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25th CEE Annual Report: radical measures needed to have workplaces that are inclusive, diversified and free from unfair discrimination

A Department's labour inspector engaging workers as part of enforcement of labour laws and regulations in the workplace during a recent rigorous multidisciplinary unannounced inspections drive of the construction and hospitality sector in Knysna, Western Cape. The inspections were conducted by Department of Employment and Labour's Inspection and Enforcement Services in the province in partnership with the local Knysna SAPS, as well as Home Affairs's Border Management Authority. The blitz inspection formed part of the Department's service delivery campaign in Knysna.

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Despite progress, child labour still affects 138 "million children globally"

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Transforming South Africa's Labour Landscape: A New Era of Employment and Migration Policies

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Op-Ed WHY SOUTH AFRICA'S UNEMPLOYMENT NARRATIVE NEEDS A RECKONING: BY MINISTER NOMAKHOSAZANA METH

DIARY OF EVENTS

JULY

04 July 2025 = Department's Labour Policy and Industrial Relations (LP&IR) branch meeting

08 July 2025 = Compensation Fund (CF) Exco meeting

08 July 2025 = Department's Labour Policy and Industrial Relations (LP&IR) branch meeting

10 July 2025 = Commission for Conciliation Mediation and Arbitration (CCMA) Exco meeting

15 July 2025 = Productivity SA monthly meeting

15 July 2025 = Unemployment Insurance Fund (UIF) Exco meeting

18 July 2025 = Department's Labour Policy and Industrial Relations (LP&IR) branch meeting

18 July 2025 = National Economic Development and Labour Council (NEDLAC) Manco meeting

18 July 2025 = Unemployment Insurance Fund Manco meeting

23 July 2025 = Department's Public Employment Services (PES) Branch Management Committee (BMC) meeting

24-25 July 2025 = Department's Inspection and Enforcement Services (IES) branch Management Meeting

25 July 2025 = National Economic Development and Labour Council (NEDLAC) exco meets

28-31 July 2025 = G20 4th Employment Working Group (EWG) meeting and, the Labour and Employment Ministers Meeting (LEMM) in George, Western Cape

29 July 2025 = Compensation Fund (CF) Manco meeting

29 July 2025 = Supported Employment Enterprises (SEE) EXCO meeting

29 July 2025 = Unemployment Insurance Fund (UIF) Board meeting

30 July 2025 = Commission for Conciliation

Mediation and Arbitration (CCMA) Governing Body meeting

AUGUST

05 August 2025 = Compensation Fund (CF) Exco meeting

05 August 2025 = Labour Activation Programme Committee meeting

08 August 2025 = Department's Labour Policy and Industrial Relations (LP&IR) branch meeting

09 August 2025 = National Women's Day (national holiday)

10 August 2025 = Commission for Conciliation Mediation and Arbitration (CCMA) Exco meeting

11 August 2025 = Commission for Conciliation Mediation and Arbitration Exco meeting

12-13 August 2025 = Productivity SA monthly meeting

12 August 2025 = Unemployment Insurance Fund (UIF) Exco meeting

12-13 August 2025 = Department's OHS Specialist forum meeting

14 August 2025 = IES Employment Equity Dinner and Awards ceremony

20 August 2025 = Department's Public Employment Services (PES) Branch Management Committee (BMC) meeting

21 August 2025 = Productivity SA board meeting

22 August 2025 = Department's Corporate Services (CS) Branch meeting

26 August 2025 = Compensation Fund (CF) Manco meeting

27 August 2025 = Supported Employment Enterprises (SEE) EXCO meeting

29 August 2025 = Department's Labour Policy and Industrial Relations (LP&IR) branch meeting

29 August 2025 = National Economic Development and Labour Council (NEDLAC) Manco meets

29 August 2025 = Unemployment Insurance Fund Manco Exco meeting

SEPTEMBER

02 September 2025 = Compensation Fund Exco meeting

04 September 2025 = Productivity SA Strategic Planning Workshop

05 September 2025 = Department's Information Communication Technology unit Strategic Planning meeting

05 September 2025 = Department's Labour Policy and Industrial Relations (LP&IR) branch meeting

05 September 2025 = Nedlac Annual Summit

12 September 2025 = Productivity SA Annual General Meeting

16 September 2025 = Unemployment Insurance Fund (UIF) Exco meeting

19 September 2025 = Compensation Fund MANCO meeting

20 September 2025 = Department's Public Employment Services (PES) Branch Management Committee (BMC) meeting

23 September 2025 = Compensation Fund board meeting

25 September 2025 = Department's Corporate Services (CS) Branch meeting

25 September 2025 = Department's Public Employment Services (PES) Branch Management Committee (BMC) meeting

26 August 2025 = Commission for Conciliation Mediation and Arbitration Exco meeting

26 September 2025 = Department's Labour Policy and Industrial Relations (LP&IR) branch meeting

29 September 2025 = Supported Employment Enterprises EXCO meeting

30 September 2025 = Supported Employment Enterprises MANCO meeting

30 September 2025 = Unemployment Insurance Fund (UIF) Board meeting

EDITORIAL



The month of June in South Africa is designated as “Youth Month,” with June 16th celebrated as Youth Day, an official holiday.

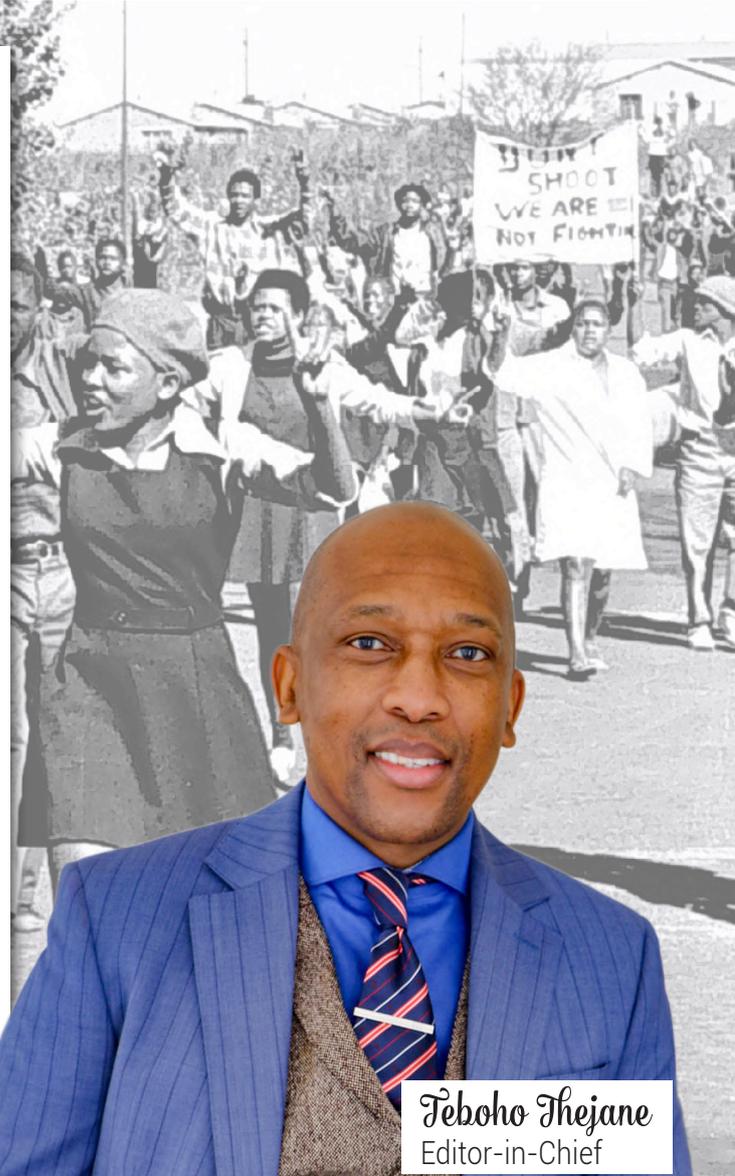
The primary objective of Youth Month and Youth Day is to promote education and skills development among the youth, linking them with available economic opportunities. However, the recent Quarterly Labour Force Survey for Quarter 1 of 2025 has painted a somewhat bleak picture regarding youth employment.

According to Statistics South Africa (Stats SA), the official unemployment rate increased by 1.0 percentage points to 32.9% in the first quarter of 2025 compared to the fourth quarter of 2024. The official unemployment rate rose in six of the nine provinces, with the largest increases recorded in the Northern Cape (3.3 percentage points) and North West (3.2 percentage points). The expanded unemployment rate increased in all provinces except the Western Cape, where it decreased by 0.1 percentage points.

The 2025 National Youth Day and Youth Month were commemorated under the theme: “Skills for the changing world, empowering youth for meaningful economic participation.” Statistics SA reported that many young people are disengaged from the labour market and are not building their skills through education and training, falling into the category of not in employment, education, or training (NEET). This situation highlights the need for fundamental structural changes in the economy. Whether the issue is cyclical, frictional, disguised, seasonal, or structural unemployment, radical interventions are necessary.

Collaboration between the Departments of Employment and Labour, Higher Education and Training, and Women, Youth, and Persons with Disabilities is critical in addressing skilling, inclusion, employability, and employment creation. Recent dialogues on the transition of persons with disabilities into employment, facilitated by Supported Employment Enterprises, saw participation from international partners, NGOs, labour organizations, and academics. These dialogues were significant in discussing policy imperatives, their implications, and practical solutions for upskilling and inclusion, promoting democratic principles of equality, non-discrimination, and inclusion.

The commemoration of Youth Month and Youth Day in South Africa pays tribute to the 1976 Soweto uprisings, a pivotal moment when young people protested against the imposition of Afrikaans as a medium of instruction. This protest was met with brutal force from the apartheid regime, resulting in tragic loss of lives and many young people fleeing the country.



Teboho Thejane
Editor-in-Chief



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



G20 SOUTH AFRICA 2025

A NATION THAT WORKS FOR ALL





Message from Minister Meth

Dear Colleagues and Partners,

As we reach the midpoint of the year, I am pleased to share some of the significant activities and achievements of the Department of Employment and Labour during the month of June.

In this publication, I have included an Op-Ed titled ***“Why South Africa’s Unemployment Narrative Needs a Reckoning”*** for your information. This piece follows a recent article published in June 2025, where Capitec CEO Gerrie Fourie suggested that South Africa’s real unemployment rate might be closer to 10% rather than the official 32.9%. The reaction to his statement was swift and unforgiving. Critics accused him of “madness,” misunderstanding labour metrics, and trivialising the economic struggles of millions. However, amidst the uproar, Fourie touched on a critical issue that we can no longer afford to ignore.

We must be candid. Any figure representing the unemployment rate signifies an ongoing crisis that continues to erode our democratic gains and undermine our efforts to build a more equitable and prosperous society for all South Africans. Concurrently, we must re-examine the fundamental assumptions that shape our understanding of this issue.

As we commemorate the 70th anniversary of the Freedom Charter, our unwavering commitment to protecting workers’ rights remains steadfast. The principles of equal pay for equal work, the right to full unemployment benefits, and a national minimum wage are deeply embedded in our Constitution and continue to guide our efforts.

Despite the persistent challenge of high unemployment, it is clear that government alone cannot create opportunities without robust partnerships with the private sector and civil society. The Government-Business Inter-Ministerial Committee, co-chaired by President Ramaphosa, exemplifies our

collaborative approach to addressing economic bottlenecks and fostering job creation.

Our Department has outlined several strategic responses in the five-year plan for 2025-2030, shifting our focus from compliance and regulatory oversight to proactive labour activation and employment creation. This includes support and funding for various initiatives such as the National Youth Development Agency, Productivity SA, the Temporary Employer/Employee Relief Scheme, the UIF-Labour Activation Programme, the Small Enterprises Development Fund, and the Presidential Youth Employment Initiative.

We have listened to your concerns regarding companies that flout labour laws by employing undocumented foreign nationals. In response, we have tabled the National Labour Migration Policy (NLMP) and the Employment Services Amendment Bill (ESAB). These measures aim to address the exploitation of undocumented foreign nationals and ensure compliance with our legal frameworks.

“Why South Africa’s Unemployment Narrative Needs a Reckoning”

The approval of the NLMP and ESAB by Cabinet marks a significant milestone in the governance of labour migration in South Africa. This comprehensive policy framework is designed to protect South African jobs while ensuring fair treatment for all workers. It introduces key interventions such as labour migration quotas, the attraction and retention of critical skills, regulation of recruitment practices, and protection of migrant workers' rights.

The Employment Equity Amendment Act, despite challenges from the Democratic Alliance, remains a crucial tool for transformation. It introduces flexible employment equity targets that designated employers can set in their employment equity plans, ensuring compliance with sectoral targets. This Act is essential for addressing the imbalances of the past and promoting inclusive economic growth.

The 25th Commission for Employment Equity Annual Report highlights the ongoing challenges in achieving significant shifts in representation. The labour market remains deeply racialized and gendered, with Black Africans, Coloureds, and women—particularly Black women—overrepresented in lower occupational levels. The report calls for decisive action to address these disparities and ensure equitable participation in the labour market.

We urge all stakeholders to use the report as a tool for introspection and transformation. Employment Equity is not only a moral and social matter but also a constitutional human right and a business imperative for global competitiveness. The Department encourages all employers to align with the Employment Equity Amendment Act and its sector-specific targets to ensure equitable representation.

**“
Together, we can
build a future where
every worker is
respected, every job
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accessible.
”**

This month, I had the privilege of attending the 113th International Labour Conference, where I engaged in productive bilateral meetings with our counterparts from India, Mauritius, and Mozambique. These discussions focused on strengthening our collaborative efforts in employment creation, skills development, and labour market policies. Additionally, I had the honour of chairing the African Regional Labour Administration Centre (ARLAC) meeting, where we discussed strategies to enhance labour administration across the continent.

The International Labour Conference (ILC) annual meetings are of paramount importance to our department. Attending these meetings allows us to engage with global leaders, share best practices, and stay updated on international labour standards. The ILC plays a significant role in shaping global labour policies, and our participation ensures that South Africa's voice is heard in these critical discussions.

Our outreach activities in Knysna were a resounding success. The department conducted several workshops and community engagements aimed at raising awareness about labour rights and employment opportunities. These initiatives are part of our ongoing commitment to ensure that all citizens are informed and empowered to access the services and support they need.

As a department, we actively participated in several portfolio committee meetings this month. These meetings are crucial as they provide a platform for us to present our progress, discuss challenges, and receive valuable feedback from committee members. They ensure transparency and accountability in our operations and help us align our strategies with national priorities.

To our clients and stakeholders, I want to express my heartfelt gratitude for your continued support and collaboration. Your contributions are invaluable to our mission. I encourage you all to stay engaged, provide feedback, and work with us to create a fair and inclusive labour market.

As I often say, "Together, we can build a future where every worker is respected, every job is valued, and every opportunity is accessible."

Together, we can build a fair, inclusive, and development-driven labour market that benefits all South Africans.

**Sincerely,
Minister Meth**



25th CEE Annual Report: radical measures needed to have workplaces that are inclusive, diversified, and free from unfair discrimination

CEE Chairperson, Nicole Deokira ... there remains a need for further transformation and equality in the workplace.

Twenty-six years since the inception of the Employment Equity Act (EEA) of 1998, it appears workplace transformation is a merry-go-round.

The 25th Commission for Employment Equity (CEE) still paints a grim picture for many who harbour hopes of upliftment in the world of work let alone being assimilated into the labour market.

"Despite 31 years of democracy and progressive transformative legislation, there remains a need for further transformation and equality in the workplace. Diversity and inclusivity for all those persons previously disadvantaged in the workplace must now be heard, seen, and felt," said Nicole Deokira, Chairperson of CEE.

The CEE is a statutory body established in terms of section 28 of the Employment Equity Act. Its function according to sections 30 to 33 of the EEA is to advise the Minister on Codes of Good practice and regulations made by the Minister, policy, and any other matter concerning this Act.

The latest report by the CEE covers the period from 1 April 2024 to 31 March 2025. This annual report provides the status of employment equity and progress made in the labour market, which is based on the EE data from 2024 EE reports submitted by designated employers in terms of section 21 of the EEA.

In compiling the report the CEE uses the demographic information of the National and Provincial Economically Active Population (EAP) obtained from the 3rd Quarterly Labour Force Survey (QLFS) issued by Statistics South Africa to measure the progress made in the achievement of the objectives of the EEA.

In addition, this report reflects on the EE status of persons with disabilities; the outcome of the barrier analysis conducted by the designated employers in their various workplaces; and concludes with final observations.

The EE Amendment Act, 2022 came into effect from 1 January 2025. In the amended legislation employers with fewer than 50 employees are not designated in terms of their turnover threshold anymore.

The key objectives and implications of the EE Amendment Act, 2022 are as follows:

- To empower the Minister to regulate sector-specific EE numerical targets in order to ensure the equitable representation of suitably qualified people from the designated groups;
- To promulgate section 53 of the EEA for the issuing of the EE Compliance Certificate as a prerequisite for access to state contracts and doing business with any organ of state; and
- To reduce the regulatory burden on small businesses (i.e. those that employ 1 to 49 employees).

For the 25th report, a total of 29 269 reports were submitted covering 7 699 665 employees, which reflects

an increase of 4.5% in reports received and an increase of 4.3% in employees covered for the 2024 report period. Gauteng, Western Cape, and Kwa-Zulu Natal are the three provinces with the highest number of reports and employees covered, according to the report.

The Private Sector (70.8%) is the largest employer and the second largest employer is the Provincial Government (8.3%) in South Africa. Therefore, said the CEE Report the Private Sector can make a valuable contribution towards the overall transformation of the labour market in the country.

The National Economically Active Population (EAP) by Population and Gender Group as produced by Statistics South Africa shows that African Group constitute 81.0% (Male: 43.5%) (Female:37.5%); Coloured Group 8.8% (Male: 4.6%) (Female: 4.2%); Indian Group 2.7% (Male: 1.7%) (Female: 1.0%); White Group 7.5% (Male: 4.1%) (Female: 3.4%).

The report tracks movement at six different occupational levels. At Top Management the Report said that the White population representation at 61.1% is approximately 8 times their EAP and the Indian population representation at 11.9% is more than 4 times their EAP. In contrast, the African population representation at 18.0% is approximately 4 times below their EAP and the Coloured population representation at 6.2% is below their EAP at this occupational level. Foreign National representation stands at 2.8% at this occupational level.

At the Senior Management level, the White population group with an EAP of 7.5% accounted for 47.3% of the representation and the Indian population group with an EAP of 2.7% accounted for 12.3%. The African population group with an EAP of 81.0% accounted for only 28.8% representation and the Coloured population group with an EAP of 8.8% accounted for 8.6% representation at this level. Foreign Nationals accounted for 3.1% of the workforce at this occupational level.

At the Professionally Qualified level, the White and Indian population representation exceeds their EAP in all sectors of the economy. Africans appear to be relatively well represented in the Arts, Entertainment, and Recreation sector, the Water Supply, Sewerage, Waste Management and Remediation Activities sector, and the Public Administration and Defence and Compulsory Social Security sector at this level.

The CEE said female representation is above their EAP at the Professionally Qualified level. This good progress it said should assist in affirming females at the two upper occupational levels, i.e. Senior and Top Management levels.

The Africans are the only population group that is above their EAP in Government, while they are underrepresented in terms of their EAP in the Private Sector at the Skilled technical level. It is worth noting that the representation of Foreign National is 2.3% for both the Government and Private sector at this

occupational level, according to the report.

The representation of Africans is approximately at their EAP and the representation of Coloureds is above their EAP at the Semi-skilled level. The White and Indian representation is far below their EAP at this occupational level. The report said the high representation of Foreign Nationals (1.8%) at this occupational level still remains a concern to the CEE.

Indians and Whites are the only population groups that are below their EAP at the Unskilled level. Considering the high unemployment rate in South Africa, it is crucial that the representation of Foreign Nationals (3.1%) should be monitored and managed at this occupational level, the report noted.

The low representation of females in entry-level jobs highlights the plight of females in accessing equal employment opportunities, even at the lowest occupational levels of the workforce.

The CEE said the representation of persons with disabilities still hovers around 1% of the total workforce and their representation remains low at all six occupational levels.

"There seems to be subtle resistance across various economic sectors to create conducive working environments that are accommodative to the employment of suitably qualified persons with disabilities," CEE said.

The Commission said it has been observed through the analysis of EE data in the report that there is a high representation of Foreign Nationals at every occupational level, which should be a concern to everybody across all economic sectors in the country.

Direct foreign investment may play a role and at times influence the employment of Foreign Nationals at the upper occupational levels, which may be influenced by the holding company that is normally based overseas, said the Commission. The question then remains, why the high representation of Foreign Nationals even at occupational levels where skills are available locally? Asked the CEE.

In light of the above observations, in order to reach equity at the Top Management and all other occupational levels, the CEE believes that multi-pronged strategies should either be strengthened or developed at the sectoral and workplace level.

Therefore, the CEE said it was optimistic that the implementation of the EE Amendment Act and its accompanying EE Regulations will contribute positively as policy tools to address and narrow the racial and gender gaps in order to ensure and create workplaces that are inclusive, diversified, and free from unfair discrimination.

By Shadrack Mashalaba

Department of Employment and Labour Launches Outreach Programme in Knysna

The Department of Employment and Labour, led by Minister Nomakhosazana Meth, commenced a service delivery outreach programme in Knysna, Western Cape, on 4 June 2025. This initiative marked the beginning of a community-focused effort to extend the Department's services beyond traditional office settings, ensuring increased accessibility for all South Africans.

Minister Meth emphasised the importance of bringing government services directly to the people, particularly in areas with limited access to urban centres.

"As part of our ongoing outreach programme, I felt it necessary to personally address the unemployment challenges facing the community of Knysna," said Minister Meth.

During the outreach, Minister Meth announced the rollout of employment opportunities for 1,000 unemployed individuals through the Department's Labour Activation Programme (LAP). This initiative aims to support job creation in collaboration with various private sector partners.

The following companies committed to offering employment and skills development opportunities:

1. **Kaulele Holdings** – 150 opportunities in Technical Support
2. **Cymbol Consulting** – 50 opportunities in Transit Network services
3. **House of Boniwe** – 150 positions in Hospitality (Assistant Chefs),

Field Ranger training, and Carbon Biomass projects

4. **Nova College** – 100 opportunities in Contact Centre operations and System Development
5. **Elgin College** – 500 beneficiaries to receive tailored training and job placements (specific programmes to be confirmed)

Minister Meth reiterated the Department's commitment to community-based service delivery, noting that many citizens face financial and logistical challenges when accessing services in urban centres.

"It is imperative that our Department brings services directly to the communities, especially for those who cannot afford to travel. This outreach is a direct response to that need," she added.

Services provided during the outreach included on-site registration for the Unemployment Insurance Fund (UIF), Employment Services of South Africa (ESSA), and support from the Compensation Fund (CF), including assistance with registration, claims, and compliance.

This initiative underscored the Department's continued focus on inclusive service delivery and job creation, especially in underserved and rural areas.

By Sephewe Tshabalala



Department of Employment and Labour Chief Director: International Relations, Mr Siphon Ndebele accepting a gift from the Department's Ethics Officer Priscilla Msiza. Mr Ndebele accepted the gift on behalf of Mr Siyabonga Hadebe who became the first member of SMS to declare his interests.

The Office of Ethics Officer recently held a special gift presentation in recognition of Mr. Siyabonga Hadebe, a Senior Management Service (SMS) member, for his prompt and exemplary financial disclosure.

The presentation, themed "Be Bold, Uphold the Code," celebrated Mr. Hadebe's commitment to transparency and ethical conduct at the Department of Employment and Labour (Head Office).

Ethics Office recognizes Mr. Siyabonga Hadebe for timely financial disclosure

On April 1, 2025, Mr. Hadebe became the first SMS member in the Department to submit his financial interests for the year. Financial disclosures from SMS members were collected between April 1 and April 30, 2025, in accordance with the Public Service Regulations, 2016.

In Mr. Hadebe's absence, Mr. Siphon Ndebele, Chief Director of International Relations at the Department of Employment and Labour, graciously accepted the gift on his behalf. Mr. Ndebele encouraged other SMS members to follow Mr. Hadebe's example, emphasizing the importance of such disclosures not only for ensuring compliance but also in support of lifestyle audits.

The gift, sponsored by Supported Employment Enterprises (SEE), was presented by Ms. Priscilla Msiza, the recently-designated Ethics Officer. The Ethics Office also took the opportunity to commend all SMS members for their commitment to transparency, which resulted in 100% compliance with financial disclosure requirements.

The primary purpose of financial disclosures is to foster ethical behaviour, manage potential conflicts of interest, and promote transparency within the Department. The Ethics Office expressed appreciation for the dedication shown by all SMS members in upholding the code of ethics and ensuring full compliance.

Congratulations to Mr. Siyabonga Hadebe!

By Sephewe Tshabalala

Register, Declare, and Contribute - Employment and Labour

advocates compliance to employers in Maletswai, Eastern Cape

A person who is employed for twenty-four hours in a month or more must be registered, declared, and pay contributions with the Unemployment Insurance Fund (UIF). This was a key message underscored at an Employer Seminar held at Limakatso Boutique Hotel in Maletswai, Eastern Cape Province.

During the session, the Department of Employment and Labour together with its entities including the Unemployment Insurance Fund, Compensation Fund, Inspection and Enforcement Services as well as Public Employment Services engaged with employers from Joe Gqabi District on various critical aspects of compliance.

Officials presented on Unemployment Benefits paid to contributors when an employment contract has come to an end, In-Service Benefits paid to contributors in instances of Maternity, Illness or when undertaking an Adoption, as well as Death Benefits paid to eligible dependents of a contributor were discussed.

The seminar aimed to brief and remind employers about the Department's services, functions, and expectations. Furthermore, the session was intended to build lasting relations and encourage dialogue for service improvement.

The Department also gave an overview of active job creation interventions introduced through its Labour Activation Programme (LAP). Current active projects in Joe Gqabi District are benefitting at least 310 learners from the area who are being trained in skills such as painting, plumbing, carpentry, bricklaying, roadworks, bricklaying, pig production, mixed farming, early childhood development, and animal production amongst others.

The LAP's objective is to preserve jobs, enhance the employability of unemployed people, and enable entrepreneurship to ensure

meaningful contributions towards employment and the economy.

Delegates heard that a total of 786 inspections were conducted in the District in the 2024/25 financial year where 599 were on BCEA/NMW and 187 on OHS. Five hundred and sixty-two employers were found to be compliant and 37 were in contravention of various labour laws.

Out of the 37 non-compliant employers who were served with enforcement notices, 4 were referred to the Commission for Conciliation, Mediation and Arbitration (CCMA) for prosecution. A sum of R2 176 394.05 was collected by the department from 33 employers who complied with enforcement notices for underpayment of the National Minimum Wage and R207 956 by the CCMA from those who were referred.

Employers were encouraged to register with the Compensation Fund 7 days after a company employed an employee.

Preceding the seminar, the Department hosted a Services to the People Outreach Campaign where services on wheels were rendered to clients in various communities. As part of the outreach the Unemployment Insurance Fund (UIF) paid out a sum of R1 390 560.01 in Unemployment Benefits. Fifty-one out of the 110 approved claims were new applicants.

Employers were furthermore given an overview of Fraud & Anti-Corruption and warned about their repercussions.

The employer seminar intrigued a lot of thought and interaction between the Department and its stakeholders as employers were eager to comply with labour legislation with the guidance of the Department.

By Ziphozihle Klaas-Josefu

UNCLAIMED FUNDS

Is money that belongs to someone,

Please help the GEPF find them

Unclaimed benefits refer to entitlements from a pension fund that have not been claimed or paid to the rightful recipient within a specified timeframe, following a member's departure from the fund.

This scenario often arises due to a variety of administrative or personal issues, and unclaimed benefits often arise in the following common circumstances:

1. Documenta on errors: If the member's exit documentation (such as the Z102 form that is completed when a member departs from the fund) is incomplete, filled out incorrectly, or not submitted, it can lead to benefits becoming unclaimed. This form is crucial for processing the departure and subsequent benefits of the member.

2. Tax compliance issues: The inability of the GEPF to obtain a tax directive from the South African Revenue Service (SARS) can also result in unclaimed benefits. This typically occurs if the member or their beneficiaries have unresolved tax matters, such as not being registered for tax, failing to file a tax return, or other related issues.

3. Discrepancies with banking details: Benefits may be paid to the bank account details on file, but then returned to the GEPF due to issues with the banking details provided. This can happen if the account details are incorrect, the account is frozen or dormant, or if there is an error with the designated pay points.

4. Insu cientinforma onthebene ciary: If a member is deceased, the GEPF might not

have sufficient information to process a claim for a spouse or beneficiary, or the existing information may not be sufficient to allow these beneficiaries to claim their entitlements.

For more information, contact the GEPF on 0800 117 669 or email at enquiries@gepf.co.za

BENEFITS OF RETIREMENT WITH GEPF

Members who retire with the GEPF are guaranteed their pension benefits as per the rules of the GEPF. If you retire with more than ten years pensionable service, the Fund provides a monthly pension that is increased annually to ensure that is increased annually to ensure that the pensioners keep up with the cost of living.

The GEPF provides for normal and early retirement, as well as retirement for medical (ill health) reasons. Members whose employment have been affected by restructuring or reorganisation are also able to receive retirement benefits.

NORMAL RETIREMENT: Sixty (60) years is the normal retirement age for GEPF members. The benefits paid depend on whether a members has less than 10 years' pensionable services, or 10 or more years of pensionable service. Members with less than 10 years' service a gratuity – a once-off cash lump sum

that is equal to their actuarial interest in the Fund. Members with 10 or more years' service receive a gratuity and a monthly pension annuity.

EARLY RETIREMENT: Under certain circumstances, members may retire early, that is before reaching the normal retirement age of 60. Again, the member's years of pensionable service determine the benefits. Members with 10 or more years of service receive annuities and gratuities. These are calculated in the same way as normal retirement, but with a reduction of a third of one percent (0,33%) for each month between the dates of early retirement and normal retirement.

ILL HEALTH AND OTHER RETIREMENTS: Enhanced benefits are paid when members retire for medical reasons, when injured on duty, or when their posts are abolished through organisational restructuring. In these circumstances, members receive both annuities and gratuities if they have more than 10 years of pensionable service. For members with less than 10 years pensionable service, the benefit will be consistent with and not less than the resignation benefit. Members with more than 10 years' service are also paid an annual supplementary amount.

Members who retire with the GEPF are guaranteed their pension benefits as per the rules of the GEPF. The Fund provides a monthly pension that is increased annually to ensure that the pensioners keep up with the cost of living.

(Article sourced from GEPF)



Knysna, Western Cape, Ward 8 community receiving services and awaiting to be addressed by Minister Nomakhosazana Meth. This initiative reaffirms the Department's strategic focus on inclusive service delivery.



Service Delivery On Wheels Programme - Knysna, Western Cape

The Department of Employment and Labour in fulfilment of its mandate recently conducted a service delivery on wheels programme in the Knysna. As part of the initiative business units rendered their services in line with their respective mandates. Some of the business units that provided services included: Unemployment Insurance Fund, Public Employment Services, Compensation Fund and the Inspections and Enforcement Services.

Also, the department conducted in partnership with the South African Police Service, Department of Home Affairs' Immigration Services, Garden Route Municipality and Knysna Municipal Law Enforcement – a inspection of workplaces in the construction and hospitality industries. A number of violations was uncovered including the arrest of undocumented workers and employers.



Minister of Employment and Labour addressing the clients during the first day of integrated service delivery outreach in Concordia, Ward 8, Knysna, in collaboration with 22 stakeholders. The event was hosted at Faith Mission Church.

(Left) Minister Nomakhosazana Meth and (right) Acting Director General, Ms Jacky Mokoane, interacting with the clients in attendance for job opportunities through Labour Activation Programme (LAP).

Date: June 11, 2025



Strengthening Ties for a Future of Decent Work: South Africa and India Enhance Labour Cooperation

Bilateral Meeting with Hon. Dr. Mansukh Mandaviya, Minister of Labour and Employment, Republic of India



Bilateral Meeting with Hon. Dr. Mansukh Mandaviya, Minister of Labour and Employment, Republic of India

Strengthening Ties for a Future of Decent Work: South Africa and India Enhance Labour Cooperation

Date: June 11, 2025

In a significant move to bolster bilateral relations, the Honourable Nomakhoza Meth, Minister of Employment and Labour of the Republic of South Africa, welcomed the Honourable Dr. Mansukh Mandaviya, Minister of Labour and Employment of the Republic of India, for a pivotal meeting aimed at enhancing cooperation in employment and labour

work, driven by technological advancements, green economy transitions, demographic shifts, and persistent inequalities. She emphasized the need for a collaborative response anchored in innovation, solidarity, and foresight, with South Africa and India standing as natural partners in this endeavor.

Historical Context: The meeting highlighted the profound and enduring relationship between South Africa and India, rooted in shared history, common values, and a mutual aspiration for a just and inclusive global order. This relationship was notably commemorated by President Nelson Mandela in 1997, when he signed a historic declaration at the Red Fort, laying the foundation for a strategic partnership between the two nations.

Current Challenges and Opportunities: Minister Meth highlighted the transformative changes in the world of



Progress and Insights: The bilateral cooperation has already seen significant strides. In 2023, South Africa's Department of Employment and Labour conducted a successful study visit to India, focusing on labour inspection systems and enforcement mechanisms. South Africa gained valuable insights from India's e-Shram portal and systemic reforms in occupational safety and health.

Future Collaboration: Looking ahead, Minister Meth proposed structuring the partnership around three key pillars

Strengthening Labour Inspection and Enforcement: Joint capacity-building initiatives for labour inspectors. Technical exchanges to curb informalisation and eradicate exploitative labour practices. **Skills Development and Future-Ready Workforces:** Collaboration on large-scale skills development programmes, apprenticeships, vocational training, and digital skills, especially for informal economy workers and marginalized groups. **Social Protection and Migrant Worker Welfare:** Dialogue on extending and porting social security entitlements for cross-border workers, inspired by India's One Nation, One Ration Card system. Joint positions in BRICS and G20 platforms to advocate for fair, inclusive, and rights-based labour migration frameworks.

Call to Action: Minister Meth called for the expedited conclusion of the draft Memorandum of Understanding (MoU) to serve as the institutional anchor for the long-term partnership. She proposed hosting a technical delegation from India to explore practical cooperation areas and establishing a Joint Working Group to monitor implementation, exchange knowledge, and identify emerging collaboration opportunities.

In the spirit of Ubuntu and India's philosophy of Vasudhaiva Kutumbakam, Minister Meth expressed her gratitude for the visionary leadership of Honourable Dr. Mandaviya and the opportunity to deepen the bonds between South Africa and India. She concluded by expressing hope that the meeting would be a catalyst for renewed purposes and lasting partnership.



#Yazini#DELWorkingForYou

Employment Equity (EE) workshops - East London and Gqeberha

The Department of Employment and Labour, in partnership with the Commission for Employment Equity (CEE) and the Commission for Conciliation Mediation and Arbitration (CCMA) this month started with the national EE roadshows/workshops. The Eastern Cape Province this year had the honour to host the first two workshops in East London and Gqeberha.

The workshops were to engage with various stakeholders in the labour market on the implementation of the 2022 Employment Equity Amendment Act which came into implementation on 1 January 2025.

The 2025 EE workshops were held under the theme: "Bridging the Equity Gap Through Diversity & Inclusion". This year's workshops focused on:

- How to implement the EE Amendments contained in the EE Amendment Act, 2022 and its EE Regulations
- Five-year Sector EE targets for 18 economic sectors;
- Practical demonstration of how to utilise the EE system online facilities to capture EE reports and request EE Certificate of Compliance; and
- Presentation on discrimination disputes referred to the CCMA and the various Courts, in particular, harassment cases, including dispute resolution mechanisms in terms of the EEA.

The workshops were targeted at Employers or Heads of organisations, employees and trade unions, Assigned Senior EE Managers, Consultative EE forum members, Human Resource Managers and Practitioners, Academics, Civil society, and interested stakeholders.



Department of Employment and Labour's Acting Chief Director: Provincial Operations (CD:PO) for Eastern Cape, Patiswa Mboongwana



Department of Employment and Labour, Eastern Cape Specialist Inspector, Lubabalo Kwatsha.



Department of Employment and Labour's Employment Equity (EE) Directorate Director, Ntsoaki Mamashela.



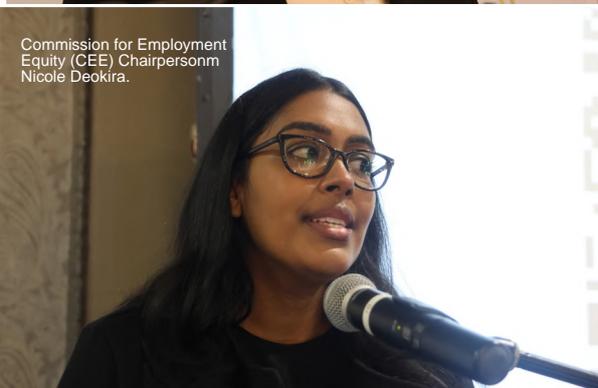
Department of Employment and Labour EE Directorate Practitioner, Christina Lehlokoa



Department of Employment and Labour, Employment Equity (EE) Senior Practitioner, Robert Dzombere



Commission for Conciliation Mediation and Arbitration (CCMA) Commissioner Julius Molefe.



Commission for Employment Equity (CEE) Chairpersonm Nicole Deokira.

Employment Equity (EE) workshops - Gauteng

In pursuing the programme to engage with stakeholders in the labour market on the implementation of the 2022 Employment Equity Amendment Act which came into implementation on 1 January 2025 and the accompanying EE Regulations the province of Gauteng played host to overflowing workshops.

The province workshops were held in Pretoria, Sandton and Vanderbijlpark. The Department of Employment and Labour, in partnership with the Commission for Employment Equity (CEE) and the Commission for Conciliation Mediation and Arbitration (CCMA) this month started with the national EE roadshows/workshops.

The workshops follows the key amendments to legislation. The key objectives of the EE amendments are:

- To reduce the regulatory burden for small employers – that is, those employers that employ between 1 to 49 employees, are now excluded from complying with the provisions of Chapter III of the EE Act since 1 January 2025;
- To empower the Minister to regulate the sector specific numerical EE targets;
- To promulgate Section 53; and
- To strengthen compliance through the issuing of EE compliance certificates.

A total of 18 workshops will be held nationally.

Tax Filing Season opens on 7 July to 20 October 2025

The South African Revenue Service (SARS) is pleased to announce the official start of the 2025 Filing Season, effective from 7 July 2025 to 20 October 2025.

This season marks an important period when SARS will automatically assess the income-tax returns of most taxpayers. The category of taxpayers who are automatically assessed will receive notification from SARS from 7 – 20 July 2025. Taxpayers who do not receive an Auto Assessment notification from SARS and are required to file a tax return can do so from 21 July 2025. Filing Season will close on 20 October 2025 for non-provisional individuals.

SARS urges all taxpayers to prepare their documentation early to check their assessments and to avoid last-minute delays when submitting an income-tax return.

Taxpayers must ensure that their banking details are correct and updated, enabling efficient processing of refunds. To change bank details, taxpayers should first check that their security contact details (email and cell phone number) are up to date on SARS eFiling.

NOTE: there is no need to do anything if your banking details and security contact details have not changed.

Auto Assessment

In line with our strategic objective to make it easy for taxpayers to comply, taxpayers whose tax matters are less complicated are auto-assessed by SARS. Taxpayers who are auto-assessed do not have to file a tax return.

Auto Assessment is made possible by the availability of third-party data received from employers, financial institutions, retirement annuity fund administrators, medical-aid schemes, and more. This enables SARS to complete the tax declaration on behalf of this segment of taxpayers and issue them with an Auto Assessment.

Taxpayers in the Auto Assessment category do not have to do anything if their assessments are correct. Taxpayers of the opinion that SARS has not captured all the necessary information are free to make changes on their tax returns and submit the missing information through eFiling by 20 October 2025. Taxpayers owed a refund will receive it in 72 hours if all their information is correct. If they owe tax, they must pay SARS through their banks (details are given below).

Auto Assessment will work as follows:

1. From 7 July, SARS will send an email or SMS to taxpayers notifying them of that their assessment has been automatically calculated.
2. Refunds will be paid directly into the taxpayer's bank account within 72 business hours after the notification. Money owed to SARS must be paid to SARS through online banking, eFiling, or the SARS MobiApp by the stipulated date.
3. Taxpayers can access their auto assessments through any of SARS's channels, such as SARS MobiApp or eFiling. Taxpayers should review and verify the completeness and accuracy of the information that resulted in the Auto Assessment.
4. Taxpayers who are satisfied that the auto-assessment is correct do not have to do anything further.
5. If the taxpayer finds that there is missing or inaccurate information, pertaining to either income or expenses, which may have affected the outcome, it must be declared to SARS by submitting a tax return in the normal way.

Taxpayers Who Must File a Tax Return (Non-Provisional and Other Taxpayers)

This population represents taxpayers whose tax matters are complex. This population can start filing tax returns from 21 July 2025 until 20 October 2025.

With the exception of Trusts, Provisional taxpayers can submit returns from 21 July 2025 until 19 January 2026. Trusts can start filing tax returns from 20 September 2025 until 19 January 2026.

This year, SARS's support services are improved thanks to:

- More information on SARS's interactive channels.
- Extended customer service hours.
- Updated online filing platforms for easier submission.
- Comprehensive guidance and resources available on our website.
- Increased security measures to protect sensitive information.

We remind taxpayers that their submissions must comply with regulations and deadlines to avoid penalties. For help, use any of our channels:

- **SARS Website:** visit www.sars.gov.za and click on the "Individuals" tab.
- **SARS Online Query System (SOQS):** <https://tools.sars.gov.za/soqs>.
- **SARS WhatsApp:** send "Hi" or "Hello" to 0800 117 277.
- **AI Virtual Assistant:** available 24/7 on the SARS website to answer your queries.
- **Dial *134*7277#:** to access SARS services.
- **SARS YouTube:** visit @sarstax for how-to videos.

No need to visit a SARS branch. If you must, first book an appointment to avoid long queues.



South African Revenue Service

SMS Members! It is important to note that discipline is a crucial management function that should not be overlooked or neglected

Neglecting to report misconduct at work might have detrimental effects that go beyond the present situation. Senior managers who remain silent unintentionally contribute to a culture of concealment and cover-up, which can feed an ongoing pattern of wrongdoing within the Department.

Employee's trust might be lost as a result, morale can be damaged, and a poisonous work environment that stifles creativity and productivity can be produced.

Furthermore, the employees involved may suffer grave consequences if acts of misconduct are not reported. Bullying, discrimination, and harassment at work can cause silent suffering for victims, which can cause long-term psychological and emotional suffering. Not to mention other acts of misconduct. If these occurrences are not reported, the offenders remain unpunished and are free to carry on with their destructive behaviours, harming others and the Department much more.

Ignoring workplace misconduct, whether it be fraud or another type of misconduct, may have serious and negative effects on employees, organisation, and even society at large.

It should be noted that discipline is a management function, SMS members are considered employers and, as such, they have a common law duty to act in the best interest of the employer.

Recently, the Directorate: Of Employment Relations has been flooded with misconduct cases. Upon investigation, the Directorate has found that most of these cases were initially reported to SMS members, who then turned a blind eye and did not report them to Employment Relations for investigation. It has not yet been determined whether there is favouritism from other Senior Managers in reporting some cases while neglecting to report others.

Once misconduct is reported to the manager; any manager, it is the responsibility of managers to promptly forward the information to the Directorate: Employment Relations for investigation. The Department does not tolerate situations where a senior manager or any manager is aware of misconduct but fails to report it for investigation.

Senior managers must take action when they witness misconduct and not turn a blind eye. Senior Managers are reminded to refer to the HRM Circular minute no: D2 of 2024 which states that: "failure to comply with departmental policies will result in consequence management".

Rather than ignoring acts of misconduct, it is recommended that all misconduct be reported to the Directorate: Employment Relations. Protecting someone due to a personal relationship may seem harmless, but it can lead to disciplinary action by the employer in the future.

By reporting misconduct promptly, potential issues can be prevented and a professional work environment can be maintained.

– (Mashau is Assistant Director: Employment Relations)



Department of Employment and Labour's Assistant Director: Employment Relations, Mr Takalani Ananias Mashau ... warning against fiddling.

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Second Elijah Barayi Memorial Lecture - UJ Campus Auckland Park

The Department of Employment and Labour in a partnership with the University of Johannesburg (UJ) hosted the second Elijah Barayi Memorial Lecture as part of worker's months celebrations in May. The lecture is dedicated to honouring the legacy of one of South Africa's most influential labour leaders and the first president of the Congress of South African Trade Unions (COSATU).

Barayi's has been dedicated to improving the working conditions and rights of South African workers cemented his place as a key figure in the country's labour movement. The lecture served a platform to reflect on his enduring contributions while stimulating critical conversations on contemporary labour issues, social justice, and workers' rights. He was born in Cradock in 1930 and passed away in 1994. He was also instrumental in the activities of the National Union of Mineworkers.

In summary, the Elijah Barayi Memorial Lecture Series seeks to stimulate dialogue around contemporary challenges faced by workers, while reflecting on the continued impact of the Barayi generation today.



Ms Jacky Molisane, Acting Director General, Department of Employment and Labour.



Mr Panyaza Lesufi, Premier of Gauteng Province



Ms Nomakhosazana Meth, Minister of Employment and Labour.



Ms Judith Nemadzanga-Tshabalala, Deputy Minister of Employment and Labour



Professor Tankiso Moloi, University of Johannesburg.



Minister Gwede Mantashe delivering the Elijah Barayi Labour Law Lecture.



Esteemed guests listen on into the Elijah Barayi Labour Law lecture.



[LEFT] Mr Mugwena Maluleke, General Secretary for SADTU; [RIGHT] Mr Thembinkosi Mkalipi, Deputy Director General for Labour Policy and Industrial Relations at the Department of Employment and Labour.



[RIGHT] Ms Nomakhosazana Meth, Minister of Employment and Labour and [LEFT] Professor Lethokwa Mpedi, Vice-Chancellor and Principal, University of Johannesburg.



Ms Lizeka Barayi, Granddaughter of Elijah Barayi.



Mr Mzimkhulu Barayi, Son of Elijah Barayi.



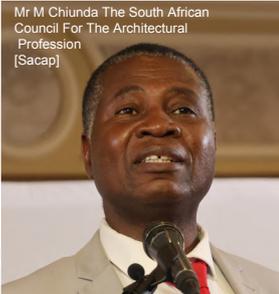
DM Jomo Sibiya



Ms M Ruiters: Chief Inspector
Department Of Employment And Labour



Ms N Lintin: Project Manager
International Labour
Organisation



Mr M Chiunda The South African
Council For The Architectural
Profession
[Sacap]



Mr P Maphaha Senior
Specialist: Construction,
Explosives and MHI,



Mr N Enslin



Mr P Herbst



Mr I Mohapi



Mr S Sibitane



Mr G Nortje



Mr K Wyngaardt



National Construction Health and Safety Seminar - Kempton Park

The Department of Employment and Labour played host when it brought together various stakeholders - including clients, contractors, architects, subcontractors, project employees, suppliers, government authorities and regulatory bodies - to map a strategic cooperation to promote decent work and achieve vision zero in occupational injuries and disease in national construction health and safety conference.

The conference was held under the theme: "Prioritizing Construction Health and Safety". It was held at Kempton Park.

A number of speakers from the department, industry experts, professional bodies and the ILO delivered presentations. Some of the issues under discussion included: Incidents and diseases stats; professionalism in the industry; registration; decent work; and draft construction regulations.

Global employment forecast downgraded by up to 7 million jobs in 2025 amid rising uncertainty

In its latest update of the ILO World Employment and Social Outlook, the ILO identifies geopolitical tensions and trade disruptions as key factors in a weakened economic outlook, leading to slower job growth.

GENEVA (ILO News) – The International Labour Organization (ILO) has revised its global employment forecast for 2025, projecting the creation of 53 million jobs instead of the previously estimated 60 million. This translates into a reduction in global employment growth from 1.7 per cent to 1.5 per cent this year. The drop – which is the equivalent of around seven million fewer additional jobs – reflects a downgraded global economic outlook, as GDP growth is expected at 2.8 per cent, down from a previous projection of 3.2 per cent.

The ILO's latest employment estimates, issued in its new World Employment and Social Outlook (WESO) Update, are based on economic growth projections from the recently released International Monetary Fund's (IMF) April 2025 World Economic Outlook.

In addition, the ILO estimates that close to 84 million jobs across 71 countries are directly or indirectly tied to U.S. consumer demand. These jobs – and the incomes they support – are now increasingly at risk of disruption due to elevated trade tensions. The Asia-Pacific region is where most of these jobs – 56 million – are concentrated. Canada and Mexico, however, have the highest share of jobs – 17.1 per cent – that are exposed.

“We know that the global economy is growing at a slower pace than we had anticipated it would. Our report now tells us that if geopolitical tensions and trade disruptions continue, and if we do not address fundamental questions that are reshaping the world of work, then they will most certainly have negative ripple effects on labour markets worldwide,” said the ILO Director-General Gilbert F. Houngbo.

We can make a difference, and we can do so strengthening social protection, investing in skills development, promoting social dialogue, and building inclusive labour markets to ensure that technological change benefits all.

The report also highlights troubling trends in income distribution. The labour income share – which is the proportion of GDP going to workers – fell globally from 53.0 per cent in 2014 to 52.4 per cent in 2024. Africa and the Americas experienced the largest declines. Had this

share remained unchanged, labour income globally would have been US\$1 trillion higher in 2024, or US\$290 more per worker in constant purchasing power terms. This erosion in the share of global income going to workers puts upward pressure on inequality and highlights a disconnect between economic growth and worker compensation.

The report points to a shift in employment towards high-skilled jobs. Women are leading this trend. Between 2013 and 2023, the share of women employed in high-skilled occupations rose from 21.2 to 23.2 per cent – while the proportion of men in high-skilled occupations was around 18 per cent in 2023. Yet occupational segregation persists, with women underrepresented in sectors such as construction and overrepresented in clerical and caregiving roles.

And while educational attainment continues to rise worldwide, the labour market remains characterized by significant educational mismatches. As of 2022, only 47.7 per cent of workers held qualifications that appropriately matched their job requirements. The share of under-educated workers declined from 37.9 to 33.4 per cent over the past decade, but the share of over-educated workers increased from 15.5 to 18.9 per cent.

The report also addresses the effects of new technologies on the world of work. It finds that nearly one in four workers may find their jobs transformed by generative AI. A larger share of jobs in medium-skilled occupations have some degree of exposure, but a greater percentage of jobs in high-skilled occupations have high exposure, whereby existing tasks could potentially be automated by AI.

“The findings of this report on the employment landscape are sobering, but they can also act as a roadmap for the creation of decent jobs. We can make a difference, and we can do so by strengthening social protection, investing in skills development, promoting social dialogue, and building inclusive labour markets to ensure that technological change benefits all. And we must do so with urgency, ambition, and solidarity,” explained the Director-General.

– (Article sourced from ILO)

DESPITE PROGRESS CHILD LABOUR STILL AFFECTS 138 MILLION CHILDREN GLOBALLY

New report shows an almost 50 per cent reduction since start of century, but world fails to reach elimination targets.

GENEVA/NEW YORK (ILO News) – Nearly 138 million children were engaged in child labour in 2024, including around 54 million in hazardous work likely to jeopardize their health, safety, or development, according to new estimates released by the ILO and UNICEF.

The latest data show a total reduction of over 22 million children since 2020, reversing an alarming spike between 2016 and 2020. Despite this positive trend, the world has missed its target of eliminating child labour by 2025.

The report, titled *Child Labour: Global estimates 2024, trends and the road forward*, released one day ahead of the World Day Against Child Labour and on International Day of Play, underscores a stark reality that while gains have been made, millions of children are still being denied their right to learn, play, and simply be children.

“The findings of our report offer hope and show that progress is possible. Children belong in school, not in work. Parents must themselves be supported and have access to decent work so that they can afford to ensure that their children are in classrooms and not selling things in markets or working in family farms to help support their family. But we must not be blindsided, we still have a long way to go before we achieve our goal of eliminating child labour,” said the ILO’s Director-General, Gilbert F. Houngbo.

According to the data, agriculture remains the largest sector for child labour, accounting for 61 per cent of all cases, followed by services (27 per cent), like domestic work and selling goods in markets, and industry (13 per cent), including mining and manufacturing.

Asia and the Pacific achieved the most significant reduction in prevalence since 2020, with the child labour rate dropping from 5.6 per cent to 3.1 per cent (from 49 million to 28 million children). Latin America and the Caribbean achieved an 8 per cent relative reduction in prevalence and an 11 per cent decline in total numbers, the report notes.

Sub-Saharan Africa continues to carry the heaviest burden, accounting for nearly two-thirds of all children in child labour – around 87 million. While prevalence fell from 23.9 to 21.5 per cent, the total number has remained stagnant against the backdrop of population growth.

“The world has made significant progress in reducing the number of children forced into labour. Yet far too many children continue to toil in mines, factories or fields, often doing hazardous work to survive,” said Catherine Russell, UNICEF’s Executive Director.

“We know that progress towards ending child labour is possible by applying legal safeguards, expanded social protection, investment in free, quality education, and better access to decent work for adults. Global funding cuts threaten to roll back hard-earned gains. We must recommit to ensuring that children are in classrooms and playgrounds, not at work.”

Sustained and increased funding – both global and domestic – is needed more than ever if recent gains are to be maintained, warn the agencies.

Reductions in support for education, social protection, and livelihoods can push already vulnerable families to the brink, forcing some to send their children to work.

Meanwhile, shrinking investment in data collection will make it harder to see and address the issue.

Child labour compromises children’s education, limiting their rights and their future opportunities, and putting them at risk of physical and mental harm. It is also a consequence of poverty and lack of access to quality education, pushing families to send their children to work and perpetuating inter-generational cycles of deprivation.

Boys are more likely than girls to be involved in child labour at every age, but when unpaid household chores of 21 hours or more per week are included, the gender gap reverses, the report notes.

Since 2000, child labour has almost halved, from 246 million to 138 million, yet current rates remain too slow, and the world has fallen short of reaching the 2025 global elimination target. To end it within the next five years, current rates of progress would need to be 11 times faster.

To accelerate progress, UNICEF and ILO are calling for governments to:

Invest in social protection systems, especially for vulnerable households, including universal child benefits, so families do not resort to child labour.

Strengthen child protection systems to identify, prevent, and respond to children at risk, especially those facing the worst forms of child labour.

Provide universal access to quality education, especially in rural and crisis-affected areas, so every child can learn.

Ensure decent work for adults and youth, including workers’ rights to organize and defend their interests.

Enforce laws and business accountability to end exploitation and protect children across supply chains.

About UNICEF

UNICEF, the United Nations agency for children, works to protect the rights of every child, everywhere, especially the most disadvantaged children and in the toughest places to reach. Across more than 190 countries and territories, we do whatever it takes to help children survive, thrive, and fulfil their potential.

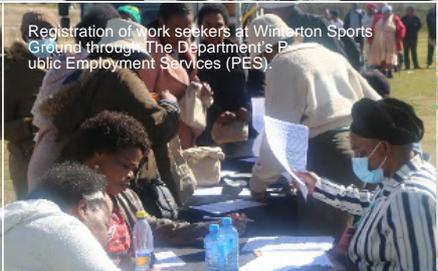
– (Article sourced from ILO)



Deputy Minister Jomo Sibiya



Department's officials from Unemployment Insurance Fund (UIF), offering services to clients at Khethani Sports Ground.



Registration of work seekers at Winterton Sports Ground through The Department's Public Employment Services (PES).



Dr. Nandipha Khahla

Deputy Minister Jomo Sibiya



“The way of doing things must follow due process, no one is above the law” - Deputy Minister Jomo Sibiya

On 31 May 2025, Deputy Minister of Employment and Labour, Jomo Sibiya, emphasised the importance of due process and legal compliance during a labour advocacy session in Winterton, uThukela District.

Speaking to farmworkers and employers, Deputy Minister Sibiya reinforced the Department’s commitment to upholding labour laws, particularly in the agricultural sector, and announced upcoming farm inspections in response to worker complaints.

He addressed concerns about the employment of undocumented foreign nationals, stressing that “no one is above the law”, and called on communities to report unfair labour practices. He also highlighted the need for collaboration with local leaders and municipalities to address employment challenges.

Additionally, Mr. Sfiso Ndlovu from the Commission on Restitution of Land Rights (CRLR) reported progress on land claims in KwaZulu-Natal, with over 13,000 of 14,808 claims lodged by 1998 already settled. He noted that 40,277 new claims were submitted during a second window (2014–2016), and these are being processed under the Restitution of Land Rights Act.

Mayor V.R. Mlotshwa of uKhahlamba expressed appreciation for the Department’s work in addressing labour and land issues in the region.

By Sephewe Tshabalala

Briefing to Portfolio Committee on the Unbundling and Reconfiguration Project Update

On 9 June 2025, the Department of Employment and Labour (DEL), led by Deputy Minister Judith Nemadzinga-Tshabalala, presented a comprehensive update to the Portfolio Committee on the progress of the Unbundling and Reconfiguration Project.

This initiative originated from the 2019 proclamation that redefined the Department of Labour as the Department of Employment and Labour, thereby expanding its mandate to include a stronger focus on employment.

In response, DEL initiated a restructuring process in April 2023, supported by external consultants. Simultaneously, the Compensation Fund (CF) and Unemployment Insurance Fund (UIF) began an Architectural Review in March 2022, which concluded in September 2023.

The review recommended that both Funds be unbundled from DEL and reconstituted as PFMA Schedule 3A National Public Entities. It also emphasised the need for performance improvements, particularly in Public Employment Services (PES) and Inspection and Enforcement Services (IES).

The transformation programme was structured into three progressive phases: Stabilisation, Repurposing, and Modernisation. The Stabilisation phase focused on immediate, high-impact interventions to relieve operational pressure and stabilise service delivery.

The Repurposing phase aimed to align organisational structures and capabilities with the future-state vision, including legislative and strategic enablers. The final phase, Modernisation, was designed to upskill staff, re-engineer processes, and enable technological independence, positioning the Funds for sustainable operation as autonomous entities. Six dedicated workstreams were established to support this transformation, covering strategy and policy, finance and risk, communication and change management, human resources, technology, and legal matters.

During the Stabilisation phase, the department implemented several key initiatives. One of the most notable was the development of an interactive, AI-powered website for the Compensation Fund, which significantly enhanced client engagement, improved organisational visibility, and supported staff productivity. This initiative aligned with broader government programmes such as Operation Yazini and Operation Vulindlela, promoting digital transformation and compliance with the Protection of Personal Information Act (POPIA).

Another critical intervention was the enhancement of cyber risk management and oversight. This addressed cybersecurity gaps identified in previous assessments and aligned with recommendations from the Auditor-General of South Africa (AGSA) and PwC. The initiative aimed to ensure business continuity, safeguard financial systems, and foster a culture of cybersecurity awareness across the organisation.

The Repurposing phase built on the foundation laid during Stabilisation and focused on long-term structural transformation to enable CF and UIF to function independently. Legislative and governance realignment efforts included the drafting of Bills to establish independent Boards for the Funds, with Commissioners appointed as Chief Executive Officers. These Bills also included transitional provisions for the transfer of assets, staff, and records from DEL.

The operating model was redesigned to separate policy oversight from service delivery, with revised conceptual models for CF and UIF that reflected autonomous functions such as investment management, legal services, and compliance. Workstreams were mobilised with clear terms of reference, and capacity-building initiatives were embedded to ensure readiness for autonomy.

A detailed legislative roadmap was developed to guide the transition. Internal confirmation and updates to the draft amendment Bills were completed, with approval of the principles of the Bills by the Executive Committee and the Minister targeted for 30 June 2025.

Finalisation of the SEIAS reports and the Bills for submission to the Office of the Chief State Law Adviser (OCSLA) was also scheduled for completion by the end of June 2025. The submission of the Bills to Cabinet for permission to release them for public comment was targeted for 30 September 2025.

The public consultation process was expected to begin with the gazetting of the Bills on 21 January 2026, followed by updates to the Bills based on public input by 14 March 2026. The introduction of the Bills in Parliament was planned for 31 March 2026, with subsequent parliamentary processes leading to final approval and presidential assent. The overall target for full implementation and proclamation was set for April 2027.

Looking ahead, the next steps include finalising and submitting business cases for the reconfigured DEL, UIF, and CF. Legislative amendments to the UIF and COID Acts will be facilitated to enable parliamentary processing, and supporting regulations will be developed if necessary. The department will also continue to support the planning and implementation of transitional arrangements, alongside ongoing change management and communication efforts to ensure a smooth and effective transformation.

This transformation marks a significant milestone in the evolution of the Department and its associated Funds. Staff are encouraged to remain engaged and informed as the department advances toward a more efficient, autonomous, and service-oriented future.

By Petunia Lessing

Strengthening Global Worker Protections: South Africa's Leadership in ILO Biological Hazards Standard Setting



Ms. Bulelwa Huna: Director Occupational Health and Hygiene (DEL)

South Africa has played a central and highly commendable role in the development of the International Labour Organization's (ILO) new Convention and Recommendation on the Prevention and Protection against Biological Hazards in the Working Environment. Under the dedicated leadership of Ms. Bulelwa Huna, Government representative of South Africa, the country's contributions were not only instrumental in shaping the landmark Convention adopted at the 113th Session of the International Labour Conference (ILC) in 2025, but also in the drafting of the foundational 2022 ILO Technical Guidelines on Biological Hazards.

South Africa's commitment to inclusive and representative social dialogue was further demonstrated through the active participation of Ms. Riefdah Ajam, Secretary General of FEDUSA, and representatives of Business Unity South Africa (BUSA), Mr. Sean Chester (2024) and Mr Deon Swanepoel (2025), in the 2024 and 2025 standard-setting sittings. Their involvement ensured that both worker and employer perspectives were meaningfully integrated into the development of the new instruments, reinforcing the recognition of occupational health and safety (OHS) as a fundamental right and principle at work—as affirmed by the ILO's landmark 2022 decision and enshrined in South Africa's Bill of Rights.

The ILO Technical Guidelines, adopted by the ILO Governing Body at its 346th Session in November 2022 (GB.346/INS/17/3), were developed by a group of international specialists and endorsed by a tripartite meeting of experts held in Geneva from 20 to 24 June 2022. South Africa stood out as the sole SADC

Member State to participate in and contribute to this critical process. These guidelines provide essential principles for governments, employers, and workers for the effective management of biological hazards in the workplace, in alignment with ILO standards. Their adoption marked a significant step toward addressing a long-standing normative gap in occupational safety and health (OSH) related to biological risks—one that has become increasingly urgent in light of global health challenges.

At the fourth sitting of the Committee, Ms Bulelwa Huna was appointed as a Reporter, working alongside a diverse Drafting Committee composed of representatives from governments, employers, and workers. Her contributions were instrumental in maintaining constructive dialogue and fostering compromise on complex and, at times, contentious issues.



Dr. Deon Swanepoel (PhD): Exposure Control Scientist-Registered Occupational Hygienist



The Committee held 20 sittings and reviewed 354 proposed amendments to the draft instruments. These deliberations were further enriched by informal tripartite consultations held in April 2025, which significantly enhanced the quality and depth of discussions during the International Labour Conference. During these consultations, South Africa actively advocated for an expanded definition of biological hazards to ensure the inclusion of toxins of plant and animal origin—addressing a critical normative gap. Additionally, the Government of South Africa mobilized support within the Southern African Development Community (SADC) to build regional consensus on key provisions, demonstrating strong leadership and effective coalition-building. As a result, the expanded definition gained the support of the European Union and was ultimately adopted.

The final Convention reaffirms occupational health and safety as a fundamental right at work—a principle formally recognized by the ILC in 2022. It introduces a clear definition of “biological hazard,” along with related concepts such as exposure, biological risk, and risk evaluation by competent authorities. Member States are called upon to integrate biological hazards into national OSH policies, developed in consultation with the most representative organizations of employers and workers.

The Convention establishes comprehensive preventive and protective frameworks, clearly defining the responsibilities of governments, employers, and workers. It emphasizes the development of preparedness strategies, robust occupational health services, effective systems for recording and reporting incidents, and access to employment injury benefits. The accompanying Recommendation provides detailed guidance to support implementation, including examples of biological hazards, modes of transmission, and best practices for managing sector-specific risks, outbreaks, and pandemics.

The Committee’s report was presented to the Conference Plenary on 13 June 2025 by Ms Huna, who highlighted the importance of the new instruments in strengthening workplace safety across the globe. Her presentation was followed by statements of strong support from the Worker and Employer Vice-Chairpersons, as well as from several national representatives. During the plenary vote, the Convention received overwhelming approval—with more than 400 votes in favour, including from South Africa.



Ms. Riefdah Ajam: General Secretary of FEDUSA

This achievement marks a historic milestone in the development of international occupational safety and health standards. It also aligns with the African Union’s Agenda 2063 by promoting sustainable development and resilient health systems. Through the leadership of Ms Huna and the active engagement of the South African delegation, Africa has taken a prominent role in shaping the global OSH agenda and championing the rights and protections of workers worldwide.

This success would not have been possible without the steadfast support and guidance of Minister Nomakhosazana Meth, the support of Acting Director-General Ms Jacky Molisane, and the commitment of Inspector-General Ms Aggy Moiloa. Their leadership, along with the dedication of the entire South African delegation, was instrumental in preparing for the presentation of the Committee’s report to the Conference Plenary and in ensuring that South Africa’s voice remained strong and influential throughout the plenary discussions.

By Bulelwa Huna



Minister
Nomakhosazana Meth

WHY SOUTH AFRICA'S UNEMPLOYMENT NARRATIVE NEEDS A RECKONING

BY NOMAKHOSAZANA METH WRITES IN HER CAPACITY AS MINISTER OF EMPLOYMENT AND LABOUR

In June 2025, Capitec CEO Gerrie Fourie suggested that South Africa's real unemployment rate might be closer to 10% than the official 32.9%, the reaction was swift and unforgiving. Critics accused him of "madness," misunderstanding labour metrics, and trivialising the economic struggles of millions. But amid the furore, Fourie touched a nerve, one we can no longer afford to ignore.

We need to be forthright. Any figure of the unemployment rate represents an enduring crisis that continues to erode our democratic dividend and undermine our efforts to build a more equitable and prosperous society for all South Africans. At the same time, we must all visit the fundamental assumptions guiding our understanding of the problem itself.

What if the way we measure unemployment is not just analytically contested but structurally flawed? What if the very tools we rely on to understand our labour market are obscuring its most vital dynamics? This is not to say that our government, through Statistics South Africa, has been dishonest or missed the point through the years, but rather that the instruments and definitions used, while internationally accepted, may not fully capture the unique complexities and realities of South Africa's diverse economy, particularly its significant informal sector.

South Africa's massive informal sector fundamentally challenges standard unemployment metrics. Millions officially classified as 'unemployed' are actively engaged in vital, though precarious, economic activities, such as street vending, waste recycling, home-based production, subsistence farming and numerous micro-services. These generate essential income and sustain communities, forming a vast parallel economy.

Therefore, standard definitions, which prioritise formal employment structures like fixed hours, registered businesses, and regular wages, fail to capture this fluid, irregular, and self-directed work, misrepresenting significant economic participation as idleness. The fact that one is not seeking

employment, is discouraged, or does not report any 'income' or 'wage' in the conventional sense, should not imply economic inactivity or irrelevance.

Our unique economic landscape, shaped by historical exclusion and inequality, demands context-sensitive metrics. The rigid employed-unemployed binary obscures critical nuances, including underemployment, sporadic work, unpaid family labour and discouraged workers who actively survive informally. Relying on tools designed for smaller informal sectors misdiagnoses exclusion and risks policies that fail to support or integrate this vital economic segment.

Admittedly, the official unemployment rate, derived from Statistics South Africa's Quarterly Labour Force Survey (QLFS), uses International Labour Organisation (ILO) standards, as rightly confirmed by our Statistician-General, Risenga Maluleke. It is important to acknowledge that although the ILO provides a standardised framework for measuring unemployment, it has limitations.

A key limitation is the exclusion of "discouraged workers," those who have stopped actively seeking work, from the official count. This can lead to an underestimation of the true extent of unemployment, particularly among women. Additionally, the ILO definition relies on individuals actively seeking work in the past four weeks, which may not capture those who have been unemployed for extended periods and may have become less active in their job search. These standards are internationally recognised and sound in principle; however, they have limitations. They were likely designed for economies where formality dominates, yet they tend to undervalue the reality of emerging markets where survivalist and informal economies are not only widespread but essential. It is necessary to emphasise that South Africa has a particularly complex labour market: sophisticated in parts yet exclusionary in others.

Many South Africans are not unemployed in the literal sense; they work long hours selling food on the roadside, fixing shoes, braiding hair, or delivering packages via digital platforms. However, because their activities often lack legal status, banking records, or employer verification, they are statistically invisible

This invisibility is not benign. As Michel Foucault noted, how a state “sees” its citizens, through censuses, surveys and indicators, is not just descriptive but political. It determines where resources flow, which sectors are prioritised, and who is included in the policy imagination.

Across the Global South, countries with expansive informal sectors report strikingly low unemployment rates. India, with an informality rate above 90%, records unemployment rates under 5%. Mexico, Nigeria, Zimbabwe and Ethiopia—despite structural challenges—report similarly low rates. South Africa, with an informal economy estimated to comprise 40% of total employment, somehow reports the highest unemployment rate in the world.

South Africa informal economy

40%

There is a profoundly troubling reality in our labour market, mirroring trends across the Global South: the relentless informalisation of the African worker. As scholars like Guy Standing illuminate, this creates a growing 'precariat' or workers stripped of stable contracts, benefits and legal protections, existing in perpetual insecurity. This is evident in models like Shoprite's Sixty60 delivery service. Reports suggest deep labour rights transgressions and potential circumvention of migration laws, potentially relying heavily on vulnerable foreign nationals and drivers operating without proper licensing.

While such practices may fuel corporate profits and boost tax collections, they fundamentally erode worker dignity and flout our migration laws. Enhanced tax revenue may be problematic when achieved through the systemic exploitation and informalisation of labour. We urgently need businesses committed to ethical conduct, recognising that loyal and honest citizenship demands treating workers with dignity, not as disposable cost centres.

This crisis reflects our nation's unresolved struggle: building a vibrant economy that simultaneously protects labour rights. Our history is one where economic progress was built upon the foundation of cheap, exploitable black labour. Disturbingly, many companies remain anchored in this unpalatable logic. Their substantial profits are too often subsidised by poverty wages and resistance to adhering to labour laws, perpetuating a modern form of exploitation. The Shoprite case highlights a critical flaw in our current statistical lens: even those formally recognised as 'employed' can face severe decent work deficits – insecure incomes, unsafe conditions and denied benefits—which our rigid metrics fail to capture. Formal employment status, in such contexts, offers no guarantee of dignity or security.

The human cost of this informalisation extends far beyond wages into wellbeing and visibility. Informal wage workers at the foot of the formal economy, such as Sixty60 riders, face significantly heightened health and safety risks due to unregulated work environments. In South Africa, informal workers experience injury rates 2-3 times higher than their formal counterparts, alongside severe psychological stress, with women disproportionately affected.

Critically, this precarity is structurally reinforced, since only 10.7% of informal enterprises hold municipal licenses, thereby denying workers access to basic infrastructure and legal recourse. Unlike the often entrepreneurial, family-driven informality seen in parts of West Africa or South Asia, South Africa's informal sector reflects not prosperity, but our dogmatic fixation on formality. Suppressing informality does not create formality; instead, it traps workers in a vulnerable, invisible underclass.

The Sixty60 paradox, characterised by soaring profits and tax contributions alongside alleged deep-seated worker indignity, exposes the dangerous fallacy of equating state revenue with societal well-being or ethical progress. True dignity requires labour security and voice, neither of which is inherent in precarious gig work. To turn moral clarity into action, we will work with other government entities, including Statistics South Africa and the National Treasury, to address our concerns. We will also ramp up our labour inspection efforts to improve enforcement and compliance.

South Africa informal workers

Injury rates 2-3 times higher

Our view is that this disconnect is not purely economic but methodological. We could be using the right tools for the wrong terrain. Again, we must stress that this is not about pushing the black majority further into an abyss; we acknowledge vast swathes of surplus labour that continue to characterise the South African labour market. However, our immediate concern is solely whether the statistical measures accurately reflect the nature of economic activity, particularly informal survivalist efforts, within this complex reality.

As the Department of Employment and Labour, we are addressing this definitional challenge. In our internal policy discussions, we are advancing a more nuanced classification of employment, distinguishing between formal unemployment (individuals actively seeking or available for formal sector work) and economic participation (those actively engaged in the informal economy or self-employed outside regulated sectors). This is not an attempt to mask the crisis or rewrite history. Instead, it is a genuine bid for clarity, so that policymakers, economists and communities alike can operate from a shared and realistic understanding of South Africa's

Yet, our data underscore a profound crisis: official unemployment stands at 32.9%, rising to 43.1% under the expanded definition (which includes discouraged job seekers). Youth unemployment (15–24 years) is staggering at 62.4%, while graduate unemployment stands at 11.7%, revealing deep-seated structural challenges, even for the educated. Furthermore, there are currently 3.8 million young people classified as NEET (Not in Employment, Education or Training). These figures demand urgent, comprehensive reform and a labour market framework that recognises the diverse forms and complex realities of all economic activity, both formal and informal. Behind each statistic lies a human story of effort, ambition, exclusion and resilience.

3.8 million
Classified as NEET

Not in Employment, Education or Training

It is essential to stress that this resilience should not be mistaken for success; the informal sector is not thriving, but merely surviving under conditions of precarity and exclusion. Research from the UCT-Harvard Growth Lab identifies South Africa's informality rate as "abnormally low" relative to peer economies, not due to prosperity, but rather to state-imposed constraints, including hostile zoning laws, bureaucratic red tape and over-policing.

Crucially, unlike entrepreneurial, family-driven informality in West Africa or South Asia, South Africa's informal economy is

predominantly employee-based, precarious and excluded from support systems. This vulnerability is strikingly illustrated by the fact that only 10.7% of informal enterprises held a valid municipal licence in 2023. These figures demand urgent, comprehensive reform and a labour market framework that recognises the diverse forms, complex realities and systemic barriers facing all economic activity, both formal and informal.

We need to distinguish between informal and illegible. Just because someone is not counted does not mean they are not making a contribution. If we want a policy that reflects the realities on the ground, we need new tools. A hybrid data ecosystem, combining the QLFS with alternative indicators such as mobile money flows, anonymised bank transaction data and digital platform work patterns, can provide a more complete and human-centred picture of labour in South Africa. Crucially, unlocking this invisible economy requires collaboration. Private sector players, including Capitec, which processes billions of township-based transactions annually, may hold part of the key to decoding our invisible economy. However, this must be done with ethical safeguards, public oversight and institutional collaboration, not in corporate isolation.

Gerrie Fourie may have overstated his case, but he also illuminated a critical truth: our unemployment narrative is not just technical; it is moral. A country that fails to see the economic contributions of its people no matter how unorthodox, fails to recognise and thus harness its potential.

We are at a crossroads. Either we continue to wage policy wars based on partial metrics, or we build a statistical framework that honours the full complexity of labour in South Africa. One pathway leads to ongoing crises, while the other results in inclusive renewal.

Let us choose to see. Let us choose to count. Let us choose to act.

We need to distinguish between informal and illegible

Just because someone is not counted does not mean they are not making a contribution.



Connecting Youth to Opportunities!

The National Pathway Management Network (NPMN) links unemployed youth to learning and earning opportunities. Breaking barriers and improving access to economic opportunities.

#Yazini #JobCreation #BusinessCollaboration #SMMES #YouthEmployment

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Employment Services Amendment Bill (ESAB)

Strengthening Employment Services!

The Employment Services Amendment Bill (ESAB) is here to enhance labour migration governance, ethical recruitment, and skill transfer plans. Together, we can create a thriving job market for all

#Yazini #ESAB #EmploymentServices #LabourGovernance #SkillTransfer

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NATIONAL LABOUR MIGRATION POLICY (NLMP)

Empowering South Africa's Workforce!

Introducing the National Labour Migration Policy (NLMP) - A blueprint for a fair, inclusive, and development-driven labour migration system. Protecting South African jobs while ensuring dignity and fairness for all workers.

#NLMP #SouthAfrica #LabourMigration #JobProtection #FairWork#Yazini

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SUPPORT FOR PERSONS WITH DISABILITIES

Inclusive Employment for All!

DEL's subsidy scheme partners with organizations to provide work opportunities for persons with disabilities. Empowering over 1000 individuals with wage subsidies. Inclusion matters!

#YAZINI #DISABILITYINCLUSION #EMPLOYMENTSUPPORT #EQUALDPPORTUNITIES #EMPOWERMENT

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INNOVATION FUND WITH IDC

Unlocking Youth Potential

DEL and IDC's Innovation Fund aims to generate 6900 job opportunities for youth. Projects include training in animal health management and digital services. Empowering the next generation!

#Yazini #InnovationFund #YouthEmpowerment #JobOpportunities #FutureSkills



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Partnering for Job Creation!

DEL is collaborating with the business sector to tackle unemployment. Focus areas include job growth sectors, SMMEs, demand-led skilling, and matching work seekers to opportunities. Let's create jobs together!

#Yazini #JobCreation #BusinessCollaboration
#SMMEs #YouthEmployment

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Transforming South Africa's Labour Landscape: A New Era of Employment and Migration Policies

The Department of Employment and Labour (DEL) has achieved a significant milestone with the approval of the National Labour Migration Policy (NLMP) and the Employment Services Amendment Bill (ESAB) by the Cabinet.

This landmark policy framework ushers in a new era in the governance of labour migration in South Africa. Amidst rising unemployment, particularly among the youth, and a high unemployment rate of 32.9%, these Bills aim to safeguard certain sectors of the economy for South African citizens.

The NLMP aligns with international and regional obligations, national policy frameworks, and the constitutional framework emphasising human rights protection for migrants.

The vision of the NLMP is to foster efficient and effective government leadership and intervention, supported by social partners and major stakeholders, to ensure safe, orderly, and regular migration for employment of highly, semi-, and low-skilled workers to and from South Africa, in line with the country's national priorities.

The policy introduces four key areas of intervention: labour migration governance and management, data for evidence-based policy monitoring and evaluation, labour migration to South Africa, and labour migration from South Africa. Key features of the White Paper include the introduction of labour migration quotas to protect South African jobs, attraction and retention of critical skills, regulation of recruitment practices, protection of migrant workers' rights and access to social protection, bilateral labour agreements with SADC countries, and support for South Africans seeking employment abroad.

This policy serves as a blueprint for a fair, inclusive, and development-driven labour migration system, protecting South African jobs while ensuring dignity and fairness for all workers, both local and foreign.

To implement the policy, the Employment Service Act has been amended, addressing areas such as quota systems, skill transfer plans, fair and ethical recruitment, diaspora management, and bilateral labour migration agreements.

The scope of the Act has been extended to cover private employment agencies and international recruitment agencies not operating for gain. The functions of the Employment Services Board and the powers of the Minister to make regulations related to labour migration have been expanded.

The Department has adopted a multi-pronged approach to tackle the unemployment crisis, recognising that the government creates an enabling environment for job creation by businesses, including small, medium, and micro enterprises (SMMEs).

The Department has engaged with the business sector to

collaborate and partner in addressing high unemployment levels. Four key focus areas have been identified to help the youth access employment: job growth sectors, SMMEs, and the informal economy, demand-led skilling, and matching registered unemployed work seekers to employment opportunities.

An analysis is being conducted to identify economic sectors with growth potential and the ability to absorb large numbers of youth in the coming years. Efforts are being made to enable SMMEs to grow and absorb labour, fostering self-employment and informal sector development through skills programs initiated by the Department. Collaboration with the Department of Small Business Development and the Department of Higher Education and Training is underway.

The DEL is working closely with employers to understand their needs and scale up in-demand skills, such as digital and technical skills, to support the growth of the platform economy. Jobs Fairs have been held across the country to engage with employers, potential job creators, and entrepreneurs, unlocking employment opportunities.

The DEL also funds the National Pathway Management Network (NPMN), which aims to connect young people to opportunities by creating a national network providing access to employment, training, and income-generating opportunities.

The NPMN works towards linking unemployed youth to learning and earning opportunities, addressing barriers to labour market entry, aggregating demand for youth employment and skills development, improving access to economic opportunities, and creating a single entry point for youth to explore available opportunities.

The DEL has partnered with the Industrial Development Corporation (IDC) to establish an Innovation Fund, generating 6900 job opportunities for unemployed youth through various projects, including training in animal health management and digital services.

The DEL also supports persons with disabilities through a subsidy scheme, partnering with relevant organisations to provide work opportunities. In the last financial year ending March 2025, R21.5 million was paid to persons with disabilities in the form of wage subsidies, empowering over 1000 individuals.

The Public Employment Services Branch registered more than 1.3 million work seekers for the period ending March 2025, with significant support provided through counselling and job placement initiatives.

The DEL conducted jobs fairs and deployed mobile service vans across the country to connect with work seekers and employers, fostering collaborative partnerships and encouraging job creation.

By Petunia Lessing

GOVERNMENT NEWS 11 JUNE 2025

"Empowering South Africans through communication excellence."

NEW COVID-19 VARIANT NOT A CAUSE FOR CONCERN AT THIS STAGE

- Government has noted and strongly dismisses fake and misleading social media posts claiming that everyone must wear a mask due to a "deadly" and "hard-to-detect" COVID-19 Omicron XBB variant.
- South Africa is closely monitoring the emergence of a new COVID-19 variant, known as Nimbus or NB.1.8.1.
- Government will continue to monitor the situation through established networks and will report any significant developments.
- Nimbus is a descendant of the Omicron lineage and has been associated with a resurgence of cases in parts of Asia.
- Current data does not indicate that this variant causes more severe illness than other variants currently in circulation.
- Available evidence on Nimbus does not suggest additional public health risks. However, citizens are urged to remain vigilant and practise proper hygiene, such as regular handwashing, covering coughs, and staying home when unwell.
- The current approved COVID-19 vaccines are expected to remain effective against this variant.
- Government is working closely with stakeholders to develop and review a National Pandemic Preparedness Plan to better respond to future pandemics. #GovZAUpdates

Logos: A NATION THAT WORKS 2025, G20 2025, NDP

GOVERNMENT NEWS 13 JUNE 2025

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NATIONAL RESPONSE ACTIVATED FOLLOWING SEVERE WEATHER

- Government has classified a state of disaster in the Eastern Cape, Western Cape, Free State, and KwaZulu-Natal following adverse weather conditions.
- The classification enables an integrated government response in support of the affected provinces.
- President Cyril Ramaphosa is visiting flood-affected areas in the Eastern Cape today (13 June 2025) following rising casualties and damage to infrastructure.
- Provincial governments continue to lead a coordinated and intensive response and recovery efforts following the devastating severe weather conditions.
- Provincial and local disaster management teams in the affected areas are assisting communities.
- The Department of Social Development continues to provide psychosocial support and social relief packages to affected families. #GovZAUpdates

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GOVERNMENT NEWS 17 JUNE 2025

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YOUTH EMPOWERMENT AND ECONOMIC PARTICIPATION

- Government encourages young people to consider starting their own businesses. Entrepreneurship is one of the keys to building a better future.
- Government continues to implement initiatives that provide young people with the skills they need to become entrepreneurs or to secure employment.
- Through collaboration with stakeholders such as Harambee Youth Employment Accelerator, government is addressing youth economic exclusion by tackling the mismatch between skills supply and labour market demand.
- Government is promoting youth participation in the digital economy through initiatives such as the Digital Economy Masterplan and the National Digital and Future Skills Strategy.
- To assist young entrepreneurs with quicker payment turnaround times, a War Room on Clean Governance has been proposed, to prioritise 10 to 15-day payment cycles and support transformative procurement for small businesses.
- Programmes such as the National Youth Development Agency Grant and the Youth Challenge Fund are key instruments supporting youth entrepreneurship.
- For more government and youth opportunities, visit: <https://shorturl.at/wpRvX>

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GOVERNMENT NEWS 18 JUNE 2025

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EXTORTION IS A CRIME, REPORT IT IMMEDIATELY!

- The increasing trend of extortion, where criminals demand payment from business owners or charity organisations under threat of violence, including kidnapping and murder, will not be tolerated.
- Extortion is illegal, and it undermines economic activity and threatens the safety and livelihoods of hard-working South Africans.
- Businesses and all affected people are urged to report any threats, demands for payment, or suspicious activities to the nearest police station without delay.
- Law enforcement continues to prioritise cases of extortion, kidnapping, and related crimes, and are working around the clock to apprehend perpetrators.
- Communities are encouraged to support police efforts by reporting any known or suspected criminal activities.
- Report cases of crime to a police station near you or by calling the Crime Stop number on 08600 10111 or via the MySAPS App, available on Google Play and Apple App Store.

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GOVERNMENT NEWS 19 JUNE 2025

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KEEPING CHILDREN SAFE OVER SCHOOL HOLIDAYS

- School holidays are a time for children to take a break and spend quality time with family and friends. At the same time, young people may use this period to explore their independence and freedom.
- Parents and caregivers are urged to monitor their children's daily and online activities.
- For the safety and well-being of your children, limit their time on the internet and monitor the Apps and websites they access.
- Being aware of your child's online activity helps prevent exposure to child predators and cyberbullying.
- Ensure your child knows to always inform you if they are approached by a stranger and that they should never keep such encounters a secret.
- When visiting public places, agree on a clear meeting point in case you get separated.
- If you suspect your child is missing, act immediately. Go to your nearest police station to open a case- there is no waiting period to report a missing person.
- You can also call the Crime Stop on 08600 10111 or contact Missing Children South Africa on 072 647 7464, or report online: <https://missingchildren.org.za/report/>

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GOVERNMENT NEWS 5 JUNE 2025

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MAKE EVERY DAY CHILD PROTECTION DAY!

- As Child Protection Week 2025 draws to a close, Government calls on all South Africans to continue prioritising the protection and well-being of children throughout the year.
- The safeguarding of children must remain a national priority every day- 365 days a year!
- Let us unite to protect children from all forms of crime, including gun-related violence. Firearms must always be kept in a locked safe, out of reach and sight of children.
- Government urges communities to stand firm against sexual violence and ensure that children grow up in safe, nurturing environments.
- Parents and caregivers are encouraged to closely monitor children's online activity and protect them from harmful digital content.
- Ensure vigilance during the winter season to prevent fire-related injuries and burns, especially among young children.
- Together, let's build a safe and inclusive nation that works for all, where every child is protected from violence.

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GOVERNMENT NEWS 6 JUNE 2025

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STAY SAFE DURING SEVERE COLD WEATHER

- The SA Weather Service has warned of very cold and severe winter weather in the coming days.
- The cold weather will continue until at least the middle of next week, especially in the eastern provinces. Daytime temperatures will drop sharply across all provinces, except possibly Limpopo.
- Farmers are strongly advised to protect their livestock from the cold and strong winds to prevent any losses.
- The public is urged to be careful, especially when travelling. Snow, icy roads, and poor visibility are possible in some areas.
- Disaster management teams are on high alert and ready to assist communities that may be affected.
- Let us check on elderly people, children, and those with disabilities to make sure they are safe and warm.
- Avoid using heaters and open fires; if you must use fires, ensure they are completely extinguished before bedtime. Use warm clothes and blankets to stay safe and warm.
- For more weather warnings, visit the SA Weather website: <https://www.weathersa.co.za/home/warnings>

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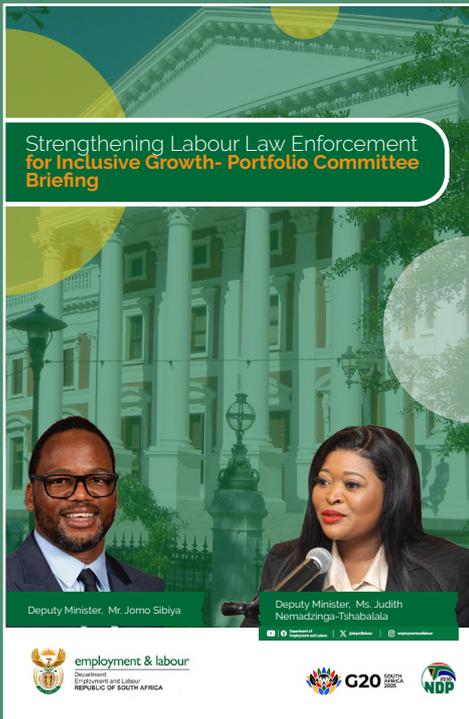
GOVERNMENT NEWS 9 JUNE 2025

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FOOT-AND-MOUTH DISEASE INTERVENTIONS

- Foot and Mouth Diseases (FMD) is a highly contagious viral infection that impacts cloven-hoofed animals, and it can affect some other species.
- FMD does not affect people, so consumers do not have to be concerned.
- Citizens should not worry about a shortage of meat, while some feedlots are affected, unaffected feedlots are still operational and slaughtering throughout the country.
- FMD does not kill animals, so there will be no mass mortalities that could result in fewer animals and therefore a shortage of meat.
- Government is ensuring that all infected properties are placed under quarantine; no movement is allowed into, out of, or through these areas or farms.
- In areas where individuals cannot be served with quarantine notices, Disease Management Areas are declared, and the same restrictions apply.
- The department has ordered 901 200 doses of vaccines. This means over 900 000 animals will be vaccinated in all prioritised areas.
- For more information, visit: <https://www.sanews.gov.za/south-africa/steenhuysen-unpacks-departments-foot-and-mouth-disease-interventions>

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Strengthening Labour Law Enforcement for Inclusive Growth- Portfolio Committee Briefing

This article provides a comprehensive overview of the briefing to the Employment and Labour portfolio committee on the Department's efforts and achievements in the areas of monitoring, advocacy, inspection, and enforcement services. It highlights the importance of collaboration, innovation, and commitment to decent work in fostering inclusive economic growth and labour market stability.

On 28 May 2024, the Department delivered a comprehensive briefing to the Portfolio Committee on Employment and Labour, highlighting the critical role of Monitoring, Advocacy, Inspection, and Enforcement Services (IES) in fostering inclusive economic growth, employment, and labour market stability. The briefing by DEL was led by Deputy Minister Jomo Sibiya and Deputy Minister Judith Nematzinga-Tshabalala. In the opening remarks, Deputy Minister Nematzinga-Tshabalala acknowledged the persistent economic challenges facing South Africa, including sluggish growth, job losses, and deepening inequality. She emphasised that in this context, the DEL plays a vital role in promoting decent work and supporting inclusive economic development.

Acting Director-General (ADG), Ms Molesane, stated that IES remains

central to achieving the Department's vision of Decent Work, aligned with the International Labour Organization's framework. ADG Molesane indicated that the IES is evolving to meet the demands of a rapidly changing labour market, shaped by globalisation, technological advancement, and shifting employment patterns.

The brief to the Employment and Labour portfolio committee included the following: The Department is enhancing the professionalism, specialisation, and enforcement capabilities of the inspectorate to ensure it remains responsive and effective. Labour inspection, as a core function of labour administration, must continuously adapt to the realities of the modern labour market, including the rise of short-term enterprises, digital networks, and increasing cost pressures that often undermine social protections.



The committee was informed that the IES strategy is built on three core pillars: monitoring, advocacy, and enforcement. These pillars reflect a shift towards more proactive inspections aimed at preventing labour law violations before they escalate. The inspection strategy is becoming increasingly agile and forward-looking, incorporating digital tools and data-driven approaches to improve efficiency and responsiveness. The presentation also mentioned that the Department is also expanding the inspectorate's role beyond enforcement to include workplace education and capacity building, ensuring that both employers and workers are empowered with knowledge of their rights and responsibilities.



The Department's IES Branch continues to play a pivotal role in promoting inclusive economic growth, employment, and labour market stability. Through collaboration, innovation, and a steadfast commitment to decent work, the Department is ensuring that economic growth is both inclusive and sustainable. The achievements and updates for the 2024/25 financial year demonstrate the Department's dedication to upholding employment standards, protecting worker rights, and contributing to economic recovery.

Deputy Minister Sibiya, responding to comments and questions, emphasised the importance of prioritising labour matters within the justice system. "We urge the prosecuting authority to treat labour-related issues with the seriousness they deserve," said Deputy Minister Sibiya. The IES and Enforcement Services (IES) is actively adapting to emerging industry trends. Our inspectors are being re-inducted and retrained to remain responsive to these evolving dynamics. As a department, we recognise the rapid pace of change in the world, and we are committed to evolving accordingly."

DM Sibiya further highlighted the need for increased support. There must be a firm commitment to allocating a larger budget to the IES and appointing additional inspectors. This will enable us to achieve more impactful inspection outcomes," he stated. "Our inspectors often operate in challenging and hazardous environments, facing threats, and in some cases, even being confronted by aggressive animals when visiting certain farms," said Deputy Minister Sibiya.

OHS Fundamental Right
The OHS branch is busy 2024/25 in relation to the monitoring and enforcement of the OHS Act and the Occupational Health and Safety Regulations. The OHS branch is also busy with the implementation of the OHS Act and the Occupational Health and Safety Regulations.

Strategic Focus Area 3: Enforcement
1.3 Percentage of non-compliant employers/employees referred to the relevant law enforcement agencies for prosecution
1.4 Number of employers/employees referred to the relevant law enforcement agencies for prosecution

Strategic Focus Area 2: Inspections
2.1 Percentage of non-compliant employers/employees referred to the relevant law enforcement agencies for prosecution
2.2 Number of employers/employees referred to the relevant law enforcement agencies for prosecution

Strategic Focus Area 3: Enforcement
3.1 Percentage of non-compliant employers/employees referred to the relevant law enforcement agencies for prosecution
3.2 Number of employers/employees referred to the relevant law enforcement agencies for prosecution

IES - MANDATE AND THE SIGNIFICANCE OF DECENT WORK
The core values reflected in ILO standards on occupational safety and health are expressed in three main principles:
1. Work activities should take place in a safe and healthy working environment.
2. Conditions of work should be consistent with workers' wellbeing and human dignity, and
3. Work should offer real possibilities for personal achievement, self-fulfilment and access to society.

LABOUR MARKET DYNAMICS
The ongoing advancement of professional standards within the labour inspectorate is fuelled by a spectrum of transformative factors, including but not limited to:
1. Prevailing technological advancements.
2. The dynamic evolution of the labour market.
3. The emergence of new and emerging risks in working, remote work and the distribution of workers.
4. The rise of non-standard forms of employment.
5. The consequent decline of automation, and its ramifications on the reinforcement of worker human rights.

OBJECTIVES
• To achieve world-class, ethical Labour Inspectorate through innovation and technology.
• To champion the Labour Inspections programmes through information dissemination and training of key stakeholders.
• To ensure decent work is achieved by complying with employment laws in the world of work by assisting employers to recover economically.
• To ensure that recalcitrant and non-compliant employers are dealt with through various enforcement barriers.

IES SERVICE DELIVERY MODEL
The IES is intensifying its focus on vulnerable sectors, including domestic work, agriculture, hospitality, and the informal economy. Special attention is being given to precarious work arrangements, migrant labour, and the gig economy. The Department is committed to transforming the informal economy into a more formalised and regulated space, ensuring that all workers are protected. The IES has also embraced technology to enhance its operational efficiency and is developing specialised initiatives to address emerging labour market challenges, including remote work and climate-related risks.

OHS Strategic Objectives
1. Enhance and Strengthen Regulatory Framework
2. Enhance Compliance and Enforcement
3. Enhance Capacity Building and Training
4. Enhance Stakeholder Engagement and Collaboration
5. Enhance Data Collection and Reporting
6. Enhance Research and Innovation
7. Enhance Public Awareness and Education
8. Enhance International Cooperation and Harmonisation
9. Enhance Environmental and Social Governance
10. Enhance Digital Transformation and Data Analytics

Strategic Focus Area 2: Inspections
2.1 Percentage of non-compliant employers/employees referred to the relevant law enforcement agencies for prosecution
2.2 Number of employers/employees referred to the relevant law enforcement agencies for prosecution

Stakeholder Analysis
Stakeholders include: Labour Unions, Employers, Government, Academia, Media, Civil Society, International Labour Organization, etc.

IES SERVICE DELIVERY MODEL
The IES Service Delivery Model is a holistic and inclusive approach that integrates proactive and reactive inspections, stakeholder engagement, and legislative advocacy. This model is designed to ensure that no worker is left behind, particularly those in small and medium enterprises and informal employment.

OHS Strategic Objectives
1. Enhance and Strengthen Regulatory Framework
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South Africa's Employment and Labour Department's Pivotal Role at the 2025 International Labour Conference and Strengthening Migration and Labour Administration in Africa: A Collaborative Approach

#YAZINI #ILC2025



R. Kgetsi - Arlac Executive Director; J. Kanu - PS Labour Sierra Leone and Chair of Senior Officials Meeting and Minister Meth (right)

The 2025 International Labour Conference (ILC) took place from 2-13 July at the Palais des Nations in Geneva. The Department of Employment and Labour of South Africa, led by Minister Nomakhasazana Meth, played a significant role, particularly during the week of 9-13 June 2025. This conference brought together 5,000 delegates from 187 countries, including government representatives, employers, and workers, to explore major challenges in the world of work, such as protection against biological hazards, decent work in the platform economy, and promoting transitions towards formality. The event was also joined by the Global Coalition for Social Justice Partners.

Other bilateral meetings during the ILC included engagements with India, Mauritius, and Mozambique. Significant progress has been made in enhancing migration management and labour administration across Africa through discussions between Minister Meth and the IOM. These dialogues emphasise the importance of multilateral cooperation and strategic reforms to address the complex challenges of migration and labour in Africa.

5,000 Delegates

187 Countries



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On 10 June, Minister Meth addressed the conference on critical labour issues, including international labour standards for the platform economy and biological hazards, and the promotion of decent work. As the chair of the African Regional Labour Administration Centre (ARLAC), the minister presided over an ARLAC meeting and addressed the 51st Governing Council of Ministers on 11 June 2025 at the United Nations Headquarters in Geneva, Switzerland. This was her first time chairing the ARLAC Governing Council meeting, which also included a meeting with the International Organization for Migration (IOM).

During a bilateral meeting with Ms. Amy Pope, Director-General of the IOM, Minister Meth reaffirmed South Africa's commitment to supporting the IOM's mandate. She highlighted South Africa's longstanding partnership with the IOM and recognised the critical role the organization plays in promoting safe, orderly, and regular migration globally.

The Minister also addressed the operational challenges faced by the IOM due to fiscal constraints, particularly the relocation of the Regional Office from Pretoria to Nairobi. This move has disrupted coordination and weakened regional responsiveness, affecting technical support for issues such as irregular migration, human trafficking, and return operations.

Given the growing migratory pressure along the Southern route, Minister Meth

urged the IOM to safeguard and strengthen its operational footprint in the region. South Africa, consistently meeting its financial obligations and ranking among the top contributors to the IOM budget, requested fair consideration in staffing and recruitment, particularly for South African nationals affected by the relocation. The Minister emphasised the need for their expertise in regional and technical roles.

At the national level, South Africa is undertaking critical reforms to address mixed migration flows. The enhanced Border Management Authority, equipped with additional personnel and surveillance technologies, aims to improve enforcement while upholding regional responsibilities and international commitments. Labour regulations are being rigorously applied to ensure employment protections for both nationals and regular migrants.

The IOM's support in advancing bilateral cooperation on border governance, particularly between South Africa and Lesotho, is highly valued and forms the cornerstone of a more coherent and humane regional approach to migration management.

Minister Meth highlighted the importance of multilateral cooperation in addressing migration and labour challenges in Africa. By working together, these institutions can build a more resilient migration architecture and labour administration system, fostering inclusive, just, and prosperous societies across the continent.

Chairing the ARLAC Governing Council for the first time, Minister Meth expressed profound humility and a deep sense of honour. She emphasised that her role is not merely as a representative of South

Africa but as a servant of the collective aspirations of the African continent.

"This appointment is not only a personal milestone but a serious responsibility, one that I embrace with enthusiasm, purpose, and a firm commitment to advancing ARLAC's mandate," confirmed Minister Meth.

During the ARLAC meeting, Minister Meth emphasized the importance of proactive, agile, and future-focused labour institutions in Africa, particularly in the face of technological advancements and global economic shifts. She highlighted the need for Africa to transform its economies from exporters of raw materials to hubs of advanced manufacturing and knowledge-driven industries.



Minister Meth and Ms Amy Pepe

South Africa is undertaking critical reforms to address mixed migration flows

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International Labour Organization
Organisation internationale du Travail
Organización Internacional del Trabajo



This appointment is not only a personal milestone but a serious responsibility

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Minister Meth said that ARLAC focuses on strengthening labour administration through training, research, advisory services, and knowledge exchange. The recent celebration of ARLAC's Golden Jubilee marks a significant milestone, reflecting the institution's vision, resilience, and enduring relevance.

ARLAC's legacy is a testament to the shared belief that sound labour systems are the foundation of prosperous, just, and stable societies. ARLAC, celebrating its Golden Jubilee, has demonstrated remarkable resilience and adaptability over the past five decades. Its core mandate is to strengthen labour administration through training, research, advisory services, and knowledge exchange.

ARLAC has modernised its training delivery, streamlined communication, and enabled real-time data sharing

across member states. It has expanded its training curriculum to include areas such as formalisation, social protection, sustainable enterprise development, occupational safety and health, and the dynamics of the global economy.

In a global system undergoing extraordinary flux, with new geopolitical realignments, technological upheaval, and heightened competition for markets and influence, Africa's labour institutions must be proactive, agile, and future-focused. Technologies such as Artificial Intelligence and machine learning are disrupting traditional employment structures, necessitating a paradigm shift in education and training systems. Africa must build a skilled workforce capable of managing the beneficiation of its own mineral wealth, transforming economies from exporters of raw materials into hubs of advanced manufacturing and knowledge-driven industries.



(From the left) **Minister Meth** Employment and Labour South Africa
(Center) **Mr Saranga:** Ambassador and Permanent Representative
(From the Right) **Ms Alone:** Minister of Labour, Gender and Social Action, Mozambique

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ARLAC's core mandate to strengthen labour administration has never been more relevant. Expanding professional excellence within ministries, building robust inspection systems, deepening the implementation of occupational safety and health standards, and extending social protection to the most vulnerable are key priorities. A proposed special one-day seminar of Ministers aims to critically reflect on ARLAC's role, relevance, and future, addressing the impact of global shocks and funding volatility.

Financial sustainability for ARLAC is crucial. Membership contributions, innovative funding models, and expanding membership are essential to shield ARLAC from external funding vulnerabilities. The transition from ARLAC's founding Agreement to a modern Constitution adopted in 2022 marks a new era of institutional governance. Revised policy instruments and additional frameworks are being developed to reinforce ARLAC's administrative effectiveness and adaptability.

On 11 June, the minister met with Hon. Dr. Mansukh Mandaviya, Minister of Labour and Employment of India, to enhance cooperation in employment and labour. They discussed the transformative changes in the world of work and the need for collaborative responses anchored in innovation, solidarity, and foresight. They also explored future collaboration in areas such as labour inspection and enforcement, skills development, and social protection for migrant workers.

The bilateral engagement with Hon. Muhammad Reza Cassam Uteem, Minister of Labour and Employment of

Mauritius, underscored the enduring partnership between the two nations. They discussed advancing labour market governance and skills development across the region, with a particular focus on capacity building and institutional cooperation through ARLAC. Minister Meth expressed appreciation for Mauritius' contributions to ARLAC and proposed exploring greater cooperation in areas such as joint certification programmes, digital learning innovation, and strategic research initiatives.



Minister Meth and Hon. Dr. Mansukh Mandaviya

Minister Meth emphasized the transformative changes in the world of work, driven by technological advancements, green economy transitions, demographic shifts, and persistent inequalities. She highlighted the need for a collaborative response anchored in innovation, solidarity, and foresight, with South Africa and India standing as natural partners in this endeavour.

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The bilateral cooperation has already seen significant strides, with South Africa's Department of Employment and Labour conducting a successful study visit to India in 2023, focusing on labour inspection systems and enforcement mechanisms.

South Africa gained valuable insights from India's e-Shram portal and systemic reforms in occupational safety and health. Looking ahead, Minister Meth proposed structuring the partnership around key pillars: strengthening labour inspection and enforcement, skills development and future-ready workforces, and social protection and migrant worker welfare.

Minister Meth called for the expedited conclusion of the draft Memorandum of Understanding (MoU) to serve as the institutional anchor for the long-term partnership. She proposed hosting a technical delegation from India to explore practical cooperation areas and establishing a Joint Working Group to monitor implementation, exchange knowledge, and identify emerging collaboration opportunities.

In the spirit of Ubuntu and India's philosophy of Vasudhaiva Kutumbakam, Minister Meth expressed her gratitude for the visionary leadership of Hon. Dr. Mandaviya and the opportunity to deepen the bonds between South Africa and India. She concluded by expressing hope that the meeting would be a catalyst for renewed purposes and lasting partnership. Minister Meth said that the 2025 International Labour Conference (ILC) accentuated the critical importance of international cooperation and dialogue in addressing the evolving challenges in the world of work.

The Department of Employment and Labour presented a report on biological hazards on 13 June, with South Africa being the only SADC region country participating in this committee.

The report highlighted the importance of protecting workers against biological hazards and promoting decent work in the platform economy. It also highlighted the need for innovative approaches to promoting transitions from the informal to the formal economy.

Ms. Bulelwa Huna, Director of Occupational Health and Hygiene from the Department of Employment and Labour, presented the significant report from the Standard-Setting Committee on Biological Hazards at the ILC Plenary Session. This report detailed the outcomes of the Committee's work, which aimed to establish new international labour standards on protection against biological hazards in the working environment. The Committee reached a landmark agreement to adopt a Convention, supplemented by a Recommendation, reflecting a remarkable achievement in tripartite cooperation and commitment.



Ms. Bulelwa Huna Director Occupational Health and Hygiene (DHL)

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A collage of some of the activities at the ILC in Geneva

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UIF corner

Note: where difference is less than the daily benefit amount, the difference is paid.

Where the daily income from continued employment is more than the benefit amount, the claim will be rejected.



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