



NEDLAC CONNECT

NEDLAC NEWSLETTER **OCTOBER 2024**



Special edition Nedlac Summit

Welcome to this Special Edition of the Nedlac Connect newsletter. We are excited to share highlights from our successful 29th Annual National Summit, which welcomed over 300 guests, including international delegations.

The hybrid summit was attended by Minister of Employment and Labour, Nomakhosazana Meth, virtually by the International Labour Organisation director general, Gilbert Hounqbo, and the deputy president Paul Mashatile, sent a pre-recorded keynote address.

Also in attendance were social partner representatives from the business, labour, government and community sectors as well as other high-level government representatives.

In this Special Edition of Nedlac Connect, we have provided various highlights from the Summit presentations and speeches including:

- Nedlac Executive Director Lisa Seftel's annual presentation;
- The response from Deputy President Paul Mashatile and Minister of Employment and Labour Nomakhosazana Meth
- An international address from the International Labour Organisations' Director General Gilbert F. Hounqbo
- The presentation of a report titled: Nedlac social partners reflecting on 30 years of democracy and planning for the future to the seventh government administration;
- The honoring of former ministers and overall convenors;
- A synopsis of the all-important information-sharing symposium on social dialogue in Africa held a day before the event.
- Nedlac staff celebrating Heritage day.

The event was broadcast live via livestream and Zoom, allowing participants from around the world to participate. You have the opportunity to visit our YouTube page to watch the summit: <https://www.youtube.com/watch?v=HTZLcU6ubFA>

We also produced a special video celebrating Nedlac's 30 years, and you can watch it here: <https://nedlac.org.za/nedlac-annual-summit-2024/>

Also, in this edition we have included media clippings covering the event for your perusal.

We thank all our social partners and guests for attending.

The Nedlac team

Nedlac's role is critical to navigating ever-changing world

NEDLAC continues to be the cornerstone of social dialogue and consensus-building, playing a pivotal role in advancing the country's collective vision for a prosperous and inclusive society.

So said Deputy President Paul Mashatile, who was giving the keynote address at the Summit.



Deputy President Paul Mashatile

The Deputy President recorded his speech, saying that “Nedlac’s strategic role in navigating the complexities of an ever-changing world is critical”.

He recalled that through Nedlac and in response to the COVID-19 pandemic, an economic, reconstruction and recovery plan was developed.

Other crises – energy, freight and logistics – were also recently tackled by Nedlac, which was evidence of all the gains made by Nedlac as a collective of social partners. Nedlac had further assisted in framing significant legislation: the Basic Conditions of Employment: Labour Relations and Employment Equity.

Referring to Nedlac’s 30-year report which considered achievements, lessons and areas of focus for the future, the Deputy President said that the inputs by the social partners would be used to finalise the new government’s medium-term development for 2030.

He said the Government of National Unity (GNU) has resolved to dedicate the next five years to actions that will advance three strategic priorities including driving inclusive growth and job creation, reducing poverty and tackling the high cost of living.

He says the government remains committed to addressing unemployment in South Africa.



Minister of Employment and Labour, Nomakhosazana Meth

“I want to assure the meeting that the GNU’s commitment to protecting and extending labour rights to all workers remains resolute. Our goal is to encourage fixed capital investment, industrialisation, job creation, and the transformation of our people’s lives.”

The pride of the country

The Minister of Employment and Labour, Nomakhosazana Meth, who opened the Summit, said that Nedlac “remains the pride of the country as we craft the way to the next 30 years”.

The world applauded Nedlac, not only because of its existence as a case study for best practice, but more because of the impact it had in the socio-economy environment in the country, the Minister continued.

“Nedlac stands as a beacon of collaboration, embodying the spirit of social dialogue and consensus,” she said.

The institution brought together government, business, labour and the community to shape the policies that

drive the country’s economic and social progress.

“Nedlac’s unique model of engagement is not just a symbol of our commitment to participatory governance, it is a testament to what we can achieve when we work together towards common goals,” the Minister said.

Nedlac’s social partnership priority areas were perfectly aligned to the government’s strategic priorities which were the drive to inclusive growth and job creation: to reduce poverty and tackle the high cost of living and to build a capable, ethical and developmental State.

“The Government of National Unity presents us with opportunities and challenges and using the consultative muscle of Nedlac, it is my belief that we can maximise on the opportunities presented to us and achieve much more as a country,” the Minister said.

The Summit came at a pivotal moment when the country was

faced with numerous challenges including unemployment, economic inequality and all within a rapidly evolving global context and at a time when the Labour Force Survey Quarter 2 Report stated that some 3.6 million out of 10.3 million people aged 15-24 were not in employment, education or training.

“This number continues to increase and it is a challenge we must tackle collectively as social partners. “As navigating these and other complex issues, Nedlac’s role remains more crucial than ever.”

“We must continue to champion the values of dialogue, consensus building and mutual respect that have underpinned our progress as a country, she said.

“As we journey through the 21st century, Nedlac’s role becomes increasingly vital in fostering sustainable economic growth, ensuring equitable labour practices and promoting social justice,” the Minister added.

ILO Director General sees Nedlac as a beacon of social dialogue excellence

NEDLAC's unique model and success extends beyond South Africa's borders, influencing the creation of similar institutions in Africa. These are the views of Gilbert Hougbo, the Director-General of the International Labour Organisation, who gave an international address at Nedlac's 29th Summit.

Hougbo said Nedlac's influence "served as a beacon of excellence", inspiring similar institutions, such as the Labour Economic and Social Council of Tanzania and the Tripartite Negotiating Forum of Zimbabwe.

Congratulating South Africa for establishing Nedlac – "such a vital institution of social dialogue" - Hougbo said that it had played a significant role in advancing post-Apartheid South Africa development, as well as in the sustainability of businesses and progress in the working conditions of the labour market.

Social dialogue and partnerships were pivotal in uniting societies to confront complex social and economic challenges, he said, adding that this was the case in Europe after the two World Wars as well as during the global and financial economic crisis and more recently, during the COVID-19 pandemic where dialogue was crucial in crafting effective responses and recovery measures.

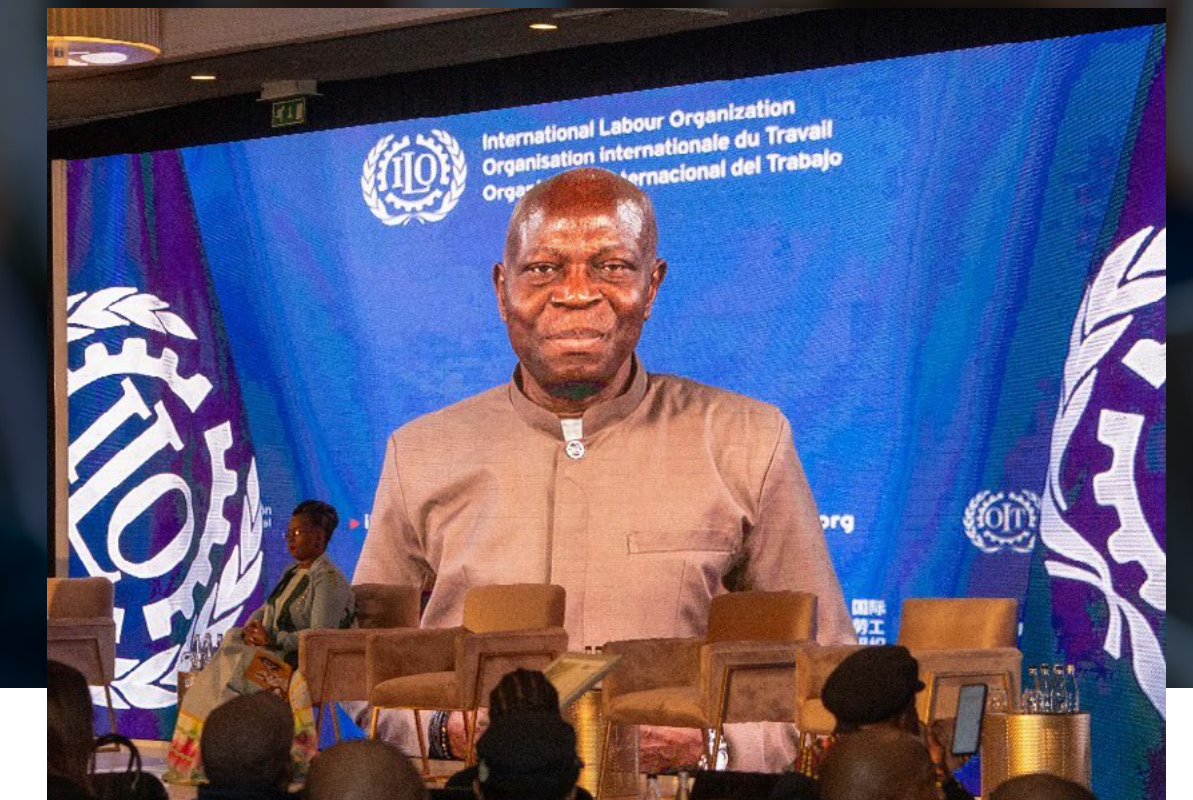
The director general said social dialogue had also successfully addressed specific work-related issues, such as occupational safety and health and productivity improvement.

On a global scale, leading trade union organisations and manufacturers had entered into global framework agreements to standardise labour

conditions across value chains, preventing social dumping across many sectors and guided by social-dialogue principles, he said.

"Today, the world is facing numerous challenges, including rising inequality within and between countries, technological advancement threatening low-skilled workers, climate change and its associated environmental challenges and the jobless growth impacting youth," Hougbo said.

While these challenges may seem insurmountable, "yet for our sake, for the sake of our youngsters and future generations, Nedlac has to draw on its past 30 years of rich experience to do its part in assisting the government of South Africa in its quest for sustainable solutions", he added.



Gilbert Hougbo, the Director-General of the International Labour Organisation.

He said despite the undeniable success of the past 30 years, there remained poverty, inequalities, a growing gap between the haves and the have nots, job precarity and job quality challenges, opportunities and threats caused by AI. These were social and economic threats.

Hougbo remained optimistic that with these kinds of challenges, Nedlac, because of its unique model and rich experience, "remains an essential element of the anchor for a better future for South Africa and beyond".

Find the full recording of the ILO DG's speech here, go here: <https://www.youtube.com/watch?v=8kMS8tXcX4I>

Responding to South African challenges require greater social partnership

Nedlac has stayed the course for 30 years, played a key role in such issues as the introduction of the minimum wage - and is ready for opportunities and challenges ahead.

These were among the many highlights about Nedlac's work - including negotiations that led to ground-breaking reforms - presented by Executive Director Lisa Seftel, that unfolded before the packed audience at the Nedlac Annual Summit in Johannesburg on September 6, 2024.

More than 300 social partner representatives from industry, labour, business and the community sectors as well as high-level government officials attended the Summit along with representatives from similar social dialogue institutions from Zimbabwe, Eswatini, Lesotho, Botswana and Senegal. They heard that in the 2023/2024 year, Nedlac had achieved a clean audit with 92% of the organisation's KPIs achieved for the first time.

And a survey with stakeholders and staff resulted in a 78% satisfaction level among stakeholders and an 84% satisfaction level among staff.

As part of contributing to celebrating 30 years of democracy and freedom, Nedlac's social partners had produced a report - Nedlac social partners reflecting on 30 Years of Democracy and Planning for the Future - which considered the achievements and lessons of the past three decades and proposed plans for the future.

The report highlighted priority areas on which the social partners would wish to collaborate with the government, including addressing hunger and poverty and supporting labour market transitions.



Lisa Seftel, Nedlac Executive Director



Cas Coovadia representing BUSA



Solly Phetoe, the general secretary of COSATU



Thulani Tshefuta, the overall convenor of the Community Constituency

Cas Coovadia, the chief executive of Business Unity South Africa, pointed out that Nedlac was respected in many countries as a successful platform for social dialogue.

“Nedlac was established as a critical platform, on which social partners enter dialogue to find each other on important matters related to the economy. We can safely say that the Department of Employment and Labour and its inter-coordinating departments have fostered change with ground-breaking reforms negotiated at Nedlac,” he said. “Nedlac has shifted the dial and created a participatory paradigm with a revolutionary act empowering it,” he said.

Thulani Tshefuta, the overall convenor of the Community Constituency (Civil Society), said that Nedlac had continued to deepen social dialogue in finding solutions to the socio-economy challenges of the country.

Responding to Seftel’s presentation, Solly Phetoe, the general secretary of COSATU, representing organised labour, said that as a result of the

relevance of Nedlac, “the Eskom Social Compact was finalised giving momentum for the debt relief package that today is helping Eskom shift its focus to maintenance and ending load shedding”.

He continued: “Nedlac has time and again proved its value to government in enriching important legislation. It is Nedlac that forged consensus between government, business and labour on the historic National Minimum Wage, raising the wages of six million workers.

“During COVID-19, it was this collective that helped ensure R65-billion was released from the UIF, helping 5,7 million workers, the introduction of the SRD Grant uplifting 8 million citizens and laying the foundation for a Basic Income Grant and oversee a highly successful health and safety campaign that saw more than 60% of society vaccinate saving millions of lives and jobs,” he added.

To access the full presentation by the Nedlac Executive Director and social partner responses go here: <https://bit.ly/3XKaXZm>

Annual Summit Gallery

Big moments caught on camera from the 29th Nedlac Annual Summit held on September 6, 2024. Leaders from government, business, labour, community sectors, and international delegations gathered to discuss key economic and social issues shaping South Africa's future, with a focus on advancing inclusive growth and sustainable development and in the spirit of celebrating 30 years of democracy and the inception of Nedlac.



Nedlac report on social partner plans for the future handed to government

As part of contributing to celebrating 30 years of democracy and freedom, the Nedlac social partners produced a report titled *Nedlac Social Partners reflecting on 30 Years of Democracy and Planning for the Future* report which considered the achievements and lessons of the past three decades.

Nedlac social partners reflecting on **30 years of democracy** and planning for the future

REPORT FOR THE SEVENTH ADMINISTRATION



This report was released at Nedlac’s 29th Summit. The 30-year project was launched on May 10, 2024, when the Minister in the Presidency responsible for planning, monitoring and evaluation, Maropene Ramakgopa, presented the government’s 30-year review to a special Nedlac Executive council.

This was followed by two working sessions attended by leaders of social partners.

The report points to new challenges that need to be contended with, including climate change, digitalisation, and geopolitical developments. This means that the next five years and beyond will likely see significant economic transitions.

These include mine and power station closures and shifts to greener transport.

The report highlighted five distinct priority areas on which social partners wish to collaborate with the government in the next five years, including advancing structural reform, enabling employment creation and public employment schemes, addressing hunger and poverty, supporting labour market transitions, and increasing the responsiveness and capacity of government.

The 12 focus areas are:

- **A: Partnerships for inclusive growth**
 - Bilateral and multilateral extended partnerships on energy, water, freight, public transport, and ICT

- Sectoral master plans with a focus on renewable energy, auto, iron & steel sectors
- **B: Employment creation and public employment schemes**
 - Supporting, agglomerating and accelerating public employment initiatives
 - Better value from Employment Tax Incentive
- **C: Addressing hunger and poverty**
 - Revival of comprehensive social security strategy
 - Sharpen public and private social security delivery vehicles
 - Targeted interventions to improve food security amongst children
- **D: Supporting labour market transitions**
 - Reformed and modernised UIF system
 - Reformed workplace skills system

• **E: Responsive and capitated government**

- Policy, legislative, and institutional reform of local government
- Active and productive partnership between public service leadership, management and workers
- Multi-stakeholder disaster management response

On the role of Nedlac and social dialogue, Social partners have stepped up to collaborate with the government. And Nedlac should continue to play a critical role in facilitating dialogue and shaping labour and other policies, the report said.

Going forward, Nedlac should:

- Continue to provide an inclusive platform for dialogue
- Establish mechanisms to monitor and evaluate implementation of laws and policies
- Conduct research and collect data to inform policy decisions
- Share best practice
- Partner with the Department of Planning, Monitoring and Evaluation, more
- Social partnership at the sectoral and provincial level should be further developed.

The report is available on the Nedlac website: <https://nedlac.org.za/wp-content/uploads/2024/09/Nedlac-30-years-of-Democracy-Project-Report.pdf>



Representatives from various social partners: business, community, government, and labour, participated in two workshops aimed at examining the effects of government programs in South Africa from 1994 to 2024, as presented in a synthesis report by the Presidency. The workshops culminated in the report that was submitted to the government at Nedlac's 29th Annual Summit.



Paying tribute to Nedlac stalwarts

With Nedlac celebrating 30 years of existence, the 29th Annual Summit was an occasion to honour former Ministers and overall convenors who were part of the organisation when it started.

Those present included Ebrahim Patel, former Minister of Trade and Industry; Professor Raymond Parsons, Business representative; Bheki Ntshalintshali, Labour representative; Lulama Nare and Sizwe Shezi, community representatives; and government representatives Sizwe Shezi Les Kettleadas and Virgil Seafield.



From left to right: DeL Deputy Minister Phumzile Mgcina, Ruth Mofokeng, Raymond Parsons, Les Kettleadas, Lulama Nare, Sizwe Shezi, DeL Minister Nomakhosazana Meth, Virgil Seafield, Ebrahim Patel, Deputy Minister Trade and Industry Zuko Godlimpi, Bheki Ntshalintshali

The former convenors and former minister were presented with plaques honoring their contribution to Nedlac. They also delivered brief messages to the summit.

Parsons said social partners must be relentlessly optimistic about the prospects of changing South Africa but remain brutally realistic about the socio-economic challenges.

“The focus must be on how effective social dialogue can help to identify necessary common ground to act - and actively secure tangible differences in outcomes,” he said.

Ntshalintshali listed five examples of Nedlac’s achievements, such as the preparation for the

growth and development summit, SA’s response to the global financial crises, the difficult negotiations to achieve the national minimum wage, the rapid response to the COVID-19 pandemic, and the economic recovery plan.

“Many countries envy Nedlac. Most countries in Africa come here to learn about social dialogue,” he said, recalling how Nedlac sector convenors had met after hours and over weekends to work on the minimum wage issue” he said.

Kettleadas commended Nedlac for the significant number of socio-economic bills that had passed through its structures over the years. He recalled the times within Nedlac when robust discussion and fierce debates deadlocked.

He added that Nedlac’s success over the past 30 years would not have been achieved without the industrious and hardworking Secretariat under the different Executive Directors.

“It is because of you that today we can truly celebrate the countless efforts to turn the dream of social dialogue in our participatory democracy a concrete reality,” Kettleadas said.

All messages from the former convenors can be found on the Nedlac website:
<https://nedlac.org.za/nedlac-annual-summit-2024/>

NEDLAC SYMPOSIUM, 5 SEPTEMBER 2024

Algeria, South Africa and Senegal share experiences of social dialogue institutions

The Information-sharing Symposium on Social Dialogue Institutions in Africa held on September 05, 2024, a day before the Nedlac 29th Annual Summit, has laid the foundations for future collaboration.

The inaugural gathering in Johannesburg, which was hosted by Nedlac and the International Labour Organisation (ILO), brought together leaders of social dialogue institutions across Africa to share their practical experiences and insights, their successes, obstacles, and their lessons.



High Council for Social Dialogue President Innocentia Ntap

At the end of the day-long session, Lisa Seftel, the Executive Director of Nedlac, suggested that the various international parties should continue to maintain their relationships, enabling them to cooperate to advance their shared goals. The importance of sharing best practices was essential for growth, she said.

The Symposium turned out to be a robust platform for knowledge-sharing- with many questions posed - to improve the effectiveness of social dialogue across the continent.

Innocence Ntap, President of the High Council for Social Dialogue in Senegal and Rabia Kharfi, President of the National Economic, Social and Environmental Council in Algeria gave important insights into social dialogue in their countries, with the audience comprising delegates from Lesotho, Eswatini, Botswana, Zimbabwe, Namibia, Madagascar, Tanzania, Kenya, Nigeria, Mali and South Africa.

Ntap presented a detailed summary of the organisation's mandate, mission & framework including the successes achieved in labour representation from the informal sector.

Kharfi said the council's experience was used at the highest level of the state since it was regularly requested to issue opinions on public policies, and opinions enhanced by the

diversity and plurality of actors present within it. She added the council's work had helped anticipate social and economic tensions by recommending effective solutions to certain issues, thus enhancing social stability. Seftel gave an in-depth reflection on Nedlac's 30-year history and its role in fostering social dialogue in South Africa.

In her summation, Seftel said countries must share best practices

to prosper. Instead of imitating models from other countries without considering local contexts, each country must establish institutions that fit its particular national circumstances.

She identified four major issues that needed consideration.

a. Scope of Institutions: Labour-focused organisations may want to expand their focus to

socioeconomic issues, especially if other institutions handle comparable ones.

b. Proactive vs. Reactive Approaches: Whether social dialogue institutes should just respond to government initiatives or raise topics themselves.

c. Collaboration with Other Social Institutions: There is a need to foster better collaboration between institutions that handle labour and broader societal issues.

d. Balancing Representation: Large and small firms must be balanced, and traditional trade unions must consider how they engage with the informal economy

Seftel was optimistic about the potential for increased cooperation across Africa.

Alex Musindo, the ILO director, explained how social dialogue institutions can be supported, saying that the ILO offered the tools, policy guidance and financial resources to strengthen the skills of employers, workers and government representative involved in civil society organisations.

Musindo highlighted that the ILO often played the role of a neutral facilitator in difficult or sensitive discussions involving social dialogue. This role is crucial when there is a need for an impartial third party to mediate disputes or guide the dialogue process, he added.

For all presentations from the symposium, visit our website: <https://nedlac.org.za/presentations/>



Nedlac Executive Director Lisa Seftel



National Economic, Social and Environmental Council President (Algeria), Rabia Kharfi

Symposium Gallery

Highlights from the Nedlac/ILO Information Sharing Symposium held on September 5, 2024, ahead of the 29th Nedlac Annual Summit. The event brought together international organisations and social dialogue institutions to exchange insights and strategies for fostering effective social dialogue and strengthening collaboration across Africa and the world.



Nedlac Celebrates heritage through art

This year, NEDLAC staff participated in the Heritage Day commemoration, celebrated on September 24 by painting various representations of their cultures on canvases.

Heritage Day commemorates the rainbow nation's diverse cultures where South Africans wear traditional attire, which is characterised by its vibrant colours, and they also indulge in a variety of cultural dishes.

This year Nedlac staff displayed their artistic flair to showcase their heritage. With their easels and paintbrushes, they captured representations of their cultures on canvases.

Heritage Day offers an opportunity to remember. Not only to bask in the richness of our own traditions, but also to acknowledge and appreciate the customs of others. It is through art we remembered our past and prepare for our future.

As the staff demonstrated their artistic abilities, the day was characterised by laughter, food, and the acquisition of knowledge about various cultures. The staff were subsequently granted the opportunity to exhibit their canvases, providing a detailed explanation of the various paintings they had created.



Nedlac staff show off their unique traditional wear and also demonstrate their artistic talents.

In the Media

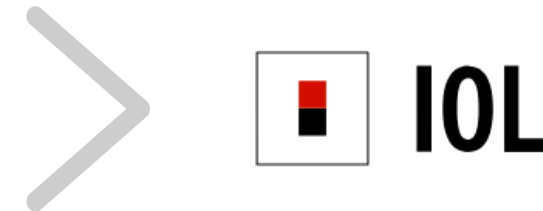
Nedlac has a crucial role in bringing labour, government and business together

COSATU general secretary Solly Phetoe in an opinion article in the Cape Times Business Report says Nedlac's role as a legislated social dialogue forum must be jealously defended and nourished if we South Africans are to overcome our many challenges as a young democracy.

Source: Solly Phetoe - Cape Times Business Report

Date Published: 9 September, 2024

<https://nedlac.org.za/wp-content/uploads/2024/09/Cape-Times-Business-Report-09-09-2024.pdf>



SA commits to inclusive growth, job creation

South Africa's (SA) Deputy President Paul Mashatile announced the government's commitment to three strategic priorities for the next five years. Speaking at the annual Nedlac Summit in Sandton, Mashatile emphasised the Government of National Unity's (GNU) dedication to inclusive growth, job creation, and the reduction of poverty and living costs.

Source: <http://www.channelafrica.co.za/sabc/home/channelafrica/economy/details?id=93344fd6-6dff-40ba-9022-fac31b10edf3&title=SA%20commits%20to%20inclusive%20growth,%20job%20creation>

Date Published: September 06, 2024



NEDLAC Summit: Mashatile pleads with private sector for help with Operation Vulindlela to boost economy

Deputy President Paul Mashatile, in his keynote address at the Nedlac Summit, pleaded for more support from the private sector as government looks to double down on Operation Vulindlela to turn the economy around, calling for deeper collaboration between the private and public sectors.

Source: Nokukhanya Mntambo - <https://www.ewn.co.za/2024/09/06/nedlac-summit-mashatile-pleads-with-private-sector-for-help-with-operation-vulindlela-to-boost-economy>

Date Published: September 06, 2024



South African Business, Labor Call for Industrial Policy Body

In Bloomberg, Ntando Thukwana, reported on the report: Nedlac social partners reflecting on 30 Years of Democracy and planning for the future, released at the Nedlac 29th Annual Summit, which found South African business, labor and government leaders called for a comprehensive review of the nation's trade strategies and the establishment of a body to oversee industrial policy.

Source: Ntando Thukwana - <https://www.bnnbloomberg.ca/business/2024/09/06/south-african-business-labor-call-for-industrial-policy-body/>

Date Published: September 06, 2024



NEDLAC Summit: SA's unemployment crisis and rising cost of living tops agenda

Employment and Labour Minister Nomakhosazana Meth at the Nedlac Summit said the staggering unemployment and rising cost of living are top of the agenda for the Government of National Unity (GNU). The unemployment rate rose for a third consecutive time in the second quarter of the year, putting it at 33.5%.

Source: <https://www.ewn.co.za/2024/09/06/nedlac-summit-sas-unemployment-crisis-and-rising-cost-of-living-tops-agenda>

Date Published: September 06, 2024



The Impact of NEDLAC on South Africa's Socio-Economic Scenario: Insight from the 29th Annual Convention

Aidan Abrahams writing in Cape Town today praised the National Economic Development and Labour Council (NEDLAC) for its transformative impact on South Africa's socio-economic situation, addressing issues such as unemployment, economic disparity, and poverty through inclusive economic growth.

Source: Aiden Abrahams - <https://capetown.today/the-impact-of-nedlac-on-south-africas-socio-economic-scenario-insight-from-the-29th-annual-convention/>

Date Published: September 24, 2024

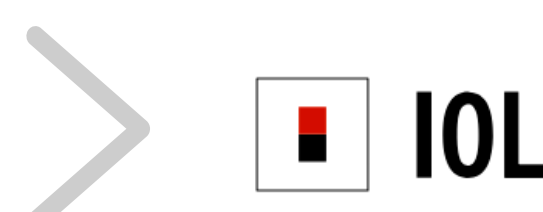


Opinion: The vital role of social dialogue in SA's just energy transition

Nthabiseng S. Masinge, a senior communications specialist in the Presidential Climate Commission (PCC) in an opinion article in the Business Report said the Nedlac Summit served as a reminder of the power of social dialogue in driving sustainable development as it brought together representatives from business, government, organised labour and civil society, all committed to shaping South Africa's future through inclusive dialogue.

Source: <https://motoring.co.za/business-report/economy/the-vital-role-of-social-dialogue-in-sas-just-energy-transition-22c2afdb-34a5-4c2e-9b2e-711d7573162c>

Date Published: 11 September, 2024



Business questions relevance of Nedlac

Business leader Cas Coovadia of Business Unity South Africa questioned the relevance of Nedlac at its 29th Annual Summit in saying "more work needs to be done to consider whether Nedlac is fit for purpose in the current environment and for the challenges that lie ahead".

Source: Anathi Madubela - <https://bit.ly/48fCg34>

Date Published: September 06, 2024



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](#)

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