



Welcome to the festive edition of the NABC Newsletter for 2021, a publication that highlights important information relevant to Bargaining Councils.

ILERA 9th Africa Regional Congress 26 - 29 September 2021 Mpumalanga, South Africa

Feedback: ILERA 9th Africa Regional Congress

The Labour and Employment Relations Association of South Africa (LERASA), recently hosted the 9th African Regional ILERA (International Labour and Employment Association) Congress from 26 – 29 September 2021, in Mpumalanga, South Africa.

The Congress theme was ***“Challenges Facing Employment Relations, Labour Law and Social Protection to Reduce Poverty, Inequality and Unemployment in Africa, In the Wake of a Global Pandemic”***, and attracted scholars and practitioners across the labour and employment fraternity.

The world of work and employment relations are being reshaped by crucial developments across the globe; globalisation, protectionism, digitization and the Fourth Industrial revolution (4IR), rising unemployment, inequalities and poverty, and the struggle for decent and sustainable work. The COVID-19 pandemic overlaid with other social, economic and political crises has had unprecedented labour market disruptions and devastating impact on people’s lives, an impact unparalleled in modern history.

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Workers have suffered job losses as a result of work closures, temporary and remote work, working hour losses and decrease in labour income. This has worsened an already dire situation in Africa enduring faced high levels of poverty. For example, in Sub-Saharan Africa the poverty level has been high over a long period, measuring 46% in 1990 and 41% in 2015 (World Bank, 2020; Addae-Korankye, 2014). According to ILO data, in the second quarter of 2020 Africa lost an estimated 15.6% of working hours, translating to 60 million jobs, as a result of the pandemic (ILO Monitor, 6th edition, September 2020). It has further exacerbated vulnerable groups particularly the youth. Youth informality rate is the highest in Africa at 93.4% (ILO Monitor, 4th edition, May 2020) and 70.1% of these are in self-employment, reducing their chances to escape poverty. Relative poverty rates are expected to increase from 21% to 83% as result of COVID pandemic, and social protection coverage for the youth sector is only 17.8%. Women have suffered disproportionately the impact of COVID-19, with women-dominated sectors being hardest hit by the crisis. Some authors have described the pandemic a "virus of inequality" (Oxfam briefing paper, 2021), increasing the divide between rich and poor, employed and unemployed, regressing the gains achieved in racial and gender equality, decent work and other progressive achievements.

The Congress was held in a hybrid format. The NABC therefore agreed to cover the cost of virtual attendance for all NABC Member Councils, at a maximum of 2 delegates per Council.

MEMBER ATTENDANCE:

The following NABC Member Councils attended the Congress:

1. Annah Sekobane : National Bargaining Council for the Chemical Industry (NBCCI)
2. Boniswa Mbovane: National Bargaining Council for the Chemical Industry (NBCCI)
3. Semphete Pholoholo: National Bargaining Council for the Chemical Industry (NBCCI)
4. Lindie Fourie: The Bargaining Council for the Civil Engineering Industry (BCCEI)

We hope that members found the Congress to be informative.



ILO World Social Protection Report 2020-22:



International
Labour
Organization

Social protection at the crossroads – in pursuit of a better future

ISBN 978-92-2-031950-5 (web PDF)

Foreward:

Since the last edition of the World Social Protection Report, in 2017, the world has been rocked by a crisis unlike anything in living memory. While we will not know the full implications of the COVID-19 pandemic for some time, one thing is already clear – the value of social protection has been unequivocally confirmed.

The pandemic response generated the largest mobilization of social protection measures ever seen, to protect not just people's health but the jobs and incomes on which human well-being equally depends. As we seek now to create a human-centred recovery, it is imperative that countries deploy their social protection systems as a core element of their rebuilding strategies.

There are glimmers of optimism amid the devastation wrought by the pandemic, and this renewed appreciation of the importance of social protection is one. The crisis not only underscored its indispensability, but radically reconfigured policy-makers' mindsets. They can no longer ignore the precarious situation of the many front-line workers whose essential role became clear during the crisis, or of the informal workers who have frequently been excluded from social protection schemes.

Another hard reminder provided by the crisis has been that we are only as safe as the most vulnerable among us; our well-being and destinies are in-

timately entwined, regardless of our location, background or work. If some people cannot count on income security while sick or in quarantine, then public health will be undermined and our collective well-being jeopardized.

This renewed appreciation of social protection was well reflected in the adoption of the conclusions on social protection by the governments, employers and workers of the ILO's 187 Member States at the International Labour Conference in June 2021. This served as a powerful reminder that rights-based social protection systems, anchored in the principle of solidarity, are at the core of decent work and social justice.

As we start to look beyond the crisis to recovery, it is essential that we do not forget the painful lessons it has taught us. We must not allow complacency to creep in. Now is the moment to strengthen and invest in social protection systems everywhere, including social protection floors, so we are better prepared for whatever future crises may come. This means implementing a rights-based approach, with universal social protection systems that guarantee access to adequate, comprehensive support throughout people's lives, regardless of the type of employment they have or the nature of their work. This is essential for the human-centred, equitable recovery we need.

This World Social Protection Report provides a global overview of recent developments in social protection systems and examines the impact of the COVID-19 pandemic. Based on new and robust data, it offers a broad range of global, regional and country statistics on social protection coverage, the benefits provided, and related public expenditure.



The report also identifies the protection gaps that must be closed, and sets out key policy recommendations for achieving the goal of universal social protection for all by 2030. This will require concerted collaboration between governments and workers' and employers' organizations, UN agencies and other stakeholders.

Many countries stand at a crossroads, debating the future of their social protection systems. I urge them to look forward with hope, heed the call of this report, and use the window opened by COVID-19 to pursue the high road to universal social protection. It is an ethical and rational choice, and one that paves the way to social justice for all.

Guy Ryder
ILO Director-General



▶ Flagship Report

A photograph of a woman with long dark hair, wearing a striped t-shirt and dark pants, holding a baby in her arms. She is looking up at the baby. The background is a light blue gradient with a red diagonal line.

▶ World Social Protection Report

2020-22

"This renewed appreciation of social protection was well reflected in the adoption of the conclusions on social protection by the governments, employers and workers of the ILO's 187 Member States at the International Labour Conference in June 2021. This served as a powerful reminder that rights-based social protection systems, anchored in the principle of solidarity, are at the core of decent work and social justice."

Read the full report published by the ILO:

https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_817572.pdf





Rethinking the workplace: Goodbye, employee; hello, employfree!

Picture this: it is 4pm and you're done for the day - you know there is not a single productive bone left in your body. However, your working hours end at 5pm and leaving anytime before then - while not strictly forbidden - is distinctly frowned upon. And so you find yourself surreptitiously glancing at the clock for the umpteenth time, while doing your best to not appear too obvious about it.

If you're a Baby Boomer, Gen Xer or even an older millennial, you've likely noticed a gradual shift away from this scenario over the past few years - and a more rapid one over the past few months, courtesy of Covid-19. Simply put: the old way of working no longer works.

Enter the employfree - that is, a young employee who values their freedom and flexibility over conventional employment drawcards, such as job security. And we, as corporates, need to think about how we show up if we want to attract top talent.

The biggest point of departure from the old way of working is that the workplace has traditionally been structured around a 9am - 5pm workday in a fixed location, with a clear separation between work and personal life. This model prioritised input: you had to be physically present in the workplace for a prescribed number of hours each day, in order to be seen as doing your job.

This is now changing, and in its place is a new emphasis on outcomes. While it means more flexibility for the employee as they are measured on performance or output - and not the hours they spend in the office - the individual is expected to be able to work independently, and take accountability for these outcomes.



The 24-hour day

As the focus shifts to measuring output rather than input, the concept of a 24-hour day is replacing that of the traditional 8-hour model. Consider that we have young people entering the workplace who are digital natives; they have never known a life without Google, WhatsApp or Facebook. They're used to being connected 24/7, and thus the line between work and home life is a blurred one. They view each day in its full entirety - and when and how they work is up to them.

They're more comfortable responding to emails late at night or receiving work-related text messages first thing in the morning, but will not be desk-bound in the same location, for the same amount of time each day. They value their flexibility and freedom too much for that, and don't understand why they should have to fit their private life around their 9am - 5pm job when - thanks to technology - their work can happen at any time, in any place.

What else is the employfree looking for?

Aside from freedom and flexibility, work-life balance is important to them, and employers should not make the error of conflating their preference for a 24-hour work day to mean that employfrees are workaholics. Young talent want to feel energised about life, and unreasonable working hours only adds to their stress. Their currency is fulfilment in all aspects of their lives.

Employfrees eschew formal and stiff working environments with confining schedules, and they're far less concerned with climbing the corporate ladder.

Instead, they're drawn to agile and fluid fast-moving environments, where there is opportunity for multi-specialisation and career progression. They want growth, and they want to feel like they're making a difference. They expect their work to offer meaning and purpose to their lives, and if it doesn't - they move on.

Nurturing passions outside the daily grind

In the past, many companies did not allow alternative forms of employment, as it was seen to be in conflict with or detract from the work that individual would perform for the organisation. However, this mindset is changing. Allowing side hus-

ties provides an opportunity for people to enjoy and live out their passions. It offers the opportunity to engage in multiple interests and contributes to outside-in thinking. Employfrees want to contribute in meaningful ways and have the capability to provide quality work in multiple spaces. By not allowing side hustles, we miss out on this talent.

It also benefits the business, in that it brings new knowledge, experience and insight into the company - while also creating an opportunity to showcase the corporate brand in different environments.

Changing how we view employment

Lastly, I believe that corporates need to completely re-imagine the traditional employment model. We don't need to 'own' someone in order to benefit from their skillset - there are many ways talent can add to a business without requiring their full-time employment.

We are seeing more and more employfrees wanting to forgo the security of a permanent position, for the freedom to offer their expertise and skills on an open market. And as corporates, this means that we do not need to demand employment in exchange for getting our critical business tasks done.

Why is it that we do not allow freelancers or consultants to participate in corporate incentives like staff competitions and bonuses? If we change our mindset to focussing on outcome, then it shouldn't matter whether the individual is a permanent employee or not - as long as they deliver.

When we start thinking this way, the talent pool is suddenly so much bigger - we are now able to engage multi-skilled talent, rather than recruit purely for skillset.

Yes, maintaining a healthy company culture takes more creativity and a continuous concerted effort in this new paradigm, but this is achievable if one keeps the bigger picture firmly in mind.

Employee-frees are wired differently. As corporates, we need to take advantage of this opportunity we have been presented with to reinvent our business models, ensuring our relevance into the future.

Written By: Liezel Gordon



Destigmatising mental health in corporate culture

Written By: Linda Mthenjane
Issued By: Trialogue

The Covid-19 crisis has exacted a heavy price, from financial insecurity to the isolation of remote work and demands on parents home-schooling their children. We need to have hard conversations about mental health in the workplace - or the new spaces in which we find ourselves working.

Poor mental health is an unseen and undervalued problem, but a not insubstantial one – according to the World Economic Forum, loss of productivity from mental disorders amounts to around \$1 trillion a year. In South Africa, the loss of earnings due to depression and anxiety amounts to R54 000 per adult – a total of around R40 billion, or roughly 2.2% of the country's GDP. On average, 36 workdays are lost to each mental health incident in the workplace, and around 26.5% of South African employees will be diagnosed with mental health issues in their lifetime. Only a small percentage of them will seek help, however.

We tend to shy away from addressing the issue of poor mental health as it is often stigmatised, with social censure the norm. This operates at a systemic and institutional level – around 5% of our national health budget is allocated to mental health, with around 65-75% of that going towards short-term rather than long-term solutions and support. This has not shifted in the wake of the pandemic, even though we have seen an exponential rise in post-traumatic stress, burnout, gender-based violence and child abuse.

Moral judgements about mental health



All too often, there is a lack of understanding about poor mental health, which leads to a lack of social acceptance. This is partly because we do not understand how the brain works. For example, if someone sees animals crawling on a wall, we don't see this a symptom of paranoid schizophrenia – we see it as something wrong and make a moral judgement about it. We look at it from the perspective of “you can control this, and if you can't, you're weak, lazy or possessed”. We fear what we can see, so we label mental illness as dangerous. This leads to shame and denial among mental health sufferers, who do not disclose their condition or seek therapeutic help.

A crisis of this nature calls for conversation and openness. Our purpose is to get to a world where mental health is everybody's business; where it's understood as something as basic as brushing your teeth. We need to see support for mental wellbeing as a core element of helping you succeed in your world.

What companies can do to help

We need to distinguish between mental health and mental illness in the workplace. Mental health speaks to your ability to use your brain and mind to



function, be productive, have meaningful relationships, deal with change, and understand your thoughts and emotions, as well as the impact they have on your behaviour. By contrast, mental illness speaks to impairments that change the way you experience the world and how you function. In the workplace, we focus on how to prevent that walk towards mental illness. Understanding that mental illness is not a choice makes us more tolerant towards sufferers.

Leaders are much like parents – they set the tone of company culture and establish the rules of engagement. They determine how people treat one another, whether talent is taken seriously, and how the human resources department is viewed. As such, they have three primary roles to play: they need to demonstrate vulnerability and share their own stories; they need to create a culture of connection; and they need to invest in workplace training and sensitivity.

Most importantly, they need to model healthy behaviour and demonstrate that self-care needs to be prioritised. Unfortunately, workers are often encouraged to leave their problems at the office door, with leadership frequently doing the same. However, our personal and professional lives are not easily cordoned off and the pandemic has helped to further collapse these boundaries.

The need for open communication

The solution lies in relationship building. The threads that form the fabric of society begin with strong, committed relationships, which define us and are part of good mental health. Relationships are the only place where, if the connection to other people is strong, you are able to see that your colleague's behaviour is different – when they're silent rather than smiling.

We need to stop asking questions like "Are you okay?". A better question is: "What kind of support do you need today?" Leaders need to ask the right questions and really listen. All healthy relationships are rooted in open communication. We need to create a common language among employers and teams and start decreasing the fear they have when they talk about mental illness.

This is an abridged version of Dr Linda Mthenjane's Tri Talk 'Destigmatising mental health in corporate culture', which she delivered at the Triologue Business in Society Conference 2021. For more information about the Triologue Business in Society Conference, visit <https://trialogue.co.za/businessinsocietyconference/>.



"The solution lies in relationship building. The threads that form the fabric of society begin with strong, committed relationships, which define us and are part of good mental health. Relationships are the only place where, if the connection to other people is strong, you are able to see that your colleague's behaviour is different – when they're silent rather than smiling."



30%

of the future workforce will be independent contractors - survey

Many people used to the fixed routine of office work experienced a sense of freedom in the Covid lockdowns, when working from home brought greater flexibility, more trust, a focus on output rather than input, and a significant time saving by not commuting. For some, it will provoke a restlessness and sense of possibility that triggers another major shake-up for businesses already rocked by the pandemic.

When companies begin to recall their workers to the office or move to hybrid models, some won't go. Many of the most talented and innovative will realise they can earn more money, enjoy a greater variety of work and have a happier lifestyle by becoming independent contractors. It's a choice that will appeal to top talent in fields such as actuarial, strategy, data science, programme management, business process management and digital marketing, amongst others.

While turning independent might sound daunting, there is a growing support system to ease the transition. A growing number of boutique companies are hiring and supplying skilled contractors for fixed-term or project-specific assignments, and platforms like Outsized are matching their talent to companies that need their skills in a service that removes the uncertainty and administration for both sides.

Companies need a smart response

As this desire for independence lures more experts away from their current employers, companies will need to counter the loss of talent with a smart response. The smartest way is by tapping into this new but steadily growing pool of freelance skills to augment their fixed

workforce.

Companies often go through periods of feast or famine, swamped with work at year-end or when a specific project arrives. Afterwards, they're left carrying the costs of full-time workers during periods of inactivity. Many companies are now recognising that the costs of unproductive time, leave, bonuses and other long-term expenses make hiring independent contractors a smart financial decision.

Rather than continue the outdated tradition of only offering permanent jobs, it makes sense to scale up by cherry-picking the skills you need when you need them from talent anywhere in the world. In this blended model of the future, smart companies can keep a permanent workforce for their consistent roles, and deal with the more fluid side through expert contract workers.

A recent survey by Outsized found that many business leaders are open to this idea of a 'blended workforce' to help them become more agile and efficient. They expect that 15-30% of their future staff will be short-term or project-specific hired hands rather than full-time employees. That backs up research by McKinsey in September 2020 which found that 70% of global executives expect to use more freelancers in the future. A 2020 survey by Forbes found that 49% of hiring managers rate access to highly skilled talent as the main reason for adopting this model.

Another benefit is an influx of fresh thinking from people determined to prove themselves, compared to full-time workers who may have lapsed into secure complacency.

A shift in thinking

It's unlikely that any South African company could switch to this blended model instantly, but many are moving in that direction. As they do, the pool of independent contractors will also steadily swell as this trend becomes an unstoppable force.

An Outsized survey of 200 South Africans with university degrees and at least five years of work expe-



rience found that 81.5% are interested in turning freelance, with the main attractions being a better work-life balance, the potential to earn more, flexible hours and the chance to gain wider experience.

For this new model to succeed, managers must adapt their thinking. They will no longer be overseeing close-knit teams around the table, but both permanent workers and those who choose to work from home in the hours that suit them. Some freelancers may work in the office as temporary team members, or come in occasionally, but if the talent you need wants to work from home, or lives in another city, managers must learn new ways to engage with them.

Human resources departments will also need to shift away from traditional recruitment and onboarding methods to handle more flexible or fixed-term arrangements. They will need to learn where to find and how to curate these workers – or liaise with a talent-finding partner that already has those skills and an essential database of knowledge workers.

Making connections

For individuals contemplating a new life of independence, there are inevitable challenges. One is the risk that they will not find sufficient work to provide a stable income. From our own experience, that is only a valid concern if the person does not yet have sufficient expertise or has not built up a strong professional network. If they have the skills, a platform like Outsized can supply the connections. There are enough opportunities available for those who take the plunge, and more will open as companies realise that the old ways of working have irrevocably changed.

Since working with top companies requires the same commitment as any other job, some contracts may still require a 9-5 routine or a presence on site. But as an independent consultant you have the freedom to choose who you work with, and what projects you take on.

Freelancers do need more than their core professional skills, however, since working for yourself requires discipline, flexible thinking and the ability to cope with potential ups and downs. What it offers in return is the choice of which jobs to accept, variety, flexibility in when and how hard to work, the scope to broaden their experience and the chance to learn new skills to increase hire-ability.

There is also a strong potential to earn more money. We regularly see ex-employees of large corporations earning more because they don't have to cover the overheads that a company has. Some of this saving can be passed onto the client and some can be banked. Over time, the experience and knowledge gained by working on multiple projects for multiple clients also increases the value of an independent consultant.

Right now, companies and their employees are still in a state of flux and uncertainty, but since this blended workforce model will benefit both sides, this inevitable trend is already becoming a more prominent part of the employment landscape.

Written By: Johann Van Niekerk





IMPACT OF COVID-19 ON BARGAINING COUNCILS - REPORT

Introduction

In the middle of March 2020, the president declared national state of disaster and imposed strict lockdown regulations. In terms of the applicable regulations during the lockdown, all businesses ought to cease operations except for any business involved in the manufacturing, supply and /or provision of an essential service or goods.

It was deemed a criminal offence for any business to continue operating during the lockdown period if it was not providing an essential service, as defined in the applicable regulations and direction, unless such business could be operated using work-from-home arrangements.

Covid-19 has impacted more on small businesses not involved in essential services forcing them to shut down permanently. Many of these small businesses are financially fragile and certain sectors were worse affected than others.

Executive Summary

Since the President announced a national state of disaster in March 2020 due to the Covid19 pandemic, the economy had to come to a standstill. This took a toll on many companies resulting in loss of jobs for employees.

As a bargaining council the PSCBC conducted a survey on the challenges that bargaining councils might

have experienced due to the pandemic. The results show that some councils were hit hard due to the nature of industry they operate in and others did not experience any challenges but needed to adjust to the new normal.

The analysis shows that most councils have had a loss of income due to the loss of members. Small bargaining councils have had a hard time conducting dispute resolution as they were short staffed and couldn't afford to hire commissioners, others had no virtual means to conduct hearings either because they did not have technological gadgets or could not afford to buy data for their employees. Although the government had a Covid19 relief fund for affected businesses, none of the bargaining councils cited receiving the funds and are pleading for financial assistance. However the bigger bargaining councils were not hit hard as they had reserve funds that they could utilise during the national state of disaster some even gave members a 6 month holiday on levy contribution.

Findings

Who lost members?

Certain sectors were deemed non-essential services and had to cease all on-business premises operations. These are the sectors that experienced retrenchments and the bargaining councils serving these sectors have experienced the loss of membership as well. Many establishments, more specifically in restaurant and catering have either reduced the staff capacity or closed down the business, this affect the levy collection and therefore impact on the funding of the council.



However the bargaining councils that serve those sectors that were classified to be essential services, have not experienced any loss of membership as the operations of these businesses were not affected by the Covid-19 lock down. Some of the bargaining councils have lost significant number of members which have hugely impacted on their income as the funding model is through levies for each employees. It is reported that, some large bargaining councils managed to give 6 months contribution holiday on levy contributions and opted to use reserves, which is the benefit that smaller bargaining councils do not have.

Loss of membership vary by bargaining council by up to 35% although some councils have not been able to determine the exact numbers. Although the government had introduced certain interventions to assist organisations whose finances have been affected, bargaining councils did not fall in the category of organisations eligible to receive this financial assistance to help through the crippling coronavirus-induced economic crisis.

Operational Challenges

Loss of income had put some operational restrictions for some bargaining councils.

Although the many councils have adopted the "work from home" model, some operations such as dispute resolution require face-to-face discussions. Restrictions on such operations created some backlog in conducting conciliations and arbitrations, however some councils have opted to conduct certain meetings virtually. Certain operations that cannot be conducted virtually were allowed to be operated at business premises upon approval of permit but within the rules posed at each lockdown level.

Retrenchment

No bargaining council reported any retrenchments during the lockdown period although some councils reported that, there may be a possibility to do so should the financial strain continue. Some industries such as Hair Salons/Beauty shops and restaurants closed for a longer period and the bargaining councils serving these sectors experienced loss of levies for the same period.

The relaxation of restrictions from level 3 to level 2 lockdown restrictions saw most bargaining councils operating between 90% and full capacity of normal operations although most of operations are still conducted remotely.

Increased in referrals

A number of councils have reported an increase in number of referrals due to COVID-19 induced retrenchments. This is however applicable to those sectors that were restricted to operate during the strict lockdown restrictions.

Additional challenges

Due to restrictions, even during level 2, bargaining councils are having challenges in conducting negotiations face-to-face for collective bargaining. Although some councils have adopted to conduct these meetings remotely, there are still difficulties in conducting certain meetings on virtual platforms.

Some councils had to put wage negotiations on hold because of restrictions for face-to-face meetings. Certain bargaining councils lack the equipment and technology to conduct virtual meetings, meaning all operations that relate to meetings are on hold.



Those councils who have agents that continually visit the business sites of their members reported a challenge where some of these agents being infected by the COVID-19 during these visitations.

Even though other councils have elected to resume normal business, and began with contact negotiations, there is still a challenge of unwillingness to attend meetings by council members that are above the age of 60 due to being on the higher risk band.

The “work-at-home” model is new to most organisations and still has some flaws. Although there were certain measures in place, the element of managing output productivity of employees remotely posed challenges to management.

Conclusive remarks

It seems that, smaller bargaining councils were more affected compared to bigger councils. The return of operations for most economic sectors offers some councils a route to recovery although the closing down of certain businesses may mean a permanent loss of membership.

Retrenchments seems to have increased the workload of certain bargaining councils and unfortunately, these are the same bargaining councils that have lost funding as their members were being retrenched. This is most certainly going to pose challenge for some bargaining councils as they experience very limited funds and higher workload prompted by Covid-19.

Given the fact that some councils reports loss of membership by up to 35%, which simply translate to 35% loss of funding, now they have to conduct more arbitrations and conciliation induced by Covid-19 retrenchments with 35% less of their financial muscle.

The councils that have lost funding are now in dire need of financial assistance, those that have applied for UIF are yet to receive the money. The financial constraints experienced by some councils may force them to even cease certain operations completely as the funds are exhausted.

It is also said that some organisations are keeping the employees only because they are able to claim the UIF TERS benefits, and once these benefits stop, they might be forced to retrench their workforce. More job losses will mean less levy collection for councils.



NABC MEMBERS

Amanzi Bargaining Council

Bargaining Council for the Food Retail, Restaurant, Catering & Allied Trades

Bargaining Council for the Meat Trade, Gauteng

Bargaining Council for the Restaurant, Catering and Allied Trades

Furniture Bargaining Council

General Public Service Sectoral Bargaining Council

Motor Industry Bargaining Council

National Bargaining Council for Clothing Manufacturing Industry

National Bargaining Council for Sugar

National Bargaining Council for the Chemical Industry

National Bargaining Council for the Hairdressing, Cosmetology, Beauty and Skincare Industry

National Bargaining Council of the Leather Industry of South Africa

Public Service Co-ordinating Bargaining Council

The Bargaining Council for the Civil Engineering Industry

Transnet Bargaining Council



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Previous NABC Member?	Yes No
Category of membership and fees	<p>Mega: R13,340 - over 100,000 members</p> <p>Large: R9,945 - between 50,000 - 100,000 members</p> <p>Medium: R6,642 - between 10,000 - 50,000 members</p> <p>Small: R3,335 - Up to 10,000 members</p>
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VISION

Uniting Bargaining Councils

MISSION

To enhance bargaining councils by ensuring stakeholder presence and excellent service offerings through broad engagements and collaboration



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