

ii. **Wage levels and collective bargaining outcomes**

Table 3 indicates the agreements on wage increases for the major bargaining councils in 2019 and 2020. Increases ranged mostly between 5% and 9%, which is between 1% and 5% above inflation. The national disaster arising from the COVID-19 pandemic limited collective bargaining in 2020, however. It is also likely to significantly affect collective bargaining outcomes, so agreements reached before the first quarter of 2020 may not adequately predict recent collective bargaining trends.

**Table 2: Bargaining council wage increases for the period 2019 to 2020**

<b>Bargaining Council</b>		<b>Increment (%)</b>
Building Industry Bargaining Council North and West Boland		08/02/19 to 31/12/2020 6.9%
Building Industry (Cape of Good Hope)	Area A	1/11/2018 -31/10/2019 8.2%
	Area B	(01/11/20 to 31/10/21 –
	Area C	CPI percentage minimum increase of 4%)
	Area D	6.7% to 8%
Bargaining Council for the Meat Trade Gauteng		30/6/2020 7%
Bargaining Council for the Food Retail, Restaurant, Catering and Allied Trades		31/7/2019 7% on a basic salary to comply with National Minimum wage and 4.5% for employees earning above the National Minimum Wage
Bargaining Council for the Restaurant, Catering and Allied Trades		27/01/2018 - 1/5/2022 CPI plus 1% or 7% depending on the CPI at the time
Fishing Industry Bargaining Council		30/6/2020 7%
Motor Industry Bargaining Council		31/8/2019 7%
National Bargaining Council for the Hairdressing Industry of South Africa		31/12/2020 13.41% to 13.42%
National Bargaining Council for the Electrical Industry		31/1/2022 (Wages are increased for period until 2022 with CPI +1%)
Leather Bargaining Council Footwear		30/6/2021 7.5%
Leather General Goods and Handbags		30/6/2021 7.5%
Leather Tanning		30/6/2021 7.5%
Civil Engineering Bargaining Council		31/8/2021 7.5%