

GROUP 1 – CASE STUDY 1

1. How could you go about crafting an employment policy for addressing the employment problem of Panafria?

- Updated study on unemployment in broadest meaning, measuring broad unemployment and the dynamics of current unemployment
- National policy debate and consultation on employment policy formulation and possible legislation and location of employment policy in broad and social economic policy
- Ensure that policy formulation process incorporates broad social and economic interests in society
- Incorporating the debate, take the debate to the social dialogue institution (SDI)
- Return the decisions of the SDI to public debate

2. What would be the major elements of this employment policy

- Labour should thoroughly critique state's failures of the supply-driven economic policy so as to change the economic and fiscal framework towards demand driven to stimulate spending e.g. income grant, new tax regime
- New perspectives to facilitate employment policy (Youth Employment, SMME development, Employment Equity, Skills Development)

- Policy options should deal with aspects of industrial development, linking production with domestic consumption
- Address issues of equitable taxation, widening tax base
- Short-term employment to complement income grant that also address rural infrastructure and maintenance of public assets
- Skill development should be a priority of employment policy
- Should be compliant with all international standards and DWA
- Should have strong rural development component

3. How should it be coordinated across different sectors and stakeholders institutions?

- Clustered and cross cutting management system but headed by Ministry of National Economic Development
- Thus, every ministry should have a unit that coordinates employment policy

4. What trade union actions, initiatives or strategies will be necessary to ensure the effective monitoring of the implementation of this policy?

- Participation in SD (tripartite) processes
- Legislated SD institutions with mandatory public funding for processes
- Capacity of trade union parties in SD institution

- Trade union representatives should be backed by research and information organ which also does continuous monitoring
- Close alliances with civil society organizations for campaigns and monitoring