

51% BLACK WOMAN OWNERSHIP FOR EXPRESS EMPLOYMENT PROFESSIONALS

Express Employment Professionals is proud to announce that Carolyn Diaz, managing director of Express South Africa, is now a 51% owner of Express SA.

Carolyn has over 20 years' experience in the staffing industry and has been the managing director of Express SA for the past 10 years; ensuring the success of the Express Services brand in South Africa through her combination of great leadership skills and business acumen. She epitomises the Express culture by, not only, her dedication to ensuring the success of Express franchisees; but also through her focus on ensuring that clients and job seekers receive the highest level of care and attention.



Carolyn Diaz

Express Employment Professionals SA is a registered and compliant Temporary Employment Service provider that offers full office services, temporary staffing and light industrial flexible staffing solutions. Our permanent and professional staffing service is also a sought after solution to clients staffing challenges. In

addition, we provide various holistic human resources expertise through our strategically aligned specialist partners.

CAPES, APSO and FASA, and is a value add partner with MIE, and with Thomas International. With 11 independently owned franchised Express offices across South Africa, the company endeavours to ensure that our clients work with professional business partners. This is achieved through mandatory ongoing training of franchisees and their staff via an online proprietary education and training programme known as EU (Express University).

On the back of this 51% black female owned status and resultant of its commitment to Broad-Based Black Economic Empowerment (BBBEE), EmpowerDex (an independent economic empowerment rating and research agency) has recently recognised Express South Africa with a "AAA" Rating, Level 2 BBBEE Contributor. This accomplishment will increase the company's leadership status within the staffing industry as well as its involvement in the development of emerging black entrepreneurs. "This rating will help us to continue providing our clients with Truly diversified solutions to their staffing needs," says Carolyn.

Join us in celebrating our new 51% black woman ownership by contacting any one of our franchisees around the country to take up the special offer we have for your first temporary assignment or permanent placement with Express Services!

Express Employment Professionals South Africa is a member of

Season's Greetings

"The Power of You" Powerful words and our theme for 2017 that we needed to embrace, as we forged through a year filled with change and transformation. When we are empowered, prepared, and maintain a positive outlook, we can face anything. This year has also been filled with great

adventures and many blessings, and I encourage each of you to approach the end of the year with a thankful and grateful heart.

Our daily work is helping, supporting and placing thousands of people in communities across the country, thereby helping feed countless families through our combined efforts. We must continue our focused effort on addressing unemployment, and creating a platform for skills development and upliftment by giving people opportunities wherever we can.

Thank you to our team at Express Services

Head Office, our franchisees, staffing consultants, associates and clients, for your great service and support. 2018 promises to be a positive and productive year filled with great business success, career choices, health and work-life balance, and family.

Merry Christmas, and Happy New Year! May 2018 be filled with wonderful adventures, much love & happiness, and great success.

Carolyn Diaz
CEO & Managing Director
Express Employment Professionals SA

IS LABOUR LAW REFORM SHORT SIGHTED?

The jobs crisis in SA continues unabated. But analysts suggest that focusing too narrowly on labour law may divert attention from important debates about policy and macroeconomic variables.

Using the most recent amendments to the Labour Relations Act, temporary workers who found themselves out of jobs turned to the commission for conciliation, mediation & arbitration (CCMA) and the labour courts for help.

They claimed they had been unfairly dismissed, explaining that the amendments to the act — requiring employers to hire temporary workers permanently after three months of employment — had led to their sacking, as companies did not want to oblige. The amendments relate to the contentious issue of labour brokers, which created friction in the ruling alliance. Cosatu had demanded that President Jacob Zuma's administration ban labour brokers entirely. The ANC took the compromise position — requiring the permanent employment of qualifying workers after three months' contract employment — which has been given effect in the amendments.

The CCMA has confirmed an increase in cases lodged by temporary employees after amendments to SA's labour laws.

The constitutional court will most likely have to rule on the bigger issue: what happens to labour brokers after those three months are up.

The CCMA says it has recorded an increase in cases lodged by temporary employees since the amendments were made in 2015.

Though there have been no major changes to the laws regulating mining employment — with the exception of a new benchmark for higher wage increases — the CCMA says it has also received referrals from 36 mining companies that have filed section 189 retrenchment notices since the beginning of the year.

This all points to a worsening jobs crisis in the country, as retrenched workers are statistically unlikely to be re-employed in the near future.

Proposed solutions to the "jobs bloodbath" and high unemployment rate have always been controversial due to the different outlooks of the people involved.



Deputy president Cyril Ramaphosa earlier this month suggested that economic regulations should be relaxed to spur job creation. Addressing delegates at the annual conference of the National Economic Development & Labour Council in Ekurhuleni, Ramaphosa said: "As government, we have taken measures to reduce

the regulatory burdens of investing in the country and improve the ease of doing [business]."

His sentiments are likely to find favour with organisations such as the National Employers' Association of SA (Neasa), which has legally challenged some labour laws, especially those governing collective bargaining, saying they are stifling business and leading to job losses.

The other side of the debate features the trade unions and federations. They have argued for even stricter labour laws in light of mass retrenchments. They attribute the job losses to the ease with which business was able to resort to an investment

Continued on page 3

Continued from page 2

strike when the economy went south.

However, labour analyst Dale McKinley is not convinced. He describes the shift around regulation as "political electioneering", where ideological cards are being played on issues that should have been revisited by the likes of Ramaphosa years ago.

McKinley believes there is a need to review the country's macro-economic policies, but he says this is not a new revelation.

In an interview with the Financial Mail, labour minister Mildred Oliphant has expressed similar sentiments.

Oliphant refers to the struggling economy as the real stumbling block to job creation — not the labour laws. "There are challenges when it comes to the economy," she says, "but why should we always focus on labour laws rather than to say how we should grow the economy?"

The minister defends the laws, explaining that public perceptions about their rigidity and inability to protect jobs don't recognise that they are in fact "most flexible", even when compared with those of other countries.

In his new book, SA's Corporatised Liberation, McKinley backs this notion: he says contract employment has increased by 500% in the public sector over the past 15 years as a result of a more casual and flexible labour market environment.

However, Ramaphosa says this casualisation of employment is "trapping many people in jobs with few benefits or prospects for development".

A study published by the International Labour Organisation 10 years ago cast doubt on how wise it is to exempt medium to small enterprises from key regulations in SA: "This is problematic as it means that millions of workers are excluded from the protection of labour law."

Neasa CEO Gerhard Papenfus is quick to tell the Financial Mail about the effect of collective bargaining laws, which he says have led to the closure of small businesses.

In the engineering sector, where members of his organisation trade, a 7% wage agreement concluded recently was boycotted by all but one employer body. This was because the wage increase was unaffordable and would lead to retrenchments, Papenfus says.

McKinley says this argument has been used globally to push for flexibility of labour laws. But he says attacks on labour laws are "barking up the wrong tree". Instead, trade, monetary and fiscal policies need to be scrutinised, as well as macroeconomic variables.

If these are not changed, McKinley says, the country will lurch from one crisis to another. This could set a dangerous stage, with the anger, frustrations and disillusionment of the unemployed and marginalised giving rise to social unrest.

By: Theto Mahlakoana
Financial Mail

Original article: <https://www.businesslive.co.za/fm/features/2017-09-28-news-analysis-is-labour-law-reform-short-sighted/>

NEED AN EXTRA PAIR OF HANDS TO ASSIST YOUR EMPLOYEES DURING THE FESTIVE SEASON?

The hustle and bustle of the festive season is about to begin and you're left wondering how you are going to manage to keep business as usual when there aren't enough staff members to go around. Don't worry! We'll take care of your staffing and management needs.

We have an ISO 9001:2008 certified selection process, which means every candidate that is presented to you has been thoroughly vetted so you don't have to worry about quality.

Contact your local Express Employment Professionals office to enquire about how we can assist you with your temporary staffing needs over the festive season.

express@expresspros.co.za



CELEBRATE YOUR CAREER WINS THIS YEAR

Celebration can be a valuable communication and motivational tool in your career, so don't hesitate to celebrate your career wins this year.

Commemorating those victories is about sharing milestones, setting sales records, acquiring new skills and achieving goals. Celebrating your career wins this year not only creates feelings of well-being and self-respect, but also encourages your company to continue to give you opportunities to succeed.

At the end of 2017, it's time to look back on your achievements and take pride. Try these five tips to rejoice in your career wins:



Celebrate the Small Wins

Management and career experts agree that breaking down major goals into smaller, achievable milestones not only reduces fear, but increases the chances of successful outcomes. Small wins provide a boost in happiness in employees. A University of Warwick study confirms that happy people are roughly 12% more productive, while another study shows that employees are more creative when they are happy. So go ahead and celebrate even the smallest victory.

Share Your Plans and Milestones

Let your co-workers and supervisors know about the wins you had this year and thank those who played a part in

achieving those milestones. It's also a good time to reveal your plans, letting everyone know what you are working toward in the upcoming year. As an added bonus, this will let everyone celebrate milestones along the way.

Creates Bonds With Co-Workers

You don't have to throw a party for each victory you've achieved this year, but having a get together of some sort has the added benefit of strengthening your business network and boosting relationships. As your accomplishments are listed, allow others to take part in the event by sharing their milestones as well. If you worked with a team, an end-of-the-year roundup of achievements leaves everyone with a renewed sense of accomplishment and motivation to create more successes in 2018.

Keep a Notebook of Career Wins

Success breeds success, so celebrating allows you to build on your momentum. In addition, publicly recognizing your wins creates the perception that you are a high-value employee who creates results for the company. Celebrations not only reinforce the positive opinion others have of you, but also create the impression that you are a desirable employee to know and trust.

Allow Yourself to Be Proud

Do not be embarrassed to be proud of yourself. Even if you only celebrate your wins this year by yourself, just knowing what you have accomplished and being proud of your achievements increases self-esteem and motivation. You've worked hard this year. You overcame challenges. Go ahead and pat yourself on the back. You deserve it!

Celebrating the good work you've done is psychologically important to your career health. You can take a moment, a day, or even a week to feel good about what you've done and reflect on how you can do an even better job next year.

Express Franchised Offices in South Africa

Bedfordview	0861 177 758	Middelburg	0861 177 754	Pretoria	0860 403 500
Cape Town	0861 222 280	Midrand	0860 604 949	Richards Bay	0861 222 264
Durban North	0861 222 276	Pietermaritzburg	0861 222 263	Sandton	0861 177 755
Durban South	0861 222 265	Port Elizabeth	0861 177 757		

Headquarters 0861 166 853

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For franchise opportunities contact Carolyn Diaz at (012) 641 0100 or carolyn.diaz@expresspros.co.za

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