


**INDUSTRIAL  
ACTION REPORT**  
DEPARTMENT OF EMPLOYMENT AND LABOUR



**IAR 2021**





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## employment & labour

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Employment and Labour  
**REPUBLIC OF SOUTH AFRICA**

DEPARTMENT OF EMPLOYMENT AND LABOUR

# INDUSTRIAL ACTION REPORT 2021

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# ABBREVIATIONS

AMCU	Association of Mineworkers and Construction Union	NTM	National Transport Movement
APSA	Academic & Professional Staff Association	NULAW	National Union of Leather and Allied Workers
BCAWU	Building Construction and Allied Workers Union of South Africa	NUMSA	National Union of Metalworkers of South Africa
CCMA	Commission for Conciliation, Mediation and Arbitration	NUM	National Union of Mineworkers
CEPPWAWU	Chemical, Energy, Paper, Printing, Wood and Allied Workers Union	NAPSAW	National Union of Public Service and Allied Workers
COVID-19	Coronavirus-2019	PAWUSA	Public and Allied Workers Union of South Africa
CPI	Consumer Price Index	PSA	Public Servants Association
CWU	Communication Workers Union	PSCBC	Public Service Co-Ordinating Bargaining Council
DENOSA	Democratic Nursing Organization of South Africa	PTWU	Professional Transport Workers' Union
DETAWU	Democratised Transport Logistics and Allied Workers' Union	SACTWU	South African Clothing and Textile Workers' Union
DPSA	Department of Public Service and Administration	SACU	South African Communication Union
ECCAWUSA	Entertainment, Catering, Commercial and Allied Workers Union of South Africa	SADTU	South African Democratic Teachers Union
FAWU	Food and Allied Workers Union	SALGA	South African Local Government Association
GIWUSA	General Industries Workers Union of South Africa	SAMWU	South African Municipal Workers' Union
HOSPERSA	Health and Other Services Personnel Trade Union of South Africa	SANC	South African Nursing Council
ILO	International Labour Organization	SATAWU	South African Transport and Allied Workers' Union
IMATU	Independent Municipal and Allied Trade Union	SEIFSA	Steel and Engineering Industries Federation of South Africa
LMIS	Labour Market Information and Statistics	SOCRAWU	Security Officers Civil Rights and Allied Workers Union
LRA	Labour Relations Act	TASWU	Transport and Services Workers Union
NEHAWU	National Education Health and Allied Workers' Union	TAWUSA	Transport and Allied Workers Union of South Africa
		UASA	United Association of South Africa



# ACKNOWLEDGEMENT

The Department of Employment and Labour takes this opportunity to thank all employers and organisations in the country, who made efforts to voluntarily submit the LRA 9.2 forms after end of strikes in their companies. We are aware that you have had some operational challenges because of Covid-19 but you managed to provide the strike statistics to the Department. The information that you provided to the Department through your cooperation and support was used to inform us about the strike activities in developing the 2021 annual Industrial Action Report. A big thank you also goes to those employer associations who also hit the call to inform the Department with unpublished strike activities across sectors and organisations.

It would be an error if the Department would not acknowledge and appreciate the contribution made by the colleagues, the Labour Market Information and Statistics (LMIS) for their cooperation in the development and completion of this annual report. They collectively had to put efforts together to ensure they extensively participated in strike data identification and collection through direct and indirect contact with the employers and other associations working remotely during the continuing lockdown restrictions. Without your commitment, we would not have been able to produce and disseminate the 2021 Industrial Action Report.



# EXECUTIVE SUMMARY

Despite the impact of the Covid-19 pandemic and its challenges, workers went on strike demanding better wages and working conditions. This trend is also commonly observed across the world. In South Africa, strike data collected by the Department of Employment and Labour provides an overview of labour unrests in 2021. From 2020 to 2021, the impacts of Covid-19 pandemic lockdown with their restrictions has been associated with the drastic decrease in the strike activities and worker's participation in the streets to exercise their rights over work-related disputes. Despite that, the role and the contribution of the Commission for Conciliation, Mediation and Arbitration (CCMA) in the South African labour market provided support and monitored collective bargaining processes across industries. In particular, the CCMA facilitated industry wage negotiations on the issues relating to the collective agreement in the Metal and other related industries.

When looking at the past years, labour disputes were increasing from 122 in 2016 to 165 in 2018 then dropped to 157 in 2019, 117 in 2020 and down again to 66 strikes as at 31 December 2021. Consequently, the number of working days lost has also dropped between 2020 and 2021.

Even though the country has seen less of labour unrests in 2021, some of the industries were much involved in dealing with workplace disputes as raised by their workers. Overall, the community and the manufacturing industries were most affected by the strikes and lockouts in 2021 with reasons due to wages and other compensation benefits, working conditions and grievances against their employers.

## The following are the key results of the Industrial Action in 2021:

- Strike data collected by the Department using the Labour Relations Acts (LRA) 9.2 forms has revealed that the level of strikes in 2021 was not business as usual where the number of strikes reported was less than 100 strikes compared to the last five years. The decline in strikes represents about 43.5% in 2021 from 25% in 2020 and 29% in 2018. From a total number of 66 strikes, in 2021 90 299 workers spend 696 846 working day lost compared with 117 strikes in 2020 where workers spend close to 783 945 working days lost. Even though most lockdown measures were relaxed and economic sectors were slowly open for business in the last quarter of 2021, the dire economic situation exacerbated by Covid-19 pandemic has undoubtedly delayed rapid economic recovery and promoted different working conditions across economic sectors.
- Our analysis shows that the strikes and lockouts were mostly prevalent in the community and the manufacturing industries over the past five years. Approximately, 34% of work stoppages were from the community industry in 2021, in particular those from the local government municipal sector. The manufacturing industry (as one of the largest negative contributors to growth in Growth Domestic Product (GDP) in the third quarter of 2021) and the community industry reported 28 164 and 11 626 of employees who participated in the strikes in 2021. In contrast, the mining industry reported the highest number of employees with 43 513 who participated in strikes even though with few strikes in the same period.
- In terms of reasons for going on strike, most employers had indicated that workers (74.9%) in 2021 lost the days of work demanding better wage related benefits and other compensations. Nevertheless, this is 16.36% lower compared to (624 960 workers) in 2020. Other reasons why workers went on strike were due to improving the working conditions with about 3.8% in 2021.



- The strike records indicate that there were 696 846 working days lost from 66 strike incidents in 2021 compared to 783 945 working days lost from 117 strikes in 2020. This represents about 11.1% drop in working days lost over the two-year period.
- About 90 299 (41.7%) employees from a total workforce of 216 598 embarked in strike activities in 2021 while 101 712 (28.2%) of employees from a total workforce of 360 013 participated in the strike activities in 2020. The decrease in working days lost in 2021 was associated with the lower number of workers who participated in strikes and the time spent in the streets as the last resort to raise their workplace matters against the employer's offer.
- Subsequently, workers lost R218 million of wages from 66 strikes (or 696 846 working days lost) compared to R169 million of wages lost from 117 strikes (or 783 945 working days lost) in 2020. The manufacturing industry suffered more in terms of wages lost in 2021 where the steel industry was hard-hit with the nationwide strike in October 2021.
- As reported, the median wage was settled at an average of 6% across all industries in 2021. However, the community and manufacturing industries who recorded the highest number of strike incidents settled below the national average at 5.4% and 5% in 2021. Meanwhile the agriculture, construction, transport and finance industries who recorded the lowest strikes incidents have settled higher wage agreements in 2021.
- The records show higher level of unprotected strikes in 2021. About 61% of the strikes were non-procedural while the remaining 39% of strikes were procedural over the same period. This is despite the guidelines that compels every trade union or employers' organization to conduct a ballot of members before calling for strike or lockout.
- The collective bargaining engagements during Covid-19 pandemic has become an even more important tool for unions to use in protecting workers, saving jobs and demanding more worker's benefits. According to the results drawn from LRA 9.2 form information, 15.5% of NUMSA members were represented in workplace negotiations in 2021 compared to SAMWU trade union members that represented predominantly in 2020 negotiations. In contrast, about 14.6% of workers who participated in workplaces disputes were not-unionized.

### **The impact of 2021 strike incidents in the South African society**

- While there are potential benefits from strikes such as better work morale or improved labour productivity, strike action also brings about a number of direct and indirect economic consequences and costs to the economy that can be high, depending on duration and the number of workers involved in a strike action. Despite the South African labour market having recorded the lowest labour disputes in 2021, workers lost close to R218 million in wages because of participating in labour disputes and somehow affecting GDP performance of the country. As a result, the expenditure on real GDP decreased by 1.6% in the third quarter of 2021, following an increase of 1.1% in the second quarter of 2021. The largest negative contributors to growth in GDP in the third quarter of 2021 was the manufacturing industry that lost more working days and wages compared to other industries because of strike activities.
- Unlike in 2020, the private sector accounted for 88% of working days lost against the public sector's working days lost of 12 % in 2021. Most working days lost from the private sector emanated from the manufacturing industry (59.3% days lost) where workers were involved in the nation-wide's 3 to 5 weeks strikes. In this context, the South African President<sup>1</sup> has reiterated the continuous efforts that are made by the ruling party. This consists of creating the conditions that will enable the private sector both big and small to emerge, to grow, to access new markets to create new products and to create better dynamism of the economy but equally an environment in which South Africans can live a better life and unleash the energy of their capabilities.

<sup>1</sup> The State of the Nation Address (SONA), February 2022



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# INTRODUCTION

The analysis of labour disputes including working days lost, stoppages and workers involved has become frequent across the world. Employees and employers clash over wage demands, working conditions, management policies, political and other social issues that lead to industrial actions, e.g. Lockouts, pickets and strikes. In South Africa, there is a constitutional right to strike as regulated by Section 23 of the Constitution of the Republic of South Africa Act 108 of 1996 and other labour legislation that govern employment relationships<sup>2</sup>.

The Labour Relations Act of 1995 (LRA) defines a strike in section 213 as “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 employee, and every reference to work in this definition includes overtime work, whether it is voluntary or compulsory<sup>3</sup>.”

As the country struggles to recover, we look at the changes in industrial actions during the 2021 of the Covid-19 pandemic. As it was observed in the year 2020, the lockdown measures were meant to stem the spread of the Covid-19 pandemic deepening the underlining issues of inequality, poverty and unemployment in the country. Similar results were probably recorded in 2021. The pandemic has shown that working conditions have clear implications for workers’ health and safety and that a lack of voice can affect workers’ health<sup>4</sup>.

This Industrial Action Report reflects mainly on the work stoppages as captured by the Department over the last 12 months of 2021. To this extent, a comparative analysis over five years (2017 to 2021) is also presented. The strikes data are directly drawn from affected employers and other organisations in the country using the LRA 9.2 form.

Three chapters in this annual report examine the labour unrests in 2021. **Chapter One** examines the main strike indicators based on the analysis of number of work stoppages, working days lost per 1 000 employees, duration of strikes and worker’s wage lost. The latter is considered descriptive as a proxy indicator of assessing the economic impact of the strikes in the country in a form of worker loss of revenue. To some extent, a descriptive analysis provides the strike patterns in the last five years. **Chapter Two** focuses on yearly comparative analysis of work stoppages in particular between 2020 and 2021. Interestingly, the two periods were associated with rapid spread of the novel coronavirus and stringent lockdown measures to flatten the curve. In addition, the strike data is disaggregated in terms of wages by industry, working days and hours lost per industry and other related workplace disputes activities. **Chapter Three** provides an overview of the wage settlement patterns through collective bargaining that were reached in various companies in order to moderate workplace conflicts across industries. In **Annexure**, the work stoppages over twelve months of 2021 as captured and monitored in the Department’s media monitoring strikes data system is profiled. This is followed by additional strike information in the form of tables and graphs that were not included in the main report.

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<sup>2</sup> Odeku, K.O. (2014). *An Overview of the right to strike phenomenon in South Africa*

<sup>3</sup> Labour Relations Act no 66 of 1995

<sup>4</sup> Michigan, Ahiza García-Hodges, NBC News, 17 December 2021



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PHOTO: GROUNDUP.ORG.ZA

## CHAPTER 1

OVERVIEW OF STRIKE  
INCIDENTS IN THE  
SOUTH AFRICAN  
LABOUR MARKET,  
2017-2021

# CHAPTER ONE

## OVERVIEW OF STRIKE INCIDENTS IN THE SOUTH AFRICAN LABOUR MARKET, 2017-2021

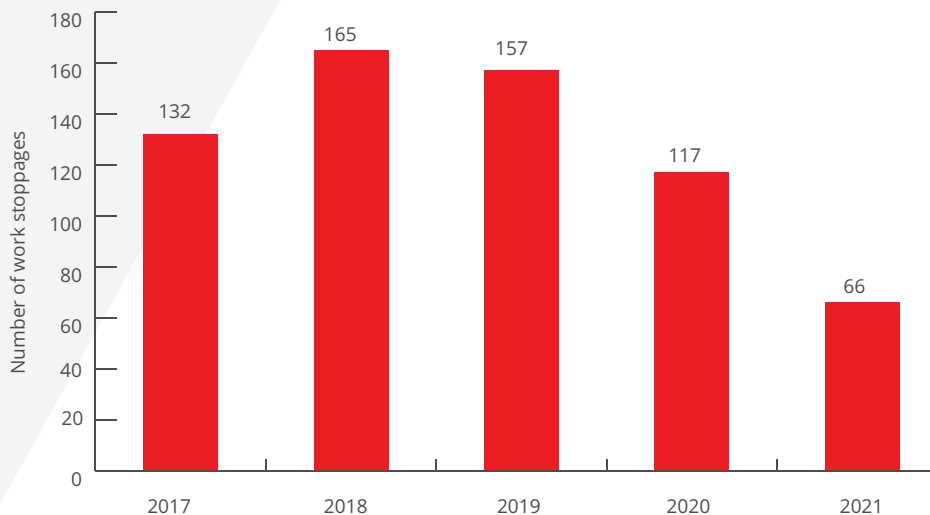
As the country struggles to recover from the ongoing Covid-19 pandemic in 2021, a large number of workers still went on streets demanding better wages and conditions of work. This chapter presents a descriptive statistics analysis related to key labour unrest indicators as captured from the LRA 9.2 forms. These indicators include the number of work stoppages, work days lost, work hours lost, wages lost and other strike related indicators. A comparative analysis over five years from 2017 to 2021 is covered in this same chapter. In the past five years, there were more strike activities in 2018 as compared to the other years. Strikes and lockouts decreased during Covid-19 pandemic by 25.5% in between 2019 and 2020 and by 43.5% between 2020 and 2021. While Covid-19 exacerbated inequalities in the South African labour market (due to physical distancing, self-isolation because of lockdown in the past two years), other factors such as the persistent gender pay gap, employer non-compliance with the national minimum laws in some economic sectors, etc. are also deemed to be associated with employee's right to continuously protest.

Following this, the strikes and lockouts were mostly prevalent in the community and the manufacturing industries over the past five years. In 2021, out of 66 strikes recorded, about 36.3% of work stoppages were from the community industry, in particular those from the local government municipal sector. Furthermore, approximately 42% of the total workforce (216 598) embarked on strikes activities in 2021 where the mining industry recorded the highest number of participants at 48% or 43 513 workers over the same period. The mining industry was the lowest in terms of work stoppages across industries. The manufacturing and community industries recorded 28 164 participants or 31% of the total workforce and 11 626 (or 12%) of employees who participated in the strikes in 2021.

While compliance to labour laws deemed necessary to restore a peaceful labour market performance, some employers had mostly reported unprotected strikes at 61% out of 66 strikes captured by the Department in 2021. The remaining of 39% of strikes were reported procedural and compliant to labour laws. This is a lower rate in the number of un-procedural strikes in 2021 as compared to un-protected strikes reported from 2019 to 2020. The high level of unprotected strikes in 2021 was largely reported in the community industry at 45% and the manufacturing industry at 22.5%.

In the same context, the private sector accounted for 88% of working days lost against the public sector's working days lost of 12% in 2021. Most working days lost from the private sector emanated from the manufacturing industry (53% of days lost) where workers were involved in a five weeks nation-wide metal and engineering strike demanding higher wages.

**FIGURE 1: TRENDS IN THE NUMBER OF WORK STOPPAGES IN SOUTH AFRICA, 2017 - 2021**



Source: Department of Employment and Labour, Strikes Statistics database, 2017-2021



As illustrated in **Figure 1** above, the level of strikes in 2021 marks the most significant drop in the number of strikes recorded by the Department over the past five years. The number of strikes and lockouts has been declining since 2018. This fell even further during Covid-19 pandemic that emerged in 2020 hitting a low level of 66 strikes in 2021. The number of strikes in 2021 was half of the strikes recorded in 2017. The decline in strikes was at 43.5% between 2020 and 2021; 60% between 2018 and 2021. In 2021, the bulk of strikes came from the community's provincial and local government sector where workers staged a protest over salary increments and poor working conditions. Either way, whether strikes are many or fewer, they have an inflicting financial loss upon the employers and employees because of the loss of income and companies' profits.

**TABLE 1: DISTRIBUTION OF EMPLOYEE'S PARTICIPATION IN WORK STOPPAGE BY INDUSTRY<sup>5</sup>, 2021**

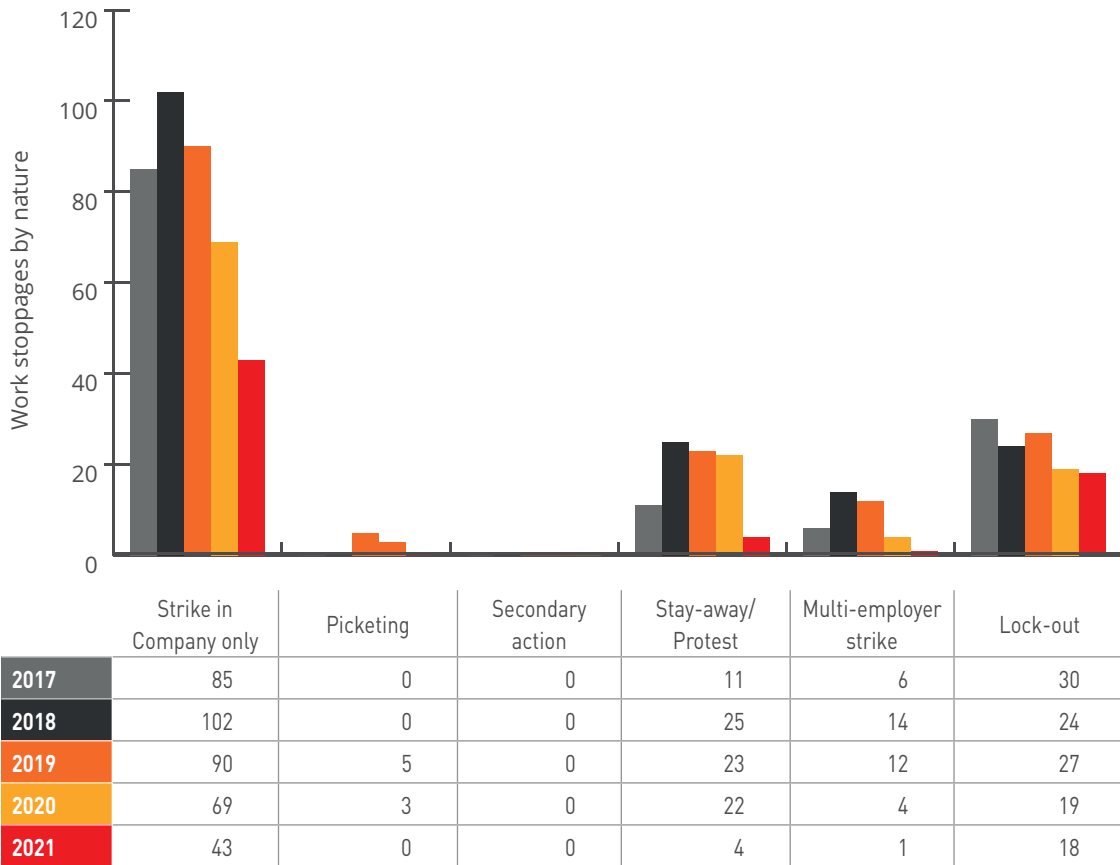
Industry	Number of workforce 2021*	Employees involved 2021	Percentage distribution of employees involved per sector
Agriculture	3 487	1 386	39.7
Mining	45 282	43 513	96.1
Manufacturing	56 812	28 164	49.6
Utilities	0	0	0.0
Construction	0	0	0.0
Trade	37 223	4 565	12.3
Transport	5 057	879	17.4
Finance	693	166	24.0
Community	68 044	11 626	17.1
<b>Total</b>	<b>216 598</b>	<b>90 299</b>	<b>41.7</b>

*Source: Department of Employment and Labour, Strikes Statistics database, 2021 \*the statistics as reported by employers using the LRA 9.2 forms*

In many instances, workers would threaten or decided to go on strike when they are unable to reach an agreement with their employers. From various industries in 2021, over 90 000 workers from a total workforce of 216 598 challenged their employers demanding higher wages and better working conditions. On average, 41.7% of the total workforce participated in labour disputes in 2021 as shown in **Table 1**. Due to the continuing Covid-19 restrictions, the number of workers involved in work stoppages fell to 90 299 (or 11.2% less) in 2021 from 101 712 participants in 2020. The statistics presented in **Table 1** suggest that the high ratio of workers who participated in strikes were from the mining industry with 43 513 workers followed by the manufacturing (28 164) and community (11 626) industries in 2021. The least of participant's ratio in strike activities were from the finance and transport industries at 166 and 879 over the same period.

<sup>5</sup> As per the International Standard Industrial Classification (ISIC).

**FIGURE 2: DISTRIBUTION OF WORK STOPPAGES BY THEIR NATURE, 2017-2021**



Source: Department of Employment and Labour, Strikes Statistics database, 2021

**Figure 2** illustrates the distribution of all strikes and lockouts by their nature in the past five years. The highest level of strike incidents in all the years occurred in company only despite Covid-19 pandemic. In 2021, about 65.1% of strike incidents occurred in company only. This represents almost 38% lower as compared to 2020. These records on strike in company only were mostly reported in the community and manufacturing industries in 2021. Lockouts were also prominent in 2021 at 27.2%. Similarly, the community industry reported more lockouts than other industries. The strike records further show that there were no picketing and secondary strike incidents in 2021.

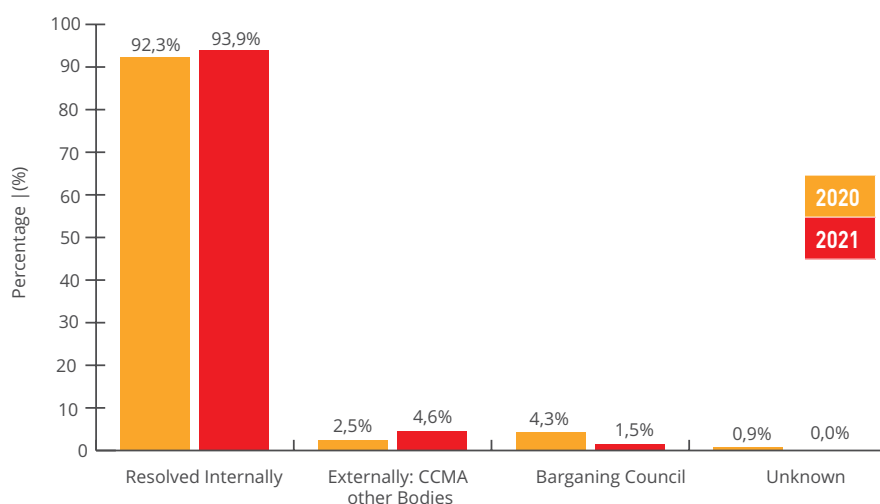
**TABLE 2: DISTRIBUTION OF WORKING DAYS LOST BY PRINCIPAL CAUSE OF DISPUTES, 2017-2021**

Principal cause	2017	2018	2019	2020	2021
Wages, bonus and other compensation benefits	540 966	789 198	1 986 636	624 960	522 529
Working conditions	50 292	128 890	221 475	18 700	27 071
Disciplinary matters	10 120	22 729	3 437	1 320	11 386
Grievances	177 605	139 762	98 913	82 123	22 860
Socio-economic and political conditions	26156	15 708	117 477	6 979	19 799
Secondary actions	0	0	1 250	33 068	0
Retrenchment/redundancy	12 865	11 840	890	130	16 112
Refusal to bargain	132 219	13 313	119	2 573	6 546
Trade union recognition	10 266	11 304	38 195	2 428	8 449
Other reasons	0	26 201	27 486	11 664	62 094
<b>Total</b>	<b>960 489</b>	<b>1 158 945</b>	<b>2 495 878</b>	<b>783 945</b>	<b>696 846</b>

Source: Department of Employment and Labour, Strikes Statistics database, 2021

**Table 2** captures the reasons of working days lost as reported by employers in LRA 9.2 forms. The employers are asked why employees embarked on a strike. In the past five years, most of the workers who participated in the strikes had reported that the demand for wage, bonus and other compensation benefits was the main reason for going on strike in the country. According to **Table 2**, most workers (74.9%) in 2021 lost days of work mainly to demand wage related benefits. This is 16.36% lower compared to (624 960) in 2020. About 10.5% of employers reported worker’s grievances as another key reason of disputes in 2021. However, disputes over proper working conditions (3.8%) and grievances (3.3%) were amongst other reasons cited by workers to go on strike. Other reasons (unspecified) covered almost 9% of participant’ strikers over the same period. The reasons were applicable to workers who demanded proper equipment and facilities to prevent the spread of the novel coronavirus in the workplace.

**FIGURE 3: PERCENTAGE DISTRIBUTION ON HOW DISPUTES WERE RESOLVED, 2020-2021**



Source: Department of Employment and Labour, Strikes Statistics database, 2021

As shown in **Figure 3**, the distribution related to the effectiveness of dispute resolutions at the workplace is illustrated. On a year on year basis, employers reported that workplace disputes were resolved internally without the involvement of external parties’ interventions. Employers reported a bigger share of 93.9% of workplace disputes in 2021 and 92.3% in 2020 were resolved internally through employees and employer’s engagements and agreements. This signals a good relationship between employers and employees in resolving workplace disputes over time. As Covid-19 pandemic continues to challenge the South African labour market in 2020 and 2021, the CCMA has also continued to advocate for all social partners to continuously observe and abide with all employment laws, calling for humanity and relationship building during these difficult time<sup>6</sup>. With that being said, the CCMA’s intervention as an external bodies stood at 4.6% in resolving workplace disputes in 2021 while the Bargaining Council’s (BC) intervention was rated at 1.5% of dispute resolution in 2021, as shown in **Figure 3** above.

<sup>6</sup> CCMA Annual Report (2020/21). Foreword by The Chairperson of The CCMA Governing Body ( Enos Ngutshane)

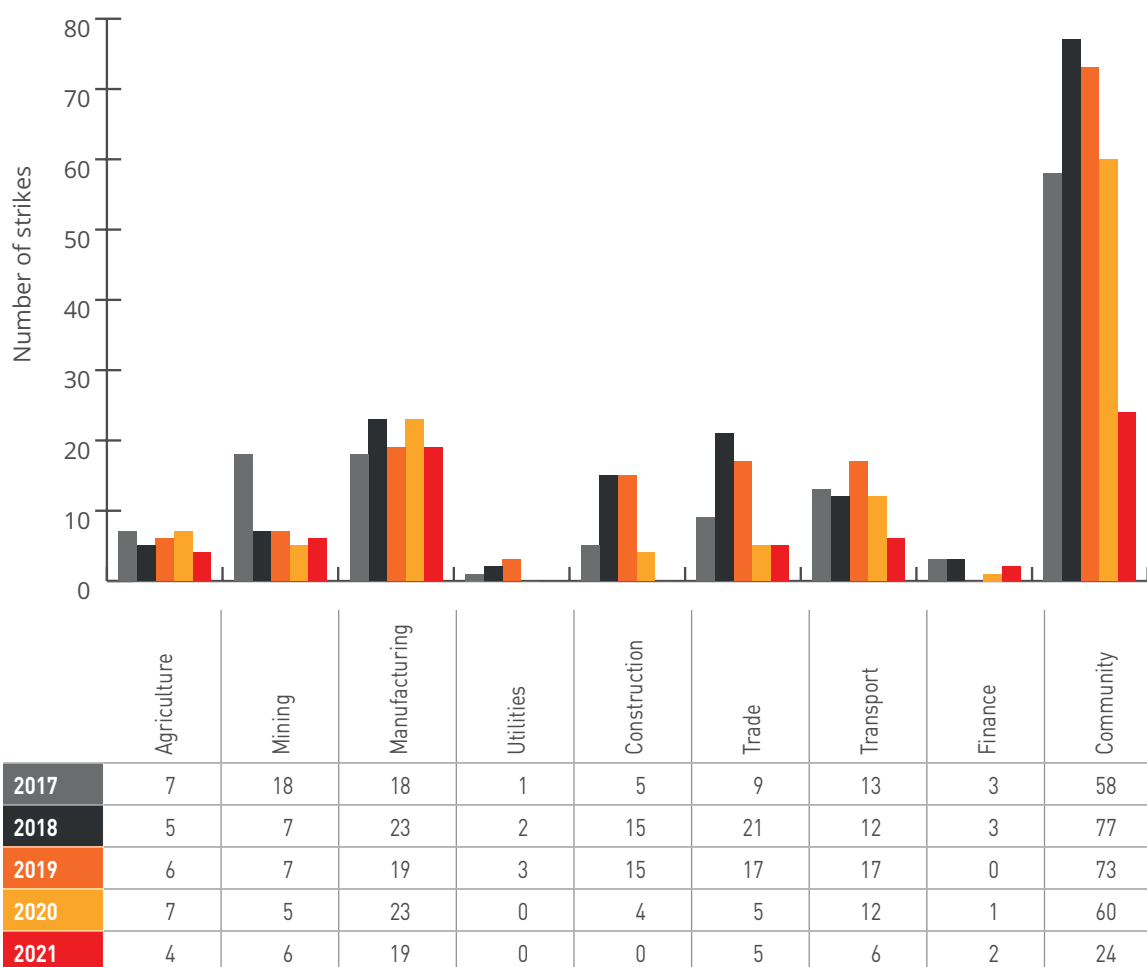
**TABLE 3: DISTRIBUTION ON HOW ANNUAL SALARY INCREMENTS WERE NEGOTIATED IN SOUTH AFRICA**

	July-Sept 2020	Oct-Dec 2020	Jan-March 2021	April-June 2021	July-Sept 2021	Year on Year change [%]
Individual and employer	1 027 000	1 099 000	952 000	866 000	849 000	-17.3
Union and employer	3 376 000	3 220 000	3 357 000	3 154 000	2 980 000	-13.2
Bargaining council	1 168 000	1 149 000	1 186 000	1 146 000	1 133 000	-3.0
<b>Employer only</b>	<b>6 173 000</b>	<b>6 512 000</b>	<b>6 478 000</b>	<b>6 545 000</b>	<b>6 197 000</b>	<b>0.4</b>
No regular increments	558 000	620 000	637 000	732 000	764 000	36.9
unspecified	21 000	14 000	39 000 000	17 000	18 000	-14.3

Source: Statistics South Africa, QLFS, quarter 3 of 2021

In line with employer’s responses on the effectiveness of resolving disputes, Statistics South Africa also tracks the trends in the Quarterly Labour Force Survey (QLFS)<sup>7</sup>. **Table 3** captures the results on how households responded to question related to how annual salary increments were negotiated in the South African labour market. Most workers reported that annual salary disputes were resolved with the employer only, e.g., in company only. More than 6.5 million workers reported that “employers only” without the involvement of external parties were able to resolve workplace salary increments. This method of negotiations was followed by negotiations settled between the bargaining councils and individuals and employers at the workplace, as shown in **Table 3**.

**FIGURE 4: DISTRIBUTION OF WORK STOPPAGES BY INDUSTRY, 2017-2021**



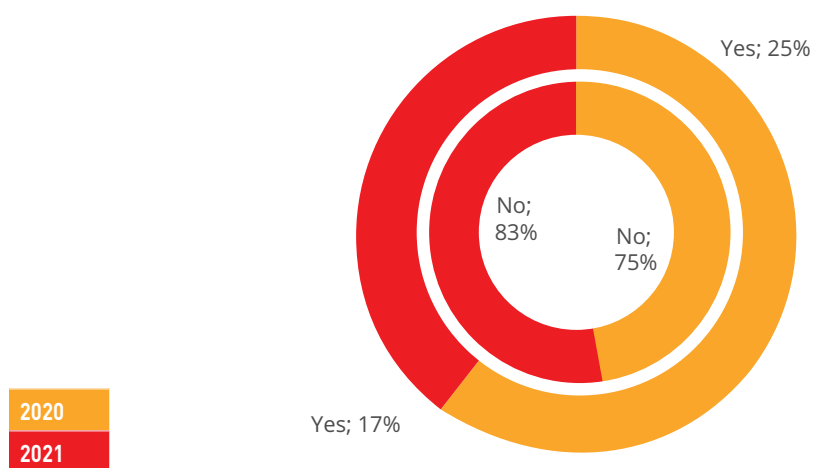
Source: Department of Employment and Labour, Strikes Statistics database, 2017-2021

<sup>7</sup> Statistics South Africa, Quarterly Labour Force Survey, Quarter 3 of 2021, p- 70



In 2021, almost all industries in the country except the utilities and the construction industries were affected with labour disputes despite the ongoing Covid-19 pandemic. In **Figure 4** above, the strike statistics show that the community industry suffered more labour unrests over the five-year period followed by the manufacturing industry. Of the total 66 strikes recorded in 2021, the community scored more 36.3% followed by the manufacturing industries at 28.7% of strike incidents. These are the two industries that had replaced labour during the labour unrests in July of 2021. In the community industry, strikes emanated from the local governments municipality where workers demanded wage increment and proper working conditions. With the manufacturing industry, the NUMSA trade union workers from the Steel and Engineering sector staged the streets in October 2021 with a nationwide strike action to demand a three-year deal of 8% increase meanwhile the Clover employees from the food and the beverage sector were complaining about companies restructuring and job losses. Compared to the same period in 2020, a decline of 60% in strikes were recorded from the community industry followed by a sharp decline (17%) of strike incidents recorded in the manufacturing industry. The other key industry that recorded a decline in labour unrests was the transport industry with a decline of 50% of strikes between 2020 and 2021.

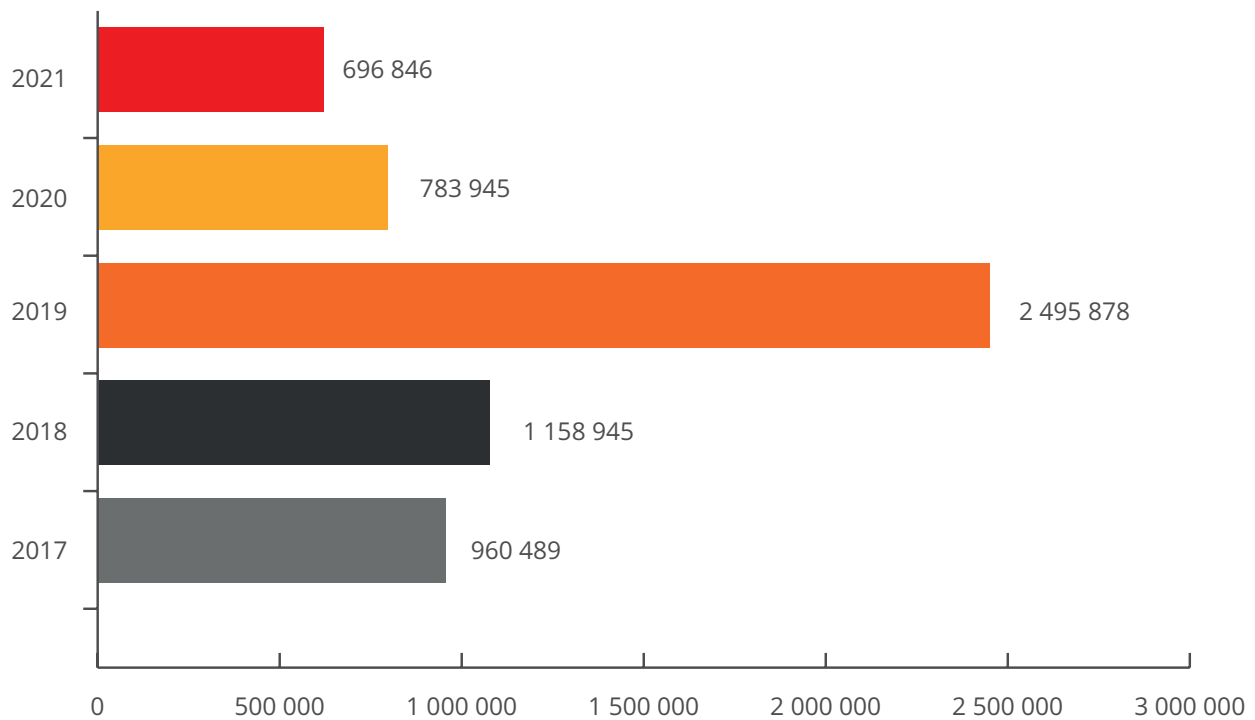
**FIGURE 5: PERCENTAGE DISTRIBUTION OF REPLACEMENT LABOUR USED DURING THE STRIKES, 2020-2021**



Source: Department of Employment and Labour, Strikes Statistics database, 2020-2021

During a strike activity, the employer can decide whether to use or not to use replacement of labours at the workplace to sustain productivity and service delivery. Overall, **Figure 5** shows that 83% of employers reported not to have replaced their labour during strike activities whilst 17% of employers used replacement labour in 2021. The two industries that recorded the most strikes in 2021, e.g., the community and manufacturing industries, used replacement labour during strike actions. Even though employers used replacement labour during strikes, a worker who is replaced from participating on strikes might not be dismissed from their job, since the worker remains protected by laws in the country.

**FIGURE 6: TRENDS IN WORKING DAYS LOST<sup>8</sup> IN SOUTH AFRICA, 2017-2021**



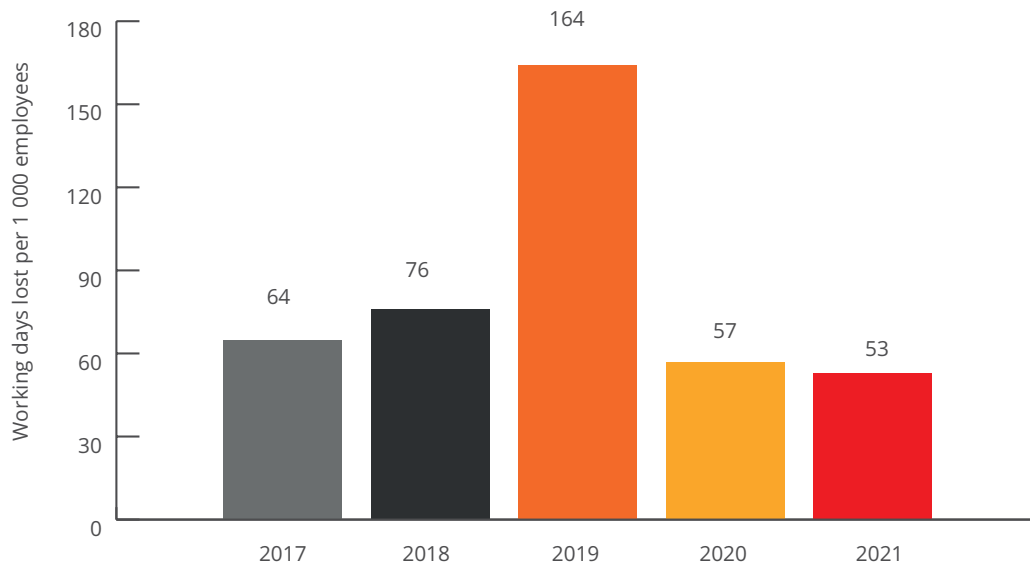
Source: Department of Employment and Labour, Strikes Statistics database, 2017-2021

Due to worker's participating on strikes, they will probably forfeit salary for the duration of strike. The working days lost is a function of the number of workers on the streets to the number of stay away from the unit of production. **Figure 6** suggests a decrease in the working days lost between 2020 and 2021 by 11.1%. For instance, 90 299 (41.7%) employees from a total workforce of 216 598 embarked in strikes activities in 2021 while 101 712 (28.2%) of employees from a total workforce of 360 013 participated in the strike activities in 2020. The decrease in working days lost in 2021 was due to fewer employees who participated in strikes and the duration spent in the streets to fully raise their workplace matters with the employers. As with the 2020 results, the decrease of working days lost were also attributed to Covid-19 lockdown restrictions where workers could not gather in masses at the time. The highest number of working days lost were recorded in the manufacturing industry where most workers from the food products, beverages and tobacco products and the steel and engineering sector spend close to three weeks on the streets to demand higher wages. Workers from the trade industries' Massmart companies also spent more time away from work to demand wage increases and the restructuring of the company.

<sup>8</sup> The working days lost due to strike implies the total number of workers involved directly in the strikes or lockouts multiplies by the length of work stoppage. These are of little use purposes of international comparisons. The number of days not worked per 1 000 employees will be the best estimate for such international comparison.



**FIGURE 7: WORKING DAYS LOST PER 1 000<sup>9</sup> EMPLOYEES (TIME-LOSS RATIO) DUE TO STRIKES, 2017-2021**



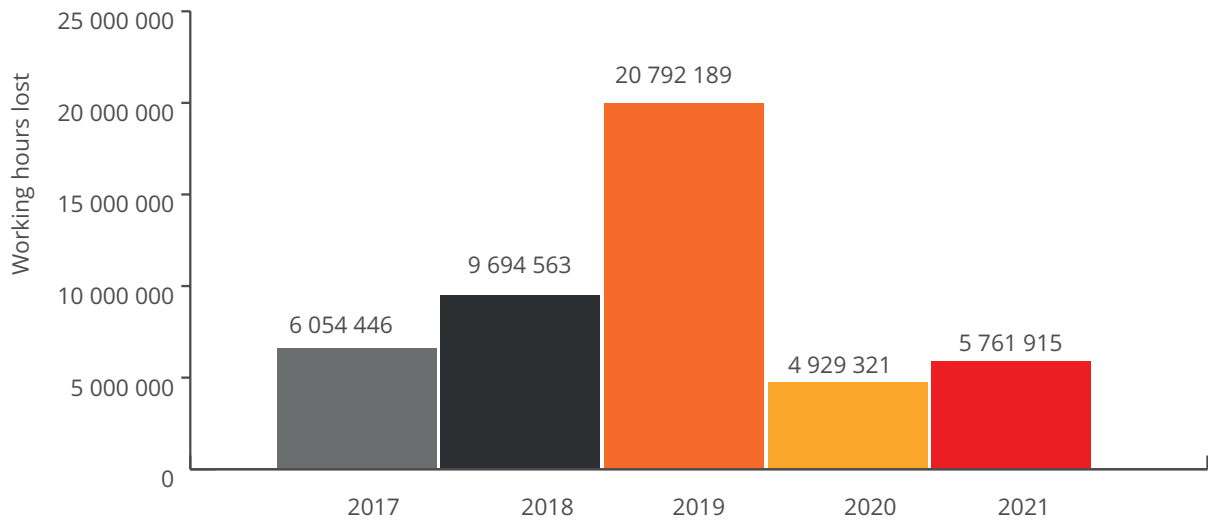
Source: Department of Employment and Labour, Strikes Statistics database 2017-2021

Working days lost per 1 000 employees from 2017 to 2021 are shown in **Figure 7**. In 2021, for every 1 000 employees who participated in the strikes, 53 working days were lost in South Africa. The margin is not far below 2020 mark where 57 working days per 1 000 employees were lost. The ratio in 2021 is far below in the last five years in South Africa that can further be associated with the fewer number of working days lost in strike activities. In contrast, the time ratio is slightly higher when compared to other emerging labour markets in the world.

Looking at the trend over the same period in 2020, the effects of Covid-19 lockdown measures have caused workers to limit their outdoor movement in particular in the formal sector and other non-essential activities to avoid the spread of the novel coronavirus.

<sup>9</sup> This indicator allows for international comparison in strike activity where data is available. For international comparison, the ratio distinguishes which country is "strike-prone" when compared to another country.

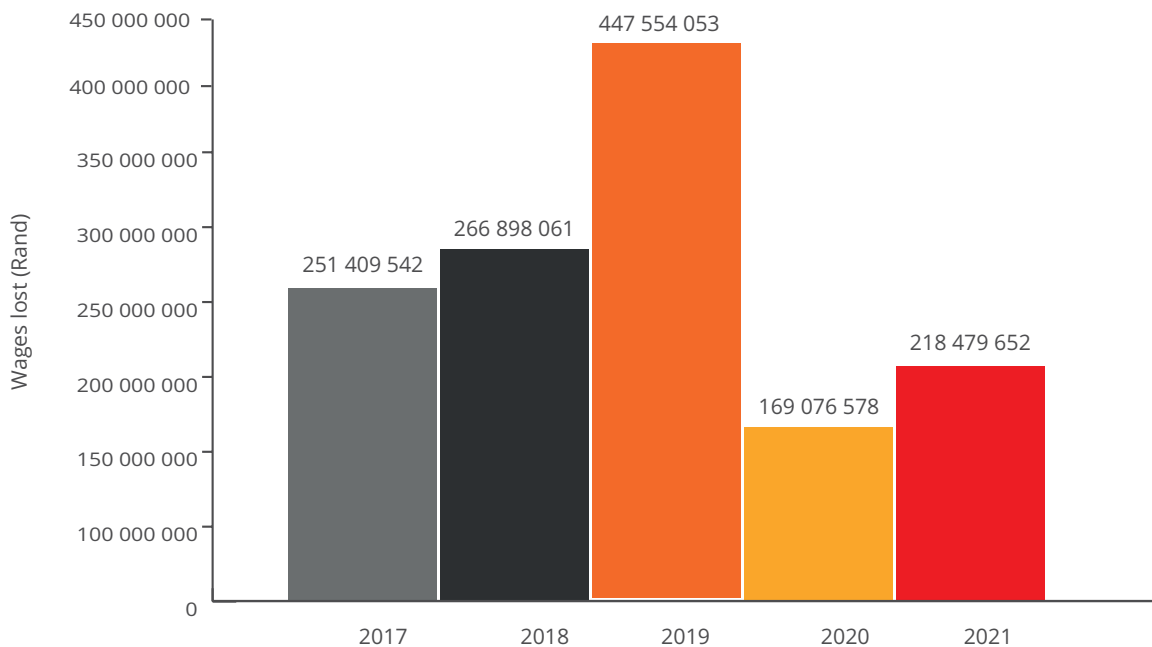
**FIGURE 8: TRENDS IN WORKING HOURS LOST IN SOUTH AFRICA, 2017-2021**



Source: Department of Employment and Labour, Strikes Statistics database 2017-2021

The records in **Figure 8** point-out that some employers are not paying attention to the matters raised by the trade unions and employees on how to handle workplaces issues until all is out of control. Regarding the hours lost due to strikes, 5 761 915 working hours were lost from (696 846 working days lost and 90 299 employees who participated in strikes) in 2021. This represents about 17% increase in the number of working hours lost from 4 929 321 working days lost in 2020 with a total of 117 strikes and 101 712 workers involved in strikes. The manufacturing industry recorded the highest working hours lost at 2 669 391 followed by the trade and community industries with 726 026 and 638 856 working hours lost, respectively.

**FIGURE 9: WAGES LOST<sup>10</sup> DUE TO WORK STOPPAGES IN SOUTH AFRICA, 2017-2021**



Source: Department of Employment and Labour, Strikes Statistics database, 2017-2021

Workers who do not see wage growth even when the country's economy is not performing well will push for their fair share of economic growth through strikes. Relative to the wages lost, the strike statistics reported that 90 299 workers have participated in strikes demanding wages increase and other better workplace conditions in 2021. **Figure 9** captures the estimates of workers wage lost from 2017 to 2021. More than

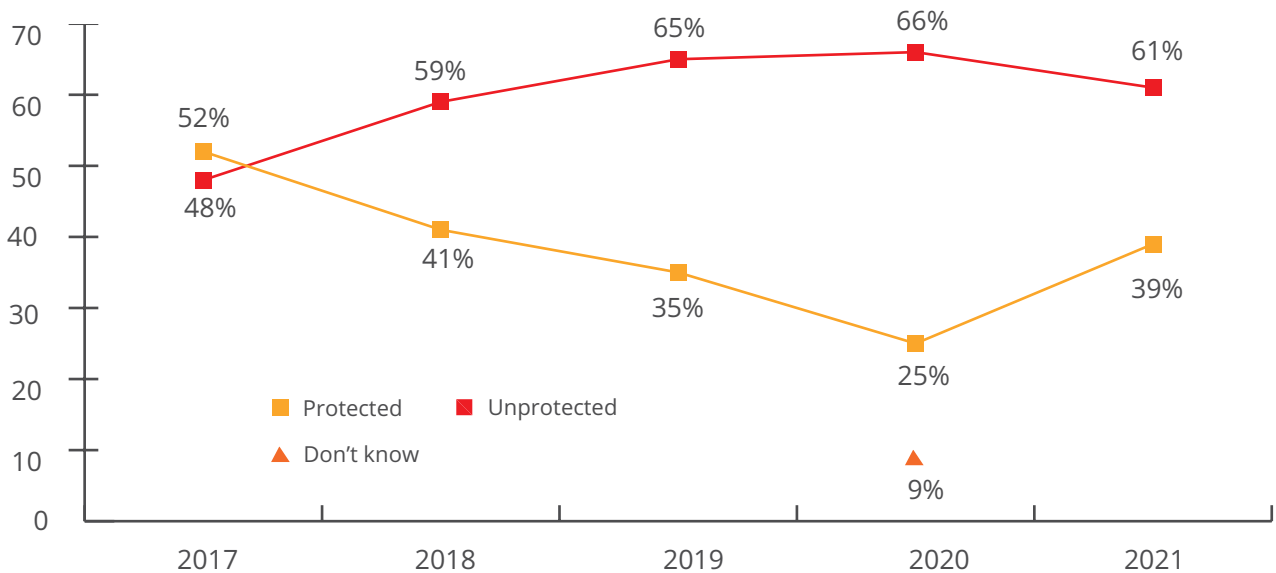
<sup>10</sup> There is a need for a case study to gather data from a number of companies that were affected by the strike activity in order to estimate the cost of strike to company. This can be a case study for the Research unit in the future.



R218 million in worker's wages were lost at the national level because of non-productivity during the strikes in 2021. This is 29.2% more than R169 millions of wages lost from 117 strikes in 2020.

As outlined above, the manufacturing suffered more in terms of worker's wages lost in 2021 where the steel sector was hit with a five weeks' nation-wide strike in October 2021. Industry Workers embarked on strike in fight for higher wages while they did forgo their daily wage. During the second and third quarter of 2021, the mining industry was also hit by strikes where 43 342 workers went on strike demanding wage increments and lodging grievances against the employers for better work conditions. Similar trends were recorded in the community industry, in particular amongst workers in the municipal sector demanding higher wages and better working conditions against the local government sector.

**FIGURE 10: PERCENTAGE DISTRIBUTION OF THE PROTECTED AND UNPROTECTED STRIKES IN SOUTH AFRICA, 2017-2021**



Source: Department of Employment and Labour, Strikes Statistics database, 2017-2021

Employers informed the Department if the strike was procedural or not. This information is directly drawn from the LRA 9.2 forms that indicate about 61% of the strikes were non-procedural while the remaining 39% of strikes were procedural in 2021, as shown in **Figure 10**. This shows a downward trend in the number of un-procedural strikes as compared to 2019 and 2020. In 2021, the community industry contributed largely at 45% of un-procedural strikes, followed by the manufacturing industry at 22.5%. Even though there was a decline in the number of un-procedural strikes because of workers going into distress or facing workplace difficulties, the CCMA continued to support the labour market by facilitating and moderating workplace disputes. The CCMA also appealed to workers across all essential and non-essential service industries to refrain from any un-protected industrial actions during the period had of stringent lockdown measures in the country. With the decline in number of un-protected strikes, the number of protected strikes increased from 25% in 2020 to 39% in 2021.



**INDUSTRIAL  
ACTION REPORT**



PHOTO: PSA FACEBOOK PAGE

## CHAPTER 2

ANALYSIS OF THE KEY  
CHARACTERISTICS OF  
THE LABOUR DISPUTES,  
2020 AND 2021



## CHAPTER TWO

### ANALYSIS OF THE KEY CHARACTERISTICS OF THE LABOUR DISPUTES, 2020 AND 2021

Taking a closer look at the effects of frequent strikes on productivity and economic growth requires providing some estimates related to key labour dispute indicators. In this context, this section presents much details regarding estimates on the number of work stoppages, workdays lost, time loss ratio by industry, duration of strikes, employment size and ratio of union membership representation.

With the current ongoing Covid-19 pandemic and the prevalence of strikes across economic sectors, one can argue that they threaten the slow economic growth and much needed investment. In the year 2021. The community and the manufacturing industries have also contributed largely towards the total 66 labour disputes as compared to other industries in the country. The knock- effects of Covid-19 pandemic and other factors such as high inflation rate either have directly or indirectly propel or reduce conflicts at various workplaces. As shown above, 6.9 thousands working days were lost to strike action in 2021 as compared to 7.8 thousands working days lost in 2020 and 2.4 million working days in 2019. Some of the findings in this chapter reflects on strikes that had a huge impact on the South African labour market in 2021. For instance, the National Union of Metalworkers of South Africa (NUMSA), which represents more than 400 000 workers called for a nationwide strike in early October 2021. The strike hit the manufacturing industry when it was in the midst of a recovery from the ongoing Covid-19 pandemic. The union demanded a multi-year 8% wage increase across the board for the first year and Consumer Price Index (CPI) +2% for the second and third years whilst SEIFSA's initial offer was around 4.4%. Meanwhile, since the beginning of the strike, it is estimated that the steel and metal industry lost more than half a billion rand while striking workers were not paid during the protests.

Another major strike that made headlines from the manufacturing sector was the General Industries Workers Union of South Africa (Giwusa) and the Food and Allied Workers Union (Fawu) that represented more than 2 000 striking workers from Clover South Africa. Workers went on a more than a month long strike calling for among other things, the nationalisation of dairy company Clover, restructuring, job cuts and losses, closing of factories and long hours of work.

## 2.1. INDUSTRIAL DISTRIBUTION OF WORK STOPPAGES AND WAGES LOST BY INDUSTRY, 2020 - 2021

**TABLE 4: DISTRIBUTION OF WORK STOPPAGES AND WAGES LOST BY INDUSTRY, 2020 - 2021**

Industry*	No. of work stoppages 2020	Worker's wage lost (Total 2020 (Rand's))	No. of work stoppages 2021	Worker's wage lost (Total 2021 (Rand's))
Agriculture	7	1 306 981	4	2 008 509
Mining	5	35 395 960	6	38 845 379
Manufacturing	23	19 191 844	19	138 544 426
Utilities	0	0	0	0
Construction	4	863 377	0	0
Trade	5	0	5	5 737 862
Transport	12	4 325 293	6	2 124 775
Finance	1	0	2	493 117
Community	60	107 993 123	24	30 725 584
<b>Total</b>	<b>117</b>	<b>169 076 578</b>	<b>66</b>	<b>218 479 652</b>

Source: Department of Employment and Labour, Strikes Statistics database, 2020-2021;

\*Note that the Standard International Classification (SIC) was used (excluding the Private household sector).

As outlined above, labour dispute resolution is an effective prevention approach and critical mechanism for sound and productive employment at workplace. It guarantees the limited conflicts between employers and employees and their respective organisations for continuing good employment relations. In **Table 4**, the statistics reflect the work stoppages and wages lost by industry in 2020 and 2021. On the one hand, the number of work stoppages decreased - in five industries between 2020 and 2021. The largest decreases were recorded from the community industry down by 60%, the transport (-50%) and the manufacturing - (-17%) industries. On the other hand, workers in the manufacturing industry lost more than 60% of wages in 2021 as compared to other industries. Wages lost in the mining and community industries were at 17.8% and 14.1%, respectively over the same period.

News of the manufacturing's steel and engineering strike sent the share price of steelmakers down<sup>11</sup>. The steel and engineering sector is an important component of South Africa's economy and it represents nearly 2% of the country's economic output and it is responsible for 190 000 direct jobs. As it was reported, there is no doubt that the engineering sector has suffered greatly over the duration of the SEIFSA strike and so this was an unfortunate situation where there were no winners and losers. The union stresses that: "...We are all losers and we owe ourselves and this industry and our country a massive rejuvenation effort to try and claw back what we have lost. We have also inflicted harm on sectors around us like the motor auto mining and construction industry because the engineering industry is a strategic industry that is a customer and supplier to all the key sectors of the economy. So when the engineering industry stutters and comes to a standstill, everyone in South Africa Pty limited feels the effect of that."<sup>12</sup>.

<sup>11</sup> The nation-wide strike came at the time where the industry is battling to survive an environment in which steel prices are depressed because of cheap imports from China.

<sup>12</sup> <https://www.skillsportal.co.za/content/numsa-strike-looks-be-over-seifsa-says-wage-agreement-reached#:~:text=Thursday%2C%20October%2021,Ryan%20Cloete>

## 2.2. INDUSTRIAL DISTRIBUTION OF WORKING DAYS LOST, 2020 - 2021

**TABLE 5: DISTRIBUTION OF WORKING DAYS LOST BY INDUSTRY, 2020 - 2021**

Industry	Working days lost		
	2020	2021	% change
Agriculture	8 989	32 590	262.6
Mining	54 698	63 027	15.2
Manufacturing	145 598	413 720	184.2
Utilities	0	0	0.0
Construction	617	0	-100.0
Trade	3 606	83 742	2222.3
Transport	16 725	14 746	-11.8
Finance	235	9 621	3994.0
Community	553 477	79 400	-85.7
<b>Total</b>	<b>783 945</b>	<b>696 846</b>	<b>-11.1</b>

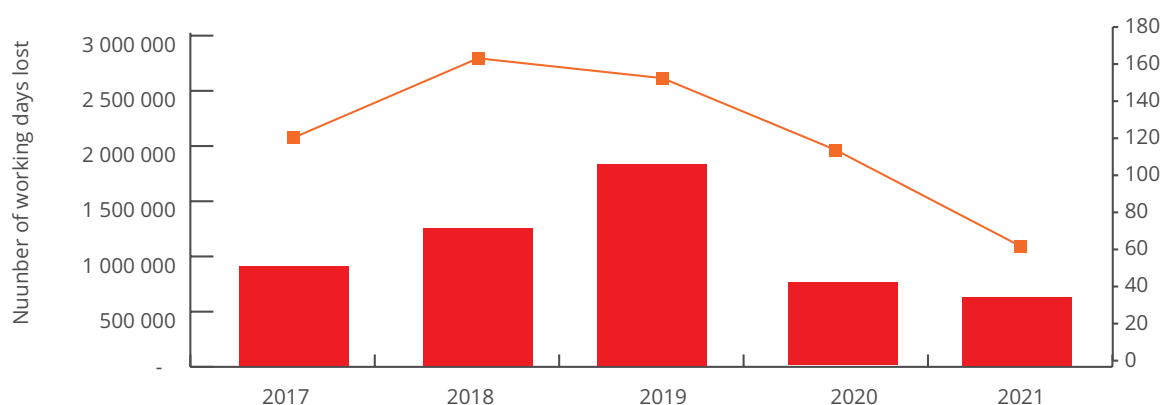
Source: Department of Employment and Labour, Strikes Statistics database, 2020-2021

For the purpose of this report, the number of workers involved in strike and/or the number of days lost in strike are critical indicators to derive the working days lost during each strike in a company. High working days lost might signal either number of workers participating in strike is high or the duration is high or both of them have recorded high number at a given strike in a company. For example, 59.4% of working days were lost due to strike in the manufacturing industry in 2021 but it was 70.6% of working days lost in the community industry because of strike in 2020, as shown in **Table 5**. Furthermore, the trade and community industries reflected about 12.4% and 11% of working days lost, respectively in 2021 because of strike incidents.

Looking at the numbers of the working days lost, the trend in the number of the strikes in 2021 suggests that there was not much of economic impact where few workers were involved in the strikes activities due to the ongoing Covid-19 pandemic. This was despite more business being opened for operation in the last quarter of 2021. The results could also suggest that workers and the unions may have averted the strike actions and accepted the employer's offer presented to them. In general, workers lost 11.1% less working days lost between the two years.

By industry, the mining, followed by the agriculture, manufacturing, trade and finance industries recorded an increase in the number of working days lost. The results could imply that the easing down of Covid-19 lockdown restrictions allowed workers an opportunity to go to the streets to demonstrate against their employers in the last quarters of year. Contrary, the trends indicate a decrease in the community and transport industries over the same period.

**FIGURE 11: TREND IN THE WORKING DAYS LOST AND NUMBER OF STRIKES, 2017-2021**



<b>Working days lost</b>	960 489	1 158 945	2 495 878	783 945	696 846
<b>No. strikes and lockouts</b>	132	165	157	117	66

Source Source: Department of Employment and Labour, Strikes Statistics database, 2017-2021



Looking at the number of strike incidents in line with the working days lost in **Figure 11**, the trend in the number of the strikes suggests that there was not much of the economic impact where workers were involved in the strikes activities in either 2020 or 2021. The number of days lost to work stoppages have decreased in line with the number of strikes over the latter two-year period. The decline followed an increase in the number of strikes and working days lost recorded in 2018 and 2019.

## 2.3. INDUSTRIAL DISTRIBUTION OF WORKING HOURS LOST, 2020-2021

**TABLE 6: DISTRIBUTION OF WORKING HOURS LOST BY INDUSTRY, 2020-2021**

Industry*	Working hours lost		
	2020	2021	% change
Agriculture	78 603	273 477	248%
Mining	512 471	523 968	2%
Manufacturing	1 252 201	3 392 924	171%
Utilities	0	0	0%
Construction	5 608	0	-100%
Trade	29 890	726 026	2329%
Transport	142 758	129 696	-9%
Finance	1 880	76 968	3994%
Community	2 905 910	638 856	-78%
<b>Total</b>	<b>4 929 321</b>	<b>5 761 915</b>	<b>17%</b>

Source: Department of Employment and Labour, Strikes Statistics database;

\*Note: The Private household sector is excluded because of zero work stoppages was recorded.

Similar trend results, as shown in **Table 5**, are display in **Table 6**. The national average working hours lost during the time when workers participated across industries in work stoppages increased by 17% between 2020 and 2021. In 2021, high working hours lost were reported in the manufacturing (58.9%), trade (12.6%) and community (11.1%) industries and the lowest working hours lost were recorded in the transport and finance industry with 2.3% and 1.3% respectively.

## 2.4. WORKING DAYS LOST PER 1 000 EMPLOYEES BY INDUSTRY, 2020-2021

TABLE 7: TIME-LOSS RATIO<sup>13</sup> BY INDUSTRY, 2020-2021

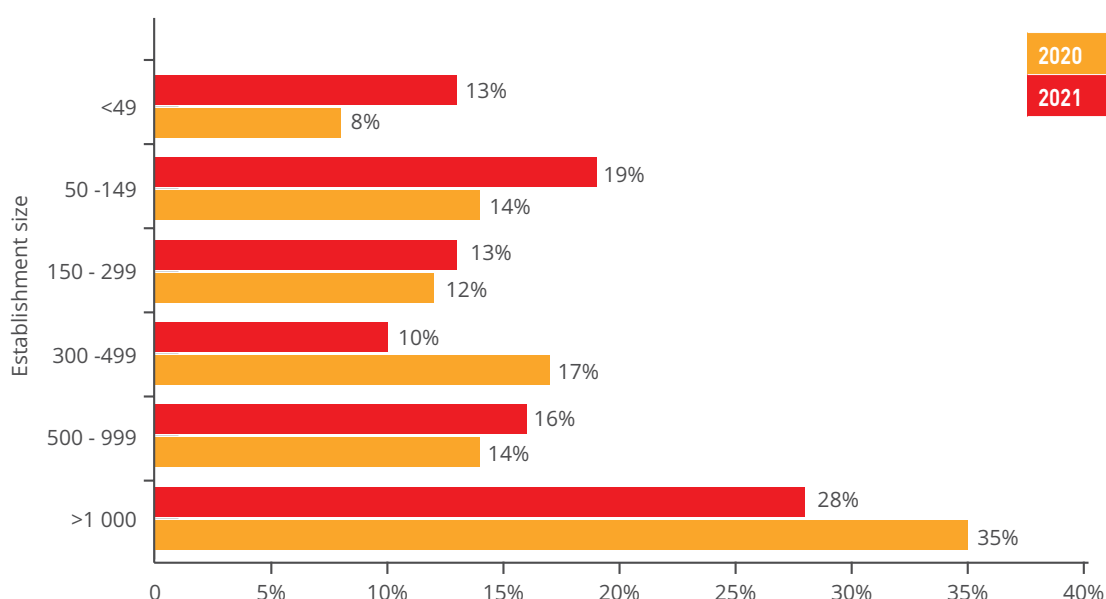
Industry	Time-loss ratio		Total number of workers*	
	2020	2021	2020	2021
Agriculture	11	39	810 000	829 000
Mining	142	183	384 000	345 000
Manufacturing	98	295	1 491 000	1 402 000
Utilities	0	0	9 9000	96 000
Construction	1	0	1 166 000	1 157 000
Trade	1	30	3 063 000	2 778 000
Transport	18	15	943 000	964 000
Finance	0	4	2 312 000	2 386 000
Community	156	25	3 551 000	3 191 000

Source: Department of Employment and Labour, Strikes Statistics database Note: \* Statistics South Africa, Quarterly Labour Force Survey, quarter 3 of 2021-Total employment (Private households excluded)

In **Table 7**, the rate of days not worked due to strikes per 1 000 workers are presented by industry. Total number of workers are drawn from the QLFS that includes both the formal and informal sector (non-agricultural). The time loss ratio is an important industrial action indicator to determine and compare across countries the predominance of strike, e.g. strike prone at a given period. For the purpose of this report, **Table 7** presents the time loss ratio across industries in the country. Unlike in 2020, the trend shows that the manufacturing industry had the highest time-loss ratio in 2021. This is mainly because of the major labour disputes that pulled many workers to participate in the manufacturing industry's long strikes in 2021 as indicated above. For example, 413 720 working days were lost due to strikes in the manufacturing industry with a time-loss ratio at 295% in 2021. The mining industry has also seen a high time-loss ratio at 183% in 2021 mainly due to more than 96% of its workforce participating in strikes. The finance industry recorded the lowest time-loss ratio at 4% that emerged from only 2 strikes and 9 621 (1.3%) working days in 2021.

## 2.5. WORK STOPPAGES BY EMPLOYMENT SIZE OF ESTABLISHMENTS, 2020 - 2021

Figure 12: Percentage distribution of work stoppages by employment size, 2020 - 2021



Source: Department of Employment and Labour, Strikes Statistics database, 2020-2021

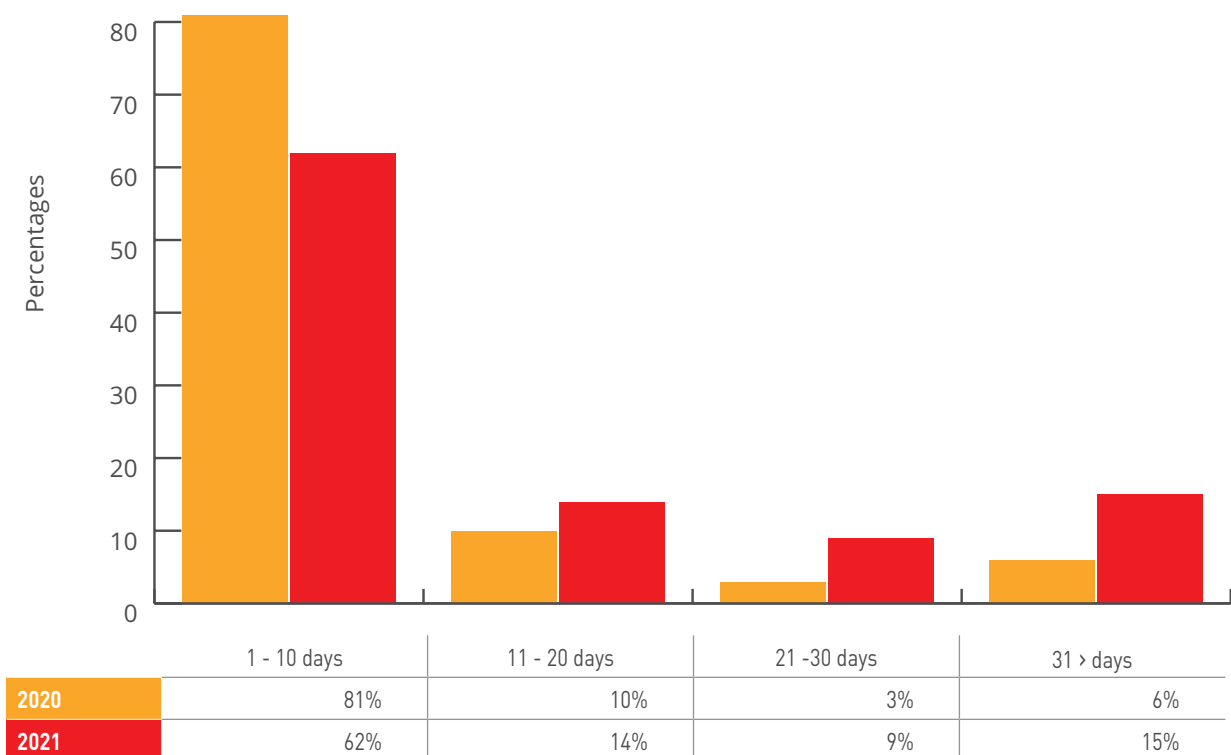
<sup>13</sup> This is the measure which best reconciles the number of days lost due to industrial action with the varying sizes of the countries' employed population and provides a reasonable basis for international comparisons. In this report, the Quarterly Labour Force Survey, Quarter four of 2020, were used regarding the total number of employees by industry.



**Figure 12** suggests that all companies' size are not immune to strike as long as there is worker-employer interactions. Irrespective of the level of interaction, it is clear that employees and employers and their respective organisations, have both common and conflicting interests. From the strike database, we note that small and large establishments have voluntarily submitted their LRA 9.2 forms to the Department. The statistics analysis establishes that companies with more than 1 000 employees were hit by the strike same as a large number of workers who participated in strike were not paid for days not worked. If the strike was illegal, it could constitute as a fair dismissal. In this case, 28% of establishments that employed more than 1 000 employees were affected by strikes in 2021 and 35% of such companies were affected by strikes in 2020. Amongst others, these are companies from the manufacturing industry where workers embarked on nation-wide strikes over various workplace matters. Small sized establishments (less than 49 workers) were also averagely affected with strikes activities in 2021.

## 2.6. DURATION OF WORK STOPPAGES, 2020-2021

**FIGURE 13: PERCENTAGE DISTRIBUTION OF WORK STOPPAGES BY DURATION, 2020-2021**



Source: Department of Employment and Labour, Strikes Statistics database 2020-2021

An analysis of strike statistics in 2021 reflects that 62% of strikes averaged between 1-10 days while 15% of strike lasted for more than 31 days as shown in **Figure 13** above. The limited time those workers spend on the streets to lodge their demands may suggest the effectiveness of labour dispute resolution put in place. With the ongoing Covid-19 pandemic lockdown restrictions, e.g., avoiding mass gatherings, it has also limited the duration of strikers in the streets. Comparatively an increase in strikes that went from 21-30 and 31 and above was recorded year on year changes. These strikes include the strike actions in the manufacturing industry in 2021 where the General Industries Workers Union of South Africa (Giwusa) and the Food and Allied Workers from Clover South Africa and the steel and engineering sector strengthened their demand on wage increments and other related working condition's positions for more than three to five weeks long strike.

## 2.7. TRADE UNION INVOLVEMENT IN WORK STOPPAGES, 2021

TABLE 8: DISTRIBUTION OF WORK DAYS LOST BY TRADE UNION MEMBERSHIP INVOLVED, 2020 – 2021

Union	Employees involved per trade union in 2020	Days lost per trade union in 2020	%	Employees involved per union in every strike in 2021	Days lost per trade unions in 2021	%
AMCU	66	462	0.06	31 904	67 680	9.71
APSA	1 520	15 200	1.94	0	0	0.0
CEPPWAWU	2 077	7 780	0.99	190	3 230	0.46
CWU	0	0	0.0	10	190	0.03
DEMAWUSA	0	0	0.0	22	924	0.13
DENOSA	556	8 153	1.04	33	64	0.01
DETAUWU	0	0	0.00	8	48	0.01
FAWU	59	118	0.02	780	26 520	3.81
GIWUSA	917	46 255	5.90	1 100	30 540	4.38
HOSPERSA	190	2 339	0.30	52	312	0.04
ICHAWU	103	2 163	0.28	0	0	0.0
IMATU	508	2 120	0.27	380	642	0.09
NEPEAW	171	1 666	0.21	0	0	0.0
NEHAWU	6 954	51 030	6.51	550	1 464	0.21
NONE unionized*	3 425	14 452	1.84	11 325	101 868	14.62
NTM	230	230	0.03	0	0	0.0
Not reported/ classified	8 721	225 236	0.00	28 61	307 139	44.07
NUM	8 453	50 420	6.43	1 692	3 441	0.49
NUMSA	16 174	66 369	8.47	7 845	108 365	15.55
NUPSAW	15	165	0.02	69	1 449	0.21
PSA	175	1 111	0.14	43	170	0.02
SACCAWU	169	6 721	0.86	19	114	0.02
SACTWU	2 397	3 922	0.50	37	37	0.01
SACWU	705	1 410	0.18	0	0	0.0
SADTU	3	3	0.00	0	0	0.0
SAMWU	46 160	266 164	33.95	3 191	24 795	3.56
SATAWU	828	5 800	0.74	408	2 098	0.3
SOLIDARITY	0	0	0.00	320	5 066	0.73
UASA	1 136	4 656	0.59	1 650	10 630	1.53

Source: Department of Employment and Labour, Strikes Statistics database, 2020-2021;

\*Note: Not all LRA 9.2 forms provided accurate estimates in terms of number of employees involved per union membership names. Follow ups were made with employers but limited responses were received by the time of writing the report. Thus, readers must take the “not reported figures” with caution.



The collective bargaining engagement during the ongoing Covid-19 pandemic has become an even more important tool for unions to use in protecting workers, saving jobs and demanding more benefits. According to the results drawn from LRA 9.2 form information, 15.5% of NUMSA members were represented in workplace negotiations in 2021, this is a high percentage compared to SAMWU trade union that represented more workers during the negotiations in 2020, as shown in Table 8. The strikes from the manufacturing industry in 2021 has led for NUMSA workers to lose more days of work as they had embarked on longer strike to demand wage increase related benefits and working conditions. Meanwhile, 14.62% of workers who participated in work-stoppages had reported that they were not unionized in 2021.





# **INDUSTRIAL ACTION REPORT**



PHOTO: JACO MARAIS, NEWS 24

## CHAPTER 3

THE ROLE OF  
COLLECTIVE  
BARGAINING IN WAGE  
SETTLEMENTS, 2021



# CHAPTER THREE

## THE ROLE OF COLLECTIVE BARGAINING IN WAGE SETTLEMENTS, 2021

The effective recognition of the right to collective bargaining is a fundamental principle and right at work. Together with the freedom of association, it is one of the four categories in the 1998 International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work<sup>14</sup>.

Negotiation is a dialogue between two or more people who are intended to reach a beneficial outcome over one or more issues where a conflict exists. It has proven as an interactive process between entities that aspire to agree on matters of mutual interests at the same time optimizing their individual utilities. For example, after several months of negotiations between government and trade unions over public sector wage demand, the majority of public sector unions in South Africa signed a one-year wage deal in July 2021 when government was looking to cut a huge expenditure bill and boost economic prospects that is worsened by Covid-19 pandemic. When talks started in March 2021, public sector unions representing more than 1.3 million public servants wanted a salary hike of consumer inflation plus 4% for all workers in the 2021/22 fiscal year. When talks reached a deadlock, unions threatened a strike action that led the government to soften its position<sup>15</sup>. On the other hand, bargaining parties from the steel industry worked tirelessly to ensure that they bring the NUMSA strike to an end as quickly as possible. The Steel and Engineering Industries Federation of Southern Africa (SEIFSA) confirmed the end of a three-week long metals and engineering strike after SEISA tabled a final three-year above-inflation wage offer in an effort to end strike<sup>16</sup>.

<sup>14</sup> International Labour Organization (2015). *Collective Bargaining-a policy guide*, ILO, p. iii

<sup>15</sup> The government offered zero increase at the outset, but changed track during a conciliation process after parties deadlocked and workers threatened to strike. In July 2021, the Public Service and Administration Minister Senzo Mchunu offered civil servants a 1.5% salary increase plus a cash payment, which the majority of unions, including the South African Democratic Teachers Union and the Public Servants Association, accepted.

<sup>16</sup> SEIFSA, on behalf of its affiliated associations and labour reached a "landmark" agreement on the issue of awarding increases on a rand and cents amount calculated on scheduled rates, which was the major point of difference during the period on negotiations. "We are immensely pleased that the strike is finally over. It is now incumbent on all stakeholders in the metals and engineering sector to work collectively to rebuild and grow the sector" [Cremer Media's Engineering News, CEO Lucio Trentini, 21st October 2021]. "The CEO alluded that the sector has a very important role to play in the delivery of the government's ambitious economic recovery programme over the next few years and that can happen only when a strong partnership exists between business and labour".



### 3.1. WAGE SETTLEMENTS CONCLUDED AFTER THE STRIKES ENDED IN VARIOUS INDUSTRIES, 2020 - 2021

**TABLE 9: MEDIAN<sup>17</sup> WAGE SETTLEMENT IN VARIOUS INDUSTRIES, 2020 - 2021**

Industry	2020 (%)	2021 (%)
Agriculture	7.3%	7.5%
Construction	4%	5%
Mining	9%	6%
Manufacturing	7%	5.5%
Utilities	7%	6%
Finance	5%	6%
Transport	7%	8%
Trade	7%	6%
Community services	7%	5.4%

Source: Labour Research Service, Wage settlements Trends, December 2020-2021

For the purpose of this report, the median wage across industries illustrate the boundary between what the highest 50% of earners are paid and what the lowest 50% of earners are in each industry. In this context, the median wage settlement levels from different industries are presented in **Table 9**. According to the figures presented, the median wage was relatively higher in the transport industry at 8% and lower in the construction industry at 5% in 2021. This implies that if the inflation rate was taken into consideration at a given period, one would argue that workers gained a real wage of 2.8% in the transport industry and -0.2% in the construction industry using an inflation rate at 5.2% in May 2021. Furthermore, the statistics indicate that the community and manufacturing industries who recorded the highest number of strike incidents settled the lowest wage agreements at 5.4% and 5% in 2021. Meanwhile the agriculture, construction, transport and finance industries who recorded the lowest strike incidents have relatively settled at higher wage agreements in 2021 compared to the median wage settlement levels in 2020. The trend was lower in the trade, utilities and mining industries that recorded lower median wage agreement levels in 2021 compared to median wage agreement levels reached in 2020.

**TABLE 10: DISTRIBUTION OF FINAL WAGE SETTLEMENT IN SELECTED INDUSTRIES, 2021**

Industry	Employer	Date/month Agreement	Initial demand	Employer offer	Settlement	Protected/Unprotected
Community	Mangosuthu University of Technology	April 21	8%	3.3%	5.8%	Protected
	Sefako Makgatho Health Sciences University	May 2021	12%	1.5%	4.5%	Unprotected
Manufacturing	INGRAIN SA	February 21	15%	3.5%	4.2%	Protected
	SEIFSA	October 21	8% (later 6%)	4.4%	6%	Protected
	Premier Rainwater Goods	October 21	8%	5%	5-6%	Unprotected
Mining	Buffalo Coal's Aviemore mine	April 21	20%	0%	3.6%	Unprotected
Trade	Massmart	December 21	4.5% (R500pm)	R320pm	4.5% R500pm	Protected
	Spar distribution centre in Gqeberha	March 21	8.1%	3%	22% on average	Protected

Source: Department of Employment and Labour, Strikes Statistics database, 2021

<sup>17</sup> The median is the number, which found in the middle of a range of numbers. For example: if the range of numbers is 2, 4, 6, 8, 10, 12, 14, 16, 18 then the median is 10.

The results presented in **Table 10** assist in understanding the skewness of the bargaining power between workers and employers and trade union organisations. With the strikes in South Africa becoming more and more common, workers or trade unions will table their initial offer while expecting employers to either accept or negotiate for a better wage agreement settlement. The trends across selected industries included in the **Table 10** indicate that workers and trade unions will mostly settle at the lower rate than it was initially tabled.

During wage negotiations in 2021, many employees and union representatives have a hope to bargain equal to their demands, however it shows that unions opted to settle below the employee's wage demands. In contrast, the trade industry representatives were able to score equally and above their initial demand against the employers, e.g., Massmart tabled a wage demand of 4.5% and finally reached to the same 4.5% wage offer against the employer. On the other hand, a six-week strike by more than 130 workers of Spar distribution centre in Gqeberha ended after the parties reached an agreement. Workers had demanded a salary increase of 8.1% while the employer was offering 3%. The workers alleged their distribution centre branch was paying a salary of R5 300 per month while other centres paid about R12 500. The union called off the strike because the employer agreed to introduce new salary structures and benefits at 22% on average in 2021.



## 3.2. WAGE SETTLEMENTS CONCLUDED WITHOUT STRIKE INCIDENTS, 2021

With the current labour challenges, some companies opted for a peaceful wage settlement without workers or trade unions opting strikes as a last resort. In this context, the Department presents an analysis that shows the effectiveness of parties that have agreed in a peaceful negotiation and settlement without embarking into the strike. Some examples in the South African labour market are presented below:

### 3.2.1. AVERTED STRIKE INCIDENTS

- The majority of unions representing the public servants had signed the one-year wage deal with government by 25 July 2021. The parties averted a strike and signed a deal that included a 1.5% pay progression increase (which is a standard condition of service) as well as a cash gratuity of R1 000 after tax for all workers below the senior management level. The government offered public sector unions a wage deal subsequent to the initial offer of 0% salary increase, a 1.5 % pay progression and a cash gratuity of R978 for the financial year 1 April 2021 to 31 March 2022. The agreement was reached after the union's demand of a CPI plus 4 % wage increase.
- The SACTWU and the South African Tanning Employers Association unions avoided a strike and reached a wage agreement with the leather-tanning sector to increase salaries by 7.5 % effectively from 1 July 2021. The agreement was reached on 23 August 2021.
- The United National Transport Union (UNTU) has accepted Transnet's revised final wage offer for the year 2021 after an overwhelming response from the majority of the union's branches to accept the offer. The final wage settlement for the 2021/22 financial year involved a 5% wage increase on basic salary backdated from 1 April 2021. The union initially demanded a 12.5 % wage increase and later revised it to 10% while the employer initially offered 0% and later 3% of wage increment. The agreement was reached on 1 July 2021.
- In the Government Gazette published on 2 November 2021, it was decided that a 0% cost of living adjustment would be made for the different members of municipal councils for the 2020/21 financial year after they averted a strike against the state. This meant that the latest wages, last updated in April 2020, would remain in effect.
- The trade union Solidarity managed to avert a strike and concluded a two-year wage agreement with gold producer Village Main Reef. This comes after two weeks of negotiations undertaken in collaboration with fellow trade unions, e.g., the NUM, AMCU and UASA. Among other items, the agreement made provision for a 5% a-year increase for the next two years for the 'miners, artisans and officials', while category 4 to 8 employees would receive increases of R800 a year over the next three years. The housing allowance would increase by R100 a year over the next two years and the medical aid living out allowance benefit would be improved. The agreement was reached on 15 October 2021 and would be effective from 1 July 2021 to 30 June 2023.

### 3.2.2. ABANDONED STRIKE INCIDENTS

- The National Association of South African (NASA) workers went on strike against the IBU Supermarket on 5 November 2021 demanding 35% salary increases while the employer offered 6.5%. In the absence of an agreement between the parties, workers decided to go back to their workplaces on 19 December 2021.



# CONCLUSION

The 2021 labour unrest analysis shows a strong association with the ongoing COVID-19 pandemic that impacted negatively in the South African economy and labour market. As the new virus (new Delta and Omicron) strain spread across South Africa and globally, it was still unclear what that meant for employers and employees in the South African labour market towards the future. The challenges had also directly or indirectly affected the department's strike data collectors, employees, employer's organisations and all other related stakeholders. Nevertheless, the Department had the human capacity, the tools and the passion to monitor labour disputes to keep inform policy makers and other relevant parties about the strike trends in the country in 2021.

While the 2021 Department's strike database show a decline in strike activities [43.5%] and working days lost (16.3%) between 2020 and 2021 in the country, the South African labour market continued to face high unemployment, inequalities and uncertainty with slow economic growth. The public and private sector's workers during the spread of the virus became a critical part of this trend, demanding better pay and safer working conditions from their employers. As a result, the time-loss ratio that is the ratio between the number of working days lost because of strikes and that of all employees was relatively higher in the manufacturing and mining industry and lower in the community and finance industry in 2021. At the national level, the time-loss ratio is averaged at 66%. This is an important international indicator comparatively with other countries to determine the "strike prone" country at a given period.

Similar to the previous year, higher worker's wages lost that represents an increase of 29.2% between 2020 and 2021 remains a major concern and continues to have negative effects on economic welfare, production and social instability in the family and community and deepen poverty in the country. Workers had to forgo their daily salary rate to pursuit high wage increments due to the cost of higher inflation and other socio-economic factors. As reported, other causes of these disputes are ranging from a simple complaint by an individual employee over pay entitlements, to a complaint by a group of employees concerning unsafe or unhealthy working arrangements, to a work stoppage by all employees within a workplace claiming they are being prevented from forming a union to further their interests<sup>18</sup>. For example, the community industry has shown a high number of strikes where workers went to the streets to demand higher wages and better working conditions. With fewer strikes recorded and lower working days lost in 2021, workers lost more than R218 million to wages compared to R169 million in 2020.

Regarding the role of collective bargaining in 2021, this annual report points out that the Bargaining Councils in South Africa are still operating at a very difficult environment. This is argued because of the existing "imbalance" between the continuous labour market challenges and the "effectiveness" of the dispute resolution system in place. As suggested by ILO, services at the BC may cover the full range of disputes including individual, collective, rights, and interests, as well as those relating to organizational rights, recognition for bargaining, interpretation of collective agreements, discrimination, unfair labour practices, retrenchments, and dismissals<sup>19</sup>.

## Key points for policy considerations:

- With transformation in South Africa's labour market continuing to progress at a snail's pace, government should consider reviewing legislations in an effort to achieve the desired outcomes for an "equal society". Government, business and labour need to continuously review measures that will address crisis of inequality and create better conditions for long-lasting stability and development for all.

## Limitations of the strikes data coverage

- COVID-19 pandemic created an obstacle to normal data collection operations, especially when there was a massive increase in the demand for information from affected employers.
- Not all employers and employer organisations who were affected by strike activities were easily reachable since others have allowed their workers to perform duties remotely. This had affected our data collection approach and reduce the response rate from employers. Nevertheless, the Minister of Employment and Labour remains confident that with the continues support and cooperation of all employer organisation and employers, the journey of the last past two years through COVID-19 pandemic will be recovered and the data collection process will probably improved for future analysis.

<sup>18</sup> ILO [2013]. *Labour disputes systems, Guidelines for improved performance*, p. 25

<sup>19</sup> *Ibid*, p.39



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## Future research needs:

- There is a need for a case study to gather data information from a number of companies that were affected by the strike activity in order to estimate the cost of strike to company. This can be a case study for the Research Unit in the future.

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**INDUSTRIAL  
ACTION REPORT**

**LIGHTS ARE  
FULL  
WHERE IS THE  
MONEY**



PHOTO: THEMBA HADEBE, AP PHOTO

**▲  
ANNEXURES**



# ANNEXURES

## ANNEXURE A

### PROFILE OF WORK STOPPAGES, 2021

The following strike profiles are presented in a sequential order to allow researchers to have a quick sense on how the disputes were identified in the South African mainstream media on daily basis. Below under, the Department's strike database presents all strikes and lockouts that were captured through the media and submitted by employers.

#### JANUARY 2021

- Robben Libhongoletu Bus Services workers downed tools over unpaid December bonuses bringing the bus system to a halt for two days. Drivers, conductors and office cleaners downed tools on Tuesday 5 January 2021 for the second time since December 2020. **Source: HeraldLive 7 January 2021.**
- Ignored Eastern Cape patients suffered as rural clinic staff downed tools. Patients were left fuming after they were forced to return home from the Mthatha Gateway Clinic on Monday 11 January without being attended to or receiving their medication. **Source: DispatchLive 13 January 2021.**
- Operations at Macsteel Service Centres SA, one of South Africa's leading suppliers of steel, ground to a halt on Monday 18 January after workers downed tools demanding the reinstatement of 99 colleagues who were retrenched in December 2020. Macsteel, which has more than 50 service centres, branches and warehouses across the country as well as operations in Angola, Ghana, Malawi, Mozambique and Zambia, was reported to be experiencing financial headwinds and has been operating at reduced capacity since the beginning of Covid-19 lockdown in March 2020. **Source: BusinessLive 18 January 2021.**
- A group of SABC employees brought traffic to a standstill on the M1 north, blocking the highway near Samrand Road. Workers embarked on a full-blown strike on Wednesday 20 January over retrenchments at the public broadcaster. A motorcade was headed to the Union Buildings in Pretoria to hand over a memorandum of demands to government. The group included members from the Communication Workers Union, which said their demands contained in the memorandum included, amongst others, calls for an urgent meeting with the president, the dissolution of the SABC board and for the public broadcaster to be placed under administration. **Source: SABC news 20 January 2021.**

#### FEBRUARY 2021

- SUNCOAST Casino employees downed tools and urged they would continue to do so until their employer responded to their concerns. Employees went on strike on Friday 29 January after they received rules and approval from the Commission for Conciliation, Mediation and Arbitration (CCMA). Employees protested over outstanding December 2020 13<sup>th</sup> cheques and the contribution of 7.5% to their pension fund. **Source: Daily News 3 February 2021.**
- Close to 50 disgruntled doctors at Dr Harry Surtie Hospital in Upington, in the Northern Cape held a protest during their lunch hour on Wednesday 3 February to draw attention to a lack of staff and overtime hours. According to their letter of grievances, the 327-bed regional hospital, which has a 24-hour casualty, labour ward and theatre complex, is staffed by 36 doctors. They reported that it was grossly insufficient to adequately serve the population in the area. **Source: TimesLive 4 February 2021.**
- About 100 nurses who have completed their community service protested on Wednesday 3 February outside the Eastern Cape health



department in Bisho, after hearing that they would not be getting jobs. The provincial health department reported that the financial challenges created by the response to Covid-19 meant it could not afford to employ them. **Source: Groudup 5 February 2021.**

- About 50 workers at the Ladismith cheese factory faced disciplinary action after demonstrating at the beginning of the month in support of farm workers in the area. The workers who are members of the Commercial, Stevedoring, Agricultural and Allied Workers' Union (CSAAWU), protested over alleged "racism and unfair working conditions". Workers were demanding that Ladismith Cheese employer should stop using the services of a transport company run by a farmer who, they alleged, is racist towards his farm workers. **Source: eNCA 4 February 2021**
- Workers from Silverstar made their voices heard on 4 and 5 February when they protested in front of the entertainment venue. The Future of South African Workers Union (FOSAWU) employees were unhappy over unpaid 13<sup>th</sup> cheques and non-implementation of retirement funds contributions since April 2020. **Source: Krugersdorp News 8 February 2021.**
- Workers from the Humansdorp Koöperasie in Cookhouse downed tools for a week over a wage dispute. As a result of the strike, about 25 workers have been dismissed. The strike started when seven of eight skilled workers, including forklift drivers and food mixers complained that they were being paid the same wage as general workers. The week-long strike has left local livestock owners in Bhongweni township with no place to buy food for their pigs, goats, cattle and chickens. **Source: Groudup 8 February 2021.**
- On 8 February, workers of Normandien Sawmill at Mayflower in Mpumalanga went on strike over alleged mistreatment they suffered from the employer. They claim that among things that triggered their protest action was that one of the managers allegedly assaulted some employees. **Source: Sabc News 8 February 2021.**
- Municipal workers' strike led to the shutdown of customer services and the traffic department in Nelson Mandela Bay on 10 February 2021. The workers were demanding a R7 000 Covid-19 compensation allowance. The South African Municipal Workers' Union (SAMWU) strikers strewed rubbish and emptied bins in busy Market Street, Uitenhage, on Wednesday on the second day of a strike over pay. **Source: Groudup 10 February 2021.**
- Buffalo City Metro Municipal workers took to the streets on Thursday morning, blocking traffic with burning tyres and covering roads with litter. This comes after a meeting held on Wednesday 17 February where they were addressed by the South African Municipal Workers Union (Samwu) regarding their Covid-19 Risk Allowance that they have been waiting for since June 2020. **Source: DispatchLive 18 February 2021.**
- Food and Allied Workers Union members at Ingrain, the formerly Tongaat-Hulett downed tools on 22 February. This comes after a salary increase dispute with their employer deadlocked. The company was offering 3.5% whilst workers were demanding 15%. **Source: eNCA 22 February 2021.**
- Employees at the Sumitomo Rubber South Africa (SRSA) manufacturing plant in Ladysmith have embarked on an illegal work stoppage on 10 February. It is alleged the company, proposed a flexible operating module, a reduction in factory operating hours from a seven-day week to a five and a half-day week, with the agreement that should market factors and demand improve, this could be reviewed. However, on commencement, employees refused to accept the revised working hours. **Source: Ladysmith Gazette 10 February 2021.**

## MARCH 2021

- Members of the Black Emancipation Allied Workers Union of South Africa (Beawusa) protested on 8 March outside the Supreme Poultry Mahikeng in the North West, demanding the company recognition. The union shut down production at the poultry company, accusing it of bullying workers by preventing them from joining the union. **Source: Newsnote 9 March 2021.**
- Algoa Bus Company drivers marched to the Department of Employment and Labour offices in Gqeberha over TERS pay. Workers alleged that they were owed pay under the Covid-19 Temporary Employee Relief Scheme (TERS). **Source: Groudup 9 March 2021.**
- Samwu affiliated workers downed tools in the Kouga Local Municipality to demand a Covid-19 allowance. Workers affiliated to the South African Municipal Workers' Union (Samwu) downed tools saying their cries were being ignored by municipal bosses. The union wanted workers to be paid R1 500, backdated from April 2020. The strike affected services across Jeffreys Bay, Humansdorp, St Francis Bay and Hankey. **Source: HeraldLive 13 March 2021.**
- Close to 400 Amathole District Municipal workers went on strike after the leadership of Samwu was accompanied by extensive sabotage and destruction of municipal infrastructure and assets. The Dispatch was told workers could expect to have their wages and salaries shaved by R3 300 to R25 000 in the next four months to recoup money paid for the days not worked when the staff were on strike from 9 November to 21 December 2020. The deductions were set to be carried out in terms of the legal principle of no work no pay. **Source: Dispatch 16 March 2021.**
- On 16 March, National Union of Metalworkers of South Africa members protested outside Goodyear's production plant in Kariega after 56 employees were suspended for allegedly not adhering to the company's staggered lunch break policy. **Source: TimesLives 17 March 2021.**



- Disgruntled Wasteplan employees in Kraaifontein in the Western Cape have downed tools over unequal pay. They claim they are being paid below the minimum wage and that 70 of their colleagues unfairly dismissed. **Source: DStv403 20 March 2021.**
- Striking workers gathered outside the Spar distribution centre in Perseverance, Gqeberha on 23 March. The strike came after workers rejected the company's wage offer of a 3% pay increase. Workers were demanding an 8.1% wage increase while the company offered 3%. Workers claimed their pay is not on par with workers at other Spar distribution centres. **Source: EWN 23 March 2021.**
- A group of employees at the Santa Anna Spur blocked the entrance to the eatery on 26 March in a protest over ill treatment from management. The workers alleged that they do not get payslips, leave days, when they work overtime and when they have to clock out, they are told not to because it has already been done for them which then leaves them with no record of working overtime. **Source: Weekend Argus, 27 March 2021.**
- Activities at the new Blyvoor Gold mine were brought to a standstill from the end of March due to an illegal strike by some underground employees. A letter from the NUM (National Union of Mineworkers) regional organiser to Blyvoor Gold listed several demands related to the strike. Amongst others, the union wanted access to Blyvoor Gold's premises for their legal activities and to hold meetings with their members who are company employees. They also wanted to conduct shaft or shop steward elections. **Source: Carletonville Herald 3 April 2021.**

## APRIL 2021

- The Mangosuthu University of Technology (MUT) has postponed the commencement of classes to resolve outstanding labour and student issues. Lectures were expected to start on Monday 5 April but have now been moved to a later date due to an ongoing impasse between the SRC and management. Workers at the institution were also on strike over salary increment demands and have vowed to sustain their industrial action if their issues are not resolved together with calls by students. **Source: ENW 10 April 2021**
- Hundreds of Mangaung Metro Municipality employees affiliated with the South African Municipal Workers Union (Samwu) took to the streets of Bloemfontein. The group of disgruntled employees at the financially troubled municipality demanded that the Municipal Manager vacate office. **Source: OFM News 9 Apr 2021.**
- Workers at the Buffalo Coal mine in KwaZulu-Natal staged a sit-in with some underground employees refusing to return to the surface unless their demands for salary increases were met. The company announced in a press release on Friday 9 April that during the afternoon shift on April 8 about 130 employees at its Avimore mine, located 4km from Dundee in KwaZulu-Natal, refused to vacate their work stations and started unprotected strike action. **Source: Businesslive, 11 April 2021.**
- Workers at Dora Nginza Hospital in Gqeberha, including general workers, nurses and administration staff downed tools from 9:00 to 11:45am on Monday 12 April in protest over outstanding performance bonus payments. **Source: Groundup 13 April 2021.**
- Tshwane Bus Services remained suspended following an illegal strike by employees, mainly drivers which started on 14 April morning and left thousands of commuters stranded. The employees abandoned their duties disciplinary action matters. **Source: Pretoria News, 15 April 2021.**
- Wild animals like lions at the game farms in Mpumalanga missed seeing the presence of humans after operations at the game farms came to a halt due to a strike. Fourteen game reserves owned by the Mpumalanga Tourism and Parks Agency (MTPA) were shut since Tuesday 16 April as employees downed tools, demanding better working conditions and for those in acting positions to be appointed permanently. **Source: SowetanLIVE, 18 April 2021.**
- Bushveld Vametco Minerals workers in the North West province went on strike on 19 April. Production went on halt as a result of the strike. It is understood the unprotected industrial action was in relation to expected payments under the Employee Participation Plan (EPP) at Vametco however, the company has said it has yet to receive a formal notice from Organised Labour. **Source: Mining Weekly 19 April 2021**
- A group of South African Municipal Workers' Union (Samwu) members and Rand Water workers held placards outside the water utility's head offices in Glenvista, south of Johannesburg on 21 April. Workers were demanding to be paid incentive bonus, which they said they have been getting for the past 17 years without fail. Other demands that Samwu made to Rand Water are:
  - » A single-year salary and wage agreement.
  - » A R4 000 salary increase for all workers under the auspices of the SA Local Government Bargaining Council.
  - » A R15 000 sectoral minimum wage.
  - » A R3 500 housing allowance for all workers.
  - » An 80 percent employer medical aid contribution and 20 percent employee contribution.
  - » Six months fully paid maternal leave and one month fully paid paternity leave.
  - » A 25% employer contribution towards pension. **Source: Timeslive 21 April 2021.**

## MAY 2021

- The Democratic Municipal and Allied Workers Union of South Africa went on strike on Sunday 2 May following a wage dispute with Metrobus. Salary disparities, corruption and unfair dismissals were the reasons for the strike. Members of the Democratic Municipal and Allied Workers Union of South Africa (DEMAWUSA) reported that they would not report to work until their demands were met. **Source: eNCA 2 May 2021.**
- OVK workers at a milling company at Tweespruit, in the Free State have accused the company of abuse and harassment. They claim the agricultural enterprise; OVK is discriminating against its Black employees. Workers' union National Emancipated and Allied Workers Union of South Africa (Neawusa) alleged that four workers were suspended following protected strike. **Source: QSABCNews 2 May 2021.**
- Staff members in Umgeni Hospital in Howick, downed tools on Wednesday 5 May morning accusing one of their senior managers of religious discrimination. During the protest, police had to be called in after an unidentified individual opened a fire hose, flooding the management office with water and forcing staff members in that office to flee. **Source: Mercury News 5 May 2021.**
- Middelburg Hospital workers downed tools over issues of safety at the hospital. Patients seeking help from Middelburg Hospital were turned away after violence erupted at the state institution. **Source: Middelburg Observer, 5 May 2021.**
- Knysna Municipal workers associated with South African Municipal Workers Union (Samwu) went on strike on Wednesday 28 April over "Covid danger pay". The strike came after a deadlock where a draft Danger Allowance Policy with an estimated budgetary implication of about R10-million was submitted to the Local Labour Forum (LLF) on Thursday 22 April. The municipal workers wanted a once-off R25 000 danger allowance for front line workers, R15 000 to workers who came to work when requested in the face of the Covid-19 virus and R7 500 for all workers who worked during all levels of the lockdown. It is alleged their demands were based on a South African Local Government circular of 17/03/21, "which states that the compensation must be made to all levels from level five to level one". **Source: Groundup 7 May 2021.**
- The workers at the Kuils River-based vitamin manufacturer, Vital Health Foods downed tools on Monday 3 May as they embarked on a strike for higher wages. Workers were demanding a 15 percent pay hike. However, company chief executive indicated that in a battered economy with a consumer price index of 3 percent, their 6.5 percent counter offer was realistic. **Source: Northern news 10 May 2021.**
- KwaDukuza refuse collection in KwaZulu-Natal went disrupted as waste collectors embarked on an illegal work stoppage on 14 May. Workers wanted the mayor and municipal manager to address them on Covid allowance as well as a six-day work protocol in order to cap overtime. **Source: Daily News, 14 May 2021.**
- Staff at the East London's Nestlé plant factory went on strike in support of demand for 7 percent wage increase. This biggest employer faced a shutdown as more than 300 workers at the plant embarked on a strike over a wage dispute. **Source: Dispatch 21 May 2021.**
- Trading went disrupted at the Game store at Gateway, Umhlanga Shopping Centre as workers went on a protest on 26 May. The demonstration is said to be over planned retrenchments. The trade union SACCAWU representative reported that workers were not given Section 189 notices on time. **Source: Daily News, 26 May 2021.**
- Defy and National Union of Metal Workers of South Africa in Ladysmith in the KwaZulu-Natal have reached a victorious settlement that pleases the workers. The strike at Defy came into effect over demand for wage increment. The strike led to a total shutdown of the factory in May. **Source: Northern Natal News, 28 June 2022.**

## JUNE 2021

- Municipal employees in George went on an illegal strike on Monday, 7 June to demand a R20 000 Covid-19 danger allowance for nine months. However, the municipality replied that it simply did not have the combined R64m to meet the workers demand. The company issued an ultimatum to workers return to their posts or face being fired. **Source: HeraldLive 7 June 2021.**
- Healthcare workers at Townhill Hospital in Pietermaritzburg downed tools on Wednesday 9 June over concerns of "unfair treated" at the workplace. Nurses and other healthcare workers held a sit-in in the hospital's lobby. Healthcare workers alleged they have raised a lot of issues they have with him to management without any positive feedback. **Source: Twitter news, 10 June 2021.**
- Some 20 employees from the Game store in Louis Trichardt went on a three-day strike to demand salary increases and to express their dissatisfaction over Massmart's restructuring plans. Employees complained about working conditions, retrenchments, reduced working hours, demotion of workers and "mapping". **Source: IOL News, 3 June 2021.**

## JULY 2021

- AMCU work stoppage at Impala Platinum (Implats) in Rustenburg ended with the afternoon shift on 14 July following a one-day work stoppage undertaken by the majority union. The strike came because of the Inter-union rivalry between AMCU and National Union of Metalworkers of South Africa (NUMSA). **Source: Business Insider 15 July 2021.**



## AUGUST 2021

- Members of the National Union of Public Service and Allied Workers went on strike on 10 August after their employer, the Rhodes University management refused to recognise their union. Housekeeping, cooking and other general workers at the university carried placards with the slogans “unity is power, worker-controlled union and demand transparency and transformation”. **Source: New Framework, 12 August 2021.**

## SEPTEMBER 2021

- Employees at South Point student accommodation in Cape Town protested outside residences at 22 Barrack Street on 1 September. The protest came after South Point management said they were unable to meet all of the worker’s demands. Issues on demand included a pay increase to R12 500 a month, their outstanding Covid-19 UIF temporary relief payments the provision of changing rooms and decent canteens, training and development. **Source: CAPEARGUS NEWS, September 2021.**

## OCTOBER 2021

- Shop floors at steel factories across South Africa were abandoned on Tuesday 5 October, after workers downed tools and embarked on an indefinite strike across the country. Workers affiliated with the National Union of Metalworkers of South Africa (Numsa) in the steel and engineering industry went on strike over a long-standing dispute on salary increases. On the first day of their strike workers affiliated with Numsa marched to the Metal and Engineering Industry Bargaining Council in Johannesburg and handed over a memorandum reiterating their demand for inflation-beating salary increases. Marches also took place in the Northern Cape, KwaZulu-Natal and the Western Cape. The union has demanded a salary increase of 8 % for one year (2021), then an adjustment of consumer inflation plus 2% for the following two years. **Source: Sabc News, 12 October 2021.**
- On 5 October, Msunduzi’s waste workers downed tools over salary grades and overtime payment. Workers also claimed that they had not received uniforms since 2020. Msunduzi’s waste employees closed Pietermaritzburg engineers’ workshop on Dual Road with burning tyres. They closed Pietermaritzburg engineers’ workshop on Dual Road with burning tyres. **Source: Youtube, 5 October 2021.**
- A call by South Africa’s biggest labour group for workers, the Congress of South African Trade Unions (Cosatu) to stage a one-day national strike on Thursday 7 October against budget cuts went largely unheeded. A survey conducted reported that more than 83 percent of staff reported for duty, ignoring an appeal by the Trade Unions to stay away. The federation’s demands included that the government reverse spending curbs, do more to create jobs, support the unemployed and accelerate the rollout of coronavirus vaccines. **Source Daily News, 7 October 2021.**
- SKG Glass workers at a major company in Wilsonia have taken to the streets, refusing to work until their demand for an 8% pay increase is met. SKG Glass employees, who work in different departments at the company, said they had alerted employers to their grievances back in February. **Source: Dispatch Live 12 October 2021.**



## NOVEMBER 2021

- KwaZulu-Natal Gambling and Betting Board staff went on strike on 4 November after a meeting held with management to discuss their demand was unsuccessful. The staff were demanding management to meet their demands of salary increments and bonuses, among other issues. The workers, led by the National Union of Metalworkers of South Africa, claimed that the gambling board executives had refused to give them bonuses for more than three years. **Source: News24, 5 November 2021.**
- BL Premium reported that Tiger Brands, which suffered losses of more than R150 million due to the unrest in July and is struggling to shake off the effects of Covid-19 and lockdowns, has become the latest major company to be subjected to a damaging strike. African Meat Industry and Allied Trade Union (Amitu) members embarked on an indefinite wage strike on 10 November after the union received a certificate of non-resolution from the CCMA. The union is demanding a 7% wage while management has offered 3%. **Source: eNCA 18 November 2021.**
- Members from the South African Commercial, Catering and Allied Workers' Union (Saccawu), which claims about 20 000 of retail giant Massmart's 45 000-strong workforce, embarked on an indefinite strike from Friday, 17 November over wage increases and looming retrenchments. On wages, the union alleged they have been demanding a R500 increasment across the board and had rejected Massmart's proposal of R320. The planned strike came as most shoppers and retailers looked forward to the annual shopping bonanza of Black Friday. **Source: BusinessLive 17 November 2021.**
- A group of the KwaZulu-Natal Sharks Board Maritime Centre of Excellence (KZNSB) employees held a protest on 25 November over alleged hostile labour practices. The staff ranging from researchers to seamen and general workers told The Witness that they were unhappy with the treatment by senior staff, the running of the organisation and salary structures. **Source: News24, 26 November 2021.**
- Workers from the food and beverage manufacturing company In2Food in Strand, Cape Town downed tools as early as 5 am on 29 November over wage disputes amongst others. Workers were also complaining about long working hours, intimidation of workers and wage increases. The company manufactures food and beverages for retail companies such as Woolworths and has eight branches in the provinces. They also distribute to the UK, Europe, New Zealand, Australia, the Middle East, Asia and Africa. Other matters include long working hours and salary increases. **Source: Weekend Argus, 29 November 2021.**

## DECEMBER 2021

- Striking workers demonstrated at dairy giant Clover's head office in Constantia Kloof, Roodepoort. A large contingent of private security guards were deployed to the entrance of dairy giant Clover's head office in Constantia Kloof, Roodepoort, on Thursday 2 December. Dressed in riot gear, the armed guards positioned themselves to stop any protesting employees who were recently retrenched. Members of the Food and Allied Workers Union (Fawu) and the General Industries Workers Union of South Africa (Giwusa) came to protest against austerity measures that threaten their jobs and livelihoods. **Source: Newframe, 2 December 2021.**

## ANNEXURE B

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

**TABLE B.1: DISTRIBUTION OF WORK STOPPAGES AND WAGES LOST BY PROVINCE , 2017-2021**

Province	Work stoppages					Wages lost (Rand's)				Wages lost Total (R)
	2017	2018	2019	2020	2021	2017	2018	2019	2020	2021
Gauteng	61	71	79	43	60	182 871 079	82 986 516	373 680 759	116 092 102	86 378 633
Western Cape	22	26	22	21	18	7 688 107	97 417 159	15 719 424	1 753 120	30 116 880
Mpumalanga	18	19	16	12	5	7 760 736	6 611 293	1 294 752	18 704 728	1 479 685
KwaZulu-Natal	23	55	19	18	27	9 744 489	33 579 171	7 377 225	5 220 958	19 985 044
Eastern Cape	12	29	16	37	15	1 495 785	25 274 312	29 571 188	6 160 952	28 121 057
Limpopo	22	15	16	4	1	29 153 355	5 638 235	17 883 972	7 428 996	350 000
North West	6	6	6	8	5	828 530	14 332 428	1 226 259	11 882 878	36 969 646
Northern Cape	3	6	5	6	2	1 950 898	419 987	669 999	440	13 334 146
Free State	11	4	3	4	2	9 916 563	638 960	130 475	1 832 404	1 744 561
<b>Total</b>	<b>178</b>	<b>231</b>	<b>182</b>	<b>153</b>	<b>135</b>	<b>251 409 542</b>	<b>266 898 061</b>	<b>447 554 053</b>	<b>169 076 578</b>	<b>218 479 652</b>

Source: Department of Employment and Labour, Strikes Statistics database

**TABLE B. 2: DISTRIBUTION OF EMPLOYEES INVOLVED BY INDUSTRY, 2017-2021**

Industry (SIC)	2017	2018	2019	2020	2021
Agriculture	7 048	3 646	4 763	1 576	1 386
Mining	30 439	2 499	14 092	8 587	43 513
Manufacturing	8 009	19 761	7 738	17 542	28 164
Utilities	239	6 012	412	0	0
Construction	1 674	5 193	2 483	452	0
Trade	2 161	45 118	4 914	461	4 565
Transport	15 950	19 550	6 577	2 234	879
Finance	2 629	365	0	235	166
Community	56 976	35 568	102 596	70 625	11 626
<b>Total</b>	<b>125 125</b>	<b>137 712</b>	<b>143 575</b>	<b>101 712</b>	<b>90 299</b>

Source: Department of Employment and Labour, Strikes Statistics database, 2017-2021



**TABLE B.3: DISTRIBUTION OF WORKING DAYS BY CAUSE OF WORKING CONDITIONS BY INDUSTRY, 2021**

Industry	Disciplinary	Grievances	Other Compensation	Other Reasons	Refusal	Retrenchment / Dismissals	Secondary strike	Socio-Economic	Trade Union	Wages	Working	Total
Agriculture	0	1	1	1	0	0	0	0	0	1	0	4
Mining	0	1	1	1	0	1	0	0	0	2	0	6
Manufacturing	1	3	1	0	1	0	0	4	0	6	3	19
Utilities	0	0	0	0	0	0	0	0	0	0	0	0
Construction	0	0	0	0	0	0	0	0	0	0	0	0
Trade	0	1	2	0	1	0	0	0	0	1	0	5
Transport	0	1	2	0	0	2	0	0	0	0	1	6
Finance	0	0	2	0	0	0	0	0	0	0	0	2
<b>Community</b>	<b>2</b>	<b>4</b>	<b>3</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>4</b>	<b>4</b>	<b>24</b>
<b>Total</b>	<b>3</b>	<b>11</b>	<b>12</b>	<b>7</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>4</b>	<b>2</b>	<b>14</b>	<b>8</b>	<b>66</b>

Source: Department of Employment and Labour, Strikes Statistics database, 2021

## ANNEXURE C

TABLE C.1: NUMBER OF WORKERS INVOLVED, WORKING DAYS LOST AND WORKING HOURS LOST BY INDUSTRY/SECTOR, 2021

Industry/Sector	Workers involved	Working days lost	Working hours lost
<b>Finance</b>	<b>166</b>	<b>9 621</b>	<b>76 968</b>
Financial intermediation, except insurance and pension funding	41	246	1 968
Recreation, cultural and sporting activities	125	9 375	75 000
<b>Trade</b>	<b>4 565</b>	<b>83 742</b>	<b>726 026</b>
Hotels and restaurants	355	18 816	150 618
Retail trade, except of motor vehicles and motor cycles; repair of personal household goods	79	3 555	28 440
Wholesale and commission trade, except of motor vehicles and motor cycles	4 000	56 000	504 000
Wholesale trade in food, beverages & tobacco	131	5 371	42 968
<b>Manufacturing</b>	<b>28 164</b>	<b>413 720</b>	<b>3 392 924</b>
Basic metals, fabricated metal products, machinery and equipment	9 374	118 747	977 062
Manufacture of coke, refined petroleum products and nuclear fuel	10	130	1 040
Manufacture of electrical machinery and apparatus n.e.c.	9 522	47 258	328 784
Food products, beverages and tobacco products	5 713	203 850	1 731 446
Other non-metallic mineral products	1 180	14 603	117 875
Textiles, clothing and leather goods	37	37	333
Transport equipment	1 493	22 031	176 248
Wholesale and commission trade, except of motor vehicles and motor cycles	206	2 678	21 424
Mining of coal and lignite	453	906	10 872
Construction of other structures	27	351	2 808
Pharmaceutical Manufacturing	149	3 129	25 032
<b>Community, social and personal services</b>	<b>11 626</b>	<b>79 400</b>	<b>638 856</b>
Collection, purification and distribution of water	34	34	272
Education	645	8 361	66 164
Health and social work	601	2 718	22 892
Local Authority	8 797	51 250	406 232
Other community, social and personal services activities	1 124	8 644	76 152
Public administration and defense activities	245	833	6 664
Renting of machinery and equipment, without operator, and of personal and household goods	180	7 560	60 480
<b>Mining and quarrying</b>	<b>43 513</b>	<b>63 027</b>	<b>523 968</b>
Coal and lignite	150	450	4 500
Mining of gold and uranium ore	1 035	17 655	158 895
Metal ores, except gold and uranium	42 328	44 922	360 573
<b>Transport, storage and communication</b>	<b>879</b>	<b>14 746</b>	<b>129 696</b>
Land transport; transport via pipelines	69	690	6 210
Passenger transport	714	12 454	110 838
Post and telecommunications	18	342	2 736
Public Transport	78	1 260	9 912
<b>Agriculture, hunting, forestry and fishing</b>	<b>1 386</b>	<b>32 590</b>	<b>273 477</b>
Agriculture, hunting and related services	628	12 882	115 813
Recreation, cultural and sporting activities	758	19 708	157 664



**TABLE C.2: NUMBER OF WORKING DAYS LOST BY NATURE OF ORGANIZATION, 2020-2021**

	2020	2021
Central Government General	2 311	0
Government Enterprise	52 101	26 962
Local Government General	467 087	53 053
Provincial Government General	34 124	2 668
Private Sector	228 322	614 163
<b>Total</b>	<b>783 945</b>	<b>696 846</b>

## ANNEXURE D

### TECHNICAL NOTES:

#### D1. METHODOLOGY FOR MONITORING INDUSTRIAL ACTION BY THE DEPARTMENT

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 (LRA 9.2 Form) to collect data on labour disputes. The Labour Relations Act 66 Of 1995 section 205 (3) states that (a) An employer must keep a record of the prescribed details of any strike, lock-out or protest action involving its employees, (b) An employer must submit those records in the prescribed manner to the registrar.

#### D2. 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 pressurize customers not to enter the workplace, to disrupt deliveries or drum up public support.

- **A secondary strike:**

This refers to 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:**

This is an industrial action by a group of employees in the form of absenting 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:**

This is an 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.

### D3. 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 accuracy". Since LRA 9.2 Form 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 unauthorised, 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.

### D4. STRIKE DATA COLLECTION

In addition to the legal obligation on employers to report industrial action, the Department has introduced an active media-monitoring programme that is enforcing the Labour Relations Act 66 of 1995 section 205 subsection (3) subparagraph (a) and (b) on employers to submit the strike information in the prescribed manner to the registrar. Through this system, media information on industrial action is used as a source of information to make contact with employers and to encourage compliance with reporting strike incidents. Telephone, emails, Sms, WhatsApp, and telefax tools were used as means of communication with the affected employers to ensure "a reasonably, accurate and large coverage" of all labour disputes in the country.

The cooperation that exists with the private sector employers had also speed up the process of strike data collection. After completing the LRA 9.2 form, most employers send it to the Head Office of the Department of Labour. Some employers will probably keep a blank form with them, which will proactively be completed when a strike arises in the company and they voluntarily forward it to the department in time.

After receiving the form either directly from the employer or from the provincial office, Head Office staff members will check and assess if the information provided is sufficient and correct. In case it is not, the Department of Labour staff within the LMIS unit will contact employers with the aim of getting missing information. From this process, the strike information is captured into a database specifically designed for monitoring industrial action in the country. The information includes workers who were directly and indirectly involved during the industrial action, excluding all those who were on leave.

This method of data collection and processing has consistently remained the same over time. The Department has to rely on the employers affected by labour disputes for detailed information on various indicators such as employment size, duration of strikes, reason given for striking, etc., which are required by 1995 Labour Relations Act. Some attempts are made to contact other parties involved in resolving the disputes. This information is also analyzed and reported. However, employers constitute a principal source of strikes data.

## D5. CALCULATIONS

### Working days lost

All calculations are made on the basis of information recorded on the LRA 9.2 Form. 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 were one stoppage, involving 2 000 workers and lasting four days, working days lost would be computed as follows:

- 2 000 worker's x 4 days = 8 000 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 4 000 workers and lasting four hours and four days working hours lost would be computed as follows:

- 2 000 worker's x 4 hours lost x 4 days worked = 32 000 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 9.2 Form provides for this. An average eight-hour day is used to represent the normal working day in the country.

### Time- loss ratio (Working days lost per 1 000 employees)

- This is the number of working days lost per 1 000 employees due to strike. 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 16 069 000 employees in December 2016 and loosing 946 323 working days will have a ratio of 58.9 arrived at as follows:  $946\ 323/16\ 069\ 000 \times 1\ 000$

### Measurements

The criterion used to identify a single strike and lockout is the Labour dispute in question. In line with the ILO recommendations, the Department of Labour denotes one industrial action as follows:

- 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; and
- 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 9.2 Form) remains as the point of departure, in order to meet the specific needs of the Department and the country.

**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 organisation.

**WHERE DOES THIS FORM GO?**

**ENQUIRIES:**

The Director-General,  
Department of Employment and Labour  
Private Bag X117  
Pretoria  
0001

Tel: (012) 309 4004  
Fax: (012) 309 4406  
E-mail: strikes@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

**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: .....

Industry: .....

Sector/ Nature of business: .....

.....

**2. EMPLOYEE DETAILS**

2.1 Total number of workforce: .....

2.2 Working time (Please complete where applicable)

Number of ordinary hours worked per day/shift: .....

Number of ordinary days worked per day/shift .....

**3. DETAILS OF THE ACTION**

3.1 Nature of action

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

.....

.....

*please go to the next page →*



### 3.5 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 .....

### 3.6 Strike reasons

Provide reasons for the action:

- Wages only (if the action was a wage strike, kindly indicate the following  
Percentage demanded by union: .....  
Percentage demanded by employer: .....  
Percentage demanded by both parties: .....
- Bonuses and other compensation
- Disciplinary matters
- Grievances
- Retrenchments/Dismissals
- Refusal to bargain
- Socio-economic/political conditions
- Secondary action from another dispute
- Organisational rights
- Working conditions
- Any other reason, please specify .....

1: Workers directly involve are those who went on strike or were locked out as a result of a dispute.

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.

Name of employer (In full): .....

Signature of employer.....Date.....



NOTES





NOTES







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Department:  
Employment and Labour  
**REPUBLIC OF SOUTH AFRICA**