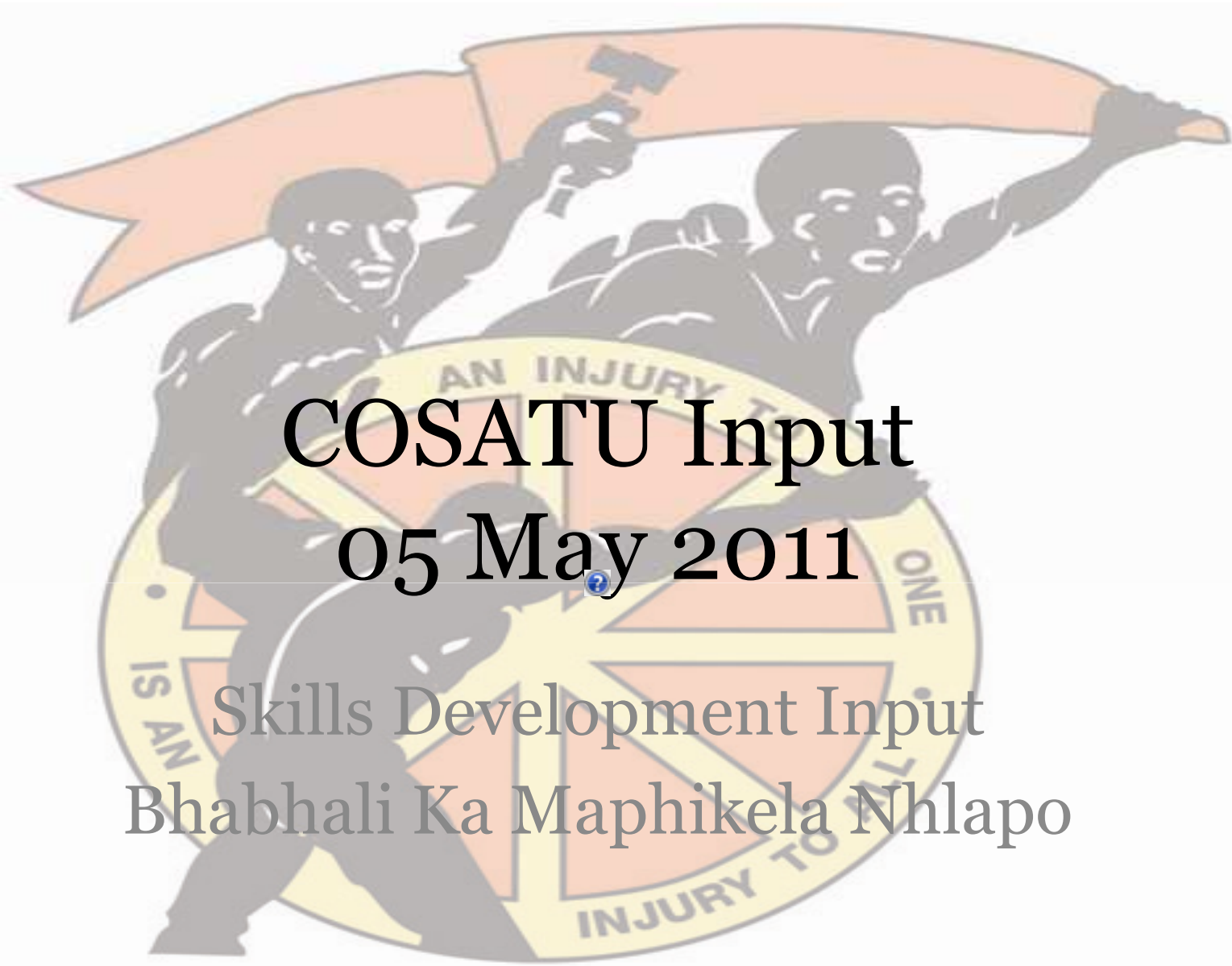




COSATU Input

05 May 2011

Skills Development Input
Bhabhali Ka Maphikela Nhlapo

COSATU

Background Issues

- Population 49,3 Million
- GDP growth 2,8%
- Very high functional illiteracy
- Budget on Education is 16,9 of Total Expenditure and 5,4 of GDP
- Primary pupil to teacher ratio over 30:1 in more than 60% of schools
- Trained teachers are 87% only and very bad in Maths and Science
- Poor quality and feed through of learners from basic education
- Massive profit private providers with POOR QUALITY

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National Qualifications Framework Objectives

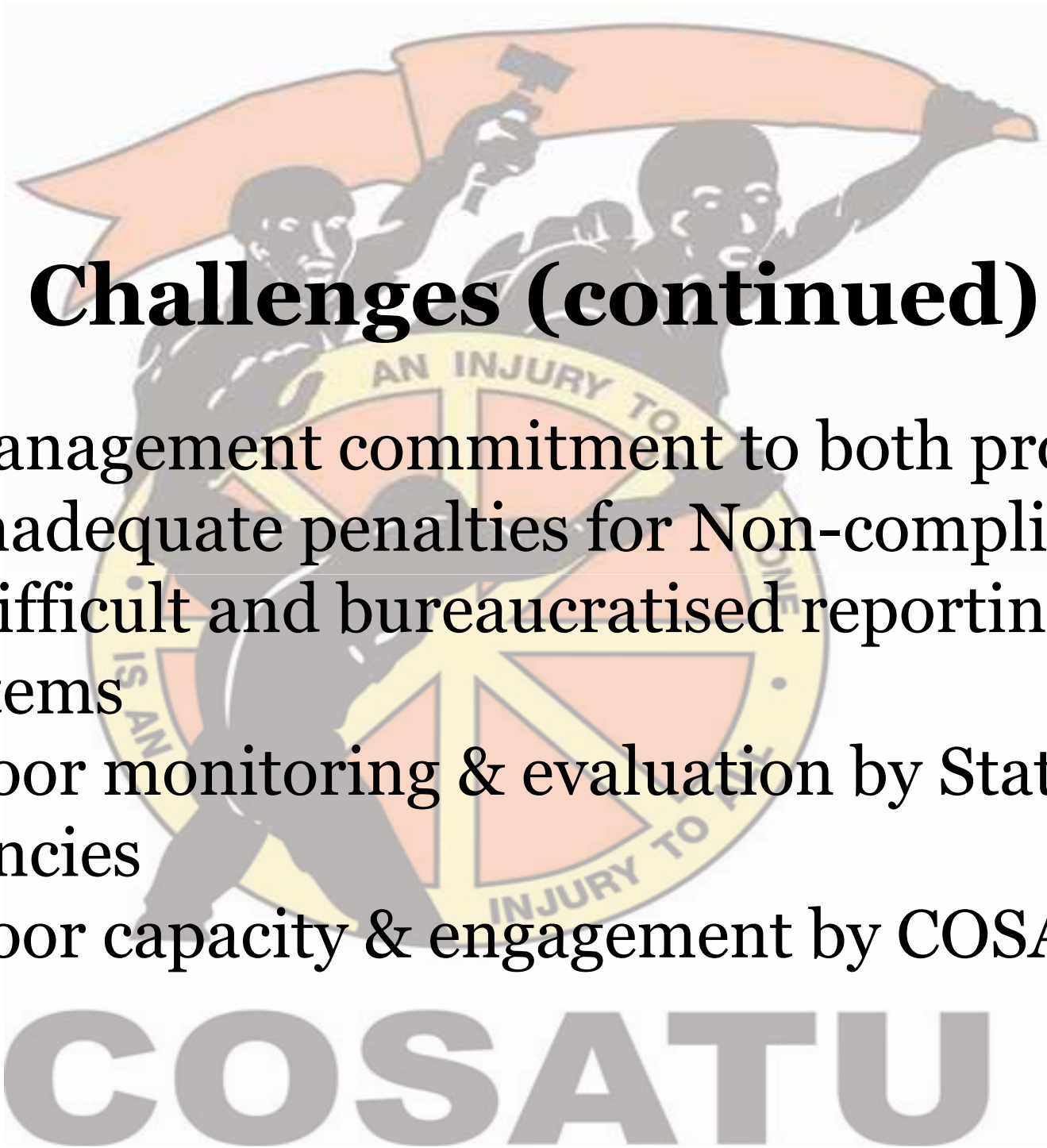
- Integrated learning framework
- Access, mobility, progression and career pathing
- Enhancing quality provision
- Accelerating redress
- Employment Equity Act
- Skills Development Act
- Skills Development Levies Act

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Challenges in SDA, SDLA and EEA

- Trade Union Majority in the Workplace Forum
- White Women as a Equity category (lately Chinese)
- Legislative principle of Consultation
- Management Domination
- Separation of the Structures and Committees
- Workplace Transformation
- De-linkages with the Bargaining Councils
- Low levels of education investment

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Challenges (continued)

- Management commitment to both processes
- Inadequate penalties for Non-compliance
- Difficult and bureaucratised reporting systems
- Poor monitoring & evaluation by State agencies
- Poor capacity & engagement by COSATU

Current Scenarios given SDA & EEA

- Short Courses/Unaccredited Training
- Training Time Off/ Sabbatical Leave Clarity
- RPL usage in sectors?
- Upward mobility in sectors
- Job grading and pay progression
- Skills development agreements
- Employment Equity agreements
- Rotational chairing of committees
- Changes in appointment procedures
- Role of consultants & providers

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Guiding Principles in Engagements

- ABET & RPL fundamentalism
- Ratification of convention 140
- Mergers of SDC's & EEC's
- Alignment with collective agreements
- Apprenticeship focus and bias
- Rolling back the markets
- Balancing employed and the unemployed
- Increase of the levy grant



Conclusion

Current COSATU Process

- Engage Ministry of High Ed and High Office
- NEDLAC engagements
- Affiliates, Regions and Locals engagements
- New Growth Path engagements
- Peoples Budget processes with Civil Society
- Presidential Labour Summit
- Alliance Secretariat platforms
- Legislative Review processes

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