



# NEDLAC CONNECT

NEDLAC NEWSLETTER AUGUST/SEPTEMBER 2024



# Welcome to the August/ September edition of Nedlac Connect

This month we celebrate the beautiful mothers of our nation, our sisters, our grandmothers, our aunts, and our daughters. Together, we thank the women of South Africa for the role they play in the life of our nation.

With the rest of the country, Nedlac and its social partners are celebrating 30 years of democracy in 2024. Nedlac is also celebrating its 30 years of existence which coincided with the birth of South Africa's democracy in 1994.

Nedlac has prioritised the coordination of social partner responses to challenging situations, hosting numerous significant engagements and summits, and contributing to policy and legislation throughout the 30 years of democracy.

During August we will finalise our 30-year report on democracy by considering our accomplishments and lessons learnt, as well as exploring potential future directions.

We eagerly anticipate the 29th Annual Summit on September 6th, which will serve as a forum for social dialogue and collaboration among the most significant stakeholders in South Africa's economic and social development.

In this edition of Nedlac Connect we have provided various articles including the following:

- Holding of the 29th Nedlac Annual Summit in September
- Appointment of the Minister of Employment and Labour, Nomakhosazana Meth and her two deputies Ntuthuko Sibiyi and Phumzile Mgcina
- Finalisation of the 30 Years of Democracy, Planning for the Future Report
- Adoption of two reports by the Presidential Climate Commission
- Finalisation of engagement on the Social Services Practitioner's (SSP) Bill
- Consideration of the National Labour Migration Policy (NLMP)
- Deliberations of the policy to address emerging issues within the Expanded Public Works Programme (EPWP);
- Nedlac obtaining an unqualified audit opinion from the Auditor-General of South Africa (AGSA)
- Nedlac Manco approving a set of policies aligned to the revised Nedlac Constitution

In addition, we have included media clippings that provide further context and insights into our ongoing initiatives and the broader socio-economic discourse.

Should you wish to discontinue receiving our newsletter, please inform us, and we will promptly remove your name from our mailing list.

**The Nedlac team**

# Minister hits the ground running

Nedlac welcomes the newly appointed Minister of Employment and Labour, Nomakhosazana Meth, who has already hit the ground running since taking office less than two months ago. Minister Meth is a Member of the National Assembly and Cabinet and a member of the ANC's National Executive Council. Her educational background includes multiple certificates and an Honours degree in Public Administration from the University of Fort Hare.

Her extensive political career includes roles at local, provincial, and national levels. She served as Chairperson of the Mbizana Local Labour Forum, Council Speaker of Mbizana Local Municipality, Member of the Mayoral Committee (MMC) and Council Speaker of OR Tambo District Municipality, and Chairperson of the South African Local Government Association Eastern Cape.

Meth was also Executive Mayor of OR Tambo District Municipality before moving to provincial government as MEC for Rural Development and Agrarian Reform, and later for Health.

Supporting the Minister are her deputies Ntuthuko Sibiyi and Phumzile Mgcina. Mgcina possesses significant experience in the public sector and government, particularly in the realm of infrastructure transformation, political management, strategy development, policy formulation, and monitoring and evaluation.

Sibiyi is a graduate of the University of KwaZulu-Natal's Westville Campus. He has served in the KZN Provincial government in various positions from 2014 including serving as MEC for Human Settlements, and chairperson of the Education Portfolio Committee.



Employment and Labour Minister Nomakhosazana Meth (seated, third from right). From left to right are: Department's Acting Chief Operations Officer, Nolukholo Sigaba; Acting Director General, Onke Mjo; Employment and Labour Deputy Minister, Phumzile Mgcina; Deputy Minister, Jomo Sibiyi and Ministry Chief of Staff, Nomfundo Douw-Jack. In the back row are the Department's branch Deputy Director Generals, Executive Directors, Chief Executives, and Commissioners of Department's Fund and entities. The executives were in attendance during the inaugural Ministerial Committee meeting held in Menlyn, Pretoria

# EPWP Policy tabled at Nedlac

A policy to address emerging issues within the Expanded Public Works Programme (EPWP) and enhance its effectiveness was discussed at Nedlac this year. The policy aims to address developing issues within the programme and enhance its effectiveness. It outlines clear, actionable measures for empowering EPWP participants to combat inequality, poverty, and unemployment in South Africa.

The development of the policy involved extensive consultations with the Nedlac social partners before its public release. Inputs from the Nedlac social partners were incorporated which led to agreements on several proposals included in the policy.



Expanded Public Works Programme workers at a construction site in KwaZulu-Natal. Source: [zululandobserver.co.za](http://zululandobserver.co.za)

The key amendments proposed by social partners and accepted by the Government constituency included the following:

- Positioning of the EPWP: The policy underscores that the EPWP is a temporary safety net and not a replacement for long-term employment policies but is intended to prevent the spreading of cheap labour.
- Principles of the EPWP: The policy mandates meaningful training and work experience, ensuring fundamental skills transfer and certification addressing concerns regarding the substitution, replacement, and displacement of permanent employment, and ensuring that the selection criteria for participants are consistent with the Basic Condition of Employment Act (BCEA).
- Exit Strategies for EPWP: The exit strategy section was revised to prioritise training, essential for project delivery and supporting exit pathways aligned with critical occupations.
- Holistic Monitoring and Evaluation Approach: The policy specifies that monitoring and evaluation will be conducted at various levels, utilising both internal and external expertise.

The timeline for aligning the EPWP Wage with the National Minimum Wage was the subject of disagreement, despite the fact that there was a broad consensus. Although the Community supported the equalisation in principle, Labour proposed a three-year timeframe that was not endorsed by the Government and Business constituencies due to fiscal constraints.

A draft report has been developed and circulated to the Nedlac executive. Thereafter, it will be sent to the Minister of Public Works and Infrastructure and Minister of Employment and Labour to inform them of the outcome of the Nedlac process of engagement.

# The National Labour Migration Policy under consideration

The Nedlac Labour Market Chamber task team has considered the National Labour Migration Policy (NLMP) and has sent its report to the Department of Employment and Labour.

The NLMP is aligned with the Employment Services Amendment (ESA) Bill to provide a framework and legal basis on which to regulate the extent to which employers can employ foreign nationals in their establishments while protecting the rights of migrants.

Furthermore, the ESA Bill proposes a framework that will enable the Minister to set quotas for the employment of foreign nationals. A quota may apply concerning a sector of the economy, an occupational category or a geographical area.

The Nedlac social partners agreed on all the areas where policy gaps existed; but raised concerns regarding the policy's deficiency in addressing how low and semi-skilled foreign migrants to South Africa should be addressed to meet the country's current labour market needs. It believes that an evidence-based mechanism is needed to address these occupations in the critical skills list.

The Policy considered the four basic interventions and benefits under the following themes:

- Labour migration governance and management;
- Data for evidence-based policy monitoring and evaluation;
- Labour migration to South Africa; and
- Labour migration from South Africa.

The policy was published for public comment in February 2022 and 662 comments were received and incorporated into the policy. The process involved various consultations and public hearings in the nine provinces and follow-up sessions were arranged due to the demand and complexity of the policy.

The policy was developed to achieve a balance between population expectations, labour market needs, regional integration and cooperation imperatives, the protection of migrant workers, and the re-negotiation of bilateral agreements that were inconsistent with the Constitution.



**The NLMP and Employment Services Amendment (ESA) Bill provide a framework and legal foundation for regulating foreign national employment while respecting migrant rights.** Source: <https://issafrica.org/>

# Nedlac to hand over 30 Years of Democracy, Planning for the Future Report

Following the release of the government's 30-year review in May, Nedlac launched its 30 Years of Democracy initiative during a Special Executive Committee. This was followed by two series of themed working sessions, which took place on 21 June and 28 June, 2024.



Robust discussions were held by participants at the Nedlac “30 Years of Democracy” working sessions held on June 21 and June 28, 2024

**The Nedlac social partners reflected on the nation’s accomplishments over the past 30 years, the lessons learned, and proposed plans for the future.**

The first working session concentrated on key social, labour, and development issues, including labour market policy, health, food security, education, skills development, social protection, the establishment of a developmental state, and climate change. The second session shifted focus to economic matters, deliberating on industrial and trade policy, innovation, localization, technology, and job creation.

Attendees at the workshop comprised about 70 nominated representatives from Business, Civil Society,

Government, and Labour. Facilitators included members from the Association of Former Director Generals (AfDG) and the Mapungubwe Institute for Strategic Reflection (MISTRA).

This collaborative process also allowed for the formulation of actionable recommendations for consideration by the 7th Administration while identifying priority areas for Nedlac’s ongoing efforts.

The Nedlac Secretariat is currently consolidating the 30 Years of Democracy, Planning for the Future Report that will outline recommendations for government consideration as they develop plans for the next five years and guide the work of Nedlac’s social partners.

# PCC adopts reports tackling climate change

The Presidential Climate Commission has made significant progress by adopting recommendations on a Just Transition Financing Mechanism (JTfM) for South Africa.

The report outlining these recommendations was adopted at the PCC's 14th quarterly meeting on Friday, 7 June 2024 marking a crucial step in addressing climate change and socio-economic inequality.

This report highlights the urgent need to improve funding for climate action and just transition projects. PCC Deputy Chairperson Valli Moosa emphasized the JTfM's role in ensuring economic development aligns with environmental sustainability and equitably benefits all societal sectors.

The report was presented to the National Treasury, and acknowledged by the director general of the National Treasury and the Development Finance Institutions (DFIs).

The Commission recommended amongst others; the formation of a private finance implementation task force to advocate for just transition priorities, support for private finance champions, and ways to ensure the financial sector meets the financing needs for various just transition initiatives. For more information click here.

The Commission also adopted the first-ever State of Climate Action in South Africa report (SOCASA) which provides an overview of the nation's progress towards achieving its Nationally Determined Contributions by 2030, through reducing emissions from various economic sectors, enhancing climate resilience, and improving livelihoods.

Amongst other actions called for by the SOCASA is climate finance and broadly the financing of the Just Transition, which is further supported by the JTfM report as a direct contribution to this area of the report

The SOCASA report acknowledges South Africa's strong commitments but highlights that incoherent policies, weak governance and systems, and inconsistent actions are slowing down progress.



**PCC deputy commissioner Valli Moosa**  
Source: <https://www.greenbuildingafrica.co.za>

It also outlines immediate actions needed for a just transition, including investing in climate-resilient infrastructure, enhancing early warning systems, promoting sustainable land management, and supporting smallholder farmers to protect vulnerable communities and ecosystems from climate impacts. For more information click here

In line with the government's comprehensive 30-year review report, social partners emphasized the importance of not only celebrating SA's democratic achievements but also critically analysing past experiences and planning for the future.

# Nedlac receives a clean audit

The Nedlac executive council was very proud to hear that the organisation obtained an unqualified audit opinion from the Auditor-General of South Africa (AGSA) during the 2023/24 financial year, marking a significant milestone.

Over the past few years, consistent improvement in the overall control environment has been achieved taking the entity from qualified audit opinions to unqualified and finally to a clean audit opinion. In the world of financial governance, the annual audit of all public entities serves as a benchmark to ensure the transparent, accurate, and responsible use of public funds.

A clean audit opinion is the highest level of financial compliance, amongst others, that all entities within the public sector aim to achieve. It signifies that the entity's financial statements are fairly presented by established accounting principles and standards. This opinion indicates that the external auditor found no substantial misrepresentations or discrepancies that could impact the overall accuracy

and reliability of the financial reports, compliance, and performance reports.

In the case of Nedlac, the clean audit opinion serves as a testament to the diligence and dedication demonstrated in maintaining the highest standards of financial and performance reporting. It affirms the entity's commitment to accountability, as its financial statements reflect a true and accurate representation of its financial health and transactions.

The achievement of a clean audit opinion with findings for Nedlac underscores its dedication to financial integrity and responsible stewardship of public resources. This accomplishment showcases not only the entity's commitment to accurate financial and performance reporting but also its willingness to learn and grow.



**Nedlac received a clean audit for the 2023/24 financial year.** Source: <https://www.uvu.edu/planningandbudget/index.html>

By embracing the findings as catalysts for positive change, Nedlac paves the way for a future marked by strengthened internal controls, enhanced financial practices, and heightened transparency. These are all essential ingredients for a thriving public entity in South Africa's dynamic landscape.



# Discussions on Social Service Practitioners Bill concluded

Nedlac has concluded engagement on the Social Service Practitioners (SSP) Bill, which aims to, amongst others, provide for the establishment of the South African Council for Social Service Practitioners, the establishment of Social Service professional boards, Social Service occupational boards as well as the registration of Social Service Practitioners.

The Nedlac report on the SSP Bill was approved by Manco in July 2024. The final Nedlac report was submitted to the Minister of Social Development and the Minister of Employment and Labour. The report is also available for viewing on the Nedlac website - <https://bit.ly/3LOxpek>

The Bill was developed to broaden the definition of social service practitioners by recognising that there are both professional and auxiliary services within the social service occupation such as “probation officer” and “youth care worker”.



**As part of their responsibilities social workers are required to maintain and enhance the dignity and integrity of vulnerable groups**

Source: <https://successfulacademics.com/BlackChildSEL.html>

The Bill recommends the broadening of the different types of registration of social service practitioners; and the setting of a minimum standard of education, training and professional development.

The opposition of the community constituency to the inclusion of both a President and a Chairperson on the Council was a proposal that sparked significant discussion. This was due to the potential for ambiguities and overlaps in the responsibilities of these positions.

However, the government constituency pointed out that there was enough clarity to ensure the roles would not be confused. It remained as an area of disagreement.

The importance of incorporating labour into the Social Service Committee was a subject of further discussion, as this would enable workers to voice their opinions.

Additionally, the criteria for the Council on Education, Training, and Development Professionals (CETDP) participants were brought up for discussion, as it was believed that this matter is crucial for identifying individuals who have the necessary experience and skills.

# Nedlac Manco approves policies

Nedlac Manco reaffirmed its commitment to compliance and continuous improvement of governance by approving a set of policies on 19 July 2024. The approved policies, aligned to the revised Nedlac Constitution, are aimed at strengthening the entity's operations and ensuring compliance with changes in legislation.

The Exco approved the following policies:

- **Remuneration Policy**

The policy codifies how the job evaluation process and remuneration is managed at Nedlac and provides a framework for a structured manner in which Nedlac remunerates its staff.

- **Training and development Policy**

The policy provides a framework for complying with the skills development legislation and will improve the quality, relevance and cost-effectiveness of training and development within Nedlac.

- **The Revised Performance Management Policy**

The policy provides a framework for achieving Nedlac's performance goals by taking the performance of individual staff members to a higher level, and to strengthen Nedlac's capacity and ability for sustained performance. It further makes provision for incentivising excellence.

For the Nedlac Secretariat, these policies will provide a roadmap for the day-to-day operations of the entity, giving guidance for decision-making, and streamlining internal processes.



**Engaging discussions at Nedlac during the working session discussing the Nedlac 30 years of social dialogue and planning for the future report.**

# TORs revised for Manco governance structures concluded

Following the approval of the Nedlac Constitution, Nedlac Manco has revised the governance Terms of Reference, bringing several key changes aimed at enhancing clarity, accountability, and efficiency within the organisation.

These revisions are designed to streamline Nedlac processes, improve decision-making, and ensure that Nedlac operates with the highest standards of integrity and transparency.



Changes to the Manco terms of reference supported by social partners

## Manco approved the revised Terms of Reference (TOR) for the following governance structures:

- Overall Convenors Committee;
- Human Resources and Ethics Committee;
- Programming Committee; and
- Nedlac Chambers (Trade and Industry, Development, Public Finance and Monetary and Labour Market).

## Some of the key changes introduced include:

- A process of Termination of Members: Members can now be terminated with a three-day notice, and participation may be terminated for

- breaches such as confidentiality violations or criminal convictions.
- Chairing of Meetings: Meetings will rotate chairmanship every quarter among constituency Chamber Convenors, ensuring balanced leadership representation.
- Decision-Making Processes: Decisions are generally made by consensus, with voting procedures when an administrative decision needs to be made. .
- Record-Keeping: Comprehensive record-keeping requirements have been established for all meetings to ensure transparency and accountability.
- Conflict of Interest Policies: Members must declare any conflicts of interest at the start of meetings, and may be asked to recuse themselves to maintain integrity.
- Confidentiality Standards: Members are required to maintain confidentiality of meeting information, with strict guidelines on information sharing and public statements.
- Ethical Leadership and Code of Conduct: Members are expected to provide ethical leadership, make sustainable decisions, and adhere to Nedlac's Code of Conduct.

# In the Media

## EV manufacturing shows signs of promise in Africa

Despite modest production volumes, several African countries are trying to boost the electric car industry. In Kigali and Nairobi, electric two-wheelers are gaining popularity. Electric cars are also being introduced in several places. However, four-wheel cars are not expected to become popular for some years.

Source: African Business

Date Published: July 08, 2024

Read more: <https://african.business/2024/07/trade-investment/ev-manufacturing-shows-signs-of-promise-in-africa>



## Employment and Labour Minister, Meth identifies tangible transformation of the labour market as a consequence of economic growth as a priority

The Quarterly Labour Force Survey (QLFS) for Quarter 1 of 2024, which was recently disclosed by the newly appointed Employment and Labour Minister, Nomakhosazana Meth, indicates that the official unemployment rate is 32.9%, while the expanded unemployment rate is 41.9%. The youth unemployment rate is 59.7% for those aged 15-24, and 40.7% for those aged 25-34.

Source: Department of Employment and Labour

Date Published: July 09, 2024

Read more: <https://nedlac.org.za/wp-content/uploads/2024/07/Employment-and-Labour-Minister-Meth-identifies-tangible-transformation-of-the-labour-market-as-a-consequence-of-economic-growth-as-a-priority-1.pdf>



## South Africa Wants to Fix 'Hostile' Skilled Worker Visa Regime

Leon Schreiber, the new Home Affairs Minister, has pledged to address the dysfunctional work permit system, a crisis that employers contend is hindering development, limiting investment, and driving qualified workers abroad. The Minister stated that the country must either address the dysfunctional work permit system or sacrifice economic growth.

Source: BNN Bloomberg

Date Published: July 17, 2024

Read more: <https://www.bnnbloomberg.ca/business/international/2024/07/17/south-africa-wants-to-fix-hostile-skilled-worker-visa-regime/>



## National dialogue an opportunity for business to reset in favour of broader social good

The national dialogue is an opportunity for businesses to reset and balance their profit motive with the broader social good, writes academic and researcher, Mazibuko Khanyiso Jara, who believes that political and business elites must overcome their strategic inability to subject the profit motive to a wider motive of social good and universal well-being in line with the Constitution.

Source: Amandla!

Date Published: July 24, 2024

Read more: <https://www.amandla.org.za/national-dialogue-an-opportunity-for-business-to-reset-in-favour-of-broader-social-good/>



## PETER FRANKE-MATTHECKA: How organisations can help staff catch the AI wave

In its 2024 annual worldwide poll, the IBM Institute for Business Value found that 64% of CEOs believe AI's success would depend more on adoption than on the technology itself. Nearly two-thirds of CEOs said their companies must capitalise on technology that evolves faster than staff can adapt, according to the report.

Source: Business Live

Date Published: June 27, 2024

Read more: <https://www.businesslive.co.za/bd/opinion/2024-06-27-peter-franke-matthecka-how-organisations-can-help-staff-catch-the-ai-wave/>



## KHAYA SITHOLE: State applies brakes to dangerous job spinning

Khaya Sithole, an accountant, activist, and accountant, is of the opinion that the two-pot retirement savings system can be interpreted as the state protecting us from ourselves. He contends that this model has essentially imposed a new culture of compulsory savings, which is expected to reduce the number of withdrawals that erode decades of savings and expose affected employees to a life of poverty in retirement.

Source: Business Live

Date Published: July 25, 2024

Read more: <https://www.businesslive.co.za/bd/opinion/columnists/2024-07-25-khaya-sithole-state-applies-brakes-to-dangerous-job-spinning/>



## Urgent focus on education as SA gears up for EV evolution

The German Embassy, Department of Higher Education and Training (DHET), Handwerkskammer Erfurt (HWK), Manufacturing, Engineering and Related Services Sector Education and Training Authority (merSETA), Technical Vocational Education and Training (TVET) colleges, SAPCO, NBI, and Electric Mission have presented the results of a readiness study which found the country is confronted with the challenge of training qualified specialists who can fulfil the new duties for the significant increase in demand for electric vehicles and the increasing awareness of environmental issues.

Source: Auto Forum

Date Published: July 25, 2024

Read more: <https://www.autoforum.co.za/View-News-Article.aspx?News=urgent-focus-on-education-as-sa-gears-up-for-ev-evolution-24-00-25>



# Meetings August & September 2024

To achieve its mandate, Nedlac relies extensively on consistent and robust engagement with its various stakeholders through meetings held. The information provided here details engagements held recently, as well as upcoming engagements.

**8 • 8 • 2024: 10:00 – 13:00**  
LABOUR MARKET CHAMBER

**12 • 8 • 2024: 14:00 – 16:00**  
EMERGING ISSUES  
UIF Modernisation

**13 • 8 • 2024: 15:00 – 16:00**  
GOVERNANCE  
Audit and Risk Committee

**14 • 8 • 2024: 10:00 – 13:00**  
GOVERNANCE  
Special Exco

**14 • 8 • 2024: 13:00 – 15.30**  
DEVELOPMENT CHAMBER  
National Policing Policy Dialogue

**14 • 8 • 2024: 15:00 – 17:00**  
PUBLIC FINANCE AND MONETARY  
CHAMBER  
Two Pot System Task Team

**16 • 8 • 2024: 10:00 – 12:00**  
GOVERNANCE  
Human Resource and Ethics  
Committee

**20 • 8 • 2024: 10:00 – 13:00**  
TRADE AND INDUSTRY  
CHAMBER  
TESELICO

**20 • 8 • 2024: 10:00 – 14:00**  
LABOUR MARKET CHAMBER  
DWCP Steering Committee

**23 • 8 • 2024: 13:00 – 15:00**  
DEVELOPMENT CHAMBER

**23 • 8 • 2024: 10:00 – 13:00**  
GOVERNANCE  
Management Committee  
(MANCO)

**29 • 8 • 2024: 10:00 – 13:00**  
TRADE AND INDUSTRY  
CHAMBER

**6 • 9 • 2024: 09:00 – 18:00**  
29th NEDLAC Annual Summit

**16 • 9 • 2024: 10:00 – 12:00**  
Social Cause Project –  
Benchmark and Consultation  
Report Meeting  
TESELICO

**26 • 9 • 2024: 10:00 – 13:00**  
TRADE AND INDUSTRY  
CHAMBER

**26 • 9 • 2024: 15:00 – 17:00**  
PUBLIC FINANCE AND  
MONETARY CHAMBER  
Two Post System Task Team



# ABOUT US




The National Economic Development and Labour Council (Nedlac) is the vehicle by which Government, labour, business and community organisations seek to cooperate, through problem-solving and negotiation, on economic, labour and development issues and related challenges facing the country.

#### USEFUL LINKS

- ▶ [Nedlac Act](#)
- ▶ [Nedlac Constitution](#)

CONNECT WITH US AND SHARE YOUR VIEWS. WE WOULD LOVE TO HEAR FROM YOU.

#### YOU CAN CONTACT US ON:

-  [info@nedlac.org.za](mailto:info@nedlac.org.za)
-  011 328 4200
-  14A Jellicoe Avenue  
Rosebank Johannesburg

#### CONNECT WITH US ON SOCIAL MEDIA:





# NEDLAC CONNECT

NEDLAC NEWSLETTER **AUGUST/SEPTEMBER 2024**

