i-DEAL

9
ISSUE: 2024



Employment and Labour Minister Nomakhosazana Meth (seated and centre) and National Economic Development and Labour Council (Nedlac) social partners during the organisation's special executive committee meeting in Rosebank. The Special Nedlac Executive committee meeting was the first the Minister held with the social dialogue organisation since her appointment. Minister Meth said she was looking forward to more future engagements with Nedlac.

1. Multi-stakeholders engage in shaping discourse for best practices in development of employment schemes
2. Child labour must be eliminated
3. There is value in social compact – Nedlac social partners
4. Happy Birthday to you (Department of Employment and Labour) … 1924 – 2024

employment & labour
Department:
Employment and Labour
REPUBLIC OF SOUTH AFRICA

DIARY OF EVENTS

OCTOBER

01 October 2024: Compensation Fund hosts its exco meeting

08 October 2024: Commission for Conciliation Mediation and Arbitration (CCMA) holds its Exco meeting

08-09 October 2024:The Department hosts its strategic planning session

08-10 October 2024: Department's Inspection and Enforcement Services branch host an Employment Standards conference in Durban

11 October 2024: Department's ICT unit host its Strategic Planning meeting

12-13 October 2024: Corporate Services Branch hosts its Strategic Planning meeting

15 October 2024: Productivity SA Exco monthly meeting

17-18 October 2024: Department's Inspection and Enforcement Services (IES) branch at head office hots its Management Committee meeting

18 October 2024: National Economic Development and Labour Council holds Manco meeting

21 October 2024: The Department hosts its Exco meeting

22-24 October 2024: The 16th BRICS Summit is held in Kazan, Russia

23 October 2024:Corporate Services branch hosts its quarterly meeting

23 October 2024: UIF Exco meeting

24 October 2024: Commission for Conciliation Mediation and Arbitration (CCMA) holds its Governing Body meeting

25 October 2024: Supported Employment Enterprises (SEE) hosts its exco

25 October 2024: National Economic Development and Labour Council holds Exco meeting

28 October – 8 November 2024: The International Labour Organization hosts the 352nd Session of the Governing Body in Geneva

31 October 2024: Compensation Fund Manco meets

31 October 2024: Productivity SA hosts its National Productivity Awards

NOVEMBER

05 November 2024: Compensation Fund hosts its exco meeting

07 November 2024:UIF's Labour Activation Programme Committee (LAPC) meeting

13-14 November 2024: CCMA hosts its Exco meeting

13-15 November 2024: Department's Inspection and Enforcement Services hosts an Occupational Health and Safety Conference

14 November 2024: The Department hosts its Exco meeting

15 October 2024: UIF Exco meeting

19 November 2024: Productivity SA Exco monthly meeting

21 November 2024: Employment Services Board Executive Committee meeting

22 November 2024: Department hosts a DEXCOM meeting

25 November 2024: Department's Corporate Services hosts branch meeting

25-26 November 2024: CCMA hosts an International Agencies Conference

26 **November 2024:** UIF Investment Committee meeting

27**-28 November 2024:** CCMA hosts an Indaba (webinar)

28 November 2024: Compensation Fund hosts its Manco meeting

28 November 2024: Productivity SA board meeting

29 November 2024: National Economic Development and Labour Council convenes its Manco meeting

DECEMBER

03 December 2024: Compensation Fund hosts its exco meeting

04 December 2024: Department's Labour Policy & Industrial Relations branch hosts its meeting

04 October 2024: Supported Employment Enterprises hosts its exco

05 October 2024: Supported Employment Enterprises hosts its management committee meeting

05 December 2024: Compensation board meets

05 December 2024: CCMA hosts its Exco meeting

05-06 December 2024: Employment Services board meeting

10 December 2024: Productivity SA Exco monthly meeting

11 December 2024: UIF Exco meeting

12-13 December 2024: Department's Inspection and Enforcement Services branch at head office hots its Management Committee meeting

EDITORIAL

South Africans have collectively celebrated yet another Heritage Month in honour of our nation's diverse culture and rich heritage. The 2024, heritage month was celebrated under the theme: ***"Celebrating the lives of our heroes and heroines who laid down their lives for our freedom".***

As September gives the baton over to October, to us as Employment and Labour as an organisation and the family at large, the month of October is significant as we use it to predominantly celebrate and elevate the spotlight on National Productivity Month. The initiative, spearheaded by one of department's entities, Productivity SA, underscores the essence of productivity in driving sustainable growth and competitiveness in our beloved South Africa.

During October the significance of productivity in driving economic growth will be highlighted in a number of advocacy, public awareness initiatives, workshops and webinars – and this will culminate in the hosting of national productivity awards to recognise the role played by entrepreneurs and businesses that elevate the country's competitiveness.

Faced with the deepening crisis of unemployment, the importance of productivity to deal with the scourge cannot be overemphasised.

During the past few weeks National Economic Development and Labour Council (Nedlac) was also a hive of activity. First, the organisation held a Special Exco meeting of its social partners together with 'newly' appointed Employment and Labour Minister Nomakhosazana Meth.

This was followed by an eye-opening and informative symposium on social dialogue institutions across Africa. The event provided a unique opportunity to exchange knowledge, insights, and best practices that strengthen social dialogue and foster inclusive development on the continent. The organisations identified the need to be agile, how to respond to crises and changes with limited bureaucracy - for betterment of citizens.

Nedlac rounded its programme with the hosting of its summit, which clearly endorsed the value of social dialogue, and the significance of multiple perspectives towards a commonly agreed imperatives for the good of a progressing country.

Part of the Nedlac summit was celebrating the thirty years of it facilitating and providing social dialogue platform to the social partners.

Teboho Thejane
Editor-in-Chief





click here

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SUB-EDITOR: PETUNIA LESSING

SOCIAL MEDIA



> ***Development of employment schemes is a process – it cannot be confined to the Department alone***

Department of Employment and Labour's Public Employment Services branch Deputy Director-General Sam Morotoba ... calling for multi-stakeholder solutions.

Multi-stakeholders engage in shaping discourse for best practices in development of employment schemes

Stakeholders at a recent webinar hosted by the Department of Employment and Labour Public Employment Services (PES) branch were in unison that for an employment schemes framework to have an impact it has to be effective, efficient, and appropriate.

Department's Public Employment Services Deputy Director-General, Sam Morotoba said since 2019 when the Department's mandate was extended to include 'employment' it had to devise mechanisms to promote the use of employment schemes to deal with unemployment.

"Development of employment schemes is a process – it cannot be confined to the Department alone and it also involves the private sector," Mr Morotoba said.

He was addressing a webinar by the department to engage stakeholders in shaping the framework for the development of employment schemes to deal with the sticking problem of unemployment.

The webinar follows the recent release of two research studies commissioned by the Department of Employment and Labour on existing youth employment schemes and schemes to minimise the retrenchment of employees in South Africa; and also to evaluate the effectiveness of national policies aimed at facilitating the entry of young people into good and quality employment.

The initiative seeks to share ideas to review and improve existing employment schemes, with the goal of developing a comprehensive framework for best practices.

The research studies were conducted by the Nelson Mandela University (NMU) and the Human Sciences Research Council (HSRC).

The NMWU study titled - A Comprehensive Study of Existing Youth Employment Schemes and Schemes to Minimise the Retrenchment of Employees in South Africa – notes that there is a plethora of schemes - but possibilities of some youths falling through the cracks - especially due to information asymmetry & political interventions in recruitment.

The research said overall, although the schemes are contributing to individuals that get to benefit; they fail to reduce unemployment owning to the following:

• There is a lack of coordination in the sector.

• The schemes offer below reservation wage, which reduces uptake as youths consider them unattractive- one may consider waiting longer to get a favourable opportunity. •Interference in programme recruitment prevents the rightful beneficiaries from the opportunities; which then makes the schemes less impactful [intervention taken place on the wrong target].

• Schemes that have explicit targets for youths are failing to reach the targets, yet many youths are out of opportunities – this may be explained by the interferences highlighted above. Monitoring and evaluation which should be supported by intense administrative data collation may solve this.

The research recommends the re-organisation of the schemes guided by the ecosystem approach. It said monitoring and evaluation should be an ongoing process.

The HSRC research is titled: A study to evaluate the effectiveness of national policies aimed at facilitating the entry of young people into good quality employment.

The research said Black Africans, females, and persons with disabilities – have high levels of unemployment. It said there was youth disproportionate share of the unemployed compared to adults. According to HSRC fewer females are formally employed (between 9% and 17%) and Black Africans' share of unemployment is the highest across the population.

Despite the immense scale of focus policy, legislation programme implementation, and resource allocation – youth unemployment has worsened, said HSRC. COVID-19 has disrupted the patterns of employment from the pre-pandemic period, with some signs of recovery, the HSRC said.

The study provides a number of recommendations = including ensuring that a monitoring and evaluation system is in place to strengthen evidence-informed design, planning, and implementation. The HSRC said a monitoring and Evaluation System is in place to strengthen evidence-based design, Planning, and Implementation.

Mr. Morotoba said there was also a need to develop a solid public service programme that offers training and experience to allow participants once they exit to have a leg to stand on, so as to enter the labour market.

"We want to coordinate, develop policy, and intervene. We have been working closely with the International Labour Organization and the Employment Services board to develop a solid framework to develop employment schemes," he said.

Department's Labour Market Policy Acting Chief Director, Tendani Ramulongo said the research studies were conducted to gauge what was working and what was not working and help scale up what was working. Ms Ramulongo said employment schemes were key in the stimulation of employment.

Professor Syden Mishi from Nelson Mandela University (NMU) delivered a presentation on the existing youth employment schemes and schemes to minimise the retrenchment of employees in South Africa.

Professor Mishi said information was not reaching out to everyone. He said there was a need for partnerships to assist organisations that assist people with disability. He advocated for the use of technology to maximise impact. He noted a lack of coordination within government.

"The good part of some programmes is that they give more to beneficiaries. A scheme that gives benefits to beneficiaries is a good scheme. However, schemes have to be effective, efficient, and appropriate," Professor Mishi said.

By Shadrack Mashalaba

Child labour must be eliminated



Unathi Ramabulana, Department's Director: NMW BCEA Policy and Administration in Pretoria explained the worst forms of child labour such as slavery and sexual exploitation at the Department of Employment and Labour's Educational Sessions on the elimination of Child Labour in the Agriculture Sector which were recently held in Western Cape school around De Doorns, Ceres and Paarl.

It is disquieting that children in South Africa are subjected to the worst forms of child labour, such as commercial sexual exploitation and slavery.

"That is why children must be informed and protected against the worst forms and dangers of child labour", says Unathi Ramabulana, Director: of National Minimum Wage (NMW) BCEA Policy and Administration at Head Office in Pretoria.

Ramabulana was speaking at one of the Department of Employment and Labour's (DEL) educational sessions on the elimination of child labour in the agricultural sector which were recently held in Western Cape schools around De Doorns, Ceres, and Paarl.

The Child Labour Project in collaboration with the International Labour Organization (ILO), aims to raise awareness and educate young learners about the critical issue of child labour. One of the key achievements was to conduct educational visits to schools in the Western Cape during the week of 5-8 August 2024.

A total of five rural schools in the Western Cape were visited, reaching a target audience of approximately 800 children in total. The schools were Hexvallei High School, Bonne Esperance Primary School (De Doorns), Bella Vista High School (Ceres), Paulus Joubert Secondary School and Desmond Mpilo Tutu Secondary School (Paarl).

In 2022, South Africa made moderate progress in efforts to eliminate the worst forms of child labour. In May 2022, South Africa hosted the Fifth World Conference on the Elimination of Child Labour in Durban, which was in line with SDG 8.7, which calls for the abolition of all forms of child labour by 2025 and the abolition of forced labour, modern slavery, and human trafficking by 2030.

The conference built on four previous global conferences, held in Buenos Aires (2017), Brasilia (2013), The Hague (2010), and Oslo (1997), which raised awareness of the issue, mobilized resources, and provided strategic direction for the global movement against child labour.

In addition, DEL led a joint multi-departmental inspection effort in August 2022 that resulted in criminal child labour charges. The government also increased the benefit of the Child Support Allowance by 4.3 percent and the Foster Care Allowance by 1.9 percent, both of which provide direct cash transfers to reduce children's vulnerability.

By Jason Lloyd



A group of learners from the Hexvallei High School in De Doorns attended the Department of Employment and Labour's Educational Sessions on the elimination of Child Labour in the Agriculture Sector which were recently held in Western Cape school around De Doorns, Ceres and Paarl.



Appointment

Innocent Makwarela

has been appointed Deputy Director in the Employment Equity (EE) Directorate.

NEDLAC stands as a beacon of collaboration

Employment and Labour Minister Nomakhosazana Meth said the National Economic Development and Labour Council (Nedlac) remains a vital platform in fostering sustainable economic growth, ensuring equitable labour practices, and promoting social justice.

Addressing the 29th Annual National Economic Development and Labour Council (NEDLAC) Summit in Sandton Minister Meth said the key issues facing South Africa: "require an unwavering partnership and robust social dialogue by social partners, to create lasting solutions that will build our economy, strengthen the labour market, create jobs and address a number of pressing social and economic challenges facing the country".

Established in 1995, the National Economic Development and Labour Council is the vehicle by which Government, labour, business, and community organisations seek to cooperate, through problem-solving and negotiation, on economic, labour, and development issues and related challenges facing the country. The apex social dialogue institution holds the annual summit to give feedback on its Executive Council activities and obtain inputs.

The Summit coincided with the unveiling of Nedlac's 30-year report.

Minister Meth said the report indicates that there is a strong consensus among social partners on the urgent need to address various critical areas. She highlighted among the critical areas of focus: structural reforms; infrastructure development; social security; and strengthening State capacity.

She said she was encouraged that the social partnership priority areas as these are perfectly aligned with the government's strategic priorities: to drive inclusive growth and job creation, reduce poverty, tackle the high cost of living, and build a capable, ethical, and developmental state.

South Africa's Deputy President, Paul Mashatile in his message of support to the Summit said to foster unity the country has extended its 'social compacting' to include all players.

> **The experience of social dialogue and compacting has proved invaluable**

"The experience of social dialogue and compacting has proved invaluable," Mashatile also said Nedlac was key in navigating the complexities of the world.

International Labour Organization (ILO) Director-General Gilbert F. Houngbo said Nedlac's influence in fostering social dialogue has gone beyond the region. Houngbo said the world was facing a myriad of challenges and these are seen as insurmountable.

He challenged Nedlac to draw from its rich past experiences to assist government find sustainable solutions to socio-economic challenges.

Nedlac Executive Director Lisa Seftel said the past year of the organisation's work was characterised by continuity in terms of information sharing, consideration of policies and bills, and government budget planning. She said the organisation had met 92 percent of its targets and processed more bills that were passed by Parliament including achieving a clean audit.

Seftel said the world was an uncertain place. She said the establishment of Government of National Unity presents a number of opportunities. Seftel said Nedlac should pride itself on its rich history of establishing social compacts and staying the course.

"Social partners and Nedlac can move to a new level of partnership, becoming proactive rather than be reactive to crises and government tabling of policies and bills," Seftel said.

She identified the social dialogue organisation priority issues to include: partnership for inclusive growth; employment creation and establishment of public employment schemes; addressing hunger and poverty; supporting labour market transitions; and responsive and capacitated government.

Labour law reform is an ongoing process, she said.

By Shadrack Mashalaba

There is value in social compact – Nedlac social partners



Employment and Labour Minister Nomakhosazana Meth and National Economic Development and Labour Council (Nedlac) social partners have committed to work together and develop a social compact that would ensure the realisation of the objectives of the National Development Plan (NDP).

Addressing a Special Nedlac Executive Committee and her inaugural meeting with Nedlac social partners at the organisation's head office in Rosebank recently, Minister Meth said she was looking forward to future engagements with the social dialogue organisation.

"I am at your service. The protection of workers and the creation of decent jobs is critical for this economy. We need each other to grow this economy.

"All of us are a community. No government can exist/function without workers, no employers can exist without workers, and no employers can exist without government. We need to enter into more open engagements," she said.

The NDP is South Africa's Government's economic plan to eliminate poverty and reduce inequality.

The plan is founded on a number of pillars and aims to achieve several objectives relating to uniting the country to eliminate poverty and reduce inequality; raising economic growth, driving an export-led economy and more labour absorbing; encouraging citizen participation and holding government to account; focusing on key capabilities of people and the country; building on the country's strength and partnerships with international partners; building a capable and development State; and strong leadership.

During the special meeting, various Nedlac made presentations on their work. Some of Nedlac's chambers include trade and industry, freight and transport, and climate change among others.

Nedlac Executive Director Lisa Seftel said the organisation can pride itself on 30 years of existence it needed to reflect on the path ahead.

"While there are differences – there is consensus on key issues. We are committed to ensuring NDP is successful. We have been through tough paths and looking forward to a promising future," she said.

Seftel said Nedlac was committed to working with Government on key issues such as tax incentives, the basic income grant, unemployment insurance, and skills development among others. She also said Nedlac would play a role in dealing with matters relating to food security, labour protection, industrial policy, economic structural reforms and building capacity of the State, and climate change.

She said the problems afflicting local Government were becoming an Achilles heel, "We need to be supportive. If local government fails, small business also fails".

For its part Cosatu General Secretary Solly Phetoe said the organisation was interested in the modernisation of the Unemployment Insurance Fund and Compensation Fund; the unlocking of blockages at the Labour Court; to ensure rights of workers are protected; the finalisation of labour law amendments; amendment of Section 189 and finalisation of amendments to the Occupational Health and Safety (OHS) Act.

By Shadrack Mashalaba

UIF extends services to pregnant women and new mothers through clinic and hospital visits – Gauteng

The Gauteng Provincial Unemployment Insurance Fund (UIF), with assistance from the communication section, took the initiative to visit clinics and hospitals, extending services to expectant women and new mothers. This outreach aimed to provide easier access to UIF benefits, such as maternity benefits, during a critical time in their lives.

By visiting healthcare facilities, the UIF made it more convenient for mothers to navigate the system and secure the financial support they were entitled to.

Pregnant women and new mothers often faced delays in receiving their maternity benefits or were unable to apply at all due to the difficulty of reaching departmental offices, compounded by their physical condition. The Gauteng province had been inundated with calls and concerns regarding maternity benefit delays, prompting the communication team to conclude that meeting these individuals halfway would help reduce such grievances. After reaching out to several hospitals and clinics, all facilities expressed interest in supporting the initiative, ensuring that the Department's UIF officials were welcomed and able to provide services without hindrance.

The Gauteng province plans to continue this initiative in the future, as it is expected to contribute positively to reducing queues at Labour Centres and expedite the processing of maternity claims at clinics and hospitals. By focusing solely on maternity benefits at these locations, officials will be able to process claims more efficiently without needing to handle other types of benefits typically provided at main service points.

By Sekhothali Sekalakala

NEDLAC SUMMIT– SANDTON

National Economic Development and Labour Council (Nedlac) held its 29th Annual Summit in Sandton recently. The Summit coincided with the unveiling of Nedlac's 30-year report.

Nedlac was established in 1995 as a vehicle by which Government, labour, business and community organisations seek to cooperate, through problem-solving and negotiation, on economic, labour and development issues and related challenges facing the country.

The apex social dialogue institution holds the annual summit to give feedback on its Executive Council activities and obtain inputs.

Employment and Labour Minister Nomakhosazana Meth said National Economic Development and Labour Council remains a vital platform in fostering sustainable economic growth, ensuring equitable labour practices, and promoting social justice.

This year's Summit was addressed by South Africa's Deputy President, Paul Mashatile, Geneva-based International Labour Organization (ILO) Director-General Gilbert F. Houngbo, representatives from organised business, organised labour and community.

Nedlac Executive Director Lisa Seftel commended social partners for the sterling work over the past 30 years. Ms Seftel said the organisation had met 92 percent of its targets, processed more bills that were passed by Parliament including achieving a clean audit.

She identified the social dialogue organisation priority issues to include: partnership for inclusive growth; employment creation and establishment of public employment schemes; addressing hunger and poverty; supporting labour market transitions; labour law reform; responsive and capacitated government.




























RESERVED







PES

The Public Employment Services programme is an essential component of South Africa's efforts to combat unemployment and promote inclusive economic growth

The Public Employment Services (PES) programme of the Department of Employment and Labour (DEL) is a cornerstone initiative aimed at assisting workplaces and work-seekers to adjust to changing labour market conditions and enhancing employability in South Africa. The programme's multifaceted approach includes registering job vacancies, facilitating the placement of work seekers, and providing specialised services to vulnerable groups such as people with disabilities, youth, and women. promoting productivity, facilitating employment of foreign nationals, and regulating private employment agencies.

One of the standout features of the PES programme is its commitment to inclusivity and support for marginalised groups. The programme facilitates the transfer of subsidies to designated organisations to promote the employment of people with disabilities, youth, and women. This targeted support is crucial in creating a more equitable job market and ensuring that all individuals have access to employment opportunities.

Moreover, the PES programme plays a vital role in regulating private employment agencies and Temporary Employment Services, ensuring that these entities operate fairly, and transparently and that vulnerable worker seekers are protected from possible abuse. This regulatory oversight helps maintain a balanced and just labour market, protecting both employers and employees.

The Public Employment Services programme is an essential component of South Africa's efforts to combat unemployment and promote inclusive economic growth. Its comprehensive services and regulatory functions make it a valuable asset in the nation's labour market landscape.

The PES programme faces several challenges in its mission to enhance employability and reduce unemployment in South Africa and is in the process of developing innovative ways to address them. One significant challenge is the coordination of various projects. With multiple public and private bodies involved in implementation, ensuring seamless coordination can be difficult. PES is now working with the Programme Management Office in the Presidency to coordinate youth interventions through the National Pathway Management Network. PES has developed a Draft National Employment Policy that also proposes other intervention measures aimed at coordinating employment initiatives.

Additionally, fair recruitment practices are sometimes hard to maintain, which can undermine employment initiatives. As part of addressing this problem, an Employment Services System of South Africa (ESSA) was developed to register and place work seekers in employment irrespective of political, race, region, sex, and religious affiliation. A National Labour Migration Policy and an Employment Services Amendment Bill were also developed to ensure that employment of foreign nationals does not undermine local employment initiatives.

Another challenge that has to do with promoting employment in issues is the social and informal economy, the new era of the fourth industrial revolution, and Artificial Intelligence. A large portion of the labour force operates within these sectors, making it challenging for PES to provide adequate support and services. These groups require specialised support, which is already putting a strain on the programme's resources and capacity.

Despite these challenges, the PES programme remains a vital component of South Africa's labour market strategy, continually working to overcome these obstacles and better serve the nation's workforce.

Individuals can access Public Employment Services (PES) in several ways:

1. Online Portal: You can register and access services through the Employment Services of South Africa (ESSA) online portal available on the Department of Employment and Labour's website. Simply visit www.labour.gov.za and click on "Online Services".
2. Department Offices: You can visit any of the Department of Employment and Labour's offices across the country. Staff at these offices can assist with registration and provide information on available services.
3. Contact Centre: For assistance, you can contact the PES call centre at the Department of Employment and Labour. They can provide guidance and support for accessing various services.

> **For Public Employment Services/ Inspection and Enforcement Services: 0860 101 018/ pescontactcentre@labour.gov.za/ pes@labour.gov.za**

> **For Employment Equity (EE): ee@labour.gov.za**

> **For Labour Registration: registrar.labourrelations@labour.gov.za**

> **Web Self-Service Ticketing System: The Department has also introduced the Web Self-Service Ticketing System (WSSTS) which will aid in further speeding up client service inquiries. The system is available on the Department's website at https://www.labour.gov.za/online-tools/Pages/default.aspx.**

NB: For general DEL services, please visit a DEL office nearest to you.

Operating Monday to Friday, 07:30 16:00

These options make it convenient for individuals to utilise the PES programme and benefit from its employment support services.

The Department of Employment and Labour working for you.

By Petunia Lessing

TRANSFORMING WORKPLACES: THE UNYIELDING COMMITMENT OF SOUTH AFRICA'S INSPECTION AND ENFORCEMENT SERVICES

The Inspection and Enforcement Services (IES) of the Department of Employment and Labour (DEL) has been a cornerstone in ensuring decent work by rigorously regulating both non-employment and employment conditions.

Their primary goal is to achieve compliance with all labour market policies. Over the past five years, the IES has made significant strides in promoting health and safety in the workplace, regulating dangerous activities, and ensuring the use of safe plants and machinery. Regular inspections and follow-ups on reported incidents have been pivotal in maintaining compliance with labour legislation. Additionally, the IES has been proactive in educating stakeholders on labour laws, fostering a culture of compliance, and collaborating with other government departments to enhance enforcement efforts.

The Inspection and Enforcement Services is not solely there to police employers, as others would perceive it to. While a significant part of their role involves ensuring compliance with labour laws through inspections and enforcement actions, they also provide valuable support and information to both employers and employees.

The IES promotes health and safety in the workplace by regulating dangerous activities and the use of plants and machinery. They conduct regular inspections and follow-ups on reported incidents to ensure compliance with labour legislation.

Additionally, the IES educates stakeholders on labour laws to foster a culture of compliance and collaborates with other government departments and stakeholders to enhance enforcement efforts and ensure fair treatment of all workers.

One of the most commendable achievements of the IES has been its unwavering commitment to promoting Occupational Health and Safety (OHS). The launch of a state-of-the-art OHS laboratory stands out as a landmark accomplishment, enhancing the department's capacity to conduct thorough inspections and enforce safety standards. This facility has played a crucial role in significantly reducing workplace accidents and fatalities, thereby improving the overall quality of the working environment in South Africa.

The IES has also been proactive in addressing non-compliance issues. Through regular inspections and follow-ups, the IES has ensured that employers adhere to labour laws, thereby protecting workers' rights. The number of inspectors has been steadily increased to meet the growing demand for inspections. As of 2024, the department boasts a robust team of inspectors dedicated to maintaining high standards of workplace safety and compliance.

From 2019 to 2024, the IES has conducted a substantial number of inspections across various provinces. In 2020/21, despite the challenges posed by the COVID-19 pandemic, the IES conducted 178,489 inspections, achieving a compliance level of 76%. In 2021/22, the IES carried out 312,792 inspections, with 76% of employers found compliant, and enforcement notices were issued to 72,898 non-compliant employers.

In 2022/23, the IES exceeded its target by conducting over 320,000 inspections, with the compliance rate remaining steady at around 76%. Preliminary data for 2023/24 indicates that the IES has maintained its rigorous inspection schedule, with a focus on high-risk sectors and vulnerable workers.

The IES's efforts have led to notable improvements in compliance rates across various sectors. By focusing on high-risk areas and collaborating with key stakeholders such as the Department of Home Affairs and the South African Police Service (SAPS), the IES has made significant progress in ensuring safer and fairer workplaces. These partnerships have facilitated the enforcement of labour laws, particularly in sectors prone to non-compliance. Joint operations with SAPS have led to significant crackdowns on illegal labour practices, while cooperation with Home Affairs has ensured that migrant workers are treated fairly and in accordance with the law.

The IES has not only focused on enforcement but also on education and advocacy. By educating employers about labour legislation and its benefits, the IES has fostered a culture of compliance. However, there is always room for improvement. I suggest increasing the frequency of training programs for inspectors to keep them updated on the latest regulations and enforcement techniques.

Additionally, enhancing digital tools for reporting and monitoring could streamline operations and improve efficiency.

Employers can enhance their collaboration with the IES through several proactive measures. By following guidelines and recommendations provided by the Department of Employment and Labour, participating in training programs and workshops, and conducting regular internal audits, employers can significantly improve their compliance rates. Establishing clear and comprehensive policies and procedures related to compliance, effectively communicating these to all employees, and utilising digital tools for reporting and monitoring compliance are crucial steps.

Creating a workplace culture that values compliance, encouraging employees to report any compliance concerns, and recognising those who contribute to maintaining high compliance standards are essential practices. Maintaining open communication with the IES can provide valuable insights and support, ensuring that compliance practices are aligned with current regulations.

Employers can access information and support from the IES through several channels. The Department of Employment and Labour's website provides comprehensive resources, including guidelines, regulations, and updates on labour laws, where employers can find detailed information on compliance requirements and best practices.

The IES offers training programs and workshops to help employers understand and comply with labour regulations, providing valuable insights into the latest regulations and enforcement techniques. The department also provides digital tools and platforms for reporting and monitoring compliance, streamlining compliance processes, and ensuring timely reporting.

Employers can maintain open communication with the IES by reaching out through official contact points, including phone calls, emails, or in-person visits to regional offices, where IES staff can provide guidance, answer questions, and offer tailored support. Additionally, the IES collaborates with other government departments and stakeholders to enhance enforcement efforts, allowing employers to benefit from joint initiatives and partnerships that promote compliance and fair treatment of workers. By utilizing these resources, employers can ensure they are well-informed and supported in their efforts to comply with labour laws and maintain safe and fair workplaces.

The Inspection and Enforcement Services have made remarkable progress over the past five years. Through dedication, collaboration, and innovation, the IES has overcome challenges and set new benchmarks in labour law enforcement. As it continues to evolve, the IES remains committed to ensuring decent work and safe workplaces for all South Africans. – ***(Ms. Moiloa is Inspector General of the IES branch of the Department of Employment and Labour)***

By Aggy Moiloa



Happy Birthday to you

(Department of Employment and Labour) ...

1924 – 2024

I think most people are happy to celebrate their birthdays every year, it is the one day you can be extremely happy or extremely depressed, of course depending if you are the half full or half empty type of personal and age is a burden to you.

But, let's go on a quick trip 100 years back.

Now not many people get to celebrate a centenary birthday but organisations do have this good fortune especially state departments albeit that they do evolve and may morph over time by the addition of more functions or a shift of functions, a case being the Department of Mineral Resources and Energy or the Department of Public Works and Infrastructure.

These Departments, however, could be renamed in 20 or 50 or even a 100 years from now. The Revenue Service of course is one of the oldest state departments in the world. They have been collecting revenue since forever. You have all heard the saying that there are two things in this life you cannot escape, one being death and the other being taxes.

1860 But, I digress ever so slightly. About years ago in 1924, we were well into the first industrial revolutions in South Africa, kick-started by none other than the discovery of diamonds in about 1860 and approximately twenty years later the discovery of gold (circa 1880), and as they say, **1880** the rest is history.

At the time, South Africa was still under colonial rule so these discoveries led to the influx of people from all over the world to work in the mines and in industry in general. South Africa needed to develop its infrastructure. It needed to establish a transport system to handle the minerals that were mined and needed to be processed. Machines that were involved had to be maintained and built if necessary or imported. Shipping was in place as shipping was one of the primary forms of transport in those days.

The British were naturally well developed in this area having conquered quite a bit of the world back then using ships that travelled west to east and back. The railways needed to be developed fast between the **1924** key cities inland and the major cities on the coast. Air transport would eventually follow and was relatively new in 1924.

South Africa was a different world back then, having come out of two major known as the Anglo-Boer wars at the turn of the century and then moving on into a world known as "World War 1". As if this was not bad enough, South Africa was also experiencing a severe drought as well as a locust plague coupled with a catastrophic period of unemployment. This was a recipe for the unemployed to continue with civil unrest which had already been going on for a number of years, **1922** reaching a peak in 1922 with a number of deaths.

In order to deal with these labour-related issues, a component was working under the auspices of the Department of Mines and Works.

The time had however arrived, given the simmering environment (ongoing civil unrest) to establish a Department to deal directly with labour-related matters.

This gave rise to a new Department being born – the "Department of Labour". Between 25 July 1924 when the functions were formally handed over, and August 1924 when the Government Notice 1305 of 6 August 1924 was published in the Government Newspaper (Stastskoerant) 8 August 2024. The Department comprised of six (6) sections each with its own responsibilities.

1929 Over the past 100 years, the Department would experience the "Great Depression" from 1929 for several years further adding to its already dire situation of unemployment, and another World War **1939-1945** (WW2) from 1939-1945. South Africa would become a Republic in 1961 and would eventually become a Democracy in 1994 with a new Constitution in 1996.

Over the 100 years, the Department would expand its services. The inclusion of all its population in its services became paramount post-1994. Over the years services to all citizens of the Republic were not inclusive and disparities were huge which gave rise to decades of civil strife.

1994 Also, during the past 100 years, the Department has seen several name changes leading up to its current name – "Department of Employment and Labour".

In addition to this change, there have been a number of Acts and Regulations that have been published, ensuring legislation remains relative to the period to ensure that legislation remains relative to the period to ensure that the legislation does not lag far behind in addressing the issue of 'sound labour relations' at the workplace. By being a member of the International Labour Organization (ILO), the Department also ensures that its legislation and services are on par with the rest of the world.

The staffing component is a far cry today from what it was when it first started. The Department now services all nine Provinces at a Provincial and a Regional level (126 Labour Centres) with about 9000 staff members. It also has several state-owned entities that provide services and include amongst others: NEDLAC, CCMA, Productivity SA, etc.

Why not check out the Department's Annual Report to familiarise yourself with its services and its performance? The document is a trove of information.

– (Szana is retired and former Department's Chief Inspector of Occupational Health and Safety. The article was published by Safety First Association)

By Tibor Szana

Guiding Ethical Conduct: The Moral Compass for Senior Managers in the Department

In the Public Service, senior managers hold a critical responsibility in preventing corruption and misconduct.

Their leadership and adherence to a strong moral compass are essential in ensuring that public trust and institutional integrity are maintained. Addressing these issues requires more than policy enforcement - it demands a proactive, ethical approach that permeates every aspect of their roles.

Commitment to Integrity

At the heart of combating corruption and preventing misconduct is an unwavering commitment to integrity. Senior managers must model ethical behaviour in all their actions, demonstrating a clear stand against corrupt practices. Integrity involves making decisions based on fairness and transparency, rather than personal or political gain. This commitment helps create an environment where ethical behaviour is valued and expected.

Promoting Transparency

Transparency is a powerful deterrent against corruption. Senior managers should ensure that all procedures, from financial transactions to recruitment practices, are conducted openly and documented thoroughly.

Implementing systems for regular auditing and reporting further enhances transparency, making it difficult for corrupt activities to go unnoticed. By making processes visible and accessible, managers reinforce a culture of openness and trust.

Enforcing Accountability

Accountability is crucial in preventing misconduct. Senior managers must establish and enforce clear policies and procedures for addressing unethical behaviour. Holding individuals accountable, including taking decisive action against offenders, reinforces the message that unethical behaviour will not be tolerated.

Fostering a Culture of Ethical Conduct

Creating a culture of ethics requires more than just policies - it requires active promotion of ethical values throughout the organization. Senior managers should lead by example, embodying the principles of fairness, respect, and transparency in their daily operations. Encouraging open dialogue about ethical dilemmas and providing regular ethics training helps staff understand and navigate complex situations, fostering an environment where ethical behaviour is the norm.

Implementing Preventive Measures

Preventing misconduct involves implementing preventive measures that go beyond reactive solutions. Senior managers should proactively identify areas of vulnerability within their directorates and address potential risks before they lead to corruption. This can include enhancing internal controls, improving oversight mechanisms, and fostering a climate where employees feel empowered to report unethical behaviour without fear of retaliation.

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Encouraging Whistleblowing

A safe and effective whistleblowing mechanism is vital for uncovering and addressing misconduct. Senior managers must support and protect whistle-blowers, ensuring that they can report unethical activities confidentially and without fear of reprisal. This support not only helps in detecting corruption early but also reinforces the organization's commitment to ethical standards.

In conclusion, senior managers in the Department must wield their moral compass effectively to prevent corruption and misconduct. By committing to integrity, promoting transparency, enforcing accountability, fostering a culture of ethical conduct, implementing preventive measures, and encouraging whistleblowing, they can safeguard the integrity of the Department.

Leadership is crucial in building a transparent, accountable, and trustworthy public sector that serves the interests of all South Africans. – (Dr Roos is Director: Employment Relations at Department of Employment and Labour)



Dr Tina Roos, director ER at the Department of Employment and Labour ... promoting a safe and effective whistleblowing mechanism is vital for uncovering and addressing misconduct.

NEDLAC SPECIAL EXECUTIVE COUNCIL MEETING – ROSEBANK, GAUTENG PROVINCE

Employment and Labour Minister Nomakhosazana Meth and National Economic Development and Labour Council (Nedlac) social partners have committed to work together and develop a social compact that would ensure the realisation of the objectives of the National Development Plan (NDP).

The Minister recently held a Special executive council meeting with Nedlac social partners at the organisation's head office in Rosebank.

During the meeting the Minister was briefed by various chambers of Nedlac such as: Development Chamber, Trade and Industry Chamber, Labour Market Chamber, Energy Work stream, Cost of Living Task Team and Presidential Climate Commission.

















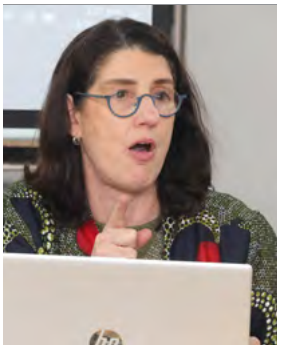














PRESIDENTIAL IMBIZO TSAKANE STADIUM – TSKANE, EKURHULENI

South Africa's President Cyril Ramaphosa continued with government's programme of District Development Model Presidential Izimbizo and the recent one was first under the Govnerment of National Unity (GNU). The latest Imbizo was held on 23rd of August 2024 in Ekurhuleni Metropolitan Municipality at Tsakane Stadium in Gauteng.

The theme of the event was: "Let's Grow South Africa Together" guided by the sub-theme "Leave no one behind". Community members raised a number of issues relating to the poor services derived when visiting government offices, crime, unemployment, substance abuse, shortage of housing, water shortages, blackouts, and access to land among others.

The Imbizo was attended by various Departments from municipalities to national. The Department of Employment and Labour and Ministry were also in attendance. The community of Tsakane and surrounding areas were promised of the launch of Indigent Register, identification of townships to access reliable wifi, addressing unemployment, increasing Gautrain infrastructure and create jobs, partnering with City of Ekurhuleni in a cargo terminal project.













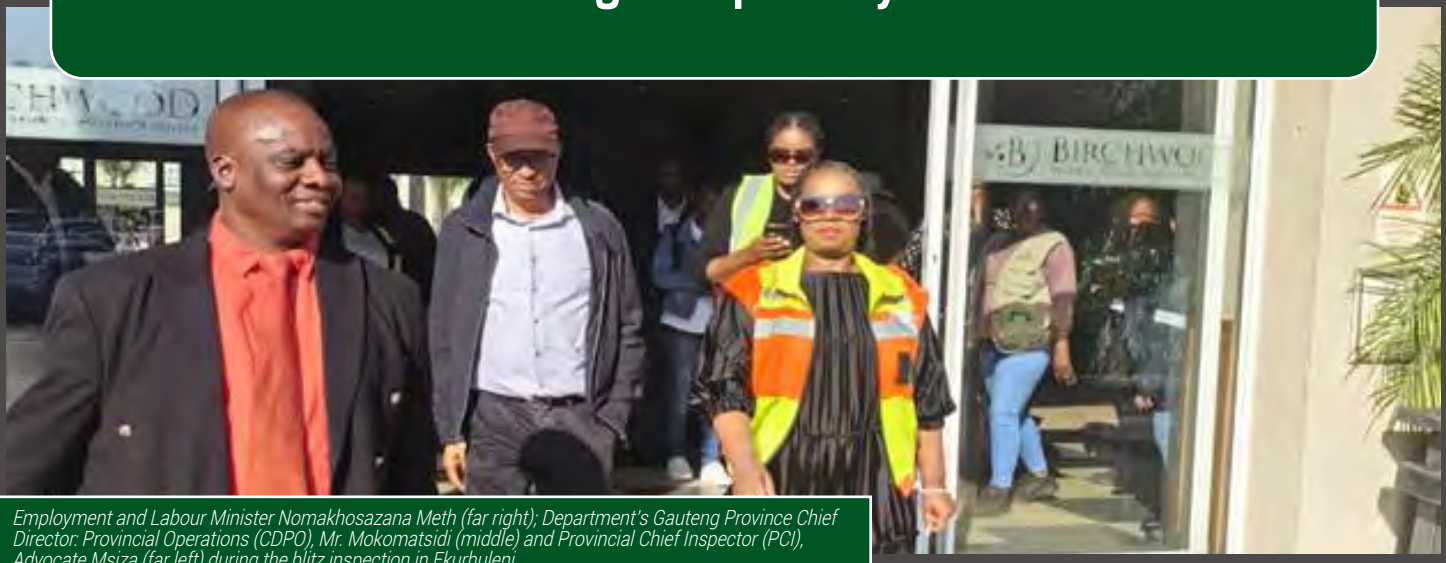








Employment and Labour Minister Meth led compliance crackdown in Gauteng Hospitality's Sector



Employment and Labour Minister Nomakhosazana Meth (far right); Department's Gauteng Province Chief Director: Provincial Operations (CDPO), Mr. Mokomatsidi (middle) and Provincial Chief Inspector (PCI), Advocate Msiza (far left) during the blitz inspection in Ekurhuleni.

The Minister of Employment and Labour, Nomakhosazana Meth, together with Deputy Ministers, Phumzile Mgcina and Jomo Sibiya, led joint inspections during August month in the hospitality sector within Gauteng Province.

These inspections were conducted in collaboration with the National Bargaining Council for Restaurant Catering Allied Trades, the Department of Home Affairs, and the Police. The objective of the inspections was to enforce compliance with various employment laws, including the Occupational Health and Safety Act (OHSA), the Basic Conditions of Employment Act (BCEA), the National Minimum Wage Act (NMWA), the Compensation for Occupational Injuries and Diseases Act (COIDA), the Unemployment Insurance Act (UIA), and the Unemployment Contributions Act (UICA).

The inspectorate teams conducted inspections in Boksburg, Benoni, Brakpan, and Springs, targeting hotels and restaurants. It is worth noting that these inspections were conducted in preparation for the Presidential Imbizo held at Tsakane Stadium recently. Out of 30 hotels and restaurants inspected, only one, the Birchwood Hotel, was found to be compliant, while the rest were found non-compliant.

During these inspections, Chalk Craft Eatery in Daveyton was notably highlighted for its non-compliance.

Deputy Minister Mgcina expressed her concerns about the employment of foreign nationals at this establishment who are in positions that could have been filled by South Africans. She emphasised that these opportunities, particularly for unskilled workers, should be prioritised for South African citizens, highlighting this as an ongoing issue.

From these inspections, several non-compliance notices were issued, particularly regarding the National Minimum Wage Act (NMWA), the Unemployment Insurance Act (UIA), the Compensation for Occupational Injuries and Diseases Act (COIDA), and the Occupational Health and Safety Act (OHSA).

Advocate Msiza, the Provincial Chief Inspector, noted that the employer had also failed to comply with Clause 5 of the National Bargaining Council's Collective Agreement by not paying employees according to the collective agreement. The amount owed to the waiters, based on the collective agreement rate, was yet to be determined by the National Bargaining Council for Restaurants.

Under the Employment Services Act (ESA), the employer was found non-compliant with Section 8(1), as nine out of twelve employees were foreign nationals, and their employment validity could not be verified due to the unavailability of immigration officials from the Department of Home Affairs during the joint inspection at Chalk Craft Eatery in Benoni.

Advocate Msiza further stated that, due to the employer's non-compliance with various employment laws, the Inspection and Enforcement Services (IES) took several actions. Enforcement Notices were issued, and a Prohibition Notice was given regarding non-compliance with gas installations. As a result, the employer was prohibited from using gas stoves, effectively halting operations until compliance was achieved.

Contravention Notices were also issued for other breaches of the OHSA, giving the employer 60 days to comply. Follow-up inspections will be conducted after the notices expire to assess compliance. If non-compliance persists, referrals for prosecution will be made.

Overall, Ms Mgcina raised concerns about the high level of non-compliance with essential employment laws. She said that it is imperative that employers adhere to the regulations to ensure the safety, fair treatment, and well-being of their employees. The department continues to rigorously enforce these laws to protect workers' rights and promote a fair and safe working environment in the hospitality sector.

The Deputy Minister also cautioned that non-compliance with employment laws will not be tolerated. She stressed that employers must understand that failing to adhere to these regulations not only endangers the safety and well-being of their employees but also exposes them to significant legal consequences.

Minister Meth echoed this sentiment, stating, that the Department of Employment and Labour is committed to enforcing these laws rigorously to ensure fair and safe working conditions for all employees. She urged all employers to take immediate corrective actions to comply with the law and avoid severe penalties. These inspections highlighted the ongoing efforts to ensure compliance with employment laws and protect workers' rights in the hospitality sector.

By Sekhothali Lekalakala



Employment and Labour Deputy Minister; Phumzile Mgcina engaging an employer during blitz inspection in Benoni.

UIF Hosts Employer Seminar to Address Compliance Challenges in the Vaal – Gauteng

The Gauteng Unemployment Insurance Fund (UIF) recently hosted an employer seminar at the Riverside Hotel in Vanderbijlpark. The seminar aimed to share information and engage in open discussions with employers regarding compliance challenges in the province. The UIF has observed a low level of compliance among employers, resulting in numerous complaints and delays in processing employee claims.

To address these issues, the UIF has introduced employer advocacy sessions and open days designed to assist with compliance-related inquiries, UIF benefit claims, Compensation Fund inquiries, and other related matters. The seminar also focused on ensuring that employers diligently fulfill their responsibilities, thereby improving and strengthening compliance.

In his opening remarks, Gauteng Chief Director: of Provincial Operations Tshepo Mokomatsidi emphasised the importance of employer contributions and declarations in streamlining processes. He highlighted that the primary challenge facing the Fund is the effective administration of its mandate.

"It is crucial that employers register their employees with the Fund to help us fulfill our role. We greatly appreciate the majority of employers who take their financial commitments to the Fund seriously," he said.

During the seminar - employers had the opportunity to voice their questions, comments, and concerns. Many expressed frustrations with the submission process through SARS, citing a lack of clarity between the two entities. Concerns were also raised regarding the processing of employment terminations.

In response to these concerns, the Acting Director: Declarations and Call Centre at UIF, Nomalan Pillay, acknowledged the issues and committed to addressing them promptly. In addressing the SARS issues, he explained that the UIF registration process is designed to align a company's PAYE number with SARS, ensuring that declaration and contribution assignments are seamless.

Mr. Pillay also emphasised the importance of employers registering their companies or entities with the UIF. He urged employers to submit their payroll files to the UIF monthly, noting that contributions to the Fund must be declared before the 7th day of each month. This ensures proper recording of terminations and facilitates the efficient processing of UIF claims.

The forum concluded with a resolution encouraging employers to regularly visit nearby labour centres for assistance. It was also recommended that the contact details of managers at these service points be publicised to improve transparency.

By Sekhothali Lekalakala



Gauteng Province Chief Director: Provincial Operations (CDPO), Tshepo Mokomatsidi during his opening remarks at the UIF seminar in the Vaal.

UIF Gauteng hosts seminar to empower SACCAWU representatives and boost compliance

The Unemployment Insurance Fund (UIF) in Gauteng hosted a seminar for representatives of the South African Commercial, Catering, and Allied Workers Union (SACCAWU) at Anew Hotel Parktonian in Braamfontein, Johannesburg.

The seminar aimed to educate participants on UIF benefits, qualifying criteria, business processes, and service platforms.

UIF's Director of Beneficiary Services in Gauteng, Dingaan Basimane, emphasised the importance of empowering labour representatives to enhance compliance at the shop floor level. He highlighted the responsibility of employers to register and declare employees within the first seven days of each month, urging union representatives to ensure employers' adherence to these obligations.

Basimane also called on SACCAWU members to advocate for women's rights to maternity benefits, noting that non-compliance by employers often hinders women from claiming these benefits.

Deputy Director for Compliance, Siphamandla Gumede, encouraged union representatives to use the information gained to inform employees about their rights and the UIF claims process. He outlined that unemployment benefit claims must be submitted within 12 months of unemployment, and dependents' benefits within 18 months of a contributor's death. Gumede also explained the benefit payment scale, which ranges from 38% to 60% for the first 238 credit days, and a flat rate of 20% from 239 to 365 days, with higher percentages for low-income earners.

SACCAWU's Wits Regional Deputy Chairperson, Jerry Kea Mokgadi, urged shop stewards to use the knowledge gained for the direct benefit of employees and to educate their members.

By Sekhothali Lekalakala



Devoted to uplift those seeking employment: Nolufefe's story ...

Nolufefe Gwarubana is a Registered Counsellor registered with the Health Professions Council of South Africa and an Employment Counsellor working at the Estcourt Labour Centre in KwaZulu-Natal.

Nolufefe Gwarubana is a Registered Counsellor registered with the Health Professions Council of South Africa (HPCSA) and an Employment Counsellor working at the Estcourt Labour Centre in KwaZulu-Natal. She completed her Bachelor of Psychology Degree at Walter Sisulu University, Masters of Psychology at Nelson Mandela University and currently completing her PhD in Psychology at Nelson Mandela University.

"My motivation to study Psychology was influenced by my background and childhood experiences", says Ms. Gwarubana as she explains that she wanted to understand the mind, human and social behaviour as well as the role of mental functioning in individuals.

Her job involves providing Employment Counselling to work-seekers, Psychometric Assessment and Selection Services, and Career assessment. She conducts interview preparation with work-seekers, work ethics sessions with newly appointed candidates as well as special programmes focusing on youth, small businesses, women, persons with disabilities, and people who have been retrenched.

In the absence of an Employment Services Practitioner, she also performs duties such as canvassing to employers in order to secure job opportunities for the work-seekers.

"Most of the time I become successful in getting opportunities from the employers and I register those opportunities, match the suitable candidates from the Employment Services of South Africa (ESSA), and place the matched work-seekers," she said.

Ms. Gwarubana stated that in Estcourt unemployment is a serious challenge, especially for the youth. There is poverty, a shortage of skills, and few educated youths due to a lack of information or career guidance. To work in such an environment one needs to be creative and innovative. Most of the work-seekers do not have access to technology and network connectivity is also a big challenge.

Online counseling sessions are therefore difficult to conduct. Through networking and collaborating with different stakeholders, she manages to do her work successfully and effectively. She says Ward Councillors are the eyes and ears of the communities so they identify venues and mobilise the unemployed for her to render the counseling sessions.

She explained that for her to be awarded the best performing Employment Counsellor in 2022, she conducted more sessions in the deep rural communities and within the Labour Centre. There is a high rate of retrenchment within the area, so her focus was more on those who visited the Labour Centre for Unemployment Insurance Fund claims. She would group them inside the boardroom and render retrenchment counseling.

She says it is fulfilling when a work-seeker she assisted with interview preparation gets a job and when an individual who was just sitting at home without direction after completing their matric gets enrolled at a tertiary institution.

"Most of the work-seekers that I engaged with, I can proudly say they are employed within the government Departments and the private sector". Her wish is that the Department of Employment and Labour could assist those students from TVET Colleges with in-service training, especially those who studied Public Management.

She says work-seekers need to be focused and goal-driven. Most of them are demoralised and they have lost hope in getting employment. They need to adopt a positive mindset even though the circumstances are not favourable considering the high rate of unemployment. Those who dropped out of school due to a lack of career guidance now have a chance to sharpen their skills and finish their education. They should visit Public Employment Services and speak to the Employment Counsellors who always understand their frustrations.

We would like to thank Ms. Gwarubana for sharing her achievements as an Employment Counsellor and wish that she may continue being impactful in the community in and around Estcourt.

All Work-seekers are more than welcome and encouraged to visit any of the Department of Employment and Labour's labour centres to receive various Employment Counselling services.

The Department of Employment and Labour's Employment Counsellors' contact details are found through this link:

https://www.labour.gov.za/DocumentCenter/Publications/Public%20Employment%20Services/Department%20of%20Employment%20and%20Labour%20Employment%20Counselling%20Unit%20Contact%20Details_Updated.pdf

Alternatively, one may search for the list of the Department's Employment Counsellors' contact details on the Internet.

- Contact Centre Number: 086 010 1018 - (Ms. Ledwaba – is an Admin Clerk from the Department's Public Employment Services (PES) branch in the Employment Counselling unit at Head Office in Pretoria).

By Lydia Ledwaba

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