

Press Release

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South African Institute of Race Relations
The power of ideas

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IRR releases 10-point plan for jobs

The Institute of Race Relations (IRR) today published a 10-point plan to tackle South Africa's mounting unemployment crisis.

Its components are as follows:

1. **End strike-related violence**
2. **Require secret pre-strike ballots**
3. **Protect property during strikes and pickets**
4. **Limit the scope of protected strikes and pickets**
5. **End the closed shop and make unions collect their own subscriptions**
6. **Stop extending bargaining council agreements to non-parties**
7. **Give people back their right to work**
8. **Allow dismissals and retrenchments to be governed by employment contracts**
9. **Remove new restrictions on temporary labour**
10. **Stop fighting the private sector**

The IRR said that South Africa's very high unemployment, which had risen from 3.67 million in 1994 to 8.74 million this year, necessitated a series of radical steps. "Job security for some has been achieved at the price of unemployment for others who might have benefited from a more adaptable and flexible regulatory environment."

Quite apart from its human consequences, the IRR added, "joblessness on the scale currently prevalent in South Africa represents a colossal loss in economic output".

The IRR added that its proposals were designed to "curtail violence, replace coercion with democracy, lower barriers to market entry, and remove obstacles to the engagement of workers". Unskilled people without education or capital had nothing to sell but their labour and all the artificial restrictions – such as minimum wages – preventing them from exploiting their only asset should be removed.

Watch Frans Cronjé, IRR CEO, talk about the plan [here](#).

Ends.