KEY STRATEGIC DRIVERS_

- Enabling laws and regulations
- International positioning
- Social security
- SME development
- Energy
- Labour market development
- Progressive pro-growth taxation
- Enabling trade regime
- Education and skills

BUSA
BUSINESS UNITY SOUTH AFRICA

QUARTERLY BULLETIN Q2

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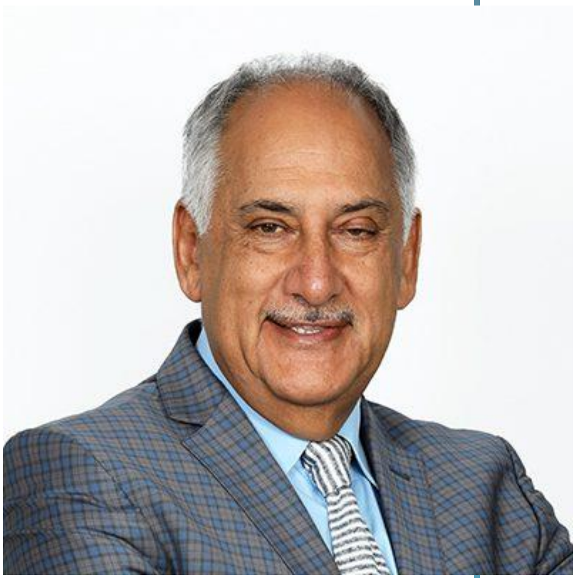
BUSA OFFICE OF THE CEO



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Much has happened since our Quarterly Bulletin for the first quarter of 2024.

The second quarter of the year was dominated by matters related to the 2024 General Elections, which took place on 29 May 2024. Leading up to the elections, different political parties launched their manifestos, setting out their promises to the electorate. Immediately thereafter, there was anxiety about which government would lead the country during the 7th Administration.

The way in which the elections were conducted, and the relatively quick formation of the government, is a testament to the maturing of our democracy and the strength of our institutions. Credit must be given to the President and his party for managing this transition peacefully and forming the Government of National Unity (GNU) within a relatively short period of time.

I now turn to the core of our work.

Policy and Legislation

The National Health Insurance (NHI) Bill, now an Act, was signed into law just before the elections. Prior to this, the NHI Working Group engaged in a media campaign against the Bill in its then-current form. Senior counsel was briefed to develop a legal strategy, which would be used if deemed tactically correct.

There were developments in the litigation against the Department of Higher Education and Training regarding the Sector Education and Training Authority (SETA) Regulations, with the matter set for 14 August 2024 at the Labour Court.

The Electricity Regulation Amendment Bill, a priority for urgent reforms in the energy sector, was passed both houses of parliament and now awaits the President's signature.

The public comment period for the Employment Equity Regulations closed in May 2024, with BUSA submitting detailed comments based on various member submissions.

There were no new developments in addressing the rate of increase of the National Minimum Wage Determination process, and BUSA planned to correspond with the new Minister of Employment and Labour once appointed.

The Role of the Private Sector in JET Skilling

BUSA CEO Cas Coovadia Joined a Panel Discussion with Nolitha Fakude, Shameela Soobramoney, and Brian Dames to discuss the role of the private sector in JET Skilling

Picture supplied by Sizwe Maswanganye

Private Sector Collaboration with Government

The collaboration with the government under B4SA focused on three main initiatives: addressing the energy crisis, improving transport and logistics, and combating crime and corruption.

In resolving the energy crisis, the partnership aimed to address immediate and systemic issues to ensure a reliable energy supply.

Efforts to bring in critical skills for employment were ongoing, focusing on addressing the visa backlog in the Department of Home Affairs (DHA), though delays in publishing revised skills visa regulations and securing funding to clear the backlog were encountered.

In addressing the transport and logistics crisis, the objective is to improve efficiency and reliability to support economic growth. Progress was made on initiatives targeting critical constraints in logistics, essential for stimulating economic growth.

The partnership on the joint initiative to fight crime and corruption focusing on strengthening efforts to combat these significant barriers to economic and social development. The collaboration emphasized joint initiatives to combat crime and corruption.

Additional collaborative efforts included addressing local government challenges. The Government and Business Initiative had not yet been constituted as a collaborative effort, with various stakeholders implementing several disparate initiatives. BUSA convened multiple meetings, revealing two urgent challenges: the broader functioning of local government and its service delivery failures, and the provision of water-by-Water Services Authorities (WSAs), typically assigned to metros, district municipalities, and some local authorities using various delivery models.

In the City of eThekwini, a Business and Government partnership focused on water, while a broader partnership coordinated by the National Business Initiative (NBI) aimed to support local government functions.

Various business organisations engaged with the City of Johannesburg to address its decline. Recently, BUSA was approached to join the Platform for a Water Secure Gauteng (PWSG), involving multiple stakeholders. Despite differences in focus, these initiatives shared common stakeholders, providing a firm basis for cooperation.

The collaboration between businesses and the government under B4SA showed significant progress in various initiatives.

Picture supplied by the Presidency

Government and Business Employment Partnership

The Government and Business Employment Partnership made notable strides across ten key areas within four primary workstreams: Youth Unemployment, Unlocking New Jobs, Scaling SMMEs, and Scaling Up Skills.

In increasing opportunities for excluded youth, rollout plans and targets were agreed upon with eleven partner sector associations, achieving significant progress despite challenges in engagement and alignment. Pathway management support involved registering the South African Youth Trust, although delays in finalising necessary documents, including the Memorandum of Agreement (MoA) and the draft trust deed, were encountered.

Efforts to grow the GBS sector jobs included renewing government incentives to support operator commitments and emerging locations, though considerable delays in the DTIC incentives benchmarking and budget allocation hindered progress.

In unlocking international tourism demand, funding was raised for technical Chinese tourist visa options work, with ongoing challenges in coordination between technical teams and government requirements.

Delivering in-demand entry-level skills saw the adoption of a digital skills framework for non-accredited training verification, but delays occurred due to the need for agreement on mechanisms to unlock SETA funding.

In delivering critical skills that unlock employment, addressing visa backlogs within the DHA and securing funding remained ongoing challenges.

Efforts to scale the SA SME Township Economy Fund raised R60 million of the R100 million first-loss funding target.

BUSA Leadership Convened with ILO Pretoria Director Musindo Alexio to Discuss Decent Work Priorities and How African Businesses Could Advance the Social Justice Agenda

Picture supplied by Sizwe Maswanganye

International Cooperation

BUSA maintained international cooperation agreements with counterparts in various countries and multilateral bodies like the ILO, ensuring adequate representation of its members and the South African business community.

Significant international engagements included participation in the 112th International Labour Conference of the ILO, where Kaizer Moyane was re-elected to the Governing Body for a three-year term and served as the spokesperson for Employers in the Committee on Application of Standards (CAS). BUSA delegates held various representative positions in ILO committees.

At the IOE General Council, BUSA CEO Cas Coovadia was elected to the IOE Management Board and participated in a panel discussion on pro-business labour reforms.

Picture supplied by IOE

Preparations for the B20 are underway, with a focus on appointing a B20 Sherpa, a consultancy for secretariat services, and establishing a fundraising strategy.

BUSA actively participated in global climate change policy developments through the UNFCCC and engaged in training programmes with the CCPIT to strengthen South-South relations.

BUSA Economic Policy

Lunga Maloyi
Director
Economic Policy Unit

This report provides a comprehensive overview of recent developments and initiatives undertaken by BUSA and its partners during this period. It covers the Transnet Draft Network Statement, emphasizing structural reform and private sector engagement, and the AfCFTA Digital Trade Protocol Annexes, highlighting potential for a unified digital market across Africa.

Transnet published the Draft Network Statement in April 2024. The Network Statement included the terms and conditions for access to the rail network and regulated the respective rights and duties of the Infrastructure Manager (IM) and Applicants on the Transnet-owned Rail network. This Network Statement was a significant step in the right direction for structural reform in South Africa's rail sector. It provided an initial opportunity to attract private sector participation in the sector and offered insights into the government's plans to promote the rail industry beyond the current reliance on the incumbent rail operator.

On May 20, 2024, BUSA made a formal written submission to the Department of Transport (DOT) regarding the Draft Network Statement (DNS). The submission highlighted various aspects, including the establishment of the Transport Economic Regulator (TER), the separation of roles between the Infrastructure Manager and Infrastructure Owner, the need for a framework for transitioning existing Transnet contracts, high rail rates, annual slot capacity planning, reasonable tariffs, promotion of rail sector growth, accurate network condition assessment, and ease of rail operations.

The Interim Rail Economic Regulatory Capacity (IRERC) launched a nationwide information-gathering programme on the Network Statement in May 2024. These sessions provided a formal consultation platform for industry and other stakeholders regarding the DNS.

Green Youth Indaba

BUSA was invited to attend the Green Youth Indaba held from 10 June to 14 June 2024. The BUSA team, including Mona Naicker, Nkopodi Mphahlele, and Thulebona, attended the event on behalf of BUSA.

This environmental initiative gathered youth interested in the green economy, ranging from smart agriculture to the circular waste economy. It highlighted the innovation and commitment of young people in reducing the environmental footprint while creating jobs and making a living.

Picture supplied by Thulebona Mhlanga

AfCFTA

Digital Trade Protocol Annexures

On May 20, 2024, BUSA submitted a written submission to the Department of Trade, Industry, and Competition (DTIC) regarding the AfCFTA - Digital Trade Protocol Annexes. The submission primarily addressed topics such as Rules of Origin (RoO), digital content distribution, cross-border data transfers, online safety and security, digital identities, cross-border digital payments, emerging and advanced technologies, financial technology, development and adoption of standards, and promoting risk-proportionate licensing regimes.

The AfCFTA Digital Trade Protocol has the potential to establish a unified digital market across Africa, promote economic development through cross-border e-commerce transactions, and contribute to the growth and integration of African states.

Special Trade, Transport and Logistic Subcommittee Meeting with DDG Xolelwa Mlumbi-Peter

The BUSA Subcommittee on Trade, Transport, and Logistics secured a meeting with the Deputy Director-General (DDG) in charge of Trade at the Department of Trade, Industry and Competition (DTIC) on June 11, 2024. The main objective of the meeting was to discuss the outcomes of the recent Ministerial Conference (MC13) of the World Trade Organization and plan ahead for MC14. The discussion focused on the DTIC's trade agenda, with particular interest in the Carbon Border Adjustment Mechanism (CBAM), AfCFTA, SACU developments, and AGOA. This meeting provided an opportunity to analyse the implications of these global trade developments for South Africa and explore potential collaborative actions.

Picture supplied by The China Council for the Promotion of International Trade's Representative Office in South Africa (CCPIT-SA) and Wuhan Textile University

BUSA – CCPIT Trade Training Programme

In 2023, the China Council for the Promotion of International Trade's Representative Office in South Africa (CCPIT-SA) extended an invite to Business Unity South Africa (BUSA) for a trade promotion training program to equip BUSA staff with knowledge on China's trading landscape and policies. Recently, BUSA staff members Masego Mathobela (Economic Policy Coordinator) and Monia Naicker (Energy and Environment Manager) attended the "Seminar on Trade and Investment Facilitation and One-Stop Services in South Africa" in Beijing and participated in a training program at the Wuhan Textile University from 6 – 26 May 2024.

United Kingdom (UK) - Carbon Border Adjustment Mechanism (CBAM)

Following the implementation of the EU Carbon Border Adjustment Mechanism (CBAM) in October 2023, the UK government developed its own CBAM, scheduled for enforcement on January 1, 2027. BUSA engaged in discussions with both the UK High Commission in South Africa and the UK government to discuss the potential impact of the UK CBAM and identify areas for enhancement. The preliminary version of the UK CBAM was open for public feedback until June 13, 2024.

BUSINESS UNITY SOUTH AFRICA

SADC Business Council – Southern African Industrialisation Forum (SIF)

On February 26-27, 2024, the SADC Business Council organized the Southern African Industrialisation Forum (SIF). The forum aimed to shape industrial priorities and identify investment opportunities, with a specific focus on Angola. The central theme was "Human and Financial Capital: The Key Drivers for Sustainable Industrialisation in the SADC Region." The forum addressed topics such as human capital development, trade and trade facilitation, transport and logistics, trade finance, Angola's trade and investment facilitation, energy and climate change, agriculture, tourism, pharmaceuticals, circular economy, and regional development initiatives.

eTTP Event: "Beyond the Ballot: Decoding the Future for SMEs Post-2024 Elections"

BUSA was invited to attend the Entrepreneurship To The Point (eTTP) event, a platform committed to fostering economic inclusion through entrepreneurship within South Africa and beyond. Lunga Maloyi represented BUSA at this significant event, which focused on the implications of the recent elections on small and medium-sized enterprises. The discussions centered on navigating the new political landscape and driving economic recovery and growth, providing invaluable perspectives to entrepreneurs and SME business leaders.

Pictures supplied by Entrepreneurship To The Point (eTTP)

BUSA Anti-corruption Webtool

Supported by GIZ, is in its final stages of approval. The webtool will be hosted on the BUSA website, and an embedded corruption risk assessment application function will be incorporated. The purpose of the webtool is to provide SMMEs with information and tools on how to conduct business ethically. Additionally, the risk assessment tool will measure the level of risk to which a business is exposed and provide recommendations and interventions for SMMEs to consider in mitigating the identified risks.

Presentation by the Enterprise and Supplier Development Community of Practice

In April 2024, the ESD Community of Practice (CoP) organized a two-day pilot session to launch the ESD e-learning course developed by the CoP. The course consists of five modules: Introduction to ESD & Supplier Diversity, Supplier Diversity & Market Access, Integrated Supplier Development & Strategic SCM, Business Problem Diagnostics & Financial Literacy, and Ethics and Internal & External Negotiation Skills in ESD.

The objective of the course is to equip ESD practitioners in the public and private sectors with the necessary skills and knowledge to drive the transformation agenda based on the principles of inclusivity, fairness, transparency, and ethical conduct in South Africa's supply chain management landscape.

Social Clause Task Team

The Task Team enlisted the services of researchers (DNA Economics & Imani Development) to examine the Social Clause within the context of international trade. A Social Clause involved the integration of sustainability standards, such as core human rights, into trade agreements. An Inception Report was shared with social partners for comment. The researcher was expected to share the first draft of the report by the end of August 2024. The research was anticipated to be completed by October 2024.

BUSA Energy & Environment Policy

Happy Khambule,
Director - Energy and Environment Policy unit

This report analyses key issues and stakeholder engagements in South Africa's energy sector, focusing on gas supply challenges and broader energy developments. It covers meetings organized by the DTIC and BUSA, including discussions on the Gas Amendment Bill, the Draft Integrated Resource Plan, and tariff adjustments by the National Energy Regulator. Additionally, the report addresses the launch of the Market Code for electricity trading and initiatives related to biodiversity, carbon budgets, sectoral emission targets, and climate change policy

Gas Supply Issue and Stakeholder Engagement

The Department of Trade, Industry, and Competition (DTIC) organised a stakeholder engagement on 27 March 2024. The meeting was attended by several organisations, including the Industrial Gas Users Association - Southern Africa (IGUA-SA), the DMRE, Transnet Pipelines, the National Energy Regulator of South Africa (NERSA), Eskom, the Industrial Development Corporation (IDC), Sasol, and the Central Energy Fund (CEF).

Discussions focused on customer commitments to Liquified Natural Gas (LNG) supply, aligning timelines for an 18–24-month period with no gas supply, and determining whether the transition would be orderly, gradual, or a hard stop. Eskom's position regarding gas to power, the IDC's assessment of residual risk on infrastructure, and CEF's role as an aggregator were also discussed. Transnet Pipelines shared their perspectives on Richards Bay and the Lilly pipeline.
On 26 April 2024, BUSA held a meeting with the Minister of Electricity to discuss the impending gas supply crisis. Following the meeting, the Minister's office requested further information and clarity regarding the problem, economic risks, affected stakeholders, and proposed actions.

Gas Amendment Bill, 2023

After receiving public comments on the Gas Amendment Bill, the DMRE held a stakeholder engagement session with BUSA and the Energy Council of South Africa on 9 May 2024. The discussion focused on gas regulation, potential overlaps in powers between the Minister and NERSA, and the distinction between LNG and Liquified Petroleum Gas (LPG). The next step in the Bill's promulgation process involved its submission to the National Economic Development and Labour Council (NEDLAC) for further discussion.

Draft Integrated Resource Plan (IRP), 2023

On 23 March 2024, BUSA submitted comments that incorporated analysis from consultants, Lungiswa Energy. The DMRE received over 4,000 submissions on the IRP 2023, out of which 130 were deemed relevant. BUSA intended to further engage on the Draft IRP 2023 through the NEDLAC process. Following the NEDLAC process, the DMRE would finalise the plan by addressing the comments received and expediting Bid Window 7, issued in December 2023.

National Energy Regulator of South Africa (NERSA) Affordability Subsidy Charge and Electricity Price Determination Rules (EPDR)

BUSA and NERSA met on 17 April 2024 to discuss concerns about the financial impact of tariff adjustments according to Eskom's Retail Tariff and Structural Adjustment (ERTSA) for the financial years 2023/24 and 2024/25. This resulted in Affordability Subsidy Charge increases of 29.53% and 25.24%, respectively, compared to standard tariff increases of 18.65% and 12.74% for the respective years. Questions about the tariff adjustment, affordability subsidy charge, and the EPDR were submitted in writing on 19 April 2024. NERSA indicated that the questions would be answered but had not responded to date.

Market Code Launch

On 19 April 2024, NECOM and Eskom initiated industry-wide consultations regarding the Market model and the draft South African Wholesale Electricity Market Code. The Market Code rules would establish an open market platform for competitive electricity trading, as mandated by the Electricity Regulation Act. The Market Code comprised approximately ten components, and workshops were planned to be conducted on each of these components in the coming six to eight months. The objective was to finalise the Market Code no later than November 2024. The National Transmission Company of South Africa (NTCSA) was expected to commence trading by August 2025, and during this time, an interim market space would be created to determine qualifying customers based on their technical capabilities for a period of five years.

Picture supplied by Enlit Africa

ENLIT AFRICA - 21 to 23 MAY 2024 CAPE TOWN INTERNATIONAL CONVENTION CENTRE

This conference aimed to include an end-to-end industry gathering that addresses every aspect of Africa's energy transition, acknowledging the role of traditional generation technologies and lighting the spark that will fuel the change we need to ensure the industry and the planet have the brightest future possible.

The conference served as a platform for the deliberations and panel discussions centered around the following:

- Energy Security by 2030 and ending load-shedding
- The Integrated Resources Plan(IRP) is an important component in addressing energy security.
- The Department of Mineral Resources and Energy Gas Master Plan.
- National Energy Crisis Committee (NECOM) businesses participation in addressing alleviating the energy crisis.

Biodiversity

The Biodiversity Working Group functioned as a centralised point of contact for matters pertaining to biodiversity. Its primary focus was on sharing knowledge and fostering collaboration with various stakeholders within the BUSA membership and the wider business network. The group successfully organised workshops in partnership with the Department of Forestry, Fisheries, and the Environment to address pressing issues such as the Global Biodiversity Framework (GBF) and its associated targets.

Through the efforts of the working group, the business community was becoming increasingly aware of the importance of biodiversity-related disclosures, as well as the financial risks and benefits associated with integrating biodiversity into their business value chains. The working group remained vigilant in monitoring developments in the field of biodiversity and actively promoted initiatives and programmes that members should be well-informed about.

Carbon Budget and Mitigation Plan Regulations

BUSA urged the Department of Forestry, Fisheries, and the Environment to promptly release the report on carbon budget and mitigation plans. The report was a result of a carbon budget workshop that took place in October of the previous year and early February 2024. The carbon budgets were strategically developed to assist the country in achieving its targets as outlined in the updated Nationally Determined Contributions. These carbon budgets would be allocated to specific activities undertaken by selected companies. The draft Carbon Budget Regulations would be issued once the Climate Change Bill was enacted into law, which was awaiting the President's signature.

Sectoral Emission Targets

The Department of Forestry, Fisheries, and the Environment recently published the Sectoral Emission Targets Report (SETs) and sought public feedback. In light of this, BUSA requested input from its members on the SETs. These targets were developed with the goal of ensuring that the country meets the specific greenhouse gas emission levels outlined in the Nationally Determined Contributions (NDC). The SETs encompassed a wide range of sectors, including agriculture, industry, energy, mining, human settlements, transport, and environment.

Seminar on Trade and Investment Facilitation and One-Stop Services in South Africa

Monia Naicker (Energy and Environment Manager) attended the "Seminar on Trade and Investment Facilitation and One-Stop Services in South Africa" in Beijing and participated in a training program at the Wuhan Textile University from 6 – 26 May 2024.

The training program provided extensive insights into China’s initiatives as a developing nation to creating a business-friendly environment for global companies. By developing consistent policies that enhance trade and investment. The Chinese government encourages and invites countries and multinational companies to invest in joint ventures and cooperatives. These collaborations have proven to be effective in facilitating knowledge and technology transfer while generating employment opportunities.

Picture supplied by The China Council for the Promotion of International Trade's Representative Office in South Africa (CCPIT-SA) and Wuhan Textile University

UK CBAM and EU ESG Sustainability Regulations

BUSA and the National Business Initiative (NBI) formed a partnership to discuss the impact of the UK Carbon Border Adjustment Mechanism (CBAM) and the European Union (EU) ESG sustainability regulations on South African companies involved in EU value chains. These regulations necessitated that multinational corporations report on a range of environmental, social, and governance factors. South African companies were encountering difficulties in adhering to these regulations due to limited knowledge and the administrative burden they imposed. The Energy and Environment team continued to collaborate with NBI in tackling these challenges, while also working alongside the Economic Policy Unit to address the trade and economic implications.

Climate Change Working Group

The Climate Change Working Group was notified about the upcoming processes of the Taxation Laws Amendment Bill (TLAB), which would include a section regarding carbon tax. The stakeholder consultation on the TLAB was scheduled to occur in July 2024. It was expected that a discussion paper on the second phase of the carbon tax and allowances would be published, suggesting a gradual decrease of the carbon tax basic free allowances from January 2026 to December 2030. BUSA prepared a letter to the National Treasury to emphasise the consequences of reducing the carbon tax basic free allowances, which were vital for companies to shift towards a low carbon economy and alleviate financial burdens during this transition.

BUSA Social Policy

Khulekani Mathe, CEO, Designate & Acting Director for Social Policy

This report details BUSA's involvement and responses to several key legislative and policy developments in 2024 during this period. It covers the Immigration Bill Regulations, highlighting procedural issues and the need for continued consultation at NEDLAC, as well as the successful progression of the National Labour Migration Policy.

Draft Second Amendment of the Immigration Bill Regulations (2014)

BUSA, acting under the mandate of the Immigration Matters Task Team, notified the NEDLAC Manco of non-conformance with NEDLAC protocols due to recent actions by the Department of Home Affairs (DHA). Despite transparent engagements between NEDLAC constituents and the DHA in April 2024, primarily regarding the gazetting of regulations, the DHA prematurely gazetted the regulations before the public consultation period ended. This move occurred while the draft regulations were still under discussion at NEDLAC. Following objections to this procedural deviation, the DHA withdrew the regulations.

Revised Amendments incorporating business input have been published. While these have been accepted as a fait accompli, it is noted that there is a need to ensure that the proposed Points-Based system undergoes consultation at NEDLAC.

National Labour Migration Policy (NLMP)

The NLMP successfully completed the NEDLAC process and is currently awaiting approval of the Employment Services Amendment (ESA) Bill by the State Law Advisor. During this process, the Task Team finalised a comprehensive report on the policy. Notably, the DHA's proposed Special Visa for Small Businesses (SADC) has been removed. Additionally, technical assistance from the European Union under the E4E (Education for Employability) programme will facilitate the development of an evidence-based quota system.

Employment Equity Amendment Act (EEA) – Draft Regulations on Proposed Sectoral Numerical Targets Government Gazette No. 50058

BUSA submitted a detailed position on the Employment Equity Draft regulations concerning Proposed Sectoral Numerical Targets. Issues highlighted included insufficient consultation, gaps in analysis, overrepresentation in specific occupational levels compared to the Economically Active Population (EAP), limitations on the use of EAP by national footprint employers to set EE Goals, and violations of the Solidarity Agreement. The Department welcomed these contributions and expressed interest in ongoing engagements through the Commission for Employment Equity, with active involvement from business representatives and the BUSA office.

National Minimum Wage Commission (NMWC)

In 2024, the NMWC focused on the annual wage increase effective from 1 March. Proposals from Labour, Community, and independent commissioners suggested an increase of the Consumer Price Index (CPI) plus 3%, while Business advocated for an increase based solely on the CPI, which was recorded at 5.5%. The Basic Conditions of Employment Act (BCEA) Earnings Threshold was also increased by 5.5%. Discussions highlighted concerns that the threshold had not been adjusted for five years, leading to erosion in its value for workers. These issues will continue to be addressed throughout 2024.

The Collective X conference

BUSA was invited to co-convene this conference, which provided a unique opportunity for stakeholders to come together and address the digital skills crisis in South Africa. By leveraging collective expertise and fostering collaboration, they aimed to create a brighter future for all South Africans. Khulekani Mathe, as a guest speaker at The CollectiveX, highlighted the power of collaboration as business and government launched a joint action plan to tackle unemployment. The Do More campaign, driven by BUSA, Harambee, YES, and The CollectiveX, scaled existing initiatives to combat youth unemployment.

Picture supplied by Sizwe Maswanganye

Social Services Practitioners (SSP) Bill Task Team

The Department of Social Development presented the Social Services Practitioners Bill at the Task Team meeting on 19 April 2024. The Bill seeks to establish the South African Council for Social Service Practitioners, define the composition and functions of social service professional boards, and regulate the registration, education, training, and professional conduct of social service practitioners. The engagement process concluded on 16 May 2024, resulting in the finalisation of the NEDLAC report, which incorporated Business inputs.

Unemployment Insurance Fund Modernisation Task Team (UIF)

The BUSA leadership convened a meeting with the Acting Director General of the Department of Employment and Labour to address the reinstatement of various engagement forums and develop clear action plans to resolve long-standing issues within the UIF. A request was made to NEDLAC for time to produce results and an implementation plan based on a diagnostic report. In parallel, the establishment of an "All TERS Committee" aimed to address issues related to CCMA TERS and Covid-19 TERS, including WABU.

International Labour Conference

BUSA leadership attended the 2024 ILC. The conference sets international labour standards and broad policies for the ILO and meets annually in Geneva. Often called the international parliament of labour, the conference is also a forum for discussing key social and labour questions.

Pictures supplied by LOE

Compensation Fund Task Team

The Compensation Fund engaged in preliminary discussions alongside the UIF Modernisation Task Team within NEDLAC, focusing on legislative changes necessary to meet mandates within a private sector context. Key priorities included the processing of claims for private hospitals, provision of letters of good standing from the UIF to employers, and the distribution of benefits to private sector employees.

Addressing organisational performance challenges, the Acting Compensation Commissioner acknowledged the disconnect between individual and organisational performance, a concern highlighted by Business stakeholders. Recommendations aimed to streamline operations across provincial levels and enhance collaboration between strategic efforts and Human Resources for improved service delivery.

Human Resources, Skills and Development Task Team (HRSD)

The HRSD Task Team collaborated with the Department of Higher Education and Training on an Organising Framework for Occupations (OFO) to support a Labour Market Intelligence workshop. Business aimed to strengthen the implementation of the OFO by identifying critical and elementary skills needs, with technical support from the International Labour Organisation (ILO).

Insights gathered by BUSA guided contributions to the DHET Workshop on 19 June, focusing on current challenges and advocating for innovations that support Business interests.

BUSA Weekly reports:

- Economic week
- Weekly economic briefing
- BUSA cargo movement report

Thank you

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