
EMPLOYMENT CONDITIONS COMMISSION

11th NEDLAC SUMMIT

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OUTLINE

- Legislative mandate
 - Composition
 - Public Hearings
 - Accomplishments
 - Work plan
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LEGISLATIVE MANDATE

- Basic Conditions of Employment Act, 1997
 - Chapter 9
 - Secretarial support
 - Provided by Department of Labour
 - Meetings
 - Public hearings
 - Prepare reports
 - Administrative tasks
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LEGISLATIVE MANDATE

- Advisory body
 - ❑ Sectoral determinations
 - ❑ Matters concerning basic conditions of employment including public service
 - ❑ Matters arising out of the application of Act
 - ❑ Effect of government policy on employment
 - ❑ Trend in collective bargaining
 - ❑ Children's issues
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LEGISLATIVE MANDATE

- **Recommendation criteria:**
 - **Alleviation of poverty**
 - **Impact on employment levels**
 - **Conditions of employment Wage differentials and inequality**
 - **Impact on health and safety or welfare**
 - **Ability to pay the wages**
 - **Cost of Living**
 - **Any other relevant information**
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COMPOSITION

- **Consult NEDLAC**
 - **3 members including chair person**
 - **Knowledgeable on labour market**
 - **Conditions of employment**
 - **Vulnerable and unorganised workers**
 - **1 member and alternate representing organised business**
 - **1 member and alternate representing organised labour**
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PUBLIC HEARINGS

- **Purpose**
 - **Data collection**
 - **Consultation**
 - **Confirmation**
 - **Visits to provinces**
 - **Oral presentation during ECC meetings**
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PUBLIC HEARINGS

■ Challenges

- ❑ Attendance numbers
 - ❑ Level of the debates
 - ❑ Quality of their inputs
 - ❑ Same representations from organised constituencies
 - ❑ Lack provincial dynamics
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PUBLIC HEARINGS

- **Different approaches to address challenges**
 - ❑ **Sit downs**
 - ❑ **Work place visits**
 - ❑ **Questionnaires**
 - ❑ **Discussion documents**
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ACCOMPLISHMENTS

- **New sectoral determinations**
 - ❑ **Learnerships**
 - ❑ **Domestic workers**
 - ❑ **Farm workers**
 - ❑ **Taxi workers**
 - ❑ **Children in Performing Arts**
 - ❑ **Investigated sheltered employment**
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ACCOMPLISHMENTS

- **Provident Funds**

- **Contract Cleaning**
- **Private Security Sector**



ACCOMPLISHMENTS

- **Review sectoral determinations**

- **Contract Cleaning X2**
 - **Private Security X4**
 - **Wholesale and Retail X2**
 - **Civil Engineering X2**
 - **Clothing and Knitting – Bargaining Council**
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ACCOMPLISHMENTS

- **Earning Threshold**
 - **Remuneration schedule**
 - **Ministerial determinations**
 - **Small Business**
 - **Welfare (standby)**
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PRIORITIES 2006

- **New sectoral determinations**
 - **Hospitality**
 - **Welfare**
 - **Review sectoral determinations**
 - **Contract Cleaning**
 - **Private Security**
 - **Civil Engineering**
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PRIORITIES 2006

- **Regulations Children 15 -17**
 - **Wage differentials**
 - **Old sectoral determinations**
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IMPLEMENTATION

- **Implementation challenges**
 - Awareness raising
 - **Enforcement**
 - Compliance
 - **Monitoring & Evaluation**
 - Impact of the laws
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CHALLENGES

- Striving for balance
 - Vulnerability vs employment/growth impact
 - Effective stake holder consultation – public hearings
 - Secretariat capacity
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SILVER LINING

- Cf UK Low Pay Commission and other comparative experience
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