

LABOUR MARKET CHAMBER

2006/7 WORK PROGRAMME AND PROGRAMME PERFORMANCE

KEY FOCUS AREA	KEY RESULT AREA	PROGRAMME OBJECTIVES	STATUS
Demarcations	To consider and finalise all applications for Demarcations of bargaining council scopes in terms of Section 62 (9) of the Labour Relations Act	To consider disputes about demarcation between sectors and areas and for the establishment of Bargaining Councils, or the variation of Bargaining Councils.	In all the applications considered by the Standing Committee, 12 applications were finalised.
Insolvency and Business Recovery Bill	To engage and agree on the Legislative framework on Insolvency and Business recovery Model	To ensure that the framework takes into account the interests of Labour, Business and the broader society when dealing with insolvency matters	Nedlac Task Completed and the Bill approved by Cabinet, however, was held up due to lack of finality on the Business Rescue Model provisions. In 2006 it was decided that the dti would deal with the Business Rescue Model in line with the Companies Bill. The Insolvency Bill would go through Parliament in 2008.
Social Plan Review	To examine the recommendations from the study that was commissioned to review the social Plan with a view to reach agreement on how to address the identified gaps.	To ensure that the Social Plan is aligned to the new challenges and to ensure effective implementation of the Plan.	Engagements on the report completed. The next step is to develop and agree on recommendations.
Code of Good Practice on Who is an Employee	In terms of section 200A (4) of the Labour Relations Act (LRA), Nedlac must prepare and issue a Code of Good Practice that sets guidelines for determining whether persons are employees.	To provide practical guidance to employers and employees on understanding the implications of their contractual relationship. To intend to guide CCMA Commissioners, Judges, employers and employees on interpreting section 200A of the LRA in accordance with established principles and case law.	Task Completed The Code was gazetted in 2006.
Changing Nature of Work and Atypical Forms of Employment in South Africa	To engage and reach agreements on steps to be taken address the changing Nature of Work and the Atypical forms of Employment in South Africa	To develop a framework to address the challenge of Atypical forms of Employment in the manner that takes into account the concerns of social partners.	The first phase of engagements completed. The second phase that seeks to examine the rest of the synthesis report on the atypical forms has commenced.
Employment Equity/ Skills Development	To develop a work programme with which to streamline, monitor, evaluate Employment Equity and skills development initiatives.	To streamline, monitor and evaluate long term initiatives of the Employment Equity and skills development.	Task completed
Nominations to Various Committees and Statutory Bodies	To coordinate a process for nomination of constituency representatives to serve in the Statutory bodies:	To nominees from constituencies to serve in identified statutory bodies such as: <ul style="list-style-type: none"> • National Skills Authority • Unemployment Insurance Board • Employment Conditions Commission • CCMA Governing Body • Essential Services Committee • Compensation Board • Commission for Employment Equity 	List of nominees finalised and submitted to all identified statutory bodies.

