

NEDLAC CONNECT

NEDLAC NEWSLETTER JUNE 2024

Youth
MONTH 2024



Nedlac gears up for 29th Annual Summit

Welcome to the June edition of Nedlac Connect.

This year, Nedlac is pleased to commemorate both the 30th anniversary of democracy in South Africa and its 30th anniversary.

In three months, on September 6, Nedlac and its social partners from organised business, community, government, and organised labour will host the 29th Annual Summit.

This year marks the 48th anniversary of the 16 June 1976 Student Uprising in Soweto. We salute the youth of our country.

In this edition of Nedlac Connect, we cover several key developments and activities that highlight the collaborative spirit and ongoing progress within our socio-economic landscape. Our featured reports include:

- A visit by a delegation from Mali to Nedlac;
- The launch of Nedlac's 30-year democracy project;
- Nedlac's revised terms of reference for Manco;
- Nedlac Exco approving policies aimed at strengthening the entity's operations and ensuring compliance with changes in legislation;
- The Nedlac secretariat received an overall satisfaction rating of 81% feedback from both social partners (government, community, business, and labour) and staff in the Nedlac Survey Report 2023/24;
- The secretariat tracking the progress of 25 Bills in Parliament that were considered by Nedlac social partners.

For your convenience, we have curated a selection of noteworthy media clippings that provide further context and insights into our ongoing initiatives and the broader socio-economic discourse.

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

Thank you for being part of our journey.

The Nedlac team



Nedlac launches project to reflect on 30 years of democracy and plan for the future

A Special Executive Council (Exco) meeting of Nedlac held on Friday, May 10, 2024 launched the project to reflect on 30 years of democracy in South Africa and plan for the future.

The Special Exco meeting was held in the wake of the publication by the government of the *30-Year Review Report of South Africa's Democracy between 1994 and 2024*. The Nedlac social partners have agreed that they will consider the review, add their own reflections but focus on the catalytic actions that social partners can contribute to taking our country forward.

Minister Maropene Ramokgopa, the Minister in the Presidency responsible for planning, monitoring, and evaluation, whose Department was responsible for the 30- year review addressed the meeting.



Minister Maropene Ramokgopa, the Minister in the Presidency addressed the special exco meeting

She said that Nedlac was well placed to bring together the diverse perspectives of social partners, including organised labour, business, community and government, into a progressive dialogue towards achieving our national aspirations, which are expressed in the National Development Plan (NDP).

“Extensive engagement and negotiation at Nedlac have contributed to transforming the labour

market and aligned legislation with the rights in the Constitution, reversing the lack of dignity and exploitation that workers experienced in the past,” she added.

Minister Maropene further stated that social compacting was essential for resolving impasses regarding development-critical factors beyond the control of the government, including youth development, economic transformation, poverty alleviation, and employment creation. She emphasised that the establishment of Nedlac had served a transformation role and stood out as a form of policy innovation and active citizenry.

Over the next few months, Nedlac social partners have committed to consider the 30-year review and make their reflections and contributions on the country's achievements, the lessons learnt and what should be put in place going forward.

Two working sessions involving up to 12 senior leaders of the social partners will be held on 21 and 28 June 2024.

The deliberations will culminate in a report that will handed over to the next government administration at this year's Nedlac's 29th Annual Summit which will take place on September 06, 2024.

“The report will focus on socio-economic issues including economic development, employment, the labour market, social protection and the just transition.

“The desire would be that the contents of the report will feed into government planning for the next five years”, confirmed Lisa Seftel, Executive Director of Nedlac.

“Depending on the contents of the report, it can also guide the work of social partners in Nedlac for the same period,” Seftel added.

Stay tuned for more updates as Nedlac continues to play a crucial role in shaping South Africa's socio-economic landscape.



Nedlac head Lisa Seftel hosts Mali delegation on official visit to South Africa



On Monday 29th April 2024, a four-person delegation from the Mali Economic, Social, Environmental and Cultural Council of Mali, led by its Vice-President Mr. Amadou Sanoussi Daffe visited the Nedlac offices.

They visited South Africa from April 27th to April 30th, 2024, to listen to the needs, expectations and problems of Malians living in South Africa. There are approximately 2,500 Malians resident here.

“There are many differences between what happens in Mali and South Africa when it comes to relations with social partners”, said Nedlac Executive Director, Lisa Seftel.

“However, the issues we face are similar including lack of energy security and the need to respond to climate change,” she added.

Nedlac executive director Lisa Seftel and senior manager Moipone Molete hosted a delegation from Mali in West Africa led by its Vice-President Mr. Amadou Sanoussi Daffe

Most Bills considered by Nedlac in the last five years have been passed by Parliament

Parliament worked to the very last minute before the national elections to ensure that its legislative programme was completed. As a result, seventeen of the twenty-five bills that were considered by Nedlac in the past five years, from 2019/20 to 2023/24, were passed by Parliament.

Nedlac's Parliament Tracker for 2024, analysed the progress of Bills that were considered at Nedlac as well as whether the issues raised were considered in the Parliamentary process.



Parliament had passed 17 Bills by the close of the Parliament on 21 May 2024, of the 25 that had been considered by Nedlac. Source: www.mg.co.za

By the end of the sixth administration, the following legislation considered by Nedlac over the last five years was signed into law. They are:

- Compensation for Occupational Injuries and Diseases Amendment Act; and
- Upgrading of Land Tenure Amendment (ULTRA) Act
- National Health Insurance (NHI) Act; and
- National Council on Gender-Based Violence and Femicide Act.

The following 13 bills were waiting for assent by the President:

- Economic Transport Regulation Bill;
- Companies Amendment Bill;
- National Youth Development Agency Act/Bill (NYDA);
- Expropriation Bill;
- Basic Education Laws Amendment Act/Bill (BELA);
- Public Procurement Bill;
- Electricity Regulation Amendment Bill;
- National Water Resource Infrastructure Agency Bill;
- Preservation and Development of Agricultural Land Bill;

- Climate Change Bill;
- National Nuclear Regulator Amendment Bill;
- South African Post Office (SAPO) Ltd Amendment Bill; and
- Deeds Registries Amendment Bill.

The following two bills have lapsed in terms of NCOP Rule 217 because they were not passed by the end of the 6th Administration.

- Public Service Amendment Bill; and
- Public Administration Management Amendment Bill.

Six bills considered at Nedlac have not yet been introduced to the National Assembly. They are:

- Central Applications System (CAS) Bill;
- Conduct of Financial Institutions Bill;
- Mine Health and Safety Amendment (MHSA) Bill;
- Victims Support Services Bill;
- Employment Services Amendment (ESA) Bill; and
- Radioactive Waste Management Bill.

The Nedlac Parliamentary Tracker provides a detailed breakdown of the following:

- Information on each of the Bills concluded in each financial year, and its status of consideration by Parliament;
- An analysis to ascertain whether the inputs from Nedlac were incorporated by the relevant Departments, on the versions tabled to the National Assembly; and
- Key issues that were raised at Nedlac by social partners and similarities of those issues with those raised through public comments, National Assembly and National Council of Provinces (NCOP) and how they compared to the areas of agreement or disagreement raised in the Nedlac report.

A copy of the Parliamentary Tracker is available on the Nedlac website at <https://bit.ly/4e2SjU5>

Nedlac Exco approves new and revised policies

Nedlac Exco reaffirmed its commitment to compliance and continuous improvement of governance by approving five new or revised policies at its meeting on 24 May 2024.

Nedlac has an Employment Equity Policy for the first time since the addition of staff servicing the Presidential Climate Commission (PCC) - the staff complement is over 50. The Exco also approved manuals to comply with the Protection of Personal Information Act and the Promotion of Access to Information Act, as is required by these two statutes.



The policies revised are the Delegation of Authority Policy and Human Resource Policy. Brief descriptions of the policies and the revisions are explained below.

Employment Equity (EE) policy

The policy provides a framework for Nedlac to implement the amended Employment Equity Act No. 55 of 1990. It sets out the measures that Nedlac will take to ensure representativity and equity. The Nedlac Employment Equity Committee and the union representing Nedlac employees were consulted in the drafting of the policy.

Protection of Personal Information Act (POPIA) manual

The manual provides a comprehensive overview of the requirements that Nedlac must follow when handling personal information. It also explains the procedure for getting consent from individuals whose data is being processed.

Promotion of Access to Information Act (PAIA) manual

The manual sets out the process on how Nedlac will deal with requests for information from the public and the grounds on which Nedlac may refuse a request.

Revised Delegation of authority

The delegation of authority policy sets out the distribution of executive, financial and administrative responsibilities to relevant structures within Nedlac.

Revised Human Resource Policy

Changes were made to the Human Resource Policy to accommodate staff from the PCC, improve the provisions of leave for training and study support, and also align the policy with the POPIA manual.

The approved policies are aimed at strengthening human resources and employment equity in the organisation as well as ensuring compliance with changes in legislation.

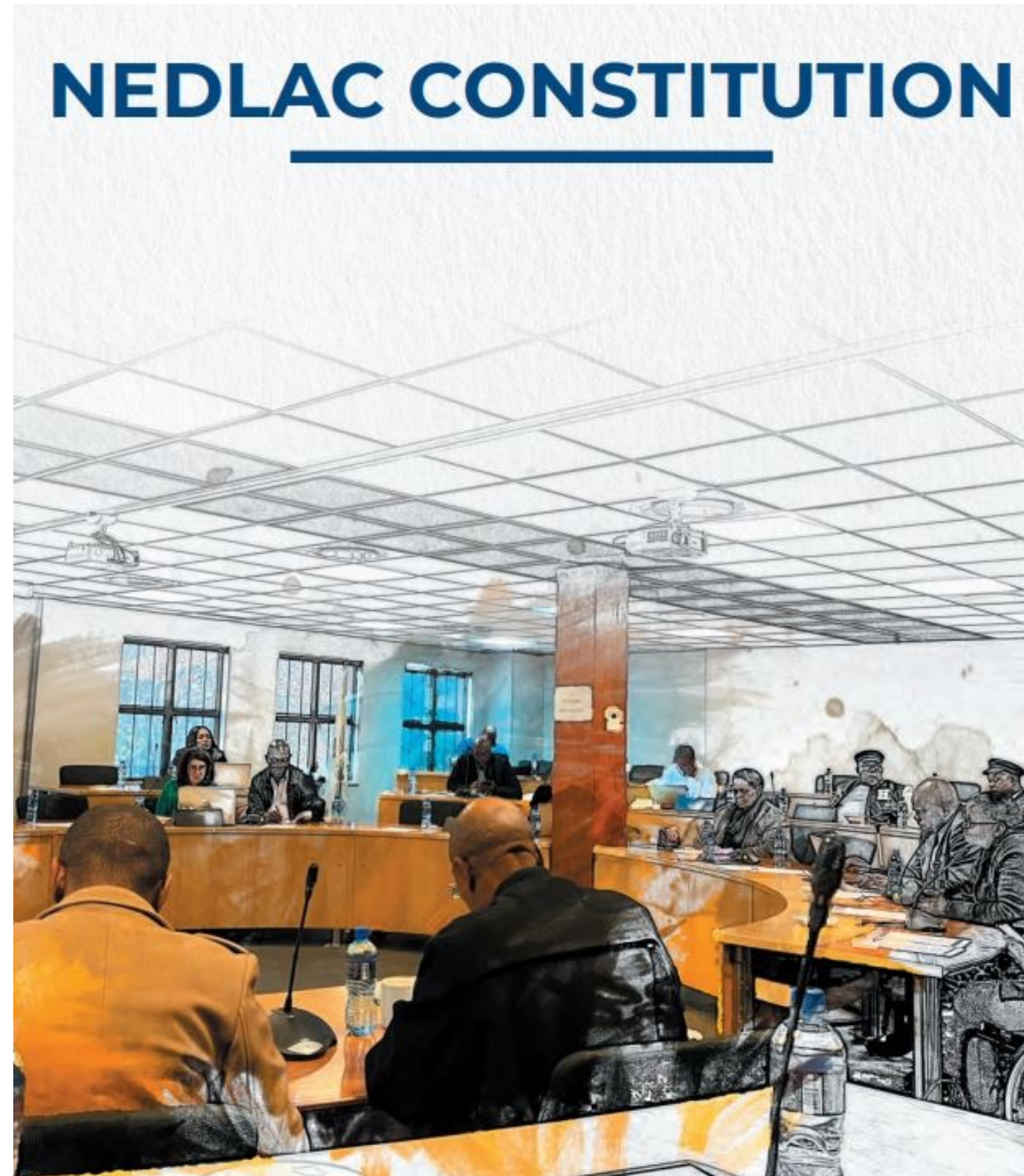
Nedlac staff seen here on Heritage Day are among the beneficiaries of the revised policies which for example will strengthen human resources and employment equity in the organisation.

Governance at Nedlac improves as revised constitution is being implemented

In light of the approval of the Nedlac Constitution, the Executive Council has approved revised Terms of Reference (TOR) for its Management Committee (Manco).

These revisions aim to enable Manco to be the primary decision-making body regarding management and oversight of the Nedlac secretariat.

Exco meetings will still be held quarterly, but focus on significant matters such as presentations from the Minister of Finance and approving statutory documents such as the Annual Report and Annual Performance Plan.



Changes to the Manco terms of reference supported by social partners

The following functions from Exco have been delegated to Manco:

- Approval of all Nedlac policies on the recommendation of the relevant
- Standing Committee;
- Approval of all Nedlac Reports produced in terms of section 5(1)(c) or (d)
- of the Nedlac Constitution;
- Appointment of the Executive Director, Chief Financial Officer and
- Executive Managers; and
- Approval of protocols and terms of reference regulating the functioning of
- Chambers and Committees.

Other changes introduced in the revised terms of reference include:

- A process for the termination of Manco members;
- That chairing will be done quarterly according to an annual year plan so that the same Nedlac constituency will not chair in the same quarter over consecutive years;
- New clauses on conflict of interest, confidentiality and abiding by the Nedlac Code of Ethics.

Social partners and Nedlac staff give a big thumbs up to Nedlac in satisfaction survey

The survey was administered electronically and social partners were requested to complete and return it to Nedlac. The survey service provider then developed a summary report with results arising from the survey and recommendations. The survey report with recommendations was shared with social partners and staff. A copy of the report is available here:

<https://bit.ly/4bK4CmG>

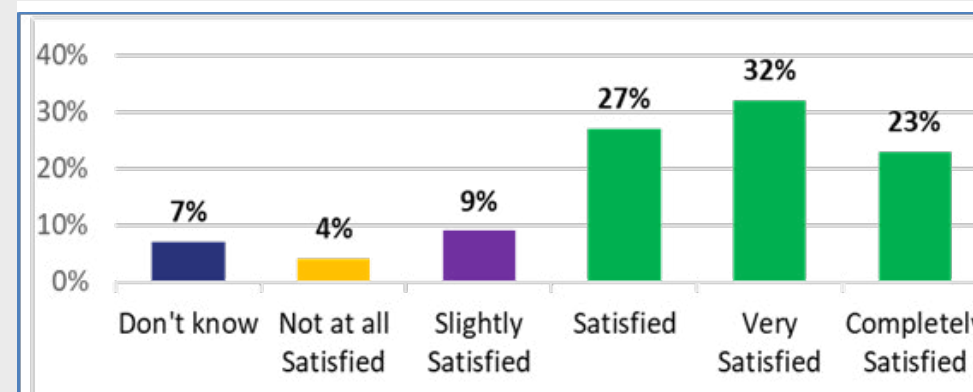


Figure 1.1 Overall Level of Stakeholder and Staff Satisfaction

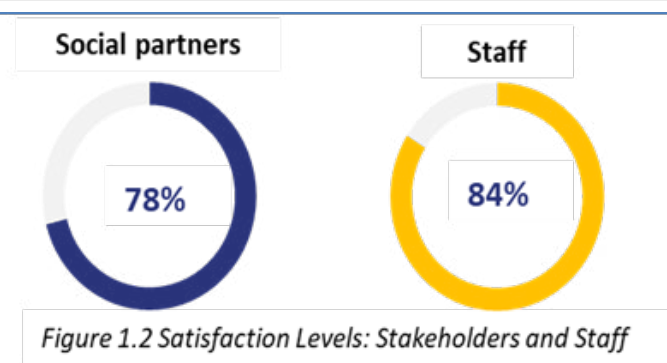


Figure 1.2 Satisfaction Levels: Stakeholders and Staff

The Nedlac secretariat received an overall satisfaction rating of 81% feedback from both social partners and staff in Nedlac's annual satisfaction survey. The satisfaction rating for social partners was 78% and for staff was 84%. The response rate of the survey was 36% of all stakeholders and staff. The survey was complemented by two focus groups.

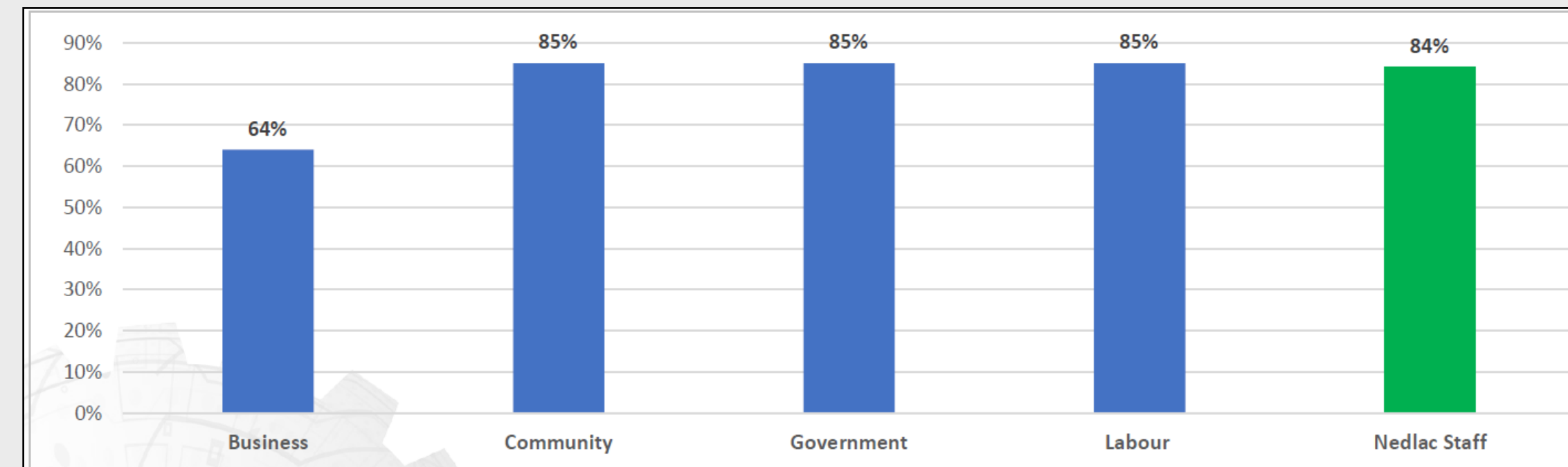


Figure 7: Overall Satisfaction by Stakeholder Groups

There was almost equal satisfaction levels from community, government, and labour while the level of business satisfaction was 64% as the figure below indicates.

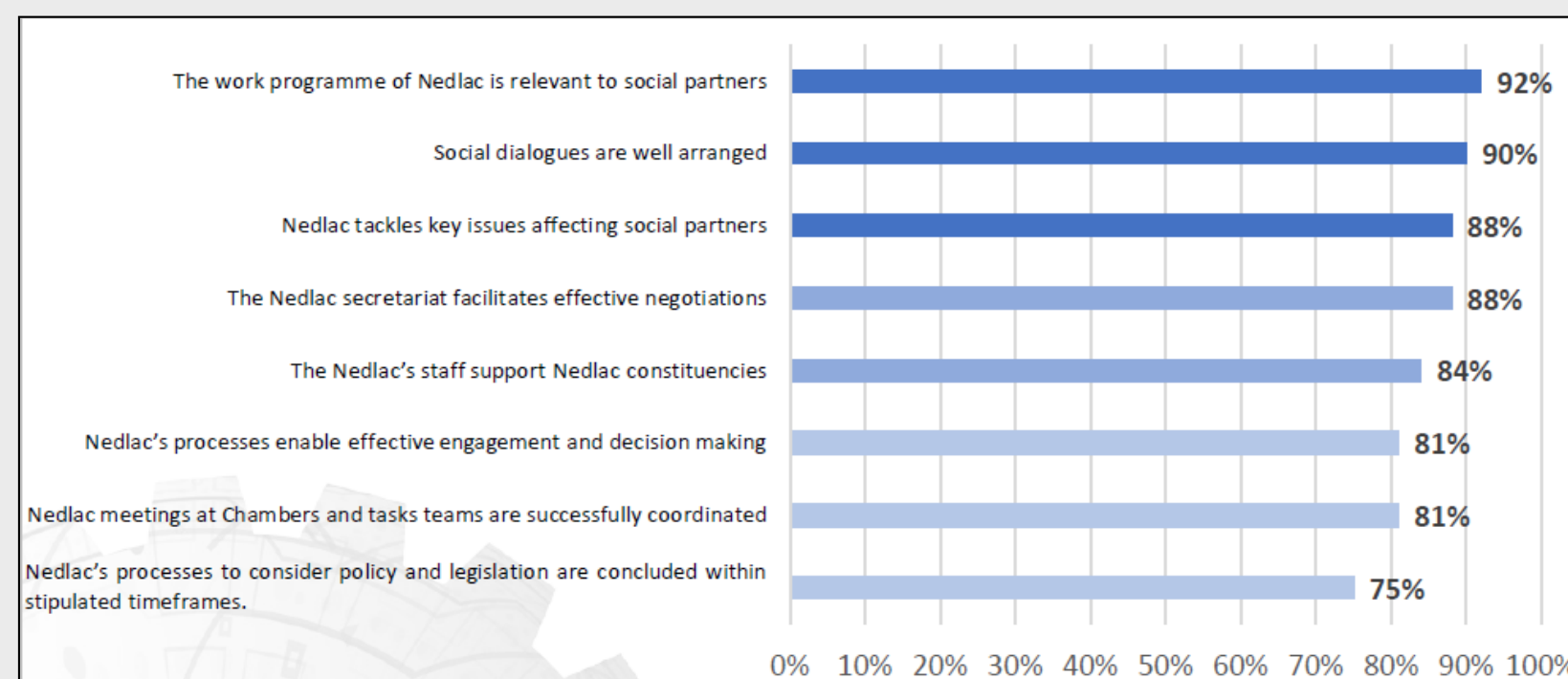


Figure 10.1: Organisational Structures, Systems and Processes Satisfaction Level

This figure sets out the satisfaction level of social partners in respect of organisational structures, systems and processes. The work programme of Nedlac was given the highest satisfaction rating of 92%.

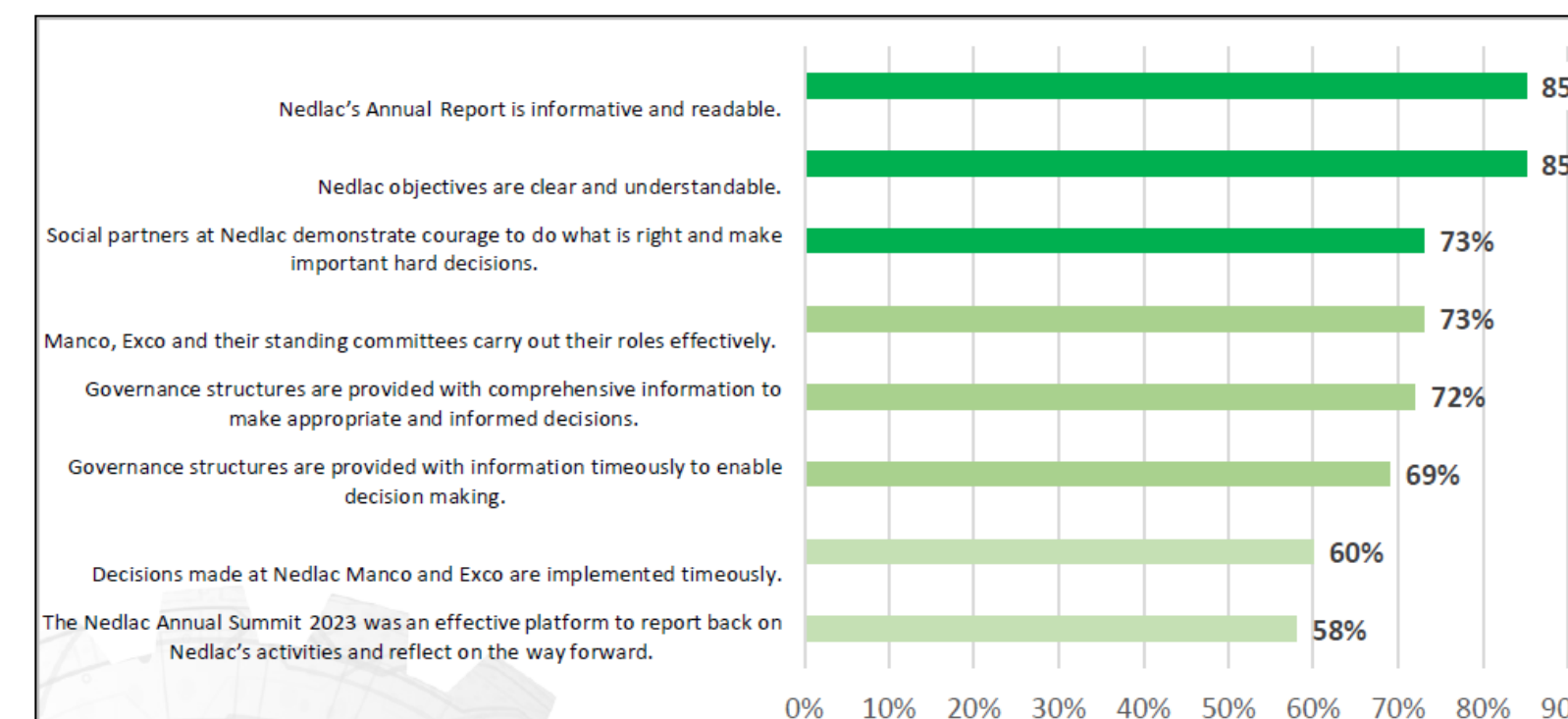


Figure 10.2: Governance Satisfaction Level

This figure sets out stakeholder's satisfaction level with the governance of Nedlac.

Other matters tested which all got positive ratings included social dialogues, communication and capacity building of constituencies.

In the Media

Big boost for skills and jobs in just energy transition

The National Business Initiative (NBI) has established a new initiative to train people for Just Energy transition employment, endorsed by more than 25 CEOs of SA's major enterprises. The Just Energy Transition Skilling for Employment Programme (JET SEP), led by the NBI, will “co-ordinate the private sector’s contribution” to fostering skills needed as SA increases its renewable power mix to move from a carbon-intensive to a low-carbon economy by 2050.

Source: Business Live

Date: May 2, 2024

Read the full article: https://www.businesslive.co.za/bd/national/2024-05-02-big-boost-for-skills-and-jobs-in-just-energy-transition/#google_vignette



Manufacturing Sees Job Growth, Increased Car Production, Says Patel

Minister of Trade and Industry Ebrahim Patel said manufacturing has added over 6,000 jobs and increased automobile output compared to five years ago. By 2035, the automotive industry master plan wants South Africa to produce 1% of global automobiles. Patel gave an update on the implementation of the Automotive Industry Master Plan Isuzu plant in Gqeberha, Eastern Cape, recently.

Source: The Africa

Date: May 16, 2024

Read the full article: <https://www.theafrica.co.za/africanews/manufacturing-sees-job-growth-increased-car-production-says-patel-454272218>



Nasi Ispani gets R8.4bn to train half a million youths in Gauteng

The Gauteng government and the Department of Employment and Labour are launching another phase of Nasi Ispani to train approximately 500,000 adolescents in specialist skills before finding jobs. Nasi Ispani has helped jobless persons find provincial government jobs since its founding. Over 95,000 individuals got work in the project, some of which were temporary.

Source: Sowetan Live

Date: May 16, 2024

Read the full article: <https://www.sowetanlive.co.za/news/south-africa/2024-05-15-nasi-ispani-gets-r84bn-to-train-half-a-million-youths-in-gauteng2/>



Massive R3 billion vehicle assembly plant for South Africa

The Department of Trade, Industry, and Competition reports that the Coega Development Corporation (CDC) has started site preparations for a new Stellantis car assembly facility in the Coega Special Economic Zone. In Gqeberha, Eastern Cape, the automaker will start building its R3 billion factory. Stellantis, which markets Jeep, Alfa Romeo, Fiat, Citroën, Opel, and Peugeot distributor, will build a one-ton bakkie at its Coega facility.

Source: Property Review

Date: May 17, 2024

Read the full article: <https://www.propertyreview.co.za/post/massive-r3-billion-vehicle-assembly-plant-for-south-africa>



SCOTT TIMCKE AND ANDREW RENS: Clear industrial policies vital for shaping AI uptake

South Africa’s AI strategy is restricted, like many African ones. So far, the state and its officials have prioritised user experience and front-end skills development over manufacturing, competition, market formation, and procurement. Unless there are opportunities for those who acquire their skills to use them, they will end up serving other economies. Without strategic procurement, the state will be a minor customer of global providers for whom their spend is a data point.

Source: Business Live

Date: May 17, 2024

Read the full article: <https://www.businesslive.co.za/bd/opinion/2024-05-17-scott-timcke-and-andrew-rens-clear-industrial-policies-vital-for-shaping-ai-uptake/>



Round Two - Minister of the Department of Home Affairs gazette new Immigration Regulations: A closer look at the changes

The Minister of Home Affairs Dr. Aaron Motsoaledi Gazetted new Immigration Regulations on May 20, 2024. The Department of Home Affairs was criticised for posting the regulations a day before the comment deadline. To follow proper process before Gazetteing the regulations anew, the Minister publicly retracted them on 12 April 2024. Marisa Jacobs, Managing Director of Xpatweb and Business Representative on the National Economic Development and Labour Council (NEDLAC) immigration and migration committee, summarises the newly Gazetted laws.

Source: Polity

Date: May 23, 2024

Read the full article: <https://www.polity.org.za/article/round-two---minister-of-the-department-of-home-affairs-gazette-new-immigration-regulationsa-closer-look-at-the-changes-2024-05-22>



Social dialogue and effectiveness of tripartism in Zimbabwe

Since independence, Zimbabwe has established many consultative and advisory groups for tripartite and bipartite engagements. These arrangements addressed unique employment challenges. But did not address wider economic issues. Inspired by NEDLAC, the Zimbabwe Congress of Trade Unions proposed the Zimbabwe Economic Development Council (ZEDC) for national dialogue, and a tripartite delegation visited South Africa to learn lessons which proposed the Zimbabwe Economic Development and Labour Council (Zedlac) as a similar institutional framework for Zimbabwe.

Source: Newsday

Date: May 23, 2024

Read the full article: <https://nedlac.org.za/wp-content/uploads/2024/05/Social-dialogue-and-effectiveness-of-tripartism-in-Zimbabwe.pdf>



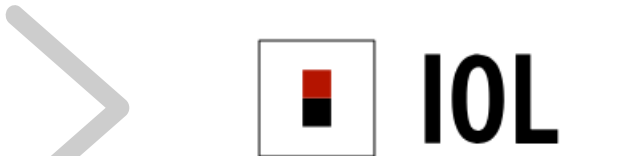
South Africa has five car export heroes, but will the industry survive the EV era?

South Africa sells plenty of automobiles and bakkies to over 150 nations. Last year, a record 396,000 automobiles left our harbours, which is little in global terms but substantial to our industrial production and GDP. South African exports have climbed 20% since 2014, and Naamsa, the Automotive Business Council, forecasts a 6% increase to 420,000 units this year. Due to electricity restrictions and lucrative gasoline charges, the state does not want to encourage South Africans to buy electric cars soon, thus it has not given them incentives like many other nations. Thus will SA survive the EV era?

Source: Persfin

Date: May 12, 2024

Read the full article: <https://www.persfin.co.za/motoring/industry-news/south-africa-has-five-car-export-heroes-but-will-the-industry-survive-the-ev-era-fbbf5b22-1767-47b9-b323-4c1cc3a0ae6d>



RAYMOND PARSONS: Policy certainty crucial to job-rich growth as partnerships take shape

Raymond Parsons, a prominent business leader and academic, argues in Business Day that the emerging political regime in South Africa must prioritise the establishment of a stable and predictable economic environment. This will allow businesses to plan for long-term growth and development, which is crucial for the country’s success.

Date Published: June 05, 2024

Read the full article: <https://www.businesslive.co.za/bd/opinion/2024-06-05-raymond-parsons-policy-certainty-crucial-to-job-rich-growth-as-partnerships-take-shape/>



Meetings June & July 2024

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

18 • 6 • 2024: 15:00 – 16:00
TRADE AND INDUSTRY CHAMBER
Trade and Industry Convenors

19 • 6 • 2024: 13:00 – 15:00
DEVELOPMENT CHAMBER
Development Chamber

21 • 6 • 2024: 10:00 – 16:00
EMERGING ISSUES
Labour market, social protection,
and the just transition
(1st working session)

24 • 6 • 2024: 09:00 – 18:00
LABOUR MARKET CHAMBER
Labour Law Reformed Task Team

27 • 6 • 2024: 10:00 – 15:00
TRADE AND INDUSTRY CHAMBER
Trade and Industry Chamber

28 • 6 • 2024: 10:00-16:00
EMERGING ISSUES
Economic, development and
employment issues
(2nd working session)

2 • 7 • 2024: 09:00 – 18:00
LABOUR MARKET CHAMBER
Labour Law Reformed Task Team

4 • 7 • 2024: 14:00 – 16:00
EMERGING ISSUES
Cost of Living Increases Rapid
Response Task Team

17 • 7 • 2024: 10:00 – 12:00
GOVERNANCE
Audit and Risk Committee (ARC)

19 • 7 • 2024: 10:00 – 13:00
GOVERNANCE
MANCO

25 • 7 • 2024: 10:00 – 15:00
TRADE AND INDUSTRY
CHAMBER
Trade and Industry Chamber

26 • 7 • 2024: 10:00 – 13:00
GOVERNANCE
EXCO

26 • 7 • 2024: 10:00 – 13:00
PUBLIC FINANCE AND
MONETARY POLICY CHAMBER
Public Finance and Monetary
Policy Chamber



ABOUT US

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

USEFUL LINKS

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

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WE WOULD LOVE TO
HEAR FROM YOU.

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