



South African  
Furniture Initiative

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# Industry Association



South African  
Furniture Initiative

The South African Furniture Initiative “SAFI” was created in 2016 as a joint initiative of Industry, Labour and Government for the benefit of all the stakeholders with the common interest of promoting employment growth, value addition and transformation across the furniture value chain.

**Our aspirations** is to have South African designed and manufactured furniture in every home, school and workplace in Africa and beyond.

**Our purpose** is to build a globally competitive and transformed furniture industry that shapes lives in every, home, school and workplace in Africa and beyond.

**Our mandate** is to:

1. Provide market intelligence information.
2. Facilitate training, mentoring and other support services.
3. Promote the South African furniture manufacturing industry and associated furniture design.
4. Facilitate access to domestic and international markets, especially for small, and previously disadvantaged individual (PDI) owned enterprises.
5. Determine and facilitate the development and implementation of initiatives and programmes to enhance the performance of the South African Furniture Industry and to grow the industry.
6. Sustain existing employment and create new employment opportunities within the furniture industry's value chain.
7. Facilitate the development of strategic relationships throughout the furniture value chain

## Benefits:

Programmes aligned to support, sustain and grow the furniture industry to:

- Support demand for locally manufactured furniture and for greater supply chain consistency, through:
  - Import Replacement
  - Designation
  - Localisation
- Grow small and medium-sized manufacturers, through
  - Furniture Challenge Fund
  - SAFI Trust Fund
  - Transformation across the Value Chain
- Support trade interventions, through
  - Tariff Trade Interventions
  - Non-Tariff Trade Interventions
  - Export Promotion
- Identify and address raw material shortages
- Improve the skill supply to the Furniture industry



# Furniture Bargaining Councils

The previously known Industrial Councils are Statutory bodies that have been registered in terms of Section 29(15) (a) of the Labour Relations Act 1995, as Bargaining Councils.

The purpose of this Act is to advance economic development, social justice, labour peace and the democratisation of the workplace.

The Minister of Labour has empowered Bargaining Councils through the appointed/designated agents of that Bargaining Council to promote, monitor and enforce compliance with any collective agreement concluded in that Bargaining Council.

Eastern Cape  
Furniture  
Bargaining Council



FURNITURE  
COUNCIL  
for the Western Cape



## Benefits

The powers and functions of a Bargaining Council in relation to its registered scope include the following-

- to conclude collective agreements;
- to enforce those collective agreements;
- to prevent and resolve labour disputes;
- to perform the dispute resolution functions referred to in Section 51 of the Act;
- to establish and administer a fund to be used for resolving disputes;
- to promote sound employment relationships between employers and employees in the Industry;
- to promote and establish training and education schemes;
- to establish and administer pension, provident fund, medical aid, sick pay, holiday, unemployment and training schemes or funds or any similar schemes or funds for the benefit of one or more of the parties to the Bargaining Council or their members;
- to develop proposals for submission to NEDLAC or any other appropriate forum on policy and legislations that may affect the sector and area;
- to determine by collective agreement, the matters which may not be an issue in dispute for the purposes of a strike or a lock-out at the workplace;
- to confer on workplace forums additional matters for consultation;
- to provide industrial support services within the sector; and
- to extend the services and functions of the Bargaining Council to workers in the informal sector and home workers.

# Employer Associations

An Employer Association serves as the collective entity of employers (businesses) in an Industry and is therefore registered (in terms of the Labour Relations Act) as an Employers Organisation.

They represent their members in collective bargaining with Unions at Industry level. These negotiations take place at the Furniture Bargaining Council and include negotiations of wages and conditions of service for the majority of employers in our Industry.



**CFMA**

Cape Furniture  
Manufacturers'  
Association



## Benefits

The powers and functions of a Bargaining Council in relation to its registered scope include the following-

- Provides a telephone advisory service on all labour relations (IR) matters, e.g. disciplinary matters, retrenchments, disputes, interpretation of industry agreements and labour legislation
- Provides guidelines/examples of employment contracts, procedural and recognition agreements, picketing, Aids Policy, retrenchments
- Provides up-to-date information to members about labour related matters within the Industry and the South African Labour arena.





# Trade Unions

Trade Unions are registered in terms of the Labour Relations Act as trade unions for employees in the furniture manufacturing industry.



## Benefits

- Oldest Majority union in the furniture industry
- Only Trade Union representing their members on all five Bargaining Councils
- Parental funeral scheme
- Legal advice and representation at the Bargaining Council, CCMA and established disciplinary hearings
- CCMA and establishment disciplinary hearings
- Any employee in the Furniture Industry may join this Trade Union
- Sick Benefit society that offers the following services:
  - Doctor's Benefits
  - Hospital Benefits
  - Spectacles Benefits
  - Confinement Grant
  - Dental Benefits
  - Funeral Benefits
  - Bursary Benefits



## CEPPWAWU

Chemical Energy Paper Printing Wood & Allied Workers Union

## Benefits

- CEPPWAWU works towards reaching optimal agreements with employers in the industry on wages and other employment conditions on behalf of its members
- A professional, united organisation, which delivers, upholds and promotes social and economic welfare on behalf of its members
- Independent Medical Aid
- Funeral scheme
- Independent provident fund
- Representation in Labour matters

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South African  
Furniture Initiative

## Eastern Cape Furniture Bargaining Council

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## CFMA

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Manufacturers'  
Association

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**CEPPWAWU**

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