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OF SERVICE
1943 - 2023

SEIFSA
Steel and Engineering Industries
Federation of Southern Africa

METAL INDUSTRIES COLLECTIVE BARGAINING SUMMIT 24-25 MAY 2023



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#ReflectionsonCollectiveBargaining2023
#CollectiveBargainingSummit2023

OVERVIEW

In a shrinking economy, battered by unprecedented levels of unemployment and languishing in sub-investment status, what should key sector stakeholders – business, labour and government – be doing to lift SA out of the morass?

A sound economy requires business, labour and government to collectively agree on policies aimed at recovering from the multi-year recession since the global financial crisis in the metals and engineering sector, reducing ballooning youth unemployment, clawing our way out of sub-investment status, fixing our infrastructure and introducing sound economic and BBBEE policies centered on creating inclusive growth.

In the metals & engineering sector employee costs make up 20% of total costs, but 80% of the economic value-add from the sector.

Key to the solution of turning around the economic fortunes of the sector is the critically important discussion about the approach to the determination of conditions of employment – including the wage cost.

Join Government Ministers, Captains of Industry, Trade Union Leaders, Employer Representatives, Analysts and Expert Commentators as they vigorously debate and contest these themes from opposing political, economic and ideological viewpoints.

Sponsors and Media Partnership





08h00 - 09h00
Registration



09h00 - 09h15
Welcome and introductory remarks
Lucio Trentini: Chief Executive Officer, SEIFSA



09h15 - 09h30
Opening Address
Elias Monage: President and Board Chairperson, SEIFSA



09h30 - 10h00
Key note address: Very tough times ahead if we do not turn this ship around – and fast.
Dr David Masondo: Deputy Minister of Finance



- Government has a crucial role to play in shaping the economic future of South Africa – however, it cannot do it alone, labour market stability is a key contributing factor.

10h00 - 10h30
Setting the scene:

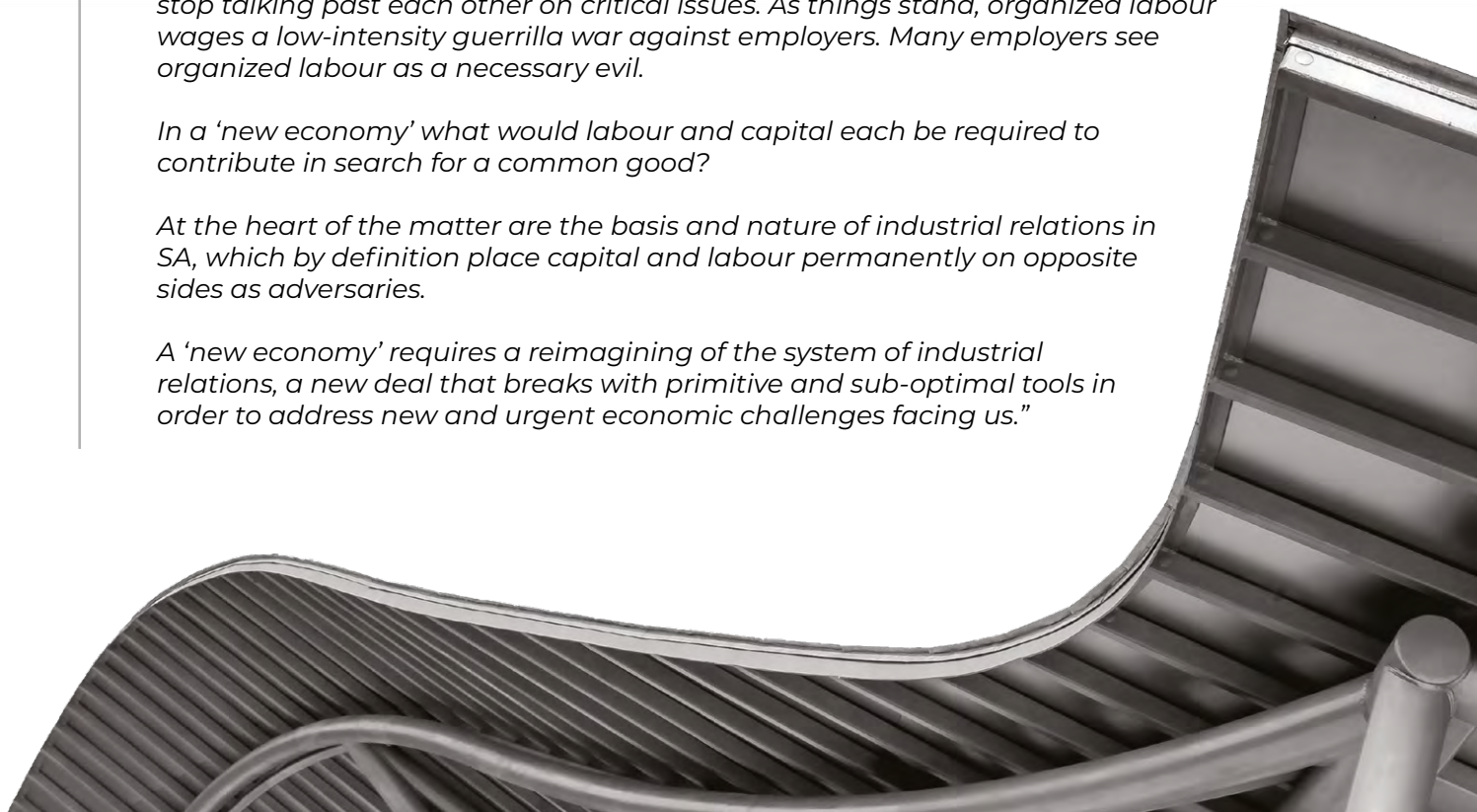
Professor Halton Cheadle
Bradley Conradie Halton Cheadle
Attorneys

“A genuine restructuring of our economy will require that employers and employees stop talking past each other on critical issues. As things stand, organized labour wages a low-intensity guerrilla war against employers. Many employers see organized labour as a necessary evil.

In a ‘new economy’ what would labour and capital each be required to contribute in search for a common good?

At the heart of the matter are the basis and nature of industrial relations in SA, which by definition place capital and labour permanently on opposite sides as adversaries.

A ‘new economy’ requires a reimagining of the system of industrial relations, a new deal that breaks with primitive and sub-optimal tools in order to address new and urgent economic challenges facing us.”



PANELISTS

Lucio Trentini



Neil Coetzer



Gideon Du Plessis



Mervyn Naidoo



**“WILL LABOUR
AND BUSINESS
EVER WORK CO-OPERATIVELY
TOGETHER IN SOUTH
AFRICA’S BEST INTEREST?”**



10h30 - 11h00

Lessons from Dinokeng:

Mervyn Naidoo: Group Chief Executive Officer, ACTOM (Pty) Ltd

How can we address our critical challenges before they become time bombs that destroy our achievements?

- This question can be answered in three possible paths.



11h00 - 11h30

TEA, COFFEE AND COMFORT BREAK



11h30 - 12h00

Opportunity for unions to re-emerge as a united force?:

Gideon Du Plessis: General Secretary, Solidarity

- Or, continue to pose a serious threat to whatever business and government tries to achieve.



12h00 - 12h30

A romantic idea of strikes means violence is far too easily tolerated:

Neil Coetzer: Partner, Cowen-Harper-Madikizela Attorneys

- The Labour Relations Act does little to deal with mob tyranny and the Labour Court seems resigned to a certain level of anarchy.

12h30 - 13h00

Panel Discussion

Michael Avery: Programme Facilitator

Will labour and business ever work co-operatively together in South Africa's best interest?

PANELIST: Mervyn Naidoo, Gideon Du Plessis, Neil Coetzer and Lucio Trentini



13h00 - 14h00

LUNCH BREAK

PANELISTS

Elias Monage



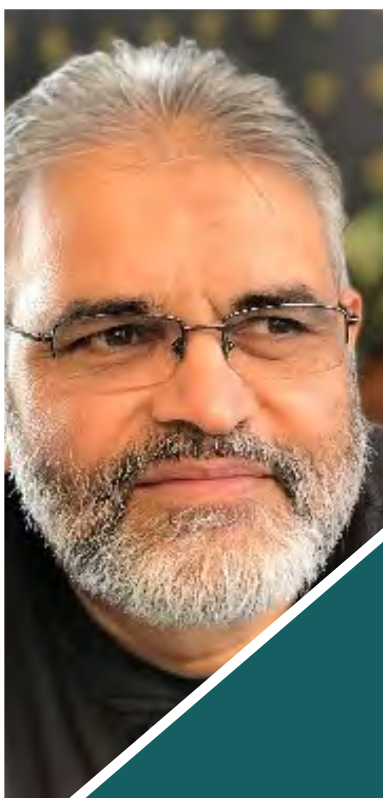
Prof. Halton Cheadle



Steven Friedman



Afzul Soobedaar



***“DO WE NEED AN
ECONOMIC CODESA
A REIMAGINING OF THE SYSTEM
OF INDUSTRIAL RELATIONS,
A NEW LABOUR RELATIONS
DEAL?”***



14h00 - 14h30

Is the current form of central wage bargaining still relevant in today's new ownership structure?

Afzul Soobedaar: Director: Perispec Consulting, Former National Senior Commissioner: Collective Bargaining (CCMA)

- Or, is it time to ditch central wage bargaining?



14h30 - 15h00

SA's labour relations system has dismally failed to address the needs of the poor

Steven Friedman: Research Professor in the Humanities Faculty, University of Johannesburg

- SA economic reconstruction and recovery plan is a mess – Is it time to throw the baby out with the bathwater?

15h00 - 15h30

Panel Discussion

Michael Avery: Programme Facilitator

Do we need an *Economic Codesa*, a reimagining of the system of industrial relations, a new labour relations deal?

PANELISTS: Afzul Soobedaar, Steven Friedman, Professor Halton Cheadle and Elias Monage



15h30 - 16h00

Wrap-up for the day, reflections, key takeaways and closure

Tafadzwa Chibanguza: Chief Operating Officer, SEIFSA

To make a dream a reality, you have to have serious metal.

At Macsteel, we admire the strength and grit it takes to get things done. For decades, Jeppe High School for Girls has persevered through many obstacles with the ultimate goal of keeping their learners safe as they crossed a busy road to their sports fields. Finally, it is complete - proving that strength and endurance aren't qualities reserved only for mighty bridges, but also for the school and students who are determined to build theirs.

A safer crossing reinvented by CADCON and Jeppe High School for Girls. Macsteel. Pursuing Reinvention.



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Pursuing Reinvention

Day 2 Programme - 25 May 2023



08h30 - 09h00
Arrival, tea, coffee and refreshments



09h00 - 09h30
Welcome, recapping of key reflections from day one and setting the scene for day two
Michael Avery: Programme Facilitator



09h30 - 10h00
Key note address: Collective Bargaining Under Fire
Minister Thulas W Nxesi: Minister of Employment and Labour

- With union representation in bargaining councils declining and collective agreements being the subject of on-going legal challenges – is collective bargaining still an integral part of SA labour market?



10h30 - 11h00
Democratisation of the workplace and the strategic importance of what transformation means in the industry and economy
Irvin Jim: General Secretary, NUMSA

- There is an urgent need for a paradigm shift away from the untransformed and polarized industrial relations system of the past.



11h00 - 11h30
What is the future of trade unions and collective bargaining in a reimagined industrial relations framework?
Jonathan Goldberg: Chief Executive Officer, Global Business Solutions

11h30 - 12h00
Panel Discussion

Michael Avery: Programme Facilitator

Can employers and employees find each other where it matters most – the shopfloor?

PANELISTS: Mike Benfield, CEO Macsteel; Irvin Jim; Tanya Cohen, Public Private Growth Initiative and Lucio Trentini



12h00 - 12h30
Reflections and key takeaways
Michael Avery



12h30 - 13h00
Final comments and closure
Elias Monage: President and Board Chairperson, SEIFSA



13h00

LUNCH



PANELISTS

Lucio Trentini



Tanya cohen



Irvin Jim



Mike Benfield



***“CAN EMPLOYERS AND
EMPLOYEES FIND EACH OTHER
WHERE IT MATTERS MOST –
THE SHOPFLOOR?”***

Key Note Speakers



Minister:
Thulas W Nxesi, Minister of
Employment and Labour

Minister Thembelani Thulas Nxesi, was appointed as Minister of Employment and Labour on 30 May 2019. He was Minister of Public Works from 27 February 2018 to 25 May 2019. Mr Thembelani Thulas Nxesi was Minister of Sports and Recreation of the Republic of South Africa from 31 March 2017 until 26 February 2018. He was appointed as Acting Minister of Public Service and Administration from 4 April 2022.



Deputy Minister:
Dr David Masondo,
Deputy Minister of Finance

Dr Masondo has held different political and managerial positions in government, including serving as the Finance MEC and Director in the Local Government Department in Limpopo. He was Chief Director for Economic Sectors and Industry; and also served as the Chief Executive Officer (CEO) of the Automotive Industry Development Center under the Gauteng Provincial Government. He has been a political activist for a period of approximately 30 years.

Dr Masondo is passionate about Education and has worked as a lecturer at Wits University teaching States and Markets (undergraduate) and Political Economy of Modern South Africa (Post-graduate course) amongst other courses. He is the Founding Principal of the OR Tambo School of Leadership, a political education school of the ANC.



Lucio Trentini:
Chief Executive Officer, SEIFSA

Mr Trentini is the Chief Executive Officer at SEIFSA. He has been with SEIFSA since 1990 and over the last three decades he has gained extensive experience in the metals and engineering industries and has developed sound working relationships with all industry stakeholders. Mr Trentini represents employers in the metals and engineering sector on various institutions and statutory bodies and is the lead negotiator in the metals and engineering industry wage negotiating team. He holds a BA in Economics & Industrial Psychology and a Post Graduate Diploma in Management from the University of the Witwatersrand and Graduate School of Business Administration respectively. He also holds an Expert Negotiator Certificate issued by the Gordon Institute of Business Science.



Elias Monage:
President and Board Chairperson,
SEIFSA

Elias Monage is the Executive Chairman of Arabela Holdings (Pty) Ltd and Afika Holdings (Pty) Ltd. He is a member of the BRICS Business Council South Africa and has been Convener of the Black Business Council at NEDLAC and as the President of CAPES.

Mr Monage obtained a degree in Insolvency Law and Practice at Rand Afrikaans University (now known as the University of Johannesburg). He has also studied Telecommunication, Regulation Policy and Management at the University of the Witwatersrand and holds a qualification in Executive Coaching from the University of California in Berkeley.



Professor Halton Cheadle:
Bradley Conradie Halton Cheadle
Attorneys

Halton Cheadle is an attorney with 40 years' experience. His areas of expertise include labour law, constitutional law, administrative law and municipal law.

He also has extensive experience in legislation. He has been an acting judge in the High Court and the Labour Court and has experience as an arbitrator. Halton is the first South African to sit on the ILO Committee of Experts on the Application of Conventions and Recommendations (CEACR), International Labour Organisation, Geneva.

He is an Emeritus Professor of Public Law at the University of Cape Town.



Mervyn Naidoo:
Group Chief Executive Officer,
ACTOM (Pty) Ltd

Mervyn Naidoo is a Professional Electrical Engineer and registered with the Engineering Council of South Africa. He has been with the ACTOM Group for 21 years, having previously served as Divisional CEO of LHMartinussen and Reid & Mitchell, an Executive Director of Savcio Holdings and various other Senior Management positions within the Group. Prior to joining the Group in 2001, Mervyn worked in a General Management role in the transportation industry. He has nearly 30 years of experience in the electrical engineering industry in South Africa with extensive networks developed during this period in Government, Parastatals and the Private Sector.



Gideon Du Plessis:
General Secretary, Solidarity

Gideon du Plessis is the General Secretary of trade union Solidarity. Prior to joining Solidarity, Gideon was employed by Compass Group PLC, as Group Employee Relations Manager: Africa. Gideon started his professional career in 1994 at the Department of Constitutional Development as a Senior Constitutional Planner and was mainly involved in conducting global constitutional research in support of the drafting of the South African Constitution. Gideon obtained a Master of Arts degree in Labour Policy and Globalisation from the University of the Witwatersrand in 2019. Gideon frequently writes opinion pieces for newspapers and business magazines.



Neil Coetzer:
Partner, Cowen-Harper-
Madikizela Attorneys

Neil Coetzer is the Head of the Employment practice at Cowan-Harper-Madikizela. He specializes in employment law and acts for and advises multinationals, corporates, NGOs, SMMES, Unions and individuals across all of the major sectors. His areas of interest include strikes, restructuring exercises and collective bargaining. He has had extensive interactions with Unions and has successfully managed and advised on several major disputes, restructuring exercises, collective bargaining processes, strikes and strike avoidance strategies. In 2018 and 2020 he sat as an Acting Judge of the Labour Court.

Programme Directors' Profile



Michael Avery:
Programme Facilitator

Michael Avery A protege of the late great David Gleason, Avery researches, produces and anchors BDTV's Business Watch daily, hosts a daily on hour drive time radio show on HOT 102.7 FM, Hit Business and researches and presents Business Talk on Business-Tech, and writes a weekly Business Day column, called Badger, and edits Gleason Publications' quarterly private equity magazine, Catalyst. Avery has a Dionysus like affection for all things grape.



Nuraan Alli:
Marketing, Communications
and Sales Executive, SEIFSA

Nuraan Alli is an accomplished marketing and communications professional with 20+ years of experience in various industries. She has a strong track record in designing and implementing successful marketing and sales campaigns, managing stakeholder relationships, and facilitating business growth. Nuraan has held senior positions in both the public and private sectors, including Deputy Director of a government organization and various marketing management roles. Her core skills include stakeholder relations, team leadership, market research, and financial acumen. Nuraan holds a postgraduate diploma in business administration and has completed several courses in management and international trade.



Tafadzwa Chibanguza:
Chief Operating Officer, SEIFSA

Tafadzwa Chibanguza is currently the Chief Operations Officer at SEIFSA. He was previously employed as an Economist at the Minerals Council South Africa, and prior to the mining sector, he worked as a Senior Economist at SEIFSA and a Technical Wealth and Investment Analyst at Rand Merchant Bank. In the mining and metal sectors his broad focus areas include formulation of mineral, industrial policy, and micro/macro-economic impact assessment modelling. He holds a Master of Commerce Degree in Economic Policy from the University of Witwatersrand and is in the process of completing a Master of Science in Mining Engineering from the same institution.





Mike Benfield:
Chief Executive Officer,
Macsteel

Mike Benfield joined Macsteel in September 2015. After years of operating in a declining South African market, Macsteel looked to Mike's decisive leadership to steer the steel giant towards sustainability.

Mike's keen business acumen, academic credentials, financial expertise and entrepreneurial nature qualified him for the challenging role of directing the business transformation of Africa's leading merchandiser and distributor of steel and value-added steel products.



Afzul Soobedaar:
Director, Perispec Consulting

Afzul Soobedaar is the Founder and Director of Perispec Consulting, a boutique consulting firm that specialises in business consulting and advisory solutions in the areas of strategy, problem-solving, and team alignment. He has extensive experience in general management, strategic planning and execution, collective bargaining, alternative dispute resolution, and conflict management. Afzul held senior and executive management positions in private and public sector organisations and served on the EXCO of the Commission for Conciliation, Mediation, and Arbitration for over nine years, where he established a specialist dispute resolution service and after-care service to deal with national/public interest collective bargaining matters.



Steven Friedman:
Research Professor in the
Humanities Faculty, UJ

He is a political scientist who has specialized in the study of democracy. He researched and wrote widely on the South African transition to democracy both before and after the elections of 1994 and has, over the past decade, largely written on the relationship between democracy on the one hand, social inequality and economic growth on the other. In particular, he has stressed the role of citizen voice in strengthening democracy and promoting equality.

He is the author of Building Tomorrow Today, a study of the South African trade union movement and the implications of its growth for democracy, and the editor of The Long Journey and The Small Miracle (with Doreen Atkinson).



Irvin Jim:
General Secretary, NUMSA)

Irvin Jim is the General Secretary of the National Union of Metalworkers of South Africa (NUMSA). He is currently serving his third term as General Secretary, having been re-elected to serve the militant metalworkers in its December 2016 elective congress, following his first election in October 2008 and re-election in June 2012.

Under his leadership NUMSA continues to be a militant and principled left trade union. Its membership has grown to over 340,000, making it the biggest trade union in the history of South Africa.



Tanya Cohen:
Public Private Growth Initiative

Tanya Cohen works with the Public Private Growth Initiative, a sector-based growth initiative that focuses on unblocking priority inhibitors and opportunities. The PPGI plays an instrumental role in promoting the implementation of sector masterplans and also convenes essential sectors with government to unlock solutions during times of crisis. Tanya is commissioner of the National Planning Commission (2021-2026).



Jonathan Goldberg:
Chief Executive Officer, Global
Business Solutions

Jonathan Goldberg is the Chairman of Global Business Solutions and has been a business leader in the changing labour law landscape over the past twenty years, heading negotiations at plant, industry and NEDLAC levels and assisting clients to navigate the dynamic regulatory environment.

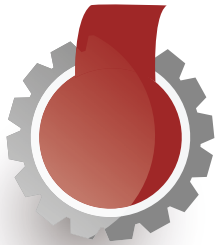
Jonathan is a sought after advisor and speaker, leading from the front in social partner negotiations as well as in respect of business strategy. Several of the key roles he fulfils include being a Commissioner on the National Minimum Wage Commission, the Labour Market Convenor at NEDLAC for business as well as a representative on the Employment Services Board.

SEIFSA

UPCOMING

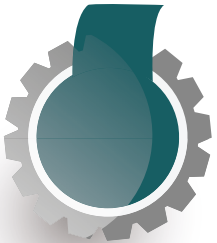
EVENTS 2023

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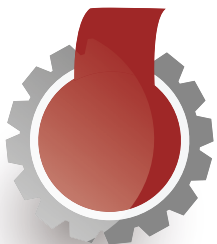
Golf Day

18 August 2023



80th Gala Dinner Celebration

6 October 2023



Awards for Excellence

17 November 2023