

**REPORT TO THE BUSA SOCIAL POLICY STANDING COMMITTEE ON THE
INTERNATIONAL LABOUR CONFERENCE 2019
10 June 2019 – 21 June 2019
Geneva, Switzerland**

108th (Centenary) session

BUSA delegation (See Annex 1):

- Mthunzi Mdwaba
- Olivier Serrão
- Kaizer Moyane
- Sino Moabalobelo
- Jahni de Villiers
- Tilson Manyoni
- Cheryl James (sponsored by GIZ)

South African delegation:

64 delegates (Annex 1)

ILC delegation:

- Approximately 6300 accredited delegates from 178 of the ILO's 187 member states across the world
- Each member state participates in the ILC on a tripartite basis
- A more detailed report will follow from the IOE shortly.

OVERVIEW OF PROGRAMME: 108th SESSION OF THE INTERNATIONAL LABOUR CONFERENCE

The International Labour Conference (ILC) is the ILO's highest decision-making body, meeting annually bringing together the tripartite delegations from the Organisation's 187 Member States. This conference was the centenary of the International Labour Organisation. The

REGISTRATION NUMBER: 2014/042417/08

PRESIDENT: Siphon M Pityana **VICE PRESIDENT:** Martin Kingston **NEDLAC CONVENOR:** Kaizer Moyane

DIRECTORS: Busi Mavuso, Cas Coovadia, Christopher Campbell, Deidre Penfold, Gwarega Mangozhe, Joe Mwase, Maurice Radebe, Roger Baxter, Stavros Nicolaou, Vusi Khumalo

conference comprises of a plenary and of technical committees that set conclusions, standards or monitor standards on Governing Body identified social justice and employment related issues. The 2019 agenda included a standard-setting committee on Violence and Harassment in the World of Work.

PROGRAMME OF MEETINGS

9 June	IOE General Council 2019 Employers' Group Meeting
10 June	Plenary: Opening Sitting
10 May– 20 June	Committee Meetings: Committee: Application of Standards (Employer Spokesperson: Sonia Regenbogen (Canada)) Committee of the Whole (Centenary Declaration and Future of Work Report) (Employer Spokesperson: Renate Hornung-Draus (Germany)) Committee: Violence and Harassment in the World of Work (Standard Setting) (Employer Spokesperson: Alana Matheson (Australia))
13 June	SADC – Private Sector Forum AGM
14 June	Business Africa AGM
21 June	Closing ceremony of the Conference
2020	109 th International Labour Conference: June 2020

Thematic Forums also took place during the conference. These included:

13 June	Together for a brighter future without child labour Freedom of association and the effective recognition of the right to collective bargaining
14 June	Jobs and skills for a brighter future Securing sustainable transitions over the life course
17 June	Technological pathways for decent work Multilateralism for an equitable future of work

18 June

Businesses for decent work

Recordings of the thematic sessions are available on the ILO website.

OVERALL EMPLOYER BACKGROUND by BUSA Representative & Overall Global Employer Spokesperson: Mthunzi Mdwaba

The 108th session of the International Labour Conference (ILC) was billed as the most important tripartite conversations of the last 100 years for a number of reasons.

Firstly, preceded by the Global Commission on the Future of Work which assembled 24 experts from all over the world, representing, Academia, Business, Trade Unions, Informality activists and Government representatives, which included the ILO ex-officio leaders of the different constituencies, namely, Luc Corteebeck (Trade Unions), Claudio De La Puente (Governments), myself (Business/Employers) and the DG of the ILO Guy Ryder, and co-chaired by the Prime Minister of Sweden, Stefan Lofven and President Cyril Ramaphosa, the Report of the Commission was to usher the conversation and be one of the sources relied upon for the drafting of the Centenary Declaration resulting from the Committee of the Whole. This was to be a hugely contested terrain for us as Employers. It was an opportunity to correct the wrongs of the past and set a tone for us for the next 100 years.

To do this, sustainable enterprises, the role of the private sector in the creation of jobs, productivity, informality and skills had to be part of the Draft Declaration. Decent work, in our view does not grow on trees and social justice cannot be cherry-picked and exclude important aspects covered in the Philadelphia Declaration. In addition, we had insisted on having a Resolution to accompany the Declaration.

To be successful, we would also have to fend off the inclusion of concepts that were utopian and counter to the creation of jobs, desired by the trade unions, campaigned for by the Office (ILO DG) such as the Universal Labour Guarantee, Time Sovereignty, an international digital platform, as well as a right to long life learning. We were successful in all these respects and more detail shall come in the form of an IOE Report that we should send out in the next 10 days.



Attendance of Heads of State, included the Kings of Lesotho, Eswatini and Belgium, and Presidents, Ramaphosa (South Africa), Macron(France), May(UK) and numerous others who made the impressive number of 34(compared to normal annual ILC's that are graced by 3 or 4 Heads of State.

Secondly, the two-year standard setting discussion on Violence and Harassment was chosen as a way of ensuring that the Centenary celebration convenes an important topic for the world of work and produces a Convention. Convention 190 is a historical standard that protects all ion the world of work, even if it shied away from including an LGBTI list that would have seen it as the first instrument in the UN Common Family to make this statement.

More on this shall also follow via the IOE newsletter.

Thirdly, the standard environment via the Committee on the Application of Standards(CAS) which is always one of the discussions had huge Government scalps this year, which included the Governments of Brazil, Uruguay, Zimbabwe, Philippines, Turkey which were Convention 87(Freedom of Association breaches/complaints and it was rather tense in concluding what we refer to as the short list of cases to be discussed by the tripartite. It took almost 5 days to conclude the list. Ultimately all discussions, although heated and emotional, had rational conclusions.

Fourthly and lastly, this also had the biggest conversations of Business / Employer Organization Presidents on a multiplicity of side platforms, one of them attended by Klass Schwab, the Founder and Chairman of the World Economic Forum (WEF). Attended by over 40 Presidents, it set the right tone and platform for the IOE's own 100 year/Centenary Celebrations next year in 2020. At the IOE General Council, we also approved membership applications that now sees the IOE having 158 Members in 148 Countries and cementing its status as the largest and most powerful private sector connection, with over 50 Million companies through its membership.

Details regarding the workings of the Committees is provided herein below by the colleagues with whom I represented BUSA and South Africa.

My speeches made at the Opening Sitting of the Plenary, as well as responses to the DG's Report are available on request as they give our unique Employer perspective.

OPENING SITTING OF PLENARY

The Director-General of the ILO, Guy Ryder, opened the Centenary ILC by indicating that the world of work was experiencing its most profound and transformative changes in recent times and sought to position the ILO as the central international actor for addressing the defining challenges confronting the world of work. The theme was echoed by Swiss Federal Councillor Alain Berset, who pointed to the growing inequality in working conditions globally and the consequent need to ensure common standards between countries, which emphasised the continued and increasing importance of the ILO in enforcing common labour standards between and within countries. The impact of technology on the world of work was underscored by Maria Fernanda Espinosa Garcés, President of the United Nations General Assembly, in that technology had the potential to create productive jobs, support inclusivity, education and training, and fight discrimination. A further key point of emphasis in the labour force worldwide was the need to ensure gender equality.

COMMITTEE ON THE APPLICATION OF STANDARDS (Standing Committee)

BUSA Representatives: Kaizer Moyane, Olivier Serrão

In accordance with article 7 of the Standing Orders, the Conference set up a Committee to consider and report on item III on the agenda: “Information and reports on the application of Conventions and Recommendations”. The Committee was composed of 235 members (123 Government members, 8 Employer members and 104 Worker members). It also included 15 Government deputy members, 89 Employer deputy members, and 206 Worker deputy members. In addition, 36 international non-governmental organizations were represented by observers.

The elected officers of the Committee were as follows:

<i>Chairperson:</i>	Mr Patrick Rochford (Government member, Ireland)
<i>Vice-Chairpersons:</i>	Ms Sonia Regenbogen (Employer member, Canada) and Mr Marc Leemans (Worker member, Belgium)

<i>Reporter:</i>	Ms Corine Elsa Angonemane Mvondo (Government member, Cameroon)
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In addition, Kaizer Moyane was part of the working group and presented some sections of the employers' response on the General Survey, as well as two individual cases.

The CAS this year focused, in addition to discussing the agreed list of 24 individual cases of non-compliance with Conventions, the Joint ILO–UNESCO Committee of Experts (Joint Committee) Report on the Application of the Recommendations concerning Teaching Personnel (CEART). The CEART held its 13th Session in Geneva at ILO headquarters from 1 to 5 October 2018. Founded in 1968, the CEART meets every three years, alternating between Paris and Geneva, to review the application of both the ILO–UNESCO Recommendation concerning the Status of Teachers (1966) and the UNESCO Recommendation concerning the Status of Higher Education Teaching Personnel (1997). As in previous practice and as set out in its terms of reference of 1999, the CEART examined a number of urgent issues affecting teaching personnel. This session discussed for-profit low-fee private schools in lower-income countries, upper secondary and tertiary technical and vocational education and training (TVET) conditions, teachers and the future of work, assessment and evaluation of higher-education personnel, as well as education financing. The Joint Committee also examined a number of allegations from teacher organizations regarding the application of the Recommendations. In view of its 50th anniversary in 2018, the CEART also adopted a Declaration titled “Education is not a commodity: Teachers, the right to education and the future of work”. The Declaration underscores the principle that education is a fundamental human right and not a commodity and sets out a reflection on the role of the teacher in the future of work in relation to such matters as technology, migration and the demands of the labour market for skills. The Governing Body at its 335th Session in March 2019 authorized the Director-General to publish its final report and forwarded it, along with any observations made by the Governing Body, to the present International Labour Conference for examination in the first instance by the Committee on the Application of Standards. The Executive Board of UNESCO also took note of the report at its 206th Session in April 2019 and invited the UNESCO Director-General to assist the CEART in carrying out its next cycle of work and to communicate the report to UNESCO’s members. With the continuing importance of target 4.3 on qualified teachers under SDG 4 on quality education, and in the follow-up to the discussion on the future of work emanating from this Conference,

the CEART's work over the next years could be an important means to support the professional and labour conditions of teachers, the very people who are charged with achieving quality education and skills outcomes.

In addition, the CAS considered the General Survey concerning the Social Protection Floors Recommendation, 2012 (No. 202), which culminated in the CAS urging the ILO to enhance its promotion activities in this regard as well as providing technical assistance in the effective implementation of the Recommendation.

In terms of the individual cases, while there are many cases where governments have allegedly failed to comply with their obligations under ratified Conventions, the CAS normally selects 40 cases (called the long list) in which the governments concerned are requested to provide information in response to the allegations. Out of the 40 cases the CAS selects 24 cases (called the short list) to be specifically discussed during the ILC. These 24 cases automatically include 6 serious cases of con-compliance, which may be in the form of a double-footnote or a special paragraph. The rest of the short list is negotiated and agreed between the workers and employers. The criteria for the short list include a balance of representation from all the regions of ILO member States, as well as the nature of Conventions being considered, that is "core, fundamental and technical". The following African countries featured on the list:

- **Algeria** (Convention no. 87 on Freedom of Association and Protection of the Right to Organise): The Committee expressed concern over the persistence of restrictions on the right of workers to join and establish trade union organisations, federations and confederations of their own choosing and noted with concern the continued absence of tangible progress to bring the legislation into compliance with the Convention. Algeria had, however, accepted a high-level mission in May 2019. Following detailed recommendations issued by the CAS, the government of Algeria reiterated its commitment to act upon the recommendations of the Committee of Experts, pointed to tangible progress already made and undertook to report on progress and achievements to the Committee before November 2019.
- **Cabo Verde** (Convention no. 182 on Worst Forms of Child Labour): The Committee noted the positive developments in the legislative framework with regard to the amendment of the Penal Code ensuring that the use of minors under 18 years of age for purposes of prostitution and sexual exploitation is criminalized and urged the

government to continue providing information on the number of investigations, prosecutions and convictions arising from the amended Penal Code. The government accepted the recommendations and pointed to progress already made, whilst reiterating its commitment to the process.

- **Egypt** (Convention no. 87 on Freedom of Association and Protection of the Right to Organise): The Committee noted the continuation of a number of discrepancies between the national legislation and provisions of the Convention, specifically the persistence of restrictions on the right of workers to join and establish trade union organisations, federations and confederations of their own choosing and ongoing government interference in the trade union elections and activities. The Committee urged the government to avail itself of ILO technical assistance to assist in implementing its recommendations. The government accepted the findings and undertook to continue providing information on amendments to the applicable legislation as requested.
- **Ethiopia** (Convention no. 138 on Minimum Wage): The Committee urged the government to address legislative and implementation gaps to address incidences of child labour. The government accepted the recommendations and reiterated its commitment to eliminate child labour in all its forms.
- **Libya** (Convention no. 111 on Discrimination (Employment and Occupation)): The Committee deplored that persons from sub-Saharan countries are being sold in slave markets and subjected to racial discrimination in Libya and urged the government to ensure full compliance with Convention No. 111). The government accepted the recommendation and committed to providing regular reports to the Committee.
- **Zimbabwe** (Convention no. 87 on Freedom of Association and Protection of the Right to Organise): The Committee expressed concern regarding the Government of Zimbabwe's failure to implement specific elements of the recommendation of the 2009 Commission of Inquiry and noted persistent failures to comply with the Convention, including allegations of violations of the freedom of assembly of workers' organisations. The Committee urged the government to amend applicable legislation and refrain from the arrest, detention or engagement in violence, intimidation or harassment of trade union members conducting lawful trade union activities. The Committee further urged the government to accept a Direct Contacts Mission of the ILO to assess progress before the next ILC. The government did not accept the Direct Contacts Mission. Notwithstanding this, the government committed to provide regular



updates, through reports to be submitted to the Committee of Experts, in accordance to article 22 of the ILO Constitution.

Conclusion

From a Standards point of view, the fact that South Africa has once again not been cited or discussed for non-compliance by the CAS is a good sign. It validates the value and participation of social partners in social dialogue. BUSA should continue to monitor that position is not compromise by government failing to uphold the spirit of tripartism. In this regard, NEDLAC as a key forum for engagement thereon, should continue to be prioritized. BUSA’s participation in the CAS, especially on African cases, contributes to our efforts to build the continent by ensuring adherence to ratified international standards, and assists in retaining competitiveness through the application of labour standards throughout the region.

COMMITTEE OF THE WHOLE

BUSA Representatives: Sino Moabalobelo, Cheryl James

The Committee of the Whole worked towards finalising the ILO Centenary Declaration for the Future of Work.

The elected officers of the Committee were as follows:

<i>Chairperson:</i>	Mr Salim Baddoura (Lebanon)
<i>Vice-Chairpersons:</i>	Ms Renate Hornung Draus (Germany) for employers Ms Catelene Passchier (Netherlands) for workers
<i>Reporter:</i>	Mr Siphon Ndebele (Government member, South Africa)

The Centenary Conference adopted the Declaration charting the way towards a human-centred future of work.

The *ILO Centenary Declaration for the Future of Work, 2019* , is a reaffirmation of the relevance and importance of the ILO’s mandate in the changing world of work, a strong

statement of intent, a mobilizing call, and a road map for action by the ILO itself.

The Declaration looks to the future of work with a human-centred lens. It has a strong focus on enabling people to benefit from changes in the world of work, by strengthening the institutions of work to ensure adequate protection of all workers, and by promoting sustained, inclusive and sustainable growth and full and productive employment.

Specific areas for action identified include:

- The effective realization of gender equality in opportunities and treatment
- Effective lifelong learning and quality education for all
- Universal access to comprehensive and sustainable social protection
- Respect for workers' fundamental rights
- An adequate minimum wage
- Maximum limits on working time
- Safety and health at work
- Policies that promote decent work, and enhance productivity
- Policies and measures that ensure appropriate privacy and personal data protection and respond to challenges and opportunities in the world of work relating to the digital transformation of work, including platform work.

A copy of the declaration is attached to this report.

COMMITTEE: VIOLENCE AND HARASSMENT IN THE WORLD OF WORK (Standard-setting committee)

BUSA Representative: Jahni de Villiers

Overview

The ILO established a Standard-setting Committee on Ending Violence and Harassment in the World of Work in 2018. This matter developed into a two-year standard-setting committee with the view of developing a convention and recommendation which would be ready for

adoption at the 108th (centenary) ILC. The same chairperson and vice-chairpersons who served during the 2018 deliberations, were re-elected. These were:

<i>Chairperson:</i>	Mr Rakesh Patry (Government member, Canada)
<i>Vice-Chairpersons:</i>	Ms Alana Matheson (Employer member, Australia) and Ms Marie Clarke Walker (Worker member, Canada)
<i>Reporter:</i>	Mr Colin Jordan (Government member, Barbados)

Key issues

The governments and social partners agreed at the outset that the eradication of violence and harassment in the world of work is of the utmost importance. As this matter was carried over from the 107th ILC, a lot of work was done, including informal discussions in March 2019, with a view to coming to agreement on acceptable text for the convention and recommendation.

The text supplied by the ILO office was deeply problematic, as it contained vague references and no clear demarcation between the responsibilities of the different role-players in the world of work. Furthermore, some of the items were very prescriptive, which would cause problems for the member states ratifying the convention. Key issues for employers were identified in the June 2018 ILC report to BUSA, and included:

- Governments and workers have pushed for Convention supplemented by a recommendation. This position has been adopted and is contrary to the employer view that a recommendation would suffice on the subject matter;
- Definitions were kept vague including use of term “world of work” instead of the workplace, which in turn expands the employers’ responsibility beyond the physical workplace;
- A consolidated definition of violence and harassment, which employers viewed as two distinct sets of behaviours and actions. Such a broad definition may potentially impact on workplace discipline and the management of workplaces;
- A wide-ranging definition of worker, ranging from persons in any employment or occupation irrespective of their contractual status; persons in training, including interns and apprentices; laid off and suspended workers; volunteers; and jobseekers and job applicants;

- Not including a set definition of employer as a natural person, who could ostensibly also be a victim of violence and harassment;
- No regard of the impact of such prescriptions on SMME's or acknowledgment of the fact that employer refers to both public and private sector.
- A heavy burden on employers to handle the effect of domestic violence on workers.

Implications and learnings for South Africa and SADC

African governments including South Africa and SADC countries were represented, as in 2018, as a block by the Africa Group. It was disconcerting to see the South African government group not voicing open support for the inclusion of a list of vulnerable persons in paragraph 13 of the recommendation, after it had also been removed from article 7 of the Convention, thus reneging on a compromise reached. The result was a record vote on Saturday 15 June, on the inclusion of the list in paragraph 13. The majority of voters voted against the inclusion of the list and voted in favour of a watered-down definition which was included in the final text. It was hoped that this compromise would lead to wider ratification of the convention. For South Africa and SADC employers, the inclusion of the terminology was not a matter of concern. Throughout the negotiations, the employers retained a unified, dignified and professional front signifying the exemplary leadership from the spokesperson and the office of the IOE. The convention was adopted at the closing sitting (439 votes in favour, 7 votes against and 30 abstentions) and the recommendation was adopted at the same sitting (397 votes in favour, 12 votes against and 44 abstentions). The final text of the convention as well as the recommendation and the record votes on both are included.

CONFERENCE CLOSING: 21 JUNE 2019

The 2019 ILC ended with the adoption of the aforementioned Convention and accompanying Recommendation to combat violence and harassment in the world of work, as well as the aforementioned Declaration towards a human-centred future of work. Whereas Conventions are legally binding international treaties that may be ratified by ILO member states, Recommendations serve as non-binding guidelines. Declarations are resolutions of the ILO member states used to signal authoritative statements of intent. In addition, the Conference adopted the Report of the Committee on the Application of Standards. In his closing statement,



Guy Ryder welcomed the adoption of Convention, while pointing to the continued work required to out the protections outlined in the Convention into effect.

109TH INTERNATIONAL LABOUR CONFERENCE: 2019

The dates for the 109th International Labour Conference are 25 May-5 June 2020

The agenda of the 109th ILC is yet to be developed by the Governing Body. Members will be updated as developments arise.

RECOMMENDATIONS

- Allocate BUSA's representatives for the next year's (2020) ILC, as soon as committee terms of reference are known, so that participants can be fully involved in the preparatory work which is undertaken leading up the Committee work at the conference. This allows for capacity building and national input to inform conference engagements without which meaningful engagement at the conference is not possible.
- Engage within SADC Private Sector Forum and Business Africa on conference positions.
- Participate in IOE preparations for the conference. This includes expediting the nomination of suitable representatives for various IOE Policy Working Groups.

July 2019

Minister attending the Conference:

- NXESI, Thembelani, Mr, Minister of Department of Employment and Labour.

Persons accompanying the Minister

- LETOABA, Kgomotso, Mr, Labour Attache.
- LEWIS, Jonathan, Mr, Adviser to the Minister.
- MADUMISE, Brenda, Ms, President, Interim Gender-Based Violence Steering Committee.
- BARLOW, Albertina Thokozile, Ms, Personal Assistant of the Minister.

Government Delegates

- LAMATI, Thobile, Mr, Director-General, Labour.
- NDEBELE, Siphon, Mr, Chief Director, IR.

Advisers and substitute delegates

- SEAFIELD, Virgil, Mr, Deputy Director-General.
- NTLEKI, Malixole, Mr, Director, Office of Director-General.
- MAMASHELA, Ntsoaki, Ms, Director.
- MOROTOBA, Sam, Mr, Deputy Director-General.
- MOILOA, Aggy, Ms, Deputy Director-General.
- SEWLAL, Varsha, Ms, Legal Services.
- MONYANE, Motselisi, Ms, Director.
- OLIVIER, Henrieta, Ms, Director.
- DOUW-JACK, Nomfundo, Ms, CDPO.
- MAFATA, Vuyo, Mr, Commissioner, CF.
- CINDI, Sibusiso, Mr, Director.
- MAGAKWE, Mishack, Mr, Director.

Advisers

- MORAJANE, Cameron, Mr, Director, CCMA.
- PETERSON, Georgina, Ms, Deputy Director, IR.
- MARUPING, Teboho, Mr, Commissioner, UIF.
- BRONKHORST, Martha, Ms, COO, Labour.

Persons appointed in accordance with Article 2, paragraph 3(i)

- VAN NIEKERK, Wilbur, Mr, CCMA.
- LEDWABA, Makhudu, Mr, CCMA.
- MOTHIBA, Mothunye, Mr, CEO, ProductivitySA.
- TSHIFULARO, Justice, Mr, ProductivitySA.
- SIBISI, Nobuntu, Ms, NEDLAC.

Other person attending the Conference

- MOLAPO, Batho, Mr, Assistant Director, Department of International Relations and Cooperation.

Employers' Delegate

- MDWABA, Mthunzi, Mr, IOE.

Advisers and substitute delegates

- COHEN, Tanya, Ms, CEO, Business Unity South Africa (BUSA).
- MOYANE, Kaizer, Mr, HR Executive.
- DE VILLERS, Jahni, Ms, HR, AgriSA.
- MOABALOBELLO, Sinovuyo, Ms, Manager, BUSA.
- JAMES, Cheryl, Ms, Manager, BUSA.
- MANYONI, Tilson, Mr, BUSA.
- SERRAO, Olivier, Mr, BUSA.

Workers' Delegate

- NTSHALINTSHALI, Bheki, Mr, General Secretary,
- Congress of South Africa Trade Unions (COSATU).

Advisers and substitute delegates

- LOSI, Zingiswa, Ms, President, COSATU.
- MULAI, Lebogang, Ms, COSATU.
- SELEMATSELA, Godfrey, Mr, President, Federation of Unions of South Africa (FEDUSA).
- FAKUDE, Xolani, Mr, COSATU.
- MPHELA, Pat, Mr, NACTU.
- MTSHWENI, Getrude, Ms, COSATU.
- MODISE, Brenda, Ms, FEDUSA
- WITBOOI, Myrtle, Ms, COSATU.

Persons appointed in accordance with Article 2, paragraph 3(i)

- MABIZELA, Nhlanhla, Ms, COSATU.
- AJAM, Riefdah, Ms, FEDUSA.
- NDHLOVU, Dorothy, Ms, FEDUSA.
- KEYTER, Martle, Ms, Deputy President, FEDUSA.

Other persons attending the Conference

- FREDERICKS, Ivan, Mr, NEC.
- OLIVIER, Ruby, Ms, FEDUSA.
- MSIBI, Ritta Thandeka, Ms, COSATU.
- SKULU, Bones, Mr, COSATU.
- TAU, Mike, Mr, COSATU.
- RAMATLHODI, Lucus, Mr, COSATU.
- NYMAN, Patricia, Ms, COSATU.
- LEKOTA, Malesela Moses, Mr, COSATU.
- SOOBRAMONEY, Myan, Mr, COSATU.
- MATLAKALA, Conti, Ms, Woman's National Coalition, Nedlac Community Constituency.
- JOSOPU, Thembinkosi, Mr, South African Youth Council Principal, Nedlac Community Constituency.
- BALE, Lawrence, Mr, South African National Apex Cooperation Principal, Nedlac Community Constituency.
- NZIMANDE, Mbuzi, Mr, Disability People of South Africa, Nedlac Community Constituency.
- RADEBE, Tebello, Mr, Financial Sector Coalition Campaign Principal, Nedlac Community Constituency.