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MINI PLENARY – NATIONAL ASSEMBLY CHAMBER

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PROCEEDINGS OF THE MINI-PLENARY OF THE NATIONAL ASSEMBLY

Members of the mini-plenary session met in the National Assembly Chamber at 16:20.

Mr M R Mdakane, as Chairperson, took the Chair and requested members to observe a moment of silence for prayer or meditation.

APPROPRIATION BILL

Debate on Budget Vote no 28 – Labour:

The CHAIRPERSON (Mr M R Mdakane): Let's welcome all our guests, officials from the department, Ministers and Deputy Ministers who are here.

The MINISTER OF LABOUR: Chairperson, hon members, Ministers and Deputy Ministers, officials of the department, social partners, members of advisory boards, distinguished guests, and ladies and gentlemen, it is indeed a privilege for me to stand before you this

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afternoon to account for the commitments we made and our contribution in moving this country forward. It is also timely that we present this Budget Vote during the workers month, as it carries both bitter and pleasant memories for our toiling masses. The evolution of our labour relations environment has evolved over many decades, and we are very pleased with the progress we have made so far.

We know that it takes decades to transform the labour relations landscape in the manner that we did, particularly in a country with a history like ours. We should not underestimate what we have achieved in just two decades since the advent of democracy. There many countries with democracies much older than ours, who are still battling to come even closer to where we are. Most of them when we meet in various international platforms keep on asking how we did it.

Credit for where we are must truly go to the unwavering vision of the ANC, the commitment of our people, our social partners, and most importantly, members of this House. We owe the position we occupy internationally to the teachings of our forebearers in the early labour movement formations. We also owe it to the vision of our people, who met in Kliptown in 1955 and crafted a timeless blueprint

...

IsiXhosa:

... ezingasoze zibune.

English:

... in the form of the Freedom Charter.

We also owe our discipline and commitment to do what is right, through visionaries like the ANC President, Oliver Tambo who once said, and I quote;

It is our responsibility to break down barriers of division and create a country where there will be neither whites nor blacks, just South Africans, free and united in diversity.

These are the principles that inform our posture when crafting our policies.

The aims and objectives of our labour laws have not deviated from, giving expression to the United Nations Universal Declaration of Human Rights of 1948, the Freedom Charter of 1955, the International Labour Organisation, ILO, Core Conventions, Section 23 of our Bill of Rights and most recently, the 2009 and 2014 ANC manifestos. In

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many instances our labour laws mirror word for word, the text and spirit of these international conventions.

The bad news is that we are deeply concerned about the slow pace of transformation in the workplace. The picture in the Employment Equity Report released a few weeks ago, leaves much to be desired. We are taking steps to address this problem including seeking the promulgation of much more punitive measures against those who continue to undermine the employment equity imperatives. The good news is the successful conclusion of an agreement on the modalities of introducing a national minimum wage in South Africa.

Our task as the department is to fast-track the process of processing the necessary legislative instruments to give effect to this agreement. Let me thank the President of the country, hon Jacob Zuma, for having assigned us this task, and the Deputy President for his leadership in delivering this milestone achievement. I also want to extend my deepest gratitude to our social partners for their stamina in navigating what was one of the most difficult policy issues in the labour market since the dawn of democracy.

In continuing with the good news, let me now turn to a high-level presentation of what we have done on various aspects of our mandate. Let me boldly say that there isn't a single ambition in the Freedom

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Charter, and the country's Constitution, that has not been fully expressed in our various pieces of labour laws. The Freedom Charter has remained the cornerstone of the ANC's policies as it is evident in all the labour market policies and legal instruments that we have pursued since the dawn of democracy. To illustrate the point, let's take the Freedom Charter under the theme: There shall be Work and Security: Chapter 1, subsection 4 and chapter 3, subsections 11 to 63 of the Labour Relations Act, cover, in every detail, how this Freedom Charter demands are given expression in our labour laws.

The Basic Conditions of Employment Act, Act 75 of 1997, gives effect to these rights and in section 23 of our Constitution, by establishing and making provision for the regulation of basic conditions of employment; and thereby meet the demands of our people as contained in the Freedom Charter and also comply with the obligations of the Republic as a member state of the International Labour Organisation, ILO.

We know that there were those in this house, who opposed every single effort to do what we have done with our labour laws, yet, when the country is showered with accolades internationally, they do not say wait a minute, we did not want this, but they also gladly accept the credit. How hypocritical can these fellows be, makes one wonder? The ANC government has undeniably achieved what we had set

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out to do and beyond and we need to celebrate these achievements as they were by no means, easy victories.

It is not a small feat that before 1994, the influx control legislations, prevented workers from seeking employment wherever they chose unless they had work seekers' permits. Some of you will know how difficult it was to obtain these permits, let alone the embarrassing and demeaning treatment that workers had to endure. Through the hard work led by the ANC, our citizens can now seek employment wherever they choose.

As you may know that today, over 4,6 million workers are dependent solely on the Ministerial Sectoral Determinations for their working conditions, as they have no union to represent them. Let us thank the collective efforts of the ANC government. Workers in these sectors are at the very least guaranteed minimum wages, which are set by the Minister of Labour through sectoral determination.

Through the tenacity of the ANC leadership, the Unemployment Insurance Fund, UIF, provides benefits that are directly informed by the Freedom Charter and the 2014 ANC election manifesto.

Workers who lose their income due to reduced working time will be able to claim for benefits, a provision that was only available to

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domestic workers, now it has been extended to cover all workers. The UIF Act makes provisions for a worker to claim illness benefits, if the days of illness are less than seven days. Maternity benefits will be paid at a fixed rate of 66% of earnings, unlike in the past. This means that every maternity claim will be paid at a flat rate of 66% irrespective of how much a person earns. This will give workers better disposable income when they need it most.

Workers will be paid benefits regardless of whether or not they have received benefits within the four-year-cycle, as long as the worker has credits. We know that there are a lot of people out there, who goes around offering to assist workers to claim unemployment insurance benefits on a fee.

It is worth celebrating the news that the recent amendments to the UIF law, now prohibits any agency or a person purporting to be acting on behalf of the applicant, to charge any fee against the applicant. Our principle in the UIF is that we look for reasons to pay benefits to deserving workers, unlike the norm in some insurance funds where they look for reasons not to pay. In the last financial year alone, the UIF paid out R7,9 billion to deserving workers.

On other hand, the Compensation Fund has put in place an action plan, which is beginning to bear fruits. The backlog in claims has

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been reduced to 60 000 cases, which is not for the lack of the ability to pay, but because the claims in question are incomplete as critical documents to determine liability have either not been provided, or the information provided has discrepancies, for example, it becomes difficult to accept liability on an invoice that says the worker was treated for injuries on the left arm whilst the report from the employer states that the worker was injured on the right hand side index finger. It is discrepancies of this nature that holds back some of the claims from being processed. The positive take out of this scenario though, is that the fund has now built capabilities of detecting what could potentially be dubious claims. So there are both positive and negative dimensions in the current backlog, and I urge you not to focus too much on the negative.

Whilst talking about backlog, let me clarify one issue which creates a lot of confusion among our people. South Africa has two compensation systems, one governed by the Occupational Diseases in Mines and Works Act, ODMWA, which is administered by the Department of Health; and another governed by the Compensation for Occupational Injuries and Diseases Act, which is administered by the Department of labour. Most miners in South Africa are covered by the ODMWA for occupational lung diseases, based on an assessment of whether a mine

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is controlled. The Act provides compensation for occupational lung diseases in miners and ex-miners only.

As I indicated, the backlog under COIDA is in the region of 60 000 cases, whilst the latest known size of backlog under the ODMWA, is more or less 500 000 cases. Let it be known that one of the main reasons why the backlog in the ODMWA looks so big and tracing beneficiaries remained so difficult, is that these workers were registered with employee numbers and not with their names and ID numbers.

Because of poor record keeping by the mine bosses at the time, trying to match employee numbers to claims is almost impossible in many instances.

The ANC government has not given up though; it continues to invest energies in finding the rightful owners of the unclaimed benefits. I truly hope that with this explanation, we will all be clear on what we are talking about when making references to backlog in the compensation systems.

The proposed amendments to COIDA, whilst they are primarily administrative in nature; the only profound amendment will be the extension of its coverage to the estimated 1 million domestic

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workers. Whilst it may not be obvious that domestic workers do need COIDA coverage,

Just pose and visualise a domestic worker climbing a stepladder to clean windows or doubling up with gardening chores in some cases. Just think about the chemicals they use in our kitchens and bathrooms, and the potential health risks exposure therein. Based on these considerations, I am convinced that this amendment is necessary and long overdue.

The Department of Labour is not a bystander in the efforts to create employment opportunities for our people and these are, but some of our efforts and contribution in this regard. The department has signed 30 Memorandum of Understandings, MOUs, with Technical and Vocational Education and Training, TVET, Colleges. This is done to train UIF beneficiaries in order to fast-track their re-entry back into the labour market. The UIF contributes R1,8 million per TVET College, which include stipends for learners, for this initiative.

Learners are trained in various skills disciplines, with a special focus on those that carry the promise of absorbing the learners on completion of their courses. Therefore, we do not train for the sake of training, but we target those skills where there is a demand in

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the economy and where learners have an option of starting their own businesses if they so choose.

Eight TVET Colleges have completed training of thousands of learners, in civil engineering and construction set of skills. I recently attended and officiated a graduation ceremony in Hammersdale, where learners obtained their qualifications on various skills. I also had the opportunity of visiting a house, which these workers built from scratch using their newly acquired skills. I further visited three other projects that the learners worked on including, the church and the ablution facilities in the area. We also found that most of those who completed their training in plumbing were already running their own businesses in the area. I am therefore convinced that both the skills training to enhance employability and enterprise development are yielding the results we need.

100 scuba divers have also completed their training. 41 of them have already been placed on work integrated learning opportunities within organisations in the diving industry. A further 15 are awaiting work integrated learning opportunities within the SANDF, and 40 await integration within the South African Police Services, SAPS.

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A group of 20 learners, who enrolled on the training programme to become pilots, have less than six months left to complete their training. The pilot training school has secured an endorsement from SAA Express, to assist these learners to accumulate flying hours that are necessary for them to be employable by commercial airlines. I also had a chance to visit these young learners, who were bragging about their achievements. As an aside on how confident these learners are, some went on a flight joy ride without permission from the school, and as a result they were expelled from the programme when they got back.

These learners took R Kelly literally when he sang *I believe I can fly*, and indeed they could fly. I also had the opportunity to officially launch a Compensation Fund and the South African Association of Chartered Accountants, SAICA, partnership to train learners on medical and actuarial skills. The programme targets young people that would ordinarily not qualify for NSFAS nor secure loans from the financial institutions. These are often referred to as the missing middle. The first 100 learners taken have commenced their studies in different skills disciplines as follows; 20 medical doctors; 20 nurses; 35 occupational therapists; 5 actuaries; and 20 medical orthotics & prosthetics.

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We also intend absorbing most of these learners at the Compensation Fund as these are the skills that we need ourselves. We are making our humble contribution, and we can already see social and developmental dividend. We are determined to continue with these initiatives and upscale them where necessary.

The Department of Labour is an important catalyst in our economy. Let me now turn to the myth that continue to do rounds in the public domain, and that is the Department of Labour and or the funds, are sitting on billions of rands which are not invested in the economy. The UIF has indeed accumulated a surplus of R130 billion as at the end of February 2017, and the Compensation Fund has accumulated R57 billion in the same period. We must congratulate the funds for the job well done.

Let us set the record straight that these two funds are not sitting on this money. All these funds are invested with the Public Investment Corporation, PIC. Let me start with the UIF. They have invested in government and parastatal bonds, listed equity, money market instruments, listed property equity and socially responsible investments. We have also invested in projects such as the provision of student accommodation and students loans, and already 10 000 beds for student accommodation have been delivered.

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I am therefore inclined to argue that the reason why we do not have load shedding is because a sizeable chunk of this money was invested in assets such as Eskom's infrastructure development programme including projects such as Medupi Power Station. On balance of probability on each and every crane that you see at various construction sites, the monies in the UIF and Compensation Fund has made it possible. The fund's investment portfolio is dedicated to developmental investment initiatives mainly focussed on job creation and job retention. Institutions like Productivity SA with a mandate to promote employment growth and productivity are part of this universe.

Whilst it is charged with the responsibilities of advocating and inspiring a productive competitive South Africa, it is also responsible for national projects such as the Turnaround Solutions. The Turnaround Solutions has saved over 145 000 jobs and created more than 600 new job opportunities since its inception. The UIF also funds the Training Layoff Scheme - a scheme that is designed to prevent job losses in companies that are in distress.

I must also indicate that the Compensation Fund has invested in various government and parastatal bonds. As we speak, we have also participated Public Private Partnerships, which built a state-of-

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the-art health facility in Modderfontein known as Busamed and will cater and prioritise workers that gets injured on duty.

Hon Chairperson, in May 2016 South Africa was nominated and elected unanimously by 187 member states of the ILO as President of the 105th International Labour Conference.

Chairperson, I hereby present the Budget Vote for the Department of Labour for the House to consider. I thank you. [Time expired.]

Ms L E YENGENI: The ANC supports the Budget Vote No 28. Hon House Chair, we meet here this afternoon as nations around the world are seized with the challenge of improving the lives of their people – a continuous quest to deliver a better life for all and South Africa is not an exception. As a result, the ongoing global economic turbulences have pitted governments against strategic stakeholders such as labour formations, with tensions rising from competing interests ranging from remuneration, basic amenities such as the provision of health care services to profit making.

For example, technological innovation and the speed at which it impacts the world of work are the new challenges that need urgent solutions by policy and lawmakers around the globe.

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The International Labour Organisation has been holding discussions on numerous platforms on this subject and I hope we will seize the opportunity to come up with policies to address this phenomenon. The digital society of the future still has not found its appropriate form and function as yet. Therefore, we are presented with an opportunity to devise new strategies before any major impact is felt.

In preparing for the meeting on the annual performance plans, APPs, and the strategic plans of the Department of Labour and its entities, as it is standard practice, we invited the Auditor-General to brief the committee on the feedback following the review of their annual performance plans. It was both gratifying and encouraging to receive the Auditor-General's response stating that for the year in review, there were no significant findings raised during the review of the department and its entities.

Considering the report of the Auditor-General on the annual performance plans of the department and its entities for the 2015-16 financial year, wherein the Auditor-General stated that the quality of the APPs over the previous three years had not improved and did not meet specific, measurable, achievable, results-focused, and time-bound, Smart, principles, the latest statement from the Auditor-General yields positive expectations, going forward.

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Minister Oliphant, I wish to applaud you and your department for working day and night to ensure that services are delivered by all your entities. We note the challenges that are still there, however, the situation is improving on a daily basis.

The introduction of the national minimum wage will address one of the biggest challenges facing the South African labour market, which is the rise in precarious work and the increasing number of workers that fall out of the ambit of the current labour legislative framework. Against much resistance from certain sectors, we have seen a global shift towards minimum wage coverage. For example, the Institute of Economic and Social Research presented a first comprehensive review of the first year since the introduction of the minimum wage in Germany, with clear evidence that millions of workers had benefited from it without the predicted negative impacts on the labour market. When drafting the document that informs the adoption of the national minimum wage, one of the considerations would have to look at the socioeconomic challenges that are unique to South Africa.

More importantly, trade unions have an added burden to safeguard and advance the proper implementation of the national minimum wage, as they are the voice of the most vulnerable workers. Equally, the ANC Members deployed in this committee, will continue to strengthen our

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oversight capacity and role to ensure better service delivery to the workers of our country. The country is experiencing service delivery protests, worker's strikes and many other protests.

South Africa is not the first one to go through this kind of postcolonial situation in Africa. Many before us have been there. There were worse situations of genocide, military coups, economic ruin, state collapse, etc. The overriding factor here is that when the national liberation movement comes into power it gets consumed by trappings of power, it takes its eyes off the ball and in no time all sorts of negative tendencies emerge and engulf the entire liberation movement.

In our South African revolution we boast of a proud history of the sterling leadership role played by the working class and its representatives in the various moments of our liberation struggle. Those working class struggles led to the emergence of one the most important and radical platforms of revolution in the history of international working class movement. The Congress of SA Trade Unions, Cosatu, was that revolutionary platform, created through the sweat and blood of the workers of this country. This platform became a radical and uncompromising ally of the liberation struggles of our people for total and complete emancipation from racist tyranny and exploitation. The rights that workers enjoy today in a democratic

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South Africa were as a result of those focussed struggles by the workers and their principled leadership.

What can we say about the labour movement in South Africa today? Is still coherent, principled, united and radical? Or has it become an appendage of various class forces that are hostile to the fundamental aspirations of the working class? What is the role of the working class vanguard party in the confusion we see in the ranks of the broad trade union movement in South Africa today?

There was a time in the glorious history of this movement when the strategic role of our vanguard party was to ensure that the entire liberation movement was ideologically and theoretically coherent and razor sharp. We needed to subscribe to a world view that would enable us to have a scientific analysis of our political conditions then and therefore come to correct conclusions about the nature of our enemy and how to defeat it. The question is, "Is the vanguard party of the working class party still playing that strategic, ideological and historic role today in the broad labour and liberation movement in South Africa?"

The reason I am raising all these questions is because the biggest concern for all of us here should be to at all times to defend the victories of the struggles of our labour movement and to ensure that

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the wages, the working In the City of Cape Town under the DA, there is a deliberate effort employed to undermine employment equity. The DA claims to be against cadre deployment and yet in City of Cape Town they do the exact opposite. Here a clear case of cadre deployment by DA in the City of Cape Town. On 07 December 2016, the DA in the City of Cape Town created a new post in the Directorate of the Mayor to serve DA interest and appointed Mr Craig John Kesson a white male who is a member of the DA as an executive director in the Directorate of the Mayor. Mr. Craig John Kesson was working as National Director for the DA in the national Parliament and senior press officer from 2010 to 2011.

What is also interesting is that the selection panel for the above post was made up of five members – three councillors were only DA members, one human resources member and one external specialist, yet they claim to be an inclusive and caring city, yet their selection panels, for executive directors have only DA councillors.

[Interjections.]

On 27 April 2017, the DA in the City of Cape Town approved a 12 months' post retirement contract of Mr Johan Gerber, who is a manager for informal settlement engineering section and their excuse is that the DA administration is still busy with recruitment process

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and this will also ensure that skills transfer is taking place effectively during this period. [Interjections.]

They also claim that the extension of Mr Gerber retirement age will assist the directorate in retaining his highly competent skills, yet we all know that the City of Cape Town has more than 230 informal settlements. People are dying of fires in the informal settlements, just two months ago, eight people died in Imizamo Yethu informal settlements in Hout Bay, yet you have this so called highly competent old man that the DA is not willing to let him go.

Again, on the same day, Mr L Van Wyk, the manager in telecommunications department, in the City of Cape Town extended his postretirement contract, they claim that improve knowledge transfer and mentoring to the new incumbent, which is Mr Thomas Bosman, under the same pretext of transferring of skills. [Interjections.]

On the very same day - yet again, 27 April 2017, the DA Council approved the retirement employment contract of Mr Paul Booth, the head of design in the built environment management department. They claim that due to the demands of the Organisational Development and Transformation Plan, ODTP, process the advert for Mr Booth's replacement was not processed timeously. [Interjections.] This employer working ... [Interjections.] ... Were these employees

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working alone and not leading any teams? Didn't they have subordinates? If not, are their teams or subordinates useless without these old men? Why didn't they transfer their skills earlier, before going to retirement, and why didn't DA have a skills transfer mentorship programme in place?

Secondly, the City of Cape Town did not wake this year and realise that they must implement ODTP. This is their own programme and didn't come as a surprise to them. It's a clear case of poor management. This is nothing else but another form of racism to keep the City of Cape Town 'lily white.'

Thirdly, does this mean that the City of Cape Town doesn't have a clear and proper succession plan in place, for all their senior management staff that will be going for retirement? I thank you.
[Interjections.]

Mr I M OLLIS: Chairperson, hon Ministers, hon colleagues and guests.
In Zuptastan the labour Ministry doesn't care about jobs.

In the post 2008 global economic meltdown, countries have been scrambling to create jobs by any possible means; except here in Zuptastan in the South. In the USA, where the meltdown started, Barak Obama, bought out troubled banks, offered incentives to

produce electric vehicles, drastically lowered interest rates and created many jobs.

However, here in Zuptastan, the President met in Saxon world and appointed Zupta-friendly Ministers, and then shuffled, and shuffled and shuffled them every time a Minister disobeyed a directive from you-know-who!

In the EU, Debt in Greece, Turkey, Spain, and even Italy, was restructured, or stimulus packages were implemented to create jobs. Here in Zuptastan, the Labour Minister did nothing about strike violence until 2016.

We implemented rolling blackouts, forcing businesses like the Aluminium smelter for Coega to go elsewhere, and rapidly raised electricity prices.

We then implemented a de-facto ban on temporary employment services, all costing jobs during the global downturn. The Chinese government by contrast - invested in a massive infrastructure rollout to boost their economy, building the whole cities.

Now under the Belt and Road project, China is revitalising its old silk trade routes to Europe and Africa to boost trade. In January a

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new train route was launched essentially between Beijing and London, taking goods across the whole of Asia, and Europe to boost trade.

Here in Zuptastan we implemented a much-hated E-toll system, and failed to complete our two new coal power stations with colossal cost over-runs.

In Kenya, 8000 Jobs were initially created, rising to 30 000 jobs, by building a new standard gauge railway line from Mombassa to Nairobi to change travel time from days to mere hours.

In fact this train line is now going to be extended to Uganda, Rwanda and Burundi with funding already approved and in future it will be extended to the DRC, creating the first Indian Ocean to Atlantic Ocean rail route across central Africa!

Unfortunately, most residents of Zuptastan don't realise that our President was appointed the head of the Nepad Presidential Infrastructure Champion Initiative, and that he is in charge of the Southern African rail and road programmes.

To date, he has not delivered on a single new kilometre of road or rail in 5 years of heading this initiative, has not revitalised the rail route between Durban and Dar es Salaam as he promised and must

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be ranked as the poorest performing infrastructure champion on the African continent.

No Jobs were created by this President or the labour Minister during the global economic downturn, but In fact the Zupta Cabinet cost us 900 000 jobs.

I know Minister that you are quick to point out that creating jobs is not your mandate, but in fact Minister, creating jobs, is everyone's mandate, especially Cabinet members.

When you radically and without warning upped the minimum wage in Agriculture, even your friends in Plaas, the research unit at UWC say that you cost South Africa thousands of jobs.

When you and the ANC amended labour laws to effectively ban Temporary Employment Services in SA, you cost SA Jobs, and when your boss, the hon President of Zuptastan shuffles the Cabinet in the dead of night, it wrecks business confidence and leads to more job losses.

You can deny and obfuscate all you like, but voters punished the ANC and the Zupta Cabinet with the biggest ever drop in electoral support from 62% down to a measly 53%. Aren't you embarrassed?

Now in this context, it is difficult to understand how the Department of Labour and the two Ministers planning to fail again this coming year. Failure 1 - the Department of Labour has reduced the target for the Public Employment Services to place people in jobs compared to last year.

In 2016 they placed over 14000 people in permanent employment. This year, the actual target has been reduced to only 8000 people to be placed in jobs, as a result of budget cuts. Ratings downgrades cause budget cuts.

So when the President says that the Ratings downgrade is no problem, he clearly doesn't care that the department is actually planning to place 6000 fewer people in jobs than last year! Failure 2 - Productivity SA had their funding cut twice in the past financial year and the Minister is planning again to delay their funds!

Let's remember that Productivity SA's methods are the cheapest way of saving jobs in SA. Compared to the massive incentives to create jobs in the motor industry, Productivity SA requires a fraction of that money to save companies from liquidation or save jobs through improving productivity.

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Every time the labour committee meets we are given a different explanation for the cutting of the funds to Productivity SA. First, we were told that they didn't apply for the funds.

Then we were told that they didn't follow the correct procedures; then we were simply told there is something fishy with the finances of Productivity SA and we have appointed an external investigator.

Then the Minister says - right here during question time - that they were given their money. Yet the strategic plan of Productivity SA tabled on 4 May 2017 says that they only received 95 million of the budgeted R191 million.

Failure 3 - the Minister says she is not going to study the potential impact of the National Minimum Wage on the Textile sector or any other sector for that matter and not even consider any sectoral exemptions by sector.

So essentially, we are driving the economy into a dark tunnel, with no headlights on and hoping that there won't be a crash! Failure 4 - the Department of Labour has reduced all the target indicators across all entities in the department to approximately a third of the indicators on which they had to report to Parliament last year.

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Now you get what you measure. If Parliament will only get reports of one third of the indicators, it means the transparency is gone. We simply don't know where the problems are. The DG has agreed to ensure the full reporting of the indicators after an intervention from the committee. We live in hope.

However, Minister, you wouldn't know this, because you never attend our committee. Having attended only 2 committee meetings in 7 years, means that you are not accountable, unless of course - they are holding you accountable in Saxon world. Imagine the ignominious accolade of not having been fired by the Saxon world mafia?

Here in Zuptastan we don't care about jobs, we don't care about helping unemployed workers to find jobs, we are not concerned about infrastructure projects to create jobs and stimulate economic growth. All we are concerned about is paying the bill at the Shebeen at No.5 Saxon world Drive! Thank you. [Applause.]

Mr T M RAWULA: Chairperson, Since 2014s, the department had engaged in a series of Labour Relation amendment such as LRA, EEA, BCEA, SDA and UIF with an objective of protecting vulnerable workers from the exploitation by unscrupulous employers.

Whilst we should be appreciating the efforts since they promote labour standards and regulates sound labour relations, however it is unfortunate to note that there are still workers in South Africa that are still exploited in the presence of a labour framework that is supposed to protect them.

Workers are still abused by Labour Brokers in the presence of so called Labour regulations. The ANC-led government refused to burn the labour brokers and resorted to regulation. It has been 3 years now.

In Port Elizabeth there is a company called Lear Co-operation. It has a plant in Markman, Korstein and East London - and has engaged more than 3 000 workforce through a Labour broker called capacity for more than 6 years in all 3 plants combined.

These workers are paid a labour broker rate, they do not enjoy provident fund and do not enjoy sick leaves and related benefits.

Since 2012, the EFF had called for a National Minimum Wage to protect vulnerable workers such as domestic workers, farm workers, cleaners, waiters and cashiers and we had proposed that a National Minimum Wage must not be less than R 4500, and the ANC-led government refused.

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After 5 years since the EFF Call for the minimum wage, the ANC-led government is now offering a National Minimum Wage of R3500 which translates to R20, 00 per hour.

This minimum wage only applies to the strongest sectors in the economy. They apply to the Motor sector, Engineering, Metal and the Tyre, of which these sectors are already above the National Minimum Wage.

However, the irony is that they exclude the people that actually need the National Minimum Wage - the domestic are excluded from the National Minimum Wage; the farm workers are excluded from the National Minimum Wage which is the most vulnerable one. However, they are paid between R6 and R12 per hour. It is an irony.

The CCMA remains one of the key entities responsible for the workers social justice in the workplace. The CCMA does an appreciable work however it is mud by the lack of clarity on the payment of Sheriffs.

The Budget Vote is silent on the immediate challenge of employees paying Sheriff for the CCMA arbitration award that are attached against the employer's property.

When the CCMA Commissioner issued an award against the attachment of the employer's property, the Sheriff demand the payment of the service from the employee and the CCMA has no clarity on who should be paying the Sheriff.

This leaves the vulnerable employee a victim of the sheriff. The EFF appreciates the Public Employment Service function of the department to registering job seekers however in light of the economy that does not grow nor create jobs.

The allocation of funds for this function remains ceremonial if there is no corresponding obligation for the absorption of these job seekers.

The EFF has called for the protection of the local economy and the professionalization of the agricultural sector value-chain.

The Public Employment Service job seeker registrations must culminate into skills development of young people for agricultural absorption facilitated by the state funding subsidy.

The budget must give expression to the need of exploiting the agricultural sector as the corresponding avenue for job creation.

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The Budget Vote is silent on the inefficiency of the Department of Labour entities which is the Compensation fund.

The Compensation Fund reported a 70% backlog on the payment of people's compensation in 2015-16, which was compensation that had been sitting in the system for the past 10 years reported as legacy fund.

The entity reported that these beneficiaries could not be traced, this was the most poor excuse recorded for the entity and demonstrated a degree of negligence against working people. The portfolio committee - up until today - has not received a report clearing the 70% backlog.

The EFF welcomes the formation of Saftu; we welcome and celebrate the era of independent trade unions. Sadly Nedlac and ANC-led government has rushed the consultation process on the National Minimum Wage.

The consultation on the National Minimum Wage must be re-opened since the newly formed federation which represents 70% of the South African workers that were not organized at the time of consultation.

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The Budget Vote must give expression on the need to consult workers on the minimum wage including the general incapacity of the department to reign over Labour brokers.

The budget is quiet on building the capacity of the inspectorate services. On the most recent oversight that we have conducted as the portfolio committee, we have discovered that in the Northern Cape, KZN, and the Western Cape, there are still farm workers who have no access to ablution services – that are having deductions that cannot be explained – that are subjected to serious hazard without proper inspection. The last inspection has been five years ago. The EFF Rejects the Budget Vote.

Mr J A ESTERHUIZEN: Chairperson, Minister, I deliver these remarks on behalf of our member on the Labour Portfolio Committee, the hon M A Mncwango. Chair, at the outset, the negotiations on national minimum wage looks acceptable. Although this is not a perfect panacea, and there remain doubts and arguments about whether this will in fact close the wage gap and stimulate economic growth or will rather lead to further job losses, remains to be seen.

A start had to be made, a first step taken. As the implementation date is set for 2018, there is still time and it remains the responsibility of the department to ensure that the national minimum

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wage that is introduced finds the necessary balance between closing the wage gap and not causing further job losses.

The 2015 Labour Law Amendments whilst offering improved protection of jobs and job security still require a full impact assessment in respect of the potential cost to the job market in terms of available jobs. In the last couple of years, our country has suffered from some of the worst and most protracted labour strikes in history. And we still see the blame game being played by the government leaders, instead of real action being taken to address poverty, inequality and unemployment.

This lays siege to the growth economy we are trying to build. The rolling strike action destroys productivity, hinders economic growth and it impacts on job creation, particularly in the unskilled sector. Investors want a stable political environment, regulatory, certainty and labour stability. The rigidity of our labour laws and regulatory environment is also partly to blame for the slow levels with which our economy is creating new jobs.

The R50 billion motor industry is being a good example, the Department of Trade and Industry's, DTI, proposed empowerment code is unworkable for this multinational vehicle industry who employs 200 000 people. The South African government cannot try to ride

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roughshod over this group's global policies as the impact on investments and the labour market would be devastating.

Our mining industry is in a state of chaos. The Mining Charter should have rather been an engagement of collaboration with the industry. Such unilateral moves do not promote comfort with the industry, and can only lead to disinvestment and further job losses.

With the additional blows in the mining sector being delivered against the background of a labour court finding that the Department of Mineral Resources inspectorate has been acting outside of the bounds of rationality in enforcing miner safety legislation, and in the process, potentially endangering mines safety through long stoppages, and at the same time hindering rather than help employment opportunities, with the only reason being to try squeezing more cash out of a dying industry.

The mining industry is no doubt one of the key industries that can create a large scale of employment. We must therefore ensure that the regulatory environment around labour for mining is fair and not prohibitive to the industry.

Mr M L SHELEMBE: Chairperson, the NFP notes the report of the Portfolio Committee on Labour on Budget Vote 28. The main purpose of

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the Department of Labour is to ensure that South Africa's labour relations environment is conducive to economic growth and to try and balance the competing interests of labour and business.

The NFP welcomes the R305 billion allocated for the department's 2017-18 financial year, which represents a moderate 1,68% real increase on the budget for the previous financial year. The spending allocation contained in the report tabled here gives a reasonable reflection of the department's priorities and no significant deviation is noticeable on the spending pattern of the previous financial year.

We do, however, note a slight decrease in the allocation for Program 2, which is the Inspection and enforcement Services program. The department has a duty to ensure that our labour legislation is implemented and to do so, relies on the service of inspectors. A reduction in this program could negatively affect the department's capacity to train new inspectors, and retrain existing inspectors once new labour related legislation is passed and comes into force.

In particular, this decreased capacity would be disastrous for the implantation of the proposed national minimum wage legislation and defeat the purpose of the legislation if it cannot be enforced. We do, however, also note that the 4% increase in Program 3 which deals

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with Public Employment Services, encouraged by the 45.3% real increase in the work-seekers services subprogram.

This subprogram, if expanded, could be a significant source of centralising job opportunities and stand to benefit many job-seekers. Finally, the NFP believes that the national minimum wage related legislation must be prioritised, but we understand that before it can be done, the government must first conduct a socioeconomic impact assessment.

We urge the department to act as a driver to facilitate this assessment so as to accelerate the pace of implementation of this potential tool of poverty alleviation which stands to benefit an estimated 6,6 million people when fully implemented. In conclusion, the NFP supports the report on Budget Vote 28. I thank you.

The DEPUTY MINISTER OF LABOUR: Hon Chairperson, ladies and gentlemen, good afternoon. I am once again honoured to stand before you today to present our Budget Vote 28 to this august House during the month of May, the workers month. If you have never been marginalised; never been poor; never been denied access to quality education; never been discriminated against; never been unemployed; and never worked as a labourer you will never fully grasped the

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plight and pain of those who have been exposed to such circumstances. [Applause.]

The government of the people, through the ANC, understands the plight of the poor and the vulnerable workers of our country and is best placed to deal with their challenges. This is precisely because the ANC has walked the journey with them; has weathered the storms and has come out on the other side. We are therefore able to see the old and the new South Africa through their eyes.

Our transition from the old to the new South Africa is a powerful narrative of our country. In writing the new chapter and in celebrating our achievements, we do recognise that much more still needs to be done. However, it is also important to highlight that we have so transformed the labour relations landscape that as the Minister has already indicated, we enjoy international recognition as trailblazers in this regard. Through various pieces of legislation we have restored the dignity of our people.

We would be naïve however, as this august House to think that we can completely erase the impact of the monstrous apartheid and slavery policies in just 23 years of democracy. One of my responsibilities in the department is to play an oversight role in the smooth implementation of the department's strategic and operational

objectives to ensure effective and efficient delivery of our services to the public.

It is therefore with some pride that I present to this House the department's achievements, especially in the last financial year. Ladies and gentlemen I am particularly pleased to share with you our achievements as per the commitments on me last year. Over the last financial year the department improved its overall performance to just 77%. During the 2016-17 financial year the department was allocated R2,8 billion and spent R2,7 billion therefore in percentage terms, the department spent 97% of its allocated budget. [Applause.]

The R2,8 billion was distributed among the four programmes and spent as follows: administrations spent 96,7% achieving an overall performance of 60%; inspection and enforcement services spent 92,8% achieving an overall performance of 87%; public employment services spent 99,8% achieving overall performance of 75%; labour policy and industrial relations spent 98,3% of its allocation, achieving overall performance of 71%; and Unemployment Insurance Fund, UIF, achieved an overall performance of 69%.

The Minister indicated earlier that the compensation fund has been discharged from the intensive care unit and this is indicated by the

funds progressive performance improvement which is highlighted by the overall achievement of 50% for the 2016-17 financial year.

Minister, the members who made it their business to know this fund, will very well agree that this is indeed as significant improvement, even if a lot still needs to be done. Hon Chairperson and members, as a governing party and as a department we recognise our role of regulating the labour market to ensure stability and a vibrant economy that yields tangible benefits including job creation.

The programmes and commitments that have been presented by the Minister today are testimony to the fact that we are a caring government of the people, a government that seeks to improve the socioeconomic conditions of our people be it in urban settings, townships, farm dwellings or far flung rural areas.

Last year, I reported that I have witnessed with my own eyes the difficulties that the labour centres experience in meeting public expectations as a result of inadequate human resources, especially at the frontline offices and in our inspectorate and enforcement services. Sokwalisa, Minister, I am happy to report that the department has since set in motion innovative ways and service delivery initiatives the installation of self service machines, better known as *kiosks* is in full swing. This ensures that our

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clients do not have to stand in long queues for hour on end in the blistering sun or inclement weather conditions. The initiative has been piloted in all nine provinces and our objective is for every service delivery point to have a fully functioning kiosk by 31 March 2018.

Kiosk initiative has been well received by the members of the public and is starting to yield positive results. Those who wish to test the kiosks are encouraged to visit our exhibition stands and the Cape Town Labour Centre. Inspection and enforcement services branch is receiving attention.

While we continue to capacitate the inspectorate with the limited financial resources at our disposal, we have found innovative ways of dealing with the challenge as we do our work. Amongst others, we embarked on focus training programmes which seek to assist the labour inspectors in fast-tracking their processes thereby improving the results. The action taken by the department to strengthen the inspectorates produced positive results for the 2016-17 financial year. The performance of the unit improved progressively from a decimal 43% in 2014-15 to 67% in 2015-16 and in 2016-17 is standing at a whopping 87%.

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Hon members, you will recall that last year, the Minister undertook to deal aggressively with the designated employers found to be flouting the provisions of the Employment Equity Act, Act 55 of 1998. The department referred to the Labour Court 192 employers who were noncompliant with the provisions of the Act. Interestingly, 19 companies opted for out of court settlements, amounting to admissions of guilty fines of R1,96 million, 90 employers who resists change believing that they have a fighting chance decided to oppose our court obligations. The total value of the 90 cases amounts to R135 million.

IsiXhosa:

Siphinde Mphathiswa sibeneqela labaqeshi abangama-79 abakhethe ukufihla iintloko...

English:

... and decided not to settle or oppose our applications.

IsiXhosa:

Ngamagwala ke lawo ajonge umoya ukuba ubhekisa ngaphi na.

English:

With the total value of R118,5 million in penalties, the overall value of the work done by the inspectorate, just in the area of

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employment equity alone, is R255,45 million against the expenditure of R18,5 million for only 19 employment equity labour inspectors. This is indeed an exceptional achievement.

Ladies and gentlemen, the protection of vulnerable workers and promotion of decent work, requires the department to have adequate number of labour inspectors who will ensure that the labour laws are upheld and complied with by all employers. The administration programme has shown a significant improvement during 2016-17 financial year.

There are pockets of excellence within the programme with the finance management unit continuing to make us proud. Once again the department received an unqualified audit opinion in the 2015-16 financial year for the fifth consecutive year. We remain confident that the Auditor-General's report for the 2016-17 financial year will reveal even more positive results.

It is also important to note further that the changes instituted by the department in financial management and oversight have had the desired results with the department having managed to process 17 593 invoices out of 17 606, a 99% achievement.

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A vacancy rate is a moving target and we have done everything to ensure that we keep up with the government set vacancy rate of 9,9%. I am therefore happy to state that the department's vacancy rate is sitting at 9,6%. The department filled all its vacant positions of senior management at national and provincial levels with the exception of the Western Cape.

The department through the Public Employment Service continues to serve as intermediary in the labour market between demand and supply of labour. The department uses electronic employment registration system which enables work seekers to register their qualifications, skills and work experience and also enables employers to register work and learning opportunities. During the 2016-17 financial year, the department provided 197 247 registered work seekers with employment counselling and managed to place 12 517 registered workers in available job opportunities.

It is also important to note further that the department through the Public Employment Services Programme supports disability organisations to promote the employment of persons with disabilities. During the 2016-17 financial year the department transferred to the disability organisations an amount of R11,3 million in the form of support subsidies. It is also important to briefly reflect on the important work of productivity South

Africa. We all know that the mandate of the entities is to promote employment growth and workplace productivity. I am pleased to announce that the department through the UIF transferred an amount of R25,4 million to assist in the implementation of the turnaround solution programme. This programme assisted 49 countries and saved 4 760 jobs in the 2016-17 financial year.

On the other hand the workplace challenge programme that seeks to improve the productivity and competitiveness of South African enterprises has a total of 776 companies employing 49 138 employees participating in this programme.

IsiXhosa:

Urhulumente wombutho wesizwe akasaqhubi nje kuphela ngoku ubhabha emafini. [Kwahlekwa.]

English:

We acknowledge that labour policy and industrial relations is our business and our contribution to the National Minimum Wage speaks for itself. The introduction of the National Minimum Wage fulfils an important undertaking of the ANC to the workforce of our country. We do not doubt that the minimal wage will contribute to radical socioeconomic transformation.

We further believe that the positive gains of improve earnings and reduced poverty will by far outweigh the negatives. The National economic Development and labour council continue to play a pivotal role in transforming our labour policy framework. We therefore acknowledge that the department would not have achieved the milestones it achieved in the labour policy development space without the commitment and support we get from Nedlac. We extend our gratitude to everyone at Nedlac for their contribution.

Hon Chairperson, ladies and gentlemen this is me with one other strategic entity, the Commission for Conciliation Mediation and Arbitration, CCMA. It cannot be disputed by any of the members in this House that the CCMA continues to make us proud with its excellent work and outstanding performance.

IsiXhosa:

Sihlalo ohloniphekileyo, ndivumele ndidlulise umbulelo ongazenzisiyo kuMphathiswa weli sebe ngenkxaso, amacebiso nangentsebenziswano engumangaliso endiyifumanayo kuye njenge sekela lakhe. KwiKomiti yeMicimbi yeSebe yezaBasebenzi ekhokelwa nguMamZangwa, sithi ngxatsho ke, tshotsho nibekho! [Kwaqhwatywa.]

Okokugqibela, ndithanda ukubulela uMlawuli Jikelele kunye nawo onke amagosa nabasebenzi besebe ngenkxaso nangendlela abawuthathela

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phezulu ngawo umsebenzi wabo. Ndibamba ngazibini nangenkxaso endiyifumana kusapho lwakuthi lukhokelwe nguMamTipha, uNosimanye. Umphathiswa sele ewenzile umkhomba-ndlela, ngoko ke ikhwelo lityala, mazingene entsimini. Maz'enethole! [Kwaqhwytywa.]

English:

Mr I M OLLIS: Chairperson, on a point of order: I did not want to interrupt the Deputy Minister. [Interjections.] You don't even know what I am going to say.

The CHAIRPERSON (Ms J L Fubbs): One moment, let us allow the hon member to make his point of order.

Mr I M OLLIS: It is just a quick one. We just have noticed that during the entire last speech, the translation is not working. It sounds as if the translators may have even gone home. Can someone just check whether they are still there and whether they can do their job? You know, we like to participate in the debate.

The CHAIRPERSON (Ms J L Fubbs): Thank you, I will check with the Table on this matter. I know that it is a long session but let us not get too rowdy but I believe that we can proceed. Is the translation working? I will simple ask the following speakers that come now to take cognisance of that because I am sure you would all

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like your hon fellow members to understand what you are saying as well as South Africans.

Adv A de W ALBERTS: Chairperson, Minister, South Africa is not working. We have ample labour available but the labourers are not working – and it is because the ANC is not working. Our unemployment levels remain persistently high. There are many reasons for this, but the main reason is the captured President, his Cabinet and policy uncertainty, heightened under the dubious banner of radical economic transformation.

We are not alone in saying this. So are the international credit ratings agencies, the International Monetary Fund, IMF, the European Union and the United States of America. The USA started focusing on this fault-line when President Obama was still in the White House. The question now is whether the ANC will be able to change its labour policies, as required. Otherwise, we will never get out of the junk-status hole dug by the ruling party.

Afrikaans:

Die groot probleem met hierdie departement is dat die oogmerk wesenlik is om bloot bestaande werksgeleenthede te herverdeel sonder dat daar eerlik gekyk word na hoe om nuwe werksgeleenthede te skep.

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Daar word dus nie ag geslaan op die duisende werklooses nie, want herverdeling is die mantra.

English:

In measuring transformation, there is also an obsession to focus on the demographic status of the top management level and to complain how untransformed it is. The other levels, where most jobs are created, are not taken into account. On those levels, one would notice a different picture. This leaves one with the impression that the department is only interested in bashing white people – many of whom, by the way, also pay your salaries.

Ironically, if we have a look at the ANC's own employment figures in the Public Service, where virtually no one is employed other than cadres, we will see an interesting picture unfolding. In 2011, the demographic status already looked like this: At top management level, white and Coloured women were under-represented; at senior management level, Coloured people were under-represented; at semi-skilled level, whites and Indians were under-represented; and at unskilled level, whites and Indians, again, were under-represented.

In short, minorities, in general, are under-represented in the Public Service according to the employment equity rules devised by the ANC, itself. The ANC does not even comply with its own rules,

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yet expects the private sector to do so. I can only wonder how many minorities are employed at Luthuli House. Perhaps we should investigate this! [Interjections.]

Afrikaans:

Gepraat van minderhede, baie – en ons bedoel baie – mense vanuit die bruin gemeenskap, insluitend die Khoi en San, is ongelukkig oor hoe die ANC se werksreserveringsbeleid hulle benadeel. Aangesien die nasionale demografiese statistieke gebruik word om gelyke indiensnemingsteikens te stel, vind bruinmense dat hulle skielik nie swart genoeg is vir 'n werk nie. Laat ons u enkele voorbeelde gee.

In Eldoradopark, in Johannesburg, is die meeste polisielede swart en kan nie Afrikaans praat nie. Dit is 'n herhalende probleem in ander bruin woongebiede. Min hospitaalpersoneel in staatshospitale is bruin. Daar word gevra waar die Afrikaanse bruinmense is in die SABC. Dis maar van die enkele probleme wat uitgelig word onder die mantra, Ons is nie gelyk nie! Dit spreek vanself dat witmense hierdie sentiment deel.

English:

Minister, we would also like to point out that the International Convention on the Elimination of All Forms of Racial Discrimination, which this country has ratified, compels you to cease affirmative

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action in those sectors where targets have been achieved, such as in the public sector. Therefore, you will have no choice but to end racial discrimination in this sector. If we are compelled to do so, we will lodge a complaint with the United Nations regarding this matter.

Afrikaans:

Minister, die minderhede in hierdie land roep uit: Ons is nie gelyk nie! Ons weet hoekom. Dis omdat die ANC nie werk nie en nie ons ekonomie kan laat werk nie.

English:

Mr J L MAHLANGU: Chairperson ...

Afrikaans:

Adv A de W ALBERTS: Die talle werklooses kom nou agter wie die werklike oorsaak van die probleem is ...

English:

The CHAIRPERSON (Ms J L Fubbs): Yes. One moment, hon Alberts. Will you take your seat, please? On what point of order are you rising?

Mr J L MAHLANGU: Chairperson, I rise on a point of order in terms of Rule 85(1): The speaker at the podium cast aspersions on the

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President by saying the President is captured. He needs to present a substantive motion on the matter. [Interjections.]

An HON MEMBER: There's been a report on it! Read the report!

The CHAIRPERSON (Ms J L Fubbs): Hon members, that is still considered to be part of the substantive motion. So, you're welcome to take that up after this meeting, after the House adjourns. Thank you.

Adv A de W ALBERTS: May I continue, Madam Chair?

The CHAIRPERSON (Ms J L Fubbs): Yes, please. Go ahead.

Adv A de W ALBERTS: In conclusion, many jobless people now know who is responsible for the state they are in, and they are going to start standing up to the ANC, which they know is a captured party. Thank you very much.

Mr W M MADISHA: Chairperson, South Africa is in an economic crisis. We have a 40% unemployment rate, and that is a fact. We are faced with the immigration of poor people who are made unpaid labourers. If you move around and go to restaurants, etc, the people who work there are not South Africans. Most of them are people from outside

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our borders and not paid by the owners of those restaurants – they are paid in tips.

We are faced with a lack of skills development by this government. There is a growth in labour brokering, which adds to the exploitation of workers who already receive no living wage at all. We have the reckless destruction of our economic prospects, which is the result of the evil, destructive rule by those who are supposed to govern this country.

That is why companies are moving out of South Africa to countries where governance is also constructive, etc. Of course, they cannot stay here, where, instead of having proper governance, you have a rally of Ministers and Deputy Ministers. As I have said in the past, go to the biggest country in the world, China, which has 1,2 billion people. They have only 18 Ministers. Come to South Africa, however, where Mr Zuma ...

The CHAIRPERSON (Ms J L Fubbs): It's President Zuma.

Mr W M MADISHA: ... will bring more than 75 people to sit in a Cabinet meeting. These are the kinds of problems you have, and that money must be used to create jobs for the people of our country.

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Now, what must we do? We must develop a proper jobs development strategy. What Cope says is that the ANC-led government has lied. They have said, for example, that the electricity problems have been dealt with. That is not true.

What we need to ensure is that the closure of mines comes to an end. An example I wish to cite is the one in Richards Bay, where two mines were recently closed. As a result of that, thousands of workers have lost their jobs and poverty has risen. These are examples. Many such incidents are taking place throughout the country because of the ANC, of course.

Something else that needs to be done is that we need to ensure that gas smelters that were closed are revived. Moreover, those that were going to be closed must not be. The revival includes what has happened in Richards Bay where the same has already occurred, and many people do not have jobs. Today, the metal workers, for example ...

The CHAIRPERSON (Ms J L Fubbs): Hon Madisha ...

Mr W M MADISHA: ... are crying ...

The CHAIRPERSON (Ms J L Fubbs): Hon Madisha ...

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Mr W M MADISHA: ... and are destroyed by the ...

The CHAIRPERSON (Ms J L Fubbs): Hon Madisha ...

Mr W M MADISHA: ... fact that a motor car industry is leaving.

[Interjections.]

The CHAIRPERSON (Ms J L Fubbs): Hon Madisha, your time, sir. So, please begin to close down. Round up now.

Mr W M MADISHA: Alright. Thank you, Chairperson.

For as long as this ANC-led government is there, the metal workers are in trouble. [Interjections.] I am therefore saying that, throughout the country, the metal workers and all the other workers, workers of the hand and workers of the mind, need to rise against those people who are destroying you. [Interjections.] [Applause.]

The CHAIRPERSON (Ms J L Fubbs): Alright, perhaps I'm not speaking loudly enough. So, for the next few speakers who come up, when I do mention your name, it means you've got 10 seconds of speaking time left. So, that is just a little indication to the rest of you.

[Interjections.] Thank you.

Ms S R VAN SCHALKWYK: Hon Chairperson, Ministers and Deputy Ministers, the Director-General and officials of the Department of Labour, guests and fellow South Africans, the ANC supports the Budget Vote 28 on Labour.

Afrikaans:

Agb Voorsitter, dit is die jaar waarin die ANC erkenning gee aan die besondere bydrae wat ons oorlede leier, Oliver Tambo, tot die vryheidsstryd en die organisasie gelewer het. Wat egter kenmerkend was van Kameraad Tambo was dat hy hom tot eenheid beywer het. Die spreekwoord lui, eenheid maak mag, maar tweedrag breek krag. Dit is ook van toepassing op ons lewens in totaliteit. As leiers van verskillende organisasies, asook leiers van die land het ons 'n verantwoordelikheid om eenheid te bewerkstellig in alle areas van ons lewens. Dit help nie as ons ons politieke verskille wil gebruik om tweedrag in ons land te bevorder nie.

'n Seer realiteit is deesdae dat sosiale euwels soos moord, rassisme en mishandeling van vroue en kinders floreer onder sulke negatiewe omstandighede. Laat ons dus waaksaam wees as leiers van ons mooi land, Suid-Afrika, en onself beywer tot die vooruitgang van ons land, deur middel van eenheid.

Ons gebruik die maand van Mei om Werkersmaand te vier. Hiermee erken ons ook die uitdagings wat werkers op 'n daaglikse wyse in hul werksplekke ervaar. Die Departement van Arbeid gebruik ook die maand om werkers te bemagtig deur middel van werkswinkels en seminare, waar hulle bewusgemaak word van hul regte asook hul verantwoordelikhede.

Ons weet egter dat die uitdagings wat die werkers die meeste in die oë staar, behalwe werksversekering, is wel die hoeveelheid geld wat hul verdien. Dit is baie moeilik vir werkers om in dié ekonomiese omstandighede, 'n goeie bestaan te verseker, waarin hulle aan die basiese behoeftes vir hul afhanklikes moet voorsien.

Alreeds, gedurende die 2012 nasionale kongres van Cosatu, was een van die resolusies dat die realisering van 'n nasionale minimum loon 'n noodsaaklikheid is om die omstandighede van werkers, veral diegene in kwesbare sektore soos huiswerkers en plaaswerkers, te verbeter. Die leier van die alliansie, die ANC, het gehoor gegee aan die versoek van die werkers en het daarom, as deel van die verkiesingsmanifesto van die 2014 nasionale verkiesing, dit beklemtoon as een van die beloftes, sou die ANC weer die geleentheid kry om die land te regeer.

Ons agb President, agb Jacob Zuma, het dus in sy staatsrede van 2015, opdrag gegee dat die moontlikheid van 'n nasionale minimum loon ondersoek moet word. Na 'n lang proses wat deur ons agb Adjunkpresident, Cyril Ramaphosa, gelei is, het verskillende rolspelers die geleenthied gekry om insae te lewer tot die implemtering van die nasionale minimum loon.

Op 7 Februarie 2017, het die implimentering van die nasionale minimum loon in werking getree. In die aanloop tot die implimentering van die nasionale minimum loon was daar egter vele doemprofete wat nie 'n beter lewe vir arm werkers wou sien realiseer nie.

English:

This agreement has to be implemented not later than 1 May 2018, but contingent to the finalisation of the national minimum wage legislation. The rate of the national minimum wage will be R20 per hour. What needs to be noted is that upon the national minimum wage introduction, domestic workers will be paid 75% of the national minimum wage and the agricultural workers will be paid 90% of the national minimum wage. It is proposed that these sectors will be brought up to 100% of the national minimum wage level within two years, pending research by the National Minimum Wage Commission on these timeframes. It is therefore not true that these workers are

excluded from the national minimum wage, as previously indicated by one of the hon members.

Exemptions for those employers who can prove that they cannot afford the national minimum wage will be allowed, and the process must be as simple and efficient as possible, particularly for the Small, Medium and Micro-sized Enterprises, SMMEs.

The socioeconomic impact assessment will be done as part of the national minimum wage agreement. In recognising the impact of prolonged and violent strike action, the social partners also reached an agreement and signed the Declaration on Wage Inequality and Labour Market Stability.

The National Economic Development and labour Council, Nedlac, was allocated R31,8 million in the 2017-18 financial year, which is a nominal increase of R1 million or an 3,25% increase.

The Commission of Conciliation, Mediation and Arbitration, CCMA, received the largest share of the programme budget at R864,1 million or about 79,5% of the programme budget. In real terms, the budget increased by R42,4 million or 5,5% increase. It is important to note that the CCMA is independent of the state, any political party,

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trade union, employer, employers' organisation, federation of trade unions or federation of employers' organisation.

As part of its strategic objective to enhance the labour market, in order to advance stability and growth, the CCMA intends to save 35% of those jobs referred to it that are due for retrenchments in 2017-18. It also intends to establish four new strategic partnerships for strategic collaboration to accelerate service delivery in the labour market, for the benefit of the users in the current financial year.

In pursuance of strategic objective number two, the CCMA plans to deliver 12 capacity building interventions on effective negotiation skills to users. They also intend to conduct 39 training interventions to capacitate the workforce for efficient and effective delivery of the CCMA mandate, and to conduct 48 capacity building interventions to users in 2017-18, in order to build knowledge and skills, in accordance with the strategic objective number 3.

We acknowledge the sterling work being done by the CCMA, which included in the past financial year that they intervened in terms of the Labour Relations Act, with the Minister of Labour in areas where labour unrest prevailed, to find amicable solutions to resolve the disagreements.

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Productivity SA is an entity of the Department of Labour with the mandate to promote employment growth and productivity, thus contributes to South Africa's socioeconomic development and economic efficiency. It has a total budget of R177,4 million.

Part of the commitments of the productivity is to nurture companies, and training and actual implementation of turnaround strategies at companies facing economic distress that were assisted and supported through turnaround interventions.

Some of the achievements of this entity from the past financial year include: 7 099 capacitated beneficiaries in 2016-17, which include 273 educators, 5 527 emerging entrepreneurs, 1 002 workers, 122 skills development facilitators, and 175 managers.

The decline in economic activity and the increase in the number of companies that are in distress, including a number of affected workers, place great strain on the entity's resources. The entity struggles to cope with the demand for support and services.

In line with its strategic objectives, Productivity SA plans, in this financial year, amongst others, to support 200 companies in industry sectors, including special economic zones and industrial parks, through productivity and competitive enhancement programmes;

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support nine black industrialists through productivity and competitiveness enhancement programmes; support 5 500 small enterprises and co-operatives on enterprise supplier development programmes; develop and pilot an integrated tool monitoring and evaluation system that will be implemented in participating enterprises and industries; to save 7 500 jobs in companies facing economic distress; and to train 200 productivity champions, education and training development practitioners and skills development facilitators across the business, labour and government spectrum.

Afrikaans:

Ter afsluiting en met inagneming van die bogenoemde situasie-analise is ek egter daarvan oortuig dat die Departement van Arbeid met die nodige politieke en administratiewe leierskap bemaatig is om die voorgenome begroting tot hul beskikking effektief aan te wend, om basiese dienslewering te bevorder. Ek dank u.

English:

The CHAIRPERSON (Ms J L Fubbs): Just before we proceed ... Will you just wait one moment there, hon Bagraim. The earlier speaker at the podium, hon Madisha, I did not hear clearly what you said. What I heard seems to differ from others. [Interjections.] No, perhaps you need one. What I do believe we should do is to consult Hansard so

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that it is quite clear what was said, with respect to capture. What I did not hear was what others may have heard. So, on that basis, I cannot make a ruling right now. I don't know exactly what was said. Thank you.

Mr M BAGRAIM: Hon Chairperson, is there pachyderm in the room? The Department of Labour has as its primary responsibility two real issues. That is all. Firstly, to ensure that decent jobs are created and sustained; and secondly, that fairness, productivity and safety is ensured at the workplace. Our Minister and in turn officials of the department have failed. We know that over nine million South Africans who are looking for jobs and cannot find. We also understand that monthly people are being retrenched as unemployment bites deep into our citizenship.

Despite the horrific unemployment figures and 50% of our youth being unemployed our Ministry sees fit, recklessly, to place firmly a national minimum wage on the table. Horrors! Our Treasury tells us that this will lead to further job losses. The DA is calling for a sectoral minimum wage to ensure that we don't have bloodshed in the sectors such as the clothing sector. You, Minister, have stated that setting a national minimum wage only for the sector of the current workforce that is not covered by wage regulations and collective bargaining is not up for consideration at this stage.

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It is pleasing that you use the words "at this stage". Minister, are you waiting for devastation at the workplace before you start considering? By then it will be too late. I implore you to go back to the various bargaining councils and get feedback from their directors as to how that industry in that particular sector might suffer if a minimum wage is introduced.

Minister, you and I disagree heavily on the role and the need of labour brokers. Despite this both you and I enjoy meals in this august institution prepared and served by labour brokers. We both enjoy neat and clean offices serviced by labour brokers. In fact, the majority of the work done in this House is through labour brokers. Indeed, one of the services that you deign to bring in-House is security. Unfortunately, bringing these services in House we see how you are unable to step in as a fair and reasonable employer.

There's an ongoing dispute between the security of this House and the institution. I have here today a large proportion of our security personnel who are working hard under increasingly difficult circumstances who are being prejudiced because they are earning 20% less than the new so-called waiters that you brought in specifically to eject the EFF. The whole system is riddled with worms. I specifically ask you and our unsung badly affected security

personnel to stand up, they are with us in the House and may I introduce them to this House and to alert the House how severely prejudiced they have become.

Indeed, we have heard that Parliament has informed our security that they will not be getting an increase due to various constraints. Minister, you state that there is no conclusive evidence suggesting that the introduction of the national minimum wage will result in a mass of retrenchments in the businesses belonging to those bargaining councils and that you may have already set wages below the national minimum wage level. When you do have conclusive evidence, when there is a mass of retrenchments, don't you think that will be too late. If we lose another two million jobs we will probably have the worst nightmare you can imagine.

Minister, you state that you are aware of the risk of possible job losses. If you are aware and you happen to be wide awake you would be very hesitant before you come across and let us into this bad, bad tsunami. All I am asking is for you to consider more research, more input and maybe even a test run of the national minimum wage in parts of a particular industry. You also state that to mitigate the risk is the exemption provisions for those employers who have a sound business case. It is notorious that these exemption provisions

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that already exist in the various bargaining councils are almost impossible to obtain and incredibly onerous to complete.

Small businesses across the country are already suffering because they are unable to obtain these exemptions. We are all aware that small business is the engine room of job creation. However, you, Minister, are doing everything in your power to halt their development. Small business has deemed labour laws and industrial regulations to be a handbrake on job creation.

The whole world is turning to a typical employment and to a model that we in South Africa know better and we would rather destroy job creation to pray at the foot of the idol of a trade union – the very trade union that won't hear our President. We already have a minimum wage in various sectors which cover over 50% of our workforce. This makes so much more sense as it is the role players who help determine what is sustainable for both employer and employee. I must, of course, praise one or two of your directors-general, and Mr Mafata, who are trying desperately in these circumstances to try and turn a ship around. The workman's compensation has been disastrous and we have had 20 years of disaster in the workman's compensation. The very people who are injured at the workplace are not helped by our government, the ANC. Thank you. [Applause.]

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isiXhosa:

Nks F S LOLIWE: Ndiyabulisa kuSihlalo, aBaphathiswa, amaLungu eNdlu Yowiso-mthetho neendwendwe zethu, siyi-ANC sibulela eli thuba silifumanayo lokuthetha nesizwe soMzantsi Afrika. Ngonyulo jikelele lwama-2014, abantu baseMzantsi Afrika, abakumyinge weepesenti ezingama-62 banika i-ANC igunya lokutshintsha impilo zabo. Mhla sasingena kule Ndlu yoWiso-mthetho sasiphethe umyalelo ovela kwimpula zikalujaca wokuba size kuqulunqa imithetho ezakusa iinkonzo ebantwini, ingakumbi abo bangathathi ntweni. Kungenxa yeso sizathu ke singamalungu e-ANC esithi xa sidibene kwezi komiti sixoxe ngezinto ezakha ilizwe neziphucula impilo yabantu bethu. Ixesha lokusoloko sijonga amakhwiniba neziphene zamanye amaqela asinalo kuba loo nto ayizisi imisebenzi kwaye ingagxothi nekati eziko.

Sinoxanduva lokuba ngumzekele, siqiniseke ukuba isebe liwenza ngokufanelekileyo umsebenzi walo kunjalo nje asinalusini kuye nabani na owenza intlupheko yabantu beli lizwe umchancatho wakhe oya kwilizwe lobisi nobusi.

Masiqale ngokuvakalisa ukuba thina siyaluxhasa olu hlahlo lwabiwo-mali. Siyi-ANC siye saqwalasela izigaba ezithile kwindlela iSebe lezaBasebenzi elenza ngayo izinto. Sinezinto esilindele ukuba isebe lizenze. Eyokuqala yokuba malikhokelwe nguMgaqo-siseko welizwe eli lethu, linguMzantsi Afrika. Lithi lakuqwalasela uMgaqo-siseko

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ligxile kula macandelo, icandelo lesi-9 elithetha ngokulingana; Icandelo le-10, elithetha ngesidima sokuba ngumntu; icandelo lama-23 elithetha ngobudlelane emisebenzini; icandelo lama-24 elithetha ngokusingqongileyo; icandelo lama- 27 elithetha ngononophelo lwempilo, ukutya, amanzi nokhuseleko eluntwini ukuze ekugqibeleni ibe licandelo lama-28 elithetha ngabantwana.

La macandelo oMgaqo-Siseko athi ukuze aphuhle libe iSebe lezaBasebenzi lenze oku kulandelayo phakathi kwezinto elizenzayo: Kufuneka liqinisekise ukuba bantu bayayifumana imali yembuyekezo, athi owasemzini yi-Compensation Fund. Ilizwe lethu lijamelene nentswela ngqesho ekwinqanaba eliphezulu. Abanye babo bathe banethamsanqa lokufumana umsebenzi maxa wambi baye bazibone besebenza phantsi kweemeko ezibeka ubomi babo esichengeni. Bakhona abangamakhoba okwenzakaliswa ngoomatshini okanye izixhobo zokusebenza abazisebenzisa umhla nezolo bengenazixhobo zokuzikhusela. Luxanduva lomqeshi ukuqinisekisa ukuba nawuphina umsebenzi owenzakele emsebenzini abe uyahlawulwa ukukhawulelana nemeko akuyo emva kwengozi leyo. Le nyewe iyatyeshela ngabantu bakuthi ngamaxesha amaninzi, lide lidlule ithuba elisemthethweni lokuba ubani angafaka ibango lokwenzakala.

Siyavuma siyikomiti ukuba kwixesha langaphambili, ulawulo kweli Sebe lezaBasebenzi, ingakumbi apha kunikezelo okanye kwicala lezibonelelo

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[i-compensation fund] - belinakho ukuqhwa lela bengenzi ngokwaneleyo. Amaxesha amaninzi bebede basebenzisa inkxaso yabacebisi [consultants.] Siyancoma ke ngoku kuba siyawubona umahluko, umsebenzi uyenzeka kwaye bayazama ukuhlawula amabango kwangethuba. Siyikomiti siyayincoma imbono isebe yokusebenzela ukuhlawula ama-95 eepesenti zamabango aphunyeziweyo kwisithuba sentsuku ezintlanu. Nokuphendula kwizicelo ezifuna ukuphunyezwa zingekapheli iintsuku ezilishumi [-pre-authorization requests.]

Kwakhona isebe malibonelele nabasebenzi ngobonelelo lwabaphukelene nemisebenzisi [Unemployment Insurance Fund.] Esi sibonelelo uluntu lwaseMzantsi ukuba luyazi into yokuba esi isibonelelo asiyiyio imali evela rhulumente kuphela koko wena mntu ungumsebenzi ndawonye nomqeshi niyakhawulelana ukurhuma kule ngxowa-mali. Kungoko ke ingenguye nabani na onalo igunya lokuthi makanikwe kule mali. Wonke umsebenzi oye arhume kule ngxowa-mali unalo ilungelo lokuzingomba isifuba njengomntu onegalelo kuqoqosho lweli lizwe kuba le mali bayihlawulwayo eneneni yeyabo.

Kufuneka ingasisitheli into yokuba ngonyaka wama-2008, ngethuba kugquba uxinzelelo lwezoqoqosho kwilizwe ngokubanzi, bamalunga nesigidi abasebenzi abathi baphulukana nemisebenzi yaze le ngxowa-mali yancedisa ukugxotha ikati eziko.

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Eli candelo lisoloko lithe gqolo ukuqhuba kakuhle. Nangona kunjalo sisenalo iqela labaqeshi abawutyeshelayo lo mtheto wokubhalisa abasebenzi babo kule ngxowa-mali. Siliqhwabela izandla iphulo lale ngxow-mali ngokuza nento athi owasemzini zi-Labour Activation Programmes, apho baqeqesha abangasebenziyo ababenikela kule ngxowa kwizakhono ezahlukeneyo ezingqamene neemfuno zemo yokusebenza, loo nto yenze ukuba baphinde bakwazi ukungena njengoko bebephumile kumsinga woqesho.

Isebe asithi liyingelosi, malilungise izinto elithe lazibalula njengezinto ezingenza zichaphazele lo msebenzi mhle bawenzayo.

Ngokwengxelo yabo nazi izinto ezingaba ngumqobo: ukungatyelwa komthetho ngabaqeshi; ukurhuqa kweenyawo ekutyikityeni izivumelwano nee-Sector Education and Training Authority, ezi baye basebenzisane nazo; ubuqhophololo obunokwenziwa ngabo bafaka amabango abathi ke ngokwaphaya kwela sebe yi-U119.

Eli sebe linalo igalelo ekudaleni izithuba zemisebenzi kodwa asingeze sithi malingakuphuculi oko likwenzayo kuba intswela ngqesho lutshaba olukhulu lwesizwe sethu. Kukho abafike phambi kwam kweli kweli qonga, abaye baneentetho endingavumelani nazo. Ngenxa yokuba inyoka ibaleke yangena umngxunyeni ndiza kuyitsala emsileni ukwenzela ukuba iphume ibelapha ngaphandle.

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UTata uBagraim osuka apha uthi abantu baseMzantsi Afrika abafuna umsebenzi bamalunga nezigidi ezilithoba. Makhe sibuye umva, kunyaka ophelileyo isebe lithe xa lithi ezinye zezinto elizakukhokelisa ngazo kukudala imisebenzi endilisekileyo. Saxoxa ekomitini ngelithi kutheni nizopholela kwinto engelulo uxandava lwenu kuphela. Sizwe saseMzantsi Afrika akulundelekanga ukuba eli sebe lilodwa liqeshe izigidi ezilithoba zabantu, liyalenza elalo igalelo kodwa alithathi wonke umntu. Yiyo loo nto benazo neza labour activation programmes.

Bathi abameli beqela le-DA bakholelwa kwi-factoral determination kune-National Minimum Wage. Ngabantu abanjani na aba bathi umthetho sele upasisa kumaqonga bambele izithende kuluvo lwabo kuba kaloku entlanganisweni uya unoluva lwakho kodwa uphume unesigqibo sentlanganiso. Kukulishwa kuba phaya e-Nedlac abakho abantu abasuka nkcasana phaya kubo kodwa babhadlile benoqiqo kwaye siyavumelana ne-Nedlac ukuba i-National Minimum Wage mayiqhube.

Kwakhona, uBawo uBagraim uthi kukho ukungavisisani phakathi kwabazokhuseloko kunye neli ziko. Thina bantu ke bayaziyo lento kuthiwa lucinezelo asithi bona abalwazi kodwa uhlekisa ngentlungunyethu ube ngathi uyakhathala kanti mhlawumbi uphezu kwenye into, mhlawumbi ukuba ithuba belikhona bendiya kukhe ndimbuze ukuba ingaba uyive loo nto xa bebesiya kuye njengegqwetha

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elisebenzayo okanye beze kuye njengomntu omele abasebenzi. Ukuba ke sizingela siphethe ityuwa asincedisi sizwe soMzantsii Afrika.

Ndigqithe ndize kuTata uMadisha, Tata uMadisha umkhono webhokhwe oyityileyo ngowale ndawo nam ndandiwutye kuyo kuba kaloku mna nawe sinjena namhlanje saqeqeshwa yi-Cosatu. Into ekufuneka sizibuze yona yeyokuba emva kokuba i-Cosatu isiqeqeshile senza ntoni na ngolwazi esalufumana kwiCosatu. Kule minyaka sele ukuyo nkokheli eyayisakuba yeyam njengokuba usuka nolwazi lweCosatu, akungebi ezinye zezinto uziphakamisayo uyabhidanisa mhlawumbi ucinga ukuba usekweliya ikhaya lokuqala na kusini na kuba khange siwabone amalinge eli khaya liyi-Cope lizama ukulwela abasebenzi. Andikeva nokuba ninalo nesetyana elingathi lisondela ekuhoyeni abasebenzi.

Tata UMadisha uthi uyabathanda abasebenzi kunebali lonozitshixo beyoncedana neemfuno zakho kodwa endaweni yokuba umkhuthaze njengomsebenzi wangena kuye ngamangqindi, wenza njalo na umntu othanda abasebenzi. Ndidlule ndiye kule nto uyithethayo yeendawo zokutyela eziqesha abantu abangengabo abaseMzantsi Afrika, kutheni le nto sisithi baqesha abantu abangengabo abalapha. Kaloku ikhona imithetho enika abantu impephamvume zokusebenza apha eMzantsi Afika, gqibezela ke ukuba esa sivakalisi sakho ubusishiye esithubeni ndinexhala lexesha

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Tata U-Alberts siyakumema ukuba ucele ixesha uye phaya kwikomiti yethu ukuze sikubonise ukuba siqhuba ngoluphi na uhlobo. Tata uOllis ndikwazi ungengomntu ovana nocalucalulo kodwa le nto yokuba uthi sisuka kwi-Zuma stance, usibuyisela kwiBantu stance. Hayi musa ukufuna sixabane kungekho mfuneka. Ndiyabulela Sihlalo.

[Kwaqhwywa.]

IsiZulu:

UNGQONGQOSHE WEZABASEBENZI: Sihlalo, okokuqala ngaphambi kokuthi ngiphelelwe yisikhathi, ngifisa ukubonga uSekela Ngqongqoshe, u-Dilizintaba, iNkosi u-Holomisa ngoxhaso [support] anginikeza lona kanye nosihlalo wekomidi umama u-Yengeni kanye namalungu ekomidi ngoxhaso abasinikeza lona siwumnyango ukuze sikwazi ukuqhubeka nomsebenzi wethu. Futhi ngifisa ukubonga amaqembu esisebenza nawo ngokubambisana [social partners] ethu, ezamabhizinisi [business] ezabasebenzi [labour] nezomphakathi [community] e-National Economic Development and Labour Council, Nedlac, abasixhase ngayo ikakhulukazi abasebenzi ngoba lezi zinto esizenzayo ikakhulukazi ekuqeqeshweni kwabasebenzi ukuthi bakwazi ukubuya babuyele emsebenzini nokwakha amasu [schemes] esiwabiza ukuthi i-training layoff scheme, i-labour activation programme kanye nokuthi sikwazi ukunikezela imali kwi-Productivity SA.

Ngifisa ukusho ukuthi ukuba abasebenzi bebengekho ngabe asikwazanga ukuthi lezi zimali noma le misebenzi sikwazi ukuthi siyenze. Siyenza ngemali yabasebenzi okuyinto [of which] abasebenzi bangalanda [can claim] ukuthi ...

English:

... it is their responsibility and their role ...

IsiZulu:

... ukuthi isizwe sibe la sikhona. Ngiyafisa futhi ukubonga umqondisi-jikelele womnyango nethimba lakhe lonke loMnyango Wezabasebenzi ngoxhaso abasinikeza lona uNgqongqoshe noSekela Ngqongqoshe. Ngibonge futhi amalungu aleNdlu asixhasayo ngaso sonke isikhathi uma sizile la sizobeka izinto ezithebeni zePhalamende. Ngiyabonga futhi amalungu asixhasile kusabelomali sethu siwuMnyango Wezabasebenzi. Ngiyafisa ukuthi mhlawumbe ngiphendule abanye, abanye angizoba naso isikhathi ngoba ngiyobe ngichitha isikhathi ngoba solokhu ngabakhona bakhuluma into eyodwa. Abanazo ezinye izinto abangazisho ngoba uma silandelela isisho sesintu sithi, "Inqola ehambayo ikhonkothwa zingcanga kodwa emile ziyayichamela"

Ngakho yingakho behlale bebanga umsindo ngento eyodwa. Ngiyafisa ukusho kumhlonishwa u-Alberts ukuthi kulolu daba [issue] lwezokuqasha ngokulinganayo [employment equity] akhuluma ngayo,

akabuyele kwiNhlangotho yeZizwe [United Nations] ngoba bebeyile phambilini beyofaka lona lolu daba kodwa bafika behluleka ngoba kuwumthetho lowo ongaphansi kohlelo lwe-substructure ye-United Nations International Labour Organisation. Ababuyele, bobuya futhi amathe ebuyele kwasifuba. Ngiyafisa futhi ukusho ukuthi kuMnu Bagrain,

English

Yes our regulator ...

IsiZulu:

... ama-labour brokers, kodwa [but] sasho sizogapha [monitor] ukuthi ayahambisana [comply] yini nomthetho na, uma kuwukuthi awahambisani sizowubuyekeza lowo mthetho. Ngakho njengoba esho ukuthi la kudliwa ukudla okuphekwa ngama-labour brokers kodwa [but] ahlukumeza abasebenzi. Sizokwenza, into esizoyibheka wukuthi iyisiqiniseko kangakanani, kodwa asizukwenza la kuphela. Sizokwenza kuzinkampani zonke lezi esithi lezi zinyanga ezintathu [three months] abazithathe njengokuthi ziyingxenye zokuqeqesha abasebenzi emuva kwalokho abasebenzi baqashwe ngokugcwele. Uma kuwukuthi abawugcini noma abawuhloniphi umthetho asizokunanaza phela siwuKhongolose, siya kwinkomfa yenqubomgomo [policy conference], sizoxhasa ukuthi i-ANC mayibuyekeze [review] ukuthi angeke yini siwavimbele [ban] ama-labour brokers ...

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English:

... here in South Africa, and we can do that. Therefore we are going to discuss it at the ANC policy conference.

IsiZulu:

Siholwa [guide]thina wumhlahlandlela wenhlangano yethu i-ANC. Ngiyafisa ukusho ukuthi kumhlonishwa u-Rawula, ngeke sikwazi ukuthi ukuvula futhi [reopen] izingxoxo [negotiations] ngoba [because] bekune nhlangano [federation] ebingekethulwa [launch]. Into engayenza leyo nhlangano ukuthi uma ikhomishana [commission] isibuyekeza ukusebenza noma ukuthi [whether] sizoyinyusa [increase] yini i-National Minimum Wage, sebeyoba nethuba lapho kodwa futhi bebengavalelwe ngesikhathi kwenziwa izingxoxo ngoba bekunama-public hearings [ukulalelwa kwezincwadi zomphakathi] abenziwa. Nangesikhathi Ikomidi [committee] yochwepheshe [experts] yenza ucwaningo [research] nayo yawenza ama-public hearings okubalwa [including] ikomidi elibhekene nomsebenzi [portfolio committee] yawenza ama-hearings. [ukulalelwa izincwadi zomphakathi] Ngakho nabo babenalo ithuba lokuthi beze bazokwenza izincwadi phela.

Manje, ukukhahlela [reject] kwakho isabelomali [budget] kuthi kukabili, kungenzeka ukuthi [it is either] awubaxhasi abasebenzi ngoba uma singenayo isabelomali sizobenza ngani singumnyango ukuqinsekisa ukuthi abasebenzi bala bavikelekile. [protected]

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[Ihlombe.] Okunye okwesibili, i-National Minimum Wage ayibakhiphele ngaphandle abasebenzi basezindlini kanye nabasebenzi basemaplazini bayingxenye yingakho uzwa laba eniwumfelandawonye [alliance] nabo bekhala ukuthi kungani [why] singagxili [focus] kuma-sectoral determination. Asizukubuyela emuva, umsebenzi wethu uqinisekisa ukuthi abasebenzi bavikelekile la eNingizimu Afrika. Ngiyafisa ukuthi laba abathi ngeke balandele imigomo yemithetho yezabasebenzi, sesiliqalile uhlelo lokulungisa ukuthi simise [promulgate] u-Section 53 we-Employment Equity Act ...

English:

... Chapter 2 and 3 of the Employment Equity Act so that ...

IsiZulu:

... sikwazi ukubavimba ukuthi bangakwazi ukwenza umsebenzi noHulumeni. Bazokwazi ukulandela umthetho ukuthi [whether] bayathanda noma abathandi. Ngiyabonga Sihlalo.

Debate concluded.

The mini plenary session rose at 18:21.