



REPORT TO: CITY MANAGER

TO BE REFERRED BY THE OFFICIAL TO MAYCO VIA THE CORPORATE SERVICES SECTION 79 COMMITTEE
[AFTER CONSIDERATION BY CITY MANAGER]

1. ITEM NUMBER

2. SUBJECT

FEEDBACK ON THE INTERNATIONAL/OUTSIDE THE BORDERS OF THE RSA TRIP UNDERTAKEN FROM 11 TO 15 DECEMBER 2023 TO ATTEND THE ACADEMY ON SOCIAL DIALOGUE AND INDUSTRIAL RELATIONS COURSE THAT TOOK PLACE AT THE INTERNATIONAL TRAINING CENTRE OF THE INTERNATIONAL LABOUR ORGANIZATION (ILO) IN TURIN, ITALY

ONDERWERP

TERUGVOERING OOR DIE REIS NA DIE BUITELAND/BUITE DIE GRENSE VAN DIE RSA ONDERNEEM VAN 11 TOT 15 DESEMBER 2023 OM DIE AKADEMIE VIR SOSIALE DIALOOG EN NYWERHEIDSBETREKKINGE SE KURSUS BY DIE INTERNASIONALE OPLEIDINGSENTRUM VAN DIE INTERNASIONALE ARBEIDSORGANISASIE (ILO) IN TURYN, ITALIË BY TE WOON.

ISIHLOKO:

INGXELO ENGASEMVA KOHAMBO KUMAZWE
APHESHEYA/ANGAPHANDLE KWEMIDA YASEMZANTSI AFRIKA
EQHUTYWE UKUSUSELA NGOWE11 UKUYA KOWE15 KWEYOMNGA
2023 ENGOKUZIMASA ISIKOLO/IMFUNDISO ENGENGXOXO
YEZENTLALO NESIFUNDO/IKHOSI EMALUNGA NEZOBUDLELWANE
KWEZEMVELISO APHO IQHUBEKA KWIZIKO LEZOQEQESHO
LOMBUTHO WEZABASEBENZI KUMAZWE EHLABATHI (ILO) ESE
TURIN, E ITALY.

Q2532

3. EVENT SUMMARY

EVENT DETAILS	
CONFERENCE/SEMINAR	
OTHER	Attended training on Social Dialogue and Industrial Relations course that took place at the International Training Centre of the International Labour Organization (ILO) in Turin, Italy.
DATE	11 – 15 December 2023
VENUE	Training Centre of the International Labour Organization
TOTAL COST TO THE CITY	R2 570,24
CITY	Turin
COUNTRY	Italy

ATTENDEE DETAILS	
Name and Surname	Designation
Justice Nedzamba	Manager: Employee Relations

PROVIDE SUMMARY OF HOST ORGANISATION / CITY
International Training Center for International Labour Organisation (ITCILO) is the training institution for the ILO. It is responsible for offering training, learning and capacity development to ILO members' states, South Africa being a member. This is a highest international labour law Training center, which promotes decent work through social dialogue.

4. OBJECTIVE

The trip was a result of an invitation through the SALGBC. I am a member of the National Bargaining Committee member of the SALGBC, which is currently ceased to negotiate amongst others, the Main Collective Agreement; the Wage Curve; the Compensatory Framework. I am also a member of a team tasked to facilitate a cluster to conduct a research in preparation for the upcoming

National Wage Negotiation (I will be a member of the negotiating team). Due to my responsibility as Employee Relations Manager, Locally I am the lead negotiator for the City at the Cape Metro Divisional Council and am responsible to oversee all labour and employment related matters within the City. Since my key role includes influencing the decisions of stakeholders including the SALGA decision, the Course was relevant and has add significant value to the strategic plans of the City.

Having acquired the practical skills on various forms of social dialogue, I will apply this on my day to day duties first in my capacity as Manager responsible for employee relations and secondly as a both local and central collective bargaining negotiator.

In the next three months, starting with the local level, I will introduce a social dialogue strategy to covers all forms of social dialogues from information sharing to collective bargaining. I will motivate for a basic training for our social partners at the local level to prevent and resolve disputes through social dialogue.

At the central bargaining, I am fortunate that all three social partners in our bipartite relationship attended this this course. I will play my role to influence employers to respect and observe the importance of social dialogue.

5. OUTCOMES

Having completed all activities which included face to face engagements in Turin, pre and post course written assessments. I now qualify to receive a certificate of participation. I shall also qualify to receive a certificate of achievement should I complete an optional assignment.

See paragraph 4 for practical implementable outcomes.

6. ACTIONS REQUIRED

I am required to complete all pre and post course written assessments which were due on 31 January 2024. I have already successfully completed these. I now await certificate.

I am now, contemplating on completing an optional final assessment to be eligible to receive a further certificate of achievement.

7. IMPLICATIONS

7.1 Constitutional and Policy Implications

No ☒

Yes ☐

- 7.2 Environmental implications No ☒ Yes ☐
- 7.3 Financial Implications No ☒ Yes ☐
- 7.4 Legal Implications No ☒ Yes ☐
- 7.5 Staff Implications No ☒ Yes ☐
- 7.6 Risk Implications No ☒ Yes ☐
- 7.7 **POPIA Compliance**

☒ It is confirmed that this report has been checked and considered for POPIA Compliance.



8. RECOMMENDATIONS

It is recommended that the feedback report on the trip to Turin, Italy undertaken by Justice Nedzamba, Manager Employee Relations from 11 – 15 December 2023 be considered and noted.

AANBEVELING

Daar word aanbeveel dat die terugvoeringsverslag oor die reis na Turyn, Italië van 11 tot 15 Desember 2023 onderneem deur Justice Nedzamba, bestuurder werknemerbetrekkinge, oorweeg en daarvan kennis geneem word.

ISINDULULO:

Kundululwe ukuba makuthathelwe ingqalelo kwaye kuqwalaselwe ingxelo engasemva kohambo obelujoliswe eTURIN, ITALY oluthe kwaqhutywa nguJustice Nedzamba onguMphathi wezoBudlelwane nezaBasebenzi ukususela ngowe11 ukuya kowe15 kweyoMnga 2023.

9. GENERAL DISCUSSION

The training has re-ignited the need to promote a culture of social dialogue. The City has now introduced and established a social dialogue platform with unions at the Local Labour Forum to share information all policy related matters with unions.

FOR FURTHER DETAILS, CONTACT:

DATE	02.02.2024		
NAME	Justice Nedzamba	CONTACT NUMBER	021 400 9252
E-MAIL ADDRESS	Justice.Nedzamba@capetown.gov.za		
DIRECTORATE	Corporate Services	FILE REF No	
SIGNATURE :	Justice Nedzamba: Manager Employee Relations Digitally signed by Justice Nedzamba: Manager Employee Relations Date: 2024.02.05 14:42:51 +02'00'		

**EXECUTIVE DIRECTOR
CORPORATE SERVICES**

Comment:

Mr. Ernest Sass

Signature:



Digitally signed
by Ernest Sass
Date: 2024.02.06

Date:

08:54:54 +02'00'

MANAGER: INTERNATIONAL RELATIONS

Comment:

Dr. Denver Van Schalkwyk

Signature: Dr Denver
van

Digitally signed by
Dr Denver van

Date

Schalkwyk

Date: 2024.02.06
09:54:33 +02'00'

☐ REPORT COMPLIANT WITH THE PROVISIONS OF COUNCIL'S DELEGATIONS, POLICIES, BY-LAWS AND ALL LEGISLATION RELATING TO THE MATTER UNDER CONSIDERATION.

LEGAL COMPLIANCE

☐ Non-Compliant

Comment:

Name:

Tel:

Date:

Certified as legally compliant based on the contents of the report.

CITY MANAGER

☒ Noted

☒ REFER TO THE MAYORAL COMMITTEE VIA THE RELEVANT SECTION 79 COMMITTEE

Date:

Comment:
