



International
Labour
Organization

Port Worker Development Project

Promotion of Decent Work in the South African Transport Sector (Phase 1)

Background and Rationale

The Decent Work Country Programme (DWCP) for South Africa identifies four priority areas for interventions in support of local constituents and other stakeholders; namely the strengthening of Labour Market Governance, the promotion of employment, the extension of social protection coverage and the strengthening of HIV/AIDS workplace responses. The ILO project “Promotion of Decent Work in the South African Transport Sector” (phase 1) is aligned to the DWCP for South Africa. The project is aimed at boosting the competitiveness in the transport sector of a key industry player namely Transnet, by focussing on Transnet Port Terminals and more specifically at Durban Container Terminal during phase 1. It is anticipated that over the duration of the project and through a combination of interventions, determined by way of social dialogue and ranging from workplace improvement measures to functional and technical/vocational skills training, the aims of the project shall be achieved.

Expected Results

- A more dialogue-driven mediation of stakeholder interests in the Port of Durban (Durban Container Terminal)
- A more conducive policy and regulatory framework for “doing business” in the Port of Durban (Durban Container Terminal) with emphasis on Human Resources Development (HRD)
- Capacitated local Business Development Service (BDS) providers, amongst them predominantly the School of Port Operations, to provide Port stakeholder groups with a range of workforce centred training and advisory services
- Port stakeholders fully unlocking the benefits of the HRD effort

Expected outcomes and indicators of achievement

The key expected outcome of the project is “sustainable Port businesses that create decent and productive jobs, including for youth, women and people living with disabilities.

In terms of the expected outcome and results, the following are the indicators of achievement;

- Study tour for stakeholders representatives to assess international best practices in terms of social dialogue and HRD strategies
- A review of existing mechanisms for both internal and external social dialogue in the Port of Durban (DCT)

- Facilitation of social dialogue for representatives around the planned HRD initiatives
- Introduction of training products and services by the Port School of Operations in line with international best practice
- Training of HRD staff in latest thinking on Port centered HRD policies and regulations
- Information campaigns to raise awareness amongst Port Workers (DCT) of new training service offerings

Project beneficiaries

The project aims at targeting two groups of beneficiaries, namely immediate and ultimate beneficiaries. Immediate beneficiaries are institutions (Port School of Operations) capacitated by the project to in turn capacitate the ultimate beneficiaries (prominently workers and employers in the Port of Durban – Durban Container Terminal)

Development Partners

For the project two development partners have been identified, namely APEC and STC. During the implementation of the project there will be strategic partnerships with APEC and STC, both institutions are recognised international centers of excellence in the provision of Port specific training and advisory services

Project Donors

The project is equally funded by the Flemish and Dutch Governments with a total amount of \$1,27 million

The intervention mix

The intervention mix for the project, determined by means of social dialogue includes:

- Exposure to and training on best practices in Port specific social dialogue mechanisms
- Implementation of improved business measuring mechanisms and tools
- Capacity building of the Port School of Operations in terms of latest thinking on Port centered HRD
- Introduction of best practice functional and technical/vocational skills training

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