

# COLLECTIVE BARGAINING & THE DECENT WORK AGENDA

WHAT ROLE FOR GLOBAL UNIONS?

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# LRS TRADE UNION MEMBERS

<b>CEPPWAWU</b>	<b>63,460</b>
<b>DENOSA (joined in 2011)</b>	
<b>FAWU</b>	<b>118,000</b>
<b>HOSPERSA</b>	<b>60,000</b>
<b>IMATU</b>	<b>64,708</b>
<b>MEWUSA</b>	<b>9,000</b>
<b>NEHAWU</b>	<b>231,390</b>
<b>NUM</b>	<b>320,000</b>
<b>NUMSA</b>	<b>281,279</b>
<b>SACCAWU</b>	<b>158,000</b>
<b>SADSAWU (joined in 2011)</b>	
<b>SADTU</b>	<b>235,000</b>
<b>SAMWU</b>	<b>120,000</b>
<b>SATAWU</b>	<b>140,392</b>
<b>TOWU</b>	<b>3,000</b>
<b>TOTAL</b>	<b>1,804,587</b>

# Labour Research Service (25years)

- Non sectarian NGO set up by trade unions in 1986 to provide information, education and research on collective bargaining
- Controlled by trade unions – trade union board elected annually at AGM which also adopts strategic plan for LRS
- Content of our work – collective bargaining outcomes and developing new TU strategies and tools.
- Provide concrete analysis on wages, conditions, company and sector trends and to make recommendations to our members and the labour movement at large.

# Collective Bargaining:

Where does it start and where does it end

	Company/ies	Government	Multilateral Instit.
Wages	X	X	??
Non Wage	X	X	??
Social Security	X	X	??
Economic Development	X	X	X
Political Reforms	X	X	X

# Strategy & Demands – Do we Know ??

<b>DECENT WORK AGENDA</b>	<b>Collective Bargaining</b>
Employment	Job Security & forms of employment, Labour Broking Wages, Conditions
Rights	Freedom of association and right to bargain, no child labour, forced labour, no discrimination ???
Social Dialogue	Transforming Tripartite Institutions?? Deepening Democracy at local, provincial, national, continental international levels
Social Protection	Medical ?? Health?? Education?? Housing ?? Pension?? Child ??



# Bargaining & Active Citizenship

## ORGANISING

- Membership Growth and Retention
- Information & Communication Systems
- Mergers
- Democracy
- Participation
- Admin & Management

## EDUCATION

- TU history, strategy, structure, operations
- Social, economic and political policy
- Capacity Building

## COLLECTIVE BARGAINING

- Wages
- Non Wage
- Social Security
- Economic Development
- Political Reforms

- Lobbying and Advocacy
- Mobilisation
- Communication External

## CAMPAIGNING

- Trade Union Alliances
- Civil Society Alliances
- Political Parties

## SOLIDARITY

# AWARD – Actual Wage Rates Database

Captures data from agreements and legislation

- ⦿ Wages – minimum, grade, occupation
- ⦿ Hours – normal hours, overtime
- ⦿ Leave – Annual, sick, family responsibility,
- ⦿ Medical – Contribution by employer and employee
- ⦿ Pension – Contribution by employer and employee
- ⦿ Allowances – Housing, Travel
  
- ⦿ Gender – equality of above and maternity & paternity leave
- ⦿ HIV & AIDS – provision of ARVs, testing, counseling, education,

# Analysis of Data from Award

- ⦿ Trade Union Achievements
- ⦿ Industry / Sector Achievements
- ⦿ Country Achievements

## Challenges:

- ⦿ Informal Economy
- ⦿ Women
- ⦿ Health and Safety (esp. HIV & AIDS)



# USED TO DEVELOP STRATEGY

- ⦿ Bargaining Trends and Formulation of Demands
- ⦿ Challenges for Collective Bargaining can be identified or verified empirically

# Status Quo

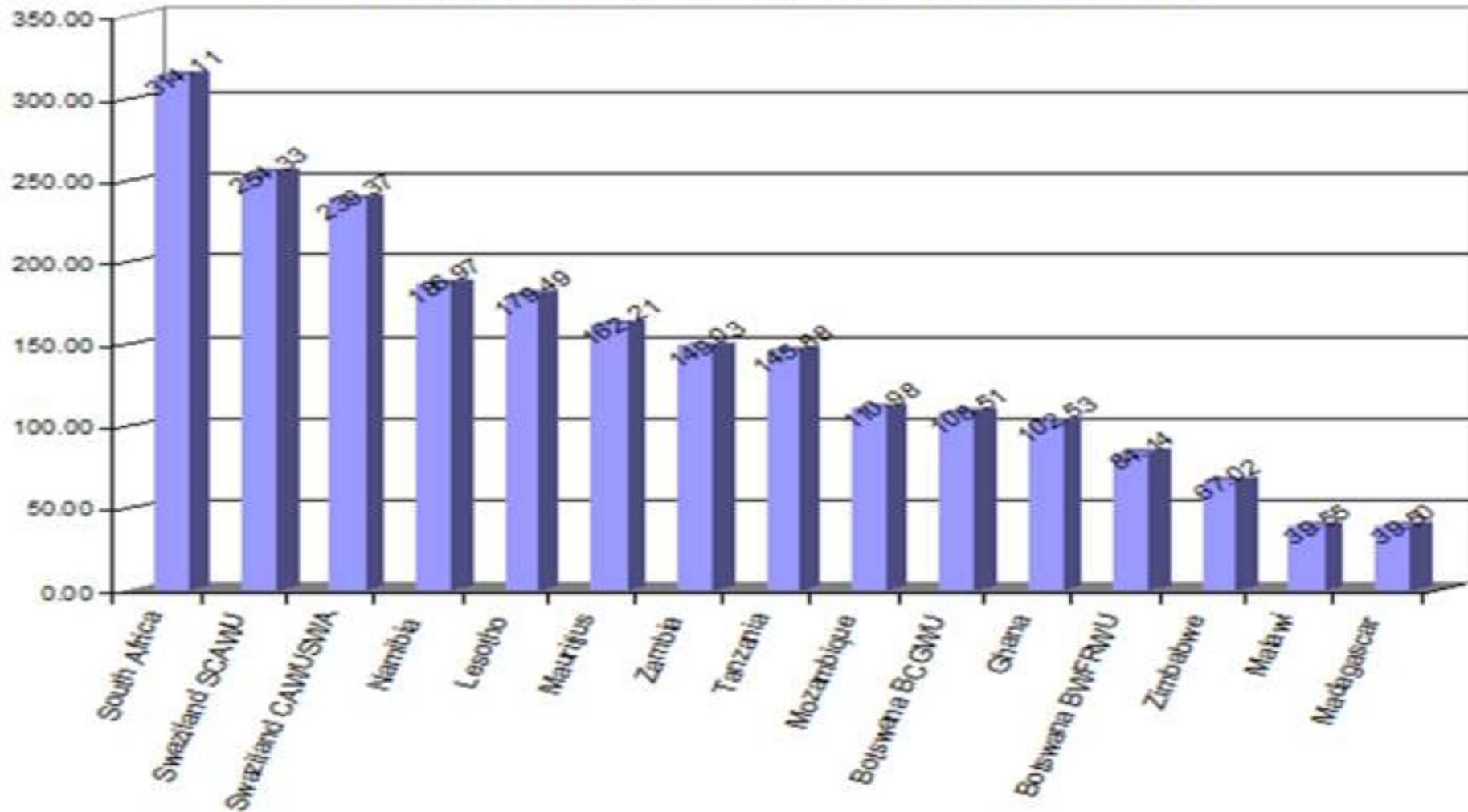
- ① Actual Wage Rates Database – South Africa, Namibia – Beginnings in Ghana, Swaziland, Zambia, Zimbabwe
- ① Developing projects with GUFS
- ① Developing research partners in other countries through ALRN and ITUC – Africa towards launching AFRICA BARGAINING MONITOR.

# MNC DATABASE

- Information: Financial, corporate governance, geographical as well as trade union penetration and wage differentials and wage gap
- Company, Sector, Country
- Why? To develop strategy for engaging MNCs that improve levels of organisation and build solidarity.

# African Shoprite Shop Stewards Alliance

Full Time Monthly Minimum Wage (US\$)



# Online Resources Developed By The LRS

[www.lrs.org.za](http://www.lrs.org.za)

- ◎ AWARD:
  - ACTUAL WAGE RATES DATABASE
- ◎ MNC MONITOR
  - MULTINATIONAL COMPANIES REPORTS
- ◎ AGREED
  - AGREEMENTS DATABASE



# Labour Research Service

*“Knowledge is too important to be left in the hands of the bosses”*

