

INDUSTRIAL RELATIONS

DEC
2024



Structure of Employment | Trade Unions | Employee Benefits
Bargaining and Statutory Councils | Strikes and Work Stoppages

INDUSTRIAL RELATIONS

DECEMBER 2024

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Employees involved in work stoppages by industry,
2017 and 2023**21**

INDUSTRIAL RELATIONS

Anlu Keeve

At a glance^a

Number of employed people (2024)	16.65m
— Proportion in formal (non-agricultural) sector	68.9%
— Proportion in informal (non-agricultural) sector	18.8%
— Proportion in agriculture (formal and informal) sector	5.4%
— Proportion in private households	7.0%
Proportion of employees on a permanent contract/agreement (2024)	60.0%
Change in number of employees on a permanent contract/agreement (2019-24)	-0.5%
Proportion of employees on a limited contract/agreement (2024)	14.7%
Change in number of employees on a limited contract/agreement (2019-24)	12.2%
Proportion of employees with access to paid sick leave (2024)	72.4%
Proportion of employees with access to medical aid (2024)	30.7%
Number of active registered trade unions (2023/24)	216
Change in active registered trade unions (1995/96-2023/24)	-12.9%
Trade union membership (2020/21)	3.11m
— as proportion of total employment (2020/21)	20.0%
— as a proportion of economically active population (2020/21)	13.2%
Change in trade union membership (2019/20-2020/21)	-23.2%
Union with highest number of affiliates — FEDUSA (2024)	20
Union with lowest number of affiliates — CONSAWU (2024)	3
Number of registered employer organisations (2023/24)	145
Average wage settlement	6.3%
Total number of work stoppages	97
Working days lost to strikes	4.9m
Union with the biggest share of working days lost to strike action (PSA, NEHAWU and Others)	94.9%
Proportion of strikes unprotected	42.0%
a Figures are for 2023 unless otherwise indicated in brackets.	

STRUCTURE OF EMPLOYMENT

Total employed, 2008 and 2024

Sector	Number employed			Proportion of total employed ^a		
	2008	2023	2024	2008	2023	2024
Formal (non-agricultural)	9 415 000	11 329 000	11 467 000	68.6%	69.3%	68.9%
Informal (non-agricultural)	2 340 000	3 029 000	3 129 000	17.0%	18.5%	18.8%
Agriculture (formal and informal)	790 000	894 000	896 000	5.8%	5.5%	5.4%
Private households	1 185 000	1 093 000	1 160 000	8.6%	6.7%	7.0%
Total	13 729 000	16 346 000	16 652 000	100.0%	100.0%	100.0%

Source: Statistics South Africa (Stats SA), *Quarterly Labour Force Survey (QLFS) Quarter 1 and Quarter 2, 2008*, 28 August 2008, Table A, pv; *QLFS Quarter 2: 2022*, 23 August 2022, p2; *QLFS Quarter 2: 2023*, 21 August 2023, p1; *QLFS Quarter 2: 2024*, 13 August 2024, p1

a CRA calculations.

Employment by nature of contract/agreement, 2017-24

Nature of contract/ agreement	2017	2019	2021	2023	2024	Change 2017-24
Male	7 444 000	7 470 000	6 818 000	7 456 000	7 509 000	0.9%
Limited duration	867 000	887 000	800 000	1 059 000	1 005 000	15.9%
Permanent nature	4 754 000	4 684 000	4 377 000	4 545 000	4 526 000	-4.8%
Unspecified duration	1 823 000	1 899 000	1 641 000	1 852 000	1 979 000	8.6%
Female	6 169 000	6 183 000	5 642 000	6 199 000	6 410 000	3.9%
Limited duration	919 000	939 000	882 000	1 104 000	1 043 000	13.5%
Permanent nature	3 673 000	3 719 000	3 409 000	3 591 000	3 832 000	4.3%
Unspecified duration	1 577 000	1 526 000	1 352 000	1 504 000	1 534 000	-2.7%
Total	13 613 000	13 653 000	12 460 000	13 656 000	13 919 000	2.2%
Limited duration	1 786 000	1 826 000	1 681 000	2 163 000	2 048 000	14.7%
Permanent nature	8 427 000	8 403 000	7 786 000	8 136 000	8 358 000	-0.8%
Unspecified duration	3 400 000	3 424 000	2 993 000	3 357 000	3 513 000	3.3%

Source: Stats SA, *Quarterly Labour Force Survey Quarter 2: 2019*, Statistical release P0211, 30 July 2019, p69; *QLFS Quarter 2: 2021*, Statistical release P0211, 24 August 2021, p76; *QLFS Quarter 2: 2022*, Statistical release P0211, 23 August 2022, p72; *QLFS Quarter 2: 2023*, Statistical release P0211, 21 August 2023, p71; *QLFS Quarter 2: 2024*, Statistical Release P0211, 13 August 2024

ORGANISATIONS

Registered employee and employer organisations, 2012/13-2023/24

Organisation	2012/13	2016/17	2021/22	2023/24	Change 2012/13- 2023/24
Active registered trade unions	208	191	216	216	3.8%
Membership	3 028 400	3 926 025	3 110 000 (2020/21)	N/A	—
Registered employer organisations	163	155	148	145	-11.0%
Membership	56 251	64 836	70 186	N/A	—
Bargaining councils	47	47	48	39	-17.0%

Source: Department of Employment and Labour, www.labour.gov.za, accessed 20 September 2024
N/A — Not available.

Trade unions

Trade unions^a and membership, 1995/96-2022/23

Year	Active registered trade unions	Registered trade union membership ^c	— Registered union membership ^b —	
			as a share of total employment	as a share of the EAP ^d
1995/96	248	2 690 727	35.5%	28.0%
1996/97	303	3 016 933	40.0%	30.8%
1997/98	365	3 412 645	36.3%	27.2%
1998/99	433	3 801 388	36.7%	28.1%
1999/2000	397	3 359 497	28.3%	20.7%
2000/01	537	3 552 113	28.4%	21.4%
2001/02	488	3 939 075	32.8%	23.7%
2002/03	513	3 277 685	28.1%	19.9%
2003/04	533	4 069 000	34.4%	25.3%
2004/05	390	3 134 865	25.1%	19.0%
2005/06	367	3 134 865	23.7%	18.2%
2006/07	357	3 049 860	23.0%	17.5%
2007/08	317	3 220 245	22.1%	17.1%
2008/09	285	3 298 559	23.0%	17.6%
2009/10	244	3 238 519	23.5%	17.6%
2010/11	222	3 057 772	22.0%	16.3%
2011/12	218	3 192 530	22.3%	16.8%
2012/13	208	3 028 400	20.6%	15.4%
2013/14	203	3 250 100	21.5%	16.1%
2014/15	196	3 556 365	22.7%	17.0%
2015/16	190	3 556 914	22.9%	16.8%
2016/17	191	3 926 025	24.4%	17.6%
2017/18	190	3 945 518	24.2%	17.2%
2018/19	207	3 870 024	23.7%	16.8%
2019/20	218	4 051 529	28.6%	22.0%
2020/21	222	3 110 000	20.0%	13.2%
2021/22	216	N/A	N/A	N/A
2022/23	215	N/A	N/A	N/A

Source: Department of Employment and Labour, www.labour.gov.za, accessed 23 September 2024

a A trade union is a workers'/employee organisation constituted for the purpose of furthering and defending the interests of workers.

b CRA calculations.

c Figures from 1994 to 1996 include membership of unregistered trade unions. From 1997 onwards, total trade union membership figures do not include the membership of unregistered trade unions. In terms of the Labour Relations Act of 1995, the Department of Employment and Labour is no longer required to keep records of unregistered trade unions.

d Registered union membership as a proportion of the total economically active population (official definition of unemployment).

Trade union groupings

Number of unions in each grouping, 2024

Grouping	Affiliates
Confederation of South African Workers' Unions (CONSAWU)	3
Congress of South African Trade Unions (COSATU)	18
Federation of Unions of South Africa (FEDUSA)	20
National Council of Trade Unions (NACTU)	14
South African Federation of Trade Unions (SAFTU)	18
Other groupings and unaffiliated unions	143
Total	216

Source: Department of Employment and Labour, www.labour.gov.za, 23 September 2024

Trade union affiliates

CONSAWU affiliates by sector, 2024

Sector and affiliate

Catering and retail

National Union of Hotel, Restaurant, Catering, Commercial, Health and Allied Workers (NUHRCCHAW)

Mining and construction

Building, Wood and Allied Workers' Union of South Africa (BWAUSA)

Mine, Engineering and Distributor Workers' Union of South Africa (MEDWUSA)

Source: Department of Employment and Labour, www.labour.gov.za, 23 September 2024

COSATU affiliates by sector, 2024

Sector and affiliate

Media and communication

Communication Workers' Union (CWU)

Chemical

Chemical, Energy, Paper, Printing, Wood and Allied Workers' Union (CEPPWAWU)

Clothing and textile

Southern African Clothing and Textile Workers' Union (SACTWU)

Education and health

Democratic Nursing Organisation of South Africa (DENOSA)

South African Medical Association (SAMA)

National Education, Health and Allied Workers' Union (NEHAWU)

South African Democratic Nurses' Union (SADNU)

South African Democratic Teachers' Union (SADTU)

Finance

The Finance Union, formerly the South African Society of Bank Officials (SASBO)

Catering and retail

South African Commercial, Catering and Allied Workers' Union (SACCAWU)

Metal

Liberated Metalworkers' Union of South Africa (LIMUSA)

Mining

National Union of Mineworkers (NUM)

Police, correctional services, defence

Police and Prisons Civil Rights Union (POPCRU)

Sport

South African Football Players' Union (SAFPU)

State and municipal

Public and Allied Workers' Union of South Africa (PAWUSA)

South African Municipal Workers' Union (SAMWU)

South African State and Allied Workers' Union (SASAWU)

Transport

South African Transport and Allied Workers' Union (SATAWU)

Other

Laundry and Allied Workers' Union of South Africa (LAWUSA)

South African Cleaners, Security and Allied Workers' Union (SACSAAWU)

Source: Department of Employment and Labour, www.labour.gov.za, accessed 23 September 2024

FEDUSA affiliates by sector, 2024

Sector and affiliate

Media and communication

South African Communications Union (SACU)

Education and training

National Professional Teachers’ Organisation of South Africa (NAPTOSA)

National Tertiary Education Union (NTEU)

Professional Educators’ Union (PEU)

South African Parastatal and Tertiary Institutions Union (SAPTU)

Suid-Afrikaanse Onderwysers Unie (SAOU)

Tertiary Education National Union of South Africa (TENUSA)

Health, hospitality and education

Health and Other Services Personnel Trade Union of South Africa (HOSPERSA)

Hospitality Industries and Allied Workers’ Union (HIAWU)

Finance

Insurance and Banking Staff Association (IBSA)

Police, correctional services, defence

National Security and Unqualified Workers’ Union (NASUWU)

State

National Union of Civil and Allied Workers (NUCAAW)

Public Servants’ Association of South Africa (PSA)

United National Public Service Association of South Africa and Allied Workers’ Union (UNIPSAWU)

Transport, mining, engineering

Aviation Professionals Association — South Africa (AVPA-SA)

Motor Industry Staff Association (MISA)

Motor Transport Workers’ Union of South Africa (MTWU)

United National Transport Union (UNTU)

Other

UASA — The Union (formerly United Association of South Africa) — All sectors

National Union of Leather and Allied Workers (NULAW)

Source: Department of Employment and Labour, www.labour.gov.za, accessed 23 September 2024

NACTU affiliates by sector, 2024**Sector and affiliate****Catering**

Hotel, Liquor, Catering, Commercial and Allied Workers' Union of South Africa (HOTELICCA)

Chemical

South African Chemical Workers' Union (SACWU)

Finance

Banking, Insurance, Finance and Allied Workers' Union (BIFAWU)

Food and beverages

National Union of Food, Beverages, Wine, Spirits and Allied Workers (NUFWBSAW)

General

Labour Equity General Workers' Union of South Africa (LEWUSA)

Metal

Metal and Electrical Workers' Union of South Africa (MEWUSA)

Mining and construction

Association of Mineworkers and Construction Union (AMCU)

Building, Construction and Allied Workers' Union (BCAWU)

Security

National Security Commercial and General Workers' Union (NASECGWU)

South African Private Security Workers' Union (SAPSWU)

State

National Public Service Workers' Union (NPSWU)

Trade

Federal Council of Retail and Allied Workers (FEDCRAW)

Transport

Transport and Omnibus Workers' Union (TOWU)

Other

Inqubelaphambili Trade Union (ITU) — All sectors

Source: Department of Employment and Labour, www.labour.gov.za, accessed 23 September 2024

SAFTU affiliates by sector, 2024

Sector and affiliate

Media and communication

Democratic Postal and Communications Union (DEPACU)
Information Communication Technology Union (ICTU)

Chemical

Chemical, Wood and Allied Workers' Union (CWAWU)

Education

College Workers' Union of South Africa (COWUSA)

Food and beverages

Food and Allied Workers' Union (FAWU)

Medical

Young Nurses Indaba Trade Union (YNITU)

Metal

National Union of Metalworkers of South Africa (NUMSA)

Security

South African Policing Union (SAPU)

State and municipal

Democratic Municipal and Allied Workers' Union of South Africa (DEMAWUSA)
National Union of Public Service and Allied Workers (NUPSAW)
Municipal and Allied Trade Union of South Africa (MATUSA)

Transport

Democratised Transport Logistics and Allied Workers' Union (DETAWU)
National Transport Movement (NTM)
Tirisano Transport and Services Workers' Union (TASWU)
Transport Retail and General Workers' Union (THORN)

Other

Commercial, Stevedoring, Agricultural and Allied Workers' Union (CSAAWU)
General Industries Workers' Union of South Africa (GIWUSA)
South African Industrial Commercial and Allied Workers Union (SAICWU)

Source: Department of Employment and Labour, www.labour.gov.za, accessed 23 September 2024; SAFTU, www.saftu.org.za, accessed 23 September 2024

Employer organisations

Employer organisations^a and membership, 1995/96-2023/24

Year	Number	Registered members
1995/96	188	N/A
1996/97	189	N/A
1997/98	191	N/A
1998/99	237	N/A
1999/2000	243	N/A
2000/01	269	47 069
2001/02	248	39 717
2002/03	262	45 960
2003/04	266	41 804
2004/05	234	43 482
2005/06	228	39 288
2006/07	223	50 782
2007/08	210	57 865
2008/09	196	48 988
2009/10	183	43 073
2010/11	165	53 250
2011/12	167	55 898
2012/13	163	56 251
2013/14	159	55 979
2014/15	156	71 281
2015/16	154	86 087
2016/17	155	64 836
2017/18	153	81 309
2018/19	151	N/A
2019/20	150	88 087
2020/21	146	95 576
2021/22	N/A	N/A
2022/23	148	70 186
2023/24	145	N/A

Source: Department of Employment and Labour, email communication, accessed 23 September 2024

a An employer organisation is a collective of employers seeking to co-ordinate member companies during negotiations with trade unions or government bodies — it is necessary for effective collective bargaining and is an important way of regulating industrial relations and determining employee wages and benefits.

N/A — Not available.

EMPLOYEE WELFARE

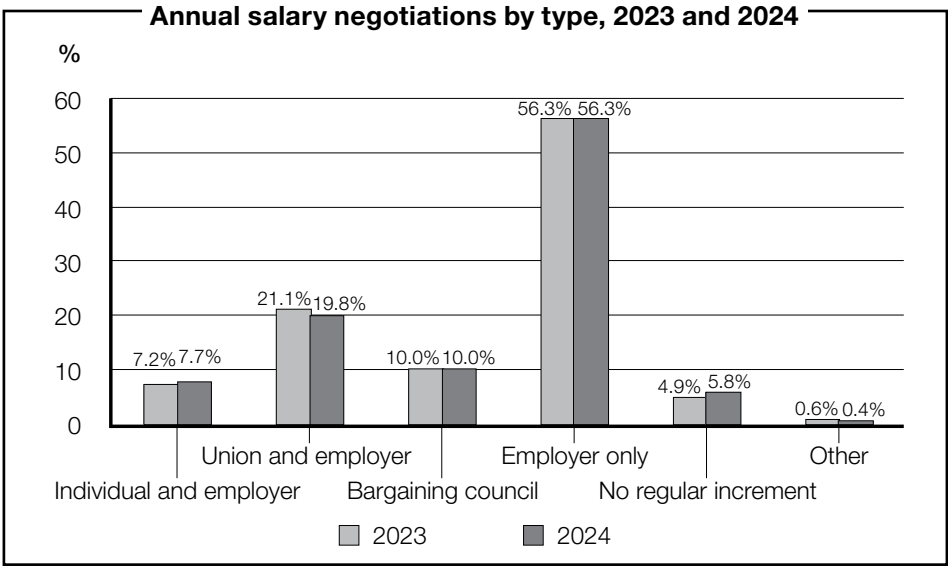
Salaries and wages

Annual salary negotiations by type^a, 2016-24

Type of negotiation	2016	2018	2020	2022	2023	2024
Individual and employer	8.5%	7.9%	10.3%	8.6%	7.2%	7.7%
Union and employer	22.3%	22.7%	27.7%	22.6%	21.1%	19.8%
Bargaining council	8.0%	8.1%	8.6%	9.2%	10.0%	10.0%
Employer only	55.7%	54.6%	48.7%	54.4%	56.3%	56.3%
No regular increment	5.2%	6.2%	4.3%	5.1%	4.9%	5.8%
Other	0.4%	0.5%	0.4%	0.2%	0.6%	0.4%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Source: Stats SA, *Quarterly Labour Force Surveys, Quarter 2: 2016-21*, Statistical release P0211; *QLFS Quarter 2: 2022*, Statistical release P0211, p73; *QLFS Quarter 2: 2023*, Statistical release P0211, p72; *QLFS Quarter 2: 2023*, Statistical release P0211, p72; *QLFS Quarter 2: 2024*, Statistical release P0211, p71

a Proportions should add up vertically but may not, owing to rounding.



Wage settlements

Wage settlements^a and inflation, 1998-2023

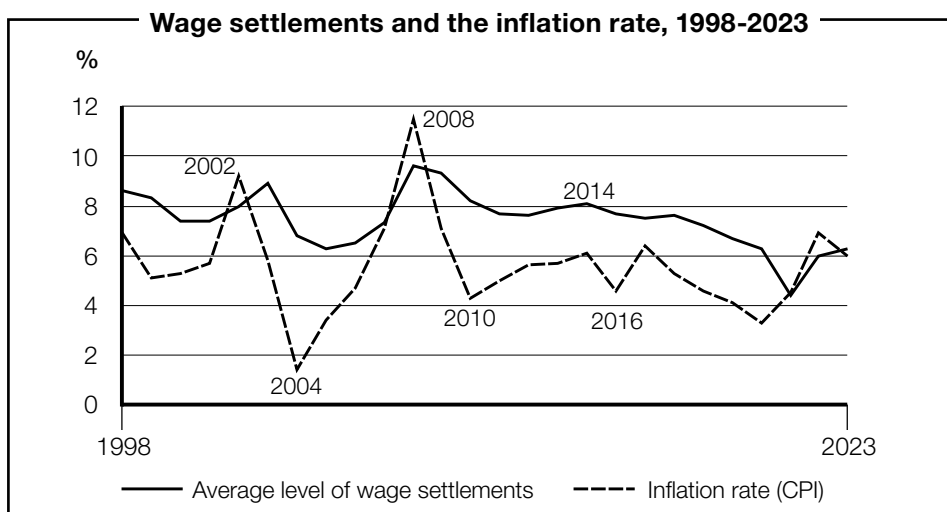
Year	Average level of wage settlements	Inflation rate (CPI) ^b	Difference in percentage points ^c
1998	8.6%	6.9%	1.7
1999	8.3%	5.1%	3.2
2000	7.4%	5.3%	2.1
2001	7.4%	5.7%	1.7
2002	8.0%	9.2%	-1.2
2003	8.9%	5.8%	3.1
2004	6.8%	1.4%	5.4
2005	6.3%	3.4%	2.9
2006	6.5%	4.7%	1.8
2007	7.3%	7.1%	0.2
2008	9.8%	11.5%	-1.7
2009	9.3%	7.1%	2.2
2010	8.2%	4.3%	3.9
2011	7.7%	5.0%	2.7
2012	7.6%	5.6%	2.0
2013	7.9%	5.7%	2.2
2014	8.1%	6.1%	2.0
2015	7.7%	4.6%	3.1
2016	7.5%	6.4%	1.1
2017	7.6%	5.3%	2.3
2018	7.2%	4.7%	2.5
2019	6.7%	4.1%	2.6
2020	6.3%	3.3%	3.0
2021	4.4%	4.5%	-0.1
2022	6.0%	6.9%	-0.9
2023	6.3%	6.0%	0.3

Source: Andrew Levy Employment Publications, *The Wage Settlement Survey Quarterly Report*, December 2023, p6, accessed 6 May 2024

a A wage settlement is an agreement over wages, following negotiations between employers and employees. So, the proportions in the first column indicate the average wage increments for each year as agreed upon during employer/employee negotiations.

b Consumer Price Index.

c Average level of wage settlements minus the inflation rate.



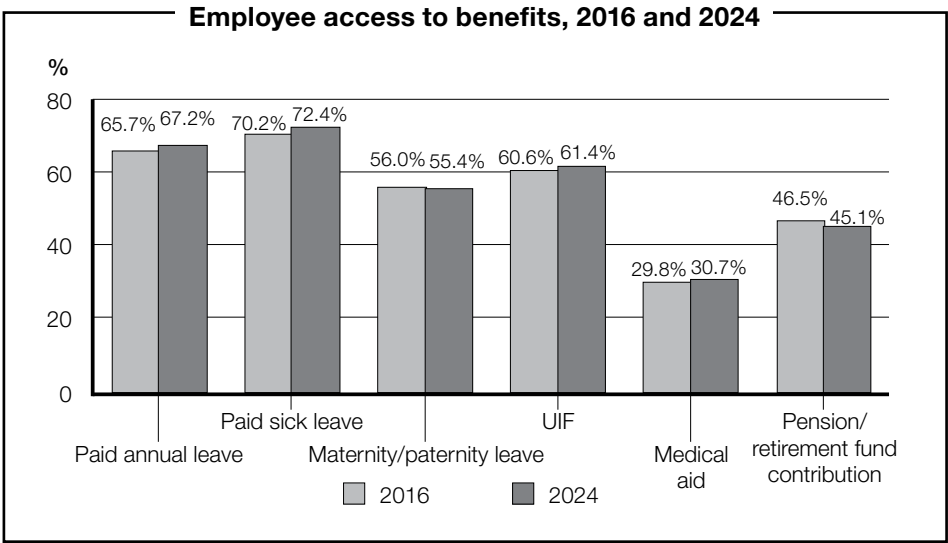
Employee benefits

Employee access to benefits^a, 2016-24

Benefit	2016	2018	2020	2022	2023	2024
Paid annual leave ^b	65.7%	66.0%	72.0%	64.7%	66.0%	67.2%
Paid sick leave ^c	70.2%	70.2%	77.4%	70.7%	72.0%	72.4%
Maternity/paternity leave ^d	56.0%	56.8%	84.2%	52.4%	54.5%	55.4%
Unemployment Insurance Fund ^e	60.6%	60.3%	64.2%	60.5%	62.5%	61.4%
Medical aid	29.8%	29.7%	34.5%	29.4%	29.5%	30.7%
Pension/retirement fund contribution	46.5%	48.1%	54.0%	44.9%	44.2%	45.1%

Source: Stats SA, *QLFS Quarter 2, 2019*, Statistical release P0211, 30 July 2019, pp65-67; *QLFS Quarter 2, 2021*, Statistical release P0211, 24 August 2021, pp73-75; *QLFS Quarter 2, 2022*, Statistical release P0211, 23 August 2022, pp68-70; *QLFS Quarter 2: 2023*, Statistical release P0211, 15 August 2023, pp68-70; *QLFS Quarter 2: 2024*, Statistical release P0211, pp66-68, 21 September 2024

- a CRA calculations. For example, in 2016, 65.7% of employees had access to paid annual leave.
- b The employer must grant an employee at least 21 consecutive days’ annual leave on full remuneration in each leave cycle. This translates into 15 working days.
- c An employee may take the number of days they would normally work in a six-week period for sick leave on full pay in a three-year period. Employers may require proof of illness before paying the employee.
- d An employee is entitled to at least four consecutive months of unpaid leave. Unemployment benefits may be claimed from the Unemployment Insurance Fund (UIF) during this time.
- e An employer must pay the 1% they deducted from workers, together with 1% from themselves, to the UIF or the South African Revenue Service (SARS) before the 7th of every month.



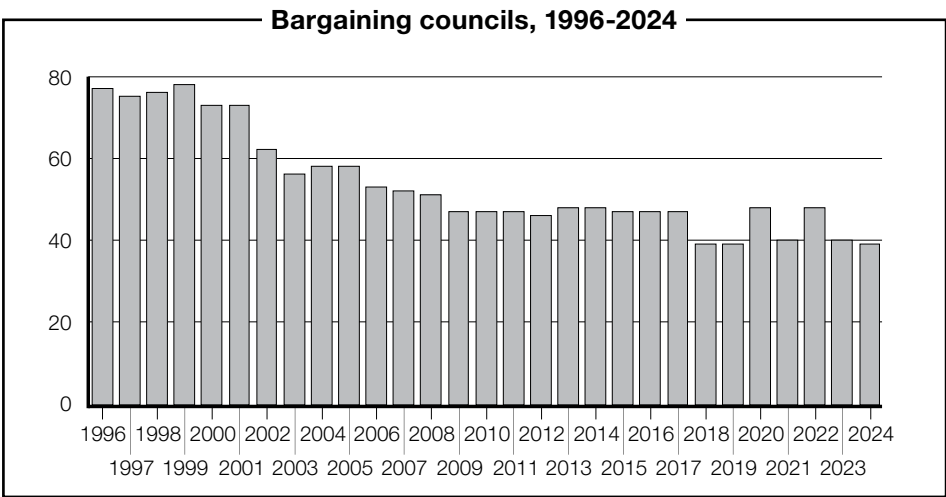
Bargaining and statutory councils

Bargaining councils^a, 1996-2024

Year	Number	Year	Number
1996	77	2011	47
1997	75	2012	46
1998	76	2013	48
1999 ^b	78	2014	48
2000	73	2015	47
2001	73	2016	47
2002	62	2017	47
2003	56	2018	39
2004	58	2019	39
2005	58	2020	48
2006	53	2021	40
2007	52	2022	48
2008	51	2023	40
2009	47	2024	39
2010	47	1996-2024	-49.4%

Source: Department of Employment and Labour, www.labour.gov.za, accessed 21 September 2024

- a A bargaining council is a body formed by (a) trade union(s) and employer organisation(s) as stipulated by the Labour Relations Act of 1995. It deals with collective agreements, solves labour disputes, establishes various schemes and makes proposals on labour policies and laws. It can only be established in an area or sector of industry where no other bargaining or statutory council exists.
- b Includes registered private sector, local government and government, and statutory bargaining councils.



Private sector bargaining councils, 2024

Industry/sector	Number ^a
Building	7
Canvas goods	1
Chemical	1
Civil engineering	1
Clothing	1
Contract cleaning	1
Diamond cutting	1
Electrical	1
Fishing	1
Food, restaurant, catering and allied trades	3
Furniture manufacturing	5
Grain industry	1
Hairdressing, cosmetology, beauty and skincare industry	1
Laundry, cleaning and dyeing	1
Leather	1
Meat	1
Metal and engineering	1
Motor	1
Motor ferry	1
New tyre	1
Private security	1
Road freight and logistics	1
Road passenger industry	1
Sugar manufacturing	1
Textile	1
Transnet (rail, ports, logistics, pipelines)	1
Wood and paper	1
National Councils ^b	21
Provincial Councils ^c	5
City and Town ^d	13
Total	39

Source: Department of Employment and Labour, www.labour.gov.za, accessed 21 September 2024

a As at March 2024.

b Bargaining councils with national coverage.

c Bargaining councils whose coverage is limited to specific provinces.

d Bargaining councils whose coverage is limited to specific cities or towns.

Local government bargaining councils^a, 2024

Education Labour Relations Council

General Public Service Sectoral Bargaining Council

Public Health and Social Development Sectoral Bargaining Council

Public Service Co-ordinating Bargaining Council

Safety and Security Sectoral Bargaining Council

South African Local Government Bargaining Council

Source: Department of Employment and Labour, www.labour.gov.za, accessed 21 September 2024

a As at August 2024.

Statutory councils^a, 2024

Statutory Council of the Printing, Newspaper and Packaging Industry of South Africa

Statutory Council for the Squid and Related Fisheries of South Africa

Source: Department of Employment and Labour, www.labour.gov.za, accessed 18 October 2022

- a As at August 2024. A statutory council is a body formed by (a) trade union(s) and employer organisation(s) as stipulated by the Labour Relations Act of 1995. It manages labour disputes, schemes and funds, education and training and makes collective agreements. It can only be established in an area or sector of industry where no other bargaining or statutory council exists. While parties to a statutory council can draw up agreements on wages and working conditions, these agreements cannot be extended to employers and employees outside the council. This can be done only by the minister. A statutory council may resolve to apply to register as a bargaining council.

Strikes

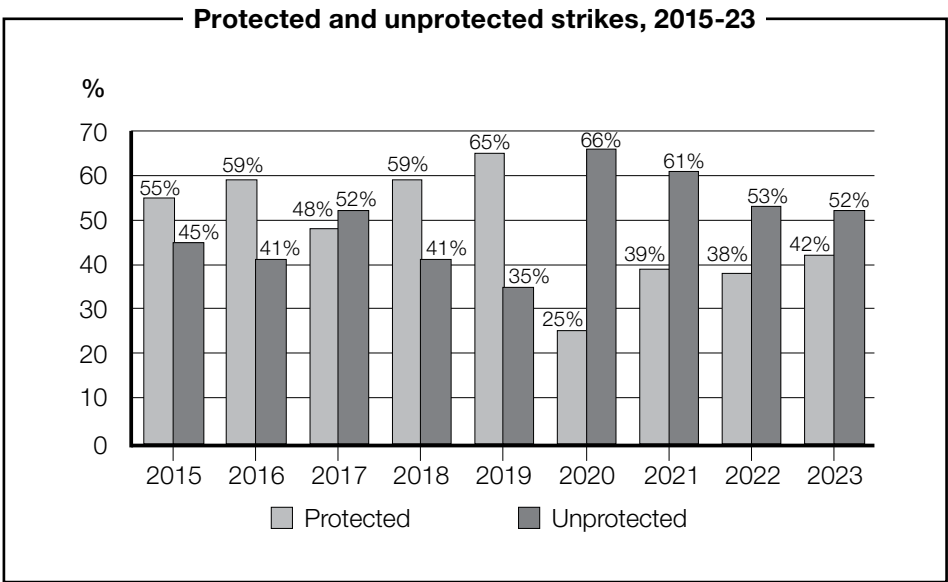
Protected^a and unprotected strikes, 2015-23

Strike status	2015	2016	2017	2018	2019
Protected	55%	59%	48%	59%	65%
Unprotected	45%	41%	52%	41%	35%
Don't know	—	—	—	—	—

Strike status	2020	2021	2022	2023
Protected	25%	39%	38%	42%
Unprotected	66%	61%	53%	52%
Don't know	9%	—	9%	6%

Source: Department of Employment and Labour, *Annual Industrial Action Report 2023*, p25; *Socio-Economic Survey of South Africa 2024*, p299

a A protected strike is one that complies with the requirements of the Labour Relations Act of 1995, in which case the strike is legitimate and procedural requirements are complied with before it commences.



Top five strikes by duration, 2023

Month	Trade union	Company affected	Duration (days)	Strike trigger
July	South African Municipal Workers' Union (SAMWU)	Tshwane Metro	73	Wages
July	National Union of Metal Workers of South Africa (NUMSA)	Wesizwe Platinum	25	Retrenchment
July	National Union of Metal Workers of South Africa (NUMSA)	Hulamin	10	Wages
March	Public Servants Association of SA (PSA), National Education, Health and Allied Workers' Union (NEHAWU) and Others	DPSA	8	Wages
June	National Union of Metal Workers of South Africa (NUMSA)	Sumitomo Rubber	7	Grievance

Source: Andrew Levy Employment Publications, *Wage Settlement Survey Quarterly Report*, December 2023, p9

NA — Not available.

Working days lost in the top five strikes, 2023

Month	Trade union	Company affected	Working days lost	Strike trigger
March	Public Servants Association of SA (PSA), National Education, Health and Allied Workers' Union (NEHAWU) and Others	DPSA	4 600 000	Wages
July	South African Municipal Workers' Union (SAMWU)	Tshwane Metro	219 000	Wages
July	National Union of Metal Workers of South Africa (NUMSA)	Wesizwe Platinum	12 500	Retrenchment
July	National Union of Metal Workers of South Africa (NUMSA)	Hulamin	10 000	Wages
June	National Union of Metal Workers of South Africa (NUMSA)	Sumitomo Rubber	6 300	Grievance

Source: Andrew Levy Employment Publications, *Wage Settlement Survey Quarterly Report*, December 2023, p9

a Or mandays. A manday is an industrial unit of production equal to the work one person can produce in a day. Typically 1 manday = 8 man hours = 40 hours per week.

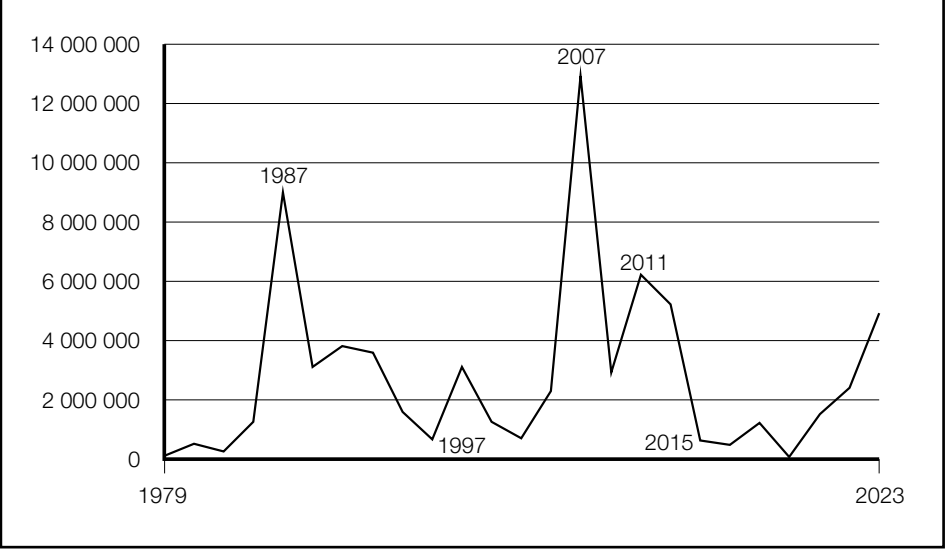
Working days^a lost to strikes, 1979-2023

Year	Number	Year	Number
1979	100 000	2002	945 000
1980	250 000	2003	700 000
1981	500 000	2004	1 100 000
1982	150 000	2005	2 300 000
1983	250 000	2006	2 900 000
1984	950 000	2007	12 900 000 ^c
1985	1 250 000	2008	990 000
1986	1 350 000	2009	2 900 000
1987	9 000 000 ^b	2010	14 600 000 ^d
1988	1 500 000	2011	6 200 000
1989	3 090 000	2012	3 500 000 ^e
1990	4 000 000	2013	5 200 000
1991	3 800 000	2014	11 800 000 ^f
1992	4 200 000	2015	640 000
1993	3 600 000	2016	550 000
1994	3 900 000	2017	480 000
1995	1 600 000	2018	1 950 000
1996	1 700 000	2019	1 200 000
1997	650 000	2020	50 000
1998	2 300 000	2021	1 500 000
1999	3 100 000	2022	2 400 000
2000	500 000	2023	4 900 000
2001	1 250 000		

Source: Andrew Levy Employment Publications, *The Wage Settlement Survey Quarterly Report*, December 2023, p8

- a Or mandays. A manday is an an industrial unit of production equal to the work one person can produce in a day. Typically 1 manday = 8 man hours = 40 hours per week.
- b This high level of industrial action was the result of two large strikes in the mining and transport sectors.
- c This high level of industrial action was the result of a major public service strike.
- d This was the highest level of industrial action post-1994 and was largely the result of a public sector strike in September 2010, which alone accounted for the loss of 12 million working days/mandays.
- e This figure does not reflect the true impact in terms of the nature of strikes. The year's activity was dominated by the wave of violent unrest in the mining sector set off by events at Marikana (North West) in August 2012.
- f This high level of industrial action was the result of a major strike in the mining sector.

Working days lost to strikes, 1979-2023



Working days^a lost by strike trigger^b, 1987-2023

Year	Wages	Recognition/ retrenchment	Other grievances ^c	Dismissal/ discipline ^d	Other ^e	Total ^e
1987	33.7%	38.6%	7.2%	20.5%	— ^f	100.0%
1988	40.4%	21.6%	5.6%	16.8%	15.6%	100.0%
1989	76.9%	5.0%	2.3%	3.5%	12.3%	100.0%
1990	66.3%	2.8%	11.8%	3.9%	15.2%	100.0%
1991	68.0%	6.0%	16.0%	8.0%	2.0%	100.0%
1992	78.2%	2.4%	14.1%	4.9%	0.4%	100.0%
1993	68.8%	13.1%	16.4%	1.7%	— ^f	100.0%
1994	65.3%	3.0%	19.8%	10.6%	1.3%	100.0%
1995	87.0%	2.0%	11.0%	1.0%	— ^f	100.0%
1996	57.4%	3.0%	37.0%	2.6%	— ^f	100.0%
1997	70.1%	18.0%	8.2%	3.7%	— ^f	100.0%
1998	96.8%	0.8%	1.2%	1.1%	— ^f	100.0%
1999	97.3%	1.9%	0.2%	0.6%	0.8%	100.0%
2000	75.2%	0.6%	20.5%	3.7%	— ^f	100.0%
2001	97.2%	0.5%	2.3%	— ^f	— ^f	100.0%
2002	94.1%	— ^f	5.7%	0.2%	— ^f	100.0%
2003	76.4%	— ^f	23.5%	— ^f	— ^f	100.0%
2004	97.6%	— ^f	2.1%	0.3%	— ^f	100.0%
2005	70.8%	16.7%	12.5%	— ^f	— ^f	100.0%
2006	92.6%	7.2%	0.1%	— ^f	— ^f	100.0%
2007	96.8%	0.3%	2.8%	— ^f	— ^f	100.0%
2008	38.2%	44.0%	17.2%	— ^f	0.6%	100.0%
2009	98.5%	— ^f	0.9%	0.5%	0.1%	100.0%
2010	99.3%	0.3%	0.3%	— ^f	— ^f	100.0%
2011	97.6%	— ^f	2.3%	— ^f	— ^f	100.0%
2012	96.0%	— ^f	4.0%	— ^f	— ^f	100.0%
2013	95.6%	1.1%	2.9%	0.3%	0.1%	100.0%
2014	68.5%	5.3%	21.0%	5.2%	— ^f	100.0%
2015	81.0%	6.5%	12.0%	0.5%	— ^f	100.0%
2016	86.0%	0.9%	11.0%	2.1%	— ^f	100.0%
2017	78.0%	0.7%	14.0%	7.3%	— ^f	100.0%
2018	92.0%	2.5%	5.5%	— ^f	— ^f	100.0%
2019	92.0%	— ^f	8.0%	— ^f	— ^f	100.0%
2021	99.0%	0.3%	0.6%	— ^f	— ^f	100.0%
2022	99.0%	— ^f	1.0%	— ^f	— ^f	100.0%
2023	99.0%	— ^f	1.0%	— ^f	— ^f	100.0%

Source: Andrew Levy Employment Publications, *Wage Settlement Survey Quarterly Report*, December 2023, p9

- a Or mandays. A manday is an industrial unit of production equal to the work one person can produce in a day. Typically 1 manday = 8 man hours = 40 hours per week.
- b For example, in 2016, 86% of working days were lost to strikes stemming from disputes over wages.
- c For example, grievances about conditions of employment or discrimination.
- d Includes sympathy strikes i.e. strikes in which the strikers have no direct grievance against their own employer but attempt to support or aid another group of workers on strike.
- e Figures should add up horizontally to 100% but may not, owing to rounding.
- f No strike triggers fell into this category.

Working days^a lost to strikes by trade union, 2023

Trade union	Proportion of total
Public Servants Association of South Africa (PSA), National Education, Health and Allied Workers' Union (NEHAWU) and Others	94.9%
South African Municipal Workers' Union (SAMWU)	4.5%
National Union of Metalworkers of South Africa (NUMSA)	0.6%
Total	100.0%

Source: Andrew Levy Employment Publications, *Wage Settlement Survey Quarterly Report*, December 2023, p9; CRA calculations

a Or mandays. A manday is an industrial unit of production equal to the work one person can produce in a day. Typically 1 manday = 8 man hours = 40 hours per week.

Work stoppages

Work stoppages, 2009-23

Year	Number
2009	51
2010	74
2011	67
2012	99
2013	114
2014	88
2015	110
2016	122
2017	132
2018	165
2019	157
2020	117
2021	66
2022	87
2023	97
2009-23	90.2%

Source: Department of Employment and Labour, *Annual Industrial Action Report 2023*, p3

Employees involved in work stoppages by industry, 2017-23

	2017		2020		2023	
	Employees involved					
Industry	Number	Proportion ^a	Number	Proportion ^a	Number	Proportion ^a
Agriculture	7 048	5.6%	1 576	1.5%	5 494	8.0%
Mining	30 439	24.3%	8 587	8.4%	12 179	17.8%
Manufacturing	8 009	6.4%	17 542	17.2%	3 297	4.8%
Utilities	239	0.2%	0	0.0%	0	0.0%
Construction	1 674	1.3%	452	0.4%	415	0.6%
Wholesale and retail trade	2 161	1.7%	461	0.5%	5 615	8.2%
Transport	15 950	12.7%	2 234	2.2%	1 608	2.3%
Finance	2 629	2.1%	235	0.2%	45	0.1%
Community services	56 976	45.5%	70 625	69.4%	39 870	58.2%
Total	125 125	100.0%	101 712	100.0%	68 523	100.0%

Source: Department of Employment and Labour, *Annual Industrial Action Report 2023*, p3

a CRA calculations.

