



REPUBLIC OF SOUTH AFRICA

**THE PRESIDENTIAL JOBS SUMMIT
FRAMEWORK AGREEMENT**

4 October 2018

STATEMENT OF JOINT PURPOSE

The President requested NEDLAC to convene Social Partners to address the crisis of unemployment. Social Partners approached this challenge on the basis that there is a need for visible changes in the lives of our people as well as the economy. The Jobs Summit lays the basis for more responsive and effective collaboration to deliver on the promise of a better economy for all South Africans, by ensuring that commitments are clear and precise, that they strengthen existing initiatives and develop new ones; and that they take into account the challenges faced by each Social Partner.

ECONOMIC CONTEXT

Overview

Since 2014, economic growth in South Africa has slowed down and become more volatile. At the same time, we have not qualitatively reduced the joblessness and inequality that emerged before democracy. These twin burdens are the main blockage to sustained economic progress.

Mining and formal manufacturing have been particularly hard hit by the slowdown of the past few years, which has worsened South Africa's persistently high joblessness and inequality. Of countries that report a Gini coefficient, South Africa invariably ranks amongst the most unequal two or three in the world.

This Jobs Summit commitment carries with it the recognition, by all, that we can only address the weaknesses in our economy if all social and economic stakeholders work together.

Principles and strategies underpinning this process

Social Partners recognise that to succeed, there is also a need to address the pillars of our growth strategy some of which may fall outside the scope of the Jobs Summit. These include:

- Ensuring sound and responsive government that prioritises inclusive growth.
- Investment promotion and upgrading industrial capacity.



- Holistic support for township and rural enterprises.
- Increased workplace equality.
- Upgrading skills and education.
- Infrastructure development.
- Maintaining and strengthening the social safety net.
- Innovative, worker-friendly measures to assist firms facing emerging challenges.

While some elements of this implicit strategy fall outside the scope of the Jobs Summit, it effectively shaped the workstreams of the Jobs Summit, which were:

- Economic sector-specific interventions;
- Small, medium and micro enterprises support;
- Education and skills;
- Inclusive growth, transformation and inequality; and,
- Public and social programmes, labour market and anti-corruption.

Taking forward wider emerging imperatives

Social partners recognise that the implementation of this agreement is not sufficient on its own to address the crisis of unemployment. Social Partners have therefore agreed that beyond the agreements outlined in this Framework Agreement, there is a need to ensure that an additional process is followed to **consider those issues that could not be adequately addressed, within the limited timeframe of the Jobs Summit.** The implementation of this process forms part of the monitoring and evaluation mechanism as discussed below. The final list of issues will be defined in a month of the signing of the agreement together with the timeframe of the conclusion of each item but will not extend beyond seven (7) months.

This phased approach is based on the recognition that the collaborative approach that has been followed within this process should be used as a platform for further engagement on macro-economic issues and other catalytic actions, which could be taken to address the triple challenges of unemployment, poverty and inequality.

Protecting Jobs



Social Partners agreed that the unemployment crisis necessitates the Jobs Summit to focus not only on the creation of jobs but also on the imperative to address the crisis of job losses and retrenchments. Doing so will require boldness, resolve, innovation, collaboration and creativity.

Government has reiterated that there will be no retrenchments in the public sector and it has committed to addressing the imperative of filling all critical vacancies in the Public Sector.

Business agrees that everything possible must be done to avoid retrenchments in the Private Sector. It recognises that there are routes back to health for struggling companies which do not require the retrenchment of workers, and that these options should be followed in the spirit of the Jobs Summit. It also recognises that companies bear the primary responsibility for initiating and implementing actions to avoid job losses.

Illustrative actions have been identified, as tools to avoid retrenchments, all of which must be considered, including but not limited to a revised Training Layoff Scheme (TLS) as a first port-of-call by companies in crisis.

Agreement on joint monitoring framework

Social Partners agreed that one of the deficiencies of previous summits and agreements has been the failure to monitor implementation, and, to take remedial action where insufficient progress was being made.

It was therefore agreed to:

- Establish a Presidential Jobs Committee which will receive progress reports on a quarterly basis on the implementation of the action plans; monitor the status of employment and unemployment in the country; and, take remedial action where required.
- Establish a joint technical committee of the Presidential Jobs Committee which would undertake the following actions:
 - Develop a monitoring and evaluation framework based on the outcomes anticipated from the action plans within one month of signing the agreement.



- Ensure sustained collaboration amongst Social Partners, particularly in relation to improving outcomes and unlocking challenges
- Ensure that progress reports are made available on the NEDLAC website

This process will both ensure that there can be effective monitoring of the intended results of the Jobs Summit (as set out in the Action Plans) and enhance the success of these interventions. This mechanism will also ensure that there is the capacity to adapt, reform and/or scale up projects and policies if required to achieve better results and inclusive growth. Realising the intended outcomes may also require a review of assumptions and may suggest the need for additional interventions to be implemented. This includes those discussed as part of the wider emerging priorities and may also include additional interventions.

This Agreement provides a statement of commitment to a range of interventions, which are set out in greater detail in Annexure One.

COMMITMENTS TO INCREASE ACCESS TO EMPLOYMENT

ECONOMIC SECTOR SPECIFIC INTERVENTIONS

Social Partners agreed that it is imperative to secure substantially faster growth of the agriculture, mining and manufacturing sectors as these sectors are key drivers of exports and investment. In addition, Social Partners recognise that many of the economic enablers, which have been committed to, are supportive of the growth of firms, co-operatives, SMMEs and worker enterprises across all sectors of the economy and are therefore likely to lead to a broad-based improvement in the business environment and conditions for entrepreneurial development.

Procurement Interventions

Boosting domestic demand

Social partners agreed to strengthen, expand and fast-track additional local procurement of goods and services by Government through the development



and implementation of the designation process. In addition, Government will establish a hotline to receive and deal with complaints on fraudulent claims of local content, claims that a tender specification is flawed, and claims that designations are being ignored or circumvented.

Other social partners will support Government's designation intervention through implementing the following measures:

- Organised labour commits to train its affiliates on the successful SACTWU tender monitoring system in partnership with Proudly SA, and to proactively identify opportunities for new designations.
- Organised labour, Community and Business will support and communicate the details of the hotline to its members and constituency for tenders that seek to bypass local procurement regulations.

Social Partners agreed that a concerted and more visible public exercise by Business to highlight the importance of local procurement is imperative. Business commits to a range of initiatives working with Government to develop mechanisms to increase local procurement. This will include structured engagements over the next twelve (12) months with five hundred (500) corporates on local procurement.

These initiatives include sector and company specific interventions. A number of corporates have made public commitments to local procurement initiatives as an integral part of their operational strategies. Some of these also include commitments to enterprise development which are integral to many of their localisation strategies. It is anticipated that in the coming months more companies will follow the lead of Adcock Ingram, Anglo Gold Ashanti, Clientele, Coca Cola Beverages SA, Edcon, First Rand, Lixil, Nando's SAB/Inbev, SAPPI, Sasol and Standard Bank who have made commitments as part of this agreement.

Identify and pursue import replacement opportunities

The Manufacturing Circle is exploring the development of an 'Import Tracker', which will provide intelligence and early warning of import surges. This intervention will highlight trends and concerns and allow appropriate action to be taken where required (for example linked to anti-dumping).



Growing and Deepening SA Exports

Adopting a more aggressive approach to increasing exports

Social partners acknowledge the importance of expanding export markets to grow domestic productive capacity and have therefore agreed to a range of exports to achieve this objective.

Focussing industrial financing to transform and upgrade the economy

The Financial Sector, through the Financial Sector Code, commits to invest R100bn (over 5 years) in Black enterprises and firms empowered at Level 6 and above within the industrial sector. The Financial Sector Transformation Council and the dti are currently developing the Guidelines for the disbursement of this funding. Disbursement of the funding will begin once the Guidelines have been finalised. The Financial sector and Government commit to work towards a single point of entry for enterprises needing to access industrial finance through the creation of an appropriate institutional arrangement. The Financial Sector and Government commit to work towards a single due diligence standard, which is accepted by multiple financiers.

In addition, the Financial Sector and Government commit to develop an 'interest make-up' facility through which the industrial sector can access finance at preferential rates, which will be funded by Government. The Financial Sector and Government also commit to develop interventions to 'de-risk' catalytic industrial projects.

Furthermore, the Financial Sector and Government commit to implement a guarantee facility to extend the term of financing provided to industrial projects, which will be funded by Government.

Sectoral Enterprise and Supplier Development Funds will also be created by the Financial Sector.

Private and Public sector Collaboration



Government will convene an Infrastructure Funding Task Team to support development infrastructure projects to crowd-in private-sector expertise and investment.

Distressed Firm Fund

Government will continue to support the IDC commitments towards distressed firm funding as part of its overall funding support.

Sectoral Interventions

Agriculture and agro-processing value chain

Fruit Value Chain

Social partners support the initiatives that have been agreed to support the further development of the fruit value chain. A number of projects have been identified to support this intervention.

Western Gauteng agri-industrial cluster

Sibanye-Stillwater through a coalition of key stakeholders has developed a programme to build a large-scale agri-industrial cluster in the West Rand. Sibanye-Stillwater has committed to make available 30 000 hectares of prime land for agricultural development. It is estimated that this project will leverage between R15bn and R30bn of investment. 20 000 hectares of warehousing space, as well as training facilities and hostels for 3 000 people (with associated kitchen facilities) will also be made available.

Improving and expanding the Grain/Livestock Value Chain

Social partners agreed to grow the industry on a partnership basis, through initiatives such as expansion of grain production by Black farmers through partnerships between commercial farmers and government. Business and government commit to working on processes to streamline contract management for the Crop Estimate Committee so as to allow it to deliver timeous information that will assist supply side management and exports.

Blended finance models for agricultural support

The Land Bank as the financial administrators, commercial banks, and DAFF, DRDLR, and Provincial Departments of Agriculture (PDA). will develop blended



financial instruments using public and private funds: this will consist of a public sector grant component from DAFF and DRDLR, and a loan component from the Land Bank and commercial banks, referred to as a 'soft loan'. The Land Bank and DAFF has signed an MoU, with R100m transferred to Land Bank, and more than R500m over the MTEF period. Eighteen (18) projects have been assessed by the Land Bank already.

Agbiz and BASA have also developed a blended finance model designed specifically to make additional funds available to speed up the land redistribution programme. The proposal is designed to assist potential redistribution beneficiaries to access capital to acquire land. Commercial farmers will partner with potential beneficiaries, approach a commercial bank to obtain 50% funding from a commercial bank and this would be matched by 50% grant money from a grant allocation committee. In addition, the private sector can supply capital up to R1 billion per annum to double up on the available funds for land redistribution, dependent on beneficiary approval by the grant allocation committee (using predetermined criteria), and dependent on the number of willing participants.

Agri-Parks

Government will prioritise the establishment of 9 Agri-Parks. The DRDLR is in the process of finalising the Agri-Park policy, which will determine critical information such as the make-up of the governing entity, possible incentives and the developmental prerequisites for shareholding arrangements and investment opportunities.

Smart Villages: Farm Worker Housing, Land Ownership and Agropreneurship

The Pro-Agri Group of farmers and DRDLR will commit to the provision of land by for the establishment of Smart Villages. This includes the implementation of pilots at 18 identified sites.

Acceleration of productive land reform

Government and Business agree in principle to explore the possibility of co-operating on a technical level to ensure that the electronic platform - e-cadastre - incorporates additional sources of land-based information in the future. Social Partners will explore the possibility of introducing a Land Reform Ombudsman to speed up land reform.



Metals, Machinery and Mining Equipment

Upstream Mining Equipment

Social Partners agreed: to continue supporting the Mandela Mining Precinct, especially in developing capacity to drive supplier development and competitiveness; also to intensively pursue the export market opportunities identified in the Export Roadmap, including targeted export promotion activities especially on the African continent; develop partnerships and seek commitment from the Mining Companies to assign resources and grant access to data in order to upgrade the mining supply-chain so as to improve the mining sector's competitiveness; and transform domestic manufacturers in order to enable Mining Companies to achieve the targets set in Mining Charter III.

Downstream Metals and Machinery

Social partners agreed a set of interventions such as those set out below, that in **order to develop and deepen South Africa's industrial capabilities in the downstream metals and machinery value-chains**. This includes: Government will expeditiously finalise an export tax on scrap metal; Government has finalised the Framework for Short-term Negotiated Pricing Agreements and will now expedite the implementation thereof; Business, Labour and Government will partner to communicate available incentives, especially the availability of the Steel Downstream Competitiveness Fund; and Business, Labour and Government will develop a regional strategy for the sector to take advantage of the growth of the mining sector on the African continent.

Clothing, Textiles, Leather & Footwear Value-chain

Social Partners support the process towards the finalisation of the Retail-Clothing, Textiles, Leather and Footwear Masterplan 2030 (R-CTLF). The Masterplan contemplates increased uptake of locally produced goods by domestic retailers. The modalities are being finalised by industry stakeholders at present but will include a number of interventions, amongst others: the CTCP should be continued until new incentives are developed to support the R-CTLF 2030 Masterplan; cooperative value chain engagements will lead to greater value chain synergies and increase local sourcing; and that SARS will work intensively to combat illegal imports.



Automotive Value-chain

The Automotive sector stakeholders are currently engaged in developing a Master Plan which will include amongst others; increasing local content in South African assembled vehicles to 60% and deepen value addition in SA Automotive value chains.

Furniture Value-chain

Government will establish a Furniture Manufacturing Hub, incorporating a business incubator and shared manufacturing facilities (including facilitation of access to information, markets and finance) and provision of a comprehensive package of business development support services to increase the competitiveness of small furniture manufacturers. The dti's furniture design competition would be supported to develop and showcase South Africa's design skills. Business will initiate discussions with selected corporates to assess whether local procurement of furniture could be increased above current levels. Business would wherever appropriate list locally-produced furniture on Proudly SA's online retail site.

Gas-based Industrialisation

Liquefied Petroleum Gas (LPG)

Government will initiate a crackdown on illegal gas refilling; will expeditiously develop the mechanisms to move from a regulated LPG price to a more market driven pricing; and will explore the implementation of the Competition Commission recommendations.

Liquefied Natural Gas (LNG)

Government will enforce the conditions of the ECIC guarantee for Mozambique Gas to secure USD\$600m worth of SA local content in relevant work packages; and the dti will develop a process to distribute information about the available work packages so that SA business can compete for these work packages.



Infrastructure to support economic and social development

Improving Municipal Infrastructure

COGTA - commits to establishing a joint Task Team to investigate the challenges being experienced at municipal level and propose measures to resolve the issues, in consultation with Business, as a matter of urgency. ASISA commits to providing Technical Assistance Mentorship and Development (TAMDEV) to ensure that the technical skills that are needed for infrastructure project implementation are in place.

Catalytic Human Settlements

Catalytic housing projects differ from mega housing projects, as the focus is on creating sustainable human settlements, which has a variety of usages and are not only restricted to housing. Government commits to 48 catalytic projects, in development, which will aim to provide 635 000 housing opportunities across the country by 2019. These projects will consist of mixed usage spaces (commercial, residential and retail), which allow resident to work, participate in recreational activities and live in a single area.

Business Process Services

Social partners agreed to a range of initiatives to support the growth of the business process services sector which will lead to the creation of fifty thousand (50 000) direct jobs in the next five (5) years

Water and sanitation

Social partners agreed a range of initiatives to support sound water resource management. These include the initiatives below:

War on Leaks programme

Business and Department of Water and Sanitation (DWS) are exploring an approach to addressing the challenge of placements for youth who have already completed the training through the War on Leaks programme. They also commit to working on a comprehensive programme to support the development of the artisan skills required for the water and sanitation sector through the centres of



specialisation program; an existing partnership between Department of Higher Education and Training (DHET) and the private sector.

Water stewardship

Social Partners are committed to working in a stakeholder-inclusive process in ways that create common visions, partnerships, greater water security, and jobs and incomes. This will include, amongst others, activities such as site and catchment-based actions and mechanisms to reduce demand and enhance supply. As part of this process, Social Partners also agree to continue to explore opportunities to deepen water-related natural resource management programmes, such as Working for Water, and possible additional private sector-led approaches on private sector land.

Implement Community-Based and Owned Approaches to Fast-Track Rural Water Access:

Social Partners agreed that there is a need to use appropriate technologies to make best use of local resources, including local water resources. Municipalities will be supported to develop programmes that are well designed and funded. These projects could include rain water harvesting as a simple way to increase the security of supply for both urban and rural communities and also a way to reduce the demand for municipal water in areas where it is reticulated. This will build water resilience, reduce water risk and ensure that the country is better prepared to manage climate impacts, as well as stimulate local production through the uptake of local content.

Waste Economy

Business has committed to a range of projects for the beneficial use of waste and will explore further opportunities in this regard provided that the regulatory impediments in this regard are addressed.

Beneficial use of Household/commercial waste

The Paper and Packaging sectors have developed a plan to move the recycled tonnage from 2.2 million tonnes to 2.7 million tonnes over 5 years (57% to 66% of total paper and packaging), which is better than the 65% that Europe is targeting by 2025. The plan includes an intention to raise and spend R2.5 billion over 5 years and commits to (at today's values) collect and generate R25 billion



worth of new recycled materials within this timeframe. The industry has committed to taking on board the Waste Pickers Integration Working Group's findings and recommendations, which are expected to be completed in early 2019.

Bulk Industrial Waste

Social Partners have identified a number of waste streams that can be beneficially used and will actively pursue project in relation to metallurgical slag and coal ash, provided that the regulatory impediments are addressed.

Just Transition

Social Partners agreed that a statutory body should be established under the Presidency in the form of a Presidential Climate Change Coordinating Commission (PCCCC) to coordinate and oversee the Just Transition, including how to maximise the opportunities for jobs, including the quantity and quality of jobs. This body could be accommodated in the recently released Climate Change Bill.

On Shared Learning and Capability Improvement

There is often limited collaboration around learning and capability building to enhance the uptake of best-practices. The Apparel and Textile Association of South Africa (ATASA), one of the employer associations in the clothing manufacturing industry, has committed as part of the Jobs Summit to share its philosophy and methods with other employer organisations and industry associations, upon request. ATASA has deepened its value proposition to its members and provides the sharing of best-practice production and management techniques between its members.

Capabilities can also be improved through the sharing of information about appropriate technologies. Social Partners therefore agree that the Department of Trade and Industry (the dti) and the Department for Science and Technology (DST) should lead the way and use the research knowledge and databases at their disposal to develop advisory services and communications to sectors and companies about new and ground-breaking technologies which could be adopted. The Social Partners note the potential trade-off between technology and jobs, and strongly encourage adopters of new technology to use innovation as a means to save and grow jobs, rather than simply treating technology as a substitution for jobs.



Providing policy certainty and improving regulatory efficiency

Urgent meeting to be convened by the Presidency to address remaining concerns in the following areas: immigration regulatory regime; decarbonising the economy; pharmaceutical regulatory regime; and streamlining of Water Use Licence Applications. Agreement has been reached with DWS to extend the maximum 300-day turnaround time for considering water use license applications and to review the current water use licensing regulations.

In terms of sanitary and phytosanitary challenges, the Social Partners agreed on the need to address capacity constraints that have hampered the effective execution of statutory duties related to product standard certifications and inspection, biosecurity inspectorates, toxicologists and veterinary services. These include the opportunity of seconding capacity from the private sector or by co-funding to create additional capacity will be explored.

SMME INTERVENTIONS

Leverage procurement for small firms and co—operatives

Identify existing interventions across government and the private sector and create a coherent platform to enhance access and coordination of SMME support.

Expansion of Hub Model

Social partners agreed to maximise the collaboration between public and private sector hubs and incubators as a critical tool for SMME development.

Upscaling the implementation and monitoring of the 30% set aside Government spend for SMMEs and Cooperatives and encouraging others to adopt similar programmes.

Government will continue to advocate, educate, assist and monitor the implementation of the 30% set aside by all Spheres of Government and its Agencies. While the Government programme is independent of other Social Partners, the drive to grow SMMEs may be enhanced if similar initiatives are undertaken by other parts of society.



30 Days payment

Social partners acknowledge Government's commitment to the importance of payment within 30 days from receipt of an invoice with particular reference to small and micro businesses and cooperatives enterprises; unless determined otherwise in a contract or other agreement. Business Leadership South Africa (BLSA) are actively encouraging their members to make a commitment to pay the invoices of small and micro enterprises within a maximum of 30 days of receipt.

Township Supplier Assessments, Linkages and Development Initiative

The Gauteng Provincial Government project has piloted the Township Economic Revitalisation Programme: this has become a key focus area in which Provincial Government is partnering with private sector players to support the growth and development of Township-based businesses. This project can be scaled up for delivery in more provinces, creating employment for young people in the areas in which they live and providing local small business with access to capacity building.

Support for rural production clusters and township and informal settlement enterprise support

Government will provide R1,5 billion for a new Smallholder Support Fund and 1.5 billion for the Township Enterprise Fund between end 2018 and March 2020, with additional allocations thereafter on at least the same scale. For the Smallholder Support Fund civic and other organisations could apply to the Fund for financing to support agricultural clusters in rural communities, linked where necessary to land redistribution programmes. For the Township Enterprise Fund: civic organisations, municipalities, businesses, social entrepreneurs and other organisations could apply to the Fund for financing to set up schemes to support township enterprise. Proposals would have to explain how they would support development of enterprise in a particular township.

Proposal to upscale and re-capitalise the Khula Credit Guarantee Scheme (KCG) for greater impact.

Government will explore the extension of the Credit Guarantee scheme with support from the private sector.



Large scale youth entrepreneurship programmes.

Bizniz in a Box

The Bizniz in Box Youth Empowerment Programme is a public-private partnership. Its goal is to equip young people with entrepreneurial skills and provide them with actual business opportunities in the form of ready-to-operate turnkey spaza shop or internet café for new entrepreneurs, or formalising of existing businesses (spaza shop, take away café, internet café, car wash). It will create five-thousand (5 000) jobs, two and a half thousand (2 500) of which will be in SMMEs. The project will be presented to additional commercial partners (some already on board such as **Frigoglass** who has thus far sponsored additional coolers (fridges) for the shops).

Finfind youth employment and SMME funding (SMME funding readiness programme)

The Finfind SMME Funding Readiness Programme is a public, private pilot initiative involving Business, Government and Community that provides training and employment for unemployed youth to deliver vital financial recordkeeping services and finance readiness assistance to SMMEs, including cooperatives, who need access to finance. Community organisations such as the South African Youth Council, the Disabled People of South Africa and the National Financial Literacy Association will support intern selection to ensure *a community-inclusive process*. Training that produces skills relevant to the SMME market will be provided.

Formalisation and support informal sector

BUSA/CCMA Web Tool

This initiative which is currently in development will result in a web-based tool to support SMME understanding and compliance with labour legislation.

Existing private sector support initiatives and new initiatives and particularly partnerships with government that could be replicated and scaled up for greater impact

The KYB Enterprise Incubator

This project will provide support to ECD entities (Women-owned enterprises delivering Early Childhood Development). This includes training and supporting



ECD practitioners to run their own business and deliver an approved curriculum. The KYB ECD portfolio has signed an MOU with Gauteng Department of Social Development to deliver 2400 enterprises enabling 24000 children access to ECD over the next 2 years.

Jobs in Early Childhood Development (ECD)

This programme will fast-track, and scale-up existing initiatives designed to achieve universal access to quality, affordable ECD. Yellowwoods and DG Murray Trust (DGMT) will play a joint role in driving the initiative, on behalf of a broader (existing) coalition of social donors, large scale implementation NPOs and government partners national, provincially and locally.

Build ECD (and create employment)

It was agreed that this should involve two ECD practitioners per school for 5 000 schools per annum.

EDUCATION AND SKILLS INTERVENTIONS

Increased commitments and interventions to support drop outs and matrics to have the competencies needed for employment and self-employment

Increased Access to TVET and Community Colleges

Social partners will work collaboratively to create different models of community-based institutions that offer programmes (including both formal and non-formal opportunities). This with the intention of ensuring that these activities are implemented as widely as possible.

Installation, Repair and Maintenance Initiative

The Installation, Repair and Maintenance Initiative operates at the supply-demand interface in opening pathways for technical occupations. *On the demand side*, the NBI-Harambee partnership seeks to unlock workplace opportunities across multiple sectors, with a particular emphasis on the following: Construction / Property Maintenance, Automotive, Green Economy Manufacturing, Hospitality and Tourism. *On the supply side*, the NBI and Harambee will work with a minimum of 6 public TVET colleges and 4 private training centres across 4 provinces to



create the enabling conditions for the delivery of technical and work readiness skills needed for entry into the workplace.

Joint curriculum development for TVET Colleges for manufacturing skills

Companies will be encouraged to form partnerships with colleges that are in their geographic area/s and are able to offer the programmes that they require the applicants to their companies to have. The partnerships will focus on occupations in demand.

Expanding interventions by public and private sector on skills commitments for youth employment, including capacity building for young people

Partnership through TVET to address health imperatives

Nurses

Collaboration between the public and private sector to train and substantially increase the number of nurses in the health sector. The detailed modalities of this proposals included the roles and responsibilities of public and private sector will be developed post the Jobs Summit.

Community Health Care Workers

This intervention involves the employment of community health workers who will work with clinics and hospitals to ensure better linkages

Partnership through TVET to address the requirements of the Travel and Tourism Sector

Collaboration between the public and private sector to ensure that young people will work alongside the current tour and nature guides for training purposes. The young people will also be supported to learn foreign languages so that they can work as tourist guides who will assist tourists that speak foreign languages.

Pathway Management: Solutions to accelerate the transition of NEETS onto pathways for earning income

Public and private funding will be directed to funding work readiness interventions that find the shortest, simplest way to "close the gaps" that young people have and to transition young people to these opportunities, and which



don't incentivise endless training, but rather, the conversion from training to employment.

INCLUSIVE GROWTH INTERVENTIONS

Workplace mechanisms to improve workplace collaboration

Social partners agreed to explore opportunities for resources and processes to support building more inclusive and cooperative workplace engagements between workers and management to solve workplace problems, including at a minimum: collaborative worker-centered and productivity driven workplace relations and production processes. Commitments have been made by the ILO and the Productivity and Training Institute (PTI) of the clothing industry to support such objectives.

Worker equity and representation on company boards

Social partners recognize that mechanisms to achieve equity for previously disadvantaged persons companies is required in terms of legislation it does not specifically address equity for workers, although some companies do include this in their mechanisms. Providing workers with equity in companies can serve to deepen transformation and engagement of workers.

Reporting by Business on Executive Pay Ratios in Annual Reports

Social partners agreed in principle to disclosure on executive pay ratios and agreed that the modalities would be developed on the basis of research to be undertaken by Business under the oversight of a NEDLAC Task Team.

Gender Pay Gap: Methodology

Social partners agreed that addressing the gender wage gap is critical to increasing inclusion in the economy and agreed that a standardise methodology for the calculation of the gender pay wage gap in companies would be developed to facilitate understanding existing pay disparities by conducting pay equity analysis which would allow companies to work towards improving and correcting disparities with timelines and targets set



Addressing Custom Fraud and Illegal Imports

Social partners agreed a range of interventions to be implemented by SARS in partnership with social partners to combat customs fraud and illicit trade more vigorously.

Enhance Socio – Economic Impact Assessments

Social Partners agreed to strengthen the implementation of the Socio-Economic Impact Assessment system to pay greater attention to the jobs impact of proposed legislation.

PUBLIC AND SOCIAL INTERVENTIONS

Public employment

Strengthening Expanded Public Works programmes

Social partners agreed to work with Government towards improving the impact of certain Expanded Works Programmes by exploring mechanisms to increase the number of placements of young people exiting programmes and in specific cases to establish collaboration with relevant private sector initiatives to strengthen overall outcomes (Business); improving transparency of recruitment (Community).

Social Audits as part of M & E of EPWP

Social Partners will develop a Social Audit Framework. The Social Audit Framework will establish linkages with the existing EPWP Monitoring and Evaluation Framework.

Employment Tax Incentive

Social partners agreed that the employment tax incentive will be extended for a further ten (10) years, with a review after five (5) years.



Training Layoff Scheme

Social Partners agreed on a range of approaches to improve the design and application of the Training Layoff Scheme which include establishing a single administrative unit and significantly reducing turn round times for applications.

Anti-Corruption

National Anti- corruption Strategy

Social Partners agreed to support the Government's anti-corruption strategy and where possible develop their own complementary strategies in their constituencies.

Business Anti-Corruption Activities

Business has committed to developing and implementing a zero-tolerance approach to corruption and will develop a number of initiatives to develop training to combat corruption.

Enhanced transparency on public servants' financial disclosures and identification of lifestyle audit needs as part of such disclosures

Social partners acknowledged the intention of Government to introduce financial disclosure for government employees.

Government Anti-Corruption Communication Campaign

Social partners have committed to support the anti-corruption communication campaign and agreed that convictions of offenders guilty of corruption must be urgently pursued and publicised.



Social Partners with their signatures below hereby declare their commitment to this Agreement and its annexures.

Business Siphos M. PITYANA

Name

Date

Signatures: Siphos M. Pityana

Community

Name THULANI TSHEFUTA

Date

Signatures:

Thulani Tshefuta

Labour

Name B. NTSHALI NTSHALI

Date

Signatures:

B. Ntsihali Ntsihali

Government

Name C. RAMAPHOSA

Date

Signatures:

C. Ramaphosa

