



CHAPTER THREE



CHAPTER THREE: Wage settlements

The section below presents a brief on the median wage settlements, wage settlements concluded with strike activities, wage settlements concluded without strike incidents and suspended strike incidents in South Africa by industry in 2014. It is important to note that, wage adjustments provide an important channel for accommodating temporary fluctuations in demand as well as for adjusting to structural changes in the economy in the long term. However, the importance of wage adjustments goes well beyond the interests of employers since it is also a key determinant of the level of unemployment, household income and private household consumption¹⁹.

This year the South African bargaining councils saw fewer strike negotiations however, that took long to conclude. This is supported by the more working days and hours lost that were seen during the period under review as compared to the previous year.

Table 8: Median wage settlements levels in South Africa by industry, 2014

Industry	2013	2014 (%)
Agriculture	7.3	7.5%
Construction	8.0	8.7%
Mining	9.0	7.6%
Manufacturing	8.0	7.5%
Utilities	-	8.5%
Finance Intermediation	8.0	8.0%
Transport	8.0	8.0%
Wholesale and Retail Trade	8.0	7.5%
Community	7.2	7.1%

Source: Labour Research Service, *Wage settlements Trends, December 2014*

Table 8 above shows the median trends on wage settlements in various industries as sourced from Labour Research Services records in 2014. The median minimum wage agreements were at an average of 7.8% in 2014 and at 7% in 2013. The highest median wage settlement was in the construction industry at 8.7% followed by utilities at 8.5% and the community industry receiving the lowest at 7.1%.

¹⁹ OECD 2014, *Preventing unemployment and underemployment from becoming structural*, OECD publishing

3.1. Wage settlements concluded with strikes in various industries, 2014

Table 9: Distribution of wage settlement in various industries

Industry	Sector/Employer	Agreement date	Initial Request	Employer's Offer	Settlement	Protected	Unprotected
Manufacturing	Footwear industry	June	7.5%	7.5%	7.5%	Protected	
	Clothing industry	July	10%	4.5%	7.5%	Protected	
	Unilever's Tea Factory	January	10%	7.5%	7.25%	Protected	
	Imsofer Manufacturing	April	100% (R3 026 to R6 000)	11.5%, 8.57%, 10% over a period of three years	11.5%, 8.57%, 10% over a period of three years	Protected	
	Rooibos Ltd	February	10%	7.5%	7.5%	Protected	
	Steel and engineering industry	July	12%	8%	10%	Protected	
	ILOVO Sugar Manufacturing	June	11%	8%	9% for the lowest paid, 9% middle band and 8.75% for high band employees	Protected	
	Carpet Sector	June	8%	N/a	7.5%	Protected	
	Coca-Cola (ABI)	August	10%	7% to 8%	8%	Protected	
Finance Intermediation	Steenberg Golf Estate	October	10%	8%	8%		Unprotected
Transport	Bombela Operating Company	August	15%	8%	8% for workers earning R130 000 per annum and 8.5% to those earning R130,000 and above	Protected	
Community	Life Mount Edgcombe	February	8%	7%	7%	Protected	
Agriculture	Douglas Green Bellingham	August	10%	7%	7%	Not Applicable	
Mining	Lonmin Platinum Mines	July	R12 500		8%, 7.5% and 7.5% over a period of three years	Protected	
	Northam Platinum	January	22% to 43%	n/a	8.5% to 9.5%	Protected	
	Rand Refinery	August	10%	9%	9%	Protected	

Source: Department of Labour, Strikes Statistics

The data collected in terms of wage settlement with strike activities is analysed in **Table 9**. In general, the trend tells that in many industries, wage settlements were lower than the initial demands by unions. This is caused by the fact that the wage settlements are also affected by the job securities of the employees although there is an indication that these kind of agreements are a threat to the South African economy as far as the 3-6% inflation target is concerned.

On the other hand, employee representatives are settling for both the employers and the union's agreement to protect the employees against social insecurities while the employers settle for what will protect the business in the long-run.

3.2. Wage settlements concluded without strike incidents

- A 5% wage increase was approved on 16 February for local government officials in 278 municipalities. Executive mayors of the country's eight metropolitan municipalities, who all earned above R1m per annum also got pay hikes. The salary increases for councilors include insurance in case they are attacked during a riot or outbreak of public disorder. Chairpersons of committees at the country's smallest municipalities would get a minimum annual salary of R439 546 while members of mayoral committees in the biggest councils will get a maximum of R883 158.
- An agreement for an 8% wage increase has been reached in the woven and crochet textiles sector on 3 July. Approximately 1 500 workers in 30 factories nationally, benefited from this increase. The increases would be effective from 1 July 2014.
- Around 10 000 South African workers at the country's refineries and petrol distributors have agreed to a two-year wage deal on 26 June 2014. The agreement covered engineers and other skilled workers at companies such as petrochemicals producer Sasol. The agreement provides for an 8.5% wage hike in the first year followed by inflation plus 1.5% in the second year.
- SACTWU settled leather tanning sector wage talks on 10 June 2014. A two-year wage agreement was reached with the South African Tanning Employers Organisation (SATEO). A 7% increase on the prescribed minimum wages for the sector came into effect on 1 July 2014. In addition, workers in the non-auto tanning section received an increase in their annual bonus of an additional one day's pay. About 3 100 workers employed in 32 tanning factories nationwide benefited from the agreement which was reached under the auspices of the national bargaining council for the leather sector.
- The State and Independent Municipal and Allied Trade Union and South Africa Municipal Workers Union (SAMWU) concluded a deal reaffirming a multi-year agreement on 27 July 2012. In terms of the settlement, salary, conditions of services and minimum wages would go up by 6.79%. As a consequence of the allocated increase, the minimum wage rose to R5 621. In addition, medical aid was increased by 1.69% to R3 618.04. The settlement was to take effect from 1 July 2014.
- The parties reached a multi-year agreement of a two-year period on 30 June 2014. Two trade unions Solidarity and South African Equity Workers Association (SAEWA) and employers under Plastics Convertors Association of South Africa, National Employers' Association of South Africa (NEASA) and the Boarder Industrial Employers' Associations resolved that the agreement would be effective as from 1 July 2014 and will expire on 1 July 2015. In terms of the deal, 8% pay rise would be awarded on year-one and CPI plus 1% increment calculation would be applied in year-two. Furthermore, the negotiations would be re-opened should CPI be above 8% or below 5%.
- On 17 July 2014, SACTWU and Canvas Employers Organisation (CEO) signed a two-year settlement of 7.5% increase. The terms of the settlement were a 7.5% wage hike for year-one effectively from 1 July 2014 to 30 June 2015 and year-two from 1 July 2015 to 30 June 2016. The settlement will cover canvas sector workers in the Witwatersrand area.
- A wage agreement was signed between NUMSA and Solidarity and ArcelorMittal South Africa (ArcelorMittal) on 11 June 2014. The terms of the settlement are 7% increment allocated on salary, medical aid, shift allowance and standby allowance. In addition, the agreement revised conditions of services and workers who are on standby on public holidays were to get a non-compulsory day of leave. The agreement states that this part of the deal will be applied whether the workers are called out on the days in question or not. The settlement covers ArcelorMittal workers who form part of the bargaining unit at company branches in Durban, Newcastle, Pretoria, Saldanha, Vanderbijlpark, and Vereeniging. The parties agreed to implement the settlement retroactively as from 1 April 2014 which will expire on 31 March 2015.

- The parties concluded a wage agreement on 5 June 2014. SACTWU and General Goods and Handbags Leather under the auspices of the National Bargaining Council of the Leather Industry of South Africa agreed the wage hike to be effective on 1 July 2014. In terms of the deal, the prescribed minimum wages would increase by 7.5% and a holiday bonus increase by one extra day's pay.
- On 18 August 2014, Employers Association for the Sawmilling Industry and three trade unions Chemical, Energy, Paper, Printing, Wood and Allied Workers Union (CEPPWAWU), Solidarity and United Association of South Africa (UASA) reached a one-year salary settlement. According to the settlement, the actual basic wage was increased by 8.5% effectively from 1 July 2014 and additional 0.5% increase to all employees in the bargaining unit whose rates has not reached R2 500 a month applied effective on 1 January 2015. In line with this, the parties agreed that minimum wages would be R2 500 as from 1 July 2014 until 30 June 2015. Furthermore, the parties agreed that night shift allowance must not be less than 11% and workers were awarded annual bonuses in accordance with their level of services in the company.
- Paper Packaging Employers Association and CEPPWAWU concluded a settlement on 1 July 2014. The parties agreed to a settlement of 8% increase across-the-board. In addition, it was agreed that the minimum wage would increase from R4 730 to R5 121 per month; entry level per grade would be determined by the grade for the job; and employees working between 18:00 and 6:00 would get a shift allowance of 15%.
- On 20 May 2014, a two-year agreement was signed between Furniture, Bedding, and Upholstery Manufacturers Association and the National Union of Furniture and Allied Workers Union and CEPPWAWU. The parties agreed the deal to be effective from 1 July 2014 and expire on 30 June 2016. In terms of the deal, the general workers were awarded a weekly increase of 10% each year 2014 and 2015 which resulted to R473 and R520.20 respectively. Other occupational levels were awarded 8.2% weekly increase for year-one 2014 and year-two 2015. The agreement stated that the deal would be applicable for 2015 provided that the CPI will not be below 3.5% or above 9.2%.
- CEPPWAWU, GIWUSA and SACWU and Fast Consumer Goods Employers Association concluded an agreement on 25 July 2014. The parties agreed the deal to be effective on 1 July 2014 and expire on 30 June 2015. The settlement included an across-the-board 7.0% salary increase and further increase of 0.1% with effect from 1 December 2014. The minimum wage would go up from R4 621 to R4 944.47 on 1 July 2014, and the increased again to R4 993.91 with effect from 1 December 2014 and 13th cheque would be 4.33% of the weekly basic salary. The deal also indicated that a pro-rata bonus would be paid on the termination of contract due to ill health, retirement or death and employees on shift will not be paid less than 11% of the basic salary.
- On 21 July 2014, Glass Industry Employers Association and CEPPWAWU, GIWUSA, SACWU and Solidarity signed a one-year agreement. The deal awarded a 7.6% pay rise across-the-board. According to the settlement, the minimum wage would go up from R4 000 to R5 000 over a three-year period implemented by yearly increases of R4 330 on 1 July 2014, R4 660 on 1 July 2015 and reached R5 000 on 1 July 2016. The minimum non-pensionable shift allowance for two shift and three shift employees (excluding continuous process shift workers) would get an increase of 9% on afternoon shift and 12% increase on night shift and was going to be calculated on the worker's basic rate of pay. The agreement would be implemented from 1 July 2014 to 30 June 2015.
- On 15 August 2014, SACCAWU and Sovereign Foods Chicken reached an agreement ending a three week long strike. In terms of the deal, salaries are to rise by 9.3% on the 2013/14 base rate, which equates to a new minimum rate of R12.75 per hour, workers to get R250 medical aid, R275 fringe allowance per night but only for employees working in temperature of 18 degrees Celsius continuously for more than two hours at any time, 21 days vacation leave and three days family responsibility leave. In addition, the employer would contribute 10% of the 25% balance of UIF payments on maternity leave and the December-bonus would be based on attendance. The parties agreed to the deal to be effective from 15 August 2014 to 1 August 2015.
- Sentech and Communication Workers Union signed a one-year agreement on 13 August 2014. The parties agreed that the agreement would be effective from 1 July 2014 and expire on 30 June 2015. The deal included a basic salary increase of 8% for lowest grade workers and 7.5% wage hike for higher grade workers. The housing allowance would be R1 450 a month and bonus pay-out to all the members of the bargaining unit on the basis of the company's performance during the 2013/14 financial year. The parties agreed on a process of an enabling facility to matters related to the definition, form, structure and fund model for the 13th cheque.

3.3. Abandoned strike incidents

- Workers accepted the commitment by Mbombela Municipality Acting Municipal Manager that they would be paid the overtime. Workers demanded to be paid overtime that was not processed by the employer. The Acting Municipal Manager also indicated that the matter would be investigated and a meeting with workers would be organised for the feedback. This verbal agreement managed to persuade workers to abandon the strike which involved various actions amongst which were the blockade of the entrance to the Civic Centre and Municipal Offices with refuse trucks and none removal of household rubbish from various communities throughout the city. In accordance with this, workers dispersed peacefully and returned to work.
- The members of SAMWU embarked on an **unprotected** strike over a salary dispute with Umngeni on 19 May 2014. Workers demanded that wages be moved up to the top notch in their grade at the same level with seven Senior Municipal Managers and once-off payment of R25 000 each as a 14th cheque. However, workers returned to work after the court order on 26 May 2014.

3.4. Suspended strike incidents

- West Rand emergency medical services staff went on an **unprotected** strike about overtime on 29 April after an alleged cut in overtime pay. The workers said their overtime pay was cut in half when a four-shift system came into effect on 1 April, causing them to lose thousands of rands. One of the more than 60 striking workers had lost R8 700 in overtime pay. Municipal manager indicated that the shift change was put in place to prevent emergency service workers from working overtime to receive overtime pay. In August 2013, the employer and organised labour signed an agreement which, among other things, was the implementation of the four-shift system for the emergency services unit. The effective date of the four shift system was 1 April 2014. It was also agreed that as the build-up to the new system, consultation between parties will happen to conclude on issues of night shift allowance, standby allowance, etc. Consultation processes happened and until April 2014 there was no agreement reached on the allowances. The employer indicated that this was not feasible and the fact that it was part of the agreement signed in August 2013. Subsequent to that SAMWU suspended the **unprotected** strike and the negotiations continued and as at the end of May 2014, there was no agreement reached on the allowances and the matter has since been referred by SAMWU to the Bargaining Council.
- On 23 June 2014, Polokwane Hospital workers lead by the National Education, Health and Allied Workers Union (NEHAWU) embarked on a **protected** industrial action in demand of incentive payments in terms of the performance management system and removal of the hospital Chief Executive Officer (CEO). This strike was joined by Mankweng Hospital workers, who also demanded the removal of their CEO. On 1 July 2014, workers at Polokwane Hospital suspended the strike and opened a way for the talks to take place unhindered. The Limpopo Department of Health indicated that it could not provide the incentive payments to workers after it was placed under administration. According to the Department, this meant that most of the workers were not performing up to standard and therefore, they did not qualify for the demanded incentives. It was reported that the talks failed.



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CHAPTER FOUR



CHAPTER FOUR: Profile of work stoppages, 2014

A brief overview of strike activities that occurred and were monitored in the Department of Labour's media monitoring system in the last twelve months of 2014 is presented in this chapter²⁰. It provides evidence on how the strike data system was frequently updated and maintained for the benefit of all interested parties in strike information. These kind of disputes affected small, medium and big companies in the country. However, it must also be pointed out that not all strike incidents were captured due to other resource limitations.

January 2014

- On 6 January, Northam Platinum sought a meeting with the National Union of Mineworkers (NUM) under the auspices of the CCMA to try to end the strike at the Zondereinde platinum mine in Limpopo. The meeting followed after the continued strike about a wage increase demand from November 2013. NUM's latest demands tabled at a Commission for Conciliation, Mediation and Arbitration (CCMA) meeting on 7 December 2013, amounted to an average increase of 16% in wages and a 69% rise in the living-out allowance. Management reported that such an increment remained unaffordable for the company and it was not in line with the settlements reached in the gold sector and at a number of other platinum producers. The demanded wage increment was an increase of R1 900 for non-core workers and R1 800 for core workers. As a compromise the union said the R1 900 and R1 800 wage increases could be agreed for implementation over a two-year period.
- Hundreds of Tshakhuma Levubu Makhado farmworkers in Limpopo downed tools on Tuesday 7 January over outstanding salaries. Farmworkers demanded their outstanding wages for last month-December 2013. It was reported that 15 farms were given back to the community through government's land restitution programme five years ago. The farmworkers said their situation is unbearable and that "People are just working and are not getting paid when it comes to end of the month". On 8 January, an agreement has been reached to end a three day strike by almost 900 workers at the Moqhaka Municipality in the northern Free State. This came after traffic officials, emergency and waste removal staff went on strike on allegations of municipality mismanagement by management. The workers claim that the municipality is spending an excessive amount of municipality funds on salaries and un-accountable finances. It has been agreed that a forensic audit will be conducted regarding the finances of the Municipality, which includes Kroonstad. It is reported that potholes, sewerage spillage and dirty water were not attended too and yet nothing was done to address the problem.
- On Wednesday 15 January, staff of Mthonjaneni Municipality downed tools saying they have not received an answer to a memorandum they handed to the mayor in October 2013. The staff represented by the South African Municipal Workers Union (SAMWU) were seen "toyi-toying" from building to building forcibly ejecting those who had chosen not to join the protest. Among their demands the workers say they want their salaries to be adjusted and brought to the same scale as that of employees of other municipalities on the same grade as Mthonjaneni. The protest's leader and SAMWU shopsteward said the mayor has not given them a reply since handing her a list of their demands last year during the strike. The shopsteward said that what has made the staff angry is that some employees were given bonuses on top of their thirteenth cheques in December while most did not get them.
- Workers at Dairy Belle's factory in Cookhouse in the Eastern Cape have embarked on a week-long strike action dating 15 January to protest over a worker allegedly being called "names" by the wife of a manager. Workers laid a grievance with the company after supervisors had confirmed witnessing the offense. The protesting workers said they would not return to duty until the senior employee who allegedly made the offensive remark was suspended. In a statement Dairy Belle responded to FAWU that the allegations would be addressed.

²⁰ It should be emphasised that the chronological list of labour disputes in Chapter 4 should not be confused with the quantitative data analysis in Chapters 1 and 2. These two chapters deal with the "actual" strike incidents that were completed and submitted to the Department of Labour for capturing. Some industrial actions do not come to the knowledge of the Department's officials; however, since employers are expected to complete the LRA 9.2 Form after experiencing a labour dispute, some employers do complete the LRA 9.2 Form and send it to the Department for capturing even without the knowledge of the officials. This implies that this kind of a labour dispute will not be recorded in Chapter 4 since it was not identified by the Departmental officials through the media.

Chapter 4 covers all labour disputes, including those that are pre-arranged between management and employees. This chapter also includes protest actions and pickets during lunch-hours and after hours. It also includes protests by workers who were on leave. In all these cases, employers are not expected to submit a completed LRA 9.2 forms, since there can only be a recognised industrial action during office hours and by workers who are expected to be at work. Hence, these cases would not form part of Chapters 1 and 2. The consent of employers on whether an incident is a strike or not is always important to consider before the Department sends a form to the employer affected to complete.

- About 220 employees at Unilever's Tea Factory and Food Solutions divisions, downed tools on 17 January after wage negotiations deadlocked. Tea Factory Division employees were initially seeking 15% across-the-board but the union later dropped down to 10% while the company was offering 7%. In addition, the union also demanded the reinstatement of the original organisational set up.
- On 22 January, about 70% of workers affiliated to the Health and Other Services Personnel Trade Union of South Africa (HOSPERSA) at the Life Mount Edgcombe Hospital, north of Durban, downed tools demanding better wages. Workers had initially demanded a 10% wage increment but they have however, reverted their offer to 8% while the employer has put 7% across the board. HOSPERSA spokesperson said that workers are of the view that their demands are reasonable. This is a wage dispute that went to the CCMA for mediation.
- On 23 January, thousands of miners associated with AMCU at Lonmin, Anglo Platinum belt and Impala Platinum Mine in North West embarked on a **protected** strike over wage increase demands. AMCU was demanding a wage increase of R12 500 per month while the employer was offering a basic wage, allowances included to R12 500 by 2017, i.e. R800 increase for entry-level workers for five years or a 16% increase in the first year. The strike followed more than five months of unsuccessful negotiations as well as a last ditch attempt by Government to reach a settlement. The consequences of the stoppage brought the majority of South Africa's underground platinum production to a halt while it also brought South Africa to the brink of a recession.

February 2014

- On 2 February, operations at Buffalo City Metro came to a standstill as thousands of employees embarked on a strike action over bonuses. Workers' Union members went on strike demanding a 14th cheque. The workforce vowed not to report for duty until their 14th cheque was paid.
- On Monday 9 February, 90 employees downed tools in protest over the merger of the Johannesburg Zoo and City Parks. The staff members demanded a meeting with the managing director to discuss their concerns. The meeting took place and the employees were asked to write down their grievances and submit the list to the managing director. The spokesperson said there was no disruption in feeding animals because at the time of the meeting the animals had already been fed.
- Water services at the uThungulu District Municipality, in Northern KwaZulu-Natal were "severely affected" because of an ongoing strike by employees of Water Solutions Southern Africa (WSSA). The strike which began on 10 February has left scores of communities and households without water, or with sub-standard water. The municipalities of Umlalazi, Nkandla, Mbonambi, Mthonjaneni and Ntambanana extending from the outskirts of Richards Bay on the East Coast, inland to Nkandla were affected. The workers were demanding a decent minimum wage of R4 500, that all workers who have more than five years' service be afforded permanent jobs with benefits like pension and medical aid and that all part-time workers be given full-day jobs and safety and security at the work place. WSSA's regional manager reported that the company had engaged SAMWU at local and national level and was exploring legal options in addition to ongoing negotiations.
- About 100 striking employees of catering contractor, Fedics, "toy-toyed" outside the gates of the Prince Mshiyeni hospital on 12 February leaving a skeleton staff to cook and deliver food to patients in the 1 200-bed regional hospital. Representing the workers, KwaZulu-Natal organiser for the National General Workers Union (NAGEWU) said negotiations had deadlocked in 2013 when the employer failed to meet the 9.5% wage increase demand. He said the employer had offered the workers 0.1% on a sectoral determination which amounted to R2.50. The offer has since been revised to R210, which was still below the 9% workers demanded. Fedics spokesman reported that they were working with the hospital management to "manage the disturbance" and assured patients that they were considered in every decision the hospital takes and would take every possible action and use all resources available to ensure no disruption to services.
- On 25 February, Tshwane Health Workers protested over a demand for outstanding stipends that were due for five months. The protest started with a gathering near Odi Hospital, where speakers vowed to no longer work without pay. According to the Gauteng Department of Health stipends of R8 173 were paid for community health workers on 6 February while payments for another 450 workers were outstanding due to inaccurate bank details. The Department reported that it was not aware of any outstanding delays in payments except for those that may pertain to workers with inaccurate bank details. The Department encouraged unpaid health workers to report the matter to the management of the districts in which they work.

- More than 180 Rooibos Limited Clanwilliam Cape West Coast workers embarked on an **unprotected** strike on 25 February over wage hike demands. Workers were demanding a 10% wage increase while management was offering 7.5%. The office of CCMA intervened and indicated they have scheduled to meet with Rooibos.

March 2014

- The South African Municipal Workers Union in Westonaria Local Municipality embarked on a mass action to the Westonaria Local Municipality to deliver a memorandum of demand on 7 March. This march came after numerous attempts by the leadership collective to engage with the management of the municipality in various matters of mutual interest that include maladministration, corruption and unfair labour practices by the municipality. Amongst others, the following issues were outlined:
 - None payment of overtime worked
 - Review of organisational structure
 - Corruption, maladministration and wasteful expenditure
 - Procedural appointments and placements
 - Suspension of the municipal manager
 - Outsourcing and privatisation of services
 - Repayment of money paid to the Red Ants.
- Municipal workers downed tools on Monday 17 March in Makana Municipality and staged a sit-in at the city hall. They wanted the MEC for local Government to address them about their grievances. The strike started after municipal workers went over their bosses' heads, demanding intervention by the provincial government over grievances that they handed over in February. Among the demands was a call for a forensic audit of Makana Municipality's finances. It is alleged that salaries and benefits have been affected by the cash crisis the municipality was facing.
- Workers organised under the National Union of Mineworkers (NUM), working in Dilokong Chrome Mine/ASA Metals Operations in Burgersfort decided to march against their company on 17 March to show the seriousness of their demands and many serious irregularities at Dilokong Mine. Workers said "We are today marching to raise our dissatisfaction to Sinosteel about a range of issues that ASA Metals is dragging its feet to implement". The following were brought to the attention of ASA Metals and to attention of Sinosteel:
 - Transformation - The Company has adopted a practice whereby black people are not considered to occupy certain positions and thus deprive workers the right and opportunity to occupy any position within the company without any racial disadvantage.
 - Employment Equity (EE) - Members called upon the company to adhere to Employment Equity Act. Out of 15 foremen employed in the company, there is only one black foreman and the majority is white. To maintain this status quo the employer does not involve the EE representatives during interviews for C5 and higher grade positions and to have a career development plan in place to encourage low level employees to be nurtured into future leaders of the company.
- On 25 March, caregivers made their feelings known as they staged a protest over stipends. Hundreds of health workers marched to the Department of Health offices in central Johannesburg claiming they had not been paid their R2 260 monthly stipend in the past six months. The health workers pronounced they worked very hard, taking care of the sick, ensured they take their medication but still went unpaid. The Department of Health's spokesperson denied the caregivers had not been paid, saying the department's books showed "they were up to date with the payments". He said an audit would determine whether everyone had been paid accordingly.
- On Monday 30 March, Rea Vaya staff members affiliated to the South African Municipal Workers' Union started a strike demanding preference on the shift-list based on seniority. The strike was called off after three days. Piotrans spokesperson apologised to their commuters for the inconvenience they had experienced.

April 2014

- Gautrain bus drivers went on an **unprotected** wage strike on 3 April in Johannesburg. The bus drivers' strike disrupted services at the Sandton, Rosebank, Midrand and Rhodesfield stations. It was reported the company went into negotiations with the drivers and the union to attempt to end the strike.
- An indefinite strike by workers at the 40 mortuaries in KwaZulu-Natal began on Monday 7 April affecting post-mortems and the identification of bodies. Adding to the disruptions, a small group of forensic pathology officers and support assistants protested outside the province's busiest mortuary in Magwaza Maphalala (Gale) Street. The province-wide strike led to disturbances at some mortuaries in KZN including Phoenix, KwaDukuza, Richards Bay, Eshowe, Mtubatuba and Nongoma. The strike was as a result of "poor working conditions". It was claimed that the health of workers was at risk, particularly at the Magwaza Maphalala Street mortuary, where conditions were particularly bad. Air-conditioning at the mortuary had not been working for some time, the staff members were also not equipped with proper protective gear, such as masks and gloves. Workers vowed not to return to work until their demands were met. Leading the strike was the Public and Allied Workers Union of South Africa (PAWUSA), the provincial secretary reported moves were being made to try and resolve the internal grievances.
- Around 100 workers of Imsofer Manufacturing SA, a division of the Ferrero Group famous for Ferrero Rocher chocolates, downed tools on Tuesday 7 April. The general secretary said in a statement, the strike was **protected** and began after negotiations which started in November 2013 failed to produce "favourable" results for the workers. The union's demands included an increase in the monthly basic salary from R3 026 to R6 000, travelling allowances to be increased to R900 from R630, a better night-shift allowance, labour broker staff to be absorbed into the company and Employment Equity principles to be urgently put into effect.
- About 70 staff at Ezemvelo Wildlife, KwaZulu-Natal Nature Conservation Service went on strike on the morning of 11 April. Staff from scientist to ground-workers were aggrieved about their pay and the decisions human resources and senior management had made over the past two years. Workers gathered outside reception singing struggle songs and voicing their grievances, whilst union representatives of NEHAWU and HOSPERSA began negotiations with the senior management.
- The strike by NUMSA-affiliated workers at Port Elizabeth's Continental Tyre South Africa entered its fourth day after the union and the company failed to reach an agreement. The workers downed tools on Tuesday 15 April demanding the company to pay them according to what they said was a bargaining council agreement reached in 2010. They claimed that according to the agreement they would be paid time and a half for working on Saturdays and a double rate for Sundays. The company has however dismissed the view, saying the bargaining council had referred the issue back to plant level so that companies and unions could discuss a deal on how to compensate workers for weekends. Parties engaged in talks and agreed to talk to the workers before they could come up with a possible solution.
- More than 11 000 eThekweni Municipality employees have rejected the city's offer to pay them three years of back pay instead of seven years as demanded after a court ruling in their favour and resorted to strike action. SA Municipal Workers Union spokesperson indicated that if the city does not bow to their demands, they plan to disrupt services ranging from refuse collection, street sweeping, sewerage maintenance and traffic control.
- Jumbo Wholesale employees went on an **unprotected** strike action on 24 April, following a week-long sit-in at their canteen. The Southern African Commercial Catering and Allied Workers Union (SACCAWU) members have been in dispute with Jumbo management in Crown Mines, Johannesburg, for more than a week after management failed to meet their demands. The protest, which SACCAWU says was a sequel to unresolved disputes, dismissals and the unfair treatment of workers, escalated into violence with the shop being vandalised and its windows broken. Customers and other employees were intimidated and threatened. SACCAWU demanded that three of its members who were dismissed be reinstated and that two senior managers be suspended due to allegations of racism and unfair treatment of employees.
- Emergency medical services workers went on strike in the West Rand District Municipality on Tuesday 28 April, after an alleged cut in overtime pay. The workers said their overtime pay was cut in half when a four-shift system went in effect on 1 April, costing them thousands of rands. One of the more than 60 striking workers had lost R8 700 in overtime pay. The Municipal manager indicated that the shift change was put in place to prevent emergency service workers from working overtime to receive overtime pay.

May 2014

- Metrobus drivers embarked on an **unprotected** strike on the morning of 12 May over shift allocations. It was reported that the union representing the drivers was unhappy about shift allocations. The issue was resolved and bus drivers went back to full operations the same afternoon.
- The on-site workers at Heron Bridge Estate College entered into a strike on 12 May demanding higher pay and “fair” treatment from Heron Bridge management. The strikers claimed to have had talks with Heron Bridge officials demanding higher pay, but were allegedly told that they will not receive a wage increase. It is alleged that the college hire companies pay them more than their staff members. A number of issues were brought up by the workers, such as unpaid public holidays and weekends and alleged deductions on unpaid leave. Headmaster of the college reported that most of the people striking outside, work primarily at the Tuck shop at the college and that to avert the strike, officials had been in negotiations with worker representatives since January and were offered a 12% pay increase which they declined, even though they received a 30% increase in 2013.
- About 100 workers marched to the SA National Roads Agency (SANRAL) offices on 19 May demanding better wages. The staff, employed by TETI Traffic, contracted by SANRAL, marched to the central operations centre in Midrand to hand over a memorandum. Workers demanded better wages starting from R8 500, danger allowance, provident fund, night shift allowance, Sunday overtime, normal overtime, public holidays overtime, medical aid and workman's compensation. It was claimed that some of the workers only earned R2 500. The chief operating officer of TETI reported that some of the issues were not the responsibility of the company and that TETI had no budget for some of the things demanded. He undertook to respond within seven days.
- On 20 May, hundreds of workers associated with the South African Municipal Workers Union marched to the Cape Town Civic Centre, calling for increased allowances and improved working conditions. The union also claimed workers were being victimised by managers and that many failed to implement decisions made by their seniors. A scuffle then broke out between striking municipal workers. Police and SAMWU members had to intervene to keep the peace. The union gave the City of Cape Town 30 days to respond to its demands.
- About 350 workers at the municipality associated with South African Municipal Workers' Union went on a **protected** strike over higher wages during the weekend ending of 25 May. Workers were demanding a once-off payment of R25 000 and that they be regraded. SAMWU wanted every regraded worker to be on the higher end of their salary grade. The spokesperson for the municipality confirmed the industrial action saying negotiations were continuing and that it was management's wish that the matter be resolved speedily so that service delivery was not hindered further. The demands stem from the salary increases some managers received early last year.
- More than 5 000 workers in the South African sugar industry embarked on a wage strike on 26 May. In their first strike in 17 years, members of the Food and Allied Workers Union (FAWU) and two smaller unions were demanding a wage increase of 11% and a higher housing allowance, among other demands. FAWU mobilised its members in all companies where sugar is utilised as an ingredient and also those at sugar plantations and cane cutting for a sympathy strike. Companies such as Illovo Sugar and Tongaat Hulett were affected by the strike.
- Services at the Polokwane Provincial Hospital were brought to a halt on 29 May after more than 1 300 National Education Health and Allied Workers Union (NEHAWU) members went on strike. Staff continued with their lunch-hour picketing on Friday 30 May. Workers were demanding that they be paid their outstanding pay progression. The provincial chairperson reported that the union would review the issue of the pay progression and that they would ensure that deserving employees will be paid accordingly.
- Municipality workers went on an **unprotected** strike on 30 May demanding the removal of an administrator. The KwaZulu-Natal Cooperative Governance Department condemned the **unprotected** strike by employees of the embattled Mtubatuba Local Municipality on the north coast. It is alleged that junior staff members had a disagreement with senior management over issues such as over-time payment. The cash-strapped municipality is under administration. Striking workers are also demanding the removal of an administrator accused of failing to turn around the municipality. The Department gave a report that it was busy with investigations and would ensure certain people will face prosecution.

- The workers who are members of the Democratic Nursing Organisation of South Africa (DENOSA) claimed the hospital's management had failed to pay them overtime wages they were entitled to. They picketed during morning and lunch breaks. It is reported that the necessary forms were submitted and signed-off to be processed by Human Resource with the deadline of 31 May, but still no payments were processed. The workers also claimed that the hospital was short staffed. The departmental spokesperson reported that concerns were noted and that they are being looked at.

June 2014

- Workers in the footwear industry went on a **protected** national strike on Monday 2 June. The strike affected about 164 footwear employers throughout South Africa and approximately 10 000 employees in the bargaining unit in major centres like Durban, Cape Town, Port Elizabeth, Johannesburg, Pietermaritzburg, George and Oudtshoorn. The union wanted a minimum pay rise of 7.75 % across the board. It wanted employers to set up a fund to help re-train workers, should their work be replaced by new technology and machinery. It further wanted employers to fast-track setting up a reference pricing system for the footwear industry under the auspices of the SA Revenue Service. This would help customs officials at ports of entry to deal with under-invoicing and to stop counterfeit and illegal imports from entering the country.
- Security guards working at Gautrain stations went on strike over outstanding payments and low wages. More than 100 guards from Rosebank, Sandton and Park Station did not report for work on Monday 2 June, claiming they had not been paid for overtime and weekend work since October 2013. They also claimed their normal pay was not in accordance with the Labour Department's sectoral determination. Further complaints were about not getting bonuses and the R150 a day penalty if absent from work. The guards are employed by Gubevu Security Group, a subcontractor to Gautrain's Bombela Concession Company.
- Nearly 500 members of the South Africa's Nation Union of Mineworkers went on strike at building firm Group Five, for higher wages and reduced hours. The union said it also wanted representation by a full-time shop steward. Separately, the Association of Mineworkers and Construction Union, the main union in the platinum industry was considering a government proposal to resolve the walk-out.
- On 5 June, employees of the City of Tshwane's Waste Management Division went on strike and expressed their dissatisfaction for not receiving their overtime payment by blocking the intersection of Lilian Ngoyi and Madiba Streets with four waste management trucks. This caused a traffic gridlock in the CBD. The city management met with the representatives of the aggrieved workers to address the issue of overtime payment and assured them that it would be done the same day. It was reported that there was a problem on the SAP system which prevented the payment of all the outstanding overtime. The City apologised for the delay and assured employees that the outstanding overtime payment would be processed the same day and that all the outstanding payments would be done by close of business on Monday 9 June 2014.
- On 10 June SA Transport and Allied Workers' Union members commenced with the protest against South African Airways (SAA) over unfair labour practices. The union has accused the airline of victimisation, bad working conditions and racism after many of its members had reported such cases about SAA. The union handed a memorandum of complaints to SAA, which the company said it would study to see if the allegations should be investigated.
- A number of members of the South African Municipal Workers Union (SAMWU) at Umjindi Local Municipality downed tools and picketed outside the municipal offices on 11 June, demanding answers over alleged unfair "labour practices". The strike followed after members of the union discovered the office of the municipal manager allegedly issued suspension letters to four municipal workers and dismissed two workers. It is alleged that the workers at the water purification station closed the water supply on the reservoir after complaining that they were not paid for the Sunday-shifts. The accounting officer of the municipality reported that the matter would be investigated to find out exactly what happened before taking a decision.
- Gandhi Memorial Hospital workers in KwaZulu-Natal picketed over an overtime pay dispute on 20 June 2014.
- On 25 June police used teargas and stun grenades to disperse Metsimaholo municipality protesters in Sasolburg, Free State. Workers began striking over salaries and benefits. Some services such as refuse removal had been affected.

- Gautrain bus drivers returned to work on 25 June after a pay increase demand. Disruptions were reported and fortunately the disputes were resolved and bus operations went back to normal. It is reported that a bargaining council wage agreement was signed in May to be effective from July, however, several bus drivers misunderstood the agreement as they expected implementation in June. The two stations that were primarily affected were Sandton and Rosebank.
- More than 300 employees of the South African Transport and Allied Workers Union (SATAWU) at Sun City, North West, went on strike on Friday 28 June claiming they were unfairly dismissed and that their privacy was violated by management. Sun City employees went on strike allegedly after the management installed hidden cameras without informing them. The premier of the province was called in to intervene.

July 2014

- On 1 July, thousands of NUMSA members in the steel industry took to the streets over a wage increase demand, a one-year bargaining agreement and the scrapping of labour brokers. The union was demanding a 12% increase while the employers were offering 8%. The Steel and Engineering Industries Federation of South Africa (SEIFSA) lead the strike that followed closely on the heels of a crippling five-month strike in the platinum sector, forcing motor manufacturers to close some of the assembly plants around the country, despite efforts by the CCMA and the Minister of Labour to mediate between unions and employees.
- More than 300 employees at the Ezemvelo KwaZulu-Natal Wildlife in Pietermaritzburg went on strike demanding a salary increase and also requesting that the Ezemvelo chief be expelled from the entity. In a bid to resolve the matter, an independent consultant was appointed to offer assistance in respect of the contentious "migration" process i.e. restructuring of staff in the organisation. The acting chief executive officer stated that the strike was "highly regrettable" because management and the unions were negotiating the "migration" proposals and that the misinterpretation of the proposals by the workers seemed to have caused the strike and to have resulted in striking staff wanting new salary scales to be implemented immediately.
- About 2 000 workers affiliated with South Africa's National Union of Mineworkers (NUM) went on strike at Impala Platinum's Marula Mine on 4 July, demanding higher wages. The labour dispute at Marula Mine in Limpopo came a week after rival union AMCU finally agreed to a wage settlement to end a five-month long strike by its members at Implats, Lonmin and Anglo American Platinum, the world's three largest producers of the precious metal.
- South African Municipal Workers' Union (SAMWU) workers in Newcastle, KwaZulu-Natal embarked on an industrial action on 7 July. They held a protest march and handed in a memorandum demanding, among other matters, an end to outsourcing of jobs in Newcastle and the release of a forensic report into the loss of R10.5m. SAMWU warned of a full-blown strike if the authorities failed to address their grievances with the Newcastle municipality within 14 working days.
- ACE Parking Services officials in Johannesburg went on strike, fighting for basic salaries on Friday 11 July. The strike was about workers getting a basic salary since they only earn commission and also that workers were not even registered with the Department of Labour for UIF. It is alleged that the highest earning person gets R1 500 per month. The union KAWU decided to go on strike after Ace Parking Services did not agree with their proposal for a basic salary of R5 000 per month and a 30% commission on money made per month and the reinstatement of employees suspended without following due processes.
- Farmworkers affiliated with BAWUSA went on strike at Douglas Green Bellingham in the Boland, Western Cape. They were demanding a 10% wage increase while management was offering 7%. The 80 union members embarked on the strike on 14 July. BAWUSA's general-secretary pronounced they would only settle for a double digit increase.
- More than 60 bus drivers from the South African Municipal Workers' Union (SAMWU) went on an **unprotected** strike on 15 July in Tshwane without any prior notice. The City of Tshwane's spokesperson said the drivers were striking against the implementation of a new automated fare-collection system, which was to be implemented in November 2014. This meant bus drivers would not handle cash anymore because the system uses tickets which would be valid in Cape Town, Johannesburg and Tshwane, but would only be sold at specific bus ticket offices. The city's spokesperson said, however, the system could mean a cut in jobs but it was a safer system for drivers and commuters. Commuters were warned to make alternative transport arrangements.

- More than 60 former Iriss Security Solutions' workers in Cape Town went on strike on 24 July after they were not paid in full in the two previous months. The protesters claimed they were paid R3 500 whereas they were usually paid R6 500 and R500 as a performance bonus. Workers alleged that they were not paid their salaries in June while the owner promised to pay and later declared he had no money to pay the guards. It is alleged that some of the guards were dismissed unfairly for participating in the strike. The Democratic Union of Security Workers' shop steward reported that they were in talks to take the company to the CCMA for the "unfair" dismissals and many other issues that needed to be addressed.
- The Communication Workers Union of South Africa initiated a strike action against Sentech due to an apparent deadlock in wage negotiations. The strike action took place on Saturday 26 July. The strike was **protected**, after the CCMA issued a certificate for the action on Thursday 24 July. Management and the union leadership entered into negotiations in an attempt to resolve the deadlock.
- Over 200 municipal workers at Nelson Mandela Bay Municipality began their strike on Monday, 28 July demanding back-pay dating back 12 years. The employees wanted to be compensated for the years before they were upgraded to the same salary scale as traffic and security workers in July the previous year. Intensifying their strike action, workers barred non-striking municipal officials from entering the city hall. The Police were called in to intervene and ensure the safety of the non-striking workers.
- Approximately 3 000 of the 100 000 South African workers in the clothing and textile industry have embarked on a **protected** strike demanding a 10% salary increase while the employer was offering 7.7%. Though the organisers could not reveal exactly how much the current wages their members earn per month, sources revealed that the workers were earning between R4 500 to R7 000 per month, meaning that a 10% salary increase would push up their monthly income to R4 950. Wage increases were due on 1 July.
- Workers at Eyethu Fishing Company in the Port Elizabeth harbour went on strike on 28 July over wage increases. Workers, including fishermen, complained that their salaries were last increased in 2 000 and factory workers also mentioned pay discrepancies. Workers reported they were promised an increase and allegedly decided not to work because they were "sick and tired of getting paid peanuts when they do all the hard work," one of the workers said. Another employee, a 32-year-old fisherman said: "We work from 5am until 2am the following day and only get paid R7 an hour and when we complain we are told that there are a lot of unemployed people out there."

August 2014

- On 4 August, members of CEPPWAWU at the Lion Match Company in Rosslyn outside Pretoria went on a wage increment strike. Workers were demanding a 12% salary increment. Members were locked out of the company since 4 August.
- Coca-Cola employees associated with FAWU embarked on strike action over a pay hike demand. The nationwide strike by Coca-Cola workers over a wage dispute commenced on 6 August. The Food and Allied Workers' Union initially demanded a 16% increase before dropping it to 10%. The company offered an increment of 7.1% to 8% during negotiations, which the union would consider after consultation with its union members.
- Students at the Hospital Nursing College in Welkom, Northern Free State went on a strike since 8 August. They accused the college management of failing to pay their stipends and to provide them with uniforms. As a result of the strike, services in the hospital wards were affected. The students vowed they would not stop with the action until their demands were met.
- CEPPWAWU members at Polokwane's Review Printers went on a wage increase demand strike on 25 August. The workers affiliated to the Chemical, Energy, Paper, Printing, Wood and Allied Workers' Union said it was shameful that the company was paying workers between R1 500 and R5 000 monthly, while receiving "a lot of design and printing work from the provincial government". CEPPWAWU's organiser in the province, said workers wanted a 13% increase, a guaranteed 13th cheque, payment of a stand-by allowance as well as a paid seven-day compassionate leave and annual leave in full without any disruption by the employer, calling them to return to work. The union also called on the company to transfer the workers' provident fund to CEPPWAWU's national fund. The demands of the workers and members of CEPPWAWU at Review Printers were as follows:

- A 13% wage increase
 - A guarantee on the 13th cheque
 - Hours of work be reduced to 40 hours per week
 - Payment of a stand-by allowance
 - Compassionate leave (7 days paid)
 - Paternity leave (3 days paid)
 - Grading to be introduced
 - Provident Fund to be transferred to union's National Fund (CINP)
 - Annual leave to be enjoyed fully without any disruption by employer calling employees on annual leave to return to work.
- The National Union of Metalworkers of South Africa, representing about 35% of workers at the Rand Refinery operations in Johannesburg, went on strike on August 27. The labour action followed a failed mediation over wage negotiations. Workers went on strike demanding a 10% increase over the next two years, with the company offering 9% in the first year and 7% in the second and third years. The union also wanted polygraph tests banned, which have resulted in the dismissal of workers over missing gold.

September 2014

- Truck drivers in Grabouw in the Western Cape associated with the Workers Against Regression Union (WAR), blocked access to a chicken abattoir on Friday 12 September in a protest over overtime payment and other wage-related demands. Some of the 180 protesters who were on strike since Wednesday, blocked access to the Elgin Free Range (EFR) Chickens Abattoir and Production plant. One driver claimed they sometimes had to work long hours from 3am until 10pm while some of them also had to work on Sundays without overtime pay. In response, the general manager indicated that management was in talks over the dispute.
- On 18 September, News24 reported that bodies at the mortuary in Bloemfontein piled up as workers refused to work overtime, due to unpaid overtime since April. Private undertakers had to go to accident scenes to fetch bodies and thus resulted in families having difficulty in locating the bodies of their loved ones. The Free State Department of Health suspended ten workers as they had refused to assist with transporting bodies from accident scenes and from private mortuaries and assisting pathologists with post-mortem examinations. The spokesman for the department when approached said that the workers who were owed money have been paid.
- Inmates at Kutama Sinthumule Correctional Centre in Makhado (Louis Trichardt) claimed 300 prison guards went on strike and left them behind to starve in locked cells, on 17 September. Kutama Sinthumule is a private facility operated by South African Custodial Management (SACM) and is home to more than 3 000 extremely dangerous offenders. Employees went on strike demanding risk, medical and housing benefits. One employee indicated that the guards embarked on a strike after the SACM management failed to show up to address their grievances.
- FAWU members working at Crickley and Twizza bottling company embarked on a **protected** strike in Queenstown, Eastern Cape. The workers embarked on a strike over pay increase demands. It is reported that the company is paying its lowest earning worker R1 500 and that the highest paid worker earns R4 000 monthly. The workers were demanding 8% to top up the unilaterally implemented 5.5% and a night shift allowance of 10% which the company refused to agree to. The strike started on 18 September and stretched for days resulting in non-availability of stock. All workers intimidated by the employer were urged to join fellow employees on strike to pursue better wages.

October 2014

- Members associated with the Food and Allied Workers Union (FAWU) at Du Toit Group in the Western Cape embarked on a strike on 2 October. The FAWU general-secretary said the strike involved 1 033 workers, 600 high-season workers and 400 seasonal workers. It was reported that employees on strike were demanding a single national bargaining forum between FAWU and Du Toit group who will have the know-how to determine wages and working conditions. The Du Toit group is a company that is dealing with packing fruit and vegetables, supplying to various chain stores.
- Gauteng Emergency Medical Services grounded to a halt in Tshwane on 13 October, leaving patients in need of surgery stranded at clinics as paramedics embarked on a strike for overtime payments and better working conditions. Prinsshof Ambulance Station,

in Pretoria, was inundated with calls from the Laudium Clinic asking that its vehicles take maternity patients to Kalafong Hospital, in Atteridgeville, for scheduled caesarian sections. Other areas hit by the strike were Soshanguve, Hammanskraal, Temba, Cullinan and Ekangala. A Prinsloof paramedic said he and his colleagues regretted putting lives at risk, however, the Gauteng Department Of Health had ignored their demands for overtime payment and better working conditions for four years. It is said paramedics worked 192 hours a month instead of the prescribed 160 hours. Unlike their counterparts in other provinces, they were not paid for the extra hours. It was further said that many fire and ambulance stations had no water or electricity and that at Waggendrift Station, 18 personnel shared one toilet.

- The South African Transport and Allied Workers Union (SATAWU) in Mpumalanga engaged on a **protected** strike against Sheppard Protection Services from Monday 20 October. The company provides private security services in various places in the Province but the primary targeted areas are in and around Dr. JS Moroka Municipality properties. The strike related to compensation benefits. It is apparent that the company deducted provident fund contributions from workers' salaries and did not remit the money or the company contribution of 7.5% of an individual worker's basic salary into the fund as dictated. Consequently the company owed individual workers arrear salaries to the amount of R2 600, an annual bonus of R2 271 and a further combined sum of R197 857.29 to the provident fund. These were just some of the many reasons which led to the **protected** strike. Members remained adamant that they would not surrender until their demands were fully met.
- Workers associated with AMCU at Diamond Corp's Lace Mine, in the Free State, downed tools on Thursday 23 October against the Aim-listed company's refusal to employ two full-time salaried shop stewards. Diamond Corp said in an update to shareholders that it would apply the "no work, no pay" rule for the undetermined duration of the Commission for Conciliation, Mediation and Arbitration-approved strike action. The diamond development and exploration company stood firm stating that a mine development project with less than 260 workers could not afford or require two full-time shop stewards. Contractors installing the underground conveyor belt system were not affected by the strike.
- Rea Vaya bus drivers went on strike on 23 October. The City of Johannesburg informed residents and passengers that there was a disruption of Rea Vaya services due to labour action by bus drivers for services that are operated by Pioneer Transport (Piotrans). Passengers were to use alternative transport and Rea Vaya would provide feedback at appropriate times. The strike affected the T1 along Soweto Highway, C1 from Dobsonville to Ellispark, C3 for the innercity and Braamfontein as well as feeder routes from Naledi, Protea Glen, Jabuvu, Mofolo and Eldorado Park. It also affected the T3 from Thokoza Park to Library Gardens via Auckland Park, C2 Indingilza to UJ Soweto, C4 to Cresta, C5 to Florida North as well as feeder routes. The F6 Lea Glen to Bosmont, F7 Fleurhof/Amalgam to Bosmont, F8 Westbury to Greymont, F9 Mapetla to Thokoza Park, F10 Lakeview to Pimville, F11 Yeoville to Library Gardens.
- About 35 employees at the Steenberg Golf Estate went on strike on 29 October over better wages after two-month-old negotiations collapsed. Many of the maintenance workers at the Steenberg Golf Estate have downed tools over a wage dispute and appealed to players to support them by staying away from the course and its charity event scheduled for that week. Workers embarked on an indefinite strike demanding a 10% wage increase backdated to 1 October, while the estate was offering 8%. Workers earning more than the minimum wage wanted a 10% increase. The Estate manager reflected that the demand for a 10% increase was a bit unreasonable because the workers "had other benefits" such as the employer's contribution to their provident fund, provision of transport to and from work and was also paying for insurance cover lest any of them got injured on the job. After months of negotiations, parties declared a dispute and the matter was referred to the Commission for Conciliation, Mediation and Arbitration, but it could not resolve the impasse. The estate's management stated that they were willing to reopen negotiations with the union.

November 2014

- More than 700 mineworkers affiliated to the National Union of Mineworkers (NUM) have downed tools at the Koornfontein Coal Mine in Hendrina, Mpumalanga on 5 November. According to the branch secretary, the mine workers were against the employer's deviation from retrenchment policies after about 200 members were set to be retrenched. The workers indicated they will not return to their workplace until the company comply with the agreement, because they fear that next year February they will face a second phase of retrenchment.
- Patients at Mbombela's Rob Ferreira Hospital were forced to sleep in dirty wards with rubbish piling up, due to a strike that started on 6 November. Employees claimed they have not been paid for overtime since April 2014, grade translations never took place, they

had no uniforms or equipment and that the hospital was under-staffed and lastly that the Department of Health has failed to honour some appointments.

- MyCiti bus service on Cape Town routes were suspended after drivers went on an **unprotected** strike over several demands. The drivers were demanding a R9 000 salary increase, better working hours and benefits, including medical aid. Commuters were left stranded after protesting drivers parked their busses at the Table View MyCiti bus stop. As such, the MyCiti service along the T01 and T03 trunk routes between the Civic Centre station and Table View, Dunoon, Melkbosstrand, Atlantis and Century City were also affected as a result of the strike action. Drivers said they felt ignored after they sent a memorandum detailing their concerns.
- A strike action by the SAMWU members halted services in Mpumalanga's eMakhazeni Municipality on Monday, 24 November. The South African Municipal Workers' Union (SAMWU) went on strike to demand the dismissal of senior municipal managers, whom they accused of incompetence and of victimising workers. Services in the area were not been rendered and residents claimed their water was also contaminated. Striking workers threatened to stay away until their demands were met.

December 2014

- Chefs and kitchen staff contracted to prepare meals for inmates at Pollsmoor Prison went on a two-day **unprotected** strike over wages on Wednesday, 3 December. The 27 employees hired by the Bosasa Group were demanding a salary increase of 8.5% in addition to the 7.7% they were given in July 2014. The Pollsmoor spokesperson reported that the prison still had enough staff available to cook for the inmates during the period of the strike. A chef from Westlake, said he earned a basic salary of R3 500 and that working at the prison meant he put his life in danger every day and that he needed more money as the job was "high risk".
- The strike by Food and Allied Workers' Union (FAWU) members at Coca-Cola's Perseverance depot in the Bay, lasted for a day on 4 December over conditions of employment. It was reported the union wanted part-time employees to be employed permanently. Other concerns related to the transport of night-shift workers, abolishing of the work-until-finished principle, management style of a particular manager at the depot and office space for the union. Following talks with management, the workers agreed to return to work the same day.

CONCLUSION

Judging from the 2014 strikes report, industrial disputes were “longer and fewer” as compared to strikes activities in 2013. Longer strikes with more days lost were noticed from the mining industry where the distribution of working days lost per 1 000 employees by industry was at 22 509 in 2014 from 1 222.7 in 2013. The majority of strikes were **protected** at 52% compared to the 48% of those who went without considering the law and legalities of embarking on a strike action. Data shows that the private sector was mostly affected with strikes followed by the local government sector. From the private sector, the mining industry was mostly affected followed by the manufacturing industries. Noting from the local government sector, there were strikes by municipality and health workers. The three provinces that hold the economic hub of the country, Gauteng, KwaZulu-Natal and the Western Cape continued to be most affected with industrial actions in 2014.

Regarding the reason why people embarked on strikes, wages were the common factor why workers downed tools. In terms of wages lost, the country lost R6.1 billion which were lower than the R6.7 billion in 2013. It was also observed that most employees' representatives were settling for a lower percentage wage demand, averaged at 7.5%.

Unlike in 2013 where SATAWU had more members participating in strikes, AMCU, NUMSA and NUM memberships dominated in strikes during 2014.

Policy considerations

Government will have to speed up the process of implementing the agreement reached with Organised Business and Organised Labour, including the consideration of a national minimum wage. To this note, the Department of Labour has already responded by conducting a National Minimum Wage Survey that will explore options regarding the level of the minimum wage across different industries.

The Minister of Labour has suggested that there is a need for Government to expand provision for retirement savings for the low income workers in order to address poverty and inequality²¹. This needs to be followed-up by all parties.

The Department of Labour has started with the awareness campaign on the labour law amendments that will also give powers to the CCMA to intervene during the strikes. This needs to be closely monitored in terms of its impact in the future.

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ANNEXURE A

Data Appendix

The following two supplementary tables contain data not included in the main report:

Table A1: Number of workers involved, working days lost and working hours lost by industry/sector, 2014

Industry/Sector	Workers involved	Working days lost	Working hours lost
Electricity, gas and water supply	788	14 466	189 700
Electricity, gas, steam and hot water supply	501	11 022	172 480
Collection, purification and distribution of water	287	3 444	17 220
Wholesale and retail, repair of motor vehicles	1 500	40 120	329 498
Hotels and restaurants	151	302	3 124
Retail trade, except of motor vehicles and motor cycles; repair of personal household goods	898	30 378	243 024
Wholesale and commission trade, except of motor vehicles and motor cycles	451	9 440	83 350
Manufacturing	25 641	467 513	3 966 611
Basic metals, fabricated metal products, machinery and equipment	13 678	274 295	2 254 846
Coke, refined petroleum products and nuclear fuel	1 823	14 487	127 275
Electrical machinery and apparatus	2 990	34 808	336 806
Food products, beverages and tobacco products	2 313	48 589	414 325
Manufacture of furniture; manufacturing n.e.c; recycling	40	800	6 400
Other non-metallic mineral products	238	8 120	64 960
Transport equipment	1 110	29 390	255 530
Textiles, clothing and leather goods	2 950	51 036	456 170
Mining of gold and uranium ore	499	5 988	50 299
Community, social and personal services	11 677	70 890	588 670
Education	-	-	-
Health and social work	52	168	1 536
Other community, social	221	2 500	22 500
Other services activities	-	-	-
Public administration and defense activities	321	642	5 136
Recruitment agency	1 404	12 252	109 418
Local Authority	9 551	54 531	443 288
Hotels and restaurants	49	654	5 648
Post and Telecommunity	-	-	-
Recreation; cultural and sporting activities	79	143	1 144
Mining and quarrying	74 580	9 611 452	104 177 550
Other mining and quarrying	-	-	-
Coal and lignite	-	-	-
Metal ores, except gold and uranium	74 580	9 611 452	104 177 550
Gold and uranium ore	-	-	-
Transport, storage and communication	1 224	25 309	204 561

Industry/Sector	Workers involved	Working days lost	Working hours lost
Land transport, transport via pipelines	-	-	-
Passenger transport	279	900	9 228
Public transport	109	1 837	14 757
Air transport	-	-	-
Supporting and auxiliary transport activities; activities of travel agencies	-	-	-
Post and telecommunications	836	22 572	180 576
Construction	851	10 776	128 516
Financial intermediation, insurance, real estate	249	3 062	24 496
Financial intermediation, except insurance and pension funding	230	2 530	20 240
Activities of membership organisations n.e.c	19	532	4 256
Other services activities	-	-	-
Agriculture, hunting, forestry and fishing	2 056	21 187	208 371
Agriculture, hunting and related services	1 454	13 309	142 005
Manufacturing of food products, beverages and tobacco products	508	7 596	63 828
Fishing, operation of fish hatcheries and fish farms	94	282	2 538

Source: Department of Labour, Strikes Statistics

Table A2: Number of working days lost by nature of organization 2013, 2014

Nature of organisation	Working days lost 2013	Working days lost 2014
Central Government General	1323	-
Government Enterprise	110 817	23 214
Local Government General	10 666	54 223
Private Sector	1 694 085	10 187 290
Provincial Government General	30 115	48

Source: Department of Labour, Strikes Statistics

ANNEXURE B

B: METHODOLOGY FOR MONITORING INDUSTRIAL ACTION

B1. Introduction

The collection and analysis of industrial action statistics is guided by the guidelines and practices that have been developed by the International Labour Organisation (ILO). The point of departure can be found in the ILO Resolution adopted by the Fourteenth International Conference of Labour Statisticians in January 1993, concerning statistics of strikes, lockouts and other action due to labour disputes. This resolution is accommodative rather than prescriptive in its approach. It states that; "Each country should aim at developing a comprehensive programme of statistics of strikes, lockouts and where relevant other action due to labour disputes in order to provide an adequate statistical base for the various users, taking into account the specific national needs and circumstances" (ILO Bulletin of Labour Statistics, 1993-2, Annex I, XI). The Department has been provided with a legislated instrument (Form LRA 9.2) to collect data on labour disputes.

B2. Definitions

Section 213 of the Labour Relations Act, 1995 provides the following definitions:

A strike:

The partial or complete concerted refusal to work, or the retardation or obstruction of work, by persons who are or have been employed by the same employer or by different employers, for the purpose of remedying a grievance or resolving a dispute in respect of any matter of mutual interest between employer and worker, and every reference to work in this definition includes overtime work, whether it is voluntary or compulsory (s 213).

A lockout:

The exclusion by an employer of workers from the employer's workplace, for the purpose of compelling the workers to accept a demand in respect of any matter of mutual interest between employer and worker, whether or not the employer breaches those workers' contracts of employment in the course of or for the purpose of that exclusion.

A protest action:

The partial or complete concerted refusal to work, or the retardation or obstruction of work, for the purpose of promoting or defending the socio-economic interests of workers, but not for a purpose referred to in the definition of strike".

Barker, F et al (1996) in "South African Labour Glossary" defined the following concepts as follows:

Picketing:

Action by employees or other persons to publicize the existence of a labour dispute by patrolling or standing outside or near the location where the dispute is taking place, usually with placards indicating the nature of the dispute. The aim of picketing might simply be to communicate the grievance to the public or it might be to persuade other employees in that workplace not to work and to take their side in the dispute, to deter scab labour, to persuade or pressurise customers not to enter the workplace, to disrupt deliveries or drum up public support.

A secondary strike:

A strike in support of a strike by other employees against their employer. The strikers have no issue with their employer, but that employer might be in a strong position (due to there being a close business relationship as either an important customer or supplier) to pressurise the employer who is in dispute.

Stay away action:

Industrial action by a group of employees in the form of absencing themselves from work without permission in support of some socio-political or socio-economic issue which does not relate to their employment situation.

Work-stoppage:

A work-stoppage is made up of a series of events, all relating to the same issue. Work stoppages have two characteristics, type and degree. The type of action is either a strike (action initiated by an employee), or a lockout (action initiated by an employer). The statutory definitions of strikes and lockouts are given in the Labour Relations Act, 1995.

Industrial action:

Action by unions, employees to pressurize the other party in the furtherance of an industrial dispute. It usually refers to strikes and lockouts but could also include picketing, product boycotts, sit-ins, go-slow strikes and other actions which disrupt the production process.

Work hours:

It refers to those hours during which an employee is obliged to work.

B3. Coverage

Data collection attempts to cover the entire country, all economic activity and all sectors of the economy, legal and illegal industrial action. The system attempts to cover all industrial action due to labour disputes. The figures in this report are inclusive of all industrial actions which come to the knowledge of the Department, and the methods taken to secure information practically preclude probability of omissions of a serious nature. This is a painstaking exercise, and it is believed that the statistics indicates the conditions of labour disputes in the country with reasonable precision. Since LRA Form 9.2 has been redesigned, the Department is now in a position to cover employees both directly and indirectly involved in industrial actions separately, that is, those who participate directly or indirectly by stopping work. Workers absent from their normal place of work at the time of a strike or stoppage, for reasons such as sick-leave, vacation, business or personal reasons, whether authorised or unauthorized, are excluded from participation in industrial actions and are therefore not counted.

The LRA excludes independent contractors from the definition of employee. The LRA further excludes from the scope of coverage certain categories of workers, namely members of the National Defense Force, National Intelligence Agency and South African Secret Service. The coverage by the Department of industrial action, however, includes all of the above, provided they embarked on an industrial action in the period under consideration.

B4. Data collection

In addition to the legal obligation on employers to report industrial action, the Department has introduced an active media monitoring programme. Through this system, media information on industrial action is used to make contact with employers and to encourage voluntary compliance with reporting requirements. Telephone and telefax communication with affected employers ensure a reasonably accurate coverage of all industrial action.

The cooperation of private sector employers also speeds up the process of data collection. After completing the form, most employers send it to the Head Office of the Department. Some employers keep blank forms with them to complete and when an industrial action arises they voluntarily complete the forms and send them to the Department.

After receiving the form either directly from the employer or from the provincial office, Head Office staff members check the form to assess if the information provided is sufficient. If the information is insufficient, Department of Labour staff contact employers with the aim of getting relevant information, after which the data is captured on a database specifically designed for monitoring industrial action. The form is designed for workers who are both directly and indirectly involved in the industrial action, excluding all those who are on leave. The method of data collection and processing has remained the same ever since. The Department has to rely on the employers affected by disputes for detailed information on such matters as size, length, reason given for striking, etc., which it requires for its records as required by the 1995 Labour Relations Act. No attempt is made to contact other parties to disputes, e.g., unions to verify the information that has been supplied by employers. Hence at this level, employers constitute a principal source of strikes data.

B5. Calculations

Working days lost

All calculations are made on the basis of information recorded on the LRA Form 9.2. After capturing the data, the loss of working days is calculated by multiplying the number of workers involved in each stoppage by the duration of the stoppage in days lost and adding the totals for all stoppages during the reference period. For example, if during the reference period there is one stoppage, involving 2 000 workers and lasting three days, working days lost would be computed as follows:

- 2 000 workers x 3 days = 6 000 working days lost

Working hours lost

Working hours lost is the aggregate number of working hours lost stemming from all work stoppages during the reference period. The statistic is calculated by multiplying the number of workers involved in each stoppage by the number of hours of the stoppage and summing the products thus obtained for all stoppages during the period. For example, if during the reference period there is one stoppage, involving 2 000 workers and lasting three hours and three days working hours lost would be computed as follows:

- workers x hours lost x days worked = working hours lost

Estimated working time is computed by multiplying the employment for the period by the number of days typically worked by most employed workers during that period. In some cases, Saturdays (when customarily not worked), Sundays, and established holidays are excluded. It is also to determine the normal hours of work for groups of workers since LRA form 9.2 provides for this. An average eight hour day is used to represent the normal working day in the country.

Time- loss ratio

This is the number of working days lost due to industrial action per 1 000 employees. It is the standard method that has been used to convert working days lost into a strike rate that takes account of the size of total employment. This also enables comparisons to be made across industries and provinces that differ in employment size. For example, a country with 12 488 000 employees and loosing 1 662 000 working days will have a ratio of 133 arrived at as follows: $1\ 662\ 000/12\ 488\ 000*1\ 000$

Measurement

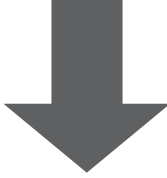
The criterion used to identify a single strike, lockout, stoppage or protest action, is the industrial action in question. The Department of Labour has adopted the following International Labour Organization (ILO) recommendations used to denote one industrial action:

- a temporary work stoppage, due to one industrial action, occurring among workers in one establishment at one time
- temporary work stoppages, due to one industrial action, occurring among workers in several establishments at the same time
- temporary work stoppages, due to one industrial action, occurring among workers in one establishment at different times, in which the period between stoppages is not more than two months
- temporary work stoppages, due to one industrial action, occurring among workers in several establishments at different times, in which the period between stoppages is not more than two months.

While attempts to satisfy the ILO requirements are made, the instrument of data collection (LRA Form 9.2) served as the point of departure, in order to meet the specific needs of the Department.

**LRA FORM 9.2
LABOUR RELATIONS ACT, 1995**

READ THIS FIRST



WHAT IS THE PURPOSE OF THIS FORM?

An employer must keep a record of any strike, lock-out or protest action involving its employees.

WHO FILLS IN THIS FORM?

The employer/or relevant employer organization.

WHERE DOES THIS FORM GO?

ENQUIRIES:

Mhlengi Makhubela-LMIS
Department of Labour
Private Bag X117
Pretoria
0001

Tel: (012) 309 4004
Fax: (012) 309 4406
E Fax: 086 611 6490
E-mail: mhlengi.makhubela@labour.gov.za

OTHER INSTRUCTIONS

The employer must submit this form within seven days of the completion of the strike, lockout or protest action.

If a strike, lockout or protest action occurs in more than one workplace of single employer then a separate form must be completed for each workplace.

RECORD OF STRIKE, LOCKOUT OR PROTEST ACTION

RECORD OF DETAILS OF STRIKE, LOCKOUT OR PROTEST ACTION TO BE KEPT BY EMPLOYER IN TERMS OF SECTION 205(3)(a)

1. EMPLOYER DETAILS

Name:.....

Physical address:.....

Province:

Tel: Fax:

E-mail address:

Contact person:

Sector/ nature of business:

.....
(eg food, mining, retail)

Are wages and working conditions normally determined in a bargaining or statutory council or similar industry – level body?

Yes No

Please explain

2. EMPLOYEE DETAILS

2.1 Number of workforce

Total	Male	Female

2.2 Number of ordinary days/shifts worked per week
Number of ordinary hours worked per day/shift

3. DETAILS OF THE ACTION

3.1 Nature of action

- Strike in company only
- Lockout
- Stayaway, protest action
- Other industrial action, please specify
- Multi-employer strike
- Secondary strike
- Picketing

please go to the next page →

If the action was a strike did the employer lockout the strikers? (defensive lockout)
How was the industrial action resolved?
Was replacement labour used?

Duration

Began: Ended:
(Date) (Time) (Date) (Time)

Duration in workdays (or hours if relevant)

Employees

Number of employees directly²² involved
Number of female employees directly¹ involved
Number of employees indirectly² involved
Number of female employees indirectly² involved
Total man hours lost Total wages lost in Rands

Unions

Which unions were involved? (if more than one union, list main union first. If no union please indicate):
.....
.....

Compliance with the Act

Was the action in compliance with the Act? (e.g., procedural or un-procedural)

- Yes No Don't know

If no, or don't know, please explain

Reasons

Provide reasons for the action:

- Wages only Refusal to bargain
- Bonuses and other compensation Secondary action from another dispute
- Retrenchments/Dismissals Grievances
- Working conditions Disciplinary matters
- Socio-economic/political conditions Organisational rights
- Any other reason, please specify

Signature of employer

Date:

²² 1: Workers directly involve are those who went on strike or were locked out as a result of a dispute
² 2: Workers indirectly involve are those not working as a consequence of the initial stoppage of work because necessary supplies or orders are no longer available.