

STRIKE BAROMETER 2022



An Analysis of South African strikes

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THE IMPORTANCE OF A STRIKE BAROMETER

Strikes tell us much about the state of the class struggle, including how militant and organised workers are, the main issues they are mobilising around and which workers are leading struggles against the bosses. Strike statistics and analyses are therefore critical for anyone interested in building the workers movement in particular, and working class struggle more generally.

It is a sign of the working class' overall weakness that no strike barometer sympathetic to it is currently being produced. The for-profit privately produced strike statistics that are available are intended essentially to better inform and strengthen the capitalist class. The intellectuals, academics and non-governmental organisations (NGOs) that have historically produced strike barometers to support working class struggle have long deserted the trenches.

The Department of Employment and Labour (DEL) produces an Annual Industrial Action report drawn from its strike database. The strike database contains information the Labour Relations Act (LRA) compels employers to provide for all strike action, through completion of LRA form 9.2. The form is comprehensive, providing all the important information for a political assessment of strike action in any particular year, including which workers (unionised or non-unionised) initiated the strike, the number of workers involved, the strike demands, the form of strike action, strike duration, work days lost and the strike outcome.

The DEL reports remain an important resource, given the absence of alternatives. However, these reports are consistently and crassly anti-working class, and do not register the significance of strikes from a movement building perspective. For this reason, a Casual Workers Advice Office barometer of strikes is important and aims to provide an indication of the state of working class struggle in South Africa.

ACKNOWLEDGEMENTS and METHODOLOGY

This strike barometer is produced without the benefit of the information available to the DEL. Instead, the list of strikes was compiled using desk top research, information found on trade union websites and social media pages, in union members' WhatsApp groups, and in the mainstream media and public broadcaster's websites. Union media officers also assisted by tracking and providing this information, as did Casual Workers Advice Office organisers in their strike reports.

It is likely that more strikes have occurred than those recorded here, particularly short strikes by non-unionised workers. These strikes are not always covered in the mainstream media and are also self-initiated by workers and therefore not reported on official union social media pages or union WhatsApp groups. Information such as the numbers of workers involved in particular strikes, the duration of strikes and the number of work days lost, as well as strike outcomes is too unevenly available or incomplete to allow for definitive conclusions. Nevertheless, we produce this barometer in the spirit that even incomplete strike information is more useful than none.

We hope in 2023 to produce a 'real time' online version of the strike barometer, with a twice-yearly analysis that will include numbers of mutual interest dispute referrals to the CCMA, the number and nature of Labour Court and Labour Appeal Court strike interdicts, and updated case law on strike strikes.



DEFINITIONS USED

- **Protected strikes** - a strike that complies with the requirements of the Labour Relations Act (LRA). Workers on a protected strike cannot be dismissed for being on strike.
- **Unprotected strike** - a strike that has not complied with the requirements of the Labour Relations Act. Workers on an unprotected strike can be dismissed for being on strike.
- **Wildcat strikes** - a strike undertaken by workers without the involvement or support of their trade union. Wildcat strikes generally also do not follow LRA procedures, even though the LRA allows workers to embark on protected strikes without the involvement of their trade union. Over time, all unprocedural strikes have come to be regarded as 'wildcat', even if the strikers are non-unionised. The barometer follows this approach.
- **Workplace-related actions** - pickets and demonstrations by workers, trade unions or communities in support of worker demands without involving strike action. These have not been included in the total number of strikes.
- **Public sector strike** - In this barometer, public sector strikes are defined as those embarked on by workers who are directly paid by national, provincial or local government, or who are employed at state-owned companies or enterprises. It excludes autonomous government funded institutions such as universities.



AN ANALYSIS OF STRIKES IN 2022

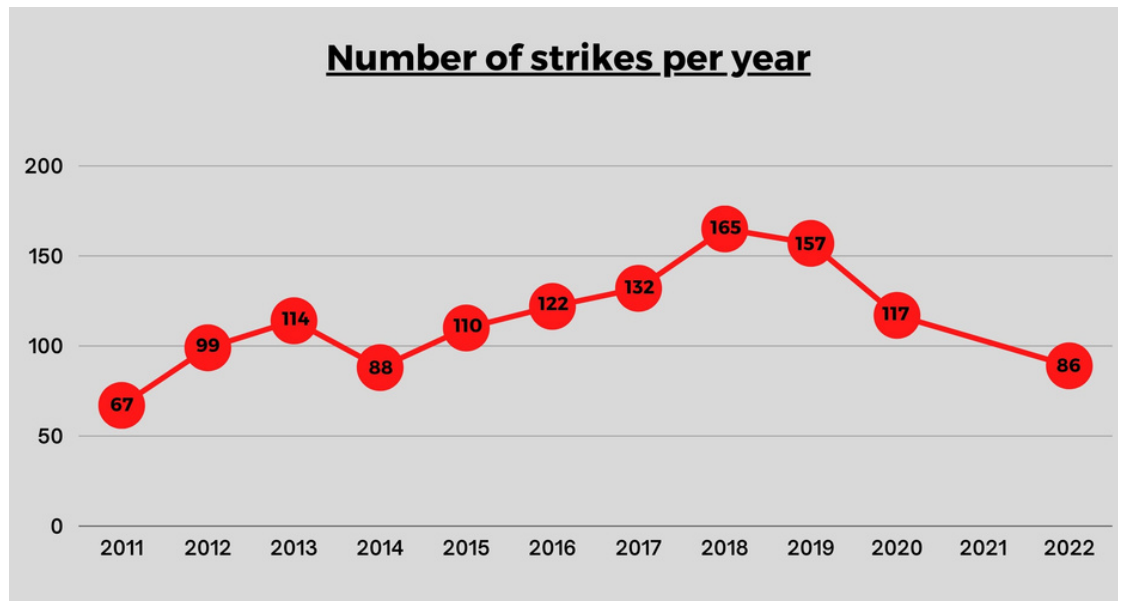
Summary of strike patterns

CWAO identified 86 strikes in 2022. Forty eight strikes were protected and 38 strikes were wildcats (unprotected).

The majority of strikes, 51, concerned wages and related issues.

Nineteen strikes related to the demand for permanent employment, the second highest reason for striking.

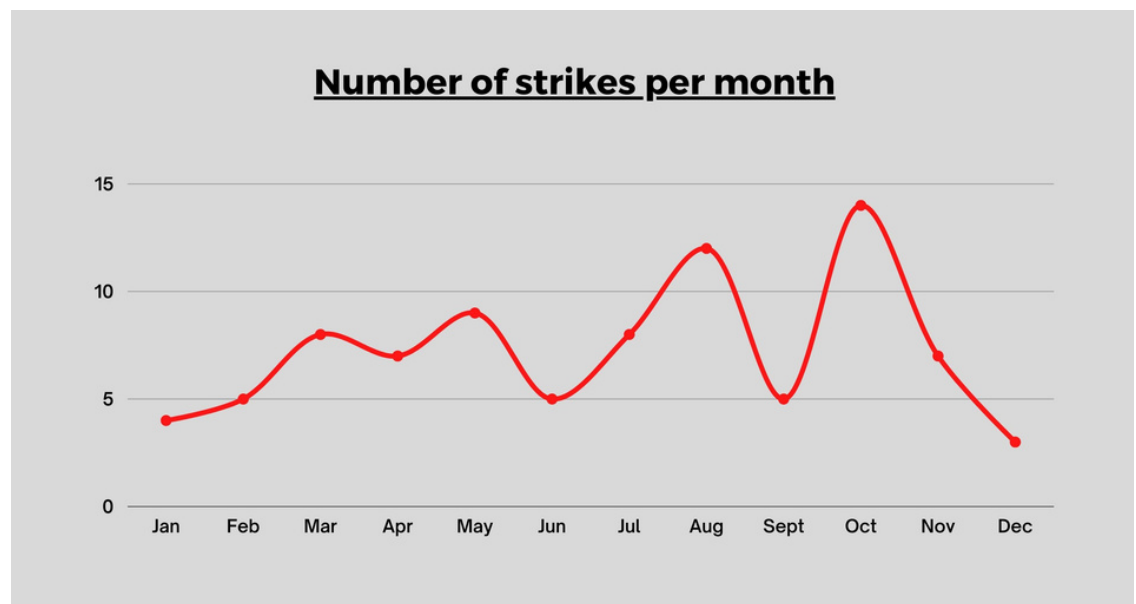
The actual demand for permanent employment by casual or labour broker workers is higher than this because this Barometer has not included the number of pickets and workplace-related actions held by casual workers in the official number of strikes (for example, where casual workers picketed at a workplace when they were off duty or after the contract of the labour broker who hired them had been terminated).



Total number of strikes for the year

The total number of strikes for the year continues a downward trend since the 165 strikes of 2018, after which strikes dropped to 157 in 2019 and to 117 in 2020.

Although the DEL strikes statistics for 2021 are not yet available, the total number of strikes for that year are expected to show a further decline over the 2020 figure. Regardless, the 2022 total shows a 48% decline in strikes compared to 2018 and a 27% decline compared to 2020.



Types of strikes

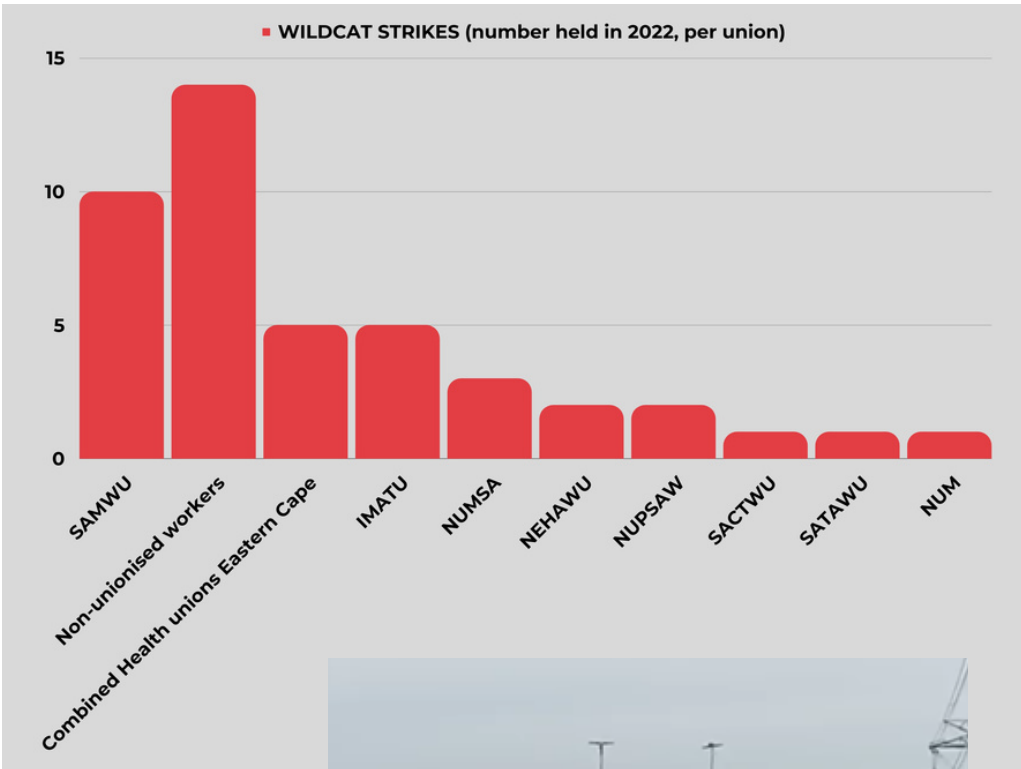
Forty-eight strikes were protected and 38 were unprotected. This is a possible reversal of recent strike trends, where unprotected strikes have exceeded protected strikes. For example, the DEL reports that unprotected strikes rose from 48% to 66% in 2020. However, an alternative explanation for the low number of unprotected strikes could be the limited and skewed sources of information the barometer relies upon.

Twenty-six of the 38 wildcat strikes occurred in the public sector.

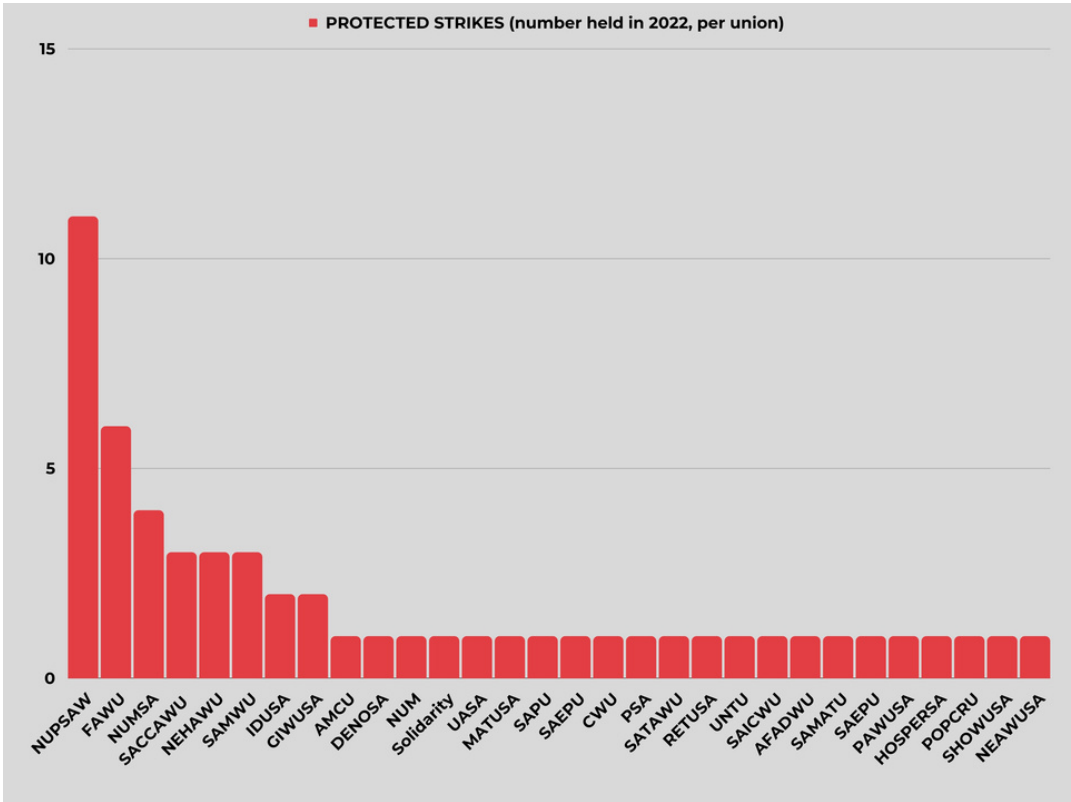
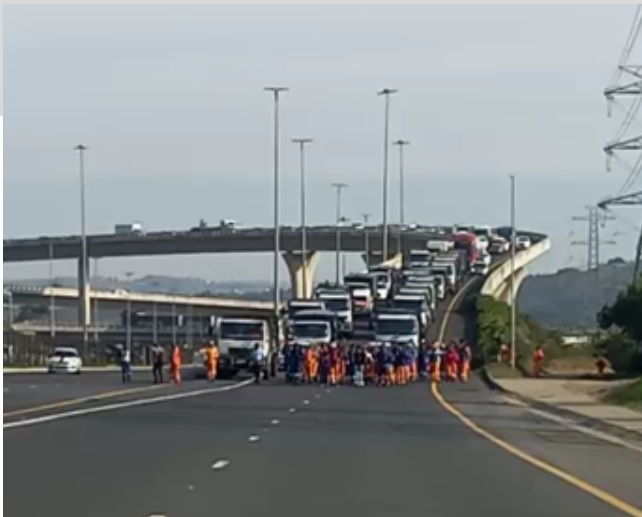
This is consistent with the DEL 2020 report which states: "Employers reported high number (sic) of unprotected strikes that emanated mainly from the community industry".

Strikes by non-unionised workers

Seventeen of the 38 unprotected strikes were seemingly undertaken by non-unionised workers. This goes somewhat against the pattern of recent years, which has witnessed a growing proportion of strikes by such workers.



A wildcat strike by municipal workers in Johannesburg, who block the highway intermittently.
Photo: Twitter



REASONS FOR STRIKING

Most strikes over wages

The highest number of strikes (51), or 59%, of strikes were over wage-related issues, such as increases, unpaid wages, allowances, benefits and employer failure to abide by collective agreements on wage increases.

Seven public sector strikes involved workers' demands simply to be paid outstanding wages, some for as long as three months.

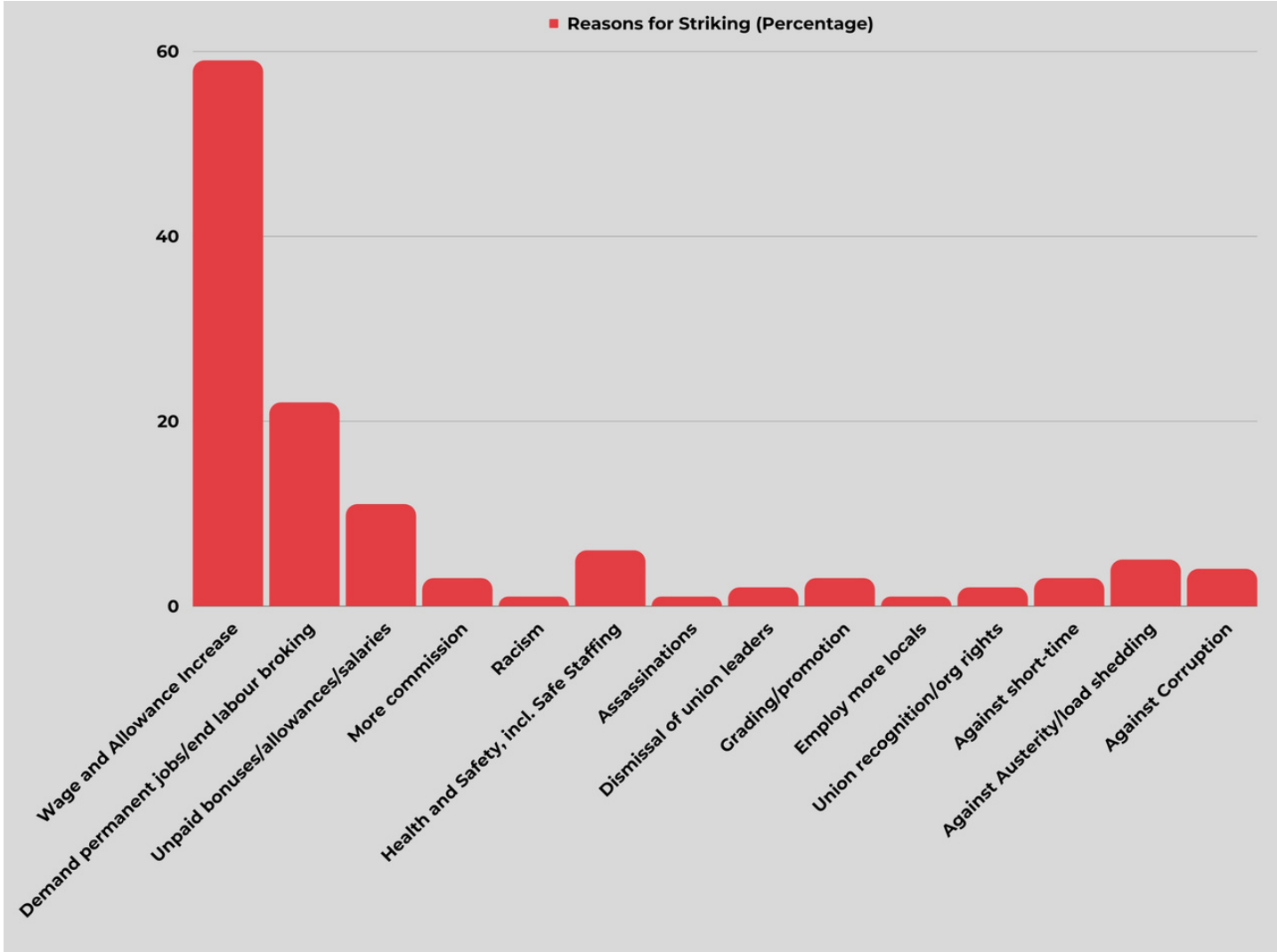
Workers' main reason for striking continues to be for an increase to salaries and allowances.

The second highest number of strike triggers - 22% of all strikes - was the demand for permanent employment, and for an end to labour broking.

There were 19 strikes by security guards, community health care workers, trainee nurses, Expanded Public Works Programme (EPWP) workers and labour broker workers around the demand for permanent employment and insourcing. Most of these strikes were in the public sector.

Unpaid bonuses and allowances were the third highest reason for striking, reflecting that unionised workers have come to rely heavily on bonuses and overtime to make ends meet.

The fourth highest reason for striking was around health and safety problems at work, ranging from short staffing, to dangerous work places and the failure of employers to provide the appropriate personal protective clothing.



TOP REASON FOR
STRIKING:

**WAGE
INCREASE**



2ND BIGGEST REASON FOR
STRIKING:

**FOR PERMANENT
JOBS; AGAINST
LABOUR BROKERS**



NUMBER OF WORKERS

INJURED or KILLED ON STRIKE

In 2022, 17 workers were either assassinated while organising a strike, shot dead by private security hired by bosses during a strike, shot and injured by police or private security, or beaten, petrol bombed or had their property damaged.



Farmworkers in the Sunday's River Valley, Eastern Cape, gather around the place where their comrade, Benito Moses, was shot dead with live bullets minutes before by heavily armed private security hired by commercial farmers. Photo by Bonile Bam.



An unnamed orderly from Cape Town's Groote Schuur hospital was shot by police during a protest for permanent employment. Photo: Twitter.

Public sector has the most strikes

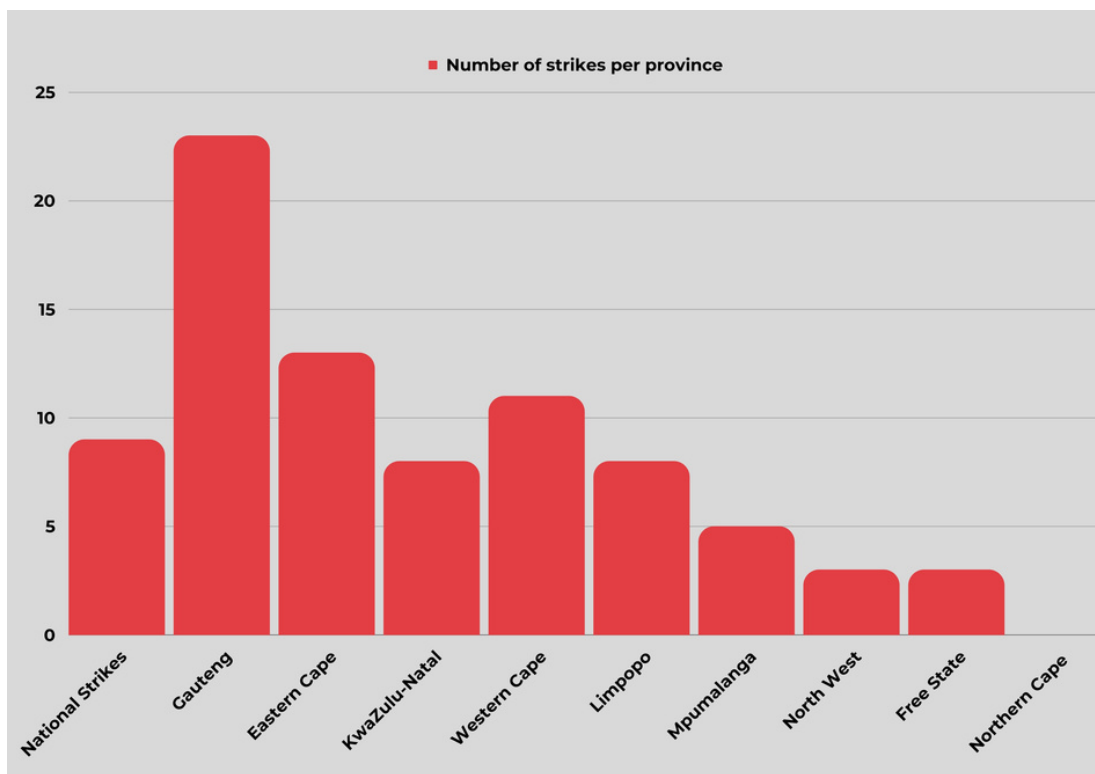
Fifty-one of the 86 strikes, or 59% took place in the public sector, or what the DEL terms the community industry. This is consistent with the strike pattern of 2020, where the majority, or 71% of all strikes, took place in the public sector.



Twenty-two of the strikes took place at provincial level, 14 at local government level and 13 at national level.

Strikes also occurred at the Agricultural Research Council and Ondestepoort Biological Products.

Half of the public sector strikes (26) were wildcat strikes.



Strikes by province

Most strikes occurred in Gauteng province. Combined, the months of August, September and October 2022 witnessed most strikes (29).

LONGEST STRIKE:

GIWUSA-FAWU vs CLOVER: 180 days



SECOND LONGEST STRIKE:

NUM-AMCU vs SIBANYE STILLWATER: 93 days



Photos on this page by: Mining MX, Twitter, GroundUp/Masego Mafata and WASP

Date of Strike or Incident during Strike	City/town	Union/ Workers	Company	Type of Strike	Details
1 January	Wesselsbron, Free State	National Emancipated and Allied Workers Union of South Africa (NEAWUSA)	LFC Milling Company	Protected	80 workers continued their strike, which had started in June 2021. Workers demanded an end to racist abuse of Black workers, an end to white workers being paid more than Black workers, an end to low wages (no wage increase for more than 10 years and the maximum wage is R6500 per month), compensation for injured workers, and the introduction of a promotion plan.
7 – 9 January	Johannesburg, City Deep and Clayville, Gauteng	GIWUSA and FAWU	Clover	Protected	The strike at Clover began on 22 November 2021. Between 7 and 9 January 2022, the cars of four striking Clover workers were petrol bombed at night outside their homes. A further three striking Clover workers were threatened over the phone and told to end the strike.
10 January	Nationwide	GIWUSA and FAWU	Clover	Protected	The CCMA ruled in favour of the unions on the matter of unpaid Christmas bonuses from 2021, ruling that bonuses must be paid by 14 January 2022.
11 January	Ga-Rankuwa, Gauteng	Itireleng Centre for the Blind Workers' Committee	Department for Social Development	Wildcat	Blind workers went on strike for two days and occupied the centre around the clock, after not being paid their R1500 monthly stipends.
18 January	Johannesburg, Gauteng	GIWUSA and FAWU	Clover	Workplace related action	Striking Clover workers marched on the CCMA in Marshalltown and then removed Clover products from the shelves of inner-city grocery stores.
26-28 January	Nelson Mandela Bay, Eastern Cape	Workers	Silver Solutions Security/ Provincial department of Health	Wildcat	Security guards contracted to Silver Solutions Security went on strike after they were not paid their January salaries because the Health Department had failed to pay the company for 3 months. The guards demanded to be insourced by the department rejected the request, saying their budget was depleted.

Date of Strike or Incident during Strike	City/town	Union/Workers	Company	Type of Strike	Details
28 January	Sandton, Gauteng	FAWU and GIWUSA	Clover	Protected	The striking workers held a picket at the Israeli Trade Office in Sandton calling for Clover to be removed from the control of MILCO SA (owned by Israel's Central Bottling Company), and for Clover to be nationalised.
1 February	Johannesburg	NUPSAW and SACSAWU	Labour Brokers/ Gauteng provincial department of Health	Protected	About 200 security guards and cleaning workers working for labour brokers at provincial hospitals, forensic pathology laboratories and nursing colleges marched to be insourced.
15 February	Germiston, Gauteng	EFF Labour Desk; and guards	Bertha Qxowa hospital	Wildcat	A march was held from Germiston Civic Centre to demand that all guards be insourced.
19 February	Nationwide	Workers	ANC	Wildcat	One of the ongoing strikes against salary non-payment.
21 February	Groblersdal, Limpopo	FAWU	Van Wyk Tombstones	Protected	Workers went on strike in demand of a 10% wage increase. The company had unilaterally implemented a 6% increase.
27 Feb - 2 March	Cape Town, Western Cape	EFF Labour Desk and workers	Groote Schuur hospital and labour broker	Workplace-related action	About 120 dismissed outsourced orderlies/ward assistants protested outside with the EFF, lighting small fires. Police opened fire with rubber bullets, injuring several workers and arresting 14.
March	Nationwide	GIWUSA and FAWU	Clover	Protected	Workers rejected a three year offer of a 4.5% increase year 1, 3% in year 2 and 3.5% in year 3 and vowed to continue striking.
8 March	Johannesburg, Gauteng	Casual Workers' Advice Office, Khanya College, Simunye Women's Forum Khanya College, Izwi, Miwusa, Black Women's Caucus	Nature's Garden	Workplace-related action	Casual workers celebrated International Women's Day with a protest demanding guaranteed hours of work, an end to sexual harassment, an end to Phakisa (labour broker), equal treatment with permanent workers and PPE. Workers were later victimised and not given work, but after a meeting with CWAO were called back. Two line managers were dismissed for sexual harassment.

Date of Strike or Incident during Strike	City/town	Union/ Workers	Company	Type of Strike	Details
8-26 March	Tshwane, Gauteng	Samwu	City of Tshwane	Wildcat	Workers went on strike after the municipality applied for exemption from paying the wage increase in the collective agreement. Samwu was interdicted on 24 March, with this later overturned by the Labour Court on 26 July.
9 March – 11 June	Sibanye-Stillwater mine, Gauteng and Mpumalanga	AMCU, NUM, Solidarity and UASA	Sibanye-Stillwater mine	Protected	About 31 000 workers went on strike for a 6% increase, a R100 living out allowance and a R1000 per month increase for workers on the minimum wage. Company CEO Neal Froneman's R300 million yearly salary came to symbolise the wage gap at the mine. On 10 March, the employer locked the workers out and instituted a 'no-work, no-pay' rule. On 14 March, Solidarity and UASA accepted a wage offer. NUM and AMCU continued the strike.
9 March	Bisho, Eastern Cape	Nurses	Eastern Cape provincial department of health	Wildcat	About 200 community service nurses downed tools after the department of health refused to hire them permanently.
10 and 11 March	Sandton, Gauteng	GIWUSA and FAWU	Clover	Protected	Workers marched on the Industrial Development Corporation demanding it cancel the Israeli Central Bottling Company's purchase of Clover. The workers occupied the IDC offices overnight.
14 March	Cape Town, Western Cape	EFF Labour Desk and Workers	Western Cape provincial department of health	Workplace-related action	120 nurses who had just completed their community service marched on the provincial health department to protest the termination of their contracts.
15 March	Nationwide	Nehawu	University of South Africa (Unisa)	Protected	About 5000 workers went on strike after Unisa reneged on the collective agreement - support staff on grades 7-16 did not get their 3% -7% promised increases. Instead, Unisa unilaterally granted increases to only academic staff and support staff on grades 5 and 6.

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17 March	Johannesburg, Gauteng	NUPSAW	Gauteng provincial department of Health	Protected	<p>Over 200 union members downed tools demanding that community health workers, security guards and workers employed under the Expanded Public Works Programme (EPWP) be insourced.</p> <p>The union also protested against the department's plans to axe 800 health workers who were hired on contract earlier to fight the Covid-19 pandemic. The department had refused since 2018 to insource the security guards. The department responded by extending the contracts of the Covid-19 workers by one year.</p>
21-23 March	Gauteng, KwaZulu-Natal and Western Cape.	Unity in Diversity (UID) represents E-hailing drivers and car owners	Uber, Bolt, DiDi and inDriver	Wildcat	Taxi and food delivery drivers from Uber, Bolt, DiDi and inDriver held a three-day strike, switching off their apps in protest against the companies deducting 25 - 26% commission from every trip. The drivers demanded a flat deduction of 10%. They demanded that the government regulate the industry and prevent the companies from exploiting them.
24 March	Nationwide	Nehawu	University of South Africa (Unisa)	Protected	The employer agreed to pay striking workers their outstanding salary increases the next day - the strike ended.
25 and 29 March	Bhisho, Cofimvaba and Komani, Eastern Cape	Denosa, Nehawu, Nupsaw, Pawusa and Saepu (combined health unions)	Eastern Cape provincial department of health	Wildcat	Healthcare professionals downed tools at Bhisho Hospital, Cofimvaba Hospital and Frontier Hospital in Komani. Another 634 community service nurses downed tools on 29 March after their contracts were terminated. The previous practice was that nurses and other healthcare professionals were made permanent employees after completing community service.

Date of Strike or Incident during Strike	City/town	Union/Workers	Company	Type of Strike	Details
31 March – 7 April	Durban, KwaZulu-Natal	Workers	Takealot	Wildcat	Over 200 delivery drivers went on strike for a free uniform and an increase in commission to R35 per parcel delivered, up from R26.40 after fuel prices rose sharply.
31 March	Boksburg, Gauteng	Casual Workers' Advice Office	Total Garage	Workplace-related action	Workers demonstrated for an end to racism, bullying and intimidation by management, to use their leave days and be paid as per MIBCO collective agreements, and for transport for those on the 8-8 shift. Workers from Simba, Bakers, Mr Sweets, Nature's Garden and former Ekurhuleni municipality workers joined in solidarity.
8 April	Germiston, Gauteng	Casual Workers' Advice Office	Mister Sweet	Workplace-related action	Workers demanded that the employer comply with the 2018 collective agreement and provide transport and PPE, end nepotism, equal treatment for permanent and casual workers and that the employer stop denying work to pregnant women. Workers from Bakers, Solheim, Simba, Distell, Titan Cargo, Nature's Garden and Ekurhuleni Municipality (Lungile Mtshali project) joined in solidarity.
12 April - 3 May	Gqeberha, Eastern Cape	Combined health unions (Nupsaw, Sasawu, Nehawu, Demawusa and Denosa)	Provincial department of Health	Wildcat	Community health care (clinic) nurses at the Motherwell clinic went on strike over short-staffing and the termination of contracts of nurses who had been hired on one year contracts since the start of the Covid-19 pandemic. On 3 May the strike was interdicted and workers agreed to return to work after the Health MEC promised to fill eight new nursing posts at the clinic and appoint 20 general workers.

Date of Strike or Incident during Strike	City/town	Union/Workers	Company	Type of Strike	Details
Mid April – ongoing	Amathole District, Raymond Mhlaba Local and Buffalo City municipalities, Eastern Cape	Nehawu	Provincial department of Health	Wildcat	About 200 paramedics went on a go slow for life-saving equipment, including spinal boards, ECG machines, baby cots, diabetes and blood pressure testing equipment. The department interdicted the strike after a month but workers refused to return to work.
13 April	Oshoek border post, Houtbos, ESwatini border	Nehawu	King Mswati III	Workplace-related action	About 200 Nehawu members blockaded the border between South Africa and Eswatini demanding the disbanding of the monarchy, democratic elections, the scrapping of the 1973 decree which bans political activity, parties, and trade unions and the abolition of the Public Services Bill, which outlaws political activities by public servants.
20 – 26 April	Sunday's River Valley, Eastern Cape	Farm workers and SANCO	Commercial farmers	Wildcat	Several thousand farm workers and community members went on strike, blockading roads and setting fire to commercial farms' equipment buildings and citrus trees for a minimum wage of R30 per hour at all businesses in the town, and for street lights, water and tarred roads. The protestors also demanded that 70% of workers be hired from the community. The strike was sparked after a farmer demoted permanent workers for joining a union. He then promoted casual workers into their positions. Private security killed two people - Benito Moses and Fergus (surname unknown). On 25 April the high court interdicted strikers from coming within 500 metres of farms. On 29 April, the strike was suspended for 14 days and never resumed.

Date of Strike or Incident during Strike	City/town	Union/Workers	Company	Type of Strike	Details
21 April - 20 May	Nationwide	Nehawu	University of South Africa (Unisa)	Protected	Workers downed tools again after five Nehawu branch office bearers were suspended.
22 April	Polokwane, Limpopo	Samwu	Lepelle Northern Water	Protected	200 union members marched on the water board, demanding the collective agreement wage increases, insourcing, PPE, fenced worksites to protect workers from wild animals, a performance bonus and an end to the board's refusal to negotiate with the union.
25 April - 8 June	Sabie, Mpumalanga	NUMSA	York Timbers	Wildcat	Workers embarked on a strike over the company's failure to complete job grading. On 7 June the Labour Court interdicted the strike, ruling that disputes over job grading should be referred to arbitration. On 22 September, the employer de-recognised NUMSA.
2 May	Burgersfort, Limpopo	Saccawu	Peermont Group	Protected	Workers at the Thaba Moshate hotel and casino went on strike for a 7% increase after not receiving a pay increase for 4 years. When workers had been given a percentage increase in the past, the employer had reduced their hours and some earned just over R2000 per month. The employer offered 5.5%.
10 - 31 May	Limpopo	FAWU	Zebediela Citrus farm	Protected	Over 500 workers at Zebediela Citrus farm, a communal property association run farm, went on strike against labour brokers and job insecurity, for an end to nepotism, for a R1500 p/month increase for contract workers and 15% for full-time workers, for the bosses to pay the R5.8 million provident fund arrears and reinstate the workers' 15% share of the farm and for workers hired by labour brokers to be registered with the department of labour. One worker was seriously injured after private security companies opened fire on strikers.

Date of Strike or Incident during Strike	City/town	Union/Workers	Company	Type of Strike	Details
11 May	Nationwide	Nehawu	University of South Africa (Unisa)	Protected	Workers downed tools in protest against the dismissal of Nehawu branch office bearers on 6 May. They also called for the “delinquent vice-chancellor to go”.
11 – 23 May	Tshwane, Gauteng	Numsa	Xtremetec Management and Consulting	Protected	The workers of the City of Tshwane bus rapid transit service, demanded a transport allowance of R2 500, up from R600 per month, and a nightshift allowance of R60 per hour, because they start at 4am and end their shifts at 9pm. The strike ended after Numsa agreed to a R900 transport allowance and a R20 per hour night shift allowance.
11 -25 May	Vanderbijlpark Gauteng	Numsa	ArcelorMittal	Protected	Workers went on strike demanding an 80% medical aid contribution, a ban on labour brokers, a 10% pay increase and a once off payment of R5000. The company interdicted workers in blast furnaces, coke batteries and the steel plant from striking on 12 May but on 19 May, the Labour Court refused to confirm the interdict. By 23 May, the union dropped their demand to 7% and by 25 May, settled on a 6.5% increase, and a once off payment of R5000.
23 - 31 May	Limpopo	FAWU	Zebediela Citrus farm	Protected	The union was interdicted on 23 May. Workers suspended the strike on 31 May and settled on an increase of 4% for salaried employees and 4.6% for waged employees. The workers’ provident fund was reinstated and updated and all 45 contract workers were insourced, although on fixed term contracts.

Date of Strike or Incident during Strike	City/town	Union/Workers	Company	Type of Strike	Details
18 May	Taung, Rustenburg and Klerksdorp, North West Province	Nehawu	Departments of Social Development and Correctional Services	Protected	Security guards went on strike after being unpaid for three months. TThe department of Social Development reneged on promises to absorb them after their employer, Bosasa, was liquidated in 2019 and left them on month to month contractors who claimed from the department for tools of trade and uniforms but failed to provide these for workers, with the department's knowledge. Nehawu called for the department's HOD and MEC of Social Development to be axed.
15 May	Thohoyandou , Limpopo	Saccawu and Nupsaw	Khoroni Hotel Casino and Convention Resort	Protected	Workers went on strike for a wage increase and a night shift allowance of R7 instead of R3. Saccawu demanded 8% and Nupsaw 15% - the employer offered only 6%. The outcome of the strike is unknown.
25 May – 10 September	Germiston, Gauteng	FAWU	Broadway Sweets	Protected	Strikers demanded an annual bonus, a provident fund and job grading system, transport for night shifts, and an end to unauthorised deductions to their pay. About 50 members of FAWU went on strike but the majority (about 400) continued to work inside along with scab labour. 15 FAWU members were dismissed allegedly for violating picketing rules. The strike was terminated on 10 August but workers returned after the 10th of September due to the company not having "enough space" to absorb striking employees as well as the scab labour they employed during the strike. The company has since stopped unlawful "Covid-19" pay deductions and begun talks with workers for a provident fund, while still refusing to recognise the union. FAWU is new in the company and the company engages in union bashing to discourage employees from joining, says FAWU.

Date of Strike or Incident during Strike	City/town	Union/Workers	Company	Type of Strike	Details
23 May – 3 June	Sibanye-Stillwater mine, Gauteng and Mpumalanga	AMCU and NUM	Sibanye-Stillwater mine	Protected	Over 2000 workers camped outside the Union Buildings, demanding that president Cyril Ramaphosa meet with them. The workers and unions later credited the 10 day camp with putting enough pressure on the employer to settle the strike.
25 May – 1 June	Nationwide – 18 SARS branches shut down	Nehawu and PSA	SARS	Protected	Workers at SARS went on strike, demanding CPI plus a 7% wage increase, 10 days additional annual leave for Covid-19 affected workers, medical aid and a housing allowance. SARS offered 1.3% and later 1.5% across the board for permanent employees with the proviso that this would be increased if public sector negotiations resulted in a higher increase. The unions put the strike on hold on 1 June.
26 May – 6 July	Nationwide	Nehawu	University of South Africa (Unisa)	Protected	The Labour Court ruled against Nehawu's application to have dismissed branch office bearers reinstated. The Unisa strike continued until 6 July. By 19 October, the case languished in the CCMA.
27 – 31 May	Durban	Workers	University of KwaZulu-Natal	Wildcat	Cleaning and gardening workers at UKZN went on strike for two hours against poor quality medical aid and never being promoted but were suspended for striking for four days. The outcome is unknown.
11 June	Sibanye-Stillwater mine, Gauteng and Mpumalanga	AMCU and NUM	Sibanye-Stillwater mine	Protected	The strike ended with agreement on a R3000 hardship payment to workers (R1200 in cash and the remaining R1800 offset against loans); and a pay increase of R1000 per month for the lowest paid employees in year 1 of the three year agreement, R900 p/m in the second year and R750 p/m in the final year. Workers on higher pay grades received a 5% increase in year 1, 5.5% in year 2 and 5% in year 3. But by 2 November, the employer threatened to retrench over 2000 workers.

Date of Strike or Incident during Strike	City/town	Union/Workers	Company	Type of Strike	Details
27 May – 15 June	Umhlanga, KwaZulu-Natal	FAWU	Unilever	Protected	<p>600 FAWU members based at Unilever's Riverhorse Valley industrial precinct went on strike for a 12% pay increase, an increase in the staff quarterly vouchers, an increase in sick leave to 15 days per annum and for the implementation date to be backdated to April 1 2022. Unilever offered only 5.8% pay increase. The company sells well-known goods like Hellmans, Knorr and various other food and beauty products and has the funds to pay a decent increase, FAWU said. The union also wants Unilever to provide workers with vouchers to buy the company's products at discounted prices.</p>
21 – 29 June	Nine power stations nationwide	Workers from Numsa, the NUM and other unions at Eskom – organized by workers without input from union leaders	Eskom	Wildcat	<p>Workers from different categories self-organised a wildcat strike and blockaded roads leading to power stations after wage negotiations deadlocked. Workers also objected to their working conditions being downgraded (double time for overtime on standby and holidays was removed; transport and accommodation revoked). Workers held placards reading "Stop selling power stations" and "We demand open and honest consultation by Eskom". The strike ended after workers agreed that the unions would meet Eskom in the Central Bargaining Forum.</p>
20 June	Rustenburg, North West Province	Numsa	Newrak, Reagentswe Mining Group and Triple M Mining/ Impala Platinum mine	Protected	<p>4000 workers went on strike, demanding that the mine owners conclude a recognition agreement with Numsa. The workers are employed via labour brokers Newrak, Reagentswe Mining Group and Triple M Mining and earn less than permanent employees of the mine for doing the same work.</p>

Date of Strike or Incident during Strike	City/town	Union/Workers	Company	Type of Strike	Details
23 June	EThekwin, KwaZulu-Natal	Samwu	EThekwin municipality	Protected	The union held a one day march against the assassination of municipal workers while at work and failure of the municipality to protect the workers. The union also protested at the lack of equipment including trucks, authoritarian senior managers, and the failure of the municipality to pay some agreed allowances.
25 June	Frankfort, Mafube, Free State	Samwu	Mafube local municipality	Wildcat	Workers had not been paid for two months and embarked on a go-slow. The municipality said it had run out of funds, and could not pay, promising to loan workers R2000 in the form of grocery vouchers instead. Workers rejected this insulting offer.
27 and 28 June	Rustenburg, North West Province	Numsa	Newrak, Reagentswe Mining Group and Triple M Mining/ Impala Platinum mine	Protected & Unprotected	On 24 June, Numsa shopsteward at Reagentswe, Mahlomola Hlothoane, a key organiser of the strike, was assassinated by two unknown gunmen at his home, just a year after another Impala Platinum Numsa shopsteward Malibongwe Mdazo was killed in the same way. Workers hired via Reagentswe and Triple M Mining were interdicted from striking and returned to work on 27 June. The labour court ruled that the strike at Newrak was lawful and that Numsa must be allowed to enter the premises. Numsa suspended the strike on 28 June. AMCU signed a five year wage agreement with the mine.
4 – 7 July	Cape Town, Western Cape	FAWU	Cape Cookies	Protected	Workers went on strike for a R10 per hour or R500 per month pay increase and an annual bonus of four week's salary. Most of the workers are women and had not received a pay increase for two years. The outcome of this strike is unknown.

Date of Strike or Incident during Strike	City/town	Union/Workers	Company	Type of Strike	Details
8 July	Cape Town, Western Cape	Workers	Takealot	Wildcat	About 200 Takealot workers went on strike against racism, an almost all-white management layer and the company's refusal to make them permanent, even if they work for the company for three years. The workers are employed through labour brokers and work 12-14 hour shifts for R34 per hour.
9 July – 15 August	Cape Town, Western Cape	Numsa	Hi Sense	Protected	Workers downed tools for five weeks after being placed on short time for years, and ending up with only half a salary. The strike was settled after HiSense agreed to pay back some of the days' pay that the workers lost during the strike, to establish a task team to reach agreement on short time and to place a moratorium on all short time for two months until a short time agreement was reached.
13 July – 12 August	Nationwide	Nehawu and PSA	SARS	Protected	Workers went on strike, shutting 18 SARS offices across the country after SARS offered only a 1.39% wage increase. By 27 July, SARS had increased their offer to 1.5%. The unions demanded CPI plus 7% (about 12% at that time). The unions suspended the strike on 8 August, saying they would return to the negotiating table.
15 July	Parow, Cape Town	Sactwu	Pep	Wildcat	Hundreds of workers went on strike at the Pep clothing factory over bosses docking their pay for the hours of loadshedding.
20 July - date unknown	Hammanskraal and Mabopane, North West	SATAWU	Northwest Transport Investment (NTI)	Wildcat	1500 workers went on strike at the state-owned bus company after not being paid in July or August 2022. The union called on the department of Transport and the MECs for Transport in North West and Gauteng provinces to force the company to pay the wages, as the company receives government subsidies.

Date of Strike or Incident during Strike	City/town	Union/Workers	Company	Type of Strike	Details
20 July	Johannesburg, Gauteng	Denosa	Gauteng provincial department of health	Protected	Nurses downed tools after new graduates who had completed community services were not offered jobs, despite the nursing shortage and the many vacant positions available. Denosa also demanded that the chief financial officer be fired for failing to pay food and medical waste contracts. The union also demanded the implementation of performance bonuses and support for nurses who suffered burnout from being overworked. The union demanded that community service workers, who had not been paid for three months, be paid their salaries.
28 July – 7 August	Thembisile Hani municipality, Mpumalanga	Samwu	Thembisile Hani municipality	Wildcat	Workers went on strike after the municipality failed to pay them for work done during the Covid-19 lockdowns in 2020 and 2021. The workers demanded compensation for the dangerous working conditions - many had died of coronavirus contracted at work.
29 July	Makhado, Limpopo	NUPSAW	Rhodes Foods	Protected	The union marched on Rhodes Foods to demand fair treatment of workers, and then continued to march for insourcing and permanent employment of Community Health Workers.
2 August – about 15 August	Bedford, Alice, Fort Beaufort and Adelaide, Eastern Cape	IMATU and SAMWU	Amathole District Municipality Water department	Wildcat	The municipality refused to pay the salary increase in the collective agreement for the fourth year in a row. Workers went on strike, cutting off water supplies and calling for the mayor to be axed. The dispute was resolved on 17 October when the municipality agreed to pay the 6.25% increase owed in 2020, and to discuss paying the 3.5% owed for 2021 and 4.9% for 2022 in the local labour forum. The municipality also agreed to reinstate all workers who were dismissed in the strike. The ANC PEC recalled the executive mayor, speaker and chief whip.

Date of Strike or Incident during Strike	City/town	Union/Workers	Company	Type of Strike	Details
3-5 August	Durban, KwaZulu-Natal	Samwu and Imatu	EThekweni municipality	Wildcat	Workers driving Durban Solid Waste trucks blockaded the N2 highway completely, bringing traffic to a halt and also disrupted traffic on the N3 highway. The workers were protesting against a 50% cut on overtime payments that the municipality had implemented unilaterally, reducing the number of overtime hours per month from 32 to 16. The strike ended after the municipality recanted the new rule.
12 August	Kimberley, Northern Cape	COSATU	Diamond Pavilion Mall	Workplace-related action	Union leaders held a “trolley dash” for Women’s Day to highlight the exploitation of women retail workers and to stand in solidarity with casual workers. Cosatu aid some casual workers had been in the same job for more than 10 years without being made permanent, did not receive the minimum wage and were endangered by the lack of transport. Union activists filled up their trolleys and took these to the checkout counters before abandoning them without paying.
17-18 August	Cape Town	Workers	City of Cape Town/Uber/Bolt/inDriver	Wildcat	Uber, Bolt, and inDriver drivers went on strike against the city administration’s freezing of new permits; against 1936 cars having been impounded in 2022 alone and against exploitative commission deductions, demanding that these deductions be reduced from 26% (Bolt) and 25% (Uber) to 10%; and that a minimum fare of R40 be established.
16 August	Durban, KwaZulu-Natal	Matusa	EThekweni municipality	Protected	Municipal workers belonging to Matusa downed tools and marched on City Hall to protest against their union being denied organizational rights.

Date of Strike or Incident during Strike	City/town	Union/Workers	Company	Type of Strike	Details
17 August - 7 September	Middelburg, Mpumalanga	SAMWU and IMATU	Steve Tshwete municipality	Wildcat	Over 100 workers went on strike in solidarity with 16 of their colleagues who were fired after blowing the whistle on the municipal manager, Thokozile Nkosi, for hiring 30 bodyguards at a cost of R3 million. On 17 August, private security companies hired by the municipality shot nine of workers, killing two (Tshepo Maseko, 33 and a worker who has not been named) and critically injuring seven other workers. On 20 August, the municipality served 39 workers with letters of intention to suspend them and suspended 16 worker leaders whose suspensions were lifted on 16 September. (In November 2021, the municipality fired 500 workers who had taken part in a 3-month strike against privatisation and outsourcing and against alleged corruption by senior municipal officials. The workers were later reinstated after the provincial government intervened.
18 August	Johannesburg, Gauteng	SAMWU and IMATU	City of Johannesburg	Wildcat	About 450 JMPD workers closed the M2 in both directions in Johannesburg and blocked the highway for the day. This after the City failed to fulfil a 2016 promise to increase the salaries of those who had been working for JMPD more than 13 years at that time.
22 August - 7 September	Buffalo City Metropolitan Municipality and Amathole, OR Tambo and Alfred Nzo municipalities, Eastern Cape	NEHAWU	Eastern Cape Forensic Pathology Services	Wildcat	NEHAWU members went on a work to rule wildcat strike. They demanded immediate payment for their overtime which amounted to over 30% of their salaries, and refused to work anymore overtime until it was paid. They returned to working overtime after the provincial department of health agreed to pay all monies owing.

Date of Strike or Incident during Strike	City/town	Union/Workers	Company	Type of Strike	Details
22 August	Tshwane, Gauteng	Samwu	City of Tshwane	Protected	1500 workers downed tools and marched in protest against the municipality's refusal to pay the agreed annual pay increase of 3.5%.
22 August	Tshwane, Gauteng	EFF Labour desk and Workers	Gauteng provincial department of health	Workplace-related action	A march was held to demand insourcing of community health workers (CHWs).
23 August	Centurion, Gauteng	NUPSAW	National department of Health	Protected	Union members occupied the national department in protest against austerity and loadshedding; demanding permanent employment of child care workers, early childhood development workers, youth workers, expanded public works programme workers and community health workers. The union called for a ban on labour brokers and an end to privatization.
24 August	Nationwide	SAFTU and Cosatu	ANC government	Protected	The union federations held a national day of protest action against the rising cost of living. The day of action was planned separately but held in the same venues, across the country. The union federations demanded an end to government's austerity measures, and end to loadshedding, for the rich to be taxed more, a rollout of clean energy, higher taxes on the rich, a Basic Income Grant of R1500 per month, and decreases in the food, electricity and petrol prices.
25 August – 3 October	Krugersdorp, Gauteng	SAICWU	Piemans/ RCL Foods	Protected	About 600 workers went on strike demanding an increase from R30 to R50 per hour. The employer offered 0%. The workers bake more than 500 000 pies daily. The workers won a R4.50 per hour increase (12%) plus a R1000 once off payment in the first year, a R2.20 hourly increase (7%) in the second year, a 6% travel allowance increase, and an increased long service award.

Date of Strike or Incident during Strike	City/town	Union/Workers	Company	Type of Strike	Details
1-13 September	Gauteng	Numsa and other unions	Putco	Wildcat	Bus drivers parked their buses for 13 days after Putco refused to pay a 6% wage increase and bonuses that had been owed since 2020, offering just 3% instead. Putco then fired 105 workers for striking. The strike ended when Putco agreed to pay a 6% increase and once off payment of R5000. However, reinstating the dismissed workers was not part of the settlement. The EFF supported the workers, saying it rejected the S188A process and demanding that Putco reinstate dismissed workers.
16 September	Johannesburg, Gauteng	NUPSAW	Gauteng provincial department of Health	Protected	Over 2000 Nupsaw EPWP and Community Health workers picketed outside the department offices saying they have been demanding to be made permanent for more than 10 years. A meeting to negotiate further was scheduled for 12 and 13 October.
20 and 21 September	Mogalakwena municipality, Limpopo	SAMWU and IMATU	Mogalakwena local municipality	Wildcat	Workers at the Mogalakwena local municipality in Limpopo downed tools, demanding that the municipality implement a court judgement that the appointment of municipal manager Morris Maluleke was unlawful. The municipality said it would appeal and so Maluleke had continued to work. On 21 September, the unions chased the mayor and councillors out of the municipality insisting that public money must not be spent on challenging the court ruling.
23 September - date unknown	Onderstepoort, Pretoria, Gauteng	Nupsaw	Onderstepoort Biological Products (OBP)	Protected	Workers went on strike demanding a wage increase of CPI plus 6%, a 13th cheque, medical aid and 7.5% contribution to a pension fund, and the removal of the CEO and chief financial officer. The company offered a 1% wage increase.

Date of Strike or Incident during Strike	City/town	Union/Workers	Company	Type of Strike	Details
28 September	Mogalakwena municipality, Limpopo	SAMWU and IMATU	Mogalakwena local municipality	Wildcat	Workers blockaded entrances to the municipality in Limpopo with construction vehicles – services were shut down and workers blockaded the building for reasons unknown.
28 September	Gqeberha, Eastern Cape	SAMWU and IMATU	Nelson Mandela Bay municipality	Unprotected	Workers in the electricity department of the municipality held a go-slow for reasons unknown, which cancelled load shedding in the city as the electricity could not be switched off.
3 October	Nkomazi, Mpumalanga	NUPSAW	Nkomazi municipality	Wildcat	NUPSAW members in Mpumalanga occupied Nkomazi municipality to demand reinstatement of 300 EPWP workers whose contracts were terminated.
3 October	Pretoria, Gauteng	NUPSAW	Agricultural Research Council (ARC)	Protected	Workers at the Agricultural Research Council (ARC) downed tools and marched on their office, demanding a housing allowance, performance bonus for all workers now and equal pay for equal work.
21 September - 18 October	Motherwell, Gqeberha, Eastern Cape	Workers from various health unions	Provincial department of Health	Wildcat	Nurses went on strike at two Motherwell clinics, saying they were unsafe from community anger. This after they were accused of discharging a teenage girl who later collapsed and died in a police station. The young girl had been abducted, raped for four days, and escaped before going to the clinic.
3-7 October	Pietermaritzburg, KwaZulu-Natal	Samwu	Msunduzi municipality	Wildcat	250 refuse removal and water and sanitation workers went on strike, demanding that their grading be improved from level three to level seven. They were interdicted by the municipality on 6 October and returned to work.
3 October	Komatipoort, Mpumalanga	Nupsaw	Nkomazi municipality	Wildcat	About 300 workers occupied Nkomazi municipality to demand the municipality permanently employ over 300 EPWP workers who were unlawfully terminated.

Date of Strike or Incident during Strike	City/town	Union/Workers	Company	Type of Strike	Details
5 October	Bellville, Cape Town, Western Cape	Workers	SASSA	Wildcat	Security guards at the SASSA office in Bellville went on strike against bad pay and working conditions, shutting the offices or the day.
6 October	Nationwide	UNTU, Retusa, SATAWU	Transnet	Protected	The majority union at Transnet, Untu, began a strike. Satawu joined the strike from 10 October. The unions rejected a pay increase offer of 1.5% and a once off taxable payment of R10 000, demanding an increase of 12-13%. Within one day of the strike, Transnet had raised its offer to 3%. About 48 000 or 80% of the 56 000 Transnet workers joined the strike. By 12 October, Transnet had improved its 4.5% across the board in year one, 5.3% in year two, 5.3% in year three and a 4.5% increase in the medical aid.
6-8 October	Gqeberha, Eastern Cape	Nupsaw, Denosa, Nehawu	Provincial department of Health	Wildcat	Nurses at Dora Nginza hospital's 30 bed Centre for Specialist Care for Mothers and Babies embarked on a strike against short-staffing and patients being admitted when all beds were full. Pregnant women were giving birth on the floor and even having C-sections on the floor, according to Nehawu. The union members stopped all admissions and patients were transferred to other hospitals. Two shopstewards were suspended but the next day the suspensions were lifted. The strike ended after the department of health committed to hiring more nurses within three weeks .
10 October - date unknown	Gqeberha, Eastern Cape	Afadwu	Pioneer Food's Brito's Bakery	Protected	About 150 workers went on strike for a 13% wage increase. The employer offered 2.3%, later increasing this to 5.5%. Earlier in the year, workers were short paid and given envelopes containing between R100 and R400 in March, allegedly as compensation for the overtime owed for the previous December.

Date of Strike or Incident during Strike	City/town	Union/Workers	Company	Type of Strike	Details
10 October	Cape Town, Western Cape	POPCRU	Pollsmoor Prison	Workplace-related action	150 prison workers picketed outside Pollsmoor prison against short staffing, contaminated drinking water, and against a new 2pm-10pm shift that compels them to spend R200 per night on transport home.
10 October	Germiston, Gauteng	Simunye Workers' Forum	Nature's Garden/Phakisa Labour Brokers	Workplace-related action	Workers who had been unlawfully casualised even though they have worked at Nature's Garden continuously for up to nine years held a picket demanding to be made permanent. The workers were not scheduled to work at the time but were later dismissed for embarking on an unlawful strike.
14 October	Amathole District, Raymond Mhlaba Local and Buffalo City municipalities, Eastern Cape	Nehawu	Provincial department of Health	Wildcat	The department of health said it would dock the pay of the 200 paramedics who had been on a go slow since April 2022, demanding properly equipped ambulances. It also threatened to summon workers for a disciplinary hearing but then withdrew the threat.
20 October	Nationwide	UNTU, SATAWU, RETUSA	Transnet	Protected	UNTU - with 54% of the union membership - collapsed the strike by agreeing to a a 6% increase in year one, 5.5% in year two, and 6% in year three. UNTU's deal did not include a moratorium on retrenchments. Satawu was forced to called off the strike three days after UNTU's shock move. About 90% of Transnet workers had been on strike, bringing ports to a standstill.
24 October	Centurion, Gauteng	IDUSA	Nicolini Nursery school	Protected	Workers went on strike for a R350 per month increase across the board, a bonus and an end to the practice of 50% salaries in December and January.

Date of Strike or Incident during Strike	City/town	Union/Workers	Company	Type of Strike	Details
24 October	Nationwide	PSA	Government	Protected	Public sector unions began serving strike notices after government announced it would unilaterally implement a 3% pay increase instead of bargaining.
26 October	Springs, Gauteng	NUPSAW at the Far East Rand Hospital	Gauteng Department of Health	Protected	The union demanded an end to bullying of NUPSAW leaders; an audit on recruitment processes; suspension of the CEO, an investigation into corruption, and protection for whistleblowers.
26 - 29 October	Nationwide	Saccawu	Makro	Protected	More than 5000 workers began a strike for a wage increase of the greater of R900 per month or 12%, an R8000 per month minimum wage; a 10% increase on sales commissions to 20%, a Christmas bonus, a uniform allowance of R100 per month and an increase for all category 3 workers from 160 hours per month to 195 hours per month. The union also called for a three year ban on retrenchments at Makro. The company offered a R300 per month increase or 4.5% only. The strike was put on hold.
3 November	Bloemfontein, Free State	Workers	Cubana	Wildcat	About 20 employees downed tools over being sworn at by managers, having to pay the bills of customers who left without paying, no rest during the shift, being penalised for arriving five minutes late, being made to reach targets of drinks to sell and having to pay for the drinks if they did not meet the targets.
10 November	Nationwide	PSA, Nehawu, Popcru, SAPU, Denosa, Nupsaw, Samatu, Pawusa, Saepu and Hospersa	Ministry of Health	Protected	Tens of thousands of members of the 10 public sector unions downed tools demanding between 6.5% (Fedusa unions) and 10% (Cosatu and Saftu unions). SADTU was the only union that agreed to government's 3% increase, a once off cash payment of R1000 and pay progression of 1.5%.

Date of Strike or Incident during Strike	City/town	Union/Workers	Company	Type of Strike	Details
10 November	Johannesburg, Gauteng	Samwu	City of Johannesburg	Wildcat	Thousands of Samwu members marched on the municipality with hundreds again barricading the M1 highway, demanding to be placed on the correct salary scales as per a 2016 agreement.
11 November	Cape Town, Western Cape	Nupsaw	Western Cape Provincial Health Department	Protected	The strike was for a danger allowance for Community Health Workers and Lay Counsellors, and the insourcing of CHWs and clinic-based Counsellors into the Health department.
21 November	Polokwane, Limpopo	Giwusa	RCL Foods (Sunbake factory)	Protected	Workers demanded an increase of R600 per month across the board, transport from pickup points in townships, for overtime pay, 50-50 contributions to medical aid, and for a proper job grading system. At the time of publishing, the strike was still underway.
22 November	Nationwide	The 10 public sector unions	Ministry of Health	Protected	The ten public sector unions held a second strike following the government's refusal to increase their offer of a 3% wage increase.
24 November	Cape Town, Western Cape	CWU	South African Post Office	Protected	About 100 workers marched to Parliament demanding a 15% salary increase, for workers' medical aid and pension fund to be paid consistently and to oppose proposed retrenchments of 40% of the workforce.
25 November	Nationwide	Saccawu	Makro	Protected	Workers downed tools on 'Black Friday' after Makro failed to respond to the earlier wage demand and threatened to cancel bonuses if workers did not resign from Saccawu. Police shot one unnamed worker in the head with a rubber bullet.
1 December	Pietermaritzburg, KwaZulu-Natal	SA Waste Pickers' Association	Msunduzi municipality	Workplace related action	500 waste pickers from the New England Road landfill who were barred in August marched to demand reinstatement.

Date of Strike or Incident during Strike	City/town	Union/Workers	Company	Type of Strike	Details
2 -5 December	Johannesburg, Gauteng	IDUSA	Mellville Spar	Protected	About 50 workers went on strike for a 10-15% pay increase, pension and medical aid. The employer locked them out before the strike started. The workers had no increase for several years and rejected a 1% offer.
5-8 December	Cape Town, Western Cape	Shosholoz a Workers Union of South Africa (Showusa)	Shoprite	Protected	Over 80 drivers working for Transrite downed tools demanding an end to the practice where drivers are forced to work 195 hours per month to get a basic salary, and to make up for sick leave. The workers demanding that the company record their hours work correctly through a modernised system. Their case had been in the CCMA for four months at the time of this protest.
8 December	Johannesburg, Gauteng	Numsa	Eskom	Workplace-related action	The union picketed Eskom's head office after Eskom failed to renew its contract with the labour broker who employs cleaners and gardeners, resulting in 300 outsourced workers losing their jobs. Some of the workers had been working for Eskom, but under a labour broker, for 20 years.
12 December	Workers and EFF Labour Desk	Food handler workers	Ugu district of the Department of Basic Education	Wildcat	Workers picketed at the department offices to demand an end to R1500 per month wages.

LIST OF ACRONYMS:

- Agricultural Food and Allied Democratic Workers Union (AFADWU)
- Association of Mineworkers and Construction Union (AMCU)
- Casual Workers' Advice Office (Cwao)
- Congress of South African Trade Unions (Cosatu)
- Communication Workers Union (CWU)
- Democratic Municipal and Allied Workers' Union of South Africa (DEMAWUSA)
- Democratic Nursing Organisation of South Africa (DENOSA)
- Federation of Unions of South Africa (FEDUSA)
- Food and Allied Workers Union (FAWU)
- General Industries Workers Union of South Africa (GIWUSA)
- Health and Other Service Personnel Trade Union of South Africa (Hospersa)
- Independent Municipal and Allied Trade Union (IMATU)
- Independent Democratic Union of South Africa (IDUSA)
- Izwi Domestic Workers' Alliance (IZWI)
- Migrant Workers' Union of South Africa (MIWUSA)
- Municipal and Allied Trade Union of South Africa (MATUSA)
- National Education, Health and Allied Workers Union (NEHAWU)
- National Emancipated and Allied Workers Union of South Africa (NEAWUSA)
- National Union of Metalworkers of South Africa (NUMSA)
- National Union of Mineworkers (NUM)
- National Union of Public Service & Allied Workers (NUPSAW)
- Police and Prisons Civil Rights Union (Popcru)
- Public and Allied Workers Union of South Africa (PAWUSA)
- Public Servants Association of South Africa (PSA)
- Revolutionary Transport Union of South Africa (Retusa)
- Shosholoza Workers Union of South Africa (Showusa)
- Simunye Workers' Forum (SWF)
- Southern African Clothing and Textile Workers' Union (Sactwu)
- South African Commercial Catering and Allied Workers Union (SACCAWU)
- South African Cleaners, Security and Allied Workers' Union (SACSAWU)
- South African Democratic Teachers' Union (SADTU)
- South African Emergency Personnel's Union (SAEPU)
- South African Federation of Trade Unions (SAFTU)
- South African Industrial Commercial and Allied Workers Union (SAICWU)
- South African Medical Association Trade Union (SAMATU)
- South African Municipal Workers Union (SAMWU)
- South African National Civic Organisation (SANCO)
- South African Policing Union (SAPU)
- South African State and Allied Workers' Union (SASAWU)
- South African Transport and Allied Workers Union (SATAWU)
- South African Waste Pickers' Association (SAWPA)
- United Association of South Africa (UASA)
- United National Transport Union (UNTU)

