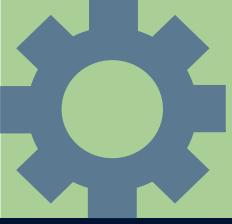


CCMA InTouch











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

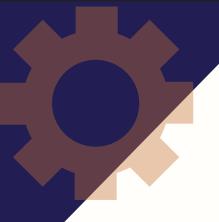
DITEBOHOS@CCMA.ORG.ZA

AMOS TSHABALALA - EXTERNAL COMMUNICATIONS OFFICER

AMOST@CCMA.ORG.ZA

MOTHIBEDI BOSIU-COMMUNICATIONS ASSISTANT

MOTHIBEDIB@CCMA.ORG.ZA



From the desk of Annah Mokgadinyane EXECUTIVE GOVERNANCE & STRATEGY



#WeGotThis

DISPUTE PREVENTION AND RESOLUTION AT THE CORE OF OUR MANDATE

Dear CCMA Family,

Welcome to the 4th and last edition of the *CCMA InTouch* for the 2022/2023 financial year. As usual, our InTouch Quarterly Newsletter contains vital information about the critical work performed by the CCMA.

It is against this backdrop that we, as the CCMA, continue to be actively committed to making our services accessible to all Users, indiscriminately across all provinces through our Dispute Prevention and Workplace Outreach programmes in order to promote a stabilised labour market.

As I write this piece, the entire world, including South Africa, is still reeling from the effects of the unprecedented period of uncertainty and extreme anxiety caused by the COVID-19 Pandemic, which is evident in our economic and labour outlook as a country. As the 2022/2023 financial year draws to an end and the new financial year begins, whilst we may still face challenges at work, economically and in our personal lives, it is imperative that we remain forthright in our conviction to triumph against all adversity.

In this issue read about a new MoU between the CCMA and the Kingdom of Eswatini's Conciliation Mediation and Arbitration Commission (CMAC), which seeks to strengthen working relations

between the two dispute resolution bodies through benchmarking exercise and knowledge transfer.

We also caught up with Sakhile Ndunge, a case management officer, who draws his strength and inspiration from the assurance of knowing that through his efforts, justice will be served to the applicants and also gave us a glimpse of his daily responsibilities.

One thing the CCMA and its people need to be proud of, is the stellar reputation it carries in the labour market. This comes after the Office of the Labour Commissioner (OLC) from the Republic of Namibia spent a week at with the CCMA as part of their benchmark visit. Read all about it inside.

CCMA Family, you are all reminded that excellence should be elevated in everything we do and remember that it is one of our core values. As we continue to navigate the uncharted terrains in our new financial year, let us uphold our national duty and prudently utilise the resources entrusted to us in delivering on our mandate. In the end, our goal is to do everything we can to advance the growth and development of our nation. In light of this, I anticipate a fruitful fiscal year in the 2023/24 financial year.

You do not want to miss this issue...



The Commission for Conciliation Mediation and Arbitration (CCMA) has entered into a Memorandum of Understanding (MoU) with its counterpart in the Kingdom of Eswatini; the Conciliation Mediation and Arbitration Commission (CMAC) on 22 February in Eswatini.

The MoU, which seeks to strengthen working relations between the two dispute resolution bodies through benchmarking and knowledge disposition on areas of common interest such as effective dispute resolution and prevention, was signed by the CCMA Director, Advocate Cameron Sello Morajane and the CMAC's Executive Director, Mrs. Lomkhosi Magagula on the eve of the CMAC's 2023 Annual Labour Law Seminar.

Adv. Morajane was invited as a guest speaker at the seminar, which took place at the Happy Valley Hotel in Ezulwini, Eswatini on 23 February 2023 under the theme "Changes in the Labour Market (Post Covid-19)", and amongst the distinguished guests in attendance was Commissioner of Labour in the Ministry of Labour and Social Security, Mr. Mthunzi Shabangu, Judge President of Industrial Court of Appeal, Judge Sifiso Nsibande and Mr. Limpho Mandoro from the International Labour Organisation (ILO) and of course, the CMAC Executive Director, Mrs. Magagula.

Delivering his address, Adv. Morajane assured CMAC that the CCMA also

envisaged to have fruitful working relationshiwith the dispute resolution body headquartered in the Capital City of Eswatini; Mbabane. "We are resolute in our commitment to work with CMAC to advance expeditious dispute resolution and social justice. There comes a time when we must decide as Africans that it is our time to shine and that we can only succeed if we work together in unison as brothers and sisters," he said.

Turning his attention to the task of sharing insights on *Navigating the post Covid-19 Environment: Future Thinking of Industrial Relations Agencies,* Adv. Morajane said that although Covid-19 posed unprecedented socio-economic challenges, the Pandemic also created opportunities to reimagine the future of work and dispute resolution machinery; particularly in the African continent.

"Amongst the other challenges that the CCMA, other dispute resolution agencies and the Courts have had to contend with during the Covid-19 Pandemic was the issue pertaining to the temporary physical closure of offices/structures, technological challenges and the mandatory vaccination policies," he said.

Adv. Morajane added that the Collective Bargaining process also took a grave knock resulting from the Covid-19 Pandemic and associated restrictions due to its historical markup and the processes reliance on physical engagement between the parties involved. The latter was naturally prohibited by South Africa's Nationwide Lockdown regulations that imposed a limitation on the Right to strike- owing to the physical restrictions enacted in order to curb the spread of the Covid-19 virus.

Highlighting the impact of the Covid-19 Pandemic on employees, Adv. Morajane said challenges that were prevalent included the spate of retrenchments and employees having to adapt to new ways of work which inadvertently affected their work-life balance. "It was prevalent during this period that employees tended to work far longer hours when working remotely as compared to pre-Covid-19 times when they were reporting physically to the office," said Adv. Morajane.

Speaking on the impact of the Pandemic on employers, Adv. Morajane said, "the most financially challenging situation was when employers were mandated to redirect their budgets to ensure the timely unplanned procurement of unbudgeted and, often, expensive Personal Protective Equipment (PPE), which negatively impacted on their ability to finance their other expenditures." ."

Adv. Morajane added that whilst employers had the responsibility to provide safe working conditions for their employees during the Pandemic, the world of work was undergoing immense and rapid change, which called for a refinement of legislature. "A legal reform needs to be considered on the Occupational Health and Safety Act, the Compensation for Occupation Injuries and Diseases Act and the definition of a workplace post Covid-19 in order to cater for the hybrid working model," argued Adv. Morajane In conclusion Adv. Morajane said that in addition to legislative reform, employees needed to upskill in order to retain their employment in the newworld of work.



Driven by the need to modernize its Case Management System (CMS) and improve its end-to-end dispute resolution processes and service delivery, a high-level delegation of the Office of the Labour Commissioner (OLC) from the Republic of Namibia spent a week at the Commission for Conciliation, Mediation and Arbitration (CCMA) from 13 – 17 March 2023 as part of a benchmark visit.

Much like the CCMA, the OLC is an independent dispute resolution body established in terms of Namibia's Labour Act No.11 of 2007 to expedite the resolution of labour disputes arising within the country. Prior to the establishment of the OLC, any labour disputes arising within Namibia were resolved in the District Labour Court of Namibia, which has since been abolished.

The purpose of the benchmark visit, according to the Deputy Labour Commissioner, Ms. Kyliki Sihlala, was to "observe and learn from the CCMA the best practices underpinning labour dispute resolution and prevention, case management and administration and to gain an in-depth understanding of the CCMA's CMS platform".

Ms. Sihlala said the OLC is on a mission to advance its dispute resolution processes and its CMS, which was developed more than a decade ago with the help of the CCMA. According to Ms. Sihlala, the CCMA was a suitable match for the OLC to benchmark its processes against with the aim of identifying areas that require

improvement and "in order to learn from the best".

During the benchmark visit, the OLC delegation, comprising of its Chief Arbitrators, Arbitrators, a Business Analyst, Administrator, and Information Communication Technology (ICT) Specialist, interacted with CCMA officials from several departments including Dispute Resolution, Collective Bargaining, the ICT Function, Corporate Services, Internal Audit and Governance and Strategy.

Amongst the key areas covered in the benchmark visits, were engagements on the following, as requested by the OLC; practices and procedures on the dispute resolution process, case administration and the applicable timeframes, post-hearing services such as enforcement of awards and submissions related to the CCMA's technological systems. The OLC team also visited the CCMA's Johannesburg Office to observe the front-desk services provided and, with the parties' consent, also observed a few Conciliation and Arbitration proceedings.

On the last day of the benchmark visit, Ms. Sihlala expressed her gratitude to the CCMA and indicated her wish for both entities to formalise their relations through a Memorandum of Understanding (MoU). "We are excited and grateful to the CCMA for a warm welcome and for the knowledge they have shared with us. My team is inspired and has learnt a lot and I hope they will implement what they have learnt when they get back to work in Namibia," she said.

She added that the OLC will prioritise the training of its Arbitrators and Case Administrators and tighten its compliance to statutory timeframes as encouraged by the CCMA. "The Government of

the Republic of Namibia is reviewing the current Labour Act and through our learnings here at the CCMA, we will recommend certain amendments which will be in the best interest of the OLC and those it serves," concluded Ms. Sihlala.

CCMA Director, Advocate Morajane said the CCMA was privileged at the opportunity of being the host and for the platform to share its experiences and knowledge with the OLC. "We have also learned from you. It is an each one teaches one approach and we are glad that you felt at home in the company of our staff," said Adv. Morajane.







NAMIBIAN DISPUTE RESOLUTION **BODY VISITS CCMA IN PICTURES**

















For Sakhile Ndunge who is a Case Management Officer (CMO) based at the CCMA National Office, every working day is an opportunity to ensure that social justice is served through the enforcement of arbitration awards at Bargaining Council level.

Ndunge, a husband and a father, is a CMO working within the CCMA's Bargaining Council and Agencies Unit; a Unit that oversees the accreditation and subsidisation of the Bargaining Councils and Agencies as mandated by section 127 – 132 of the Labour Relations Act No. 66 of 1995 (LRA). His day-to-day responsibilities include the timeous processing of enforcement applications from more than 30 Bargaining Councils; a role he has fulfilled for more than a decade since joining the Unit in 2012 on a fixed term contract before he was permanently employed in 2014.

In terms of S143 of the LRA, the CCMA may assist employees who earn below the Basic Conditions of Employment Act (BECA) threshold, to enforce and execute the awards issued in their favour specifically those that have cost order attached to them. At the CCMA, a CMO's job is to administer a case from inception to finalisation," says Ndunge.

According to Ndunge, the CCMA is one of the most critical institutions borne from the post-apartheid regime in South Africa and for him, it is rewarding to work for an organisation that through its mandate positively impacts on the livelihood of numerous employees and most especially those that are vulnerable.

Ndunge adds that working at the CCMA has taught him numerous things and chief amongst these are the principles of Respect and Accountability which are also enshrined in the CCMA's Values. For Ndunge Respect means respecting and listening to Users who walk into the CCMA's offices seeking assistance and doing everything possible to offer the required assistance. "If I receive an application for enforcement, it must be prioritized immediately regardless of my other arising responsibilities," says Ndunge on how Accountability also applies in his work.

Ndunge was born and bred in the Eastern Cape and joined the CCMA in 2009 as an Administrator and has held few administrative positions within the CCMA before his accession to the CMO position. Ndunge took advantage of the CCMA's bursary programme and obtained a Diploma specializing in Legal Secretariat services and he later formed part of the Labour Dispute Resolution Practice Programme.

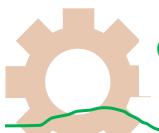
Ndunge says he draws strength and inspiration from the assurance of knowing that through his efforts, justice will be served to the applicants following the certification of their Awards. "As a team and obviously the entire CCMA, it gives us a lot of pride knowing that justice will be served when these Awards are certified and ready for execution through the Sheriffs," concludes Ndunge.

FIVE THINGS YOU DID NOT KNOW ABOUT SAKHILE NDUNGE:

- FAMILY ORIENTATED
- PATIENT
- UNDERSTANDING
- GOOD LISTENER
- ORGANISED AND PUNCTUAL







CCMA's Implementation of the King IV Report on Corporate Governance

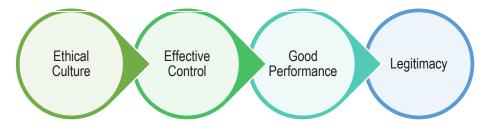
In 2017, the Commission for Conciliation, Mediation and Arbitration (CCMA) adopted the implementation of the King IV Report on Corporate Governance. The adoption of the King IV Report signalled a commitment to high standards of corporate governance. To ensure that effective governance arrangements are maintained, the CCMA embarked on a process to define its desired corporate governance maturity levels, identify areas of improvement and implement recommended initiatives. This effort resulted in the development of the Corporate Governance Maturity Roadmap, a guiding document that categorised five (5) desired maturity levels, consisting of sixteen (16) King IV principles with their related practices.

The Corporate Governance Maturity Roadmap was implemented through a phased approach over a five-year period. The roadmap provided a clear framework for the CCMA to assess its current governance practices, identify areas of improvement and implement recommended initiatives. This approach allowed the CCMA to adopt a structured approach to governance and to track its progress over time.



To monitor the implementation of the principles outlined in the roadmap, the CCMA produced an Integrated Corporate Governance Report, which is being tabled at the Governing Body's meeting on a quarterly basis. The report typically outlines activities taking place under each principle and identified high-risk areas for potential audit findings, governance failures and reputational damage produced. This process enabled the CCMA to identify gaps that required attention and focus on achieving the desired governance outcomes.

DESIRED GOVERNANCE OUTCOMES



In conclusion, the implementation of the King IV principles has been successful and the CCMA has achieved significant improvements in its governance practices. In particular, the CCMA has made progress in stakeholder engagement, ethical leadership and integrated reporting. The CCMA's approach to governance has resulted in a more transparent and accountable organisation, which has increased stakeholder confidence and strengthened its reputation.

5 DESIRED MATURITY LEVELS

Start-up Level

No corporate governance framework and no defined systems, policies and procedures exists.

Developmental Level

Corporate governance framework and process are embedded into operations but have not matured to manage governance risks effectively.

Control Level

Corporate governance framework designed by management is adequately and effectively implemented

Matured Level

Corporate Governance Framework effectively is utilised.

Optimised Level

There is maturity in implementing corporate governance, enabling continuous improvement and learning.



The CCMA on Friday, 02 March 2023 convened a *Tracker Tomorrow's Man Corporate Social Responsibility (CSR)* session at its National Office, Johannesburg. The initiative was aimed at empowering and developing boy children by exposing them to positive role models, career guidance and the world of work; hopefully affording them a crucial and inspiring glance into their potential future careers.

The session saw an attendance of 20 male learners from *Wedela Technical High School*, teachers, CCMA officials and strategic partners such as NYDA, amongst others.

Opening the session, the Programme Director of the session Mr Olden Kubai, Team Leader: Stakeholder Management and Projects at the CCMA gave an overview of the initiative and why the CCMA felt the need to keep this programme intact.

"The purpose of the session is to provide learners with guidance on available careers within the CCMA, and how the CCMA contributes to social justice and labour peace in South Africa," said Kubai.

The CCMA's Tracker Tomorrow's Man programme gives the CCMA an opportunity to focus on the needs of male learners at a time when they are making critical subject and career choices. The goal is to see these young men grow up to be responsible citizens and future leaders of our country – and we would love them to see labour law and the commissioner profession as a promising career path and discipline. The full-day

programme included career shadowing and practical exposure to the CCMA's operations.

Amongst the presenters who gave students practical knowledge and life skills transfer included the NYDA represented by Mr Patrick Sibeko who spoke on the NYDA's services and the assistance provided to young people, these included, but not limited to, funding services (financial and non-financial), training opportunities and career guidance.

"The NYDA is a youth-oriented organisation that exist to serve the needs of young people by providing them with skills and knowledge that would benefit them and the economy. We want young people to see challenges as opportunities to do better and change the status of our economic and social challenges," said Mr Sibeko.

Mr Gilbert Ludaka – a commissioner in the Dispute Prevention and Outreach department at CCMA's Head office, gave students a snapshot of the his profession and how the CCMA is a catalyst for labour peace and social justice through particularly dispute prevention and workplace outreach programmes run by his Unit; programmes that promote labour peace and pre-emptively curb any instabilities in the labour market before they transpire.

"We encourage organisations to resolve their labour indifferences and work together without any detrimental spates of industrial action. Ours is to advise and through forums talk to the business, corporate and community on how we can better assist them in strengthening collective agreements and fair engagements," said Mr Ludaka.

The CCMA's Human Resources Management, Information Communications and Technology, Occupational Health and Safety, Supply Chain Management and Facilities Management Units/Department also took centre stage as they gave presentations on how their various units/departments fit into the mandate of the organisation.

As support departments, they noted that they are back-seat drivers in the work of the CCMA from selecting and recruiting great talent, providing ICT infrastructure for online referrals, care hearings to ensuring that offices' health and safety requirements are adhered to as well as the need to ensure the timely procurement of services as guided by the relevant legislation.

Learners contributed to the discourse by engaging each speaker based on their presentations. At the end of all Q&A sessions, the learners signed the tracker pledge under the guidance of Mr Gilbert Ludaka. Closing the event, Mr Kubai noted that this event should not be a once-off interaction but an opportunity for all strategic stakeholders to provide male children –in South Africa with ongoing support and guidance.



TRACKER TOMORROW'S MAN PROGRAMME

















In a quest to better equip CCMA officials with first-hand knowledge of mining operations and the repercussions of breaking safety regulations, that at times result in fatalities and in some instances unfair dismissal cases, Commissioners, Interpreters, Case Management Officers and Administrative staff from the CCMA's Mpumalanga office visited the Bosjesspruit Colliery on 17 March 2023 for purposes of learning about the Mine's operations.

The Bosjesspruit Colliery, one of the longest mines owned by Sasol which began its operations in 1977, is an underground mine that produces between 6 and 6.5 million tonnes of mineral reserves per annum with an estimated operational lifespan reaching the year 2031.

CCMA Commissioners and Interpreters in their day-to-day activities are faced with a number of disputes arising from the mining sector which they need to conciliate and/or arbitrate as well as provide interpretation services therein. As such, it was imperative for the CCMA staff members to acquaint themselves with the daily operations within the selected Mine for the purposes of acclimatizing themselves with the

vocabulary used making it easier to relate to the parties when at the CCMA.

"As a constituent within the Dispute Prevention and Workplace Outreach (DP&WO) Unit, we have provided capacity building support to Sasol mines and organized labour through our training interventions", said Vusumuzi Mnisi DP&WO Commissioner. "We also completed a project with them in December 2022, which saw a significant drop in the number of dispute referrals received, specifically from the trade unions that are organizing at Sasol's workplaces. The mine visit was a resounding success and was beneficial to our staff members" added the DP&WO Commissioner.

"I believe that this visit will benefit our officials and most importantly the CCMA allowing it to better deliver on its mandate









It can be widely agreed that we use negotiating techniques in our daily lives and that negotiating is a valuable and adaptable skill in our professional lives. As we engage, consult, and interact daily, our advantage in achieving success may lie in our capacity to negotiate effectively. Whether a person is negotiating with co-workers, subordinates, senior management, prospects, clients, or suppliers, using a strong appropriate and effective negotiating strategies and techniques helps achieve desirable outcomes.

It is against this backdrop that the CCMA's Gqeberha Office saw a need to conduct a two-day training session titled "Effective Negotiation Skills" offered in partnership to the South African Commercial Catering and Allied Workers Union (SACCAWU) at the Dolphins Leap Conference Centre in Gqeberha with 26 attendees.

The training was conducted to assist and impart the SACCAWU members with highly effective communication techniques and how to enhance their negotiating skills. Speaking to the Communications Sub-Unit the training facilitator Commissioner Bulelani Basakwe said "The training that the CCMA conducts offers a deeper

understanding of the topic at hand and for this training specifically it aimed to provide attendees the mechanics of negotiation and creating efficient strategies, tactics and defenses against adversaries".

The training session not only imparted theoretical knowledge, but it also practical illustrations that tested attendants' abilities to negate through a series of exercises.

"The training was prompted by an assessment of the data attained from the CCMA's CMS which outlined that the SACCAWU had the highest case referrals amongst the other Unions" said Nomaxabiso Nelani a Dispute Prevention and Workplace Outreach (DPWO) Coordinator from the Gqeberha Office.

Nelani further alluded that it was from this standpoint that they saw a need to act and joined forces with SACCAWU as part of the DP&WO vulnerable sector project plan (Regional). This intervention was also undertaken with the support of the CCMA's East London Office in order to ensure that the training was purpose-fit not only for the SACCAWU, but any other union, government, corporate and NGOs who needed assistance.

The general feedback attained was very positive as the majority of the participants were appreciative of the facilitators' level of knowledge, preparation and research on the topics presented. Moreover, participants also admired that Commissioner Busakwe engaged participants in discussions and encouraged them to raise questions and not only this, but his overall presentation style also made it easy for them to learn and understand concepts effortlessly. While sharing their opinions, participants said that all the sessions were informative and relevant; as such they indicated that they would be appreciative if the CCMA conducted these sessions on a regular basis.

"The training was prompted by an assessment of the data attained from the CCMA's CMS which outlined that the SACCAWU had the highest case referrals amongst the other Unions"







Promoting multilingualism and the equitable use of South African official languages through the CCMA's Policy on Language Usage – A reflection by Pikolomzi Qaba

24 February each year, International Mother Tongue Day is celebrated following its proclamation by the General Conference of the United Nations Educational, Scientific and Cultural Organization (UNESCO) in November 1999 (30c/62 with the aim "to promote the preservation and protection of all languages used by people of the world".

By the same resolution, the General Assembly proclaimed 2008 as the International Year of Languages, to promote unity in diversity and international understanding, through multilingualism and multiculturalism.

The CCMA creates. disseminates. and engages critically with knowledge, particularly knowledge about its mandate as a dispute resolution, labour peace, and social justice institution. As part of this process, the CCMA acknowledges the diversity of its society, including its linguistic diversity, and the intellectual wealth inherent in that diversity. In the same breath, Section 6 of the Constitution of the Republic of South Africa, 1996 (Act No. 108 of 1996) grants official status to eleven languages with the twelfth (Sign Language) awaiting approval from parliament and regards all these languages as assets that should be used as a means of developing human potential.

The Constitution declares that no one should be unfairly discriminated against on prohibited grounds. It further determines

that everyone has the right to receive information and be engaged/assisted in the official South African language or languages of their choice; taking into account issues of equity, practicability and the need to redress the results of past racially discriminatory laws and practices.

In promoting linguistic and cultural diversity and multilingualism, the CCMA through its nationwide offices gives effect to its **Policy on Language**



Usage which aims to increase equitable access to the CCMA's services in any of the official South African languages; where practically possible in order to ensure that all its Users language needs are met resultantly contributing to speedy dispute resolution, increased transparency and trust and the facilitation of social justice. The policy in its current stand lays the foundation for, and regulates, how South African official languages shall be used within the Commission of Conciliation, Mediation and Arbitration (CCMA) in accordance with the Constitutional dispensation and language usage standards determined by the Pan South African Language Board (PanSALB) as established in terms of the PanSALB Act (Act No 59 of 1995 as amended in 1999).

The policy seeks to promote the reasonable and practical use of the twelve (12) official South African languages; including sign language to facilitate equal access to CCMA services and information. In this, the organisation adopts a functional multilingualism approach in its internal and external communication practices, which can be noted in the availability of interpretation services, the multi-language marketing material used and the translation of some of the CCMA's case referral forms.

For common understanding, the English language is used as the main language for formal business-related internal and external communication purposes. English is also used during all CCMA hearings and other official proceedings; unless there is a request to provide interpretation services in another South African official language and in such latter instances provision will be made; where and financially viable.

The organisation understands that languages are the most powerful instruments for preserving and embracing this country's rich heritage. All moves to promote the dissemination of mother tongues will serve not only to encourage linguistic diversity and multilingual education, but also to develop fuller awareness of linguistic and cultural traditions throughout the world and to inspire solidarity based on understanding, tolerance, and dialogue.

The CCMA derives its mandate from the purpose of the Labour Relations Act, which is to "advance economic development, social justice, labour peace and the democratisation of the workplace." In it embracing cultural diversity, the plight for social justice is embodied through its numerous multilingualism programmes



CASE LAW CHAMBER IN PICTURES



















the drivers of the economy.

The platform provided the youth in the labour market (researchers/ scholars/professionals/ academics) with a platform share experiences and challenges, but most importantly, conceptualise and test their ideas, with the CCMA playing a key role in incubating some of the ideas to operationalisation.

During the event, a number of speakers took the podium to address the issues that young people are currently facing and how best to address them. These

included representatives from SAAYC, CCMA, Harambee, the National Youth Development Agency (NYDA) who spoke largely about education, entrepreneurship, arts and culture, Information Technology, Labour Law etc.

All these were welcomed by the group of young people living in Etwatwa who gathered and listened attentively as you could see in their eyes that "knowledge is power".

Mr. Olden Kubai, Team Leader Stakeholder Management and Projects (SMP) was the programme director of the event had this to say: "The YLTT is a platform that seeks to afford the youthwith an opportunity to engage and identify various challenges facing the youth in the labour market and from these to propose practical solutions".

The event proceeded with multi engagement and discussion that would bring solutions.

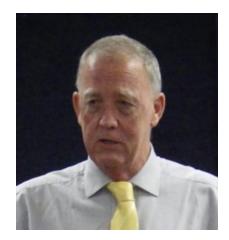
The CCMA regards **youth** as an important stakeholder as they co-create solutions to current and future labour market problems. It is understood that the youth are the representation of hope and change in our society and as such, it is **imperative** that they be involved in any strategic dialogue that identifies solutions to problems facing them (young people).

It is against this backdrop that on March 24, 2023, at the Southern African Association of Youth Clubs (SAAYC) Tshepo Themba multi-purpose resource centre based in Etwatwa in the Ekurhuleni, the CCMA National Office hosted its **final edition** of the Youth Labour Think tank (YLTT) as part of its broader corporate social responsibility initiatives of the organisation. This was also to live up with but not limited to Aspiration 6 of Agenda 2063 and many other strategic policies and strategies that see young people as





(A viewpoint expressed by P/T Commissioner Glen Cormack)



Background: It becomes repetitive to reiterate the chaos we are experiencing in our political and socio-economic happenings across all sections of society. This may well be, but I find myself compelled to briefly summarise some of this utter chaos, so-as-to set the context that can then allow the main question to be addressed - albeit the second question asked.

A glance across recent weeky labour market snapshots circulars issued by the CCMA causes one to to question whether we can escape this tightening circle of chaos and indicators of failed statehood. We cannot just brush this off with comments that we have a hectic and vibrant labour market – which can be seen in many labour markets across

the globe as one looks to the UK's labour strikes; France's widespread protests relating to the extension of their retirement age, etc. These are her countries that have not failed as such, have lower crime levels; lower murder levels; lower rape levels; lower protest levels; lower labour dispute levels; lower inequality levels; lower gender based violence levels; and as importantly in this socio-economic cauldron, lower levels of unemployment.

Context: I mention issues that some may remark "But those issues have nothing to do with our labour market!" Well, they do. Our labour market does not only exist as an island in our wider society - it is an integral part of society, affected by and affecting our nation's very experiences of life, and the vast majority do not experience these issues as positive, empowering, helpful, rewarding, safe, dignified, respective of hard fought for human rights. In fact they express their frustrations and growing anger in ways that feed a narrative of "Aluta Continua" in great big spoonfills, and that is before we speak of homelessness, appaling conditions in our schools with yet another youngster drowning in faeces in one of thousands of school pit toilets - in 2023 I cry, and other public buildings, roads, infrastructure decaying, with arrogant displays of indifference to peoples' conditions and challenges by most political parties as they haggle with each other in their own orginisations as well as coalition ventures, for the oft quoted "place at the trough – it is time to eat".

And what is our default action at all levels to these protests? Why does one even ask? It is simply "Call the police" and now as we experience the 'lockdown' of the 20th March 2020, the State's call is "Deploy the armed forces". My 70 plus years of life on this earth has informed one view that I have seen repeated over and over and over across all nations and all peoples – violence by armed forces invites armed responses. And so the tightening spiral of devaluing life itself, tightens even more. After all, hundreds of thousands of our brothers and sisters may well say, with some justification, "What have we got to lose?" Perhaps even millions of people are beginning to ask this question?

Current Labour Market Dynamics: Oops, I even forgot to mention loadshedding - it has been such a constant factor in our lives for a time too long. One thing we all know about what exactly is happening at Eskom, the source of most economic and thus employment activities in our land, is that we don't know what is truly happening at Eskom, nor do we actually know what the true problems are at other State Owned Entities (SOE's) - our public entities. I repeat - our entities managed by our government as our custodians on our behalf. The constant bailouts by government to these entities could have funded the wage increases without the wasteful and hurtful need to strike that our public service personnel experiences. And people that have been hurt do not get over



the hurt inflicted easily. They remember. And they constitute the largest sector of our workforce - be it a good thing or not. But two years ago we were praising these very same health workers as they put their lives on the line for us during the Covid pandemic, losing 1300 members dying from this dread disease whilst battling with 30,000 vacancies in that sector alone. How quickly some of us forget. And then miraculously the employer finds funds to offer a 7% increase, after weeks of crying poverty, exactly the same as they did in the event of Eskom negotiations. What message does this send to other stakeholders involved in wage negotiations? I am not going to insult you and act smart by telling what the message is - I respect you too much.

Let us look at these bailouts: Eskom R181bn; SAA R48bn; Sanral R24bn; Sasria R22bn; Landbank 13bn; Sapo R10bn; Denel R9bn; DBSA R8bn; Transnet R6bn; SA Express R3bn; SABC R3bn; Acsa R2bn - a grand total of R331,000,000,000-00. And does any one of us know what value we got from these tax payer funded bailouts - or are they simply gifts? And then there is the R79bn owed by government to government owned Eskom through government managed municipalities - monies some may rightfully label "embezzled funds", monies

paid by Eskom customers to their municipalities for electricity used, but not paid onward to Eskom. Just lost somewhere in the irregular and wasteful expenditure incurring.

What are we going to do about this?:

South Africa remains endowed with great people, great in every sense of caring for the future of themselves, their loved ones, of their communities and friends, of their country and all its resources.

But unfortunately we are a divided people, and in the sense of this article, we refers to employers and employees and our unemployed family members and neighbours, friends, colleagues - largely our youth. The mind boggles by the exent of this divide. The one thing that should be clear to those wanting to do something about this is that it will require us to travel a different path, do things differently, if we hope to get different results. One option is popular autocratic rule – a dictatorship by a pretty name!

And after our colonial and more recent apartheid past is that what we want - again? Another option is a social pact between the stakeholder groupings referred to above, unemployed youth; employees and employers. Then once these stakeholders have achieved some form of consensus, they can then tell their government of the day what to do their collective government. And woe betide them if they (the government) don't do what they are told by this grouping of the electorate, not some opposition political party. To reach some form of playing with a ticking time bomb".

consensus, employers may need to rid themselves of the theme of 'management's perogative", and engage on issues of socio-economic importance to employees and their respective communities, whilst organised labour may likewise need to reconsider how they could partner with their employers in trying to address these issues - and I am not suggesting this be a negotiation process, which in our current labour market context is just another power play.

Government to their credit have tried repeatedly to establish social pacts, and maybe, just maybe, they do not gauge the extent of their vested interest in this labour market - and hence their inability to be independent facilitators incrafting this social pact. Again, our country is blessed with experience facilitators, independent of the State or other vested interest groups, some of which are to be found in our independent labour tribunal, the CCMA - it is our terrain! Can we do this?

Conclusion: To quote a leader who truly believed in his people - "Yes, we can". Let us find the way to stop the chaos we are witnessing; the painful downward spiral the country is currently travelling. Let us find the way, deepen our democracy, including in our workplaces. We should not allow narrow, vested interest and power-seeking to deny us our future and our childrens future. And as one highly placed worker leader is often wont to often say, "We are

NDAB' EZINHLE



GOOD NEWS ACKNOWLEDGMENT LETTERS FROM USERS GOOD NE

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



Thendo Thinavhuyo Sithole Acting:Case Management Officer Limpopo

The above matter refers.

I just wanted to compliment Thendo for her friendly and prompt assistance every time I need assistance on one of her matters.

Her conduct is at all times professional, prompt, friendly and effective.

I trust you find the above in order.

Kind regards,

Christie De Villiers | Dispute Resolution Official







To Whom it may concern...

The Rock and Surf Super Pro League or RASSPL is a national saltwater angling body that have 9 active Franchisers under it. Namely: Border, EP, Southern Cape, Boland, Kowie, West Coast, Zululand, WP and Namibia. Collectively we have over 2000 registered members that fish for their respective provinces or Franchisers. Border, who I and my committee represent, account for 649 registered members alone, making us the most successful franchise in the country. A gentleman named Dean Dickinson started the national body back in 2010 with 2 provinces and around 50 members. His vision was to install a culture change within each angler to conserve instead of depleting our rapidly dwindling fish stocks along our pristine coastline thus still retaining a sense of great competitiveness that comes naturally in any angler. We are very proud of this angling body and how it has grown and more so that we can honestly, and with pride, say that ALL of our events are 100% catch and release. No other angling body in SA can boast this! Because of this great initiative for conservation, Rhodes University and ORI (Ocean graphical research institution of SA) have come on board and are proud to associate their names and research with RASSPL at every event!

We at BORDER BLACKTIPS have the privilege of hosting our NATIONALS 2023. The competition will run from 25 April 2023 to the 29 April 2023 . We at Border Blacktips will be entering 4 groups:

Masters , Seniors , Ladies and Juniors

We are proud to announce Jean van Zuydam to be one of 12 Senior fisherman

Many thanks John Frost and the team Manager - Border Blacktips



Proud Sponsors:







CCMA & BUSA

LABOUR ADVICE WEB TOOL FOR SMALL
BUSINESSES



CCMA & BUSA Labour Advice App

MOBILE APP NOW AVAILABLE

This user-friendly mobile App can be downloaded from the Apple App Store and Google Play Store.

Once downloaded, the information is available off-line on your mobile device

TOPICS INCLUDE

Recruiting and Appointing Managing Employees Ending Employment Covid-19

USER-FRIENDLY

- Information sheets
- · How-to-guides
- Templates
- · Infographics

View tables, graphs and info-packets on any topic.

https://smelaboursupport.org.za



