

# The National ECD CoP- Reference Group Response to National Minimum Wage Act

## BRIDGE

LINKING INNOVATORS IN EDUCATION

# Recap of the last ECD CoP-22 October 2019

- Provincial Department of Labour (DoL) presented four pieces of legislation:
  1. National Minimum Wage Act (NMWA)
  2. Basic Conditions of Employment Act (BCEA)
  3. Unemployment Insurance Fund (UIF)
  4. Compensation for Occupational Injuries and Diseases Act (COIDA)
- NMWA stood out due to DoL's harsh enforcement even for centres that cannot afford
- Decision was to mobilise sector to attain an exemption for the whole ECD community like the farming sector as an example
- BRIDGE, in partnership with others, could lead this process

# BRIDGE National ECD CoP reference group deliberations

- The difficulties experienced by many centres in paying according to NMWA is notable
- How DoL treats such cases is worrisome and must be engaged with on this issue
- Thinking around legislature such as NMWA should be contextualised-it might present certain challenges to ECD centres but let us also think about benefits

# BRIDGE National ECD CoP reference group deliberations (Benefits of NMWA)

## **MAIN AIM OF NMWA:**

- To address inequalities in the labour market, and high levels of unemployment and poverty in South Africa- **this is crucial even in the ECD sector**

## **OTHER BENEFITS:**

- Protect an already compromised and vulnerable ECD workforce
- Accountability from centre managers, particularly those who can afford to pay NMWA rates

## **OTHER OPTIONS AVAILABE TO US AS ECD COP:**

- Centres that cannot comply can apply for individual exemption
- Engage government more holistically regarding challenges we come across as the ECD sector with all relevant legislation and not just one