



COSATU REMAINS A GIANT FEDERATION

Today in South Africa, there is not a single organisation or institution that can claim to have defended the vulnerable workers and the poor better than COSATU.

COSATU



- We remain the biggest workers' formation and we shall continue to grow our numbers by organising the unorganised and being the voice of the voiceless.
- In pursue of our relentless struggle to improve the conditions of workers, we led and won the campaign to defend Collective Bargaining and the Legislated National Minimum Wage
- R204 is a tool to be used by the informal workers to claim their rights, as well as for trade unions and other organisations organising in the informal economy to support the formalisation of the informal economy as part of the Decent Work Campaign.
- R204 seeks to prevent the informalisation of formal economy jobs.
- R204 seeks to help low-income households, disadvantaged persons to escape poverty and access work, and put in place labour migration policies that protect the rights of migrant workers.
- Adequate and appropriate system of inspection extended to the informal economy in order to protect workers.

1. Recommendation 204 on the Formalisation of the Informal Economy

Recommendation 204 (R204) on the Formalisation of the Informal Economy was adopted by International Labour Conference (ILC) in June 2015. The recommendation ensures the protection of workers' rights in the Informal Economy through social protection and advocating for decent working conditions.

Specific Clauses in Recommendation 204 of importance to Workers

- The recommendation includes all units of economic activities such as cooperatives, social and solidarity organisations, and also all workers including own account workers, wage workers, domestic workers and workers in subcontracting and supply chains.

2. National Minimum Wage (NMW) a Huge Victory for Workers

COSATU has fought and ensured that we have a legislated universal National Minimum Wage of R20 an hour (R3 464 a month for 40 hours a week, and R3 897 a month for 45 hours a week).

The NMW will boost wages of 47% (6 Million) of workers who earn less than R20 per hour.

The new Law provides for temporary exceptions to the

National Minimum Wage (NMW) for the first year .

- Farm workers at 90% of NMW - will be R18 per hour,
- Domestic workers at 75% of NMW - R16 per hour,
- Expanded public and community works (EPWPs) at 55% - R11 per hour.

All other workers will earn R20 per hour and every worker will be entitled to work a minimum of four hours per day.

Workers have struggled for almost a century for a national minimum wage (NMW) in South Africa.

The main objective of the NMW is to;

- Address poverty

Option for enforcing non compliance with the Labour Law for example wages, collective agreements can be done by laying a complaint with Department of Labour (DOL) or CCMA. The advantage with DOL is that they will pursue the case with the employer and should the employer not comply the DOL can take the matter to CCMA on behalf of the worker.

3. Total Ban of Labour Broking and Outsourcing

The Federation continues the campaign to demand for the total ban of Labour Broking and Outsourcing. The legislation on Section 198A of LRA is but a tool we should use to advance our objective of ultimately getting the practice banned.

- Section 198 of the Labour Relations Act (LRA) speaks to the categories of non-standard employment including those placed by labour brokers; fixed term contract workers and part-time workers.

COSATU encourages unions and workers to engage employers to convert employees with more than three months contracts to fulltime.

Some workers have been able to improve their employment security, wages and conditions using the amended LRA.

4. Health and Safety in the Workplace

We have experienced a number of workers' injuries and deaths in the different work places;

- Mine and Construction accidents that have resulted in injuries and fatalities,
- Killings of Farm workers,
- Public Service workers killed in the line of duty recently Police and Paramedics,
- Domestic violence in the houses behind the high walls,
- Retail workers robbed, raped and injured after work due to employers not providing transport,
- Killings of workers during the Cash in Transit heists.

- Deal with inequality
- Address apartheid legacy of low wages

No employer will be permitted to pay less than R20, without the permission from the Department of Labour (DOL).

COSATU acknowledges that achieving a NMW is a progress towards our struggle of realising a Living Wage

The fight for a Living Wage will be a long and difficult one, and will include the struggle for affordable basic services, such as transport and food, decent wages and improved working conditions. All of this will only be achieved through the collective power of workers.

Penalties are minimum and when workers claim compensation they are faced with unnecessary procedures.

COSATU is intensifying the campaign to put pressure on employers including government to take safety and health issues seriously.

5. Recruitment Campaign (RED FRIDAYS)

COSATU is embarking on an aggressive recruitment drive as part of implementing the turnaround strategy.

Our target for recruitment is;

- The main Industrial Sectors facing challenges and under attack by rival unions.
- Vulnerable workers including Women, Youth and Migrants workers.

Linked to the Recruitment is the following key Campaigns:

- Reversal of VAT
- Non Trading Public Holidays
- Living Wage Campaign
- Health & Safety in the workplaces/institutions
- Comprehensive Social Security
- 2019 National Elections
- Employment Creation
- Protection of our Jobs
- Health Crisis
- Fight for National Health Insurance (NHI)
- Fight against Privatisation
- Fight Violence against Women at the work place