

Flair Press release 1: 6 March 2019

Unite with Flair: Gender equality in the workplace

Imagine a workplace that does not tolerate discrimination based on gender, sexual orientation or marital status, which results in a culture where professionals can flourish without challenges or obstacles based on gender; and that nurtures everyone equally regardless of gender...

Founded by Advocate Ronél de Jager and business owner Paballo Sambo as a national Trade Union, Flair provides support with all labour matters, including employment contract review, grievances, unfair labour practices and unfair dismissal.

Says De Jager: "A Union has rights that I, as a legal professional in private practice, simply do not have. Did you know that 42% - almost half - of the Labour Relations Act is solely concerned with the rights of Unions? That is powerful.

"Additionally, each and every one of us is entitled to freedom of association. Your employer is prevented by law from threatening you or preventing you of becoming part of a Union."

De Jager also points out that companies are legally able to hold disciplinary hearings in-house, without the employee having legal counsel with them. "However, they can have a Union representative, and that's why we have formed a union."

Sambo says her experience in business led her to De Jager, where the two determined that a Union that seeks gender equality for all – men and women of all persuasions, is necessary. "Our aim is not only to defend the once-defenceless in legal matters, but to educate all our members in conducting business in a professional manner, without being intimidated by claims about them or threats towards them.

"In many cases," she adds, "employees accept constructive dismissal; threats of court; and damage to their professional reputations. Flair wants to put an end to illegal intimidation in the workplace, and membership will ensure you always have someone in your corner with solid legal and business advice."

Why become a member?

For a fee of just R100.00 per month, or R1 000.00 per annum, Flair members become part of the collective voice of a Union, as opposed to being isolated and vulnerable. "We understand that many South Africans hear the word 'Union' and think 'strikes and marches'; however, as a Union of professional people, we look to the law to resolve issues and make use of online media to ensure the broader public is informed about actions that can assist them," Sambo says.

By joining the organisation, Flair members have access to a call centre that connects them to legal and professional business advice on the following:

- Employment contracts
- Grievance procedures
- Disciplinary action preparation and representation

- Unfair labour practices
- Unfair dismissals

Members will also, in accordance with the Flair Constitution, be entitled to representation at CCMA, Labour Court or another appropriate forum on issues dealing with:

- Unfair labour practices
- Unfair dismissals
- Discrimination

“Our primary focus remains the advancement of gender equality in the South African labour market,” says Sambo and our launch on Friday 8 March 2019 is a huge step towards creating workplaces around South Africa that encourage empowerment and opportunity, within the framework of our Constitution.”

De Jager says that, as Flair South Africa focuses on issues that occur in the workplace, it needs to have influence in the workplace. “As an Advocate in private practice, I often represent employees who have experienced some of these issues.

“Unfortunately, though, these issues are brought to me after the fact. A Union can be proactive and no employer can refuse a representative union in any disciplinary procedure.

“Employers must entertain the requests of representative Unions insofar as we make enquiries relating to our members. They must provide representative Unions with information. This gives our members power as they become part of a collective voice as opposed to being isolated and vulnerable.”

See our website www.flairsa.co.za and Facebook page <https://www.facebook.com/FlairSouthAfrica/> for details on joining Flair.

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