



ANNUAL LABOUR CONFERENCE 2022 "10 YEARS IN PURSUIT OF SOCIAL JUSTICE AND EQUITY"

Imvuselelo - The Revival
The 2020/21 - 2022 Strategy
"I am because we are"





EDITORIAL TEAM

CHIEF EDITOR

ANNAH MOKGADINYANE - EXECUTIVE GOVERNANCE AND STRATEGY
ANNAHMO@CCMA.ORG.ZA

EDITOR

BOITUMELO RAKAU - MANAGER: BUSINESS RESEARCH INTELLIGENCE & COMMUNICATIONS
BOITUMELOR@CCMA.ORG.ZA

EDITORIAL TEAM

KEFENTSE MOLOTSANE – TEAM LEADER: COMMUNICATIONS
KEFENTSEM@CCMA.ORG.ZA

PIKOLOMZI QABA-INTERNAL COMMUNICATIONS OFFICER
PIKOLOMZIQ@CCMA.ORG.ZA

DITEBOHO SIMELANE – PHOTOGRAPHY AND GRAPHIC DESIGN
DITEBOHOS@CCMA.ORG.ZA

AMOS TSHABALALA – EXTERNAL COMMUNICATIONS OFFICER
AMOST@CCMA.ORG.ZA

MOTHIBEDI BOSIU-COMMUNICATIONS ASSISTANT
MOTHIBEDIB@CCMA.ORG.ZA

Dear CCMA Family,

It gives me great pleasure to bring to you, yet another special edition of our newsletter covering the 2nd quarter of our 2022/23 financial year. It has been a very short, yet increasingly busy quarter with a lot of stories and highlights for us to share with you all.

Let me first start by congratulating the members of the *CCMA Family*, for an outstanding achievement of a clean audit opinion – a first for the CCMA, including a 100% attainment against the 2021/22 Annual Performance Plan. This achievement is worth celebrating and truly reaffirms our commitment to service delivery, whilst adhering to best practices of Good Governance and timeous implementation of internal and external audit recommendations.

Well done to the CCMA on achieving this great milestone – may this mark the beginning of many great achievements in the future.

I believe we all have seen and witnessed the aftermath of the April #KZN Floods which left many families displaced, desolate and in destitute. As part of CCMA's response to the community's plight, the CCMA established a 'KZN Flood Victim Care' campaign that called upon its employees to tender both monetary and non-perishable donations to be later handed over to the Gift of the Givers Foundation. *Read more on this inside.*

The CCMA does not see itself only as an institution of labour peace, but also as part of the community within which it is localised. Therefore, it is also its responsibility to contribute to the improvement of its neighbouring communities' sustained livelihood.

During the month of August, in celebration of women's month, the CCMA paid tribute to some of the participating women in its leadership positions through a campaign dubbed *#BerekaMosadi*, which loosely translates to 'work harder women'. The campaign saw different women within the CCMA sharing their opinions and advice on how to avert the challenges faced by women in the world of work in terms of challenging the status quo and eradicating social injustices and issues of workplace inequality.

WOMANDLA!!!! Wathinta abafazi, wathinta imbokodo! | You strike a woman, you strike a rock!

In this issue, we cover the ever-prestigious information and knowledge sharing CCMA Annual Labour Conference (ALC) 2022 which returned to the scene after a two-years, Covid-19 related, hiatus. Themed "25 Years in Pursuit of Social Justice and Equity", the conference was attended and addressed by an array of high-profile prolific speakers, academics, social partners and thought leaders in the national and global labour market. Read more inside on what some of the distinguished speakers had to say in relation to their reflections and discourse points arising from their varying contexts.

We hope that you will enjoy this quarter's publication as we get close to ushering in the new financial year; 2023/24 under our organizational strategy; *Imvuselelo-The Revival*. Let us, together, continue work towards reviving our labour market.

To all our readers, our CCMA Family, please continue to share your stories, your achievements, your reflections and your motivating pointers with all of us. We truly benefit from hearing from all of you; from all works of life. Until the next publication, keep safe.

Enjoy the read.



#WeGotThis



Post-apartheid labour law intended for labour disputes to be resolved expeditiously with simple, accessible, and inexpensive procedures

The principal purpose of labour dispute resolution institutions and the Labour Court system created by the Labour Relations Act 66 of 1996 (LRA) was to ensure that labour disputes were resolved expeditiously without much legal fray, which often times due to their procedural nature tend to delay social justice, said Judge President of the Labour Court and Labour Appeal Court of South Africa, Basheer Waglay.

Judge President Waglay was speaking on the interplay of labour relations in South Africa at the CCMA's fourth Annual Labour Conference (ALC) held 22 – 23 September 2022 at Birchwood Hotel in Boksburg, Gauteng Province.

He lamented on the state of labour relations in the country twenty-five (25) years after the enactment of the LRA in 1996. "What we see today is dispute resolution institutions and labour court system clogged with unnecessary disputes which lack merit and could have easily been resolved at floor level in the workplace. "Workplace disciplinary processes appear to be increasingly dysfunctional, with referrals to the respective courts being used as the first resort instead of being the last resort. Naming, shaming and the blame-game all too often characterize

discourses surrounding the country's labour relations matters. Too many workplaces remain dispute driven, rather than relationship driven," said Judge President Waglay,

According to Judge President Waglay, 35% of all matters ready for allocation were devoid of any merit and in this regard should have never been referred to the Labour Court in the first place. "Too often the Court is used to leverage a settlement, and this is increasingly becoming an issue affecting the efficiency of the Labour Court, especially in the Johannesburg region." He said the Labour Court in Johannesburg was faced with a severe shortage of court rooms and judges, bemoaning the impact this has on social justice and the financial burdens of delays on litigants.

He argued that perhaps it was time South Africa considered a redesign of the LRA considering these and other developments in the labour market since 1996 and most importantly, the resource limitations affecting the country's dispute resolution machinery. "The non-negotiable factor is that the rule of law requires access to dispute resolution structures without inordinate delays or prohibitive costs. Secondly, a recognition that investment in efficient dispute resolution yields the dividend of labour peace", he stated.

Judge President Waglay further stressed that the CCMA needed to be adequately resourced to democratize workplace relations, "while the CCMA enjoys minimal attention and limited budget support relative to its dispute resolution mandate, a properly resourced CCMA would be best placed to begin the focus on building partnerships and strengthening workplace

relations." He further argued that the CCMA's success cannot be measured in terms of the increasing number of disputes referred to it, but that a better measure at this time would be the extent of decline in referrals/disputes received. Another consideration, he said, was to ensure that there are consequences for those pursuing frivolous cases with no merit.

He added that, "a move towards digitization of our court processes will aid in the better management of cases and will also ensure that issues such as missing or misplaced documents are dealt with quickly without causing any delays in the delivery of social justice."

The Minister of Employment and Labour, Thulas Nxesi concurred with Judge President Waglay in his address, stating that as the world moves toward the 4IR, organisations must intensify the digitalization of the workplace and work processes to ensure continuous and effective service delivery for stakeholders.

Minister Nxesi said the introduction of the CCMA was ground-breaking and that the institution still, 25 years later, continues to play a fundamental role in the dispute resolution arena. "My assessment would be that the CCMA has delivered on its mandate over the years; strengthening workers' rights and supporting social justice," he said.

Minister Nxesi was addressing delegates on the importance of effective legislation and dispute resolution institutions in promoting labour market stability, peace, and equity. "The LRA and having institutions such as the CCMA,



Labour Courts, Bargaining Councils to resolve labour disputes entrenches the importance of equal labour rights access to all parties allowing them to bargain collectively in a stable and organised fashion,” said Minister, adding that prior to the introduction of the LRA, workers and unions had to fight for the rights of workers.”

He said the CCMA has played an important role in Section 189A applications for large-scale retrenchments, ensuring employment security through its Job-Saving strategy; saving half of the jobs threatened with possible retrenchment.

Delivering his keynote address, the first CCMA’s Governing Body Chairperson and the current Chief Justice of the Constitutional Court of South Africa, Raymond Zondo congratulated the CCMA, the Labour Court, and Labour Appeals Court on their accomplishments over the past 25 years.

Chief Justice Zondo reflected on his tenure as the first CCMA Governing Body Chairperson and Judge President of the Labour and Labour Appeals Courts in his address. Sharing a recollection of the early days when the LRA was developed, Chief Justice Zondo said the then Ministerial task team drafting the LRA had to consult widely to ensure that the LRA would be a product that had gained ample buy-in and collaboration to ensure

that everyone would embrace the law. “We took the view that it was very important that the LRA had to be a product of all key stakeholders. One of the principles of the new LRA was that labour disputes must be resolved expeditiously. We sought to cut appeal layers as intended with LRA. This was achieved in 2015, according to Judge President Waglay in his address.

“After the LRA was passed, I had the honour of being called to serve as the first CCMA’s Governing Body Chairperson. We did not waste any time as the CCMA’s Governing Body which was tasked with an important mandate and needed to provide much structure to the CCMA”, remarked Zondo.

“I enjoyed my time as the CCMA’s Governing Body Chairperson and when I wanted to leave, everyone asked for me to stay. I guess this indicated their confidence in me and the value I was adding to the CCMA’s work. I know that the CCMA over the years has had its fair share of challenges. I want to thank all the Commissioners, current and former, for their invaluable contribution over the years. When one looks at the quality of awards and the test they endure at the higher courts, it is evident that, generally, CCMA commissioners are doing well,” concluded Chief Justice Zondo.

The conference, themed “25 Years in Pursuit of Social Justice and Equity”, was attended and received addresses from prominent stakeholders within the labour market, academics and experts in labour law including all social partners (labour, business, and government). The conference featured several high-profile speakers in the

academic field, the International Labour Organisation (ILO), business sector and international guests.

The conference was graced by the following speakers who delivered presentations on a myriad of topics to reflect and assess the status quo, 25 years after enactment of the LRA; Prof. Letlhokwa George Mpedi, Adv. Cameron Morajane, Mr. Charles Nupen, Prof. Paul Benjamin, Prof. Evance Kalula, Dr. Joni Musabayana, Prof. Bonang Mohale, Prof. Glenda Gray and Adv. Anton Myburgh. International speakers included; Judge Fernanda Junqueira (Brazil), Ms. Lomkhosi Magagula (Swaziland), Commissioner David Thaler (USA) and Dr. June Namgoong (South Korea).

“a move towards digitization of our court processes will aid in the better management of cases and will also ensure that issues such as missing or misplaced documents are dealt with quickly without causing any delays in the delivery of social justice.”

Judge President Waglay

CCMA ANNUAL LABOUR CONFERENCE 2022 IN PICTURES



COMMISSION FOR CONCILIATION, MEDIATION & ARBITRATION



CCMA ANNUAL LABOUR CONFERENCE 2022 IN PICTURES



COMMISSION FOR CONCILIATION, MEDIATION & ARBITRATION

Congratulations

The CCMA has achieved a clean audit for the 2021/22 financial year and a 100% performance against its 2021/22 Annual Performance Plan (APP)



Both achievements are historical and momentous successes for the CCMA

On the 31st of August 2022, the CCMA announced that, as per report received from the Auditor General of South Africa, it has registered a clean audit opinion and 100% performance for the 2021/22 financial year. The clean audit outcome comes at a time when public institutions are facing intense scrutiny over their governance and expenditure of public funds, and it is an outcome indicative of the CCMA's hard work, commitment and dedication towards leading by example.

What does this mean really for the CCMA - it means that the CCMA has obtained an unqualified opinion on its Annual Financial Statements (AFS) that were with no material findings on performance information and compliance with laws and regulations. Furthermore, no irregular, fruitless and or wasteful expenditure, for the reporting period (2021/22), was registered. Additionally, the CCMA's procurement environment and supply chain management processes were awarded a "green" status, with no material observations found. The reported 100% performance means that all 32 planned performance targets of the 2021/22 Annual Performance Plan were achieved.

This is an unprecedented performance for the CCMA. The pride is not solely on the achievement of the set quantitative targets, but on the overall impact, the CCMA has had on the labour market.

"The Governing Body and its Committees

as the Accounting Authority, Management, the Executive Authority and all assurance providers, provided adequate oversight over the core business and internal controls that they are responsible for and this is evidenced by the improvement in the material audit findings on commitments and performance information", said the Auditor – General of South Africa (AGSA) in the 2021/22 AGSA and Management Reports.

"There are no words to express the delight of the CCMA when the AGSA released the 2021/22 audit outcomes on Friday, 29 July 2022", said the CCMA Director, Adv. Cameron Sello Morajane. He further expressed that these tremendous audit and performance outcomes are attributable

Senior Management Team, the Commission Staff Association (CSA), Commissioners and employees, that such historic and momentous successes were achieved during the difficult times of the COVID – 19 pandemic and government-wide fiscal constraints."

"I also wish to thank the Portfolio Committee on Employment and Labour, the Honourable Minister and Deputy Minister of Employment and Labour, the Director General of the Department of Employment and Labour (DEL) and DEL entities, the CCMA's Governing Body and its Committees, social and strategic partners, as well as CCMA Users, for their leadership, guidance and support", added the CCMA Director.

The achievement emanates from the 2021/22 financial year wherein the CCMA also celebrated its 25th year Anniversary, which was observed on 11 November 2021. In commemorating its silver anniversary, the CCMA also hosted its Annual Labour Conference (ALC) 2022 at the Birchwood Hotel, Boksburg on 22 and 23 September 2022, under the theme "25 years in pursuit of social justice and equity". The hybrid conference featured several prominent speakers who lead discussions on pertinent labour market issues.

In continuation of the fulfilment of its transversal role, the CCMA will continue to exemplify an ethical state/organisation that abides by good governance and one that South African citizens can continue to rely on.

CCMA is brilliant

I am delighted to see the Commission for Conciliation, Mediation & Arbitration (CCMA) has at last received a clean audit, and to top that has been given a 100% performance for the 2021/2022 financial year.

This has been a difficult year for everyone, and the dispute resolution body has seen claims and disputes ratchet up during the Covid-19 period.

As a regular user I can testify that its performance has been brilliant. The case work is handled properly and efficiently, and responses are timeous. Commissioners have been resilient throughout this period, despite the fact that many of them had their work cut back radically.

Now that the CCMA is open to the public in every centre, we're looking forward to even bigger and better things from it.

Michael Bagrain, MP DA shadow deputy employment & labour minister

to the CCMA's commitment to service delivery, whilst adhering to best practices of Corporate Governance and timeous implementation of internal and external audit recommendations.

The CCMA Director, in extending his congratulations to the CCMA Family, said "it is the dedication and selfless contribution of the CCMA's



OPINION PIECE BY GLEN CORMACK



As a member of the CCMA family since 1997 and now a part-time senior commissioner based in Mbombela Mpumalanga, I still wake up every single working day excited by the thought of going to work at one of the CCMA's offices I am blessed to work at. Not many employees or independent contractors in other institutions of work can say the same. I truly cannot recall a single day in these past 25 years where I felt differently towards my place of work, but I cannot say the same about other prior places of work where I was employed at.

My career has spanned over 40 years wherein I have held a number of positions, from being a senior in the Human Resources (HR) field, the Industrial Relations (IR) field and other general management positions, including 15 years of executive-level employment prior to joining the CCMA. Unfortunately, or fortunately, depending on how one looks at it, I resigned from all previous positions because of certain levels of frustration and even dissatisfaction with the respective working environments, with three resignations over a 12-year period being from one company – which always managed to recruit me back into their fold with a better position...and that was one of the largest food manufacturing

and distribution organisations in the southern hemisphere (a little bit of bragging here). The fact that I belonged and still do, to the previously advantaged class is a factor in this journey, as I do not doubt that I would not have enjoyed the benefit of experiencing the developmental opportunities that came my way if I had to compete fairly with all aspiring persons. Advantaged classification led to my being exposed to greater opportunities that propelled my promotion or advancement and thereafter my journey towards job satisfaction and self-actualisation.

Let us, at this point, get back to why I am in awe! One needs only to look at the latest audit findings that were bestowed upon the CCMA; a Compliance rating of 100% with also 100% achievement on operational targets set. In these days of disappointing stories of the numerous governance failures in State Owned Entities (SOEs) and municipalities, such as the State Capture and corruption allegations echoing across the media, here the CCMA stands...100% compliant and 100% deliverables met.

Who would not be in awe of this achievement in this context? Not many organisations have met both targets, but it is not just in these metrics that I am in awe. I am in awe of the fact that we assist hundreds of employees and employers every single day with their workplace-related tensions or disputes, resolving 70% through assisting them to craft their own settlements by agreement from both

parties. Where we fail in this form of resolution, we assist with arbitrating their disputes, with 90% of these awards being accepted as fair and rational. Is this not an awesome picture of achievement? On top of that, all our dispute management and prevention functions assist with a host of stakeholder capacity-building initiatives, assisting employers and employees alike to transform their workplace relations – adding to their quality of workplace life.

Then we have our mediation and job-saving initiatives, detailed in previous editions of our CCMA in Touch Newsletters. The contribution these activities make to thousands of lives should never be underestimated.

As importantly, the career development opportunities and successes for co-CCMA family members that I have witnessed over the last 25 years within the CCMA, must stand almost unequalled across work organisations in our country – certainly my experience of thousands of workplaces that I have dealt with in this latter stage of my working life.

Congratulations to all previous and current serving members of the CCMA – your contributions together with the CCMA's leadership that we have enjoyed over the years, have made our institution one that stands above others, and it is you that makes me feel in awe.



WHAT PART OF

NO

DON'T YOU UNDERSTAND?

“Employers have an obligation to create a safe working environment free of harassment and in this regard, no reported cases of harassment must be trivialized,” said Commission for Conciliation, Mediation, and Arbitration (CCMA) Commissioner, Mr. Julius Molefe.

“The issue of harassment is a sensitive one and employers have the duty to create an environment in the workplace where victims of harassment can report such cases without fear of reprisal or retaliation whilst also knowing that their dignity is protected. If an employer fails to take appropriate steps to investigate or deal with reported cases of harassment, they will be held liable according to the new Code of Good Practice on the prevention and elimination of harassment in the workplace,” warned Commissioner Molefe.

Commissioner Molefe was addressing delegates comprising of employers and Human Resource (HR) specialists during the joint Department of Employment and Labour (DEL) and the CCMA's 2022 Employment Equity (EE) workshop held in Woodmead, Johannesburg on 14 September 2022. The workshop formed part of a national series of the EE's advocacy programmes held throughout the country from 17 August – 27 September 2022 under the theme “Real transformation makes business sense”.

One of the objectives of this year's EE Roadshows was to promote the new Code of Good Practice on the prevention and elimination of harassment in the workplace. The Harassment code is intended to “eliminate all forms of harassment in the workplace and provides guidelines to employers and employees on the prevention, elimination, and management of all forms of harassment in the workplace”.

Delivering a presentation on the Harassment code, the DEL's Deputy Director for Employment Equity (EE), Mr. Masilo Lefika pleaded with employers to review and align their policies with the new code, which was gazetted on 18 March 2022. The Harassment code takes its origin from the International Labour Organisation (ILO) Convention 190, which deals with violence and harassment. The South African Government has since ratified the convention in November 2021.

Mr. Lefika added that employers and trade unions have a responsibility to educate their employees and union members on the issue of harassment. “Make sure that your employees are fully aware of the contents of your harassment policies. Make sure that they are aware of the policy, fully educated, and well informed on the contents thereof. It does not help to have a good policy which employees are not aware of” Mr. Lefika said.

Both Commissioner Molefe and Mr. Lefika emphasised the issue of human dignity when dealing with harassment cases. Commissioner Molefe added that the CCMA had received

182 sexual harassment cases in the 2019/20 financial year, 78 cases in the 2022/21 financial year and 101 cases in the 2021/22 financial year.

Speaking on why complainants often chose to remain silent, Commissioner Molefe said amongst the common reasons were their fear of losing their jobs, not being believed, making the harasser angry, being seen as a troublemaker, and getting the harasser into trouble.

The department also presented a summary of the 22nd Commission for Employment Equity Annual Report, which contains data from employment equity reports submitted by designated employers for the 2021 reporting cycle. While the data painted a dire picture of the snail's pace at which transformation is taking place in the country, the department was hopeful that the Employment Equity Amendment Bill, which awaits the President's assenting and signing into law, will aid with workplace transformation.

If signed into law, the amended EE Act will empower the Employment and Labour Minister to regulate sector-specific EE targets and to regulate compliance criteria to issue EE Compliance Certificates in terms of Section 53 of the EE Act. This means companies that do business with the State will have to be in good standing when it comes to their compliance with EE.



"Women are the people who are going to relieve us from all this oppression and depression. The rent-boycott that is currently underway in Soweto is due to the women living in the community as it is the women who are on the street committees educating others on how to stand together and protect each other".

- Nontsilelo Albertina Sisulu

Every year on August 9th, we gather to celebrate all women. On this day and throughout the month, we honour and celebrate women of all backgrounds, industries, and experiences. All these people have one thing in common: the resilience and perseverance of a woman.

It is a well-known history that in 1956, a diverse group of women protested the imposition of passed laws on black South African women and presented a petition to then-Prime Minister JG Strijdom. Every year on this day, we honour them and the next generation of women for blazing a path for the future.

The struggle song, *Wathint abafazi, wathint imbokodo* – *You strike a woman, you strike a rock*, echoed through the jacaranda trees of Pretoria, as the women marched on the Union Buildings.

By now it is clear that the essence of rebirth and new birth is often times epitomised as "mother nature" due to the inherent understanding that mothers; women, are traditionally viewed as the vessel from which new life is born or constant creation is realised. It is to this end that the very nature of the universe's beauty is imprinted in a woman's strength, ability to cultivate, and its ability to bring forth new life.

We may all know of a great woman who has played a very big role in every aspect of our lives, and we pay all kinds of homage to this woman. We write her songs and praise her divinity. For in all her existence she dedicated her entire being to make our lives better, that a Mother, A woman. And what is the better way to celebrate women of great stature who has put our country to the map, we speak of all women who marched with

Lillian Ngoyi, Helen Joseph, Sophia Williams, and Rahima Moosa to the Union Buildings on the 9th of August 1956. We also speak of Desiree Ellis (Banyana Banyana Coach), Siba Mtongana, Tony Gum and many more who have and still playing their part in fighting for a better South Africa.

Whilst it has become traditional for Women's Month to typically pay homage to the following women; Lillian Ngoyi, Helen Joseph, Sophia Williams, and Rahima Moosa, who have become renowned for their march to the Union Buildings on the 9th of August 1956; there is also a need to pay the same respects to the 'every-day' woman that mills the streets each day in an attempt to feed her family. The tenacity of these historically heroic women remains forever ingrained in most, if not all South African women with the sheer appreciation of their plight to transform not only their lives, but those of the many generations to come. The women of August 9, 1956 understood that the injustices against women, regardless of their racial group, had to be halted, even if it meant marching with children on their backs

The ability of these remarkable women to keep their word and sacrifice all kinds of judgment for the sake of peace is the pinnacle of African feminism.

Many such women can be found in the ever-changing context that South Africa now finds itself within; where women are now plagued with boardroom protests for equal recognition and equal access to rights as their counterparts have

for years enjoyed. in the same as opposed to the historic march to . Due to the number of socio-economic dynamics that are at play, women also find themselves being both father and mother to their families; further echoing their plight for equity and social justice; way after 1956. Whilst this remains a grim reality for most women, there are those who have risen above the occasion and triumphed against all adversities, such as women of great stature who has and still put our country on the map, we speak of Desiree Ellis (Banyana Banyana Coach), Siba Mtongana, Tony Gum, and many more who have and still playing their part in fighting for a better South Africa, the Nkhono's, rakgadi's, Thalusaipfi's etc.

For these reasons, we honour nameless generations of women who came before us and paved the way for women's empowerment in August. It enables us to evaluate progress in the societal transformation of men and women, as well as the addressing of issues such as gender oppression, sexism, racism, ageism, and structural oppression.

Let us not forget how far we've come as a nation, but in the same breath recognise the struggle South African women face every day.

The soul of an African woman is tested near the warmth of the sun and her soul is found in the beauty of the moon. Her nature is the unity of man with himself and the introduction of a long, fulfilling journey of self-realisation. Her rhythm dances to songs of peace, and her divinity gives birth to seeds of ubuntu's essence.

WOMANDLA!!!!

Wathinta abafazi,

wathinta imbokodo!





friends.
mothers.
daughters.
visionaries.
queens.
rulers.
women.

CCMA Male Staff wear Pink in standing against Gender-Based Violence and Celebrating Women's Month

The historicism of 9 August 1956 in South Africa, when 20 000 women marched to the Union Buildings against the Urban Areas Act has led to an annual commemoration of this day known as National Women's Day. In honour of this feat, this year National Women's Day and Women's Month will be celebrated under the theme:

"Women's Socio-Economic Rights and Empowerment: Building Back Better for Women's Improved Resilience."

In commemoration of this year's women's month, the CCMA male staff members responded to the call to wear pink shirts/ t-shirts/ golfers an initiative aimed at galvanizing advocacy efforts by honouring and acknowledging all CCMA women who continue to promote labour peace and equity for the betterment of our society.





Heritage month is a time when various cultural communities celebrate and embrace the unique qualities or artefacts embodied in their respective cultural groups. In support of the very notion that whilst embracing cultural diversity also seeks to bridge the gap between various cultural groups in South Africa, #The CCMA Intouch has decided to switch things up a bit by sharing interesting facts that Cultural groups can learn from each other. From amaZulu to amaXhosa and vhaVenda, this publication's editors have compiled a list of facts that many might find, well, interesting.

AmaZulu

Did you know that back in the 18th Century, the payment of lobola or dowry was not solely restricted to the use of cattle? An exception was also made for other livestock, such as goats and sheep.

AmaXhosa

The name "Xhosa" is derived from King uXhosa, the legendary leader of amaXhosa. There is also a fringe theory that, in fact, the king's name which has since been lost amongst the people was not Xhosa, but that "xhosa" was a name given to him by the San (Khoisan nation), meaning "fierce" or "angry" in the particular Khoisan language. Due to the strong historical contact between the San and the amaXhosa nation, it is estimated that almost 15% of the isiXhosa language originates from the San language. Interesting, huh?

vhaVenda

The Venda language, known as Tshivenda, is related to the Niger-Congo language family which consists of Shona from Zimbabwe, Yoruba, Igbo from Nigeria, and Swahili from Tanzania. It is also said that the Tshivenda sounded like Sesotho in the 1990s. All Tshivenda speakers have a royal family lineage and as such abide by strict traditions in order to preserve this connection. It is said that, on ascends the throne, marriage between siblings from different mothers, but similar fathers were permitted.

BaPedi

The famous Rain Queen, Maselekwane Modjadji, which some Southern African countries in the 1800s called upon for much-needed rainfall, was a descendant of the BaPedi ethnic group.

BaSotho

Basotho (also known as Southern Sotho descendants) are allowed to marry within the same clan. The Basotho traditional blanket, "Seana Marena", is originally from England and was specifically manufactured in honour of the nation's great leader King Morena Moshoeshoe, the first.

emaSwati

Swaziland is the country's colonial name, which it kept for the first 50 years of independence. However, in April 2018, King Mswati III decided to resurrect the country's Swati name, eSwatini, and announced to cheering crowds that the country would be renamed the Kingdom of eSwatini.

That is all from the InTouch team of editors, Let us continue to embrace and preserve our heritage as it plays an integral role in defining a nation's cultural identity whilst encouraging cultural and traditional continuity in communities across the country.
#HeritageMonth #My Heritage #My Pride



HERITAGE DAY CELEBRATIONS IN PICTURES



COMMISSION FOR CONCILIATION, MEDIATION & ARBITRATION

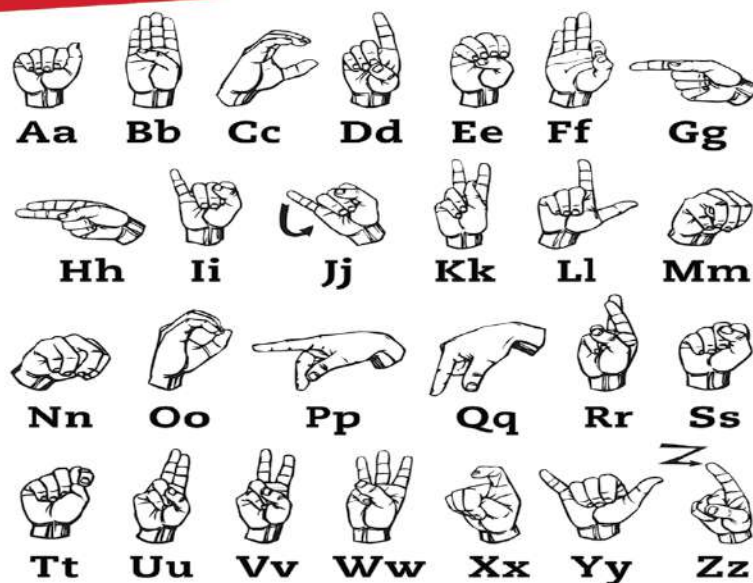


Deaf Awareness Month, also known as the [National Month of the Deaf](#), is observed annually during the month of September in commemoration of the first congress of the World Federation of the Deaf, which took place in September 1951.

The [United Nations International Day of Sign Languages](#) takes place on 23 September each year and International Week of the Deaf is commemorated from Monday to Sunday during the last week of September.

DO YOU KNOW THE SOUTH AFRICAN FINGER-SPELT ALPHABET?

Do you know the South African Finger Spelled Alphabet?



Support Deaf Awareness



COMMEMORATING DEAF AWARENESS MONTH

COMMISSION FOR CONCILIATION, MEDIATION & ARBITRATION

THE SPIRIT OF UBUNTU THROUGH THE LENSES OF NELSON MANDELA MONTH



"What counts in life is not the mere fact that we have lived. It is what difference we have made to the lives of others that will determine the significance of the life we lead". — Nelson Mandela

The late former President of South Africa, Nelson Mandela was imprisoned 27 years for a cause he was passionate about, which was giving back to society. While he was imprisoned there was one thing that kept him going and that is He knew that his determination would one day make the world a better place.

International Nelson Mandela Day is observed annually in efforts of honouring the memory of the former President Nelson Mandela and in remembrance of his contributions towards the country's disadvantaged communities with limited access to the most basic of necessities. In remembrance of his efforts to alleviate social inequalities and increased access to all to basic needs for all mankind, the 18th of July is celebrated internationally each year with everyone dedicating 67 minutes to acts of goodwill within their communities. Madiba, as he was also known, challenged the next generation of leaders around the world on his 90th birthday celebration to not only prioritise their leadership duties, but to also address the social injustices that plague many societies, *"It is time for new hands to lift the burdens. It is in your hands now."*

The CCMA joined the global movement

in honour of Nelson Mandela's legacy by visiting the **Arise and Shine Hope Centre** located in Devland, Johannesburg and equally donating non-perishable items in order to support the Centre's needs.

Receiving the donated items, a representative of the Arise and Shine Hope Centre and a Coordinator at the Centre, Mr. Dumisani Maretele expressed his heartfelt gratitude to the CCMA for the generous donation received, especially in noting that the community of Devland was mainly characterised by informal settlements where poverty, unemployment and economic, health-related, and psychosocial issues were prevalent. Thus, making the community members, especially its children susceptible to criminal activity or forms of drug abuse. *"The centre caters for many children from various backgrounds, including child-headed homes, orphans, and vulnerable and less disadvantaged children. Parents/Guardians solely rely on government grants and that is why the CCMA's good deeds will go a long way"*, said Mr Dumisani.

In closing the day's procession, Mr Gift Makondo: Officer Stakeholder Management, said, *"Let us all use Nelson Mandela Month and his legacy to reaffirm our commitment to taking responsibility for eradicating apartheid's legacy. We can accomplish this by addressing the social issues our people face in their daily lives. The goal is to change South Africa for the better, no matter how small the action"*.

Some of the Nelson Mandela activities that were planned during the day included the CCMA's Richards Bay office's visit to the **Lungelo Youth**

Development Centre where the employees and some community members started a small vegetable garden comprising of numerous vegetables, such as onions, peppers, lettuce, spinach, chillies, and broccoli, to name but a few. *Some of the good work undertaken on the day is displayed in the below images:*



As South Africans, we can all contribute to a better life for all and grow South Africa together by following on from the legacy left behind by our former President.

**#DoWhatYouCan #WithWhatYouHave
#WhereYouAre**

NB. THE PUBLISHED LETTERS WERE NOT EDITED TO PRESERVE THE ORIGINALITY AS SUBMITTED BY THE USERS

I would just like to commend you and your team on the amazing work you are doing running the CCMA offices in Port Shepstone. I have always found the members of your team to be polite and they conduct themselves in a professional manner. I am particularly impressed with the standard of hygiene you maintain on your premises. On every visit, I have found your premises to be immaculate, and clearly a reflection of the pride you and your team take in what you do as well as the service you provide to the public.

Well done and thank you!
Carl Van Wyk



I received a Professional Diploma in Procurement and Supply on September 9, 2022 and in this regard, I would like to express my gratitude to the CCMA for providing me with a bursary to pursue this qualification and fulfilling a lifelong desire that I had within me. A Professional Diploma in Procurement and Supply is an extremely highly regarded qualification in my field and is also one of the most prestigious professional qualification that a practitioner in my field could attain. To this end, I have been admitted as a Member of the Chartered Institute of Procurement and Supply (MCIPS). This membership identifies you as one of the most highly qualified and experienced purchasing professionals in Procurement and Supply and this MCIPS status is also a gold standard of excellence for purchasing and procurement professionals worldwide.

With my last day at the CCMA being 30 September 2022, I would like to express my gratitude to the CCMA for giving me the chance to work as an Acquisition Specialist throughout the tenure that I have served. I have had a great time working here and am grateful for all the opportunities the CCMA has offered me, but I have decided that it is time for me to move on to my next challenge.

Thank you for helping me attain my greatest dream and putting me on the path to greatness.

I wish CCMA all the best for the future.



Boitumelo Dibetle
Compliance and Secretariat Officer
National Office

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Moleboheng Kgiba
Case Management Officer
Limpopo

Dear Moleboheng,

The above matter refers as well as your email on the same date. I would like to take the opportunity to thank you for your kind and prompt assistance in this matter. Your service at the CCMA is exceptional!

Kind regards,
Christie De Villiers

Congratulations to the CCMA's Knowledge Management Sub-Unit's (aka, the National Library) reporting within the Business Research Intelligence & Communications (BRICS) Unit feature within the LIASA publication

Commemorating International Mother Language Day

Former South African President and international icon, Nelson Rolihlahla Mandela once said "If you talk to a man in a language he understands, that goes to his head, but if you talk to him in his own language, that goes to his heart."

In 1999, the global community's efforts to embrace and promote multilingualism were formalised when the United Nations (UN) formally proclaimed International Mother Language Day in a programme led by the United Nations Educational, Scientific and Cultural Organisation (UNESCO). To this day, 21 February is observed annually as a day that promotes linguistic and cultural diversity whilst also embracing the concept of multilingualism as an agent of unity amongst the multiplicity of societies.

This year (2022) the theme underpinning International Mother Language Day was, "Using technology for multilingual learning: Challenges and Opportunities". Whilst focussing on the extent to which technological advancements had positively contributed to the ease of access to a myriad of learning opportunities, at the advent of the COVID-19 pandemic that plagued most global countries, nations' reliance on technology resultantly accelerated. It is the latter context



within which this year's theme is localised, where limited human interaction gave way to the need for individuals to engage digitally, adjusting to the diverse multilingual service offerings. Unfortunately, this also brought to the fore the issue of language barriers impeding ones' ability to learn or acquire any knowledge as not all technological resources were coded in some cultural groups' mother tongue (language), nullifying one's constitutional right to access to learning opportunities as is understood within the South African context.

Heeding the global call, the Commission for Conciliation, Mediation and Arbitration (CCMA) through its Business Research Intelligence & Communications

(BRICs) Unit embarked on an innovative nationwide drive aimed at creating awareness of the commemorative day whilst also highlighting the need to give parity of esteem to all South African (SA) languages thus, promoting both multilingualism and the use of one's mother language. One of the CCMA's internally facing campaigns is the "KNOW YOUR SOUTH AFRICAN LANGUAGES" campaign where each month is dedicated to promoting a specific SA language through showcasing its rich, unique history as well as the cultural norms shared by speakers of that language, the cuisine typically enjoyed by each language speaker, the varying linguistic dialects that exist, etc.

The overriding objective of the campaign is to bridge the gap between speakers of South African languages; with an underlining golden thread that magnifies the similarities in all the languages, in an effort to unify each cultural group and encouraging others to learn one another's languages in the hope of nullifying the development of cultural stereotypes and prejudice associated with certain language speakers or cultural groups. Whilst this campaign gives effect to the country's Section 9 of the Constitution, it also forms part of the CCMA's implementation of its language usage policy as brought about by the Use of Official Language Act 12 of 2012.

In this digital age, it is also encouraging to note that Google has added 24 new languages to its Google Translate platform, which are spoken by more than 300 million global citizens. Among the new languages added are two that originate from South Africa – Sepedi and Xitsonga. "For years, Google Translate has helped break down language barriers and connect communities all over the world," said Isaac Caswell, a Senior Software Engineer at Google Translate.

BOSHI, M. CHAKRE, T. MOHAMEDWALI, A. AND RAGAI, B.

Sizoyifeza Ma Africa restores dignity for girls at Ilanga secondary School

Mr. Sifiso Ngalo is one of the CCMA's part-time commissioners based in eMalahleni, Mpumalanga and he is being commended for his excellent service delivery as well as the support he gives the female students at the ilanga secondary school; the great work of which was further featured in the Witbank news. Click on the link to read more about the work he does.

Sizoyifeza Ma Africa restores dignity for girls at Ilanga secondary School | Witbank News Keep Shining Mr. Ngalo and make the world a better place through your kind acts.

Sifiso Ngalo
Part-Time Commissioner eMalahleni
Mpumalanga



HOW THE CCMA'S INTERNSHIP PROGRAMME HAS SHAPED CAREER PATHS WITHIN THE CCMA

The CCMA's Communications Sub-Unit interviewed a number of CCMA Family members who have transitioned from being interns to now being fulltime employees courtesy of the CCMA's Internship Programme introduced in 2017/2018 a flagship of the Education and Training Unit (ETD) within the CCMA. Below are the sentiments shared by the former interns:



Throughout my internship I was lucky to have great people supporting me whilst I continued to gain a variety of experiences and skills. I think the impact of having the opportunity to learn from a seasoned professional gave me confidence and a goal to work towards. It instilled a work ethic in me of wanting to go above and beyond what was required from me.

Being part of the CCMA's Internship Programme exposed me to many different aspects within my field of study, it helped me realise the areas I excelled at and those that I needed further development in. I was able to learn new skills along the way and learn from my mistakes in order to motivate me towards improving.

Interning helped me discover a career path I was long passionate about and one that would give me the chance to learn and grow within the organisation. I have now been with the organisation for four (4) years and I am proud to say that I have grown both as an employee and an individual.

Phumlani Dlongolo - Education Training and Development (ETD) Unit Coordinator



I joined the CCMA Family in 2019 as an intern for the Dispute Management & Prevention (DMP) now known as the DP&WO Unit. At the time I was "fresh out" of university with no experience and definitely no idea of what and how the working environment was like. I was determined to become a full-time employee and in this regard, I made sure that I worked hard and gained as much experience, skills, and knowledge as I could; even going as far as assisting other departments and units, whilst still making sure that I continued to carry out my delegated duties as a DP&WO intern. My hard work paid off because when my internship ended, I was offered a fixed-term contract for a period of six (6) months and it was extended again for another five (5) months ending on 31 March 2021. Within that period, I made sure I continued working hard and assisting where I could.

My fixed-term contract ended and I was told that my contract will unfortunately not be extended again. I was so despondent, but had to accept the effects of the COVID-19 pandemic. I had to sit a whole 7 months at home hoping and praying for an opportunity to present itself at the CCMA so that I would be able to apply and hopefully be part of the CCMA Family again. God answered my prayers. The CCMA started advertising job posts and I got the opportunity to apply and I landed two (2) interviews. When I finally received my job offer; I was ecstatic, ready to work and ensure that the organisation continued to meet its strategic objectives. It is now 2022, I am a full-time employee still working at the CCMA in the same unit I started out in and with a great team!

Tshegofatso Phiri - Dispute Prevention & Workplace Outreach (DP&WO) Coordinator

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My journey with the CCMA started in 2019 as an intern in the Training Development Unit (TDU). The internship was a worthwhile experience, I was really empowered with the necessary support, which included mentoring and being provided with the necessary tools of trade to further my internship.

I worked hard and learned as much as I could and gained a variety of soft and technical skills. The journey has been very interesting, challenging, and of course rewarding. My biggest wish as an intern was to get a permanent position in this reputable organisation (CCMA) and on 01 November 2021, I was fortunate to be offered a permanent position as a Training Development Unit Administrator.

Phomelelo Lekoadi - Training Development Unit (TDU) Administrator



My story began in 2020 with a congratulatory email that conveyed that I had been a successful candidate for the HR Intern position at the CCMA. At that time, I was working as a Carpenter and I did not hesitate to take the opportunity because I had always wanted to work at the CCMA. Doing an internship at the organisation felt like being at home. A big thanks to the HR department and the organisation for the exposure attained during this time.

Sadly, I had to leave and explore other adventures, but the prodigal son returned home in August 2022. However, this time not as an intern, but as a permanent member of the CCMA Family, which is truly unbelievable. This is not just my success story; it is a success story for anyone who is brave enough to put their pride aside and do any kind of work regardless of their academic qualifications. For me, my story was and still is motivational; do not stop pushing and keep working hard on your aspirations. Howard was and is nothing special, but look where he is now. Success is never measured by money or status; If you are in a better place than you were in yesterday, you have a success story to tell.

Howard Mthombeni – Human Resources (HR) Administrator

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For a lot of people, success means lots of money, a higher-paying job, or a big title, but for me, success means finding happiness and loving what I do, and by happiness, I do not just mean feeling happy at the moment, I mean the truest form of happiness that empowers me to get up every morning and truly look forward to the day ahead. A day with colleagues and/or seniors who not only motivate me, but also have pushed me beyond my limit; is a day worthwhile for me.

I remember it like it was yesterday; my first internship interview with the CCMA... I was so scared, nervous, and was hesitant. I walked into the room terrified, afraid of the unknown, and afraid of not making it to the final round of interviews. As nerve-wrecking as it was, to my surprise, I got the job and started on the 1 April 2019.

With the CCMA, I found a family away from home...away from Limpopo. Each morning I wake up with a smile and the sheer determination to do better than the previous day; to deliver and be the best I can be. With just one blink, 12 months were done and dusted. It was all over; the smiles and the jokes in the passage, the good morning greetings as we enter the office in the morning... it was all over, but I was grateful for the teachings and this unfortunately meant that I had to go back to the market and scout for employment.

I now work as the CMO on a permanent basis (since my first appointment on 1 November 2021) and can proudly say that the CCMA has groomed the woman that I am today. From being a Registry Intern to now being a fulltime/permanent employee. Now my prayer and my wishes are to develop my skillset and move up the ranks in my professional career, study, and imprint great success stories.

Phuti Prudence Malou - Case Management Officer (CMO) North West Rustenburg



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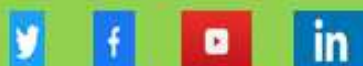
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