Broadening Dialogue, Modernizing Labour Markets and Employment Relations Systems

Vic van Vuuren
ILO
22 May 2012

South African Story

- **Pre 1994 NMC**
- **Post 1994 NEDLAC**
- **Millennium Labour Council**
- **First ten years**
- **Second ten years**
- **Third ten years????**

South African Story

- **Role of social dialogue**
  - **Constitution**
  - **Labour Market**
    - **Nedlac**

South Africa - NEDLAC

- **Act of Parliament**
- **All Laws affecting world of work tabled for consideration**
- **Sovereignty of Parliament in tact**
- **Four Chambers and four ministries**
  - **Labour Market**
  - **Trade and industry**
  - **Public Finance**
  - **Development**

Where does Nedlac come from?

Problems with these forums:

◆ Conflict between scope of different forums

◆ Lack of capacity lead to poor mandating and poor reporting-back

Solution:

◆ Nedlac Act unanimously passed by parliament in September 1994

◆ Establishment of Nedlac in February 1995

NEDLAC'S POWERS & FUNCTIONS

Three broad objectives:

- sustainable economic growth

- greater social equity

- increased participation in economic decision-making at all levels

Specific responsibilities:

- conclude agreements on and consider all significant changes to social and economic policy

- consider all proposed labour legislation

- encourage coordinated policy-making

KEY FEATURES OF NEDLAC

- ◆ **Statutory institution, funded from Dept of Labour budget**
- ◆ **Four partners -**
  - ◆ **Government, Business, Labour and Community**
- ◆ **No party has a formal/ official veto**
- ◆ **Mandated representatives of organised constituencies**
- ◆ **Agreement-making**
- ◆ **Independent secretariat administers the process**

South Africa -NEDLAC

- **Social Partners**
    - **Government**
    - **Employers**
    - **Trade Unions**
    - **Civil Society**

- **Millennium Labour Council**
    - **Bipartite = Employers + Workers**

NEDLAC STRUCTURE

National Summit

Executive Council

Management Committee

CHAMBERS

| DEVELOP-MENT | TRADE & INDUSTRY | LABOUR MARKET | PUBLIC FINANCE & MONETARY POLICY |

NEDLAC

- Processes
- Participants
- Examples of Matters Dealt with

THE END