



NATIONAL MINIMUM WAGE SYMPOSIUM

2nd and 3rd of February 2016, Wits Club, University of the Witwatersrand

DAY 1

08:30

REGISTRATION

09:00

WELCOME AND INTRODUCTION

Nicolas Pons Vignon – CSID, University of the Witwatersrand

Imraan Valodia – Dean of School of Commerce Law and Management, University of the Witwatersrand

09:30

MINIMUM WAGES AS A TOOL TO REDUCE POVERTY AND INEQUALITY

Uma Rani – International Labour Organization

Alan Manning – London School of Economics, United Kingdom

Roxana Maurizio – Universidad Nacional de General Sarmiento, Argentina

Gilad Isaacs – CSID, University of the Witwatersrand

Discussant: Wiseman Khehla Magasela – Deputy Director General, Department of Social Development

Chair: Ayabonga Cawe – Oxfam Great Britain in South Africa

11:15

TEA BREAK

11:30

THE RELATIONSHIP BETWEEN MINIMUM WAGES AND EMPLOYMENT

Alan Manning – London School of Economics, United Kingdom

Lotta Takala-Greenish – CSID, University of the Witwatersrand

Benjamin Stanwix – DPRU, University of Cape Town

Roxana Maurizio – Universidad Nacional de General Sarmiento, Argentina

Discussant: Gilad Isaacs – CSID, University of the Witwatersrand

13:00

LUNCH

14:00

THE SOUTH AFRICAN LABOUR MARKET AND THE POSSIBLE EFFECTS OF A NMW

Arden Finn – University of Cape Town

Asghar Adelzadeh – Applied Development Research Solutions, United States

Discussant: Mike Rogan – Institute of Social and Economic Research, Rhodes University

Chair: Tamara Paremoer – CCRED, University of Johannesburg

15:45

TEA BREAK

16:00

INTERNATIONAL CASE STUDIES: MALAYSIA, INDIA AND GERMANY

Shanmugam Thiagarajan – National Wages Consultative Council, Malaysia

Uma Rani – International Labour Organization

Gabriele Sterkel – ver.di, Germany

17:30

COCKTAIL RECEPTION

For more information contact: +27 (0)11 717 8216 nmw.csid@wits.ac.za

Or visit:

www.nationalminimumwage.co.za

Follow us on Facebook: www.facebook.com/nmwsa and Twitter: @SA_NMW

DAY 2

09:00 DESIGNING THE NMW TO TRANSFORM THE WAGE STRUCTURE AND REDUCE POVERTY

Bandile Ngidi – Rethink Africa
Debbie Collier – University of Cape Town
Neil Coleman – Spokesperson for Labour, Wage Inequality Task Team at Nedlac
Ruth Castel-Branco – NMW-RI, University of the Witwatersrand
Chair: Tshepo Motsepe – Equal Education

10:30 TEA BREAK

11:00 ENSURING MAXIMUM PARTICIPATION: EXEMPTIONS, EXCLUSIONS, INCENTIVES AND COLLECTIVE BARGAINING

Elena Konopelko – NMW-RI, University of the Witwatersrand
Arden Finn – University of Cape Town
Shane Godfrey – University of Cape Town
TBC – Business Representative
Gabriele Sterkel – ver.di, Germany
Chair: Phiroshaw Camay – Co-operative for Research and Education

12:30 LUNCH

13:30 INSTITUTIONAL FRAMEWORK FOR SETTING, INCREASING AND ENFORCING THE NMW

Shanmugam Thiagarajan – National Wages Consultative Council, Malaysia
Ruth Castel-Branco – NMW-RI, University of the Witwatersrand
Benjamin Stanwix – DPRU, University of Cape Town
TBC – Government Representation
Chair: Brian Murahwa – NMW-RI, University of the Witwatersrand

15:00 TEA BREAK

15:30 A NATIONAL MINIMUM WAGE, VIEWS FROM SOUTH AFRICAN ROLE PLAYERS

This panel will comprise speakers from the business sector, civil society, government, and the trade unions
Chair: Eddie Webster – SWOP, University of the Witwatersrand

17:00 CLOSING

Gilad Isaacs – NMW-RI Project Coordinator, CSID, University of the Witwatersrand



The National Minimum Wage Research Initiative is an independent academic research initiative run by CSID in the School of Economic and Business Sciences (SEBS) at the University of the Witwatersrand. It is undertaken in the context of a national dialogue on wage inequality and the potential institution of a national minimum wage (NMW) in South Africa.

PANELISTS

Dr Asghar Adelzadeh

Asghar Adelzadeh is Director and Chief Economic Modeler at Applied Development Research Solutions (ADRS). Asghar has twenty five years of experience in economic modeling. His latest South African model is the Linked Macro-Education Model (LM-EM) built for the Department of Higher Education's LMIP programme. He served as Senior Economic Modeler and Research Director at the National Institute for Economic Policy (NIEP), senior lecturer at the University of the Witwatersrand, and Senior Policy Advisor at UNDP South Africa.

Ruth Castel-Branco

Ruth is a researcher with the National Minimum Wage Initiative, a PhD candidate at the University of the Witwatersrand and fellow of the International Centre for Development and Decent Work. Previously she was the project coordinator for social protection in Mozambique at the International Labour Office (ILO). Her research interests include labour process, workers organisations, social protection and linkages between the formal and informal economy.

Neil Coleman

Neil is a union activist and COSATU official of more than twenty-five years, having worked previously as the Coordinator of the Communications Department and Parliamentary Office and currently as the Strategies Coordinator in the COSATU Secretariat. Between May 2009 and December 2009 he served as Special Advisor to the Minister of Economic Development. Prior to joining COSATU, Neil was active in the United Democratic Front. He holds a BA degree in law from the University of the Witwatersrand.

Dr Debbie Collier

Debbie is Associate Professor in the Department of Commercial Law at the University of Cape Town and a member of the editorial board of the Development and Labour Monograph Series. She is also a member of the Institute of Development and Labour Law. Debbie's research interests in employment law are currently focussed primarily on aspects of workplace discrimination and equality law.

Arden Finn

Arden holds a BCom (Honours) from the University of Cape Town and a MSc in Economics for Development from the University of Oxford. He is currently working on his PhD at UCT where his research is focused on economic mobility in South Africa. His other research interests include labour economics, and the economics of education, poverty and inequality.

Dr Shane Godfrey

Shane is a Senior Researcher at the Institute of Development and Labour Law at the University of Cape Town. He has published many articles on collective bargaining, worker participation, trade unions, and industrial policy, the relationship between labour market regulation and small business development, labour market trends and non-standard employment, skills development, and decent work. He is co-author of a number of books.

Gilad Isaacs

Gilad is the coordinator of the National Minimum Wage Research Initiative. He is a researcher at CSID working on the European Union's Fessud Project. He holds a MA in Political Economy from New York University and a MSc in Economics from SOAS, University of London, where he is currently completing his PhD. Gilad has a background in political activism and research interests in finance, macroeconomic policy, labour markets and the mineral sector.

Elena Konopelko

Elena holds an MA in International Political Economy and Development from Fordham University and is currently a researcher at NuRPI working on labour-related projects. Her research interests are in public policy, development, and labour markets.

Dr Wiseman Khehla Magasela

Wiseman is Deputy Director General: Research and Policy Development at the National Department of Social Development. He heads the Social Policy Programme which has the responsibility to promote and institutionalise evidence-informed policy making in the social development sector. Wiseman previously held the position of Research Manager at the Centre for the Analysis of South African Social Policy, University of Oxford, England. He holds a PhD degree in Social Policy from the University of Oxford, England and has a specific research interest in issues related to poverty.

Dr Alan Manning

Alan Manning is a Professor of Economics in the Department of Economics at the London School of Economics (LSE) where he was head of department from 2009 to 2012. He is also the Director of the Community Programme at the Centre for Economic Performance at the LSE. Alan has a long association with the UK Low Pay Commission, the body tasked with advising the government on the UK national minimum wage. His research is on labour markets, including minimum wages, job polarization, immigration, and gender equality.

Project Oversight Committee:

Basani Baloyi (SOAS), Dr Patrick Belser (ILO), Neo Bodibe (NUMSA), Neil Coleman (Cosatu), Yoliswa Dwane (EE), Prof Ben Fine (SOAS), Isobel Frye (SPII), Prof Carlos Salas Paez (Unicamp), Dennis George (FEDUSA), Prof Hansjörg Herr (Berlin), Dr Erika Kraemer-Mbula (IERI), Prof Christopher Malikane (Wits), Prof Robert Pollin (UMass), Prof Imraan Valodia (Wits), Dr Robert van Niekerk (Rhodes University)

Professor Roxana Maurizio

Roxana Maurizio is a Professor at the University of General Sarmiento, at the University of Buenos Aires and at the Argentina's National Scientific and Technical Research Council (CONICET). She also works as consultant for national and international organisations, including the ILO, ECLAC, World Bank, and UNDP. Her areas of interest are labour economics, income distribution, poverty and social policies in Latin America. She is an expert in minimum wage issues in Latin America.

Bandile Ngidi

Bandile is a director of the youth-led research and advocacy NGO, Rethink Africa. He previously worked as a researcher in the National Minimum Wage Research Initiative. He is an MCom candidate in Development Theory and Policy from University of the Witwatersrand. Bandile has a background in social dialogue with research interests and experience in entrepreneurship, minimum wages, inflation, entrepreneurship and philosophy of science, philosophy of race, moral and political philosophy

Dr Nicolas Pons Vignon

Nicolas is the Director of CSID and Editor of the Global Labour Column. His research focuses on economic development and issues of labour, industrial policy, poverty and development aid. He has edited the Global Labour Column since 2009. Prior to this, in 2007, he founded the African Programme for Rethinking Development Economics (APORDE). He has published widely on South African labour market issues.

Uma Rani

Uma Rani is a Senior Economist at the International Labour Organization's (ILO) Research Department since 2008. Prior to joining the ILO she worked as an Associate Professor at Gujarat Institute of Development Research, Ahmedabad, India. Her main research interest lies in development economics, the informal sector, minimum wages, poverty, inequality, social policies and gender, and is widely published on these subjects. Uma is one of the ILO's minimum wage experts.

Dr Michael Rogan

Mike is a Senior Researcher in the Neil Aggett Labour Studies Unit (NALSU) at Rhodes University. He holds a PhD and a Master's degree from the University of KwaZulu-Natal (UKZN). Over the past five years Mike has focused largely on the application of statistical and econometric approaches to understanding income poverty, unemployment and health in the South African context. His research interests include: gender, employment, informal work, health, poverty and inequality, and evaluation methodologies.

Benjamin Stanwix

Ben is a researcher at the Development Policy Research Unit (DPRU) at the University of Cape Town. He has written on the impact and enforcement of minimum wages in South Africa. Ben holds a Masters degree in Applied Economics from the University of Cape Town and a Masters degree in Economic and Social History from the University of Oxford. His research interests include: Labour Economics, Economic & Social History.

Dr Gabriele Sterkel

Gabriele is a full-time trade union official employed in the collective bargaining department of ver.di (United Service Sector Union) in Berlin. The union, ver.di, was a key driver in the institution of a national minimum wage in Germany. Gabriele holds a PhD from the Free University of Berlin with research interests in industrial relations, collective bargaining and labour issues.

Dr Lotta Takala-Greenish

Lotta is a senior researcher at CSID, School of Economics and Business Sciences at the University of Witwatersrand. She holds PhD Economics (SOAS), MSc. Economics (SOAS) and MSc. Management (LSE) degrees from the University of London. Her research interests are in fieldwork-led academic or policy work with a focus on national and regional industrialisation, industrial policy, and the informalisation and casualisation of labour.

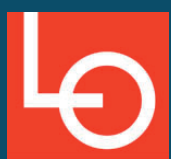
Shanmugam Thiagarajan

Mr. T. Shanmugam worked in the Labour Department of the Malaysian government from 1992, where, for fifteen years, he held several positions in the Legal and Enforcement Division. In 2012 he was appointed as the Secretary of the National Wages Consultative Council (NWCC) and is responsible to manage the affairs of the Council, including implementing the decisions and directives of the Council in relation to overall minimum wages policy in Malaysia. He is still in the same position till today.

Professor Imraan Valodia

Professor Imraan Valodia is the Dean of the Faculty of Commerce, Law and Management at the University of Witwatersrand. Before this he was based at the School of Built Environment and Development Studies, University of KwaZulu-Natal. His research interests include employment, the informal economy, gender and economic policy, and industrial development. Professor Valodia is a member of the Employment Conditions Commission and a National Research Foundation (NRF) B-rated researcher.

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