

Presentation on the future of Collective Bargaining

31 October 2019



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Post and Present Challenges

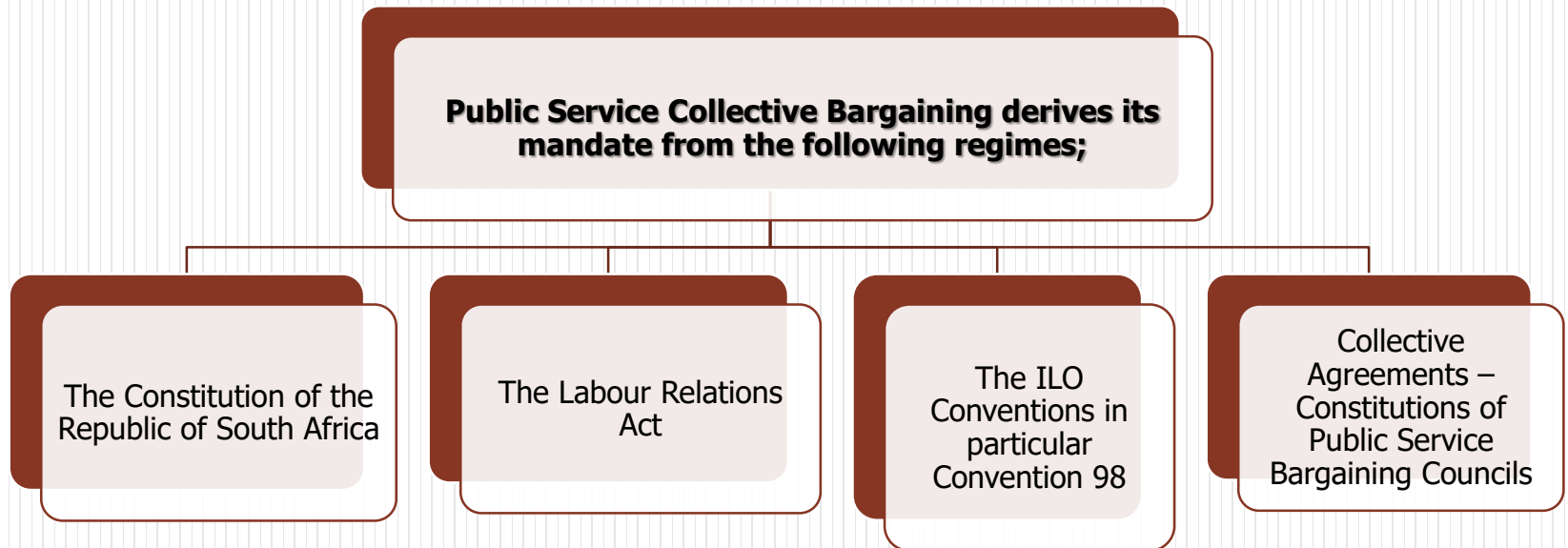
Collective Bargaining and the Future

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Relevance of Decisions of PS Summit and Indaba

Conclusion

LEGISLATIVE MANDATE



Post and Present Challenges



Organizational rights contestation by majority unions and minority unions



Majoritarian principle vs. Complacency by Majority unions and Employers



Failure to conclude Sector specific collective agreements {ratifying DBC agreements}



Failure to implement or enforce collective agreements



Failure to prevent disputes which contributes to labour unrests in our workplaces



Non-alignment of our sector scope {Justice cluster debate and TVET\CET debate}



DBC and Provincial chamber agenda items cutting across GPSSBC and PSCBC chambers

Collective Bargaining and the future

Expansion of the sector scope to include chapter nine (9) institutions and other government created agencies and entities

Collective bargaining v the pressure from social environment {poverty, unemployment, inequality, impact on investment and fiscus income}

Collective bargaining violent industrial actions, the role of employers and trade unions

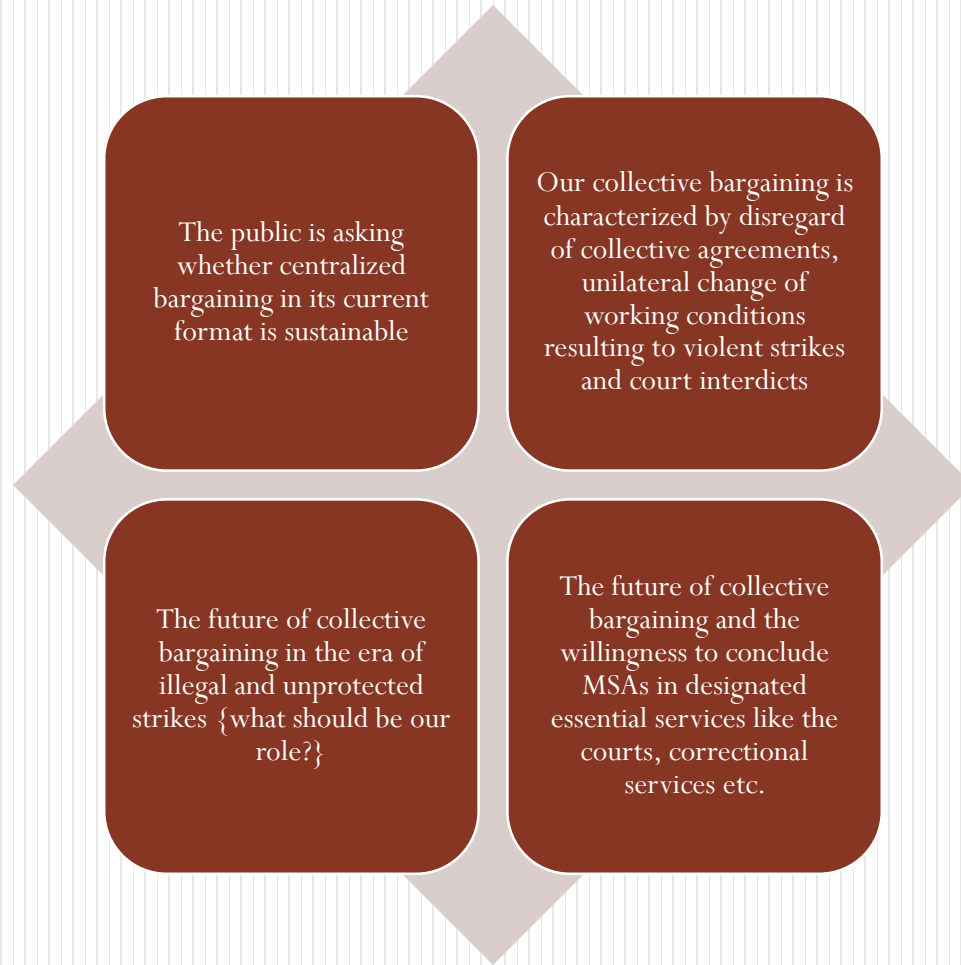
The role of collective bargaining within a vision of building a developmental State {do we have a role? And what is our posture as parties}

The future of collective bargaining in the economy which is not growing and shedding jobs {Is public service still able to guarantee job security?}

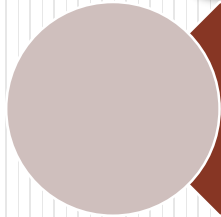
The future of collective bargaining under austerity measures to reduce the wage bill, non filling of funded vacancies, imposing early retirement and cutting performance bonuses

The future of collective bargaining and the Employers unilaterally altering terms and conditions of employment during negotiations

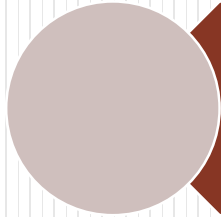
Public Service strikes



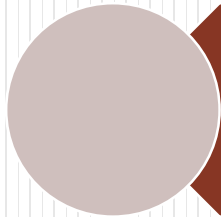
Relevance of Decisions of the PS Summit and Indaba



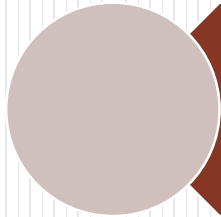
The role of collective bargaining in the current terror of gender based violence



The future of collective bargaining under aligned sector constitution with that of the PSCBC

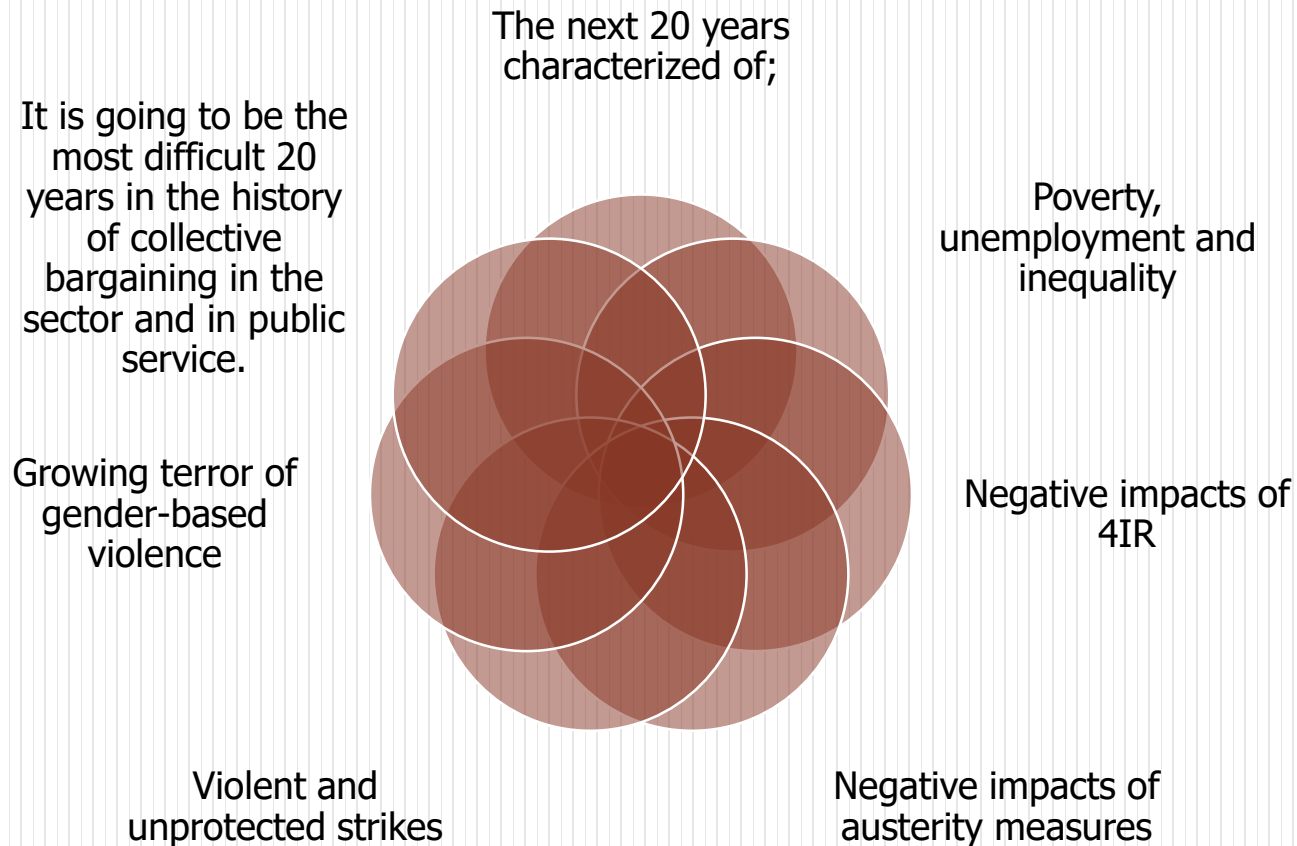


The role of collective bargaining within the growing state corruption



The future of collective bargaining and the impact of the service charter and the principles recorded in the charter

Conclusion



Thank You
Rea Leboga,
Ha Khensa,
Siyathokoza

