

# Solidarity Movement

## Annual report 2017





## Annual Report Team 2017

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01

~ Flip Buys ~



# 01

## Your subscription helped building a future in 2017

Working people are paying thousands of rands every month in taxes for the government without getting enough value for their hard-earned money. On the other hand, Solidarity's subscription of just more than a hundred rand per month is only a fraction of this amount, and what is more, we want to give our members value for their money. Just compare everything Solidarity manages to do with your monthly **R120**, with the value you get for your tax or for any other product or service.

Solidarity is a Helpmekaar (help one another) organisation whose members help building a future **"brick by brick"**. Let us look at the building blocks the trade union uses for this building plan, because this is what our members' subscriptions are used for.

1. Workplace
2. Fringe benefits
3. Helping Hand Study Fund exceeds R150 million notch
4. Sol-Tech
5. Akademia
6. Helping Hand touches the lives of 500 000 children
7. Equal opportunities
8. Watchdog role
9. Maroela Media
10. PretoriaFM
11. Christian values
12. Afrikaans, history and legacy conservation
13. Solidarity Movement is creating a future

All of this is possible because Solidarity is a Helpmekaar organisation and the reason for our existence is to serve our community. Everything and more is ploughed back into our members and our community. We are continuously developing additional services in order to assist members in their work, careers and general well-being.

A full-body portrait of a middle-aged man with short, thinning hair, smiling slightly. He is wearing a dark navy blue blazer over a light blue dress shirt and a patterned tie with small white dots on a blue background. His trousers are a light beige or tan color, and he is wearing dark brown leather loafers. He stands with his hands in his pockets against a white brick wall. A thick orange horizontal band is positioned across the middle of the image, behind the man. In the bottom left corner, the number '02' is written in a large, white, sans-serif font.

02

~ Dr. Dirk Hermann ~

# 02

## In uncertain times Solidarity protects

The past year was a difficult one. The Zuma effect reached a peak. State capture and corruption were institutionalised and became part of our lives. Once again, crime levels were high and farmer murders shook the community. It was the year of economic downgrade to junk status.

All of the foregoing and many other events caused major uncertainty among Solidarity members. It is in times of uncertainty that an organisation such as Solidarity comes into its own. Solidarity's task is to create a safe haven for its members and its community. Where others destroy we build a future in which our children and we and can be free, safe and prosperous.

This annual report is Solidarity's 2017 building report. We can proudly say that it is a good one. At the same time, the report is an opportunity to say thank you. Solidarity is a volunteer community organisation. During the past year each

of its 180 000 or so members has played his or her part to help forge the greater Solidarity Plan. Hundreds of representatives in the various places of work have worked selflessly to help their fellow workers.

Lastly, a report such as this forces us to humble ourselves and to thank our Heavenly Father for His grace. Even when all else may be uncertain, His presence remains steadfast.

# Metal and Engineering Industry

By Marius Croucamp, Deputy General Secretary

Solidarity's metal and engineering industry performed well on all fronts in the industry and acted effectively to protect the interests of its members.

## 2017 Highlights

- The trade union achieved great success in its historic application to place the Metal and Engineering Industries Bargaining Council (MEIBC) under administration.
  - Highveld Steel in Emalahleni started to permanently operate a part of the plant on 6 June 2017, re-appointing more than 200 people.
  - The industry launched their highly successful "Save Our Steel" campaign (SOS).
    - 18 roadshows were held in 2017.
    - 370 members and employees were addressed.
- We received an invitation from the government to serve on the ITAC Steel Committee.

## Wage negotiations

### • Metal and Engineering Industries Bargaining Council (MEIBC)

A three-year wage offer has been signed, that includes an annual increase of 7%, 6,75% and 6,5% depending on each employee's job level.

### • Steel and Engineering Industries Federation of South Africa (SEIFSA)

A three-year wage offer has been signed.

### • New tyres sector

A three-year agreement was signed with an 8-10% increase for our members.

### • South32

A three-year agreement was signed, and it includes a 7% year-to-year increase as well as medical cover that increase annually. This agreement also includes a pre-tax cash payment of R20 000.

## Retrenchments

Solidarity succeeded in successfully handling the 189A retrenchment notice at General Motors, as well as ArcelorMittal South Africa.

# Professional Industry

By Johan Botha, Deputy General Secretary

## Financial, Tertiary and General Sector

In 2017, the financial, tertiary and general sectors achieved successes on many fronts despite the challenges that had to be faced on many fronts.

- **Unisa** A protection order was obtained against controversial lecturer Bennie Morota who had waged a campaign to prevent Solidarity member Prof Melodie Labuschaigne from acting in the position as dean and/ or to prevent her contract from being extended because of the fact that she is white.
- **Agricultural Research Council (ARC)**  
Solidarity managed to negotiate a R12,5 million settlement for our members amid severe financial challenges.
- **Medical Sector**  
Negotiations in this sector were most successful. A settlement totalling R420 686,95 was negotiated on behalf of members in this sector. Moreover, an average salary increase of 6% was negotiated for members.
- **Information, Communication and Technology Sector**

### A. Telkom

- Solidarity succeeded with an arbitration award against Telkom in terms of which all employees were entitled to corrections on increases backdated as from April 2017.

- In 2017 Telkom amended the recognition threshold for all trade unions within Telkom from 10% to 30%. However, Solidarity managed to have the implementation date postponed.

### B. BCX

- Solidarity managed to stay on as the only recognised trade union within BCX after Telkom had phased out several divisions to BCX.

# Solidarity Labour Relations - OHS Section

By Paul Mardon, Deputy General Secretary

## 2017 statistics

### IOD / OHS files

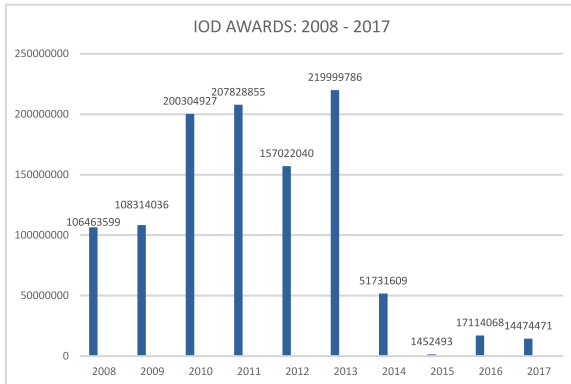
On 1/01/2017:	901
On 31/12/2017:	968 (161 files per claims officer)
Files closed 2017:	100
New files:	167
Net growth:	67

### Operational Activities

Consultations:	1 690
Meetings	925
IOD visits (Compensation Commissioner):	346
Correspondence (In):	66 899
Correspondence (Out):	33 338
Telephone calls (In):	6 262
Telephone calls (Out):	5 569
OHS litigation (Hours):	1 045
IOD / OHS opinions (Informal):	4 155
IOD / OHS opinions (Formal):	603
Assistance to industries/Solidarity Movement	1 663
Seminars and Congresses:	153
Media liaison:	16
Other:	1 838
OHS training (Hours):	134
<b>Total:</b>	<b>124 636</b>

# Solidarity Labour Relations - OHS Section

By Paul Mardon, Deputy General Secretary



## Strategic objectives reached during 2017:

- The legal officers spent a total of 1 045 working hours. Solidarity members received an average legal cost benefit of R3 135 000 during 2017.
- Solidarity once again proved to be a reliable participant in the field of OHS
- The OHS Section actively took part in and even played a leading role in meetings of the Department of Labour's Iron and Steel Health and Safety Committee regarding OHS training.

## Highlights for 2017 include the following:

- Participation in two meetings with the DMR and MHSC, respectively, and a Nigerian delegation to look at South Africa's approach to and activities with regard to H&S in mines.
- Involvement in the Anglo American interfaith working group on upliftment actions in the country.
- Representing Consawu and Solidarity at the International Labour Organisation (ILO) ITUC Women's Leadership Gender Academy Forum.
- Hanlie van Vuuren has been taking part actively in the programme Fokus on SABC 2 since September 2017.

# Energy, Defence and Aviation

By Deon Reyneke, Deputy General Secretary

## 1. Chemical sector

Despite highly challenging macro-economic conditions in 2017, the team managed to maintain good relations with employers

- Negotiations

Solidarity was able to negotiate an average wage increase of 7,5% for members in the chemical sector.

- SasolKhanyisa

Solidarity has declared a dispute to Sasol's new empowerment transaction, that aims to exclude white Sasol employees on the basis of their race.

## 2. Electrical

In the electrical sector, 2017 can be described as a successful year; there was stability in the workplace and there was no threat of impending lay-offs.

- Currently Solidarity has 7 384 members in this sector and was able to win R1,6 million in arbitration awards on behalf of its members.

- Eskom negotiations

- Solidarity signed an 8,5% increase with the improvement of certain conditions of employment, on behalf of its members.
- Solidarity managed to recruit 325 members during 2017

## 3. Denel, Armscor and Aviation

- Negotiations

- Solidarity was able to conclude favourable wage agreements with 6 companies and institutions, with increases ranging from 5% to 7,8%.
- Successful settlements of more than R1,2 million were negotiated on behalf of members in this sector this year.
- A settlement of R30 million was reached for Mango's 2016 salary dispute.

- Recruitment

- Aviation: 296 new members were recruited during 2017
- Defence: 251 new members were recruited during 2017





# Mining, Agriculture and Cement

By Connie Prinsloo, Deputy General Secretary



For the Mining, Agriculture and Cement Industry (MAC) the year 2017 started with the controversial new Mining Charter. In spite of the many restructuring processes at companies and retrenchments that prevailed in mining, 2017 was also a year of major victories and successes. The MAC sector managed to negotiate a number of new or renegotiated recognition agreements to improve and protect members' collective rights.

- Settlements and awards granted by the Commission for Conciliation, Mediation and Arbitration (CCMA) paid out compensation to the value of R11 498 330,00.
- Solidarity managed to conclude favourable wage agreements with 12 companies and institutions within the sector, with an average wage increase of 7,5%.
- Seven recognition agreements were negotiated/renegotiated with various companies and institutions during 2017.
- MLS managed to limit forced retrenchments during 2017. In most companies where retrenchments took place there were no forced retrenchments of Solidarity members.
- Growth within the Mining, Agriculture and Cement Industry in 2017  
Mining: Positive growth of 5,3% compared to 2016  
Agriculture: Positive growth of 17,7% compared to 2016  
Cement: Positive growth of 6,57% compared to 2016

# Individual Members, Member Service and Member Service Centre

*By Engela Dibley, Deputy General Secretary*

## Focused member service

### Individual members

- During the past year, 1 287 cases were opened.
- The Legal Division, Member Service Centre and Service Offices dealt with 18 731 labour law enquiries.

### Member Satisfaction Index:

Member satisfaction was assessed in a survey to find out whether members were more, less or as satisfied with Solidarity's service as a year before.

In total, 25% more members indicated that they were even more satisfied with Solidarity's service than at the time of a similar survey in 2015.



# Individual Members, Member Service and Member Service Centre

By Engela Dibley, Deputy General Secretary

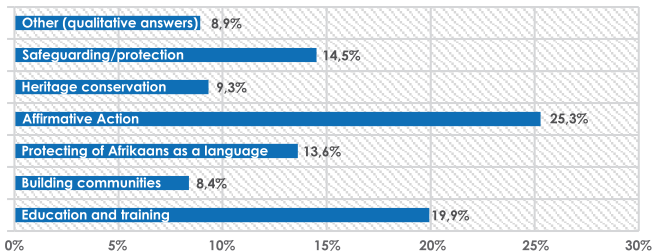
## How satisfied are you with what Solidarity is already doing in respect of job protection?

The average score was 83%, of which 80% of members gave a score of more than 8 out of 10.

### Member Retention:

- A total of 95,5% indicated that they still see themselves as Solidarity members in 12 months.
- A total of 95,7% of respondents indicated that they will recommend Solidarity to friends and colleagues.
- A total of 90,7% have already recommended Solidarity 9,3% have not done so yet.

### What would you like the Solidarity Movement to focus on in the future? N=2 789



# Special Projects

By Schalk de Bruin, Head of Division

An overview of important activities in the Public Sector for the period January to December 2017.

## 1. SAPS

### Ex MK promotions

The SAPS is trying to promote 1 400 ex MK members to senior SAPS posts without there being vacancies on the staff establishment.

Solidarity views this as unlawful at various levels and has approached the Labour Court in 2017 on an urgent basis to obtain all information concerning this project with a view to having these promotions declared unlawful.

### False racism and section 60 actions

Several cases of false racism complaints were lodged in 2017 (similar to the Oosthuizen, Van Zijl, Enrico and Oudtshoorn

Solidarity will drive these cases rigorously in the CCMA and the Labour Court in terms of a section 60 application.

### GEPE

In 2017, several cases have been lodged on behalf of members and these cases are still ongoing:

- Clean break principle
- Unilateral amendment of committing factors
- Information concerning investments of the PIC with reference to state capture
- Bringing criminal charges against Malusi Gigaba for perjury.

Other:

- Recognition of national service
- Section 21 application
- Collective disputes – WO 2nd Leg and Post Level 6 promotions

## 2. Public Sector

### Education

In light of the Solidarity Movement's involvement in education as well as the various court cases being driven on behalf of schools, we noted that many teachers spontaneously joined Solidarity.



03

~ Gideon du Plessis ~

# 03

## Labour Relations

The ripple effect of the Marikana events in 2012 could still be felt in labour relations five years later, in 2017. As part of the Marikana legacy the South African Federation of Trade Unions (Safu) was established during the past year. Safu's leadership, consisting mainly of Zwelinzima Vavi (as Safu's General Secretary) and Irvin Jim (Numsa's General Secretary) held numerous talks with Solidarity with a view to Solidarity's joining the federation. However, for ideological and other reasons it was not possible for Solidarity to join the federation. However, Solidariteit held exploratory talks with trade union groupings in the Western Cape and with trade union Saewa with a view to start a new federation instead. This initiative will be pursued in 2018.

The increase in disputes about representivity thresholds, particularly in the mining industry where the

undemocratic winner-take-all principle has gained traction again, is unfortunately another legacy of Marikana.

Pressure is also mounting on the principle of central collective bargaining, and in the mining sector the employers are the ones who are advocating a return to negotiations at shop floor level.

These decentralisation developments at the Chamber of Mines had the National Union of Mineworkers (NUM) hot under the collar because the Chamber's coal negotiations used to be one of the NUM's major platforms for grandstanding since their arch-enemy Amcu no longer enjoyed recognition in the coal sector.

Another positive upshot also Marikana-related is that there was a decline in the phenomenon of violent and drawn-out strikes that have ravaged the South African economy over the past few years.

As in the past, Solidarity's countrywide roadshow for representatives took place in 2017. Representatives in all the regions were visited and empowered with knowledge about the union's mainstream initiatives. At the same time, Solidarity representatives' strategic negotiating skills were honed during briefing sessions.

A great deal of work was done at Nedlac in 2017 to negotiate a minimum loan and amendments to labour legislation – all in a bid to appease credit rating agencies.

It was significant that the Commission for Conciliation, Mediation and Arbitration (CCMA) invited Solidarity to two of the Commission's strategic workshops to obtain input from Solidarity on preventing retrenchments and to learn what it suggested as ways to enhance the CCMA's facilitating role in section 189A processes.



04

~ Appie Pienaar ~



# 04

## Finances and Personnel Management and Development

At the end of 2017 Solidarity could look back on a year in which we continued to build on the financial successes of the past few years. Once again, we managed to strengthen our balance sheet significantly without having to sacrifice the principle of affordable, value for money membership fees.

Once again, the Building Fund made a significant contribution towards ensuring that our new institutions could be strengthened and expanded. Training and education institutions such as our private Afrikaans university, Akademia, and our vocational training institution, Sol-Tech, received significant support from the Building Fund and went from strength to strength. Moreover, the Solidarity Building Fund partnered with AfriForum, Helping Hand and the Dagbreek Trust to support key Afrikaans initiatives of cultural importance such as the Federation of Afrikaner Cultural Organisations (the FAK), Pretoria FM and Kraal Uitgewers and we provided funding to Maroela Media to promote Afirkaans.

The Personnel Management and Development Division did a great job to ensure employee wellness amid the demands a typical workday in the trade union environment place on staff.

# Finances

*By Anneri de Jager, Financial Manager*

During the audit of the 2017 financial year, we once again looked back on the past year with a grateful heart. We are thankful for the 178 000 members who still trust Solidarity and the Building Fund and Legal Fund to fight for them in the workplace. The unqualified audit report confirmed that their trust in the organisation is justified.

Everyone at Solidarity contributed in a special way to ensure a healthy financial position through savings, member recruitment and excellent service to our members.

The Legal Fund spent more than R5 million on cases of public interest which protect our members' rights as South Africans. Solidarity and the Building Fund invested approximately R8 million in the Solidarity Study Fund, which is administered by Solidarity Helping Hand.

Solidarity's investments performed well in 2017 with returns of between 6% and 14,5 %.

In conclusion, a special word of thanks is extended to the staff members in the Finance Department for their accuracy and continued hard work in 2017, which played a very important role in the successful management of Solidarity's finances.



# Personnel Management

*By Anneri Leach, Head of Division*

During 2017, the Personnel Management and Development Division placed an emphasis on training and development.

Solidarity assisted 22 staff members with their tertiary studies during 2017. Of the 22 staff members who completed their tertiary studies, 5 were Project Management studies at Akademia.

Staff also participated in webinars (12), seminars (28), workshops (14), short courses (35) and conferences (5). This training is not only for personal development, but also to ensure that staff stays on top of changes in the work environment.



In 2017, 37 new staff members joined the trade union, 10 staff members within Solidarity were appointed in new jobs or promoted, and 7 moved on to other institutions within the Solidarity Movement. Only a few staff members resigned. Solidarity has a low staff turnover but we still create space for new blood in the organisation by creating new jobs thanks to a good budget and proper management of our capacity. There were 14 staff members with 5 years' service, 6 with 10 years' service and 5 with 15 years' service, in 2017.



05

~ Johan Kruger ~

## History teaches us a future is always possible

Since 1902, Solidarity has been building a future in which we can be free, safe and prosperous, and in 2017, 115 years after its founding, Solidarity was still building the things important to us.

On more than one occasion, the trade union's ability to adapt to constantly changing socio-political and economic circumstances and demands has always been its salvation over a period of more than a century.

In 2017, we continued to build on good jobs, training, the rule of law, growing independence, Afrikaans and the greater Solidarity Movement. This would not have been possible without competent staff in exemplary functioning divisions. These staff members looked past Zuma and the present reality and envisioned a new future.

The following prominent achievements stand out from the rest:

- The Molefe-Eskom case, the case against Hlaudi Motsoeneng, and several victories for SAPS members in the Labour Court.
- The huge amount of R41 148 185 negotiated in the form of settlements and arbitration awards on behalf of members, and more than 23 000 members received legal advice by means of telephonic and electronic platforms.
- In one of the months, the Solidarity World boasted a record number of more than 400 000 unique visitors. Solidarity triumphed in the media with news coverage totalling more than R216 million.
- In 2017, the guilds were in the development phase and the new Solidarity Youth product was launched.
- A new head was appointed for the Solidarity Research Institute and from the outset the trade union was politically and economically positioned by the publication of the Labour Market Report and the report on the double standards applied to racism.

# Labour court

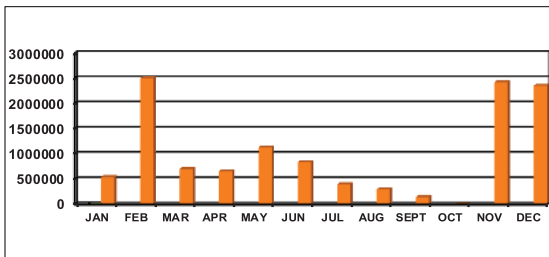
By Anton van der Bijl, Head of Division

The Labour Court Division and the Centre for Fair Labour Practices are headed by Anton van der Bijl. The division has 12 very competent staff members and carries the overall responsibility for achieving Solidarity's strategic objectives by means of litigation in the Labour Court and by managing the administration of the Legal Services' Facebook page and website as well as performing several minor functions. The Centre focuses specifically on unfair discrimination and black economic empowerment.

The Centre also won cases on behalf of Solidarity members: Van Heerden and Louw vs the SAPS was settled, as was the IS van der Merwe case. Obviously, these successes were achieved with the assistance of every member of the division's staff. It should be specifically pointed out that adequate support was given to the trade union's industries with a view to promoting the common goal, namely effective and outstanding service delivery. Collective litigation was therefore approached as a team, and the division and industries complemented each other very well indeed.

In brief, the valuable service provided can be statistically presented as follows:

## LABOUR COURT YEAR TO DATE 2017: SETTLEMENTS AND AWARDS



JAN	FEB	MRT	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
538 714	2 500 143	702 595	655 258	1 127 383	837 189	400 826	298 640	146 000	-	2 419 397	2 350 645

2017

R11 976 790,00

# Labour court

By Anton van der Bijl, Head of Division

## ACTIVITIES – LABOUR COURT

JANUARY 2017 – DECEMBER 2017

	JAN	FEB	MRT	APR	MARCH	JUN	JUL	AUG	SEP	OCT	NOV	DEC	TOTAL
Meetings/ consultations	40	54	69	47	37	49	43	47	50	46	32	21	535
Court Opposed	0	2	3	0	10	0	1	1	2	0	2	0	21
Court Unopposed	2	1	0	0	0	0	4	3	1	0	0	0	11
Other i.e. Arbs en consults	2	4	3	1	1	3	1	3	2	7	4	1	32
Pretrial/trial	0	3	1	1	2	9	0	3	1	2	1	2	25
Drafting of court paper	104	156	139	109	113	127	120	135	78	93	78	59	1 311
Correspondence	151	181	157	135	170	178	172	143	128	150	124	90	1 779
<b>TOTAL</b>	<b>299</b>	<b>401</b>	<b>372</b>	<b>293</b>	<b>333</b>	<b>366</b>	<b>341</b>	<b>335</b>	<b>262</b>	<b>298</b>	<b>241</b>	<b>173</b>	<b>3 714</b>



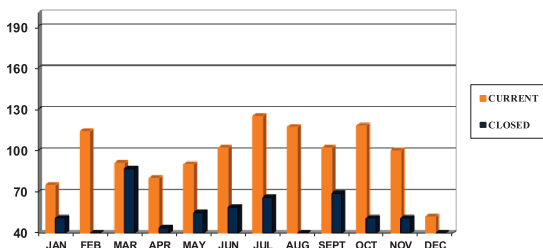
# General Litigation

By Gerhard Hildebrand, Head of Division

The General Litigation Division offers labour law advice as well as assistance to all Solidarity members including those represented in collective industries as well as individual members. This division managed to achieve outstanding results in 2017.

I am pleased to announce that the division opened a total of 523 new files during the year. A total of 974 legal enquiries have been dealt with. Members have been represented in 87 disciplinary hearings, as well as in 383 conciliations and at 385 arbitrations. Members have also been represented at 226 retrenchment meetings and legal advisors held 1 738 consultations with members, compared to the 1 674 during the previous year.

## LEGAL DIVISION: CASES OPENED AND CLOSED IN 2017



MONTH	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
OPENED	75	114	91	80	90	102	125	117	102	118	100	52
CLOSED	51	35	87	44	55	59	66	33	69	51	51	30

Opened 1 166

Closed 631



# General Litigation

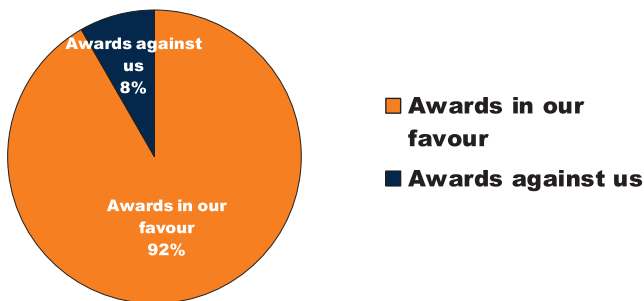
By Gerhard Hildebrand, Head of Division

## General Litigation Division – Settlements achieved in 2017

- 348 cases on behalf of members, of which:
  - i. 19 were settled at legal enquiry level
  - ii. 53 settlements were achieved at retrenchment meetings
  - iii. 117 were reached at conciliation level
  - iv. 138 were reached during arbitration
  - v. 17 were reached at disciplinary hearings

## Awards given in 2017 (General Litigation Division)

- Awards in our favour = 91,7%
- Awards against us = 8,3%



## TOTAL COMPENSATION NEGOTIATED FOR MEMBERS IN 2017

The total compensation that was negotiated on behalf of members is as follows:

• General Litigation Division	R41 148 185,00
• Labour Court Division	R11 976 790,00
<b>TOTAL COMPENSATION</b>	<b>R53 124 975,00</b>

# Communication

By Juran van den Heever, Head of Division

The mission of the Communication Division is to protect and manage Solidarity's reputation at all times. In pursuance of this mission the Communication Division has once again supported the trade union to manage its reputation during the past year. Typically, the Communication Division contributes to projecting, enhancing and protecting the Solidarity name by means of attractive designs, transparent and accurate communication in the form of articles and blogs on the website, newsletters and the Solidarity Magazine. The establishment and maintenance of a user-friendly website, interaction and service on social media, press statements that are truly newsworthy and liaison with members of the media to communicate real news externally, as well as the production of quality videos and excellent graphic material all formed part of this combined effort to live up to our mission.

## Publicity

News coverage worth more than

**R216 million**

**163** Press Statements  
**1 000** articles and **100** blogs were published on the Solidarity World during 2017.

## The Solidarity World

**1 640 047 unique visitors** for the year in 2017, with a record number of **414 000** achieved in November.

**1-minute enrolments totalled 14 000**

More than **1 000 articles** were uploaded to the Solidarity World. Videos were **viewed 1 353 957** times.

## Social media

Solidarity's **Facebook** page started the year with **116 786 followers** and ended on 154 051 followers. In December 2017 the trade union's **Twitter** account stood on **22 238 followers**, compared with the 19 450 at the end of 2016.

## Solidarity Magazine

The print version was issued to **60 000** people and the electronic version to **43 000**. The magazine's reach is **309 000**.

## Newsletter

Solidarity's weekly electronic newsletter, **Solder**, was issued to **49 000 members**.

## Language services

Jointly, this team was responsible for the translation and editing of more than **2,9 million words** in **5 656 documents**.

# Marketing

By Erna Olivier, Head of Division

The marketing team saw many highlights during 2017 and, as a result, the year is certainly one to be proud of. Following the successful #WeBuild campaign in 2016 we decided in 2017 to encourage the community to become involved in our building efforts by means of the #Let's Build campaign. Also in 2017 we published *Vat jou goed en bou! Twintig jaar van Solidariteit*, a book by Flip Buys and Dirk Hermann highlighting twenty years of Solidarity's building and enhancement initiatives and by making the call, "take up your things and build," the book encourages others to do the same. The book was launched at a gala event at which many individuals were also honoured for the contribution they have made towards the enhancement of the Afrikaans community.

During the past year, strong emphasis was placed on selective racism that is prevailing in South Africa. Our collective

complaint in this regard, which took the form of a petition to Parliament, was supported by 170 000 people. The complaint was also submitted to the Human Rights Commission, the International Labour Organisation in Geneva and the UN Committee on the Elimination of all Racial Discrimination.

The Legal Fund reached new heights with its members having doubled in a matter of just one year. These members all contribute towards a fund used to fight affirmative action.

The year ended on a high when Solidarity launched its campaign #ForSchools. This campaign was initiated in response to the proposed Basic Education Amendment Bill. The campaign enjoyed unprecedented support and thousands of parents participated to express their dissatisfaction with the bill.



# Solidarity Research Institute

By *Connie Mulder, Head of Division*

The Solidarity Research Institute (SRI) went from strength to strength in 2017. After having faced serious challenges in 2016 as far as staff shortages were concerned, the SRI has increased its capacity in 2017 and could proceed at full steam again.

As always the support role the SRI fulfils within Solidarity was of key importance. Individuals in the various industries were supported by assisting them to interpret documents and financial statements. In conjunction with the specific support given, a broader overview of the labour market was offered in the form of the

quarterly Labour Market RReport. Thanks to this report our negotiators not only have an overall picture of the specific company, but also of the particular company when they meet at the negotiating table.

As vanguard in the battle of ideas the SRI published numerous columns and opinion pieces on internal as well as external platforms. In order to create more scope for Solidarity's ideas in the greater South African discourse it is key that our ideas are communicated in a fine and compelling way.

ROUTINE REPORTS	REPORTS 2017	SPECIAL PROJECTS
Annual Banking Charges Report	Research reports on companies for the trade union's industries	Demographics project
Quarterly Labour Market Report	Financial Analyses	"Denkraam" video series





06

~ Dawid Durie ~

# 06

## Operational Services

- IT, Regional Offices and Member Administration fall under Operational Services.
- Operational Services' key function is to create infrastructure, ensure technical security, create operational capacity via regional offices, and to handle all aspects pertaining to membership.

### 1. Information Technology (IT)

- In 2017, a blueprint was implemented for the information technology strategy within the Cobitt 5 model to:
  - Create physical security for staff and organisation information; and
  - Implement network security protection against cyber hackers at all level.

### 2. Member Administration

- In 2017, company Administration once again realised a 100% success rate as far as collections were concerned.
- Member Administration uploaded 48 167 new applications and issued 24 795 new member cards – 12,4% more than in 2016.
- The Membership Claims Division dealt with 1 014 deaths and cash benefits of R2 798 184,52 were paid out, while an amount of R5 263 496,81 was paid in respect of funeral services.
- Two smart phone apps for members and organisers were successfully launched.
- The trade union realised a growth of 10% in total membership which is higher than that of any other trade union in the country. The union maintains a constant net growth of 0,8% per month.

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# Administration focuses on operational efficiency and even better member service

By Jaco de Lange, Head of Division

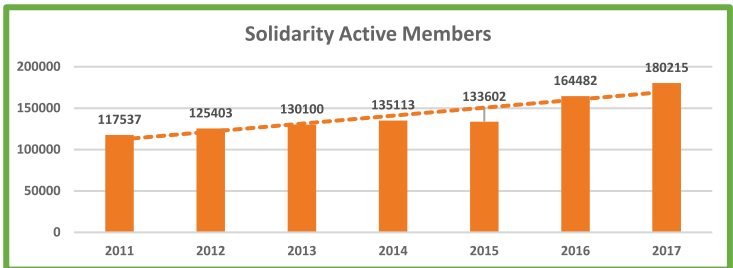
With many challenges in the labour environment and in the country's economy, we were forced to look differently at member service during 2017. Many changes were introduced and initiatives were launched to contribute to member service, member growth and retaining of members at the trade union.

## Membership administration

- Altogether 980 852 SMSs that contained invaluable information were sent to our members, 45% more than in 2016.
- 22 permanent medical disability claims to the value of R35 439 were dealt with.
- The total amount that was paid out to our benefit claims was R8 461 003,33.

## The claims division

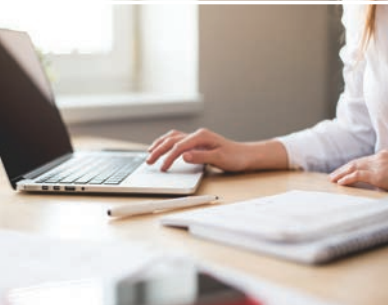
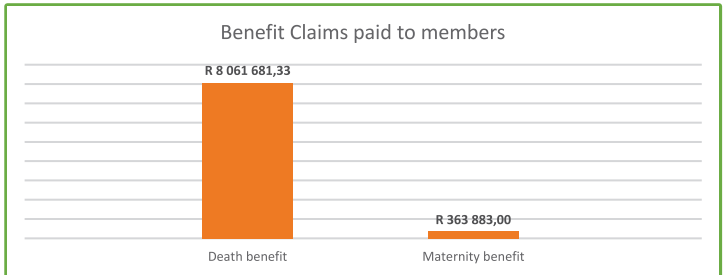
- 1 014 claims for death benefits were dealt with during 2017.
- Maternity claims for 2017 totalled 252 to the value of R363 883





# Administration focuses on operational efficiency and even better member service

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07

AfriForum reached significant milestones and achieved major successes at international, national and local government levels in 2017, and membership also passed the 200 000 mark.

## **Community security**

Establishing a strong system of community security networks is and remains a key focal point of AfriForum. The number of well-run neighbourhood watches already initiated by AfriForum passed the 100 mark in 2017. A national control room was set up, as well as a countrywide communication network.

## **Private prosecutions and corruption**

In 2017, AfriForum established a private prosecution unit headed by adv. Gerrie Nel. Dozens of cases have already been investigated.

## **Local branches**

AfriForum's branch structures in local communities were bolstered further in 2017. The branches in some 100 towns/cities booked a series of successes and played a major part in identifying and helping to solve problems in their respective areas by holding municipalities accountable.

## **International**

A submission on the disregard for Afrikaans was made to the United Nations' Forum on Minority Issues, and meetings were held with various role players in Europe.

## Afrikaans and education

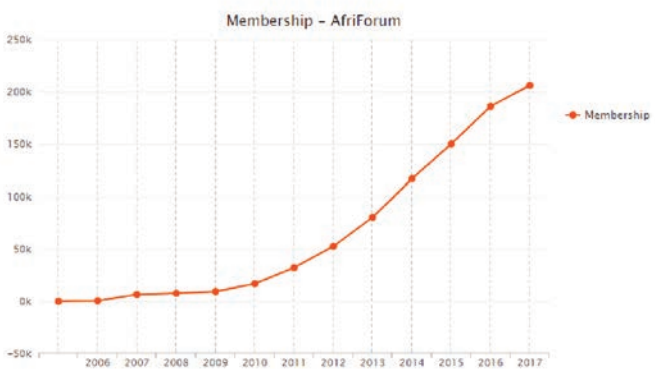
Dozens of projects focusing on education, language and culture were undertaken.

## Youth

In the past year, AfriForum Youth established youth structures in more than 70 towns countrywide in addition to the organisation's structures at former Afrikaans universities.

## Communication

The organisation's position as a strong international role player was reinforced further in 2017. This is confirmed by the fact that AfriForum's actions featured in the media more than 20 000 times.





08

~ Danie Brink ~

# 08

## Solidarity Helping Hand

In 2017, the Study Fund Centre (SFC) enabled the studies of 1 498 students with R34million from 173 different study funds. About 73% of all applications for study loans was for university studies, while 27% of applications was for occupational training.

The School Support Centre (SSC) provides quality assistance and support in the form of projects, products and training to Afrikaans school communities across South Africa. In the field of continued training for teachers, the focus was on training in Mathematics, Afrikaans Home Language, Foundation Phase, Accounting and Science, as well as generic educational training in technology, brain profiles and leadership. A total of 1 507 teachers were provided with the latest knowledge in these fields by the subject associations of the SSC.

In 2017, a total of 4 600 grade ones were provided with a brand-new schoolbag with the necessary stationery to give them an equal opportunity in life and thanks to the Lunchbox Project meals were provided to 5 200 preschoolers.

The Community Development Section currently manages 166 branches countrywide. These branches conducted 1 278 projects valued at R5 926 530 in their communities. As far as job creation goes, Community Development was responsible for 142 job creation projects for permanent, contract and piece work, collecting a total income of R662 530 for the beneficiaries. The section also contributes to the SFC's funds by means of 116 study funds with a combined value of R4 913 735.



A full-body photograph of a man standing against a white brick wall. He is wearing a dark, textured blazer, a light-colored shirt, a patterned tie, and light-colored trousers. He has his left hand in his pocket. A solid orange horizontal band runs across the middle of the image. In the bottom left corner, the numbers '09' are written in a large, white, sans-serif font.

09

~ Tjaart van der Westhuizen ~



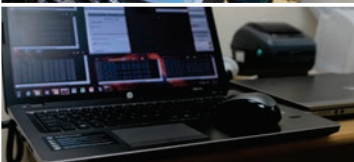
# 09

## Solidarity Financial Services

Solidarity Financial Services (SFS) is a registered financial services company. The company provides financial products and services for the Solidarity Movement via mass marketing from service centres, as well as a personal advice service.

SFS's results for the 2017 financial year show an increase of 15% year-on-year in the company's turnover. Profit from normal operations increased by 33% over the same period. Major contributing factors were the increase in turnover with a lower increase in relation to expenditure. Some of the expenditure savings were once-off and we expect expenditure to normalise in 2018 and the ratio between increase in turnover and profit to be lower. Profits generated by SFS are used productively to support and help developing the initiatives of the Solidarity Movement.

The short-term insurance scheme has been making the biggest contribution to the good results recorded by SFS. The scheme provides personal line insurance for members of the Solidarity Movement. During 2017 a new high of more than 14 000 active policies in the scheme was reached.





# Solidarity Investment Company

*By Henk Schalekamp (Chairperson)*

Solidarity Investment Company (SIC) is the holding company of the Movement's businesses.

Numerous new highs were reached during 2017.

During 2017, the gross turnover of the SIC group of companies increased by 19% to reach R94,7 million. Major contributing factors include the good year-on-year growth in student numbers at Akademia and Sol-Tech, and good growth recorded by Solidarity Financial Services. The gross value of assets under management in the SIC group increased by 26,5% to R267,5 million during 2017.

