

# EMPLOYERS' ASSOCIATIONS & PRODUCERS



## ASSOCIATIONS = ASPASA

01 February 2022

**ASPASA** often hears the question on what **ASPASA** is – what does it do – let's try and explain:

**E**mployers' Associations & Producers Associations are representative voluntary organisations led by elected leaders and managed by professional managers with a permanent staff which specialize in the organization and in the aggregation, definition, processing and promotion in the political arena of the collective interests and goals of the business.

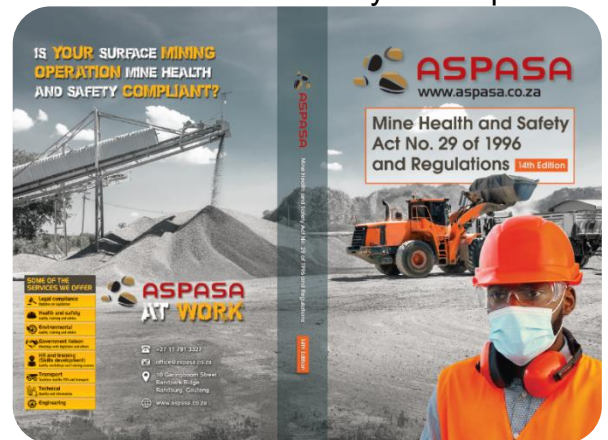
### 1. Four main questions are discussed:

**The first** focuses on the main reasons for capital owners and top executives - two possess the discretionary power to invest - to politicize their interests and to form organisations, i.e. responding to the challenges, avoiding cut-throat competition on the market and limiting the access of foreign competitors to the domestic market, and influencing government economic policies.

**The second** question is to what extent employers' associations and producers' associations differ from unions and other interest associations, because of the crucial role entrepreneurs and managers exercise over production, investment and employment decisions.

**The third** question concerns the logic of membership, i.e. the ways through which employers' associations and producers' associations recruit members and win their allegiance and support. The task is not an easy one because collective action for business is a second-best choice to be taken only whenever the discretionary power to invest is no longer sufficient to realize its economic interests.

**The final** question focuses on the employers' associations and producer association's role in policymaking both in policy advocacy and in policy participation. In policy advocacy, employer associations and producer associations compete with other actors such as unions, consumers, environmental groups. In the attempt to influence the agenda of public policies, the making of their content, and the way in which they are implemented once agreed in parliament and by formulation and/or implementing public policies.



## 2. The Role of ASPASA

The table below indicates in which areas **ASPASA** is involved in. Any operation in the small surface mining industry can only benefit from being a member.

# ASPASA SERVICES 2022

<b>Legal Compliance</b> Updates on Legislation	Explosive Audits & Other	H&S Audits – MHS&A & OHS&A	<b>Health &amp; Safety</b> Audits, training & advice (Cost Effective Legal Opinions)
<b>Technical</b> Quality & Information	Quality & Laboratory Audits	ECSA Registration Info sharing on products	<b>Engineering</b> Committee/Development of career paths in surface mines
<b>Public Relations</b> Adverts, articles, handouts, law books & bulletins	Marketing the Industry	Work with other bodies in the Mining Industry	<b>Internal Liaison</b> Members of other bodies in SA with similar mandates
<b>Transport</b> Trackless Mobile, PDS & Road Transport	Assistance with TMM Legislation & Traffic Management	MHSC; MRAC; DEA; DMRE; COGTA & SANRAL	<b>Government Liaison</b> Meetings with Legislator & Others
<b>Environmental</b> Audits, Training & Advice	Environmental Audits (Cost Effective Legal Opinions)	Training & Skills Audits	<b>HR &amp; Training</b> Audits / Workshops – need to comply with Mining Charter
<b>International Liaison</b> GAIN & Other Bodies	Keeping up with International Standards	Anything from Legal to Industry Issues	<b>General</b> A host of issues
<b>Social Security</b> Assistance with Mining Charter	SLP/WSPs/Training/ Education and a host of others	Theft, Crime Attacks on Mines and Related Issues	<b>Security</b> A host of issues
<b>Young Professionals</b> Developing Young Talent	Mentoring Young Professionals / ECSA Registration	Gender Justice	<b>Women in Mining</b> A host of issues
<b>Illegal Mining</b> Involvement with DMRE	Crime Fighting and Preventing Collusion	Royalty Act / Rehabilitation Funds	<b>Legal Issues:</b> A host of issues

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### 3. Four more questions:

#### 3.1. Are you an employer in South Africa? Are you in the smaller surface mining industry? Are you a supplier to this industry? Do you know you can join ASPASA in South Africa?

According to the Department of Labour, all employers have a right to form join and be active in employers' organisations. All employers' organisations have a right to function, to be affiliated to other bodies and to be funded by them.

#### 3.2. Why form an employers' organization / producers' association?

Employers' organisations and producer's associations are needed for a number of reasons. They provide a united way for sectors to engage government and legislative bodies on national policies that affect different industries. Employer organisations can also supply their members with information on training, legal services, Labour Relations, mining law and health and safety.

#### 3.3. What are employers' rights?

All employers have a right to:

- Form an employers' organization (Producers' Association like **ASPASA**)
- Join an employers' organization
- Take part in lawful employers' organization activities
- Be protected from anyone who discriminates against them because of their membership or activities

#### 3.4. What are the rights of the organization?

All employers' organisations have a right to:

- Perform lawful activities
- Form or affiliate with national and/or international employers' federations
- Fund or be funded by such international federations

Kind regards,



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**Please join!!!**

**Contact: [office@aspasa.co.za](mailto:office@aspasa.co.za) / [accounts@aspasa.co.za](mailto:accounts@aspasa.co.za)**

