

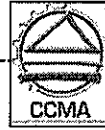
# CCMA Employment Security Unit



## CCMA Presentation to Select Committee on Labour and Public Enterprises

SC LABOUR + PUBLIC ENTERPRISES  
14.08.13

# Key aspects of the CCMA Job Saving Strategy



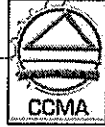
- Promotion of employment security - the need to assist businesses in distress and save jobs
- Use of a holistic approach in every situation of employment insecurity
- Building partnerships with other institutions and government departments
- Capacity building of commissioners and users

# Key aspects of the CCMA Job Saving Strategy

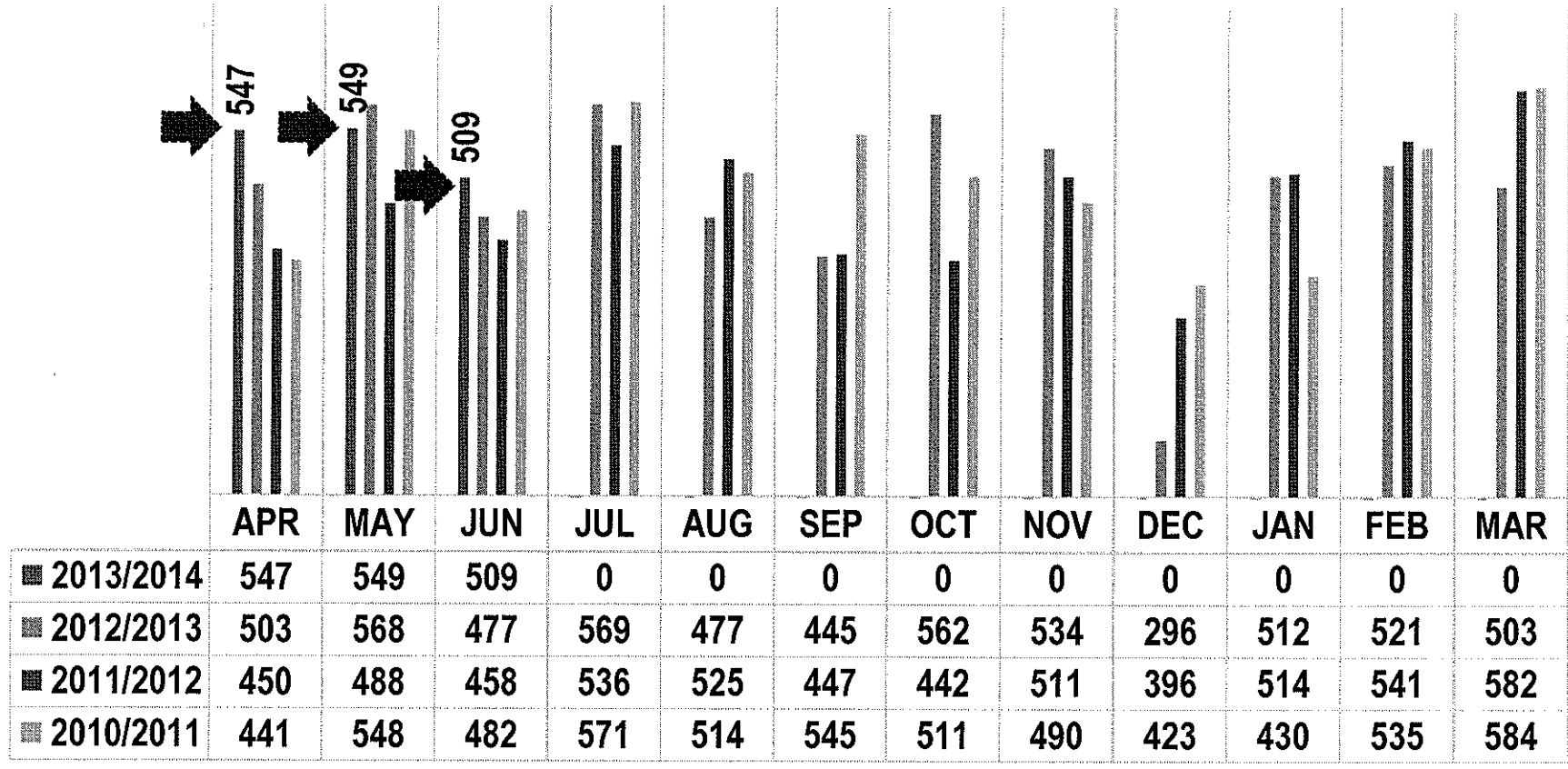


- High quality section 189A facilitations
- Careful analysis of the rationale for retrenchment, including financial statements
- Full exploration of ALL alternatives to retrenchment, including the TLS
- Where retrenchments cannot be avoided, facilitating access to support and survival mechanisms
- Capacity building of commissioners and users

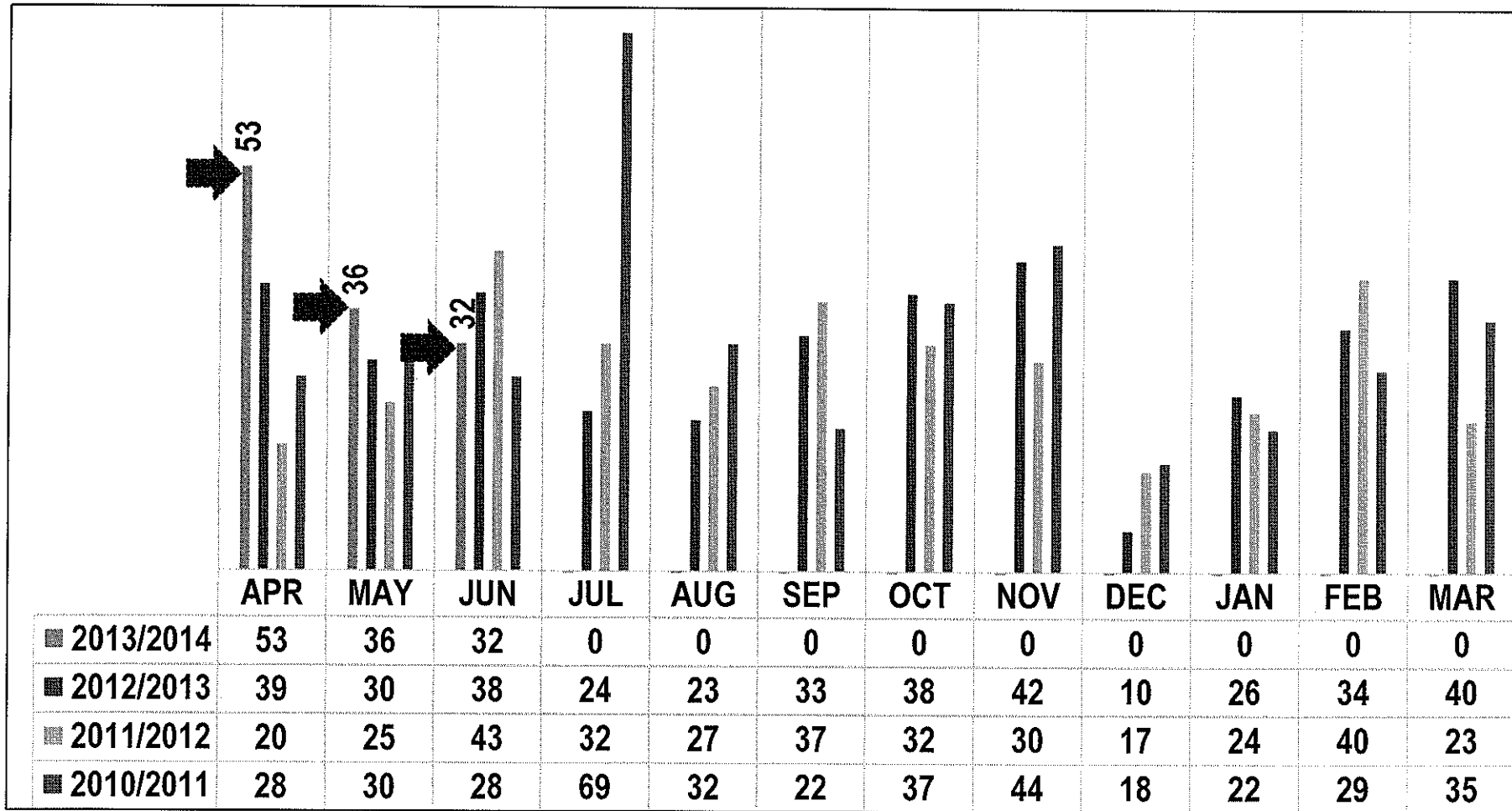
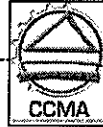
# Section 189 activity trend



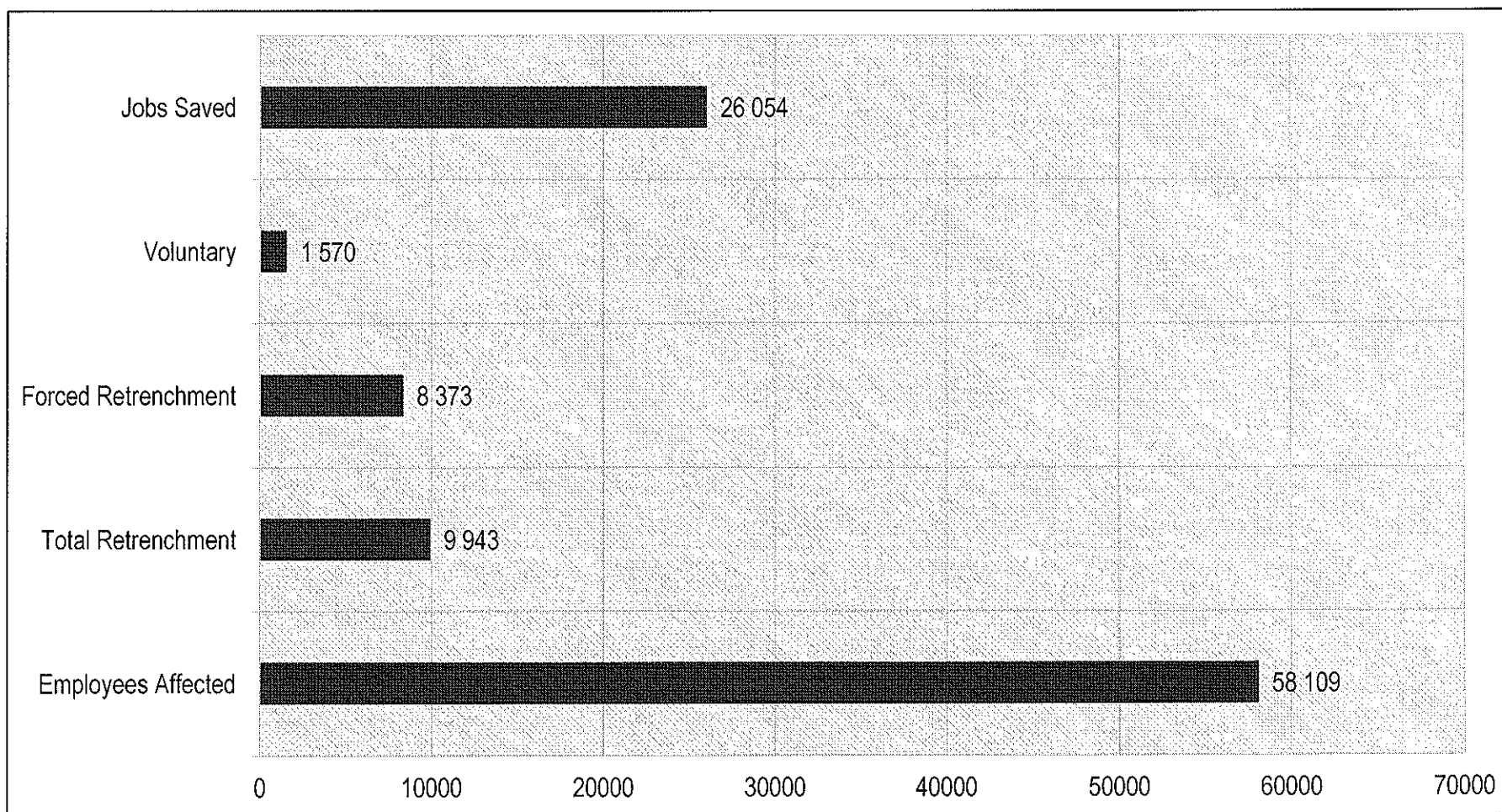
## S189 REFERRALS



# Section 189A activity trend



# Large scale s189A facilitation outcomes – 2012-13

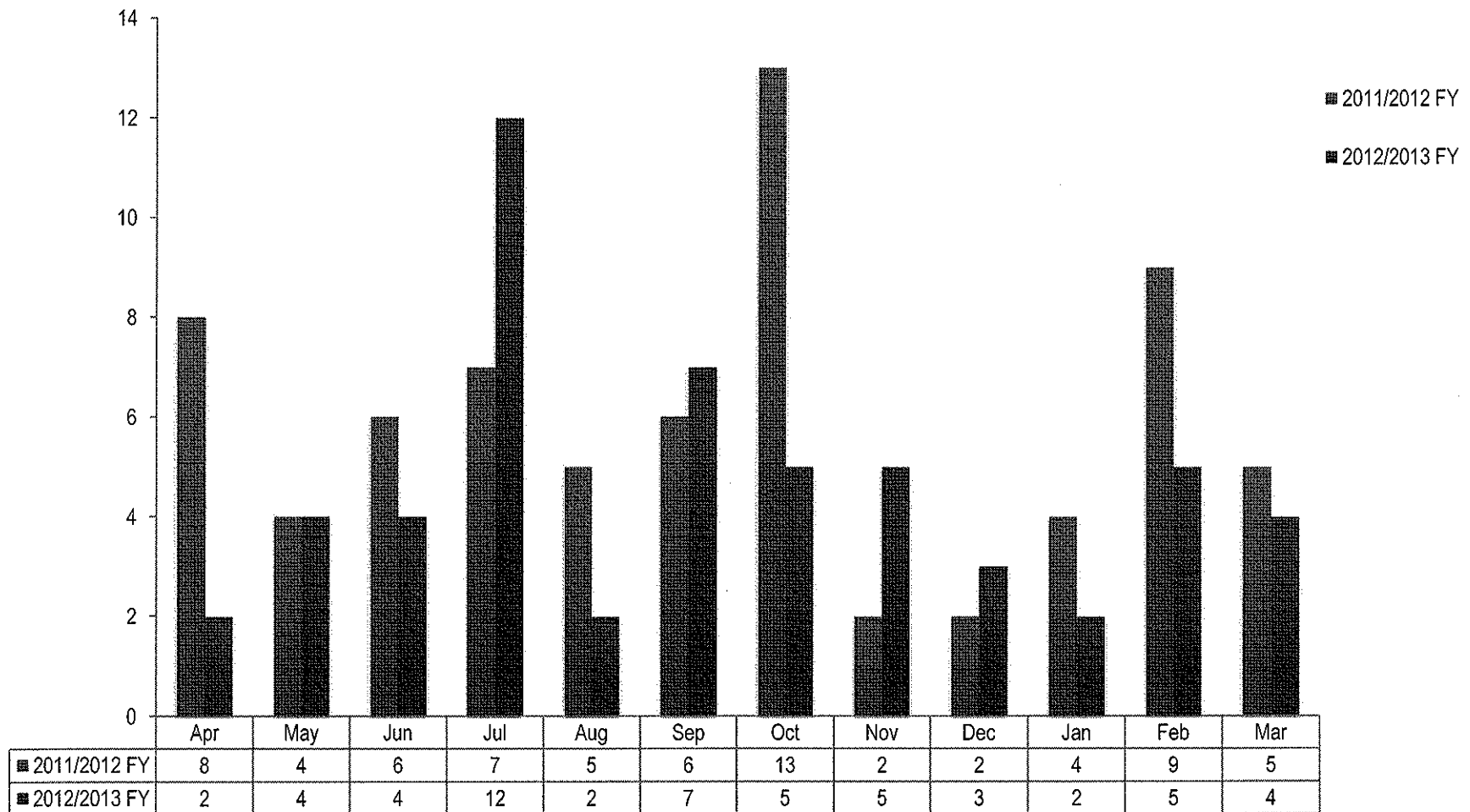
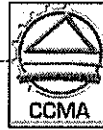


# Jobs saved per province: Jan – June 2013



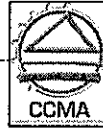
Province	Employees likely to be affected	Retrenchments			Jobs Saved
		Total	Forced	Voluntary	
Eastern Cape	619	196	11	185	315
Free State	3651	1132	702	430	➔ 2329
Gauteng	26994	1909	1672	237	➔ 6364
KwaZulu Natal	2853	504	466	38	➔ 1409
Limpopo	2166	103	➔ 0	103	876
Mpumalanga	513	104	0	104	0
North Cape					
Northern West	2176	0	0	0	51
Western Cape	2454	389	222	167	➔ 1645
<b>TOTAL</b>	<b>41426</b>	<b>4337</b>	<b>3073</b>	<b>1264</b>	<b>12989</b>

# Training Layoff Scheme Take-up





# TLS progress 1<sup>st</sup> Quarter 2013



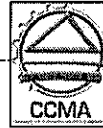
Stage of TL process	Activity	Number of cases	Number of workers
1. Training	Training completed.	0	0
2. Training	TL approved by PEC and training in progress	0	0
3. SETA & NSF/UIF	TL being processed by the SETA and NSF/ UIF.	7	611
4. CCMA Advisory Committee	TL at the stage of being evaluated by the CCMA Advisory Committee for eligibility.	0	0
	<b>Total cases currently in the TL process</b>	<b>7</b>	<b>611</b>
5. Not recommended	Cases not recommended by the CCMA Advisory Committee.	2	28
5. Withdrawn, Liquidated, Declined by PEC		0	0
	<b>Total cases processed</b>	<b>9</b>	<b>639</b>

# Cumulative take up (Sept 09 – March 2013)

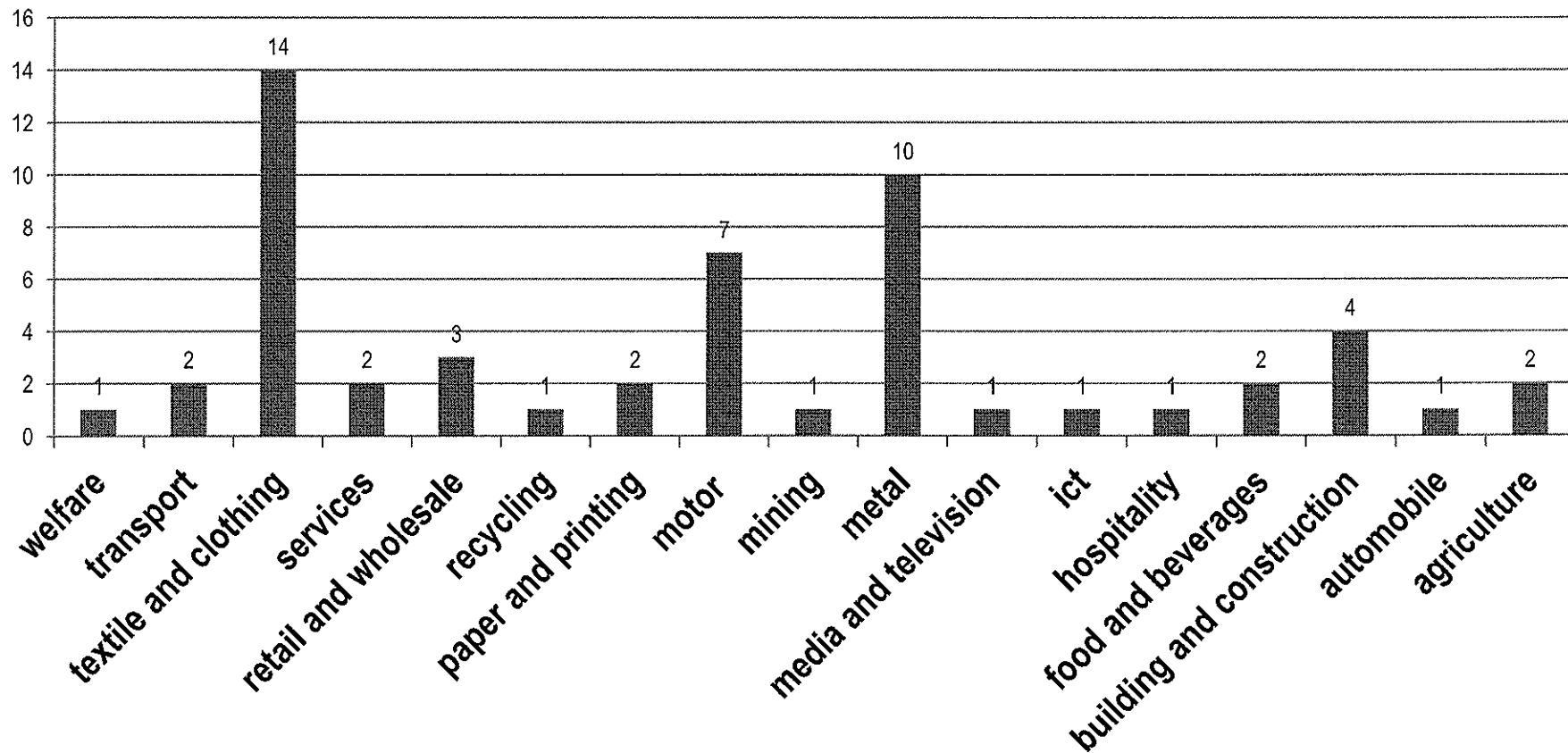


Stage of TL process		Number of cases	Number of workers
1. Training	Training completed.	34	7,444
2. Training	TL approved by PEC and training in progress	25	2,978
3. SETA & NSF	TL being processed by the SETA and/or NSF/UIF	51	6,491
4. CCMA Advisory Comm	TL at the stage of being evaluated by the CCMA	0	0
	<b>Total cases in the TL Scheme process</b>	<b>110</b>	<b>16,913</b>
5. Not recommended	Cases not recommended by the CCMA	59	5,297
5. Withdrawn	Cases withdrawn by the parties involved	37	2,365
5. Liquidated	Companies liquidated subsequent to TL requests	8	967
5. Declined by PEC	Companies recommended by the CCMA declined by the PEC	1	400
	<b>Total cases processed</b>	<b>215</b>	<b>25,942</b>

# Uptake of TLS by sector



April 2012 – March 2013



# Uptake of TLS by Province



April 2012 - March 2013

