

We submitted that CPI will likely be 2.5% - 3% at January

## **2. Wage levels and collective bargaining outcomes**

We submitted that many are agreeing to a zero for the period due to the economic effect of COVID-19.

## **3. Gross domestic product**

Currently negative 15% to 20%.

## **4. Productivity**

No reliable measurement in place aside from the Productivity SA annual productivity report, which shows an increase of labour input without a correlated growth in output.

## **5. Ability of employers to carry on their businesses successfully**

This was a problem pre-Covid19 and virtually impossible post-Covid19. Businesses will need all the help they can get, including by way of reduced labour costs, as they struggle to remain viable and sustain employment.

## **6. The operation of small, medium or micro-enterprises and new enterprises**

This was a problem pre-Covid19 and virtually impossible post-Covid19.

## **7. The likely impact of the recommended adjustment on employment or the creation of employment**

Smaller increases have smaller impacts, especially considering the proposed equalisation and the effect it will likely have on agriculture and domestic workers. Conversely, bigger increases are likely to lead to job losses or less job creation, as was the case in agriculture after the 2013 increase.

## **8. Any other relevant factors**

We must consider the Covid19 (pre and post) effect on employment. Any increase, in our opinion, will have an effect on job retention and creation.

Given this background, we would not be in a position to recommend an increase beyond inflation as at 6 weeks before the date of implementation."