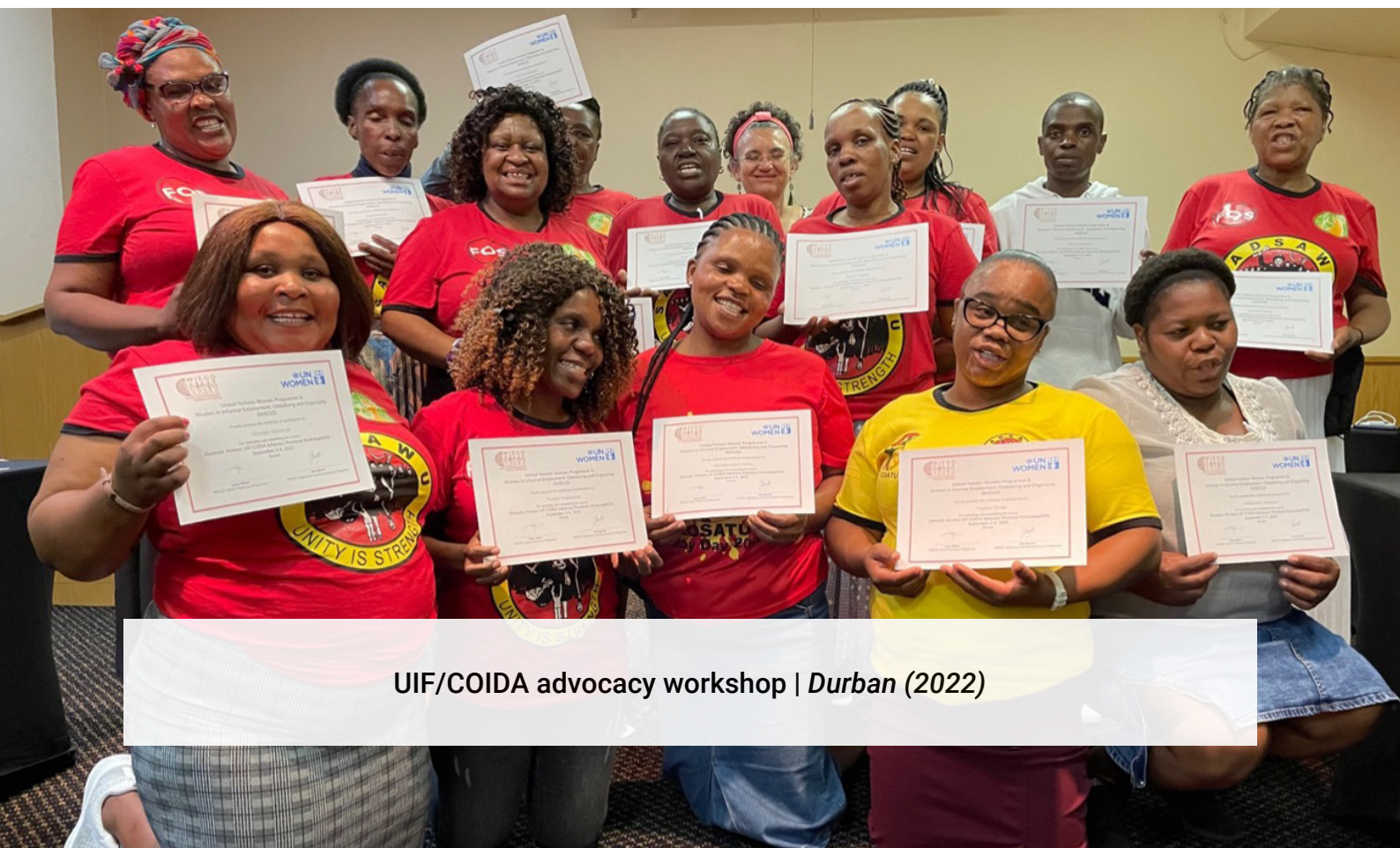
Domestic workers' organisations have intensified their advocacy for access to the Unemployment Insurance Fund (UIF) and the Compensation for Injuries and Diseases Act (COIDA) to ensure that all workers are covered for future crises.

CONTEXT:

Covid-19 highlighted the extent to which an estimated 800,000 domestic workers in South Africa are excluded from the social protections afforded to formal employed workers. Several laws recognise domestic workers as employees. However, domestic workers are still considered to be informal workers. Many of them do not have access to work-related benefits, including UIF and COIDA.

LRS RESPONSE:

We supported three major domestic workers' organisations to develop demands and strategies to improve access to the UIF and COIDA, through a UN Women initiative and in partnership with WIEGO (Women in Informal Employment, Globalisation and Employment).



UIF/COIDA advocacy workshop | Durban (2022)

“ *The workshops have made it easier for SADSAWU to approach the labour department to get information about the UIF and COIDA and to help register more of our members. This is because we have had contact with officials from the department at the LRS-facilitated workshops. Also, some of the resources used to facilitate the workshops are great tools for teaching effective organising and our officials now use them.*

Richard Njenjema,
Organiser at SADSAWU.



Richard Njenjema, Organiser at SADSAWU

OUTCOME:

The LRS is a vibrant resource and strategy support for **collective bargaining and organising** for our core trade union constituency and other organisations in our work networks

CONTEXT:

Worker leaders need a different kind of support to rebuild representativeness and respond in different contexts as unions continue to navigate old and new bargaining issues in the aftermath of the pandemic.

LRS RESPONSE:

Our collective bargaining content covers a range of important issues that address the changing nature of work and the diversity of the workforce across the continuum.

We have continued to innovate in the way we deliver training and the content we provide. Relevant content, translated into a trade union language, is available on the LRS website. The website is increasingly a relevant channel for engagement with our core constituencies.

We ran the first ever LRS webinars for our member trade unions and work networks. More than 200 people took part in the launch webinar, with 150 staying for the full duration. The series of four webinars covered chapters of the LRS Negotiator's Guide, a resource for worker leaders.

We strengthened our negotiation support to union negotiators and officials (NUM, SACCWU, SATAWU, DENOSA, FEDUSA, COSATU) and organisations in our work networks, which include the German Agency for International Cooperation and the National Executive Committee of the Joint Affirmative Management Forum (JAMAFO).

“ We won a significant victory. We secured wage increases of 7 per cent and 5 per cent respectively, although the employer was initially reluctant to go beyond 4 per cent. I used the strategies I learnt at LRS to help negotiate. The training taught me effective tactics that made a significant difference. I improved my research and information analysis skills. I also gained the confidence to articulate my points effectively and to be a good listener when negotiating or attending any other meeting.

Mamagadi Kgonodi
Shop steward at the Democratic Nurses Organisation of South Africa (DENOSA)



OUTCOME:

UNI Global Union shop steward networks in Africa are better equipped to respond to three of the largest South African retail multinational companies. The unions organising in the retail sectors of seven countries have strengthened their collective bargaining to counter the tactics of MNCs.

The South African Commercial, Catering and Allied Workers Union (SACCAWU) is an example of how UNI global affiliates are getting better using LRS information to win better bargaining outcomes for their members.

“ *The LRS is the first port of call for SACCAWU's negotiating team when preparing for bargaining. The range of bargaining resources give us the edge needed to enter negotiations with confidence. We get up-to-date information on financial performance, bosses' remuneration and expansion and technology strategies of Pick n Pay through our participation in the UNI Global's Pick n Pay Shop Stewards Alliance. In 2022 negotiations, we settled on a wage increase of R500, which was R420 more than the low initial offer of R80. Our union now negotiators have access to information, support and financial literacy to enable us to read and interpret company financial reports. We also actively share information in real-time on WhatsApp.*

Brenita Cloete,
Negotiator at SACCAWU



OUTCOME:

More than 4,000 people, with an increasing number of women in our learning spaces, have received our direct support and essential resources for bargaining and organising.

LRS continues a concept for a mobile phone-based communications platform that connects shop stewards with other worker leaders and union officials for the purpose of organising and representing members.

The minimum wage for farm workers and domestic workers is now aligned with the national minimum wage. We have supported domestic workers' organisations to promote the minimum wage among stakeholders in the sector. The annual review of the minimum wage and the threshold for the Basic Conditions of Employment Act is being considered by the National Minimum Wage Commission, of which the LRS Executive Director is a member.

“SADSAWU confirm that there is a widespread failure to comply with the national minimum wage. The Department of Labour, which is responsible for enforcement, claims that enforcement is hampered by a shortage of inspectors. The exchange of information with organisations such as the LRS is important and helps to shape the resources and support we need to carry out our education activities and monitoring of the implementation of labour laws.

Gloria Kente
SADSAWU organiser.



OUTCOME:

Trade union national centres in nine countries in Africa are developing the skills needed to engage in successful lobbying and advocacy on the **African Continental Free Trade Area (AfCFTA) Agreement**

CONTEXT:

The AfCFTA is based on agreement on several protocols that are at different stages of negotiation. The AfCFTA could provide the basis for sustainable economic development and boost industrialisation and employment growth. The AfCFTA is important to South Africa and to all its sister countries on the continent.

In 2022, the trade union movement in Africa issued a declaration calling for the inclusion of labour provisions in the AfCFTA agreement. Workers' organisations have been largely excluded from the negotiations on the legal instruments of the AfCFTA. They are pushing for a seat at the table to ensure that the specific interests of workers, women, youth and other vulnerable groups are reflected in the design of the protocols.



ITUC-Africa Continental Forum on the AfCFTA agreement, Tunis | September 2022

OUR RESPONSE:

Together with partners, we support the African Regional Organisation of the International Trade Union Confederation (ITUC-Africa) to mobilise research and learning capacity for unions to engage with and influence the implementation of the AfCFTA.

We have produced six country-focused research outputs and a guide to the Protocol on Trade in Goods in the AfCFTA. The bi-lingual research outputs provided an empirical base for a series of trade union activities on the AfCFTA conducted by ITUC-Africa. The activities focused on capabilities development, advocacy campaigns and union participation in the AfCFTA at the national, regional and continental level. For example, the national centre in Rwanda attracted the attention of the Trade Ministry by virtue of its activity and the quality of the Rwanda country research report; Namibia connected with the trade ministry and the Southern African Customs Union; ITUC Africa has connected with AfCFTA secretariat.

We are in a dialogue with two organisations (Trade and Industrial Policy Strategies and Nelson Mandela School of Public Governance at the University of Cape Town) that could greatly benefit our ability to deliver learning programmes and research that build trade negotiating competency in the continental trade union movement.

We scoped the possibility of a podcast on trade aimed at role-players in trade unions and other civil society organisations in Africa to provide an informal learning channel for the movement.

We maintain a bilingual website on the AfCFTA for trade unions located at www.tradeunionsinafcta.org. The website provides an additional measure of participation.

“ *A continental free trade agreement requires a continental free trade union movement on the continent.*

Trenton Elsley,
Executive Director, Labour Research Service

“ *To strengthen trade union involvement in the implementation of the AfCFTA in order to ensure labour standards and rights, trade unions in Rwanda proposed to be involved in the various consultations on the agreement, for example, the draft Investment Protocol and the AfCFTA National Implementation Committee in the Ministry of Commerce. The National Implementation Committee was established a few years ago and it's only recently that CESTRAR has been invited to join the committee. The Ministry is willing to work and engage with trade unions and increase opportunities for civil society stakeholders to participate in AfCFTA programmes in Rwanda. We need further capacity building to increase our skills and understanding of AfCFTA-related matters in order to engage in a meaningful way.*

Christine Mutoni
Programme Office at CESTRAR (Rwanda Workers' Trade Union Confederation)



OUTCOME:**LRS creates cultures of gender equality, inclusion and strengthening women's leadership in trade unions****OUR IMPACT:**

In the various countries where we provide training on gender equality and women's leadership, organisations have embraced inclusivity and gender equality. Trade union leaders are involved and committed. This is evidenced by the commitments they have made to women's development and participation and the inclusion of women in senior leadership positions. Unions are increasingly embracing issues they have rejected in the past and redefining transformative leadership. This demonstrates our influence in working towards culture change and transformational strategies.

In Africa, facilitators in Gender-Responsive Education Sector Planning (GRES P) can influence training programmes as a result of our training work to promote transformative leadership. GRES P aims to mainstream and promote gender equality throughout education systems.

10 women trade union leaders (from Education International affiliates in South Africa, Kenya, Uganda and Ghana; AFL-CIO affiliates and a trade union consultant in Nigeria) expressed a sense of individual empowerment by creating stories describing their individual leadership journeys. The engagement took place in an online workshop using our new online tool, developed in partnership with members of the Center for Innovation in Worker Organization (CIWO) at Rutgers University, to provide a more participatory approach to renewing women's transformative leadership. The CIWO team has more nuanced strategies for connecting and building relationships with women leaders in Africa as a result of our participation in the project.

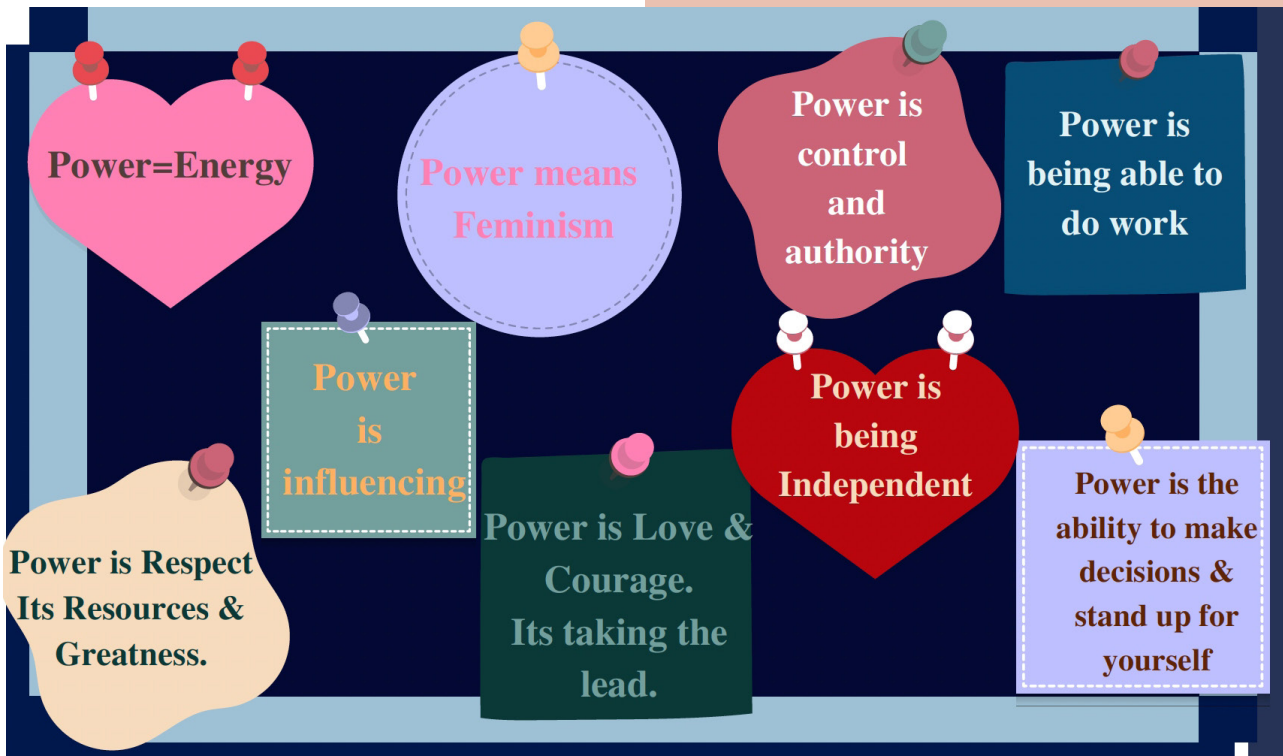
“ *It is truly unique and inspiring to have the opportunity to work with feminists at LRS who are experts in the field and rooted in feminist popular education. The women trained in the unique spaces created by LRS and JASS felt free to express themselves. One powerful reflection that emerged was related to how they identify. For example, one woman’s words: ‘I am not just a cleaner. I clean where I work, but that doesn’t define who I am.’ This self-awareness was important. Not only did it leave the women with a new sense of self-worth, but it also equipped them with valuable tools that were provided during the training programme.*

Phumi Mtetwa,
JASS Regional Director for Southern Africa



Zambian Science Granting Council members participating in a Gender Action Learning Programme developed a set of feminist strategies to promote and support girls’ and women’s recruitment and sustained participation in science and technology. We supported an 18-month programme to promote gender and inclusivity in Science Granting Councils in Africa, in partnership with Gender at Work and the Human Science Research Council.

We mentored 185 adolescent girls and young women from 15 African countries to mobilise decision-makers to advance successful HIV prevention and elimination of gender-based violence and harmful norms. Through online training over a period of three months, the participants increased are better equipped to lead advocacy on effective HIV prevention interventions for girls and young women in their countries.



“ As a result of the training, I am an effective leader with a voice and experience to contribute to the response to the HIV epidemic and gender inequality in my community. I have a better understanding of how to work with community and institutional structures to promote the rights and well-being of adolescent girls and young women. The training has also enabled me to develop a peer support network that will strengthen me in advocacy.

Participant in the training

OUTCOME:

LRS works against GBV, discrimination and homophobia in the world of work

CONTEXT:

Gender-based violence and harassment (GBVH) in the world of work is one of the most widespread yet hidden human rights violations. It is a major obstacle to achieving gender equality and decent, safe work for all workers. It affects many workers of all gender identities and in all sectors and occupations. Certain workers, such as women and LGBTQI people, are at increased risk of GBVH.

LRS RESPONSE:

We provided online and offline learning spaces to FEDUSA and COSATU, to women and marginalised workers and their trade unions, and to young job seekers and members of the community to prevent and respond to GBV.

COSATU and FEDUSA affiliates use LRS resources in the planning of organisational gender strategies and collective bargaining demands.

Newly elected members of the gender committee have a greater understanding of the commitments in FEDUSA's Congress resolution on securing LGBTI rights in the world of work. The federation's gender structures also have ideas and actions to put the resolution into practice.

Trade unions are increasingly using the ILO Convention 190 (C190) as a tool to raise awareness among workers about the rights of workers who are LGBT to have a safe and inclusive workplace.

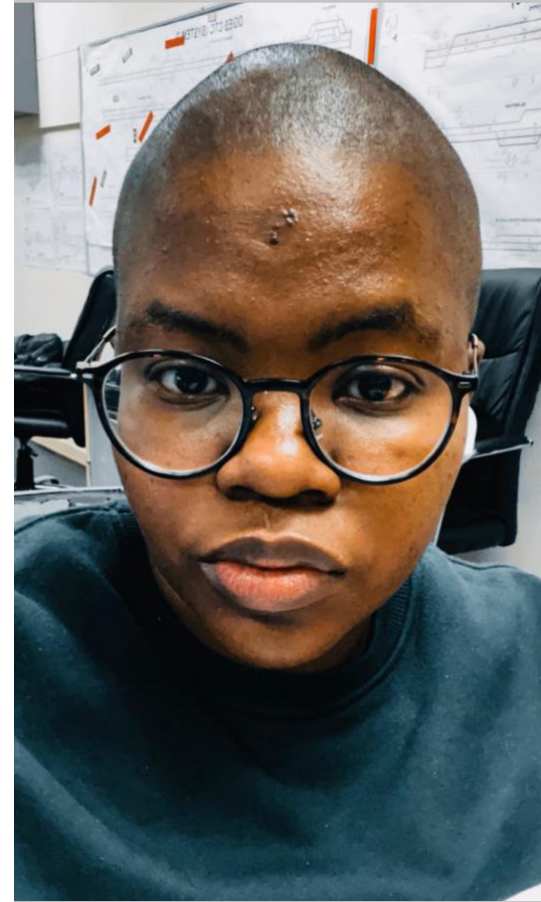
A core group of LGBTI rights activists at UNTU have been developing ideas for the strengthening of the union's LGBTI rights work.

“

The LRS provides spaces for workers' representatives to share experiences, learn and take action to change organisations and build advocates for inclusion. I'm more comfortable discussing LGBTI+ rights and gender equality. I am creating safe spaces in my workplace and in my community where people who want to talk about issues can feel comfortable coming up to me. I had a conversation with a gay man who said he felt out of place at work. Sometimes all you need is someone who has an understanding of your struggles and has had similar experiences.

Tumelo Mokoena

Member of FEDUSA's youth committee and a worker representative at United National Transport Union



Letsema organisation and young LGBT members of Letsema, together with FEDUSA and affiliate UNTU, have strategies for protecting LGBTI workers and young job seekers from discrimination and violence.

Three (3) SACTWU workers and one (1) organiser, who are part of a group of 14 workers participating in the LRS and Solidarity Centre's participatory action research project, can identify themselves as researchers, conduct semi-structured interviews and record cases of gender-based violence and harassment.

Sustainability Through Programme Development – Just Transition, Future Of Workers, Trade and Investment, Informalisation And Migration

We pursue sustainability through programme development, and more specifically, we are committed to building intellectual capital around the future of work, climate and just transition, informalisation, trade & investment and migration.

We are building significant knowledge and partnerships on trade and investment in Africa.

We are actively thinking about the future of work and have had a strong focus on the retail sector.

We are mapping location-based gig work as a distinct form of employment relations.

We are building trade union knowledge around Just Transition.

We are working at several points along the continuum of work that ranges from the more formal to the more informal.

We are one of few labour support organisations actively engaging with corporate governance.

Technology for Trade Unions

The trade union movement should be using technology to amplify its ability to represent working class interests, and to respond to technological development in the workplace and in society.

The LRS continues to embrace the 'digital moment', while honouring the analogue traditions and strengths of the trade union movement. The LRS is actively exploring technology for use by trade unions.

CONTEXT:

The trade union movement is a notoriously slow adopter of new information and communications technologies. The information and communication landscape has changed in bewildering ways over the last couple of decades and if anything the arrival of sophisticated narrow artificial intelligence in the public domain promises to deepen this process of transformation. This technology is increasingly present in the everyday lives of the working class and it is imperative that the trade union movement is developing a relationship of its own with technologies that can be deployed in the defence and advancement of working class people.

Labour Research Service Online

We see ourselves as a mediator between technology and trade unions. Our efforts to experiment in this space are varied and have met with mixed success. We are committed to success and to failure in our exploration of how information technology can be deployed to build organisation and representation of working class people.

The Labour Research Service is committed to delivering useful online resources to support the trade union movement. The online space is a central component of our communications strategy and one we will support trade unions to develop.

Online resource offerings to **trade unions in Africa**



- Trade Unions and Trade: A guide to the African Continental Free Trade Agreement
- Trade Unions Going Green: Environmental issues in the world of work
- Negotiators' Guide: A guide for negotiating in a changing workplace
- Inflation Monitor: A monthly guide for trade union negotiators
- Bargaining Benchmarks: A quarterly resource for trade union negotiators
- Bargaining Benchmarks: Directors' Fees Edition
- MNC Trends Report: Provides key information concerning the performance, operations and governance of JSE-listed South African multinational companies operating in Africa
- The South African Minimum Wage Database (AWARD): A repository of collective agreements that tracks minimum wages, providing unions with empirical evidence to inform collective bargaining. There are 2024 wage agreements on the database located at www.lrs.dedicated.co.za/award/
- The online library of collective bargaining agreements (AGREED): A repository of collective agreements suitable for research and education. There are 963 agreements on the database located at www.lrs.dedicated.co.za/agreed/
- The South African Multinational Company Database (MNC): Financial information for over 80 JSE-listed companies, including executive pay located at <https://lrs.dedicated.co.za/mnc/>
- The LRS wage calculator: tells a negotiator how much a percentage increase is as an amount of money and helps a negotiator understand the effect of inflation on a wage increase located at www.bio.lrs.org.za/wage-calculator/

Networking and **alliance building for influence**

We view networking and alliance building as a vital strategy, especially for smaller organisations that seek to work on complex themes and to amplify their reach. Our networks include individuals and organisations with an affinity for working class politics and who we are able to collaborate, contribute or draw on our work. Among our partners you will find trade unions, trade union national centres, regional and continental worker formations and organisations, global unions, universities and other tertiary institutions, solidarity support organisations, community-based organisations and private sector consultancies.

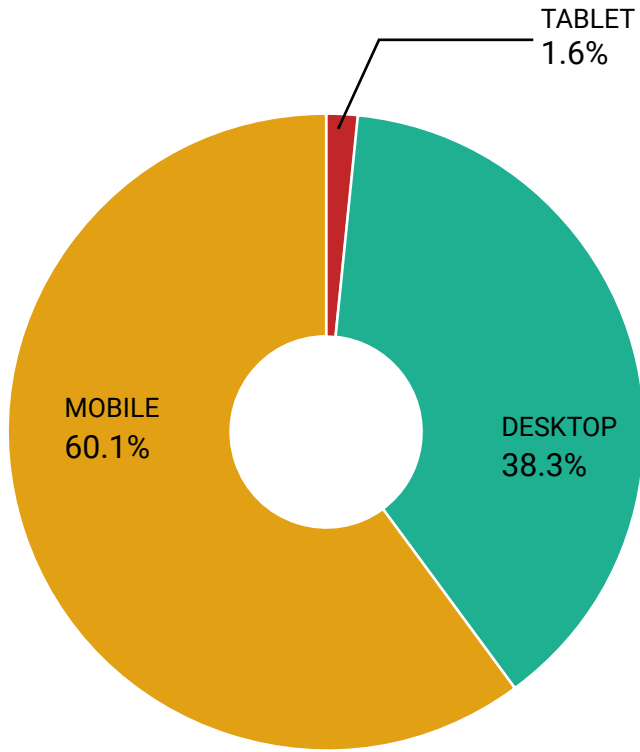
Insight into the online reach of the Labour Research Service: **Summary Analytics 2022**

This section describes our online engagement in 2022. We have seen improvements in almost all measures of online engagement. We are in a process of continuous reflection to understand how to best adjust our online strategies to support our work.

Website **Traffic**

| Metric | January to December 2022 | January to December 2021 | % change |
|-----------------------|--------------------------|--------------------------|----------|
| Users | 101,356 | 81,852 | 23.8 |
| Page views | 158,269 | 128,423 | 23.2 |
| Av page view duration | 00:04:41 | 00:04:28 | 4.9 |

What devices are visitors using?



Marketing Summary

Total Downloads:

Total Events
5,609

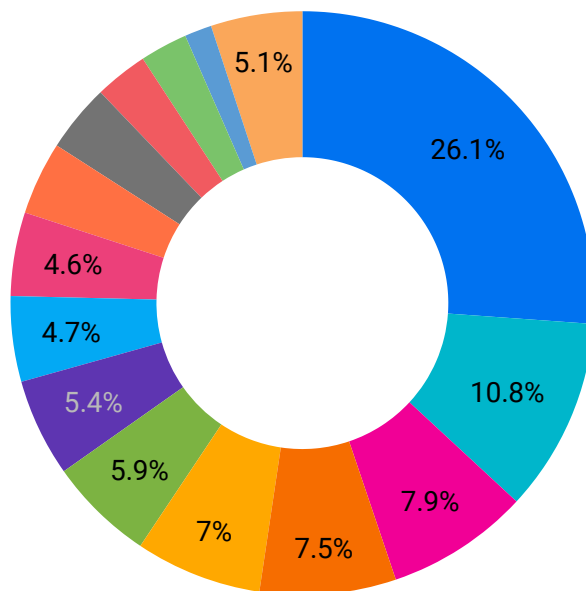
Contact Us Forms Sent:

Total Events
3

Newsletter Signup Started:

Total Events
100

Most Popular Site Sections



- home
- services
- contact us
- reports
- our team
- blog
- campaigns
- gender
- projects
- about us
- collective bargaining support
- the lrs story
- facilitation exercises



Summary of Key Metrics

| Metric | 2022 | 2021 | % change |
|--------------------------|-------|-------|----------|
| Downloads | 5,609 | 3,423 | 63.8 |
| LRS online tools* clicks | 75 | 699 | -89 |
| Wage calculator | 1491 | 120 | 1142.5 |
| BIO navigation links | 282 | 103 | 173.8 |
| Video tracking | 983 | 509 | 93.12 |
| Newsletter signup | 100 | 89 | 12.4 |

Content Performance

Top 5 Downloads | 2022

1. The Negotiator's Guide (full version): 483 - web downloads; 376 reads on ISSUU
2. The Negotiator's Guide Chapter 1: Intro to negotiations (169)
3. Grievance handling checklist (Infographic): 151
4. The Negotiator's Guide Chapter 6: Intro to wage bargaining (144)
5. AfCFTA trade union guide (138)

Top 5 Articles | 2022

1. The right way to handle retrenchments
2. Workplace grievances: 10 steps to handle them effectively
3. Know your basic rights in the workplace
4. The essentials of collective bargaining in South Africa [Source: Intro to negotiations guide chapter]
5. Six ways to end GBV

Video Content

YouTube Channel: [@labourresearchservice](#)

| Metric | 2022 | 2021 |
|-------------|----------|----------------|
| Views | 1,074 | 59% more than |
| Watch time | 42.5 hrs | 125% more than |
| Impressions | 5,897 | 699 |
| Subscribers | 21 | 8 |

Top 5 Videos Watched

1. Massmart shop stewards Network: Company in crisis (193)
2. Education unions take action to end SRGBV (165)
3. Wage bargaining | 4 lessons from public sector unions (144)
4. A day in the life of a VFH (69)
5. Bargaining with foreign companies | FAWU interview (69)

Social Media Summary

1. Increased brand visibility and number of fans and followers on Twitter and FB.
2. Increase in post link clicks and reach for Facebook, moderate for Twitter.

| Metric | 2022 | 2021 |
|------------------------|----------------|-------|
| Followers (FB) | 2651 (601 new) | 2,050 |
| Post impressions* (FB) | 85,240 | |
| Engaged users** (FB) | 3,833 | |
| Comments (FB) | 61 | |
| Shares (FB) | 475 | |
| Link clicks (FB) | 769 | |
| Followers (Twitter) | 739 (383 new) | 356 |

*Impressions – number of times people saw our posts

**Engaged users – number of unique users who liked or reacted to our posts



Email Newsletter | 2022

| | |
|-----------------|--------|
| Total contacts | 810 |
| Audience growth | 24 |
| Email campaigns | 17 |
| Emails sent | 10,631 |



Email Engagement Summary

| | |
|----------------|------------------------------------|
| Total opens: | 11,375 (up 95% from previous year) |
| Total clicked: | 2,766 (up 111% from previous year) |
| Open rate: | 26% (down 18% from previous year) |
| Click rate: | 27% (up 26% from previous year) |

Most Popular Campaign

| | |
|--------------|---|
| Title | LRS webinar: A guide to negotiating for working class leaders |
| Date | 1 June |
| Total opens | 2,868 |
| Total clicks | 2,992 |

LRS Launch Webinar Statistics

| | |
|---------------|---|
| Registered | 192 |
| ATTENDANCE | 252 |
| South Africa | 239 |
| Kenya | 1 |
| United States | 7 |
| Nigeria | 3 |
| Lesotho | 2 |
| Average time | 33 minutes [issues with data mean that average is likely understated] |

| Poll | Top Five Topics for a Webinar | Count |
|------|--|-------|
| 1 | Trade unions organising and bargaining in value chains | 33 |
| 2 | Negotiating retrenchment | 15 |
| 3 | Workplace rights belong to everyone | 16 |
| 4 | An introduction to wage bargaining | 14 |
| 5 | Bargaining for gender equity | 8 |

LABOUR RESEARCH SERVICE NPC
(REGISTRATION NUMBER 1986/002993/08)
ANNUAL FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

LABOUR RESEARCH SERVICE NPC

(REGISTRATION NUMBER 1986/002993/08)

ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021**GENERAL INFORMATION**

| | |
|--|---|
| Country of incorporation and domicile | South Africa |
| Auditors | C2M Chartered Accountants Incorporated Chartered Accountants (S.A.) Registered Auditors |
| Level of assurance | These annual financial statements have been audited in compliance with the applicable requirements of the Companies Act 71 of 2008. |
| Preparer | The annual financial statements were independently compiled by: MD Dreyer Professional Accountant (S.A.) |
| Issued | 28 March 2022 |

LABOUR RESEARCH SERVICE NPC
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| The following supplementary information does not form part of the annual financial statements and is unaudited: | |
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LABOUR RESEARCH SERVICE NPC

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ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021

DIRECTORS' RESPONSIBILITIES AND APPROVAL

The directors are required in terms of the Companies Act 71 of 2008 to maintain adequate accounting records and are responsible for the content and integrity of the annual financial statements and related financial information included in this report. It is their responsibility to ensure that the annual financial statements fairly present the state of affairs of the company as at the end of the financial year and the results of its operations and cash flows for the period then ended, in conformity with International Financial Reporting Standards. The external auditors are engaged to express an independent opinion on the annual financial statements.

The annual financial statements are prepared in accordance with International Financial Reporting Standards and are based upon appropriate accounting policies consistently applied and supported by reasonable and prudent judgements and estimates.

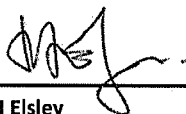
The directors acknowledge that they are ultimately responsible for the system of internal financial control established by the company and place considerable importance on maintaining a strong control environment. To enable the directors to meet these responsibilities, the board sets standards for internal control aimed at reducing the risk of error or loss in a cost-effective manner. The standards include the proper delegation of responsibilities within a clearly defined framework, effective accounting procedures and adequate segregation of duties to ensure an acceptable level of risk. These controls are monitored throughout the company and all employees are required to maintain the highest ethical standards in ensuring the company's business is conducted in a manner that in all reasonable circumstances is above reproach. The focus of risk management in the company is on identifying, assessing, managing and monitoring all known forms of risk across the company. While operating risk cannot be fully eliminated, the company endeavours to minimise it by ensuring that appropriate infrastructure, controls, systems and ethical behaviour are applied and managed within predetermined procedures and constraints.

The directors are of the opinion, based on the information and explanations given by management, that the system of internal control provides reasonable assurance that the financial records may be relied on for the preparation of the annual financial statements. However, any system of internal financial control can provide only reasonable, and not absolute, assurance against material misstatement or loss.

The directors have reviewed the company's cash flow forecast for the year to 31 December 2022 and, in light of this review and the current financial position, they are satisfied that the company has or had access to adequate resources to continue in operational existence for the foreseeable future.

The external auditors are responsible for independently auditing and reporting on the company's annual financial statements. The annual financial statements have been examined by the company's external auditors and their report is presented on pages 6 to 7.

The annual financial statements set out on pages 8 to 23, which have been prepared on the going concern basis, were approved by the board and were signed by:



TH Elsley

LABOUR RESEARCH SERVICE NPC
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ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021

DIRECTORS' REPORT

The directors have pleasure in submitting their report on the annual financial statements of Labour Research Service NPC for the year ended 31 December 2021.

1. Incorporation

The company was incorporated on 25 July 1986 and obtained its certificate to commence business on the same day.

2. Nature of business

Labour Research Service NPC was incorporated in South Africa to promote and enhance the full and active participation of working women and men in the political and socio-economic activities in South Africa. The company operates in South Africa.

There have been no material changes to the nature of the company's business from the prior year.

3. Review of financial results and activities

The annual financial statements have been prepared in accordance with International Financial Reporting Standards and the requirements of the Companies Act 71 of 2008. The accounting policies have been applied consistently compared to the prior year.

Full details of the financial position, results of operations and cash flows of the company are set out in these annual financial statements.

4. Directorate

The directors in office at the date of this report are as follows:

Directors

| | |
|------------|-----------------------------|
| TH Elsley | |
| N Siyana | Resigned 02 September 2021 |
| FE Klaas | |
| C Marule | |
| B Matana | Resigned 02 September 2021 |
| C de Lange | Appointed 02 September 2021 |
| TM Fafuli | Appointed 02 September 2021 |
| NG Roji | Appointed 02 September 2021 |

5. Directors' interests in contracts

During the financial year, no contracts were entered into which directors or officers of the company had an interest and which significantly affected the business of the company.

6. Property, plant and equipment

There was no change in the nature of the property, plant and equipment of the company or in the policy regarding their use.

7. Events after the reporting period

The directors are not aware of any material event which occurred after the reporting date and up to the date of this report.

8. Going concern

The annual financial statements have been prepared on the basis of accounting policies applicable to a going concern. This basis presumes that funds will be available to finance future operations and that the realisation of assets and settlement of liabilities, contingent obligations and commitments will occur in the ordinary course of business.

9. Auditors

C2M Chartered Accountants Incorporated continued in office as auditors for the company for 2021.

LABOUR RESEARCH SERVICE NPC

(REGISTRATION NUMBER 1986/002993/08)

ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021

DIRECTORS' REPORT

At the AGM, the shareholders will be requested to reappoint C2M Chartered Accountants Incorporated as the independent external auditors of the company and to confirm Mr R Ariefdien as the designated lead audit partner for the 2022 financial year.

10. Secretary

The company had no secretary during the year.

11. Date of authorisation for issue of financial statements

The annual financial statements have been authorised for issue by the directors on 28 March 2022. No authority was given to anyone to amend the annual financial statements after the date of issue.

INDEPENDENT AUDITOR'S REPORT

To the Directors of Labour Research Service NPC

Opinion

We have audited the annual financial statements of Labour Research Service NPC (the company) set out on pages 8 to 20, which comprise the statement of financial position as at 31 December 2021, statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the annual financial statements, including a summary of significant accounting policies.

In our opinion, the annual financial statements present fairly, in all material respects, the financial position of Labour Research Service NPC as at 31 December 2021, and its financial performance and cash flows for the year then ended in accordance with International Financial Reporting Standards and the requirements of the Companies Act 71 of 2008.

Basis for Opinion

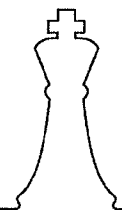
We conducted our audit in accordance with International Standards on Auditing. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the annual financial statements section of our report. We are independent of the company in accordance with sections 290 and 291 of the Independent Regulatory Board for Auditors' Code of Professional Conduct for Registered Auditors (Revised January 2018), parts 1 and 3 of the Independent Regulatory Board for Auditors' Code of Professional Conduct for Registered Auditors (Revised November 2018) (together the IRBA Codes) and other independence requirements applicable to performing audits of annual financial statements in South Africa. We have fulfilled our other ethical responsibilities, as applicable, in accordance with the IRBA Codes and in accordance with other ethical requirements applicable to performing audits in South Africa. The IRBA Codes are consistent with the corresponding sections of the International Ethics Standards Board for Accountants' Code of Ethics for Professional Accountants and the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (including International Independence Standards) respectively. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Information

The directors are responsible for the other information. The other information comprises the information included in the document titled "Labour Research Service NPC annual financial statements for the year ended 31 December 2021", which includes the Directors' Report as required by the Companies Act 71 of 2008. The other information does not include the annual financial statements and our auditor's report thereon.

Our opinion on the annual financial statements does not cover the other information and we do not express an audit opinion or any form of assurance conclusion thereon.

In connection with our audit of the annual financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the annual financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.



INDEPENDENT AUDITOR'S REPORT

Responsibilities of the Directors for the Annual Financial Statements

The directors are responsible for the preparation and fair presentation of the annual financial statements in accordance with International Financial Reporting Standards and the requirements of the Companies Act 71 of 2008, and for such internal control as the directors determine is necessary to enable the preparation of annual financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the annual financial statements, the directors are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Annual Financial Statements

Our objectives are to obtain reasonable assurance about whether the annual financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with International Standards on Auditing will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these annual financial statements.

As part of an audit in accordance with International Standards on Auditing, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the annual financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the annual financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the annual financial statements, including the disclosures, and whether the annual financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

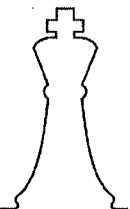
We communicate with the directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Signed by:Reyaan Ariefdien
Signed at:2022-06-13 09:23:19 +02:00
Reason:Witnessing Reyaan Ariefdien

Reyaan Ariefdien

R Ariefdien
Chartered Accountant (S.A.)
Registered Auditor
Director

Tygerforum B
53 Willie van Schoor Drive
Tygervalley
Bellville
7530



LABOUR RESEARCH SERVICE NPC

(REGISTRATION NUMBER 1986/002993/08)

ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021

STATEMENT OF FINANCIAL POSITION AS AT 31 DECEMBER 2021

| Figures in Rand | Note(s) | 2021 | 2020 |
|-------------------------------------|---------|------------------|------------------|
| Assets | | | |
| Non-Current Assets | | | |
| Property, plant and equipment | 2 | 44 050 | 43 655 |
| Current Assets | | | |
| Trade and other receivables | 4 | 16 618 | 82 516 |
| Cash and cash equivalents | 5 | 1 101 874 | 1 026 661 |
| | | 1 118 492 | 1 109 177 |
| Total Assets | | 1 162 542 | 1 152 832 |
| Equity and Liabilities | | | |
| Equity | | | |
| Reserves | | 44 050 | 43 655 |
| Retained income | | 333 544 | 525 487 |
| | | 377 594 | 569 142 |
| Liabilities | | | |
| Current Liabilities | | | |
| Deferred income | 3 | 318 317 | 311 357 |
| Provisions | 6 | - | 123 485 |
| Trade and other payables | 7 | 466 631 | 148 848 |
| | | 784 948 | 583 690 |
| Total Equity and Liabilities | | 1 162 542 | 1 152 832 |

LABOUR RESEARCH SERVICES NPC

(REGISTRATION NUMBER 1986/002993/08)

ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021

STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME

| Figures in Rand | Note(s) | 2021 R | 2020 R |
|---|----------------|--------------------|--------------------|
| Income | | | |
| Revenue | | 7 430 806 | 5 419 106 |
| Other operating income | | 294 360 | 342 545 |
| | 8 | 7 725 166 | 5 761 651 |
| Expenditure | | | |
| | | (7 923 715) | (5 685 345) |
| Project expenses | | (6 038 874) | (3 933 177) |
| Operating expenses | | (1 884 841) | (1 752 168) |
| Operating surplus / (deficit) | 9 | (198 549) | 76 306 |
| Interest income | 10 | 7 001 | 15 845 |
| Surplus / (Deficit) for the year | | (191 548) | 92 151 |
| Other comprehensive income | | - | - |
| Total comprehensive surplus / (deficit) for the year | | (191 548) | 92 151 |

LABOUR RESEARCH SERVICE NPC

(REGISTRATION NUMBER 1986/002993/08)

ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021

STATEMENT OF CHANGES IN EQUITY

| Figures in Rand | Non-current asset reserve | Retained income | Total equity |
|------------------------------------|--------------------------------------|----------------------------|---------------------|
| Balance at 01 January 2020 | 49 473 | 427 518 | 476 991 |
| Profit for the year | - | 92 151 | 92 151 |
| Transfer between reserves | (5 818) | 5 818 | - |
| Balance at 01 January 2021 | 43 655 | 525 487 | 569 142 |
| Loss for the year | - | (191 549) | (191 549) |
| Transfer between reserves | 395 | (395) | - |
| Balance at 31 December 2021 | 44 050 | 333 543 | 377 593 |

LABOUR RESEARCH SERVICE NPC
 (REGISTRATION NUMBER 1986/002993/08)
 ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021

STATEMENT OF CASH FLOWS

| Figures in Rand | Note(s) | 2021 | 2020 |
|---|---------|------------------|------------------|
| Cash flows from operating activities | | | |
| Cash generated from operations | 12 | 110 078 | 450 611 |
| Interest income | | 7 001 | 15 845 |
| Net cash from operating activities | | 117 079 | 466 456 |
| Cash flows from investing activities | | | |
| Purchase of property, plant and equipment | 2 | (41 866) | (32 054) |
| Net cash from investing activities | | (41 866) | (32 054) |
| Total cash movement for the year | | 75 213 | 434 402 |
| Cash at the beginning of the year | | 1 026 661 | 592 259 |
| Total cash at end of the year | 5 | 1 101 874 | 1 026 661 |

LABOUR RESEARCH SERVICE NPC
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ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021

ACCOUNTING POLICIES

Corporate information

Labour Research Service NPC is a public company incorporated and domiciled in South Africa.

The annual financial statements for the year ended 31 December 2021 were authorised for issue in accordance with a resolution of the board of directors.

1. Significant accounting policies

The principal accounting policies applied in the preparation of these annual financial statements are set out below.

1.1 Basis of preparation

The annual financial statements have been prepared on the going concern basis in accordance with, and in compliance with, International Financial Reporting Standards ("IFRS") and International Financial Reporting Interpretations Committee ("IFRIC") interpretations issued and effective at the time of preparing these annual financial statements and the Companies Act 71 of 2008 of South Africa, as amended.

These annual financial statements comply with the requirements of the SAICA Financial Reporting Guides as issued by the Accounting Practices Committee and the Financial Reporting Pronouncements as issued by the Financial Reporting Standards Council.

The annual financial statements have been prepared on the historic cost convention, unless otherwise stated in the accounting policies which follow and incorporate the principal accounting policies set out below. They are presented in Rands, which is the company's functional currency.

These accounting policies are consistent with the previous period.

1.2 Significant judgements and sources of estimation uncertainty

The preparation of annual financial statements in conformity with IFRS requires management, from time to time, to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets, liabilities, income and expenses. These estimates and associated assumptions are based on experience and various other factors that are believed to be reasonable under the circumstances. Actual results may differ from these estimates. The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimates are revised and in any future periods affected.

Critical judgements in applying accounting policies

Management did not make critical judgements in the application of accounting policies, apart from those involving estimations, which would significantly affect the financial statements.

Key sources of estimation uncertainty

Useful lives of property, plant and equipment

Management assess the appropriateness of the useful lives of property, plant and equipment at the end of each reporting period. The useful lives of motor vehicles, furniture and computer equipment are determined based on company replacement policies for the various assets. Individual assets within these classes, which have a significant carrying amount are assessed separately to consider whether replacement will be necessary outside of normal replacement parameters.

When the estimated useful life of an asset differs from previous estimates, the change is applied prospectively in the determination of the depreciation charge.

Provisions

Provisions are inherently based on assumptions and estimates using the best information available. Additional disclosure of these estimates of provisions are included in note 6.

ACCOUNTING POLICIES

1.3 Property, plant and equipment

Property, plant and equipment are tangible assets which the company holds for its own use or for rental to others and which are expected to be used for more than one year.

An item of property, plant and equipment is recognised as an asset when it is probable that future economic benefits associated with the item will flow to the company, and the cost of the item can be measured reliably.

Property, plant and equipment is initially measured at cost. Cost includes all of the expenditure which is directly attributable to the acquisition or construction of the asset, including the capitalisation of borrowing costs on qualifying assets and adjustments in respect of hedge accounting, where appropriate.

Expenditure incurred subsequently for major services, additions to or replacements of parts of property, plant and equipment are capitalised if it is probable that future economic benefits associated with the expenditure will flow to the company and the cost can be measured reliably. Day to day servicing costs are included in profit or loss in the year in which they are incurred.

Property, plant and equipment is subsequently stated at cost less accumulated depreciation and any accumulated impairment losses, except for land which is stated at cost less any accumulated impairment losses.

Depreciation of an asset commences when the asset is available for use as intended by management. Depreciation is charged to write off the asset's carrying amount over its estimated useful life to its estimated residual value, using a method that best reflects the pattern in which the asset's economic benefits are consumed by the company. Leased assets are depreciated in a consistent manner over the shorter of their expected useful lives and the lease term. Depreciation is not charged to an asset if its estimated residual value exceeds or is equal to its carrying amount. Depreciation of an asset ceases at the earlier of the date that the asset is classified as held for sale or derecognised.

The useful lives of items of property, plant and equipment have been assessed as follows:

| Item | Depreciation method | Average useful life |
|--------------------|----------------------------|----------------------------|
| Computer equipment | Straight line | 5 Years |
| Computer software | Straight line | 2 Years |
| Office equipment | Straight line | 5 Years |

The residual value, useful life and depreciation method of each asset are reviewed at the end of each reporting year. If the expectations differ from previous estimates, the change is accounted for prospectively as a change in accounting estimate.

Each part of an item of property, plant and equipment with a cost that is significant in relation to the total cost of the item is depreciated separately.

The depreciation charge for each year is recognised in profit or loss unless it is included in the carrying amount of another asset.

Impairment tests are performed on property, plant and equipment when there is an indicator that they may be impaired. When the carrying amount of an item of property, plant and equipment is assessed to be higher than the estimated recoverable amount, an impairment loss is recognised immediately in profit or loss to bring the carrying amount in line with the recoverable amount.

An item of property, plant and equipment is derecognised upon disposal or when no future economic benefits are expected from its continued use or disposal. Any gain or loss arising from the derecognition of an item of property, plant and equipment, determined as the difference between the net disposal proceeds, if any, and the carrying amount of the item, is included in profit or loss when the item is derecognised.

1.4 Financial instruments

Financial instruments held by the company are classified in accordance with the provisions of IFRS 9 Financial Instruments.

Broadly, the classification possibilities, which are adopted by the company, as applicable, are as follows:

Financial assets which are equity instruments:

- Mandatorily at fair value through profit or loss; or

ACCOUNTING POLICIES

1.4 Financial instruments (continued)

- Designated as at fair value through other comprehensive income. (This designation is not available to equity instruments which are held for trading or which are contingent consideration in a business combination).

Financial assets which are debt instruments:

- Amortised cost. (This category applies only when the contractual terms of the instrument give rise, on specified dates, to cash flows that are solely payments of principal and interest on principal, and where the instrument is held under a business model whose objective is met by holding the instrument to collect contractual cash flows); or
- Fair value through other comprehensive income. (This category applies only when the contractual terms of the instrument give rise, on specified dates, to cash flows that are solely payments of principal and interest on principal, and where the instrument is held under a business model whose objective is achieved by both collecting contractual cash flows and selling the instruments); or
- Mandatorily at fair value through profit or loss. (This classification automatically applies to all debt instruments which do not qualify as at amortised cost or at fair value through other comprehensive income); or
- Designated at fair value through profit or loss. (This classification option can only be applied when it eliminates or significantly reduces an accounting mismatch).

Derivatives which are not part of a hedging relationship:

- Mandatorily at fair value through profit or loss.

Financial liabilities:

- Amortised cost; or
- Mandatorily at fair value through profit or loss. (This applies to contingent consideration in a business combination or to liabilities which are held for trading); or
- Designated at fair value through profit or loss. (This classification option can be applied when it eliminates or significantly reduces an accounting mismatch; the liability forms part of a group of financial instruments managed on a fair value basis; or it forms part of a contract containing an embedded derivative and the entire contract is designated as at fair value through profit or loss).

Note Financial instruments and risk management presents the financial instruments held by the company based on their specific classifications.

All regular way purchases or sales of financial assets are recognised and derecognised on a trade date basis. Regular way purchases or sales are purchases or sales of financial assets that require delivery of assets within the time frame established by regulation or convention in the marketplace.

The specific accounting policies for the classification, recognition and measurement of each type of financial instrument held by the company are presented below:

Cash and cash equivalents

Cash and cash equivalents are stated at carrying amount which is deemed to be fair value.

1.5 Leases

The company assesses whether a contract is, or contains a lease, at the inception of the contract.

A contract is, or contains a lease if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration.

In order to assess whether a contract is, or contains a lease, management determine whether the asset under consideration is "identified", which means that the asset is either explicitly or implicitly specified in the contract and that the supplier does not have a substantial right of substitution throughout the period of use. Once management has concluded that the contract deals with an identified asset, the right to control the use thereof is considered. To this end, control over the use of an identified asset only exists when the company has the right to substantially all of the economic benefits from the use of the asset as well as the right to direct the use of the asset.

In circumstances where the determination of whether the contract is or contains a lease requires significant judgement, the relevant disclosures are provided in the significant judgments and sources of estimation uncertainty section of these accounting policies.

ACCOUNTING POLICIES

1.6 Share capital and equity

An equity instrument is any contract that evidences a residual interest in the assets of an entity after deducting all of its liabilities.

Ordinary shares are recognised at par value and classified as 'share capital' in equity. Any amounts received from the issue of shares in excess of par value is classified as 'share premium' in equity. Dividends are recognised as a liability in the company in which they are declared.

1.7 Employee benefits

Short-term employee benefits

The cost of short-term employee benefits, (those payable within 12 months after the service is rendered, such as paid vacation leave and sick leave, bonuses, and non-monetary benefits such as medical care), are recognised in the period in which the service is rendered and are not discounted.

The expected cost of compensated absences is recognised as an expense as the employees render services that increase their entitlement or, in the case of non-accumulating absences, when the absence occurs.

The expected cost of profit sharing and bonus payments is recognised as an expense when there is a legal or constructive obligation to make such payments as a result of past performance.

Defined contribution plans

Payments to defined contribution retirement benefit plans are charged as an expense as they fall due.

Payments made to industry-managed (or state plans) retirement benefit schemes are dealt with as defined contribution plans where the company's obligation under the schemes is equivalent to those arising in a defined contribution retirement benefit plan.

1.8 Provisions and contingencies

Provisions are recognised when:

- the company has a present obligation as a result of a past event;
- it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation; and
- a reliable estimate can be made of the obligation.

The amount of a provision is the present value of the expenditure expected to be required to settle the obligation.

Where some or all of the expenditure required to settle a provision is expected to be reimbursed by another party, the reimbursement shall be recognised when, and only when, it is virtually certain that reimbursement will be received if the entity settles the obligation. The reimbursement shall be treated as a separate asset. The amount recognised for the reimbursement shall not exceed the amount of the provision.

Provisions are not recognised for future operating losses.

If an entity has a contract that is onerous, the present obligation under the contract shall be recognised and measured as a provision.

1.9 Government grants

Government grants are recognised when there is reasonable assurance that:

- the company will comply with the conditions attaching to them; and
- the grants will be received.

Government grants are recognised as income over the periods necessary to match them with the related costs that they are intended to compensate.

A government grant that becomes receivable as compensation for expenses or losses already incurred or for the purpose of giving immediate financial support to the entity with no future related costs is recognised as income of the period in which it becomes receivable.

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ACCOUNTING POLICIES

1.9 Government grants (continued)

Government grants related to assets, including non-monetary grants at fair value, are presented in the statement of financial position by setting up the grant as deferred income or by deducting the grant in arriving at the carrying amount of the asset.

Grants related to income are presented as a credit in the profit or loss (separately).

1.10 Revenue

When the outcome of a transaction involving the rendering of services can be estimated reliably, revenue associated with the transaction is recognised by reference to the stage of completion of the transaction at the end of the reporting period. The outcome of a transaction can be estimated reliably when all the following conditions are satisfied:

- the amount of revenue can be measured reliably;
- it is probable that the economic benefits associated with the transaction will flow to the company;
- the stage of completion of the transaction at the end of the reporting period can be measured reliably; and
- the costs incurred for the transaction and the costs to complete the transaction can be measured reliably.

When the outcome of the transaction involving the rendering of services cannot be estimated reliably, revenue shall be recognised only to the extent of the expenses recognised that are recoverable.

Interest is recognised, in profit or loss, using the effective interest rate method.

1.11 Borrowing costs

All borrowing costs are recognised as an expense in the period in which they are incurred.

1.12 Translation of foreign currencies

Foreign currency transactions

A foreign currency transaction is recorded, on initial recognition in Rands, by applying to the foreign currency amount the spot exchange rate between the functional currency and the foreign currency at the date of the transaction.

At the end of the reporting period:

- foreign currency monetary items are translated using the closing rate;
- non-monetary items that are measured in terms of historical cost in a foreign currency are translated using the exchange rate at the date of the transaction; and
- non-monetary items that are measured at fair value in a foreign currency are translated using the exchange rates at the date when the fair value was determined.

Exchange differences arising on the settlement of monetary items or on translating monetary items at rates different from those at which they were translated on initial recognition during the period or in previous annual financial statements are recognised in profit or loss in the period in which they arise.

Cash flows arising from transactions in a foreign currency are recorded in Rands by applying to the foreign currency amount the exchange rate between the Rand and the foreign currency at the date of the cash flow.

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NOTES TO THE ANNUAL FINANCIAL STATEMENTS

| | | |
|-----------------|-------------|-------------|
| Figures in Rand | 2021 | 2020 |
|-----------------|-------------|-------------|

2. Property, plant and equipment

| | 2021 | | | 2020 | | |
|--------------------|---------------------|--------------------------|----------------|---------------------|--------------------------|----------------|
| | Cost or revaluation | Accumulated depreciation | Carrying value | Cost or revaluation | Accumulated depreciation | Carrying value |
| Computer equipment | 774 268 | (730 218) | 44 050 | 732 402 | (688 747) | 43 655 |
| Computer software | 920 422 | (920 422) | - | 920 422 | (920 422) | - |
| Office equipment | 758 134 | (758 134) | - | 758 134 | (758 134) | - |
| Total | 2 452 824 | (2 408 774) | 44 050 | 2 410 958 | (2 367 303) | 43 655 |

Reconciliation of property, plant and equipment - 2021

| | Opening balance | Additions | Depreciation | Total |
|--------------------|-----------------|-----------|--------------|--------|
| Computer equipment | 43 655 | 41 866 | (41 471) | 44 050 |

Reconciliation of property, plant and equipment - 2020

| | Opening balance | Additions | Depreciation | Total |
|--------------------|-----------------|---------------|-----------------|---------------|
| Computer equipment | 45 141 | 32 054 | (33 540) | 43 655 |
| Office equipment | 4 332 | - | (4 332) | - |
| | 49 473 | 32 054 | (37 872) | 43 655 |

3. Deferred income

| | | |
|---------------------------|------------------|------------------|
| ACFTA SASK | (74 126) | (148 416) |
| The Other Foundation | (75 458) | - |
| Gender at Work - Power Up | (87 945) | - |
| Letsema | (11 155) | (8 405) |
| NUM Collective Bargain | - | (50 000) |
| Oxfam | (43 083) | (40 000) |
| The National Skills Fund | (26 550) | (64 536) |
| | (318 317) | (311 357) |

The above deferred income represents amounts specifically allocated for use during the following financial period in terms of the funder's contract requirements.

Frequently the periods of donor contracts do not coincide with the financial year end of the organisation. The effect of this is that the balance of donor funding can be carried forward into the following year (deferred income) or donor funding relating to the previous period could be received in the following year (accrued income).

4. Trade and other receivables

| | | |
|--|---------------|---------------|
| Deposits | 1 350 | 1 350 |
| Trade receivables | 13 440 | 81 166 |
| VAT | 1 828 | - |
| Total trade and other receivables | 16 618 | 82 516 |

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ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

| Figures in Rand | 2021 | 2020 |
|--|------------------|-----------------------------|
| 5. Cash and cash equivalents | | |
| Cash and cash equivalents consist of: | | |
| Cash on hand | 8 724 | 6 517 |
| Bank balances | 1 093 150 | 1 020 145 |
| | 1 101 874 | 1 026 662 |
| 6. Provisions | | |
| Reconciliation of provisions - 2021 | | |
| | Opening balance | Utilised during the year |
| Leave pay provision | 123 485 | (123 485) |
| | | Total |
| | | - |
| Reconciliation of provisions - 2020 | | |
| | Opening balance | Additions |
| Leave pay provision | 93 840 | 29 645 |
| | | Total |
| | | 123 485 |
| 7. Trade and other payables | | |
| Financial instruments: | | |
| Accrued expenses | 302 875 | 30 362 |
| Trade payables | 163 757 | 98 637 |
| VAT | - | 19 849 |
| | 466 632 | 148 848 |
| 8. Revenue | | |
| Grant income | | |
| Gender at Work - Power Up | 570 704 | 8 376 |
| ITUC | 19 984 | - |
| Letsema | 147 299 | 10 916 |
| Olof Palme International Center | 1 419 561 | 1 600 822 |
| SASK ACFTA | 2 489 564 | 374 486 |
| The Labour Research Trust | 587 920 | 1 000 000 |
| The National Skills Fund | 552 860 | 1 015 341 |
| The Other Foundation | 92 792 | 150 000 |
| | 5 880 684 | 4 159 941 |
| Self generated income | 1 844 483 | 1 601 710 |
| | 7 725 167 | 5 761 651 |

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NOTES TO THE ANNUAL FINANCIAL STATEMENTS

| Figures in Rand | 2021 | 2020 |
|--|------------------|----------------|
| 9. Surplus / (Deficit) for the year | | |
| Grant income | 5 880 684 | 4 159 941 |
| Expended on : Operating expenditure | (1 444 590) | (1 225 887) |
| : Project expenditure | (4 436 094) | (2 934 054) |
| Surplus / (Deficit) attributable to grant income | - | - |
| Self generated income | 1 844 483 | 1 601 710 |
| Interest income | 7 001 | 15 845 |
| | 1 851 484 | 1 617 555 |
| Expended on : Operating expenditure | (440 252) | (526 281) |
| : Project expenditure | (1 602 781) | (999 123) |
| Surplus / (Deficit) attributable to self generated income | (191 549) | 92 151 |
| 10. Investment income | | |
| Interest received | 7 001 | 15 845 |
| 11. Taxation | | |
| Reconciliation of the tax expense | | |
| Reconciliation between accounting profit and tax expense. | | |
| Accounting profit (loss) | (191 549) | 92 151 |
| Tax at the applicable tax rate of 28% (2020: 28%) | (53 634) | 25 802 |
| Tax effect of adjustments on taxable income | | |
| Exempt income and expense - Section 10(1)(nC) | 53 634 | (25 802) |
| | - | - |
| 12. Cash generated from operations | | |
| Profit (loss) before taxation | (191 549) | 92 151 |
| Adjustments for: | | |
| Depreciation and amortisation | 41 472 | 37 871 |
| Interest income | (7 001) | (15 845) |
| Movements in provisions | (123 485) | 29 645 |
| Changes in working capital: | | |
| Trade and other receivables | 65 898 | 16 818 |
| Prepayments | - | 99 988 |
| Trade and other payables | 317 785 | (63 806) |
| Deferred income | 6 958 | 253 789 |
| | 110 078 | 450 611 |

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ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

| Figures in Rand | 2021 | 2020 |
|-----------------|------|------|
|-----------------|------|------|

13. Directors' emoluments

Executive

| | | |
|-----------|---------|---------|
| TH Elsley | 928 971 | 885 826 |
|-----------|---------|---------|

14. Going concern

The annual financial statements have been prepared on the basis of accounting policies applicable to a going concern. This basis presumes that funds will be available to finance future operations and that the realisation of assets and settlement of liabilities, contingent obligations and commitments will occur in the ordinary course of business.

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ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021

DETAILED INCOME STATEMENT

| Figures in Rand | Note(s) | 2021 R | 2020 R |
|---|----------|--------------------|--------------------|
| Revenue | | | |
| Grant income | | 5 880 684 | 4 159 941 |
| Self-generated income | | 1 550 122 | 1 259 165 |
| | 8 | 7 430 806 | 5 419 106 |
| Other operating income | | | |
| Membership fees | | 24 369 | 24 351 |
| Overhead recoveries | | 269 991 | 318 194 |
| | | 294 360 | 342 545 |
| Operating expenditure | | | |
| Audit fees | | (98 207) | (69 720) |
| Banking costs | | (37 474) | (24 225) |
| Communication | | (53 480) | (111 258) |
| Contracted services | | (294 409) | (257 335) |
| Internet and IT costs | | (222 094) | (127 798) |
| Insurance | | (54 468) | (42 657) |
| Membership fees | | (8 074) | (8 978) |
| Office supplies and stationery | | (37 433) | (41 711) |
| Planning and evaluation | | (83 160) | (109 977) |
| Postage and courier | | (3 295) | (2 055) |
| Premises costs | | (382 537) | (360 986) |
| Salary expenses | | (568 739) | (557 597) |
| | | (1 843 370) | (1 714 297) |
| Project expenditure | | | |
| Advocacy and lobbying workshop and related expenses | | (1 450 475) | (137 236) |
| Contracted services | | (1 278 761) | (526 153) |
| Salary expenses | | (3 309 638) | (3 269 788) |
| | | (6 038 874) | (3 933 177) |
| Other operating expenditure | | | |
| Depreciation | | (41 472) | (37 871) |
| | | (41 472) | (37 871) |
| Operating surplus / (deficit) | 9 | (198 550) | 76 306 |
| Interest income | 10 | 7 001 | 15 845 |
| Surplus / (Deficit) for the year | | (191 549) | 92 151 |

**Knowledge Is Too Important
To Leave In The Hands Of
The Bosses**