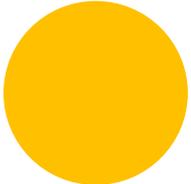




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2019 WORK PLAN FOR THE BUSA STANDING COMMITTEE ON SOCIAL POLICY

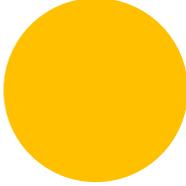
ANNEXURE 3

Issue	What do we want to achieve?	Status	Resource	Progress Complete In Progress/ On-going Stopped
TRANSFORMATION, INCLUSIVE ECONOMY THAT CREATES SUITABLE EMPLOYMENT				
<p>Implementation of the social policy component of a mandated BUSA policy position that will make a substantial contribution to the transformation agenda in South Africa.</p>	<ul style="list-style-type: none"> Influencing the social policy aspects of the transformation agenda for business with an emphasis on employment, particularly youth employment, skills development and education and diversity in business Best practice and Research to support the Socpol transformation agenda. 	<p>Business Approach to Black Economic Transformation for Inclusive Growth launched in July 2017, with many of the elements identified being included in the Jobs Summit process and outcomes</p> <ul style="list-style-type: none"> BUSA influencing skills policy framework through work on the NSDP and higher education. 	<ul style="list-style-type: none"> M&E framework on Jobs Summit Outcomes will be instrumental in driving the initiatives identified. Funding required for research studies and initiative, including the executive pay study. 	



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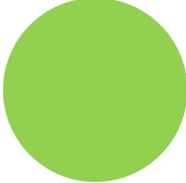
	<ul style="list-style-type: none">• Base-line study on transformation and study on the link between diversity and business performance.• Set a ratio and monitor executive pay with a view to greater awareness and accountability on addressing excessive pay disparities.	<ul style="list-style-type: none">• B-BBEE Submission to dti.• B-BBEE Submission to DTI on Schedule 1 & Code Series 400• Pay ratios proposal developed• On 31 May 2019, the Department of Trade & Industry published the following Codes in terms of Section 9 (1) of the BBBEE Act for implementation within 6 months:<ol style="list-style-type: none">1. Schedule 1 of the Amended Codes of Good Practice;2. Amended Code Series 400;3. Amended Code Series 300;4. Amended Code Series 000• BUSA hosted a Workshop on the B-BBEE Codes of Good practice set to come into effect on 01 December 2019.		
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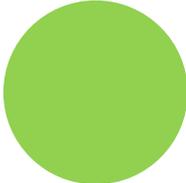
<p>Youth Employment and Skills Development Transformation</p>	<ul style="list-style-type: none"> • Supporting cross cutting youth employment initiatives and policies conducive to youth employment • Support youth initiatives that can be scaled • Conducting and finalising the Youth Employment Audit with the view to conduct and scaling an annual mechanism to provide a platform of initiatives run by Business. 	<ul style="list-style-type: none"> • Working on Youth employment through DPME platform and policy support on YES initiative. • Continued engagement with the DHET on relevant platforms • Participated in Prosperity Fund Skills Dialogue on the priorities from a youth perspectives on priorities relating to TVET that have emerged. 		
<p>SMALL & MEDIUM ENTERPRISES THRIVE</p>				
<p>Support SME growth and development through social policy.</p>	<ul style="list-style-type: none"> • Support better access to information on the labour market registration and reporting requirements for start-ups and SME growth through the launching of the BUSA CCMA Web Tool. • Advocate to reduce the regulatory burden for 	<ul style="list-style-type: none"> • Participating on ILO formalization of work initiatives. • CCMA/BUSA Web Tool project will allow SME's free access to compliance and HR best practice guidelines targeted at SMEs. The go-live date for the 	<ul style="list-style-type: none"> • M&E framework on Jobs Summit Outcomes will be instrumental in driving the initiatives identified 	

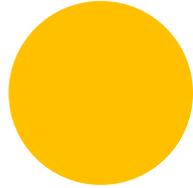
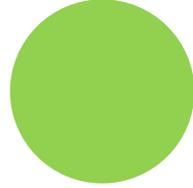


BUSAs
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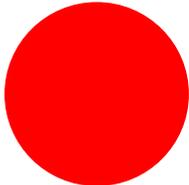
	<p>formalising businesses & SMEs in relation to labour market policy legislation.</p> <ul style="list-style-type: none"> • Development of an SME tracking tool to track the impact of various policies on SME. • Strengthen the voice of small and informal business to promote an enabling environment for SME development and transitions to formality with the assistance of the ILO. • Supporting and monitoring the progress of initiatives that arise out of the Jobs Summit process such as Bizniz in a Box, the Finfind Youth Employmentnet and SMME Funding programme, KYB Enterprise Incubator, and the Yellowwoods Jobs in Early Childhood Development. 	<p>CCMA/BUSAs Web-tool has been delayed.</p> <ul style="list-style-type: none"> • The Department of Small Business Development has published the updating of Schedule 1 of the national definition for Small Enterprises. • The quarterly SME Working Group meeting was held on 17 April 2019. • Development of the Jobs Summit Monitoring & Evaluation framework has commenced. The framework will be shared with the Committee prior to the next SocPol Meeting. • BUSAs and the CCMA are in the process of developing content for Phase II of the Webtool which will incorporate matters dealing with productivity at the 		
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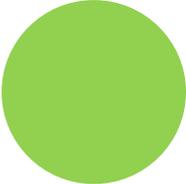
		workplace and employment equity.		
PRODUCTIVE & STABLE LABOUR MARKET				
Labour Relations Stability & National Minimum Wage	<ul style="list-style-type: none"> • Influence development of regulations in Nedlac so as to ensure accessibility for businesses of all sizes and sectors. • Raise awareness within business on components of LR and NMW agreement. • Support Business positions through Parliament and other fora. • Pursue capacity building in terms of the Codes of Good Practice on Collective Bargainng. • Ensure enhanced workplace cooperation as per the Jobs Summit commitments. 	<ul style="list-style-type: none"> • There has recently been an engagement at Nedlac on the DoL's Enforcement Strategy of the NMW. Those engagements concluded in May 2019 and the DoL has now finalised its Enforcement Strategy, Standard Operating Procedure for Inspectors and Code of Conduct for Inspectors. • Concerns have been raised as to the functionality of the National Minimum Wage Exemption System in so far as small businesses are concerned (such as sole proprietors). DoL has acknowledged the challenges and 		

		indicated that their IT system are working on resolving the issues.		
Employment Equity Act (EEA)	<ul style="list-style-type: none"> • Ensure sectoral targets are set in consultation with the sectors involved taking into the account the diversity of businesses. • Ensure that the compliance assessment criteria are reasonably flexible. • Ensure that processes around compliance certificates are practical and accessible 	<ul style="list-style-type: none"> • NEDLAC engagements have concluded following 5 meetings between 08 November 2017 – 10 April 2018. • The Employment Equity Amendment Bill and Regulations have been published for public comments. The deadline for submission of comments to the Department was 21 November 2018. • The DoL has, despite the Bill not having been passed as law yet, started consulting with sectors to determine what the targets should be. It has been proposed by DoL, during the consultations held this far, that employers will have 5 years to achieve the 		

		targets set for each sector.		
Basic Conditions of Employment Act	<ul style="list-style-type: none"> Monitor the process regarding the Private Members Bill (Labour Laws Amendment Bill) on Paternity leave, adoption leave, surrogacy leave etc. 	<ul style="list-style-type: none"> Although the Labour Laws Amendment Bill was signed by the President in November 2018, the provisions thereof are not yet in force and effect. The President must still issue a proclamation date. It is understood that UIF are busy updating their systems to cater for the new types of leave and benefits. UIF has indicated that its system will be ready for implementation in September 2019. 		
PREDICTABLE, CERTAIN AND ENABLING REGULATORY ENVIRONMENT				
Critical Infrastructure Bill	<ul style="list-style-type: none"> Influence the content of the bill in a manner that will: Provide for guidelines and factors to be taken into account to ensure 	<ul style="list-style-type: none"> Nedlac process and report concluded. Bill tabled in Parliament but does not reflect the Nedlac agreement. 		

	<p>transparent identification and declaration of critical infrastructure</p> <ul style="list-style-type: none"> • Provide for measures to be put in place for the protection, safeguarding and resilience of critical infrastructure. • Provide for the establishment of the Critical Infrastructure Council and its functions. • Provide for the administration of the Act under the control of the National Commissioner as well as the functions of the National Commissioner in relation to the Act. 	<ul style="list-style-type: none"> • Clarification requested on the Parliamentary process and concern has been raised at the Nedlac Governance Committee on the status of Nedlac agreements. • The Bill has been agreed to by the National Assembly and is currently awaiting signature by the President of the Republic. 		
<p>Preservation and Development of Agricultural Land Bill</p>	<ul style="list-style-type: none"> • Influence content of Bill in a manner that is beneficial to Business interests, to ensure that agricultural land is preserved and protected. 	<ul style="list-style-type: none"> • The Bill has formally been withdrawn from Nedlac. The Bill will be reintroduced to Nedlac upon finalisation of the new draft. 		

	<ul style="list-style-type: none"> To ensure the most productive use of land in order to ensure that sufficient land access available for food production and other sectors such as mining are able to be productive on land. 	<ul style="list-style-type: none"> Government has resubmitted the Bill, matter is being considered in the Trade and Industry Chamber. Colleagues from EconPol will be reporting on the matter going forward. 		
Regulations of Agricultural Landholdings Bill	<ul style="list-style-type: none"> Registration of land in a manner that is fair and practical for business Ensuring that limitations on foreign ownership is not a restrictive factor for investment, but promotes transformation. 	<ul style="list-style-type: none"> Nedlac engagements have been put on hold to allow Government an opportunity to explore Expropriation without Compensation. Government to reintroduce the Bill to Nedlac. 		
Electronic Deeds Registries Systems Bill	<ul style="list-style-type: none"> Ensure that there are no additional regulatory burdens in the implementation of this bill. Ensure that cost and the security around access to information is considered. 	<ul style="list-style-type: none"> The Nedlac engagements have been concluded. Awaiting finalisation of the Nedlac report. Nedlac report has been finalised and signed off. 		

<p>Research Reference Group:</p> <ul style="list-style-type: none"> • PDALB • Electronic Deeds 	<ul style="list-style-type: none"> • Ensure credible, and evidence based research. • Ensure that research includes business interests and concerns. 	<ul style="list-style-type: none"> • There has only been one engagement during 2018. Government still to provide a first draft of the research. • The research report has been finalised and circulated to members. 		
AFFORDABLE, COMPREHENSIVE SOCIAL SECURITY FRAMEWORK FOR FUTURE GENERATIONS				
<p>Comprehensive Social Security</p>	<ul style="list-style-type: none"> • A sustainable, financially affordable social protection framework with both public and private sector participation. • To ensure coverage conducive to inclusive economic growth in the long run. • Influence a solution for the workers that have no current coverage and benefits, taking into account the NMW and cost impact. • Include NHI, UIF and COIDA as integrated 	<ul style="list-style-type: none"> • The Nedlac engagements have been extended for a period of 6 months. It is likely, due to procurement challenges at Nedlac for the research projects, that this time period will have to be extended even further. • Nedlac procured a legal opinion from a firm of attorneys to provide advice on constitutional law questions raised by the Task Team. • BUSA submitted its mandated position on 	<ul style="list-style-type: none"> • Research for evidence based policy. 	



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	<p>components of social security.</p>	<p>the ILO Working Research Papers on Good Governance and Tier-3 Pensions into the NEDLAC process</p> <ul style="list-style-type: none"> • Nedlac is in the process of procuring the following research to assist the Task Team with its work: <ul style="list-style-type: none"> i. Feasibility Study on Basic Income Grant ii. Impact of the NSFF on savings and investment markets • BUSA submitted its mandated position on the ILO Working Research Papers on Good Governance and Tier-3 Pensions into the NEDLAC process 		
<p>National Health Insurance</p>	<ul style="list-style-type: none"> • Quality, affordable and sustainable health system with the appropriate legal, governance, 	<ul style="list-style-type: none"> • A call was sent out to the NHI Working Group for funding on research on the Demographic Model. 	<ul style="list-style-type: none"> • Funding for Research 	

	<p>operational and financial components.</p> <ul style="list-style-type: none"> • A system that enables public and private sector participation. • NHI system that is conducive to inclusive economic growth in the long run and that delivers quality healthcare for all. • Influence a solution for the workers that have no current coverage and benefits, taking into account the NMW and cost impact. 	<ul style="list-style-type: none"> • The NHI Bill and the MSA Bill have been published for public comment. The NHI Working Group has engaged in working sessions in preparation for the BUSA submission. • The NEDLAC Task Team meeting scheduled for 6 September 2018 was convened. A 2 aside will be established to work on the terms of reference. It was agreed that only the elements in the White Paper that do not present themselves in the Medical Schemes Amendment Bill and NHI Bill will be dealt with. • The Presidential Health Summit was convened on 19 and 20 October 2018 and will result in a 		
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		<p>compact and action plan by 10 December.</p> <ul style="list-style-type: none">• There have been two Health Working Group (previously NHI Working Group) meetings to finalise the BUS A input on the Presidential Health Compact. The BUS A input and action plan were submitted to the Presidency on 31 January 2019.• A workshop on the NHI Research project was held on 24 April 2019 with the project leads. The Researchers are currently finalising phase 1 of the Demographic Model.• Presidency has circulated the following documents to the Health Steering Committee for Social Partners to provide input:		
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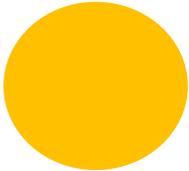
		<ol style="list-style-type: none">1. The Presidential Health Compact document;2. The Health Compact singitory document;3. The Presidential Health Compact signatory document <p>BUSA has provided written input throughout the process with comments received through the Health Working Group. Once finalized, the documents will be circulated to the Standing Committee.</p> <ul style="list-style-type: none">• BUSA participation on the Presidential Health Steering Committee is ongoing. The Signing of the Health Compact took place on 25 July 2019. The first Joint Technical Monitoring Committee meeting took place on 30 August 2019.• Nedlac deliberations on the NHI White Paper have been put on hold.		
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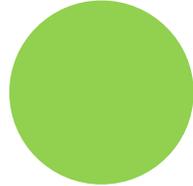
		<ul style="list-style-type: none"> The NHI Bill will be presented to Nedlac on 10 September 2019. BUSA is in the process of establishing a task team and developing a position for mandating. The service provider is finalising the first draft of the NHI Hybrid Model Research. 		
<p>Compensation for Occupational Injuries & Diseases Act (COIDA) Amendment</p>	<ul style="list-style-type: none"> Ensure a COIDA system that achieves the objectives of illness and disease cover in line with minimal regulatory burdens suitable for businesses of different sizes. Ensure that the fines for non-compliance are reasonable Ensure that the registration process for domestic employers is a simple one. 	<ul style="list-style-type: none"> The Compensation for Occupational Injuries & Diseases Amendment Bill was published for public comment. The deadline for submission of comments to the Department was 18 December 2018. The Regulations on the Compensation Fund New Assessment Model were also published for public comment. The deadline for submission of comments to the Department was 16 November 2018. 		

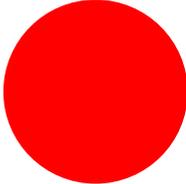
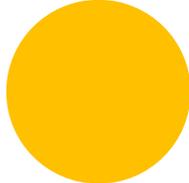


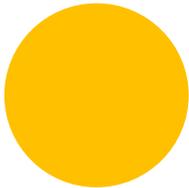
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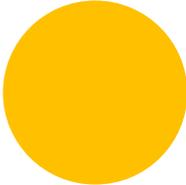
		<ul style="list-style-type: none">• BUSUA submitted its comments on the Bill and the proposed Rates Assessment Model to the Compensation Fund• The Task Team has been re-established to engaged on the Compensation Fund's proposed Rates Assessment Model. There have been 3 NEDLAC Task Team meetings in this regard.• Business and Labour also engaged in a bilateral on 06 March 2019 to discuss areas of commonality• Nedlac has appointed an independent firm of actuaries to advise the Task Team on the Rates Assessment Model proposed by Government. The Business Task Team met with the actuaries on 19 June 2019.		
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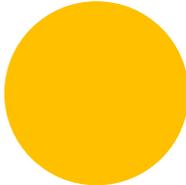
		<ul style="list-style-type: none"> On 02 April 2019, the Compensation Fund published the prescribed rates at which employers will be assessed in calculating the 2019 annual assessment fee. The Nedlac engagements on the COID Rates Assessment Model are currently on-going. Independent Actuaries were appointed to provide an opinion on the proposed re-classification. Once finalised, the draft reclassified classes will be circulated to members to develop a mandated position for NEDLAC engagement. 		
Unemployment Insurance Bill	<ul style="list-style-type: none"> Monitor parliamentary processes as well as developments to ensure broadened UI cover for workers, and risk 	<ul style="list-style-type: none"> The UI Bill has still not been passed. BUSA is in the process of obtaining an update as to the status of the Bill 		

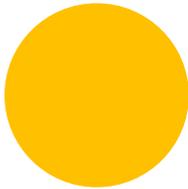
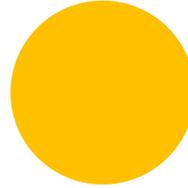
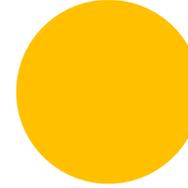
	management of costs for employers.	as there appears to be confusion thereon.		
EDUCATION & SKILLS DEVELOPMENT FOR CURRENT AND FUTURE WORK				
National Skills Development Plan (IV)	<ul style="list-style-type: none"> • A mandated Business position to influence the post school skills development policy advanced in a demand led manner. • Engage on behalf of BUSA at relevant Free Higher Education fora, including Nedlac. • Reduce blockages for occupations in high demand, linking to labour market led training and Future of Work. • Build regional and international cooperation. • Ensure that the PSET system drives skills development for inclusive growth. 	<ul style="list-style-type: none"> • DHET has published a gazette on the Proposed new SETA Landscape, a position was submitted in September 2018. • The NSDP Proposal is now at Nedlac for engagement. • The BUSA challenge on the SETA grant regulations matter has been taken on appeal and leave to appeal has been granted. • The National Skills Development Plan was promulgated on 07 March 2019. • BUSA participated at the International TVET Conference • BUSA hosted a Workshop for the 		

		<p>Business SETA representatives on 11 July 2019. The Workshop was aimed at aligning the business position on PSET across the various SETA representatives</p>		
Basic Education Laws Amendment Bill	<ul style="list-style-type: none"> Develop and mandate a position and strategy on basic education supporting pipeline for higher education speaking to the needs of the economy. 	<ul style="list-style-type: none"> The Task Team has been established. No NEDLAC engagements have taken place yet. 		
Constituency Capacity Building Advocacy (CCBA) Project	<ul style="list-style-type: none"> Manage phase II of the Constituency Capacity Building Advocacy Project to support the work of BUSA on the skills development landscape. SME skills engagement strategy to be developed. 	<ul style="list-style-type: none"> Phase I to be completed in February 2018. Once Phase I is completed, project planning for phase II will commence. Project Managers to provide close-out report. Phase II commenced in 2018, the workshops conducted thus far are: NSDP and SETA Landscape Consultative Workshop, 		

		<p>QCTO Workplace Learning Workshop.</p> <ul style="list-style-type: none"> • BUSA held a YES Information Session on 15 February 2019. • The QCTO Cape Town Workshop took place on 04 March 2019. • On 31 May 2019 BUSA submitted its application to the NSA for CCBA Funding for the 2019/2022 period. 		
COOPERATION AND INFLUENCE IN SADC, AFRICA AND GLOBALLY				
Decent Work Country Programme	<ul style="list-style-type: none"> • Influence the SA DWCP biennium priorities, outputs and outcomes to ensure that the programme is formulated in a manner that influences and positively responds to BUSA's policy agenda. • A mandated BUSA position at the 2019 ILC to ensure that South African Business 	<ul style="list-style-type: none"> • BUSA attended the Chatham House Future of Work Conference on behalf of the IOE. • The Decent Work Country Programme was amended and signed off by all Nedlac constituents at a ceremony with the Director- General of the ILO in June 2018. • The DWCP Country Priorities are to be 		

	<p>interests are accommodated.</p> <ul style="list-style-type: none"> To influence the Future of Work Centenary Initiative in a manner that addresses Business' key concerns and interests around the future of work in South Africa. <p>Promoting BUSA participation in SADC Private Sector Forum and development of SADC Business Guide to the Labour Laws.</p> <ul style="list-style-type: none"> Participation in ILO programmes and activities. 	<p>submitted and engaged upon by social partners at the next meeting (26 October 2018).</p>		
<p>Business Africa, IOE & SPSF: engagement influence SADC & Globally</p>	<ul style="list-style-type: none"> To be a leading organisation within SADC and the continent. 	<ul style="list-style-type: none"> BUSA took over the chair of SPSF for a 1 year period from June 2018. The SADC Business Forum is in the process of being constituted in order to bring together all organised business formations in the region 	<ul style="list-style-type: none"> Representation on a number of different structures is needed. 	

		<p>under one networked organisation.</p> <ul style="list-style-type: none"> The 108th Session of the International Labour Council will take place in Geneva from 10 June 2019 to 21 June 2019. BUSA was well represented across all the Committees. BUSA is in the process of coordinating consultation meetings with the South African Private Sector and the Project Managers for the SADC compendium of labour laws. 		
Migration	<ul style="list-style-type: none"> A conducive migration framework that enables mobility of people and business skills 	<ul style="list-style-type: none"> BUSA is engaged in a number of regional and ILO processes, including the recent Namibian workshop on the portability of social benefits. 	<ul style="list-style-type: none"> Representation is frequently required. 	
SOCIAL POLICY OPERATIONS				
Statutory Bodies	<ul style="list-style-type: none"> Provide support to and accountability of 	Ongoing reports provided to Socpol and SubCET		

	<p>business representatives on Statutory Bodies</p> <ul style="list-style-type: none"> • Provide early input on development of business submissions. • Engage with bodies on key areas of influence and concern 			
NEDLAC and Task Teams	<ul style="list-style-type: none"> • Ensure nomination of Task Teams with approval through REMCO. • Ensuring task teams are mandated. • Providing regular feedback and interaction with the BUSA committees. 	On-going		
Committee Meetings	<ul style="list-style-type: none"> • Arrange Committee and related meetings • Ensure packs and minutes are timeously submitted, accurate and comprehensive. 	On-going		
Communication	<ul style="list-style-type: none"> • Continuously update members on critical 	On-going		

	legislative issues and progress with regards to Statutory Bodies, interactions and task teams			
Nedlac EXCOs dealing with socio-economic policy and labour related issues.	<ul style="list-style-type: none"> Provide support to BUSA principals in expressing BUSA's position on social policy related matters at Nedlac Executive Council meetings. 	On-going		
BUSA Engagement with relevant Ministries and Stakeholders.	<ul style="list-style-type: none"> Provide support to BUSA principals in expressing BUSA's position on social policy related matters in high-level engagements with Ministers, senior officials and key stakeholders. 	Related to BUSA priorities as identified and required.		