

# Solidarity Movement

| 2019 congress |

## Year Report **2018**



**Solidarity  
Movement**



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## Flip Buys

Chairperson: Solidarity Movement



In 2018, Solidarity was the light in the dark tunnel of South Africa. The scope of destruction of the Zuma government's corrupt maladministration and the disappointing announcements on land reform by the new President indicated that the country is going to suffer for a long time. The Zuma era cost the country approximately R1,5 trillion and a million jobs. On top of that, it led to serious economic problems, an electricity crisis, and the implosion of many state entities. This decay and destruction of so much that have been built led to many people doubting the future.

But, all did not go downhill. Solidarity and the whole Movement rebuilt where others destroyed. Our members kept the power on and kept the country's key industries going. We created practical hope with our projects where others lost courage. We defended the law where injustice occurred. We took a stand where the authorities lost the plot. We found solutions where others created problems. We always extended a helping hand, not a begging hand or a clenched fist. We watched over our members' and their families' interests. We did what we could, where we were, with what we had.

We laid a solid foundation in 2018 upon which we can now build. We know the future is not a place you can go to automatically; it is a road you build. Therefore, we look forward to continue building the road on our way to ever-growing self-reliance.



**Dr Dirk Hermann**

Chief Operations Officer: Solidarity

## A free, safe and prosperous future of work

As in the past, the year 2018 was once again a significant year for Solidarity. Our members had to face major challenges. Investor confidence in the country was low, huge infrastructure problems such as at Eskom threatened stability, and the state's ideology of race representivity reached a new low. We experienced how companies increasingly embraced the state's ideology of race, and that at the expense of our members. Sasol, with its Khanyisa share ownership plan that excludes white people on the basis of race, is a good example. It led to a historic strike in which white people participated because of exclusion based on race. It seems that racial discrimination will remain one of the major burning issues for our members. A weakening state that is becoming increasingly minority unfriendly, the transformation of the racial profile in the workplace, the changing structure of the labour market and the rapid decline of educational institutions have all made us think differently about Solidarity's role. Solidarity's task is becoming more extensive. Nowadays, Solidarity has to take on many functions which the state used to provide. Solidarity must be a safe haven offering its members a sense of belonging; must equip members with knowledge; and develop responses to the fourth industrial revolution. Solidarity's key role, namely, to look after and ensure good jobs for its members, will remain a key focus area, and it will in fact be intensified. The way in which we go about to ensure good jobs will have to change radically, though. The next five years will be characterised by new ways of making sure that, amid new circumstances, our members will be free, safe and prosperous in the workplace. The 2018 Annual Report must, therefore, be seen in that context. It was a busy year, filled with new activities taking us forward to an even more significant role for Solidarity.



## Deon Reyneke

Deputy General Secretary: Energy and Chemical Industry

### Chemical

As a result of several initiatives such as a successful membership campaign, this sector once again showed a nett growth in membership. The campaign on the Sasol Khanyisa share scheme and the accompanying strike action also mobilised several non-members to join Solidarity.

However, large-scale retrenchments also took place in this sector. Karbochem's Newcastle plant closed down and almost 85% of its employees at the Sasolburg plant were negatively affected by restructuring. SONAE also closed down its Piet Retief plant.

A process was launched in January 2018, which gave Solidarity an opportunity to renegotiate the 23% recognition threshold in Sasol.

In 2018, an overall 7% wage increase was negotiated for employees in this sector.

### Energy

Under difficult circumstances Solidarity negotiated a favourable three-year salary increase for members in Eskom to ensure labour stability. The 2018 increase included a 7,5% salary increase as well as an inflation-linked increase in the housing allowance.

At the end of 2018, Solidarity had 7 125 members in Eskom but this number is decreasing gradually due to affirmative action and members who retire. The age profile for

Solidarity members in Eskom is as follows:

- 20 years and younger - 2 members
- 21 – 30 years - 521 members
- 31 – 40 years - 1 663 members
- 41 – 50 years - 1 672 members
- 51 – 60 years - 2 465 members
- 61 years and older - 1 061 members





## Marius Croucamp

Deputy General Secretary: Metal and Engineering Industry

Solidarity's Metal and Engineering team performed well during 2018 despite the many external challenges the industry faced. Members' interests were always given priority and member service was prompt and efficient.

The Metal and Engineering Industries Bargaining Council (MEIBC) experienced a difficult year and is still under administration. Numsa's violent strike in the plastic sector harmed the sector immensely. Solidarity did not participate in the strike.

The reopening of the blast-furnace at ArcelorMittal in Vereeniging, creating 80 job opportunities, came as a highlight amid the retrenchments in the metal and engineering industry.

As a result of our "Save our Steel" campaign, Solidarity's substantial interest in the industry is now firmly established. After two years of roadshows we have spoken to 1 261 members and workers during 61 visits countrywide.

The steel and aluminium tariffs imposed by the US also affected South African companies and in response an official petition was sent to the White House in Washington under the auspices of Save our Steel. We also engaged with US diplomats and South African government officials in this regard in a bid to influence the decision.

At public hearings Solidarity gave its support to the local fastener industry to curb large-scale imports from China. A favourable outcome, in

the form of the implementation of protection measures by government, has been achieved and it has led to job creation in this sector. Solidarity was also invited to attend Pres Ramaphosa's investment conference.

Favourable wage agreements have been negotiated at ArcelorMittal, DMS Powders, Rand Carbide Silicon Smelters, MMC and Columbus Stainless. Solidarity made a breakthrough in the automobile industry by getting recognition at Fiat/Chrysler South Africa. Valuable strategic engagement also took place with Naacam and SATMC in the automotive component industry. Solidarity plays a strategic role in the New Tyre Bargaining Council, and we serve on this council's executive committee.

Organisers in the Metal and Engineering Industry have also protected and promoted the interests of members through participation in MIBFA structures, as well as through involvement at MerSETA level.



## Johan Botha

Deputy General Secretary: Professional Industry, Defence and Aviation

### Defence - Denel

Solidarity members experienced a very stormy year at Denel. Due to the company's cash flow problem, Denel wanted to cut the employees' salaries with up to 20%. However, Solidarity launched an online campaign with a petition to create awareness and to oppose the cut. The continued pressure led to the implementation of a turn-around strategy and the appointment of a permanent Chief Executive Officer.

The latter provided more stability and Solidarity is cautiously optimistic that the prospects for our members at Denel will be better than a year ago.

### Education

Solidarity offers a unique service to teachers ranging from individual service, labour law, training by the Centre for School Support's subject associations to Movement benefits. In cooperation with the Support Centre for Schools, contact was made with school principals, teachers and governing bodies. Solidarity's plan is to support the teachers and the important work they do in a unique way and to support them in the challenging situations schools often experience. The attendance and feedback from the teachers were very positive and we look forward to reaching new heights in 2019.

### BCX

Solidarity's members were confronted with a retrenchment process in 2018 in which 790 employees were affected. With the necessary knowledge and strategic skills, Solidarity could manage the process down to a level where only 80 employees were retrenched in the end.





## Paul Mardon

Deputy General Secretary: OHS and Sustainable Development

The OHS Division, under the leadership of Adv Hanlie Jansen van Vuuren, Head: Occupational Health and Safety, consists of 12 staff members and is responsible for general operational management, reaching strategic goals, providing legal advice, legal administration and processing in the OHS sphere.

### 2018 statistics:

#### IOD / OHS files

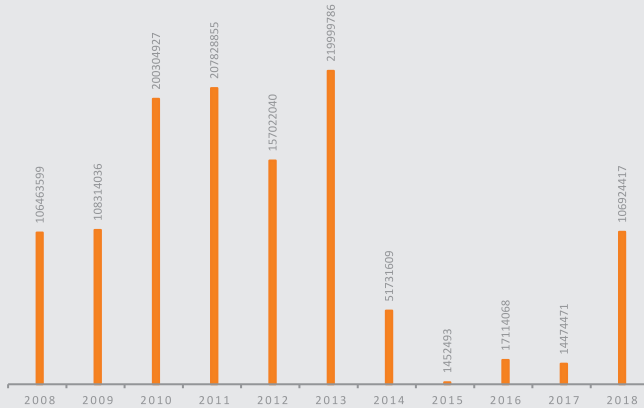
On 01/01/2018:	1 005
On 31/12/2018:	1 074 ( <i>153 files per claims officer</i> )
Files closed 2018:	132
New files:	228
Netto growth:	69

#### Operational activities

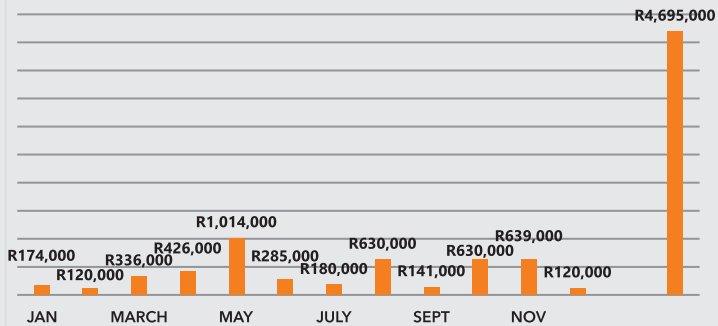
Consultations:	1 947
Meetings:	940
OHS visits (Compensation Commissioner):	164
Correspondence (In):	72 916
Correspondence (Out):	28 670
Telephone calls (In):	8 023
Telephone calls (Out):	6 731
OHS litigation (hours):	1 565 ( <i>Monetary value: R4 695 000</i> )
IOD / OHS opinions (informal):	3 572
IOD / OHS opinions (formal):	828
Support for industries /	
Solidarity Movement:	1 938
Seminars and conferences:	153
Media liaison:	42
Other:	1 549
OHS training (Hours):	37



### IOD COMPENSATION PAID: 2008 - 2018



### Monetary value: OHS litigation Jan - Dec 2018



### The three most important milestones during 2018:

- The positive reaction of and cooperation from the Compensation Fund and the increase in compensation pay-outs for IODs to our members, from R14 474 471 during 2017 to R106 924 417 during 2018. Compensation for IODs for members, 2008 to 2018, to the value of **R869 928 249,00!**
- Value added to the amount of R4 695 000 to members through OHS litigation.
- Participation in the DMR processes for the revision of the Mining Charter and the analysis and compiling of a social agreement for the growth and a sustainable future for the Mining Industry within the South African economy.





## Connie Prinsloo

Deputy General Secretary: Public Sector

The following comprise three important highlights of 2018 for the Public Sector:

### 1. NSF-project

Solidarity succeeded by means of litigation to force the SAPS to reveal and make available information on its highly secretive non-statutory forces (NSF) project, or otherwise known as the former freedom fighters. Thereafter, Solidarity was successful with the litigation process to obtain a temporary interdict to prohibit the SAPS from implementing the unrightfully promotions of NSF members, pending on the completion of the main application.

### 2. Oudtshoorn: Racism incident

A serious incident of flagrant racism against white people (minority group) in the SAPS was exposed by Solidarity and through pressure and litigation and after a long and intense struggle, Major-General Malebe Thema was dismissed by the SAPS. Solidarity succeeded in forcing the SAPS to act against the racist behaviour of one of its senior officers. The application of section 60 of the Employment Equity Act placed enough pressure on the SAPS to, although unwillingly, take disciplinary action against this senior officer and to dismiss her. There are five other section 60 cases on racism pending in which the SAPS simply neglects to charge the guilty officers.

### 3. Growth and personnel

Recruitment, especially among SAPS members, has shown significant growth and can rightfully be regarded as a highlight of 2018. More and more members are being recruited because of the success achieved, either through litigation or pressure applied, and publicity in the media and especially social networks in the Public Sector. We find that members of other trade unions are joining Solidarity as a result of the success and that they express disappointment about their traditional trade unions' negligence, and the deliberate lack of protection of their members. A significant difference was made regarding effective operational activities and strategic positioning with the appointment of Ronel Stander as Organiser in Bellville on 16 January 2018, and Fanus Maritz as industry specialist in Centurion at the end of 2018. Several large cases will be heard in 2019 and will be driven to completion which will lead to the expected exponential growth for Solidarity, especially in the SAPS.



Engela Dibley

Deputy General Secretary: Individual Members and Member Service

## Serviceability

### A. Individual members

Solidarity still offers a unique service to individual members. Solidarity's unique service model also provides for service in the public sector. A new exciting phase is that members are organised according to professions where we can also offer them services and support.

### B. Member service

When service to members are measured, two questions are asked:

- a. Did we meet your expectations?
- b. Would you recommend our service to other people?

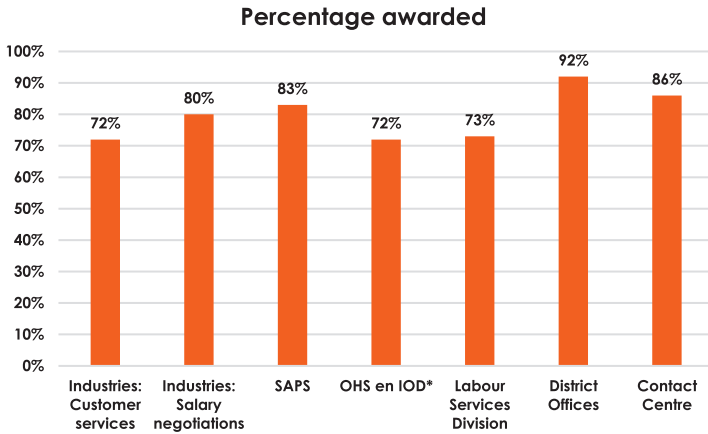
In 2018, the Member Service Department conducted a Member Service Audit in collaboration with the Solidarity Research Institute (SRI). With this research, feedback was obtained from members who received direct service from Solidarity personnel. With this survey, we once again realised that members' expectations become higher each year, partly because of Solidarity's successes communicated in the media, but also because Solidarity is creating hope. Together with this comes the expectation that with each case success must be achieved.

Goodhart's law says: *"When measure becomes a target; it ceases to be a good measure."*

Therefore, it is important that all measures are viewed in the context of the time, circumstances and change of the climate in labour relations in which the survey was conducted.

It is an achievement for all the personnel of Solidarity that Solidarity's service to our members are measured by an average of **80%**.





\*Occupational Health and Safety and Injury on Duty

The percentages achieved, despite many challenges such as the mismanagement of the Compensation Commissioner's office, immense pressure from other trade unions and external factors such as the cost of electricity, once again proves that Solidarity's personnel are geared to deliver the best service to our members.

Each year we work harder to improve our service, and excellent service to our members is the main strategy for member retention in 2019.





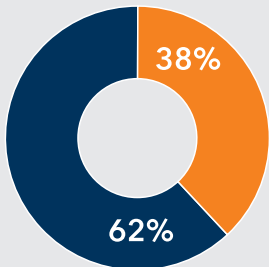
Danét Terblanche  
Head: Solidarity Call Centre

The Call Centre is still the preferred method for members to get in touch with Solidarity. They use telephone, email, webchat, texting and social media services. Our agents are trained to deal with even the most difficult problems. They help resolve queries in a friendly, timely and professional manner. We work extremely hard to ensure that our members are always satisfied. When it comes to excellent customer service - **we are just that!**

**357 103**

Interactions with members

The average interactions per month is **29 759**



■ Telephonic ■ Electronic

Average duration of call  
**2,23 minutes**



October was the busiest month with **38 483** interactions

The oldest member with whom we interacted, is **89 years old** and lives in Pretoria.



### Who contact us?

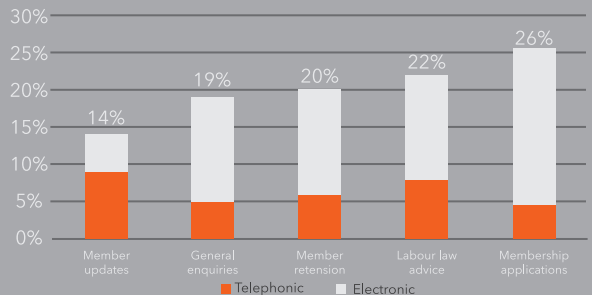


**72%**



**28%**

### Members contact us for:



Riaan Visser

Deputy General Secretary: Mining, Agriculture and Cement



In 2018, the Mining, Agriculture and Cement Industry (MAC) performed extremely well on behalf of Solidarity members despite very difficult circumstances in which organisers were confronted with a number of restructuring processes and large-scale retrenchments, the implementation of the new Mining Charter, and unrealistic policies, especially in the mining sector.

Nonetheless, the MAC industry achieved the following milestones and successes in 2018:

- The organisers in the MAC industry successfully negotiated several re-employments as well as settlements and grants amounting to R16 159 982,40 at the Commission for Conciliation, Mediation and Arbitration.
- MAC successfully increased its collective membership by negotiating/renegotiating nine recognition agreements with various companies in 2018.
- MAC was effective in large-scale retrenchments (where more than 30 000 employees were affected in several processes) and succeeded in limiting or even preventing forced retrenchments for Solidarity members.
- In 2018, the MAC industry succeeded in negotiating favourable and above-average wage agreements with companies, resulting in an average wage increase of 6,5%.





## Gideon du Plessis

General Secretary: Solidarity

The drafting of Mining Charter III, the gold mining sector negotiations, and the first payout to Aurora employees are the key events of 2018 that saw close involvement from Solidarity.

The Mining Charter negotiations that took place in March 2018 under the leadership of new Mining Minister, Gwede Mantashe, were the ideal opportunity to weigh and measure Solidarity's contribution. The outcomes of Solidarity's involvement in the negotiations were that we succeeded to have white females reincluded in the definition of previously disadvantaged South Africans; that employees of all race groups would be allowed to participate in employee share ownership plans; that affirmative action targets have been lowered, and that the period for achieving those set targets has been extended from twelve months to five years.

Solidarity managed to position itself to work closely with the National Union of Mineworkers (NUM) and the trade union Uasa in the gold sector negotiations, and as such, wage settlements that benefit all mineworkers could be achieved. This collaboration culminated in creating a basis from which the three trade unions could in future initiate cooperation agreements at workplaces where the recognition of one, or all three of them, is under pressure.

Lastly, after eight years of litigation, former employees of the liquidated Aurora Empowerment Systems received part repayment of their outstanding salaries. As such, justice is beginning to prevail and the process to restore the employees' dignity has commenced. Solidarity, in conjunction with the liquidators, also managed to have all the Aurora liquidators sequestered.



**Dr Juran van den Heever**  
Managing Director: S-leer

## **S-leer: Open your future by learning**

S-leer became thoroughly aware of the disruption that lies ahead with the Fourth Industrial Revolution. This disruption will have a massive impact on the world of work as we currently know it.

Therefore, S-leer decided to concentrate on three basic focus areas to continue as the first and foremost continuous training centre in Afrikaans:

### **1. Determining of needs**

In 2018, S-leer, with the help of the innovation team, conducted research among the existing occupational guilds to determine the challenges they are facing in terms of training. These guilds are Solidarity's new strategic step forward in the Fourth Industrial Revolution and therefore they must empower people, through learning, in their careers. These courses developed, directly fulfil the needs of these guilds.

### **2. Learner management system**

S-leer has developed a website with a complete Learner Management System with the help of the electronic and development team. This system makes it possible for any potential student to create a profile and then to choose between the available courses. It is easy, modern and appropriate for the new era we are entering. This system also allows for multiple learning methods, including e-learn and webinars.



### 3. Partnerships

S-leer has entered into partnership agreements with some of the best in the South African training environment. There is a need to educate people in Afrikaans, but even bigger, a need to belong to the greater community and a network of work. The knowledge invested in these programmes are of the highest quality.

Therefore, S-leer's dream is to equip Solidarity's Guild members with skills through the latest learning methods. In this way they can stay ahead of their careers and ensure that they not only get a good job, but also retain it.



**Appie Pienaar**

Chief Financial Officer: Finance and Personnel  
Management and Development

At the end of another financial year, we are very thankful for the past year which, in spite of challenges, turned out to be very successful for both Finance and Personnel Management and Development.

The following highlights are worth mentioning:

- In 2018, Solidariteit succeeded in achieving the budgeted surplus. While we would like to be sensitive on the one hand to keep member fees affordable; on the other hand, we cannot provide a proper service to our members if we are struggling to survive all the time. A surplus of 5% leaves enough breathing space to manage unforeseen financial challenges, while the increase in member fees can be aligned with inflation.
- The Building Fund's supporter base has grown a lot and more than 50% of the total Building Fund budget is now carried by non-members of the trade union. The largest projects are still financial support to our educational institutions, Sol-Tech and Akademia.
- The Personnel Management and Development Division succeeded in an excellent way to overcome the huge challenge of human resource provision within a diverse environment. The development of our staff members was also not neglected. Regular training opportunities, counselling where necessary, and a very successful Well-being Day, where the staff members from the different institutions could enjoy a day together and get to know each other, are just a few examples.





Anneri de Jager  
Manager: Finance

As in any other year, challenges were faced and highlights enjoyed in 2018, and we at Solidarity still feel positive that we have done everything in our power to give our 179 000 members the opportunity to work freely, safely and prosperously in South Africa. An unqualified audit report for the 2018 financial year confirmed the good financial discipline displayed by staff and the transparent controls and procedures. Quarterly discussions with budget heads keep the Finance department informed of changes and challenges and are important in setting up an annual projection so that problems may be identified timeously.

Everyone in Solidarity contributed to meet the operating surplus target through savings, member recruitment and member service. In 2019, increased focus will be placed on the three pillars of Solidarity's core business.

One of the highlights of 2018 was the Sasol strike, which focused everyone's attention on the fact that Solidarity members do not shy away from injustice. In addition, the Legal Fund spent R4,7 million on public interest cases while the Building Fund invested R5 million in Akademia, R3 million in Sol-Tech, and contributed R5,5 million to the Solidarity Study Fund.

The Youth product was also launched in 2018 and the interest was overwhelming. S-leer, Solidarity's centre for continuing learning, gained new momentum in 2018 and we are looking forward to everything to be accomplished in 2019.

2018 was not a good year for the stock exchange but we believe it will stabilize after the 2019 election.

We gratefully look back on a year filled with blessings.



## Anneri Leach

Head: Personnel Management and Development

### Training and development

During 2018, we focused on the emotional well-being of our staff members, as well as investing in the improvement of team cohesion and cooperation between divisions. We further attended to compulsory statutory training opportunities and training which is important for updating knowledge that is critically important for the key business of the trade union.

Opportunities for debriefing were created through programmes such as iResilience, among others, which allows Solidarity to support the staff members proactively and to strengthen the resilience of our personnel.

73 staff members attended seminars, workshops and short courses. Solidarity was able to support 28 new staff members financially with their tertiary studies and 12 were supported with continued education. The qualifications include eight undergraduate degrees, three honours degrees, eight master's degrees, two PhDs and one MBA.

### Human resources planning

The division facilitated an audit in conjunction with top management across all divisions to determine capacity and thereafter the necessary structural changes were implemented to utilise existing posts and staff members optimally.

In 2018, long service awards were given to 15 staff members for five years, 13 staff members for 10 years, five staff members for 15 years, one staff member for 20 years and one staff member for 25 years.

### Well-being, systems and communication

Our well-being programme was implemented very successfully and the Solidarity Movement revised the basket of medical aid schemes. Discovery Health was replaced by Bestmed as a group medical scheme. The Movement further appointed Solidarity Financial Services as broker to assist staff members internally with retirement planning.

Solidarity procured a new HR and Payroll system which takes management information and internal communication to a new level and which makes it much easier for staff members to access their leave and personal information, as well as documentation.





## Werner Human

Deputy Chief Operations Officer: Legal Services and  
Solidarity Research Institute (SRI)

### **The protection of your rights today and building a future for tomorrow**

There are two questions that institutions focusing on the future should ask: How do we tackle the challenges of the day, and how do we build a sustainable future for our members and their families?

At Legal Services, we strive to protect the rights of our members on a wide front. Individual member support and service is very important and Legal Services have facilitated 610 consultations, 246 legal questions and have been awarded R13 324 183 for cases we won. Apart from our involvement in individual cases, there are also cases that create hope across a wide spectrum. These cases have a strong message for authorities who bully people and we hope that because of these cases, people will find the necessary courage to keep on fighting for justice.

Another highlight is the dedicated research by the Solidarity Research Institute towards a comprehensive report on a demographic concentration strategy of which the results will be available early 2019. This research has been done to put forward suggestions for a free, prosperous and safe future for the Afrikaner community, which will make the provision of feasible, sustainable and comprehensive services to our members a reality.





## Anton van der Bijl

Head: Labour Law Services

Solidarity Legal Services, with Anton van der Bijl as head of Labour Law Services, comprises two sections, viz General Litigation, headed by Gerrit Visser, and the Labour Court Section, headed by Hendrik van der Hoven. Solidarity Legal Services, the largest legal department in all South African trade unions, during 2018 continued working also to be among the largest labour law practices in South Africa.

One of our major victories in 2018 was the case of Mr Hannes Korff, a former farm manager for 13 years who was dismissed unlawfully owing to a land reform project. Legal Services successfully represented the member at the Commission for Conciliation, Mediation and Arbitration (CCMA), and the farm eventually had to be auctioned for his compensation to be paid.

The General Litigation Section assisted Mr Yousuf Denath in 2018 in his case against SARS. Our member was unfairly charged in a disciplinary matter, but following a protracted disciplinary hearing Mr Denath was acquitted on all charges and, in addition, SARS was castigated for the prosecution.

One of the greatest successes of the Labour Court Section was the SAPS's NSF project, where about 630 members of the non-statutory forces within the police would be promoted simply because they were part of a particular group. Following two court orders and a protracted court process it was decided to approach the supreme court for an urgent interdict to stop the NSF project until

Solidarity's revision application concerning the matter was finalised. The interdict was granted and is still in force, which means that 630 unfair promotions that would prevent possible promotion opportunities for Solidarity members is stopped at this stage.

Furthermore, Hlaudi Motsoeneng's appeal application was rejected by the court of appeal, and in November 10 judges of the Constitutional Court decided that Motsoeneng had to pay the legal costs of Solidarity and Bemawu.

### Statistics

Actions	2018
Amount collected for members	R36 880 715,98
Total number of court appearances	716
Total number of consultations and meetings	1 014



## Gerhard Hildebrand

Corporate Legal Advisor: Corporate Legal Services

This division is involved with legal opinions, contract management, the compilation and revision of policies, and compliance management with the aim to manage Solidarity's accountability and risks effectively. The division plays a supporting role to all the institutions within the Solidarity Movement.

In 2018, revision of the Solidarity constitution commenced, and the proposed amendments were written. The purpose of the amendments is to provide for the strengthening and expansion of structures, to expand discretionary power, and to provide long-term relevance to the constitution and Solidarity.

The division compiled and/or revised 13 policies and 11 agreements. Compliance to section 100 of the Labour Relations Act was reached by submitting the prescribed information to the Department of Labour.

A Memorandum of Incorporation was compiled for the Support Centre for Schools and Logista registered the MOI at the Companies and Intellectual Property Commission.



## Paul Maritz

Coordinator: Solidarity Youth

In 2018, Solidarity Youth was founded and built from scratch. This new initiative, a platform for the youth where they receive help to prepare themselves for their careers, and which assists them in obtaining a good job, reached the following three milestones in 2018:

### Launch

On 1 February 2018, Solidarity Youth's website went live. On this website, young people can read relevant articles, receive guidance, and learn more about what Solidarity and Solidarity Youth do, and what can be done for the youth. More than 4 800 young people became members of Solidarity Youth in 2018.

### Introduction

On 16 May 2018, Solidarity Youth was introduced officially to the world during the National Congress with Youth as the main theme of the event. Solidarity Youth's goals and purpose were portrayed through a short play on stage and electronic media effects, and more than 500 people attended the function that day.

### Internships

In 2018, Solidarity presented two Internship Programmes (one in July and one in November) which offered opportunities to a selected group of young people to observe and experience for a week or two how Solidarity plans, manages and executes campaigns, litigation, media liaison, etc. These internship programmes try to expose young people to the workplace and to offer them the opportunity to develop their skills in a practical way.



**Erna Olivier**

Head: Communication, Marketing & Development

### **An exciting year for the Communication and Marketing Team**

During our National Congress in May the brand-new youth product was introduced to 800 carefully selected guests. Solidarity Youth is mainly an online product that addresses the needs of youth on their way to the workplace. This product is fast growing in popularity, and the year ended with more than 5 000 entries on the Solidarity Youth webpage and 6 500 followers on Facebook.

Throughout the year we continuously had awareness campaigns, but in August Solidarity received a mandate from its members to strike about racial exclusion for the first time in the trade union's history. White staff were excluded from Sasol's new share scheme and Solidarity's members decided unilaterally: Enough is enough!

The marketing team coloured Secunda orange for the Sasol strike. Advertisements were placed and banners were erected, newspapers announced D-day, pamphlets were distributed throughout the town and on 6 September thousands of people pitched up to make their voices heard through their feet. A mass of people in orange forced a town to a standstill and stood squarely behind Solidarity's Chief Executive when he handed over a memorandum to Sasol's Head Management.

In October, Solidarity launched its first eight occupational guilds. Each guild creates a unique professional community that acts as a watchdog for that specific occupation, thereby also creating training and networking opportunities as well as encouraging mentorships and internships. The Solidarity Occupational Guilds strive to develop Solidarity members to masters in their different occupations.

I am grateful to look back on another successful year, and to know I am part of an excellent team for which no challenge is too big.



**Dawid Durie**

Deputy Chief Operations Officer: Operational Services

Operational Services provides a service to approximately **224** Solidarity personnel at 17 regional offices nationally, including our head office. These services include Member Administration, Information Technology and Facilities.

Member Administration had an excellent year in which **39 010** trade union applications were loaded, and **721 077** SMSs were sent to our members regarding negotiations, meetings and feedback.

Benefit claims to the value of **R9 180 123,51** was paid to members, of which **R8 793 883,08** was towards the death benefit, **R338 333,43** was towards the maternity benefit and **R47 907,00** was towards permanent medical disability claims.

Company Administration once again boasts a 100% success rate on collections from companies as well as members for 2018.

Facilities were also upgraded at the Witbank and Port Elizabeth offices, and the Bellville office moved to other premises.

In addition, the IT Department handled approximately **3 000** queries in 2018.

The abovementioned services and administration play a major role in the 10% growth of the trade union's membership numbers for 2018.



Jaco de Lange  
Head: Operational Services

## Membership administration

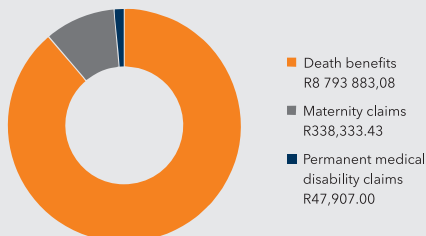
Membership administration experienced an excellent year that contributed to member service, member growth and member retention. Discussions in terms of new system developments are continuing and therefore 2019 will be a significant year in terms of new systems and services that can be delivered. A total of **39 010** applications were loaded during 2018.

A total of **721 077** SMSs was sent out to members containing important information on employment matters. Benefit claims worth **R9 180 123,51** was paid to members. This amount is divided between **R8 793 883,08** towards death benefits, **R338 333,43** towards maternity claims and **R47 907,00** towards permanent medical disability claims. Membership administration dealt with **836** death benefits, **223** maternity claims and **27** permanent medical disability claims during 2018.

Membership administration once again boasts with 100% success on collecting membership fees and companies' payments. This success has already been around for approximately 48 months and it is an achievement we as a trade union can be extremely proud of. As far as we know, no other trade union can indicate the same successes.

Bellville's regional office moved its premises, and the Witbank and Port Elizabeth offices were revamped according to our Corporate Identity. This portrays a professional office environment for our members and our personnel. The feedback we received from members is very positive, and through that we know that we are creating offices of high quality in which our members can feel welcome and our personnel can deliver services of high quality.

Benefit claims paid to members in 2018  
R9 180 123,51



**Kallie Kriel**

Chief Executive: AfriForum

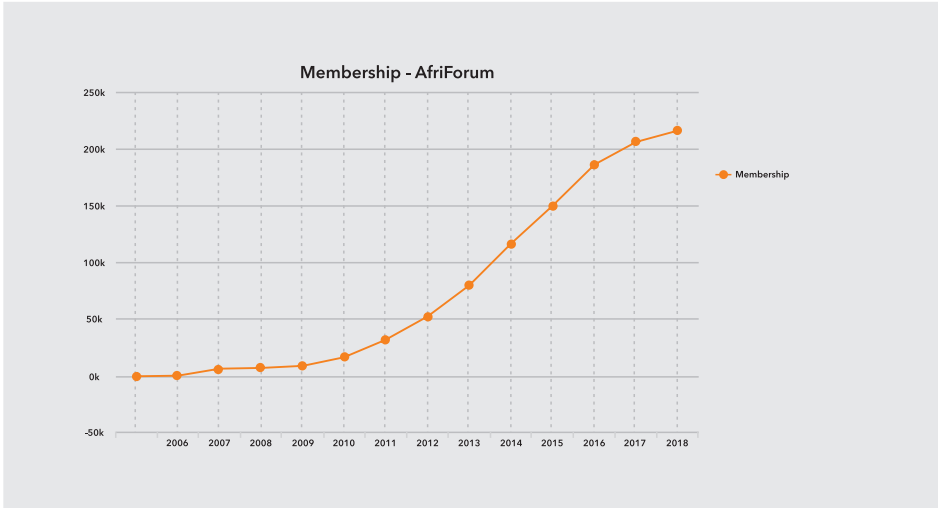
### **AfriForum achieved success; expanded and became stronger in 2018**

Looking back, 2018 was a year in which AfriForum achieved major success at local, national and international level. By the grace of God and through hard work AfriForum did not only expand during the past year, but also became stronger.

At international level, AfriForum's ongoing efforts to create international awareness about farm murders and expropriation without compensation started to pay off, among other things through US President Donald Trump's voicing concern over those issues in the public domain. The number of South Africans abroad with whom AfriForum is in constant contact has also surpassed the 8 000 mark. At national level, AfriForum's pursuit for justice led directly to Duduzane Zuma's prosecution that is now under way, and the arrest warrant issued for Grace Mugabe. Various education, language and cultural projects have been successfully implemented countrywide. At a local level, community self-reliance has been promoted in over 100 towns by means of community safety initiatives, pothole repairs, water testing, refuse site audits, clean-up drives and many more, all undertaken at own initiative and cost.

In 2018, AfriForum's member growth continued, and by the end of the year the organisation had just over 216 000 members and 173 members of staff. As AfriForum does not only want to be large number wise, but it also wants to be strong, AfriForum focused on expanding its structures at ground level. By the end of 2018 AfriForum had 130 branches with approximately 700 branch management members altogether, and it had 132 neighbourhood watch units staffed by more than 8 000 volunteer patrollers. In 2018 AfriForum911 handled about 1 200 cases of crime.







## **Hannes Noëth**

Executive Director: Solidarity Helping Hand

Solidarity Helping Hand's restructuring focussed in 2018 on the mobilisation of community energy. Our people are our strength. By establishing structured and sustainable mechanisms to develop and empower communities, our community structures, Study Fund Centre and the donation stores have proudly built on the spirit of the Helpmekaar movement of 1949 ("Helpmekaar" meaning that members of a community help one another through mutual aid) to effectively alleviate, prevent and break poverty.

At the moment, Helping Hand's community structures include 151 branches, 2 community centres and a social therapy centre. These structures are carried by approximately 40 000 volunteers who are impassioned to make a difference in their communities. These structures are complemented by a newly established division for social services, the aim of which is to have a social worker based in each province by 2020. Our branches undertook 1 278 projects worth R5 926 530 in their communities, supplying funds totalling R5 620 971,53 generated by 116 Community Study Funds to the Study Fund Centre. Our community projects such as the Lunchbox Project and the #StopHunger Project provide daily meals to 6 500 preschoolers, and the Schoolbag Project provided 5 000 needy grade ones with a school bag that included stationery and educational material.

The Study Fund Centre forms the core of Helping Hand's efforts to prevent poverty among young Afrikaners who are poor. In 2018, the Study Fund Centre collected R38,5 million to fund the studies of 1 200 students. Helping Hand also established 40 donation stores under the OnsWinkel brand. They play a major part in alleviating and breaking poverty by generating funds for our community structures, by creating jobs and by using the profits to feed into the Study Fund Centre.

Those are the initiatives that make Helping Hand a beacon of hope in working towards the Solidarity Movement's goal of making Afrikaners free, safe and prosperous.



**Dr Danie Brink**

Managing Director: Support Centre for Schools



The vision of the SCS is to ensure the future of Christian Afrikaans schools. Our mission is to maintain the world-class schools that already exist, and to help build anew what is needed. The values of the SCS are determination, innovation, calling and creativity.

The Wolkskool (cloud school) is a fully functional online school under development by the SCS. The Wolkskool will play an integral role in establishing a sustainable, scalable, affordable, Christian, Afrikaans private school system. The Wolkskool was extensively expanded in 2018 and it already contains 1 888 videos compiled by two full-time lecturers.

Teacher training is part of the core business of the SCS. In 2018, the SCS team presented 672 seminars to 4 787 teachers from 851 schools. 4 590 teachers joined our six subject associations and made use of our worksheets, tests, exams and other resources. Twelve leaders in education visited the USA in March 2018 as part of the Leadership Association. More than 800 teachers also attended the SCS conferences in Gauteng and the Western Cape.

The SCS plays a leading role in the field of education research on topics affecting Afrikaans schools. In 2018, the SCS compiled a comprehensive report on the state of nursery schools in South Africa and submitted it to the Afrikaans Education Network. A thorough analysis of the matric results was also done and the accompanying report received wide media coverage. The excellent performance of Afrikaans schools was highlighted - an achievement that far exceeded their proportional representation.

In 2019 and in the years to come, the SCS will continue to provide support, but it has become a matter of urgency to build anew so that Afrikaans people may live freely, safely and prosperously, including with regard to school education.





**Tjaart van der Westhuizen**

Managing Director: Solidarity Investment Company

The Solidarity Investment Company (SIC) is the holding company of the Solidarity Movement's businesses and it fulfils an overarching management role regarding the institutions of the Movement. The role and place of this company is to establish institutions (subsidiary companies and others) which are aligned with the Movement's goals and which offer members sustainable access to specific services. These services include financial services products, technical training and higher education. In cooperation with Solidarity Properties and the Campus Trust, the SIC is responsible for the ownership, expansion and maintenance of the Movement's properties. Several highlights in 2018 deserve to be mentioned.

During 2018, the SIC strengthened the relationship with Virseker (short term insurance) further through one of its full subsidiaries, namely Solidarity Financial Services (SFS). We foresee that the new relationship with Virseker will help us to reach our goals with other institutions in a shorter time as expected, which will be very advantageous for supporters of the Solidarity Movement.

We are in the final stages of creating a structure in conjunction with the Afrikaans community, and to the benefit of the Afrikaans community, for safe and dynamic spaces for Afrikaans institutions. This project, called the Kanton Project, promises to be very exciting and we look forward to its launch in 2019.

The gross turnover of the companies in the SIC Group increased by 16% to R109 million. The key contributing factors include the good year-on-year growth in student numbers at Akademia and Sol-Tech and the excellent growth of Solidarity Financial Services. At the end of 2018, the gross value of the assets managed by the group was R267 million.



**Tjaart van der Westhuizen**  
Managing Director: Solidarity Financial Services

Solidarity Financial Services (SFS) is a registered financial services provider. This company provides financial products and services to the Solidarity Movement through mass marketing from call centres. SFS also provides personal financial advice.

The results for the 2018 financial year show an increase of 15,2% in the company's year-on-year turnover. The nett profit showed excellent growth in 2018. The key contributing factors were the increase in turnover with a lower increase in relation to expenses. Some of the savings had been once-off instances and the budget for 2019 includes additional capacity and new products which will support this company towards a new phase of growth. In conjunction with institutions in the Solidarity Movement and institutions which are friends of the Solidarity Movement, the profit generated by this company is applied to support the goals of the Solidarity Movement as part of the Afrikaans community.

The short-term insurance scheme, in cooperation with Virseker, contributed mainly to the good results SFS achieved. This scheme provides quality personal line insurance to members of the Solidarity Movement and the Afrikaans community at a competitive price and with excellent service in Afrikaans. We thank Solidarity, AfriForum, and members of the Solidarity Movement and the wider Afrikaans community for their support and contributions in this regard. Other SFS products developed well in 2018 and we are currently investigating new opportunities to support continuous growth in 2019.

The financial advice division assist clients with comprehensive financial planning. Services are offered over a wide spectrum and products from companies like Allan Gray, Coronation, PSG, Sanlam, Momentum, Liberty Life and Brightrock are part of the offering.

The Board welcomes Dawid Botha as the new Managing Director of Solidarity Financial Services and we look forward to his contribution during the new phase.

