



Presidential Business Working Group – Labour Market

Objective

National Development Plan Sub Outcome Seven: Workplace conflict is reduced and collaboration between government, organised business and organised labour improves

Task Team Priorities

1. Social partnership between Government and Business
2. Evaluate the impact of Labour Law amendments on employment and employment creation
3. Regulatory efficiency and certainty
4. Labour Market support for SME job creation potential
5. Promote workplace stability, democracy and productivity to build business confidence

Priority 1: Social Partnership between Government and Business

- Twice a year bilateral Presidential – Business engagements will strengthen co-operation and trust between the Parties
 - 24 October 2014
 - 7 August 2015
- Social Dialogue through the Labour Relations Indaba of 4 November 2014 and NEDLAC meetings of Committee of Principles, Task Team and International Workshop on:
 - Labour market stability threatened by prolonged and violent strike action
 - Growth, inequality & minimum wages
- Participation of economic Ministries in labour market deliberations

Working together in the Task Team has allowed us to gain a greater mutual understanding of the challenges in the Labour Market and particularly to view Labour Market Policy within the overall economic context. Greater mutual understanding provides a stronger platform for social dialogue, which is much needed at this time.

Priority 2: Evaluate the impact of Labour Law amendments on employment and employment creation

- Concerns raised by business regarding the impact of certain provisions in the LRA and BCEA
- Sections, 187, 189 and 198 of the LRA
- Agreed to monitor employment impact through the QLFS and review the legislation if negative employment effects are evident

Priority 3: Improve Regulatory efficiency and certainty

One-Stop Company Registration & Reporting

DEPARTMENT OF LABOUR

- UIF
- EMPLOYMENT EQUITY
- COMPENSATION FUND

DEPARTMENT OF HIGHER EDUCATION & TRAINING

- SKILLS DEVELOPMENT LEVY

DEPARTMENT OF FINANCE

- VAT
- P.A.Y.E
- TAX REGISTRATION

DEPARTMENT OF TRADE AND INDUSTRY

- COMPANY REGISTRATION (Shared with Finance)
- BBBEE CODES
- FUNDING
- ADVISORY SERVICES (To be extended)

END-OBJECTIVE:

Reduce time and bureaucracy to the minimum (14 days – to be world's best)

Priority 4: Labour Market Support for SME job creation potential

- One-stop company registration and reporting
- Develop enhanced access and simplified procedures for SME CCMA processes
 - Klerksdorp CCMA feasibility of cases being conducted at place of work via s188A arbitration hearing
 - Take up was low and costs potentially high for CCMA
 - Urban area feasibility to be examined
- CCMA self-help guidelines for electronic access
 - Terms of reference have been developed, funding to be secured

Priority 5: Promote workplace stability, democracy and productivity to build business confidence.

- Promotion of labour relations stability and workplace capacity interventions are being explored in NEDLAC dialogue on:
 - labour relations stability
 - mechanisms to reduce wage inequality
 - enhanced enforcement and inspectorate capacity
- Business to build capacity of managers and employees to engage on workplace productivity and working conditions through ILO capacity building initiatives:
 - Sustainable and Competitive Enterprise Training (SCORE)
 - Mutual Gains and Dialogue Skills.
 - Support has been secured and planning is underway