**ANNUAL GENERAL MEETING**

**MICROSOFT TEAMS**

**16 SEPTEMBER 2020**

**PRESIDENT'S ANNUAL REPORT**

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I report on the affairs of SASLAW for the 2019/2020 year as follows.

**Membership**

The Membership of the Society as of 10 September 2020 is 1298. This is a decrease of 191 members since September 2019. The reason for this is twofold. Due to COVID-19 a number of members did not manage to pay their fee renewal. Secondly, the number of members in September 2019 included 146 student members who received a complimentary half year membership after the Gauteng chapter student conference. Sincere thanks must go to the chapter administrators and the membership portfolio holders on the chapter committees for keeping the membership numbers relatively consistent, and to the administrators and accountant for their work on the aged receivables to keep the Society afloat over the last 6 months. The number of new members is very encouraging. New Members find the Society via the vibrant and growing social media platforms and word of mouth promotion.

| CHAPTER | TOTAL NUMBER OF PAID MEMBERS SEPTEMBER 2020 |
|---|---|
| Eastern Cape | 77 |
| Free State | 32 |
| Gauteng | 824 |
| KZN | 165 |
| Limpopo | 17 |
| Western Cape | 183 |
| **TOTAL** | **1298** |

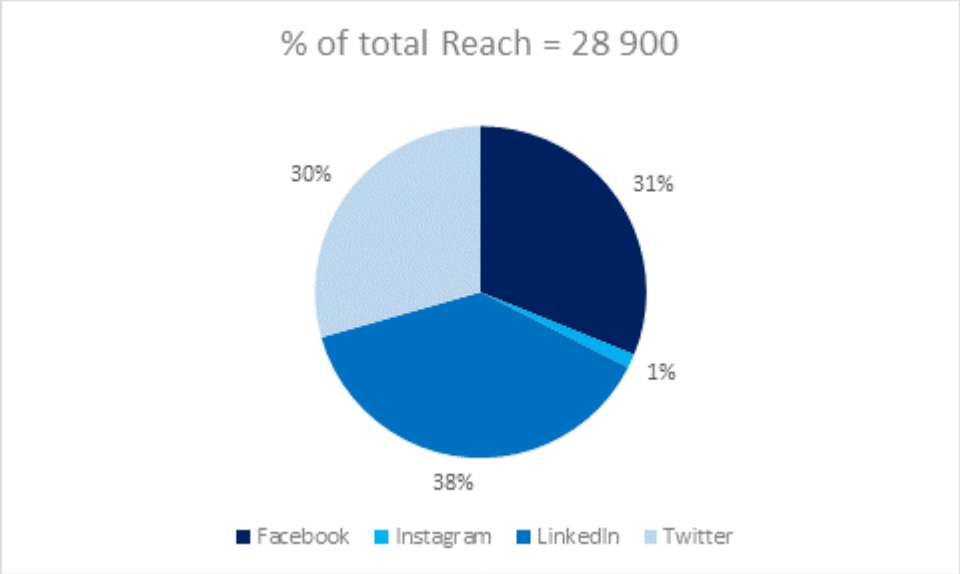
The marketing plan has focused on the members' app, introduced in March this year, and now has close on 500 followers. We urge all members to download the App and to receive information on their phones. This communication channel was very useful during lockdown in keeping members updated on directives, CCMA information and latest judgments during this time.

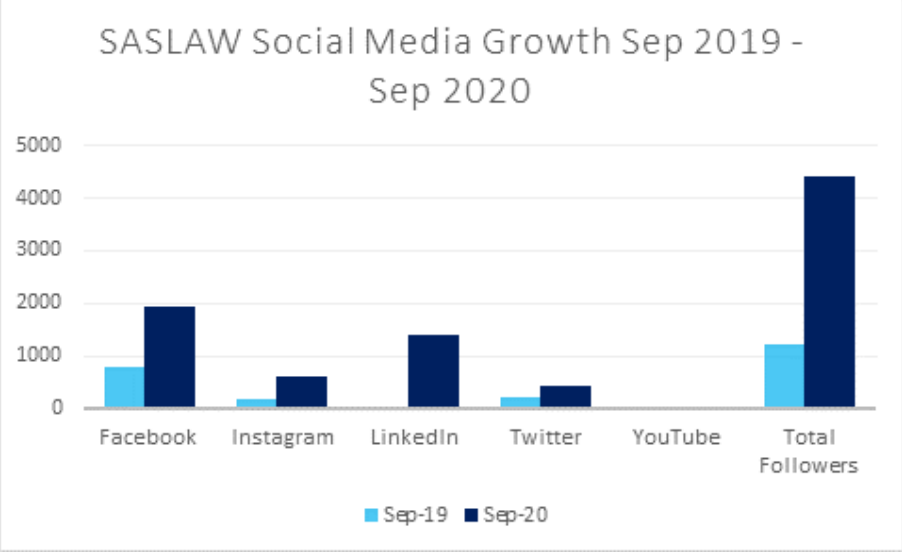
**Social Media**

Social media has become a key component to SASLAW's marketing plan. See below the growth in the various platforms since this time last year. Seminars that have been recorded, and all the webinars have been recorded and loaded to You Tube.

| | September 2019 | September 2020 |
|---|---|---|
| **Facebook followers** | 802 | 1926 |
| **Instagram followers** | 193 | 609 |
| **LinkedIn followers** | 0 | 1412 |
| **Twitter followers** | 229 | 439 |
| **YouTube followers** | 6 | 19 |
| **Followers across 5 platforms** | **1230** | **4405** |

% on different platforms of the reach since September 2019



We encourage you to follow the Society on these platforms:

LinkedIn - http://www.linkedin.com/company/sasocietyforlabourlaw
Facebook - https://www.facebook.com/sasocietyforlabourlaw
Twitter - https://twitter.com/SASLAW0
YouTube - https://www.youtube.com/channel/UCxRTHdlWmvJDO6Ave0t-N-w
Facebook conference event - https://web.facebook.com/events/281738819821201
Saslaw Probono LinkedIn - https://www.linkedin.com/company/saslawprobono

**Young Scholar Society (YSS)**

I would like to thank Owethu Mbambo, President of the YSS, and her active and energetic committee for the work they have done since the last AGM. Obviously, activities have slowed down in the last few months, but they have lots of planned. Owethu's report is included in the pack.

**Pro Bono – Acting Judge Appointments**

23 SASLAW members offered their services as pro bono judges in the Labour Court in Johannesburg and Port Elizabeth during the January 2020 and July recesses. On behalf of the Labour Court and the labour law fraternity I would like to thank these members for their time and dedication to assisting the Court with reducing the backlog of cases.

**Pro Bono Project**

The project activities are covered in more detail in Venolan Naidoo's report enclosed in this pack. I would like to thank him for handling this portfolio so well, and to my fellow directors, Richard Maddern, Shamima Gaibie, Nick Robb, Ebrahiem Abrahams and Michael Yeates for their time and support as Directors of the Pro Bono NPC. The Directors welcomed Lusanda Raphulu from Bowmans to sit on the Board in January 2020. The number of clients seen nationally since Feb 2011 is an amazing *****. Attorneys continue to assist in the four offices and are taking on matters on a regular basis. The Directors are indebted to them, the Court staff, and the administrators who work tirelessly for this project for a low remuneration. I would like to thank Jacqueline Keet who is the permanent attorney in the Johannesburg office during 2020, for her flexibility and commitment. Jacqueline has been able to assist a large number of clients during this difficult time. Thanks again must go to Webber Wentzel for so generously funding this position in 2020.

**Seminars and Webinars**

21 events have been held in 2020 physically and virtually. Some events planned for March, such as the Investec Gauteng Women's breakfast, normally a highlight in the calendar, were cancelled due to COVID-19. However, the administrators adapted well, and a Microsoft Teams webinar process was created. Diane Cochran learnt the technology quickly and in April the KZN hosted a series of four webinars on Trial

Advocacy, so the administrators could learn how to host online events. Since then, all four-chapter AGMS were held via Teams, and since June the Society has been charging for webinars. Two per month have been organised and will continue to be so until the end of the year. The webinar income has been very necessary in keeping the Society running and we are very grateful to the members for their response to the topics and speakers.

**African Labour Law Society**

The African Labour Law Society now has 182 members from 21 countries. Thanks to the sponsorship support of ILO, Juta Law, Africa Legal, ENSafrica, Lexis Nexis and Lex Africa with communication and promotion of the Society. Clare Fincham handles the Secretariat function of the ALLS. Thanks must go to Prof Stefan van Eck, who is the President of the Society and the vice President of the African chapter of the ISLSSL, for his continued work and passion for the Society. Stefan will step down as the President at the AGM in November 2020, and Dr Pamhidzai Bamu has nominated herself for this role. Ruben Philander from ENSafrica in Namibia will stand for the Vice President position. The management committee has been expanded to include Moemedi Tafa, from Armstrongs in Botswana, Rutendo Mudarikwa from Zimbabwe, and Keshni Naicker from Bowmans in South Africa.

Unfortunately, the 3rd Conference of the Society due to be held in March 2020, had to be cancelled three weeks before the event. This was a blow to the organising committee who had spent 18 months working on the programme, confirming sponsorship, and attracting registrations. However, with the support of sponsors and stakeholders, the event is now being held on the 23 and 24 November in a Hybrid manner. 50 delegates will be at the Grand Palm in Gaborone, and the rest will participate online. At this stage 140 delegates have registered. The Management committee would be grateful for support from SASLAW members for this event.

**23rd Annual Conference**

As you will be aware the conference has been postponed to the 5 and 6 November. The SASLAW conference committee has decided to host a Hybrid event. Much thought, planning, discussions with suppliers, and stakeholders has gone into this decision. The committee is positive that this approach will work in November, and are committed to hosting a high level, informative and interesting conference, while taking into account all the regulations in place at the time to ensure the health and safety of all involved.

The conference will take place physically at the Focus Rooms, Linbro Park in Johannesburg and attendance will be in accordance with the regulations at the time. All necessary social distancing, sanitising, and catering changes have been attended to at the venue. The venue management have been thorough with their preparations and are committed to hosting a safe and successful conference.

The speaker line up is varied and interesting. The national committee urges members to support the Society by registering for the Conference. The Society is need of urgent financial commitment to keep its administrators in contract, and to support the Pro bono project.

I would like to thank the Sponsors who have committed to the Society during this difficult year. We hope the exposure you have received since March has been well received. Thanks to the speakers for being flexible with the changed programme. Johan Olivier, Gugu Mthalane, and Clare Fincham has been working hard to communicate, organise and market the conference.

**Finance and Administration**

The Audited financial statement for this period is attached. The year resulted in a loss. This was due to two reasons, and further explanation is covered in a letter from the accountants included in this pack. The Society wrote off a loan to the pro bono project and the auditors have included doubtful debt in the balance sheet as at February 2020. This is because of the abnormally high aged receivable amount at this date.

The administration and governance of the Society are in order.

**Closing Comments**

I would like to convey my sincere thanks to the members of the National Committee, the Chapter Presidents, members of their committees and administrators for the immense commitment, the generous time, and their unwavering support for the Society and its projects.

Thank you also to all the members who have supported SASLAW through the year by attending seminars and supporting the pro bono offices. None of what SASLAW has achieved this year could have been done without your support.

**Ludwig Frahm-Arp**
SASLAW National President
**2019 – 2020**