THE YEAR OF CHARLOTTE MANNYA MAXEKE: *Realising Women's Rights*

I-DEAL 08 ISSUE: 2021



Induction of newly-appointed E.C OHS inspectors

Department of Employment and Labour Northern Cape success stories

Beware! Scammers on the prowl

Going to work after testing positive for Covid-19 is a misconduct

DIARY OF EVENTS

September 2021

09-10 September 2021 = Department's ICT Directorate hosts its strategic planning workshop

10 September 2021 = Department's Labour Policy & Industrial Relations (LP&IR) hosts its branch meeting

14 September 2021 = Department's PES branch expected to hold a bilateral meeting with Confederation of Associations in the Private Employment Sector (CAPES)

15 September 2021 = Department of Employment and Labour's National Employment Equity Consultative Forum (NEECF) host its quarterly meeting. The NEECF exist to ensure among other adequate consultation on the development of employment equity (EE) plans, monitor the implementation of EE plan and quarterly progress report submission, identify employment barriers, ensure smooth implementation of EE plans

16 September 2021 = Department of Employment and Labour's Public Employment Services (PES) expected to host its branch management committee meeting

16 September 2021 = Compensation Fund Board meeting

24 September 2021 = Heritage Day (public holiday)

20 September 2021 = Department of Employment and Labour's executive committee meets

September 2021 = The 13th BRICS Summit is going to be held under India's Chairship in 2021. It will be the third time that India will be hosting the BRICS Summit after 2012 and 2016. The theme for India's Chairship is 'BRICS @ 15: Intra-BRICS Cooperation for Continuity, Consolidation and Consensus'.

29 September 2021 = Supported Employment Enterprises (SEE) hosts an executive committee meeting

30 September 2021 = Supported Employment Enterprises (SEE) hosts a quarterly management committee meeting

30 September 2021 = CCMA hold its executive committee meeting

October 2021

08 October 2021 = Department's Labour Policy & Industrial Relations (LP&IR) hosts its branch meeting

12 October 2021 = CCMA hold its executive committee meeting

12 October 2021 = Department's PES branch expected to hold a bilateral meeting with Confederation of Associations in the Private Employment Sector (CAPES)

13 October 2021 = Supported Employment Enterprises (SEE) hosts an executive committee meeting

14 October 2021 = Supported Employment Enterprises (SEE) hosts a quarterly management committee meeting

27-29 October = Department of Employment and Labour's Public Employment Services (PES) host its Strategic planning workshop

28 October 2021 = CCMA hold its Governing Body meeting

29 October 2021 = Nedlac holds its executive committee meeting

30 October 2021 = UIF hosts its board meeting

30-31 October 2021 = The Summit of the G20 Heads of State and Government will be held in Rome on 30-31 October 2021. The 2021 G20, under the Italian Presidency, will focus on three broad, interconnected pillars of action: People, Planet, Prosperity. Within these pillars, the G20 aims to take the lead in ensuring a swift international response to the COVID-19 pandemic – able to provide equitable, worldwide access to diagnostics, therapeutics and vaccines – while building up resilience to future health-related shocks.

October 2021 = The Labour and Employment Ministers' Meeting is one of the ministerial meetings organized as part of the G20 Leaders Summit 2021, will be hosted by Italy.

November 2021

01-11 November 2021 = International Labour Organization (ILO) hosts the 343rd Session of the Governing Body. The Governing Body of the International Labour Office is the executive body of the ILO. The secretariat meets three times a year, in March, June and November. It takes decisions on ILO policy, decides the agenda of the International Labour Conference, adopts the draft Programme and Budget of the Organization for submission to the Conference, and elects the Director-General.

02 November 2021 = Compensation Fund hold its executive committee meeting

02 November 2021 = UIF hosts its executive committee meeting

05 November 2021 = Department's Labour Policy & Industrial Relations (LP&IR) hosts its branch meeting

09 November 2021 = Department's PES branch expected to hold a bilateral meeting with Confederation of Associations in the Private Employment Sector (CAPES)

10 November 2021 = Supported Employment Enterprises (SEE) hosts an executive committee meeting

11 September 2021 = Supported Employment Enterprises (SEE) hosts a quarterly management committee meeting

18 November 2021 = Employment Services (ES) Board hold its executive committee meeting

18 November 2021 = Productivity SA holds its board meeting

18-19 November 2021 = Department's ICT Directorate hosts its strategic planning workshop

22 November 2021 = Department of Employment and Labour's hosts a departmental executive committee meeting

26 November 2021 = Nedlac hosts a management committee meeting

29/30 November 2021 = CCMA hold its executive committee meeting

Stay in touch with the Department on
Facebook (Department of Labour) and Twitter (@deptoflabour) Instagram (@deptoflabour) www.labour.gov.za

We value your feed-back and contributions, please contact

Shadrack Mashalaba on (012) 309 4882
shadrack.mashalaba@labour.gov.za

Robert Magwaza on (012) 309-4584
robert.magwaza@labour.gov.za

CONTRIBUTORS
Shadrack Mashalaba
Qiqa Mzamo
Lerato Mashamba
Joe Maswanganyi
Sinazo Mhaleni
Frank St. Quintin

DESIGNER
Itumeleng Motsepe

PHOTOGRAPHERS
Robert Magwaza
Qiqa Mzamo
Lerato Mashamba
Joe Maswanganyi
Frank St. Quintin
Lebogang Moloko
Lungelo Mkhamba
Bert Arnett

DISTRIBUTION
Lloyd Ramutloa
Tinyiko Masingi

EDITORIAL



THE YEAR OF
CHARLOTTE MANNYA MAXEKE:
Realising Women's Rights



In September we celebrate our heritage. It is varied and unique. We are many, but we are also one: a nation striving to make its impact in the world. We sometimes succeed and fail spectacularly but we are still in the game.

We acknowledge the existence of all different languages and peoples that identify with those languages. We appreciate the beauty of our provinces, the mountains, the rivers, the valleys, the seas; we acknowledge the peoples that live in those provinces and the different attire associated with those provinces and those languages.

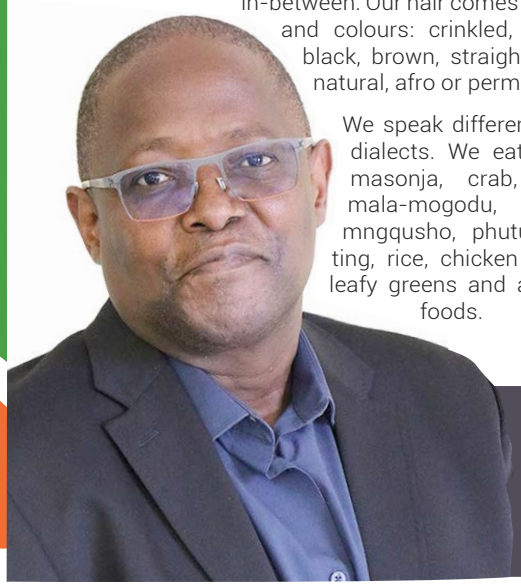
Some of the first nations identify with a single alphabet – an X – while others have a whole sentence which stands for who they are. We are light-skinned; brown, black and in-between. Our hair comes in different shape and colours: crinkled, straight, blonde, black, brown, straightened, wigged or natural, afro or permed.

We speak different languages and dialects. We eat different foods: masonja, crab, beef, chicken, mala-mogodu, prawns, samp, mngqusho, phutu, pap, tshotlho, ting, rice, chicken feet, cow heels, leafy greens and all sorts of other foods.

We eschew certain foods and this is no judgment to those who like that particular delicacy. We are at home with some languages. Those who speak languages beyond their mother tongue have made their lives richer in that they can interact with a lot more people and would understand a lot more languages and what is being said to you or about you.

Others know just one language as a result of either not being exposed to other languages or other reasons. Their world may be narrow because of this but we accept that they are part of us. We sleep on reed mats or mattresses as a result of how we have been socialized and we are excited when others want to experience the authenticity and intricacy of certain cultures.

We take pride in our traditional garbs and we reach to each other's cultures and wear their traditional attire with pride. We are Department of Employment and Labour and we are part of this exciting country called South Africa. Through our work we acknowledge and celebrate our differences and strive to serve everyone in this country irrespective of their uniqueness because we believe in the growth of this country..



Musa Zondi

Editor-in-Chief



Implementation of OHS recommendations key to development of SA's OSH profile

A joint report just released has acknowledged that South Africa has a comprehensive legal framework that has developed over the years. The report said following the identification of a number of weaknesses in the country's occupational health and safety (OHS) legislative framework there was a need now more than ever on the implementation of its recommendations.

Employment and Labour Deputy Minister Boitumelo Moloi launched the OHS report which she described as a milestone in the country's history.

The report is titled: "The profile of occupational health and safety South Africa". It was launched by Employment and Labour Deputy Minister Boitumelo Moloi via an online webinar.

The report under the theme: "a new beginning – launch of the South African state of occupational health and safety (OHS) report" is a project commissioned jointly by the International Labour Organization (ILO) and the Department of Employment and Labour.

Some of the recommendations proposed by the OHS report include:

- Develop a national policy on Occupational Safety and Health (OSH).
- Develop a national Occupational Safety and Health strategy.
- Revive, contextualise, and implement the Cabinet Memorandum 1 of 1999 – that gave the Department of Employment and Labour a mandate to lead a process of integration of OSH legislation.
- Fast track the process of merging of legislation in line with the findings of this project and also in line with the previous commissions' findings.
- Prioritise and fast track the process of reviewing legislation currently underway.
- Implement articles of the ILO Conventions when reviewing legislation.
- Strengthen relationship between the preventative and compensation legislation.
- Develop a harmonised and integrated data collection system on occupational injuries and diseases that will inform national policy and strategy on OSH.
- Consider the role of the South African Local Government Association in OSH, especially as it relates to the informal economy.
- Leverage on existing tripartite structures such as NEDLAC, Advisory Council for Occupational Health and Safety (ACOHS) and Mine Health and Safety Council (MHSC) and professional bodies/practitioners.
- Investigate the medical cost to the compensation fund.
- The cabinet should be informed of the findings of this project, especially as it relates to government departments being some of the significant non-compliant institutions, to sensitise ministers on this issue of grave concern.
- Capitalize on the opportunities brought by COVID-19 to advocate for and instil an OSH culture across all sectors and all departments.
- Develop collaboration mechanisms with institutions of learning to address development of human resources for OSH; the competent authorities to inform curriculum development to be responsive and relevant to OSH issues faced

According to the report as a member of the International Labour Organization, South Africa has an obligation to develop a national OSH policy and a national OSH strategy. It is in this background that the department initiated the process of developing an OSH profile for SA. The ILO Convention 187 is of particular importance for this process because it provides guidance on the establishment of OSH systems and outlines the importance of the development of a country OSH profile.

The report says South Africa has a long history on occupational safety and health (OSH), including related legislation that goes back to the late 1800s. With South Africa's long mining history, OSH and associated legislation evolved from the mining industry and resulted in different pieces of legislation under three Departments – these being Department of Employment and Labour, Department of Health and Department of Mineral Resources and Energy.

Key outcomes of the report include that South Africa has progressive legislation but this was fragmented and punitive. Participants in the report says significant defaulters of OHS are government departments and that departments that regulate OHS were operating in silos. The report laments the lack of harmonisation in the collection of data and a lack of enforcement with serious limitations in human resources cited as a cause.

Department of Employment and Labour Inspector-General Aggy Moiloa said the OHS report profile would be produced every three years.

National Institute for Occupational Health (NIOH) Executive Dr Kgalamono said the report highlight the lack of national OHS strategy and points to fragmentation. Dr Kgalamono said her organisation commits to support all efforts to build capacity.

Business Unity South Africa (BUSA) Director Deidre Penfold said South Africa needs to start its new beginning in the context of improving the health and safety landscape for all workers.

Ms Penfold said it was important that as the Department of Employment and Labour embarks on work to implement some of the recommendations contained in the report that a number of factors should be kept in mid such as: new OHS systems must be innovative; reporting tools must be simple and efficient and serve the purpose for which they are intended; input from all social partners is key.

"As devastating as the COVID-19 pandemic has been to lives and livelihoods, it has been a catalysts for employers and also presented opportunities for employers to significantly prioritise health and safety.

COSATU deputy general secretary Mr Solly Phetoe said strict enforcement of OHS plays a vital role in the protection of workers. Mr Phetoe lamented what he said was more than R500-million of unclaimed funds sitting with the Compensation Fund while workers go to SASSA to apply for grants.

Mr Phetoe called for the ramping of inspections and the imposition of punitive sanction against those violating legislation.

Compensation Fund Commissioner Vuyo Mafata said the primary objective of legislation should be the protection of workers. Mr Mafata said it was the intention of government to ensure that no skills were lost in the economy because of workplace injuries.

"Our objective is to ensure fatality-free workplaces," he said.

By Shadrack Mashalaba



A group of Occupational Health and Safety inspectors who attended an induction at Gqeberha, Nelson Mandela Metropolitan Municipality Auditorium.

Induction of newly-appointed E.C OHS inspectors

Occupational Health and Safety (OHS) promotes health and welfare of people in the workplace. It focuses primarily on protecting employees in the workplace from incidents, injuries and exposure to harmful substances.



Inspectors being taken through the ins and outs of the profession during their induction held at Gqeberha, Nelson Mandela Metropolitan Municipality Auditorium.

The Sustainable Development Goal (SDG) target 8.8. also states that the fundament aim of ensuring a safe and secure working environment for all workers. It is for that reason that an induction for newly-appointed OHS officials was hosted to capacitate these employees on ways to mitigate risks associated with poor working conditions in workplaces.

The workshop was held in Gqeberha, Nelson Mandela Metropolitan Municipality Auditorium by OHS officials from Gqeberha, Kariega and Makhanda Labour Centres.

Head Office delegation comprised of Inspector General Ms. Aggy Moiloa; Senior Specialists Mr Jacob Malatse; Senior Specialist: Occupational Health & Hygiene Ms. Bulelwa Huna; Chief Director Statutory and Advocacy Services Advocate Fikiswa Bede and Chief Inspector OHS Mr. Tibor Szana.

The province was represented by Director: UIF Mr. Vernon Mcleod who attended on behalf the CD:PO, Acting Provincial Chief Inspector: Specialist OHS Ms. Patiswa. Mbongwana; OHS inspector Mr. Kulungile Nkanjeni and Provincial Communication Officer.

The purpose of the meeting was to induct newly-appointed OHS inspectors into understanding the policy environment which has a vision of striving for a labour market that is conducive for investment, economic growth, employment creation and decent work;

The Occupational Health and Safety inspectors were given presentation on labour laws.

Why is Occupational Health and Safety so important?

It helps employers and employees to decrease job incidents, injuries, illness and death. The key to employee productivity is to keep them motivated. Employees can be motivated if they feel safe and happy in the workplace.

When employees feel safe at work, they can invest their capacity to the fullest and therefore produce to the maximum.

Inspectors were also taught about the prosecution process flow. An Inspector shall refer a competent file to the Team Leader/ Principal Inspector. Occupational Health and Safety Specialist Inspector shall quality check and refer a competent file to Senior Specialist. Senior Specialist will then prepare the file and refer it to National Prosecution Authority within 30 days of recipient. Office of the Directorate of Public Prosecutions will review and create a working file.

On the next day the delegation from Head Office including IES Provincial Management proceeded to visit a Hyperbaric Chamber Platform (HCP) which is based at the Ocean sciences Campus of the Nelson Mandela University, Gqeberha.

The Chamber comprises a main lock 8 (Man) and an entry lock (2 man) for the purposes of getting medical personnel into the main chamber whilst keeping the occupants under constant uninterrupted pressure. The visit was to learn about the divers and make sure that their lives are protected when they go under water.

A presentation was done on the Hyperbaric Chamber, Decompression Sickness (DCS), treatment and recommendations. – ***(Mzamo is Eastern Cape Senior Admin Clerk: Communication)***

By Qiqa Mzamo

Mokopane LC service soars high



Deputy Director: Labour Centre Operations (LCO) for Mokopane Magda Glover … the lady with rocky determination.

Working during the pandemic has without a doubt been very difficult especially for those who are working at the frontline. However, this has not deterred the Deputy Director: Labour Centre Operations (LCO) for Mokopane Ms Magda Glover (MG) from ensuring that service delivery is a priority for the community. She sat down with the Provincial Communication Officer: Ms Lerato Mashamba to share her codes of good practice.

You have been working since the beginning of the pandemic, how has it been from then to now?

(**MG**) - Heart-breaking to see the amount of people/clients suffering, challenging to try and support as many people as possible, as we have had requests for support from all provinces with some offices still not functioning fully. Working with limited staff and trying to manage social distancing with clients, standing in the sun for extended hours is raising frustration levels - together with clients paying more for transport to visit an office where they are certain of service delivery. It is slowly starting to normalize but COVID-19 is far from over.

What is an ideal day at a LC?

(MG) - IDEAL – that is not a word that can be mentioned lightly. When systems are functional and citrix does not refresh around the hour and we are able to maintain a high level of client satisfaction. When we are able to finish the long queues and leave the office before 17:00 – that I would call Ideal.

You are currently the acting manager for Lephalale and Modimolle LCs, no stranger to wearing more than one cap. How do you balance your schedule?

(MG) - Firstly, I have to admit – with only the grace of GOD am I able to do this a 3rd time as DD: LCO. I am driven by performance excellence and to wear more than one cap require serious planning, dedication and constant re-prioritization. The most challenging is to get all staff on the same level of understanding, to motivate every official to render excellent services to clients and to align practices to policies and procedures and departmental standards. Not all offices are run the same and it requires adjustment. Once that is done – then the officials require support, guidance and recognition to perform. My schedule cannot be classified as balanced during such a time – as it impacts on my family and without their support as well as my own Office staff support – it will be impossible to handle.

A lot of clients have lost their source of income and they are frustrated, often impatient with our processes. How does your office deal with that?

(MG) - To show empathy and dedication, to speedily deal with the claims or complaints. We also believe that a client must have accurate information – that will also ensure understanding and limit false expectations that will also increase frustration.

With changes in lockdown levels, staff members have been forced to adjust to the new normal, how do you motivate your staff to look forward to coming to work everyday amidst the pandemic?

(MG) - The first issue is to ensure safety of all officials – we cannot expect people to render a service to clients feeling exposed themselves. If they feel safe and they care and understand their role in service delivery – it is a motivation by itself. Knowing that recognition will be given for services rendered as well as understanding the impact to clients also helps to motivate staff.

How does your office deal with long queues?

(MG) - Supervisors must actively be involved in queue management – separation of functions, issuing tickets for Queue Management system. Payment line to be separated with claims and complaints – first time applicants to be assisted with documents to go to the bank instead of standing in queue's. Enquiries to be dealt with at the entrance.

Without staff for a help desk and queue marshalling it unfortunately means a more intense involvement from Supervisors. We do not cut queues – due to dedication – staff even work up to two hours voluntary overtime per day.

Your LC is amongst the leading performers, what is your secret to success?

(MG) - Dedicated staff – I have through the years trained staff to be "adult" workers – they do not need any person looking over their shoulder to perform. They know what is to be done and only require support and guidance. I am very proud of my staff – but it is not something that happens overnight. My moto of success is "Keep your staff motivated – be strict – be fair and give recognition when deserved."

What are the challenges that the office is facing and how do you remedy them?

(MG) - My most serious challenge is to keep my staff motivated, due to different management action in different offices and different situations: example as follows:

1. Mokopane has serious challenges with water – we have no water.
2. Tanks at the office and all efforts to obtain such has failed to date. The town due to maintenance issues and drought has a water supply for an approximately an hour a week – which impacts on toilet facilities, COVID-19 measures with hygiene etc. I have arranged 10 trolley bins with the municipality to fill with water and use for all toilets. We buy 20 litre of water for drinking from petty cash per week. It demoralizes my staff that try and keep services going – to hear other offices closing doors for water shortages for a day.
3. Shortage of staff – through dedication my staff are always prepared to do more – but hearing how other office are not offering all services or how queues are cut or this office having to working late and long hours to offer services to clients from other office areas are demoralizing.

Constant motivation is required and finding new ways to give recognition is a challenge on its own. Open communication and the support from the management structure of my office is of great help to overcome our challenges.

By Lerato Mashamba



God has been working behind the scenes, says new Director PES

Women's traits and abilities are in demand in the economy, at workplaces or businesses and government, beyond the household as an economic asset.

The Department of Employment and Labour in Limpopo made no exception when they promoted yet another hard-working and selfless woman Ms Sarah Lepogo as the Director: Public Employment Services (PES). Under her leadership as Deputy Director, the unit was among the best in the country when it comes performance - they scooped 3 awards in succession.



She hails from **Limpopo Province** in a village called **Solomondale near Polokwane** and matriculated in 1990 at **Mafolofolo High School**. In **1991** she enrolled with University of Limpopo for her **Bachelor's degree in Administration** and also completed her **honors degree in Industrial Psychology** at the same university.

Career history:

- In **1999** she worked at University of Limpopo as a **Junior Lecturer**.
- She joined the then **Department of Labour** in **November 2005** as an **Inspector in Polokwane Labour Centre.**
- She was passionate about conducting Inspection and enforcing compliance as well as advocating Labour Legislations.
- In **July 2009** she was appointed as an Employment Service Practitioner (ESP2) in **Seshego Labour Centre.**
- She was mainly monitoring Training conducted in different Projects before the Branch changed its name to Public Employment Services that's when she was responsible for placement of Work seekers in Work and Learning Opportunities.
- In May 2012 she was appointed as Assistant Director: Career Services in Limpopo Provincial Office.
- She was responsible for Coordinating the Work of Career Counsellors in the Province.
- In January 2016 she was appointed as the Deputy Director: Public Employment Services responsible for Managing the provision of Public Employment Services in the Province.
- She is now appointed as **Director: Public Employment Services** in Limpopo Province with effect from the **1st of August 2021**.

Ms Lepogo said she draws her strength from the PES Team in the Province as they are the most wonderful and energetic Team to work with.

"I am also grateful for all the Managers who mentored me in my Career path ever since I joined the Department. The support I continue to receive from the PES Family from other Provinces and PES HQ is overwhelming," she said.

She added that she will never forget the wonderful Team of Inspectors she worked with at Polokwane Labour Centre and the Mentorship she got from the Team Leaders.

Her appointment comes during women's month where government is still trying to empower women in senior positions.

"I am so pleased to have been appointed during this month as this is an indication that government now puts its promises into practice by nurturing the potential that women have, and trusting women with huge responsibilities. It is up to us as women to prove to the world that we can live up to the standard and even go beyond. Our Leadership and success in senior positions as women will open doors for other women who also aspire to climb the ladder. If we fail as women in senior positions we are closing the doors for other women and thus disempower them," said the Director PES.

It is without a doubt that working during the pandemic has been difficult, and yet the unit always achieves beyond board. Ms Lepogo said it is so fortunate that PES has been capacitated with the Laptops and mobile phones before the pandemic. They were never restricted to proceed with their daily activities. Career Counsellors and ESPs were always able to do their work away from the office before and during the pandemic. She said monitoring and supervision of staff has been easy through pressing the button and being able to monitor performance and caution the colleagues to fix their eyes on the ball and never lose focus.

She continued to say the ethic of work need to be brought back as COVID-19 has stolen so much from the community. The principle of Ubuntu should be part of us moving the Unit forward.

"We should be asking ourselves who will help the vulnerable people if we do not help them. We need to put the lives of our Work Seekers at the Centre stage and whatever we are doing should be to the advantage of the Work Seekers.

"I want my colleagues to ask themselves every day when they knock off. Today, what did I do for the Work seekers that can help them put food on their table? With all this thinking all of us will rise up to lend a hand and ultimately the Unit will serve the purpose it is intended for," she added.

Her message to young women who look up to her is to respect people around them and treat everyone with dignity and to never break the souls of people around them with their words.

"Work very smart, plan and organise yourself, Comply to the rules at work. Most importantly never allow power to get into your head as a woman remain humble and be ethical at all times. What I am doing any woman can do if they can prioritise their work and give it an undivided attention," she added.

Chief Director: Provincial Operations Ms Johannah Machaba said, "Ms Lepogo is one of the most hardworking managers in the province, I am confident she will excel in her new path as Director".

By Lerato Mashamba

Employment and Labour Minister T.W Nxesi commits department to support workers and industries affected by recent unrests in KZN

Employment and Labour Minister T.W Nxesi recently visited Newcastle and surrounding areas on a mission to inspect and assess damage caused by recent looting, particularly at Theku Plaza. The Minister was accompanied by Amajuba District Municipality Mayor, Dr. Musa Ngubane. The Minister told the workers that the department was assisting affected workers across the province and Theku Plaza in particular.

He said officials will embark on a campaign to collect necessary workers' information so they can benefit from both the Unemployment Insurance Fund and Public Employment Services work-seekers placement initiatives.

Mr Nxesi was accompanied by senior management of the department including Deputy Director-General for Public Employment Services Sam Morotoba and the Acting Commissioner for the Unemployment Insurance Fund Advocate Mzie Yawa.

























Advocate Mogomotsi Mogale … admitted as an Advocate.



Advocate Wendy Swartz … has completed her LLB degree.



Advocate Wayleen Afrikana … as Advocates we enforce labour laws.

Department of Employment and Labour Northern Cape success stories

The Department of Employment and Labour congratulates three of its officials who have recently been admitted as Advocates.

Government continues to upskill employees and it is encouraging to see them making use of the available opportunities for the betterment of their education.

Officials **Mogomotsi Mogale, Wendy Swartz** and **Wayleen Afrikana** shared their journey on achieving their dream of being counted amongst the legal minds in this department and the province.

Mogomotsi Mogale said: "Admission is and should be a goal for anyone who studied and intend on studying Law. Career wise - admission opens many doors that you may not imagine to knock on prior to admission, above all it's a great feeling to see yourself growing in the path of your career. Always include the Most high (God) in whatever you do".

Wendy Swartz encouraged others by saying, "Having an LLB degree does not limit you to practise as a legal practitioner. When society see a law graduate an assumption of 'you studied how to lie' is one which usually comes to mind. We aim to break this stereotype.

As law graduates and newly-admitted Advocates we strive to take the legal fraternity to new heights. Being an Advocate does also not necessarily mean you have to appear before a Judge, to be recognised as an Advocate".

Wayleen Afrikana said: "we are Advocates in the Department of Employment and Labour and we enforce compliance on a daily basis and we protect vulnerable workers and not 'criminals'.

It is important to note that you should never limit yourself to the standards set by the society".

Further motivating other employees Afrikana also said, "one should always strive to reach your own heights. The sky is not the limit, only your imagination is.

Let go of who you think you are in order to become who you are destined to be and remember inconvenience is only temporary".

It is encouraging to see young law enforcers taking an interest in understanding the law better. As the great late Nelson Mandela once said, ***"it always seems impossible until it is done"***. – ***(St.Quintin is Employer Services Coordinator in the Public Employment Services branch and Acting Provincial Communication Officer for the Northern Cape Province)***

By Frank St Quintin



Mpumalanga Chief Director: Provincial Operations Margaret Mazibuko … managing a balancing act.

Commemorating Women's month: Women's Crush Wednesday with Margaret Mazibuko



As we commemorate this year's women's day under the theme: **"The year of Charlotte Mannya Maxeke: Realising Women's Rights,** we introduce you to our Women Crush Wednesday, Ms Margaret Mazibuko, Mpumalanga Chief Director: Provincial Operations (CD:PO), who is guided by the motto: charity; work and loyalty.

This born leader who is an educator by profession, hardworking, a Christian who is a staunch member of Catholic church, a president of Catholic Women's League and a mother to a beautiful daughter has over 29 years working experience and held different positions at all three spheres of Government – Local, Provincial and National offices.

Ms Mazibuko shared how she celebrated the day with women from her church and Sodality Catholic Women's League and later did community service after a Holy Mass. Lastly, she wrapped the day off by enjoying lunch with her daughter at Vilakazi Street in Soweto.

"Employment Equity (EE) figures do not lie, there is still a massive gap between where we are and where we want to go as a country in terms of equity. In my view, the country is slow in addressing Employment Equity, we need to move quickly in addressing policies that will compel employers to comply.

"As a Department, we are doing well in that space, however in my province we still need to launch Women's Forum in order to engage with women on issues that affects them both at home and in the workplace. This platform can also assist in ensuring that women address social issues in their communities. I commit myself in ensuring that by the end of the month the forum will have been launched in the province," Ms Mazibuko said.

"Ms Mazibuko shared how she celebrated the day with women from her church and Sodality Catholic Women's League and later did community service after a Holy Mass".

She went further to indicate how being a CD:PO is an exciting portfolio. She is a firm believer in planning and prioritizing the demands of her career and balancing them with her private life to assist her in reducing stress which in turn enables her to be in control of her circumstances as she commute between two provinces, Mpumalanga and Gauteng where she has two households.

"There are days when I work long hours, but I know that through prioritising I end up having some time later to enjoy other activities including exercising and taking care of my young queen," she said with a smile.

"In conclusion, Men must just commit to addressing gender equality if they can, drive transformation issues and diversity in the workplace. I appeal to all officials to try make a differences in people's lives as communities depend on all of us to provide good service.

"Step up and show up to be recognized, don't be a job description oriented woman. The department is broad and has many opportunities. Equip yourself with education and most importantly let us build one another and forget about the pull her down syndrome. Together we can!"

By Joe Maswanganyi

STAY SAFE

PROTECT SOUTH AFRICA



All people aged 35 and above are now eligible to be vaccinated

Ms Margaret Mazibuko **(MM)** Mpumalanga Chief Director: Provincial Operations (CD:PO) like a true South African compatriot, responded to the clarion call by President Cyril Ramaphosa and the cabinet for all South Africans aged 35 and above to get vaccinated in order to strengthen the fight against the spread of COVID-19.



Mpumalanga CD:PO Ms Margaret Mazibuko after her vaccination ... "Vaccines save lives; fear endangers them. It's a simple message parents need to keep hearing" - Jeffrey Kluger.

Ms Mazibuko recently took her jab and she shared the experience of taking a leap into the unknown.

What was going through your mind the night before and on your way to the vaccination site?

(MM) - I must confess I had mixed emotions due to rumours and the myths I had about the vaccines but, a night before I was very excited and started counting hours, I arrived at a vaccine site an hour early as I told myself I wanted to observe the process before. Unfortunately, there weren't many people on the day so as I joined the queue, I was immediately vaccinated.

How did you manage to vaccinate, please elaborate.

(MM) - It was very easy, I used the App to register, within minutes, I received confirmatory SMS. Following the SMS I received a message detailing my vaccination site; date and time.

When did you vaccinate and when are you due for the second jab?

(MM) - I got my jab on the 7th July 2021 at Roodepoort Civic Center, fortunately I was given a Johnson and Johnson Jab which is a single dose.

How was the service and experience? Did you experience any side effects?

(MM) - I must say my experience at Roodepoort was excellent, the system worked so seamless. there was so much order and the staff were very helpful and they alleviated all my fears and anxiety.

I will treasure the experience forever in my life, being vaccinated was a huge relief, I had such a wonderful experience at the vaccine site. I think the whole process took under 30 minutes, then they refer you to a waiting area for observation for about 15 minutes.

Fortunately, the after effects were not that much, it was just a headache which I expected as advised by the health professionals. I took paracetamol and I was okay since then.

What is your message to staff and the country at large?

(MM) - I am encouraging officials to vaccinate as per government call, as once we can all get the vaccines we will have the pandemic in control and we can reopen all businesses and maybe put aside those masks. People should remember that getting vaccinated you not only protect yourself from COVID-19, but also your loved ones around you. If you happen to have any doubt please talk to staff at the nearest Department of Health facility even at vaccine sites there are marshals who are knowledgeable and can be of help.

NB: People should remain hopeful about the future and should not take things for granted even after vaccination.

Continue to wear your masks, sanitize and keep 1.5 metre social distance

By Joe Maswanganyi



Beware! Scammers on the prowl

The Covid-19 pandemic and resulting lockdowns have seen many South Africans lose their jobs. As the economy begins to open fully under Lockdown 1, more businesses will resume operations and its hoped that job opportunities will follow.

Unfortunately, even as most of us have pulled together to #flattenthecurve, there are some who have used the pandemic to take advantage of unsuspecting workseekers.

With jobs in high demand and short supply, it's easy for those desperate for work, to fall for scamsters, especially online.

Never pay for work opportunities

As soon as you're asked to pay anything towards recruitment, registration or administration fees associated with a job opportunity, know that it's likely to be a scam.

Professional recruitment agencies never charge workseekers, rather charging recruitment service fees to the companies they help to source and screen potential employees for placement.

In fact, the Employment Services Act prohibits the charging of registration or recruitment fees to workseekers. If any "agency", or individual, requests you to pay fees its best to report them to the Department of Employment and Labour for investigation.

You can do this by reporting at the Labour Centre.

One of the main tricks scamsters use is to rush you into making a registration or verification payment to "secure" a job. Remember, no one will ever offer you a job for which you're unqualified and without interviewing and assessing you first. If it sounds too good to be true, it probably is a scam.

Check the Agency is registered with Department of Employment and Labour

It is mandatory for all agencies, those offering permanent recruitment services and temporary employment services (TES) – sometimes referred to as labour brokers – to be registered as either a Private Employment Agency (PEA) or TES.

Registration requires the agency to meet minimum legal requirements, have a fixed address and not to charge any fees, to protect workseekers and their clients (businesses) alike.

All agencies should be in possession of a registration certificate which states which recruitment services they may offer. This certificate should be displayed on the agency's website and in the reception area, and you have a right to ask to see it, if there is any doubt.

Choose an Agency that is registered with a professional Association

Although it is not compulsory to belong to a professional Association, there are many benefits to choosing to work with an agency that is a member.

The Confederation of Associations in the Private Employment Sector (CAPES) and its Association members – Federation of African Professional Staffing Organisations (APSO), Allied Healthcare Agencies of South Africa (AHASA), Construction Engineering Association (CEA) and Information Technology Association (ITA) – ensure that agencies who belong are not only legally compliant but also operate in accordance with the highest standards of ethics and global best practice.

This ensures that workseekers and clients have free recourse in the event of a dispute or poor service/treatment. For more information about CAPES and its Association members, please visit www.capes.org.za – ***(The article is part of an initiative by CAPES and department's Public Employment Services branch to jointly educate workseekers about their rights and to give some practical guidance for job seeking)***

Going to work after testing positive for Covid-19 is a misconduct



Department of Employment and Labour's Employment Relations Directorate, Chief Personnel Officer Sinazo Mhaleni … enforcing accountability and responsibility.

A precedence has been set by a Labour Court judgment where an employee was dismissed for going to work just after he tested positive for Covid-19 (Eskort Limited v. Stuurman Mogotsi and others, case number JR1644/20).

An assistant butcher at a national meat supplier Eskort Limited, who defied Covid-19 regulations and went to work even though he tested positive for the virus, has been dismissed. Mr Stuurman Mogotsi a member of the company's in-house Coronavirus Site Committee travelled to work every day by car with a colleague.

His colleague fell ill and Mr Mogotsi also started experiencing symptoms associated with COVID-19. He was then booked off work due to this illness on two occasions. The employer advised the employee to stay at home, having been booked off for illness.

The employee, however, persisted in coming to work. He continued to do this even after it became known to him that his ride-sharing colleague had tested positive for COVID-19. In addition, after he received his own positive test results, he reported for duty in person to hand in his results.

During the period when he underwent the test, but was awaiting the test results, he continued to report for duty and interact with other employees. After receiving the results, he was seen walking around in the workplace without wearing a mask and hugging a colleague who had comorbidities. The employee in question was sent home and faced a disciplinary hearing upon returning to the office.

Mr Mogotsi was dismissed for:

(i). failing to notify the employer that he suffered from COVID-19 symptoms, and

(ii). neglecting to take appropriate steps after receiving his test results, including declining to self-isolate, continuing to attend work and not practicing social distancing at work.

Mr Mogotsi took the matter to CCMA to challenge his dismissal, claiming that after informing management of his contact with a colleague who tested positive for COVID-19, he was not given any clear directive as to what to do. He said he did not know that he needed to self-isolate. The CCMA found that his conduct was extremely irresponsible however the company also deviated from its own disciplinary code and procedure in dismissing him. The CCMA reinstated Mr Mogotsi and ruled that he rather be given a final warning.

"A precedence has been set by a Labour Court judgment where an employee was dismissed for going to work just after he tested positive for Covid-19 (Eskort Limited v. Stuurman Mogotsi and others, case number JR1644/20)".

The matter was reviewed at the Labour Court. The Judge said Mr Mogotsi's conduct was not only irresponsible and reckless but was inconsiderate and nonchalant in the extreme. Mr Mogotsi ignored all health and safety warnings, advice, protocols, policies and procedures. He added that through his care-free conduct he placed everyone he had been in contact with at great risk.

Whilst the employer has a statutory obligation, in terms of section 8 of the Occupational Health and Safety Act 85 of 1993, to create and maintain a safe working environment for its employees and all those in their workplaces it is also imperative that employees are well informed of their obligation more especial amidst this pandemic to avoid a misconduct which could possibly lead to dismissal.

The Department takes its cue from this judgment to be more robust in managing employee conduct in the workplace where it impacts the health and safety of employees. Employees who fail to adhere to COVID-19 protocols should expect little sympathy.

Managers and Supervisors are advised to familiarise themselves with Paragraph 27 of the Consolidated Covid-19 Direction on Health and Safety in the workplace published on 4 June 2020 which details the steps to be taken where an employee presents with symptoms related to COVID-19. – ***(Mhaleni is Department of Employment and Labour Chief Personnel Officer: Employment Relations)***

By Sinazo Mhaleni



Minister visits unrest affected businesses – Ekurhuleni and Soweto

Employment and Labour Minister Thulas Nxesi hosted a consultative discussion with the unrest affected employers and employees in Vosloorus, Jabulani and Kempton Park. This was to outline the Department's financial relief measures and all interventions in collaboration with the Department of Small Business Development. The minister also inspected the affected areas at the malls in these areas.




































B. BRADLOWS


Is-Chem PHARMACY


VEGETABLES




employment & labour









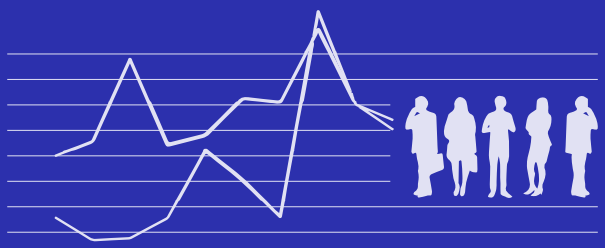



employment & labour




employment & labour

International Labour Organization



Fewer women than men will regain employment during the COVID-19 recovery says ILO

A new policy brief shows that the disproportionate job and income losses suffered by women during the pandemic will persist in the near future

(ILO News) – The inequalities between women and men in the world of work that have been exacerbated during the COVID-19 pandemic will persist in the near future, according to the International Labour Organization (ILO).

A new policy brief finds there will be 13 million fewer women in employment in 2021 compared to 2019, while men's employment will have recovered to 2019 levels. Even though the projected jobs growth in 2021 for women exceeds that of men, it will, nonetheless, be insufficient to bring women back to pre-pandemic employment levels.

Only 43.2 per cent of the world's working-age women will be employed in 2021, compared to 68.6 per cent of working-age men.

The ILO brief, ***Building Forward Fairer: Women's rights to work and at work at the core of the COVID-19 recovery***, shows that women have suffered disproportionate job and income losses because of their over-representation in the hardest-hit sectors, such as accommodation and food services, and the manufacturing sector.

Globally, between 2019 and 2020, women's employment declined by 4.2 per cent, representing a drop of 54 million jobs, while men's employment declined by 3 percent, or 60 million jobs.

Not all regions have been affected in the same way. The Americas experienced the greatest reduction in women's employment as a result of the pandemic (a reduction of 9.4 per cent). The second highest drop in the number of employed women was observed in the Arab States where, between 2019 and 2020, women's employment declined by 4.1 percent and men's by 1.8 percent.

In Asia and the Pacific the pandemic led women's employment to decrease by 3.8 percent, compared to a decline of 2.9 percent for men. In Europe and Central Asia, women's employment was curtailed considerably more than men's, leading to a 2.5 percent and a 1.9 percent decrease, respectively.

In Africa, men's employment experienced the smallest decline across all geographic regions, with just a 0.1 percent drop between 2019 and 2020, while women's employment decreased by 1.9 percent.

During the pandemic, women faired considerably better in countries that took measures to prevent them from losing their jobs and allowed them to re-enter employment as early as possible.

In Chile and Colombia, for example, wage subsidies were applied to new hires, with higher subsidy rates for women.

Colombia and Senegal were among those who created or strengthened support for women entrepreneurs. In other cases, such as Mexico or Kenya, quotas were established to guarantee that women benefited from public employment programmes.

The brief emphasizes that "building forward fairer" means placing gender equality at the core of the recovery effort and putting in place gender-responsive strategies. These include:

- Investing in the care economy because the health, social work and education sectors are important generators of jobs, especially for women, and because care leave policies and flexible working arrangements can encourage a more even division of work at home between women and men.
- Working towards universal access to comprehensive, adequate and sustainable social protection for all to reduce the current gender gap in social protection coverage.
- Promoting equal pay for work of equal value.
- Eliminating violence and harassment in the world of work. Domestic violence and work-related gender-based violence and harassment worsened during the pandemic, further undermining women's ability to engage in paid employment.
- Promoting women's participation in decision-making bodies, social dialogue and social partner institutions. – ***(article sourced from ILO)***