



SOLIDARITEIT
SOLIDARITY



**Opportunity for unions to re-emerge as a united force.
Or, continue to pose a serious threat to whatever
business and government tries to achieve**



01 Case Study: Mining Sector



Adversarial to Cooperation



Tri-partite structure and Future Forums



Union rivalry & Employer rivalry



Collapse of centralized collective bargaining



Economic realities



Health and Safety & Long-term agreements = game changer



Union CB alliances & Social Compact for mining





02 Recipe: Inter-union solidarity



Essential Ingredients



Healthy union competition



No room for individual agendas



Have the interest of M&I workers at heart



Attendance, participation and preparation



Leadership continuity & internal alignment



Common objectives & Ethical leadership

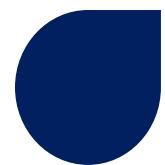


03

Collective Bargaining (CB) - Model for Cooperation



ILO CB Philosophy



CB should focus mainly on wage increases



CB is the solution for a problem - not the problem



Wage settlements improve labour relations



Instrument to address inequality



Agreement should benefit both sides



CB should be free from populism



International
Labour
Organization



CB and sound labour relations



Embrace Code of Good Practice: CB



Simplify the CB process



Collective agreement compliance



Long-term agreements



Utilize time in-between negotiations



Interest-based-bargaining model





04

Cooperation between Social Partners



Building Blocks

-  **Advance tripartism and better utilisation of current forums**
-  **Socio-economic realities – confront obstacles to economic growth**
-  **Worker empowerment – financially and decision-making**
-  **Collective focus areas: Industry 4.0, JT, Energy-crisis**
-  **Social Compact for M&I sector**
-  **Control what we can control**



Part of the Solidarity Movement

www.solidarity.co.za