

Year report FNV Mondiaal

Indicators of Decent Work, Trade Union Strengthening and sustainability

Report 2010

Country: South Africa

Date: January 2011

This report should be filled in from a country perspective; only those DW objectives will be addressed that are indicated in the country grid (see annex).

Names of the FNV Partner organizations active in country (please include names of GUF affiliates involved as well) over the report year.

Labour NGO's:	Central:	Trade union (mention also GUF to which affiliated):	Membership based organizations:	Other (network, university, NGO):
		NUM, BCAWU (BWI)		
LRS				
		SATAWU (ITF)		
WWMP				
				UCT -LEP
				UCT-IHRG
				UWC-DWP
		SACCAWU, CEPPAWU (UNI)		
		SAMWU, DENOSA, Hospersa, PSA, (PSI)		
Naledi				
		StreetNet		
	COSATU			
WCKZN				

Decent work

Output

If any, describe at least 3 examples of significant actions by partner organizations as a result from projects that have been supported by FNV over the past year? Please use the format below and indicate clearly under which DW-objective you classify each example. (for orientation see annex for country grid and description of the DW objectives)

Trade union action/ actions of partner organizations

DW objective	3: Non-discrimination	
Name of partner organisation	ITF SATAWU in partnership with Road Freight Bargaining Council	
Sector	Road Freight, Maritime and Cleaning Sector	
Type of action:	Collective bargaining with employers for Non-discriminatory HIV/AIDS services which includes clinical services and awareness activities through the Wellness centres nationwide Wellness centres(now there are 18 Wellness centres over the country)	
- strike	No strike	
- demonstration	None	
-recollection of signatures	None	
-writing letters to politicians	Yes	
-other:		
When was the action carried out		
Who else participated in the action	National AIDS programme support the activities	
Number of people involved (distinguish between men and women)	Total so far 430,832 person received awareness education. 52018 persons received treatment for sexually transmitted infections and 158152 people receive treatment for other health issues; 8% of the total service received were women.	
Describe the beneficiaries (in terms of gender, ethnic origin, age, etc.)	This done in basis of 1 of December HIV/AIDS awareness woman are coming out in numbers we still need to work around male comrades	
What makes you or the FNV partners say the action has been successful?	Continuous increase in beneficiaries, and in participation. Also increased cooperation from side employers and government	
Can you describe how FNV has supported the action	HIV/AIDS campaign materials and other resource developed by the ITF with support from the FNV/ITF joint HIV project is very useful. Leaders, educators and organizers greatly benefited from the training/capacity building initiatives of the ITF. ITF advocacy at regional and country is also very helpful to increase the profile of HIV/AIDS as a workplace issue.	
Additional comments:	None	

Outcome: 18 Wellness centers are fully operational now and we are planning to set up more centers in near future

Outcome: Increased number of members with very high women participation took part in the World AIDS day campaign and voluntary counselling and testing(VCT) services.

Reactions of government authorities (positive or negative)

DW objective	Quality of work, HIV/AIDS policy development		
Name of the government authorities involved	National	Local	
Qualify the effects as:	Positive	Negative	
Indicate the type of effects: -approval of new labour legislation	Positive		
-implementation of approved labour legislation	Positive		
-changes in existing labour legislation	Positive		
-other:			
Describe the major issues that are addressed through the acts of government	Abolishing labour broking , consul work, and access to HIV/AIDS prevention and treatment services for all workers n the workplace		
Name the principles of the policies that are formulated	None		
No. of people who will benefit from or are affected by this	Total	Men	Women
Describe if and how women will particularly benefit from this or will be affected			
Describe if and how persons in the informal sector will particularly benefit from this or will be affected	We have not work hand to across around the informal sector like our taxi sector and others we are in the process of breaking through that		
Can you specifically describe how the pressure exercised through activities by FNV partners has influenced the behaviour of the authorities in this regard			
Additional comments:	None		

(for additional tables on reactions government authorities copy/paste the above table)

Trade union action/ actions of partner organisations : WWMP

DW objective	DW 3: No discrimination : There is less discrimination by companies on the ground of race, gender, sexual orientation, religion, HIV/AIDS
Name of partner organisation	Workers World Media Productions
Sector	Media
Type of action:	Mass Education Conference, Labour Community Radio Forums, Labour Film Festivals, Workshops
- strike	

- demonstration			
-recollection of signatures			
-writing letters to politicians			
-other:	Labour Radio Show (See appendix 1 & 2 for topics and listenership)		
When was the action carried out	Month: January - December	Year 2010	
Who else participated in the action	NGOs, social movements, labour service organisations		
Number of people involved (distinguish between men and women)	Total 632	Men 445	Women 187
Describe the beneficiaries (in terms of gender, ethnic origin, age, etc.)	Trade unionist , 45 Community radio stations and 45 poor and marginalized communities in 9 provinces of South Africa: including many women, migrants, unemployed and casuals, pensioners etc.		
What makes you or the FNV partners say the action has been successful?	<ul style="list-style-type: none"> ➤ Greater participation of unions ➤ Increasing cooperation with other community organisations in the programmes and labour fora ➤ The levels of attendance and participation at activities have increased. ➤ We have received positive feedback from the participants and listeners through our radio programmes and also through the Labour Community Radio Forum. 		
Can you describe how FNV has supported the action	Support for project evaluation and planning, production and broadcast of the labour radio shows ; financial support		
Additional comments:			

In case there are no examples of effects you can skip this part.

Reactions of government authorities (positive or negative)

DW objective	DW6 3 :No discrimination <u>Impact: Xenophobic violence did not escalate</u>	
Name of the government authorities involved	National:	Local:
Qualify the effects as:	positive	
Indicate the type of effects:		
-implementation of approved labour legislation		
-changes in existing labour legislation		
-other:	After World Cup 2010 xenophobic violence was feared. Communities were better prepared, and programmes of WWMP have contributed to this. Local authorities helped community	

	initiatives to contain and calm down.		
Describe the major issues that are addressed through the acts of government			
Name the principles of the policies that are formulated	No discrimination		
No. of people who will benefit from or are affected by this	Total Estimated 5 million migrants	Men 3 million	Women 2 million
Describe if and how women will particularly benefit from this or will be affected	During xenophobic violence women face sexual violence / rape.		
Describe if and how persons in the informal sector will particularly benefit from this or will be affected	Many migrants work in the informal sector, or as casuals.		
Can you specifically describe how the pressure exercised through activities by FNV partners has influenced the behaviour of the authorities in this regard	They do not like it when reps of community organisations tell on the radio that they (local authorities) do not act, or to be interviewed and have to say they were not prepared.		
Additional comments:			

Examples LRS

Trade union action/ actions of partner organisations

DW objective	DW3 /6b– No discrimination – Focus on mainstreaming gender in collective bargaining	
Name of partner organisation	LRS	
Sector	Multi-sector (unions and federations across sectors)	
Type of action:		
- strike		
- demonstration		
-recollection of signatures		
-writing letters to politicians		
- strategy development	Tackling gender issues, especially through collective bargaining by orienting unions towards non-wage and benefit issues and away from traditional exclusive focus on wages.	
When was the action carried out	Month	Year 2010
Who else participated in the action	PSI (global union), SAMWU, HOSPERSA, FAWU, SACCAWU & IUF (global union), FEDUSA (federation), BWI (global union), CEPPWAWU.	

Number of people involved (distinguish between men and women)	Total 210	Men 25	Women 185
Describe the beneficiaries (in terms of gender, ethnic origin, age, etc.)	90% women and 95% African, with a fairly broad age range.		
What makes you or the FNV partners say the action has been successful?	Example: HOSPERSA are reshaping how they organise and are establishing or revisiting structures such as a nurses forum and young women's forum in order to facilitate issues being taken further into union processes.		
Can you describe how FNV has supported the action	Financial support		
Additional comments:	Demand driven support work for unions		

DW objective	DW6b- Employment – Quality of work		
Name of partner organisation	LRS		
Sector	Multi-sector (unions and federations across sectors)		
Type of action:			
- strike			
- demonstration			
-recollection of signatures			
-writing letters to politicians			
- strategy development	Conference/workshop		
When was the action carried out	Month	Year 2010	
Who else participated in the action	Representatives of 21 trade unions from 3 federations along with independent unions.		
Number of people involved (distinguish between men and women)	Total 68	Men 42	Women 26
Describe the beneficiaries (in terms of gender, ethnic origin, age, etc.)	38% women, 62% men 95% African Age range: 25 – 58 About 40% of participants were elected leaders of unions		
What makes you or the FNV partners say the action has been successful?	Overwhelmingly positive feedback from participants Highest proportion of women participants in 6 year history of conference		
Can you describe how FNV has supported the action	Financial support		
Additional comments:			

Outcome

In case these or other actions had effects on government authorities or companies targeted over the past year, please describe them. If possible at least 3. In case there are no examples of effects you can skip this part.

Reactions of companies/employers

DW objective	DW6b	
Name of company/ employer	National Bargaining Council for the Industrial Chemicals Industry (includes employers in petroleum (Shell SA, Total, BP etcetera), glass, pharmaceutical, fast moving consumer goods and industrial chemicals manufacture.	
What are the measures taken by the companies? Describe:	1. Company adopts leave for pre- and post- natal check-ups for pregnant women.	
	2.	
	3.	
Qualify the effect as:	positive	
Type of company: Multinational	Y	N
National	YES	N
Local	Y	N
Sector	Industrial Chemicals	
Number of fixed employees that benefit	50,000 trade union members as well as non-union members	
Number of outsourced employees that benefit	unknown	
% women employees	Unknown % of women.	
What are the factors that have influenced the company into taking these measures?	A range of supportive clauses of maternity are embedded in our approach to analysing CBAs and this lead to the union proposing something that employers claimed to be unaware of but were quite willing to grant.	
Can you specifically describe the influence of the pressure exercised by the FNV partners in this regard	N/A	
Additional comments:		

DW objective	DW6b	
Name of company/ employer	SA Government	
What are the measures taken by the companies? Describe:	SA Government (as employer) has engaged with unions in a national debate about the desirability or lack thereof in respect of labour broking, despite strong resistance from employers.	
	2.	
	3.	
Qualify the effect as:	positive	
Type of company: Multinational	Y	N

National	YES	N
Local	Y	N
Sector	All	
Number of fixed employees that benefit	n/a	
Number of outsourced employees that benefit	All	
% women employees	unknown	
What are the factors that have influenced the company into taking these measures?	We are making a link between our (LRS) efforts over several years to highlight (with unions) the issue of labour broking and vulnerable forms of employment generally AND the current national debate on the issue of labour broking. We popularised the initial Namibian court banning of labour broking and included papers on the issue in successive issues of our flagship publication as well as promoting discussion of the issue over several years at our annual Negotiator' Conference.	
Can you specifically describe the influence of the pressure exercised by the FNV partners in this regard	N/A	

Trade union action/ actions of partner organisations

DW objective	6(a) and 6(c)		
Name of partner organisation	LEP (UCT)		
Sector	Retail, municipal, manufacturing sectors (amongst others)		
Type of action:			
- strike			
- demonstration			
-recollection of signatures			
-writing letters to politicians			
-other:	<p>In retail, created awareness of issue of part-time work and Sectoral Determination amongst both trade unions through publications and workshop;</p> <p>In municipal, created awareness of situation of employed by contractors and labour brokers to fulfil waste management tasks, through publications and workshop;</p> <p>In municipal and manufacturing sectors, created awareness of the potential of worker co-operatives in fulfilling decent work objective, through publications and workshop.</p>		
When was the action carried out	Month	Year: 2010	
Who else participated in the action	NGOs, academics		
Number of people involved (distinguish between men and women)	Total N/A	Men	Women
Describe the beneficiaries (in	The beneficiaries of all the above are overwhelmingly black, and		

terms of gender, ethnic origin, age, etc.)	at least half are women
What makes you or the FNV partners say the action has been successful?	Changes in awareness are not measurable but there are concrete indicators of such change: SACCAWU in some regions has established mall committees. SAMWU has negotiated with some success that agency workers in Cape Town are made permanent; SAMWU has also requested LEP to assist in formulating waste management strategies.
Can you describe how FNV has supported the action	Research and the holding of regional workshops has been funded by FNV
Additional comments:	

Outcome

In case these or other actions had effects on government authorities or companies targeted over the past year, please describe them. If possible at least 3. In case there are no examples of effects you can skip this part.

Reactions of government authorities (positive or negative)

DW objective	6a and 6c		
Name of the government authorities involved	National : iro labour legislation	Local: iro co-operatives	
Qualify the effects as:	Positive	Negative	
Indicate the type of effects: -approval of new labour legislation			
-implementation of approved labour legislation			
-changes in existing labour legislation	Amendments to labour legislation published, to address labour broking and related issues		
-other:	In the municipal sector, local governments in the Eastern Cape became aware of the role worker co-operatives can play in waste management and job creation.		
Describe the major issues that are addressed through the acts of government	Provision of decent work, job creation		
Name the principles of the policies that are formulated	Decent work		
No. of people who will benefit from or are affected by this	Total 500,000	Men Unknown	Women Unknown
Describe if and how women will particularly benefit from this or will be affected	Women are usually the most exploited section of the informal sector		
Describe if and how persons in the informal sector will particularly benefit from this or will be affected	Informal sector principally affected by labour broking, policies that promote job creation		
Can you specifically describe how the	Research and advocacy made possible through FNV		

pressure exercised through activities by FNV partners has influenced the behaviour of the authorities in this regard	funding
Additional comments:	

Reactions of companies/employers

DW objective	DW 6a and 6c	
Name of company/ employer	City of Cape Town (as employer); Foschinis	
What are the measures taken by the companies? Describe:	1 City has agreed to consult with SAMWU (assisted by LEP) on new waste management strategy	
	2 In the retail sector, retail chain Foschini indicated that they would study the recommendations of LEP regarding Sectoral Determination 9.	
Qualify the effect as:	Positive	Negative
Type of company: Multinational	Foschini's is MNC	N
National	Y	N
Local	Y	N
Sector		
Number of fixed employees that benefit	Unknown	
Number of outsourced employees that benefit	Unknown, but at least several thousand	
% women employees	70 percent of retail are woman	
What are the factors that have influenced the company into taking these measures?	Unions concerned represent significant number of workers at employers concerned	
Can you specifically describe the influence of the pressure exercised by the FNV partners in this regard	Pressure by virtue of representing significant numbers of workers	
Additional comments:		

(for additional tables on reactions government authorities copy/paste the above table)

Trade union action/ actions of partner organisations

DW objective	DW3; DW6
Name of partner organisation	Domestic Workers Research Project
Sector	NGO; University
Type of action:	
- strike	
- demonstration	
-recollection of signatures	
-writing letters to politicians	
-other:	Submission to the Department of Labour: <ul style="list-style-type: none"> • Domestic Worker Wages and Conditions of Employment

	<ul style="list-style-type: none"> To investigate the feasibility of establishing a provident fund in the Domestic Worker Sector, South Africa 		
When was the action carried out	Month: September	Year: 2010	
Who else participated in the action	SADSAWU, Black Sash, Labour Research Services (LRC), International Labour Research & Information Group (ILRIG)		
Number of people involved (distinguish between men and women)	Total	Men	Women
Describe the beneficiaries (in terms of gender, ethnic origin, age, etc.)	The beneficiaries are domestic workers themselves.		
What makes you or the FNV partners say the action has been successful?	The action has been successful in that Government is considering the submissions made on behalf of SADSAWU and supported by a number of organisations.		
Can you describe how FNV has supported the action	FNV supported this initiative as part of its overall project funding		
Additional comments:			
DW objective	DW3; DW6		
Name of partner organisation	Domestic Workers Research Project		
Sector	NGO; University		
Type of action:			
- strike			
- demonstration			
-recollection of signatures			
-writing letters to politicians	Decent work campaign for domestic workers		
-other:			
When was the action carried out	Month: August	Year: 2010	
Who else participated in the action	SADSAWU, Black Sash, Labour Research Services (LRC), International Labour Research & Information Group (ILRIG)		
Number of people involved (distinguish between men and women)	Total	Men	Women
Describe the beneficiaries (in terms of gender, ethnic origin, age, etc.)			
What makes you or the FNV partners say the action has been successful?	The initiative was successful in that it fulfilled some of the key project objectives, such as, expanding the network of support for domestic workers, and expanding the intellectual discourse in support of domestic workers		
Can you describe how FNV has supported the action	FNV supported this initiative as part of its overall project funding, also helped making links to UIF and campaign at ILO.		
Additional comments:			

Outcome

In case these or other actions had effects on government authorities or companies targeted over the past year, please describe them. If possible at least 3. In case there are no examples of effects you can skip this part.

Reactions of government authorities (positive or negative)

DW objective			
Name of the government authorities involved	National Parliamentary Portfolio Committee on Labour	Local	
Qualify the effects as:	Positive x		
Indicate the type of effects: -approval of new labour legislation			
-implementation of approved labour legislation			
-changes in existing labour legislation	<ul style="list-style-type: none"> • Wages and conditions of employment for domestic workers is currently under review • Pension fund for domestic workers is currently up for consideration 		
-other:	South African governments represents Africa at ILO, and is having positive input there, making use of information and demands provided by campaign		
Describe the major issues that are addressed through the acts of government	Issues being addressed by government: labour legislation for improved protection of domestic workers.		
Name the principles of the policies that are formulated	Improved protection for domestic workers		
No. of people who will benefit from or are affected by this	Total Est 1,000,000	Men	Women 1,000,000
Describe if and how women will particularly benefit from this or will be affected	Women form the overwhelming majority of the domestic worker sector. Improvement in the laws governing domestic workers would therefore impact positively on a large proportion of vulnerable women in South Africa.		
Describe if and how persons in the informal sector will particularly benefit from this or will be affected	Improvements in the legislation and better enforcement thereof, would expand the protection of domestic workers as vulnerable workers.		
Can you specifically describe how the pressure exercised through activities by FNV partners has influenced the behaviour of the authorities in this regard	The Domestic Workers Research Project (DWRP), has become an active supporter of SADSAWU and has gained recognition from Government as a knowledge base promoting the interests of domestic workers		
Additional comments:			

Trade union action/ actions of partner organisations

DW objective	DW6B – Employment – Quality of Work		
Name of partner organisation	Industrial health Resource Group with Denosa, Hospersa, Nehawu, Sadnu, Pawusa, Nupsaw and PSA		
Sector	Public health sector		
Type of action:			
- strike			
- demonstration	1. Pelonomi Hospital workers' (united action by permanent employees and short-term contract workers excluded from the minimum working conditions, including OH&S rights) demonstrated at the hospital management administration offices (March 2010) and picketed the Free State Provincial Department of Health offices (July 2010) in demands for permanent employment status for the patient care assistants (PCA's) and for skills training to address the staff shortage at the hospital. The PCA's were made permanent from 1 October 2010 and have joined the union.		
-recollection of signatures			
-writing letters to politicians			
-other:	<p>2. <u>Pelonomi Hospital Pilot Programme</u> The reference committee that IHRG requested union to establish to monitor its OH&S and HIV capacity building training programme, transformed itself into a joint union Health and Safety sub committee at Pelonomi Hospital. Representatives of this sub-committee undertook a range of investigative, training (PAR), policy review (PILIR) and organisational activities to document the working conditions and engage with workers, their union leadership and the joint forums in order to monitor management's compliance and negotiate improvements to these conditions.</p> <p><u>Western Cape PHS Forum</u> Investigations and workplace inspections were done.</p>		
When was the action carried out	Month	Year	
Who else participated in the action			
Number of people involved (distinguish between men and women)	Total: 443 workers in 2010	Men: 207	Women: 236
Describe the beneficiaries (in terms of gender, ethnic origin, age, etc.)			
Describe if and how persons in the informal sector will particularly benefit from this or will be affected	<p>The workplace inspections and photographic documentation of clinics highlights not only the conditions in which public health workers must work but in particular the conditions in which members of the community are forced to seek health care.</p> <p>This work has also resulted in the Pelonomi campaign to fight</p>		

	to end the informalisation of patient care assistant jobs and transform these into permanent jobs.
What makes you or the FNV partners say the action has been successful?	Union leadership at workplace level are (with training and support) taking independent initiative to address issues concerning their working conditions and in the public health sector this is simultaneously confronting issues of the challenges facing PHS trade unions with regards to sub-contracting; prevention of HIV; occupational health services; employer policies; and the quality of health care. The challenge is strengthen the voice of workplace leadership on these matters within their provincial and national union structures
Can you describe how FNV has supported the action	Funding
Additional comments:	

(for additional tables on actions copy/paste the above table)

Outcome

In case these or other actions had effects on government authorities or companies targeted over the past year, please describe them. If possible at least 3. In case there are no examples of effects you can skip this part.

Reactions of government authorities (positive or negative)

DW objective	DW 6b: Employment – Quality of work	
Name of the government authorities involved	National:	Local: Department of Labour Health and Safety Management/Inspectorate and Compensation Commissioner's office; and office of the Public Protector. Department of Health as employer
Qualify the effects as:	positive	negative
	Effects are positive; consultative; engaging;	
Indicate the type of effects:		
-approval of new labour legislation		
-implementation of approved labour legislation		
-changes in existing labour legislation		
-other:	PCA's got permanent job and training; finally will to work on staff shortage. Poor servivcs of hospital recognised.	
Describe the major issues that are addressed through the acts of government	Staff are getting better contracts Patients are getting better services Overall far better atmosphere for workers and patients	
Name the principles of the policies that		

are formulated			
No. of people who will benefit from or are affected by this	Total 443	Men	Women majority
Describe if and how women will particularly benefit from this or will be affected	Majority of PSA's are women.		
Describe if and how persons in the informal sector will particularly benefit from this or will be affected	All were semi informal, since jobs were temporary		
Can you specifically describe how the pressure exercised through activities by FNV partners has influenced the behaviour of the authorities in this regard			
Additional comments:			

Trade union action/ actions of partner organisations

BWI

DW objective	DW 6 (a, b and c)		
Name of partner organisation	<i>BWI: National Union of Mine Workers – NUM & Building Construction & Allied Workers Union - BCAWU</i>		
Sector	<i>Construction</i>		
Type of action:			
- strike	<i>Improved wages and Working Conditions</i>		
- demonstration			
-recollection of signatures			
-writing letters to politicians			
-other:	<i>BCAWU union indicated participating in various Social Forums like In house Forum, Site Labour Forum (SLF) and Contractors Management Forum.</i>		
When was the action carried out	<i>Month</i>	<i>Year 2009 (major outcome in 2010)</i>	
Who else participated in the action	<i>All Construction Workers and other Unions and their Federations</i>		
Number of people involved (distinguish between men and women)	<i>Total 105 000</i>	<i>Men 80 000</i>	<i>Women 25 000</i>
Describe the beneficiaries (in terms of gender, ethnic origin, age, etc.)	<i>All Construction Workers including Women</i>		
What makes you or the FNV partners say the action has been successful?	<i>Over 70,000 workers participated in the strike including both civil engineering and building workers – a major achievement for a fragmented sector. There was widespread support from the public for the strike and the Labour Minister had to intervene.</i>		
Can you describe how FNV has supported the action	<i>Building union capacity to mobilize the unity of workers, & training the leadership at union and shop floor level</i>		
Additional comments:	<i>Through the Southern Africa FNV project, the unions are also mapping International Financial institutions (IFI) projects like the Kusile plant site where aspects of OHS are also being integrated and a potential of 3000 yet to be organised.</i>		

(for additional tables on actions copy/paste the above table)

Outcome

In case these or other actions had effects on government authorities or companies targeted over the past year, please describe them. If possible at least 3. In case there are no examples of effects you can skip this part.

Reactions of government authorities (positive or negative)

DW objective	DW 6 (a, b and c)	
Name of the government authorities involved	<i>National Department of Labour and the Minister intervention</i>	<i>Local</i>

Qualify the effects as:	<i>Positive: it was positive</i>	<i>negative</i>	
Indicate the type of effects: -approval of new labour legislation	<i>An improved Sectoral determination was agreed and signed</i>		
-implementation of approved labour legislation	<i>Sectoral determination promulgated in September 2009</i>		
-changes in existing labour legislation	<i>Increased wages, annual leave increase from 17 in 2009 to 20 in 2012, increase of two hours pay for inclement weather</i>		
-other:			
Describe the major issues that are addressed through the acts of government	<i>Wages, hours of work, pension, maternity & paternity leave, annual leave, inclement weather</i>		
Name the principles of the policies that are formulated			
No. of people who will benefit from or are affected by this	<i>Total 1million</i>	<i>Men900 000</i>	<i>Women100 000</i>
Describe if and how women will particularly benefit from this or will be affected	<i>Equal pay for work of equal value.</i>		
Describe if and how persons in the informal sector will particularly benefit from this or will be affected	<i>No employer will pay less than the Sectoral Determination. Any worker who has worked for the same employer for 18 consecutive months will be fully employed.</i>		
Can you specifically describe how the pressure exercised through activities by FNV partners has influenced the behaviour of the authorities in this regard	<i>Pressure from the Unions triggered participation of Workers in public hearings, which eventually informed government position on issues such as labour brokering. The pressure from union has led to the formulation of the disputed Labour Relations Amendment bill 2010, now call for stronger regulation of labour brokers and employment agencies. The new legislation seeks to better regulate job placement and to make it easier for those placed in temporary jobs by labour brokers to access legal protection by clearly spelling out who their employer is.</i>		
Additional comments:	<i>Support by BWI and it Global affiliates including FNVBouw has greater impact</i>		

(for additional tables on reactions government authorities copy/paste the above table)

Reactions of companies/employers

DW objective	<i>6 (a, b and c)</i>
Name of company/ employer	<i>SAFCEC reportedly represents 330 contractors</i>
What are the measures taken by the companies? Describe:	<p><i>1 members of SAFCEC such as Masters builders contested the inclusion of the building industry under the civil engineering determination-they argued that a merger of the two sectors would cause confusion in the building Sector</i></p> <p><i>2 the Gauteng Masters Builders Association(GMBA) proposed that collective bargaining should be structured between these sectors before an extension could be considered.</i></p>

	<p><i>3 the Kwa Zulu natal builders & Allied Industries Association mentioned that rates stipulated in the civil engineering determination are too high and the merger of the two sectors would be detrimental to the building sector and proposed that if a merger had to occur, it should be done on a phased in approach, although they expressed reservations whether the civil engineering determination was an appropriate determination. The association proposed a separate sectoral determination for the building sector if there was a need to extend protection.</i></p>	
Qualify the effect as:	<i>positive</i>	<i>negative</i>
Type of company: Multinational	<i>Y</i>	<i>N</i>
National	<i>Y</i>	<i>N</i>
Local	<i>Y</i>	<i>N</i>
Sector	<i>Construction</i>	
Number of fixed employees that benefit		
Number of outsourced employees that benefit		
% women employees		
What are the factors that have influenced the company into taking these measures?	<p><i>Companies have been making significant profits over the past 6 years and the division of the sector has ensured that construction workers remained fragmented and weak. The re-organisation of the sector into one would possibly lead to better organisation and unity of workers.</i></p>	
Can you specifically describe the influence of the pressure exercised by the FNV partners in this regard	<p><i>The LRS drafted a submission to the department of labour on behalf of BCAWU and NUM into a proposal from the department of labour of merging the civil engineering and building sectors</i></p>	
Additional comments:	<p><i>More information can be availed on the Report to the Employment conditions Commission to the minister of labour on the civil Engineering sector, South Africa.</i></p>	

(for additional tables on reactions government authorities copy/paste the above table)

DW8

Output

Active involvement of partner organizations in Social Dialogue over the past year

Name of partner	Name of social dialogue structure partner is involved in	What is the reason for the partner to take part in this	Contribution of partner within the social dialogue structure over the past year
(BWI, LRS) BCAWU, NUM	National bargaining council	Wanting to get national agreement for the sector; Wanting to get better protection fro short term contract workers	One sectorwise agreement; Inportance to regulate labour broking Indicating that in fact short term contract workers work for very prolonged periods, so deserve normel contracts (after 18 months)
DWP-UCT	Parliamentary hearing CCMA		

Outcome

Social Dialogue Not applicable for South Africa

Examples of alliances

<i>Think of bilateral and multilateral cooperation with trade union centrals, membership organisations, GUFs, company networks, universities, NGO's, etc that have been effective this past year</i>	
Name FNV Partner	ITF
Name alliance that partner is involved in (mentioning names of organisations as well)	North Star Alliance
Year partner joined the alliance	
Main accomplishments of the alliance this year	More Wellness centres
Additional comments:	

(For additional tables on reactions government authorities **copy paste the above table**)

Outcome (We **only work with ITF on this question no other organization**)

Representation

Percentage of workers organised i.e. members of a trade union in the country	40% of transport workers
Comments	

Negotiation capacity

Number of workers under collective bargaining agreement	Most organise workers are under collective bargaining
Comments	

Representativeness

Membership trade unions/membership base organizations: women

Name of organisation:	ITF: South Africa Transport and Allied Workers' union(SATAWU)
Sector/area/company:	Transport and Allied workers at national level
Number of employees/workers in the sector or area or company that is covered by the organization/ in your country.	As both formal and informal workers work in this sector so it is very difficult to come out with a number, approximately around half a million workers work in the sector
Number of women in that sector or area or company covered by the organization/ in your country	It is to difficult to estimate this as there is no national figure
Number of members of the organization / trade union members?	167,000
Number of female members of the organization?	SATAWU has a total membership of 167,000 and of that 35% of them are women members
Number of union leaders?	186 at national and provisional level
Number female union leaders?	79
In case of federation: Number of union leaders at federation level (of GUFs)?	Not applicable
In case of federation: Number of female union leaders at federation level?	Not applicable

(For additional tables on reactions government authorities **copy paste the above table**)

Democratic Processes

(for additional tables on reactions government authorities **copy paste the above table**)

Organisational Strengthening of Trade Unions

Successful and effective unions or membership based organisations

Output **BWI**:

Organizational analysis	<p><i>Union prioritising issues of gender in their constitutional structures.</i></p> <p><i>Electing women in strategic position and operational level</i></p> <p><i>Developing a clearer policy on Gender and women development</i></p> <p><i>promoting recruitment drives for both men and women in various enterprises</i></p> <p><i>training on various aspects of collective bargaining agreements(CBA)</i></p>
Training of leaders and staff	<i>Leadership at Regional and National levels have undergone training on gender mainstreaming</i>
Introduction of measures for management improvement	<i>Inclusion of women in all activities and in decision making processes</i>
Innovations of internal democracy	<i>The unions have been building their structures from the shop floor level to the and Central organ that include the congress with full participation of the membership</i>
Proposals for restructuring like unifications of company unions or unification of centrals	<i>Union s in construction sector learnt of importance of forming Joint Steering Committees that involved participation of (BCAWU, SABAWO and NUM) especially in developing common grounds on sectoral determination. Areas of common agreement included General wage increase by 9% with effect from 1october 2010,Bonus payment where it was agreed that the bonus payment payable at the commencement of the 2010 Builders Break in December 2010 would be the equivalent of the workers' normal hourly rate multiplied by 125.(125 x employees hourly rate)</i>
Other:	<i>Engaging Government on Labour Broking</i>

Examples of alliances

<i>Think of bilateral and multilateral cooperation with trade union centrals, membership organisations, GUFs, company networks, universities, NGO's, etc that have been effective this past year</i>	
Name FNV Partner	<i>BWI</i>
Name alliance that partner is involved in (mentioning names of organisations as well)	<i>GUF Forum, LRS</i>
Year partner joined the alliance	<i>GUF-Forum 2002; LRS 2007</i>
Main accomplishments of the alliance this year	<i>Research, solidarity support, lessons emerging from International Framework Agreements (IFA) and possibilities of developing regional framework agreements.</i>
Additional comments:	<i>Opportunities for doing more work on Multinationals, Sports campaigns and International Financial Institution (IFIs) projects in terms of regulating improved rights for workers.</i>

(for additional tables on reactions government authorities **copy paste the above table**)

Outcome

Representation

Percentage of workers organised i.e. members of a trade union in the country	<i>9.6%</i>
Comments	<i>12% women</i>

Negotiation capacity

Number of workers under collective bargaining agreement	<i>40% contracted workers</i>
Comments	<i>60% working under labour broking not covered by CBA</i>

Democracy and transparency

Describe an example of a union or central that has implemented innovations in terms of democracy and transparency	<i>UNION have Gender conference prior union Congress to increase greater women participation</i> <i>Union prioritising issues of gender in their constitutional structures.</i>
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	<i>Union budgeting for women leaders and meeting Women Chairperson and Secretary member of union executive committee</i>
Describe in what way FNV-support has been important for this.	<i>Financial support and gender policy of FNV has been instrumental</i>

Sustainability

Membership : **BWI**

(In case of GUF state information of affiliates that participate in the FNV project)

Name of trade union (and GUF affiliated) or central	<i>National Union of Mine Workers - NUM</i>
Number of members of trade union, confederation or central	<i>58 984</i>
In/decrease in membership over de past year	<i>38.8% INCREASE due to World Cup</i>

(for additional tables on reactions government authorities **copy paste the above table**)

Representativeness

Membership trade unions/membership base organizations: women

Name of organisation:	<i>National Union of Mine Workers</i>
Sector/area/company:	<i>Construction</i>
Number of employees/workers in the sector or area or company that is covered by the organization/ in your country.	<i>1076 000</i>
Number of women in that sector or area or company covered by the organization/ in your country	<i><116 000</i>
Number of members of the organization / trade union members?	<i><58 984</i>
Number of female members of the organization?	<i>5800</i>
Number of union leaders?	<i><11</i>
Number female union leaders?	<i>3</i>
In case of federation: Number of union leaders at federation level (of GUFs)?	<i><number></i>
In case of federation: Number of female union leaders at federation level?	<i><number></i>
Name of organisation:	<i>Building Construction & Allied Workers Union - BCAWU</i>
Sector/area/company:	<i>Construction</i>
Number of employees/workers in the sector or area or company that is covered by the organization/ in your country.	<i>1076 000</i>
Number of women in that sector or area or company covered by the organization/ in your country	<i><116 000</i>
Number of members of the organization / trade union members?	<i>35 000</i>
Number of female members of the organization?	<i>3500</i>
Number of union leaders?	<i><12</i>
Number female union leaders?	<i>1</i>
In case of federation: Number of union leaders at federation level (of GUFs)?	<i><number></i>
In case of federation: Number of female union leaders at federation level?	<i><number></i>

(for additional tables on reactions government authorities **copy paste the above table**)

Membership trade unions/membership base organizations: youngsters

Name of organisation:	BWI
Sector/area/company:	construction
Number of employees/workers in the sector or area or company that is covered by the organization?	<number>
Number of youngsters(<35) in that sector or area or company covered by the organization?	No data <number>
Number of young (<35) members of the organization?	<number>
Number of young (<35) union leaders?	<number>
In case of federation: Number of young (<35) union leaders at federation level?	<number>

(for additional tables on reactions government authorities **copy paste the above table**)

Initiatives taken on organizational strengthening of unions over the past year

Organizational analysis	Mass education conference: We held a national mass education conference in April with more that 200 participants drawn from trade unions, social movements, youth organization. We have identified lack of capacity, lack of resources for organising as a major challenge. Trade unions lack capacity to do education and training.
Training of leaders and staff	We have trained trade unionists in Occupational Health & Safety, media and organising skills
Introduction of measures for management improvement	Trade unionists have participated in trainings provided by WWMP i.e. leadership trainings media production, organising at workplace and local community level. The WWMP trainings are meant to build capacity of trade unions and community media in producing and using media (radio, TV and Print) in creating awareness on labour, socio-economic rights.
Innovations of internal democracy	Mass education campaign has strengthened worker participation, build worker unity, The building of the Labour Community Radio Forum has increased participation of workers in health and safety initiatives at workplace.
Proposals for restructuring like unifications of company unions or unification of centrals	
Other:	Building unity between unionized workers and ununionized marginalised workers at local and community level

Alliances

Name FNV Partner	Workers World Media Productions
Name alliance that partner is involved in (mentioning names of organisations as well)	Cosatu Education Department, AIDC, Ditsela, TAC, APF and Khanya College
Year partner joined the alliance	2010
Main accomplishments of the alliance this year	Mass Education Conference hosted in April 2010, Training of trade unionists in Occupational Health and Safety, media and organising skills, the building of Labour Community Radio Forums, the Labour Film Festivals and Labour Media Awards.
Additional comments:	The partnership has enabled us to implement mass education campaign and also train trade unionists in Occupational Health Safety, media and organising skills

Name FNV Partner	Workers World Media Productions
Name alliance that partner is involved in (mentioning names of organisations as well)	'Save our SABC' SOS Campaign, Freedom of Expression Institute: FXI
Year partner joined the alliance	2010
Main accomplishments of the alliance this year	WWMP is part of the working committee and we have partnered SOS around the media bills campaign; the media bill at least is postponed, and will likely be not as bad as initially announced.
Additional comments:	The partnership has enabled us to highlights some of the challenges that we are faced with as a results of the new legislation which includes: Media Appeals Tribunal, Protection of Information Bill which threatens media freedom in South Africa .These repressive laws undermine human rights

Outcome

Organisational Strengthening of Trade Unions

Successful and effective unions or membership based organisations

Output

Examples of organizational strengthening of trade unions

Describe initiatives taken on organizational strengthening of unions over the past year.

Organizational analysis	Participating unions in LRS collective bargaining project:
Training of leaders and staff	The project is creating unique spaces for unionists (elected leaders and officials) to reflect on and develop strategies for collective bargaining. The fact that the project also covers Ghana, Namibia, Swaziland, Zambia and Zimbabwe helps unions learning from each other. A number of strategic focus areas are structured into the engagements with leaders and officials and they include women and work, health and safety, family responsibility, security in employment and HIV & AIDS. Please refer to final 2010 project report for head count. Estimate 80 unionists directly involved.
Introduction of measures for management improvement	Information Management: Improving the ability of unions to manage information relating to the core function of collective bargaining, including building the relationships required to gather data and the development of an online database of the outcomes of collective bargaining in participating countries (mapping labour market outcomes).
Innovations of internal democracy	The initial country reviews of collective bargaining explore the composition of negotiating teams and the processes employed during the process to involve membership.
Proposals for restructuring like unifications of company unions or unification of centrals	No, but project contributes to co-operation in sectors over federations; also among countries within one sector.
Building dedicated support for trade union core functions: Collective bargaining	Most unions have little, but more generally no research capacity at all. The project is developing this function within the partner organisations. This involves technology transfer, a shared methodology and the development of strategic thinking and analysis about collective bargaining as place to root responses to the contemporary challenges facing workers and the labour movement more generally.

Examples of alliances

<i>Think of bilateral and multilateral cooperation with trade union centrals, membership organisations, GUFs, company networks, universities, NGO's, etc that have been effective this past year</i>	
Name FNV Partner	LRS
Name alliance that partner is involved in (mentioning names of organisations as well)	Public Service International (PSI) – a global union and its affiliates in Malawi, Zambia and Zimbabwe.
Year partner joined the alliance	2010

Main accomplishments of the alliance this year	Baseline studies of collective bargaining in the public sectors in Malawi, Zambia and Zimbabwe . The country studies were used by PSI to inform a series of strategy development workshops with their affiliates in each of the countries and reported that the work was very useful in this regard.
Additional comments:	See also work on HIV & AIDS and gender in conjunction with PSI in tables above under DW3.

Outcome

Organisational Strengthening of Trade Unions

Successful and effective unions or membership based organisations

Output

Examples of organizational strengthening of trade unions

Describe initiatives taken on organizational strengthening of unions over the past year

Organizational analysis	LEP has advocated a more inclusive approach toward vulnerable workers, agency workers etc.
Training of leaders and staff	Workshops have been aimed at creating greater awareness of issues
Introduction of measures for management improvement	
Innovations of internal democracy	
Proposals for restructuring like unifications of company unions or unification of centrals	
Other:	New forms of organization advocated, including mall committees in retail, and extending existing concept of workplace to cover employees of other employers eg service providers etc.

Outcome

Organisational Strengthening of Trade Unions

Successful and effective unions or membership based organisations

Output

Examples of organizational strengthening of trade unions

Describe initiatives taken on organizational strengthening of unions over the past year

Organizational analysis	Trade unions have long neglected developing capacity, skills and leadership initiative to organize workers around their health and safety needs.. Over the last few years trade unions in a number of sectors have become more confident to express workers' anger about injury and disease, more able to take the initiative in challenging employers and to engage with the Department of Labour, and more proactive in building organisational capacity and skills to undertake independent health and safety activity.
Training of leaders and staff	See above, especially at shop steward level capacities have increased. Leaders became convinced of need to work on OHS
Introduction of measures for management improvement	Ability to participate at work place inspections
Innovations of internal democracy	
Proposals for restructuring like unifications of company unions or unification of centrals	Working across federations, within sectors.
Other:	

Examples of alliances

<i>Think of bilateral and multilateral cooperation with trade union centrals, membership organisations, GUFs, company networks, universities, NGO's, etc that have been effective this past year</i>	
Name FNV Partner	Industrial Health Resource Group
Name alliance that partner is involved in (mentioning names of organisations as well)	<i>Working and Learning for our Health and Safety OH&S Curriculum Development Programme - IHRG with Numsa, Solidarity, Samwu, Num and BCAWU and the Department of Labour GAR6 dispute capacity building programme in the City of Cape Town – IHRG with Samwu and Imatu Participatory Action Research project into German multi national corporations – IHRG with Ceppwawu, Numsa and Naledi (and DGB) PHS W Cape Forum - IHRG with Nehawu, Hospersa,</i>

	<p>Denosa, Nupsaw, Sadnu, Samwu and Pawusa <i>Pelonomi Hospital Programme</i> - IHRG with Nehawu, Denosa, Hospersa, Sadnu, PSA and PSI. <i>PHS OH&S national co-ordinating Forum</i> – IHRG with Nehawu, Hospersa, Denosa, Sadnu and Nupsaw <i>Participation in Ditsela Networking forums and facilitation of some Ditsela H&S forum</i> <i>Collaboration with Division of Lifelong Learning (UWC), Workers College and other partners in conceptualising and establishing an action research project into experiential learning.</i> <i>Collaboration with Workers World Media Productions in radio programmes on health and safety and training for radio journalists.</i> <i>Submission of comments to the South African Law Reform Commission on the rights of Domestic Workers under the Coid Act</i> – collaboration co-ordinated by Social Law Project (SLP), Faculty of Law, UWC, and including SA Domestic Services and Allied Workers Union (SADSAWU), COSATU: Western Cape, Labour Research Services (LRS), Labour & Enterprise Project (LEP), University of Cape Town, Industrial Health Resource Group (IHRG), University of Cape Town, Division of Occupational Therapy, University of Cape Town, International Labour Research & Information Group (ILRIG) and Black Sash.</p>
Year partner joined the alliance	<p>2007 – 2011 2009 – 2010 2009 2007 – 2010 2009 – 2010 2009 2007 – 2010 2009 - 2010 2009 – 2010 2010</p>
Main accomplishments of the alliance this year	
Additional comments:	