



4

**Employment and Labour Budget**  
2025/26 summary:  
What Minister Meth announced in her speech

Employment and Labour Minister Nomakhosazana Meth has delivered the department's budget for 2025/26 financial year. Accompanying the Minister in tabling the budget in Parliament was Employment and Labour Deputy Ministers, Jomo Sibiya and Judith Nemadzinga-Tshabalala.

13



**Victimisation and Bullying**  
in the South African Public Service: The Role of Employee Conduct

18



**Communicators meet**  
in a melting pot of ideas to promote Yazini

24



**WHO Scientific advisory**  
group issues report on origins of COVID-19

# DIARY OF EVENTS

## AUGUST

**05 August 2025** = Compensation Fund (CF) Exco meeting

**05 August 2025** = Labour Activation Programme Committee meeting

**08 August 2025** = National day against child labour

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

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

**12-13 August 2025** = Productivity SA monthly 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

**24 September 2025** = Heritage Day (national holiday)

**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 September 2025** = Commission for Conciliation Mediation and Arbitration Exco meeting

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

**28 October 2025** = Productivity SA Exco monthly 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



**28-31 July 2025**  
SA host G20 4th EWG  
and LEMM in George  
Western Cape

## OCTOBER

**07 October 2025** = Compensation Fund Exco meeting

**09 October 2025** = Commission for Conciliation Mediation and Arbitration Exco meeting

**09 October 2025** = Corporate Services branch meeting

**10 October 2025** = Department's Labour Policy and Industrial Relations branch meeting

**14 October 2025** = Productivity SA Exco monthly meeting

**21 October 2025** = Unemployment Insurance Fund Exco Board meeting

**24 October 2025** = Department's Labour Policy and Industrial Relations branch meeting

**24 October 2025** = National Economic Development and Labour Council Manco meets

**24 October 2025** = Unemployment Insurance Fund Manco meeting

**25 October 2025** = Department's Public Employment Services Branch Management Committee meeting

**27-30 October 2025** = Inspection and Enforcement Services branch Occupational Health and Safety (OHS) conference

**28 October 2025** = Compensation Fund MANCO meeting

**29 October 2025** = Supported Employment Enterprises EXCO meeting

**30 October 2025** = Commission for Conciliation Mediation and Arbitration Governing Body meeting

**31 October 2025** = National Economic Development and Labour Council (NEDLAC) Exco meeting

# EDITORIAL



As this editorial is being written, South Africa is now over a year into the 7th Administration, which spans the 2024–2029 period. This new era of governance was ushered in following the national and provincial elections held on 29 May 2024, marking the establishment of the Government of National Unity (GNU). Since then, the machinery of government has been in motion, with services being delivered across the country. One of the standout initiatives, the Department's YAZINI (Know Your Department) programme, has been progressing at a remarkable pace. This outreach effort is reaching even the most remote corners of the country at the provincial level, bringing services closer to the people and creating valuable opportunities for departmental principals to engage directly and personally with their key stakeholders.

Following its formation, the GNU unveiled the Medium-Term Development Plan (MTDP) for 2024–2029, a comprehensive five-year programme of action. This strategic framework guides the priorities and actions of the 7th Administration and is grounded in the principles of economic growth, job creation, inclusivity, poverty eradication, and sustainable development.

A recent highlight has been the tabling of the Department of Employment and Labour's Budget Vote by Minister Nomakhosazana Meth, which outlined the Department's commitments for the year ahead. In economic terms, the annual budget is a critical policy instrument, and for the 2025/26 financial year, the Department has been allocated R4.153 billion. These funds will be distributed among the Department's branches, funds, and entities to support effective service delivery. The Communication Chief Directorate, as a key support function, will continue to play a strategic role in profiling and promoting the Department's work through its approved integrated five-year Communication Strategy.

In the context of South Africa's G20 Presidency, the Department has already hosted three Employment Working Group (EWG) meetings, with the fourth scheduled to take place from 28 to 29 July 2025 in George, Southern Cape. This will be followed by the

Labour and Employment Ministers' Meeting (LEMM) on 30 and 31 July 2025, also in George. The LEMM will conclude the series of G20-related engagements, culminating in the adoption of declarations informed by the technical discussions held during the EWG meetings, which brought together experts from G20 member countries. The G20 Summit itself is set to take place later this year and will be chaired by the President of South Africa.

The LEMM, led by Minister Nomakhosazana Meth, represents a significant moment in South Africa's G20 Presidency. It marks the culmination of the year's EWG meetings, which have focused on critical global labour priorities, including inclusive growth and youth employment, gender equality in the workforce, addressing inequality and the declining share of labour income, and social security and digitalisation for an inclusive future of work. The overarching theme of the G20 EWG stream, "Living and Working in an Unequal World: Ensuring Decent Work and Decent Lives," is closely aligned with South Africa's G20 Presidency theme: "Solidarity, Equality, Sustainability."

*Teboho Thejane*

Editor-in-Chief



**We value your feedback and contributions, please contact**

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REPUBLIC OF SOUTH AFRICA



G20 SOUTH AFRICA 2025

A NATION THAT WORKS FOR ALL





Employment and Labour Minister Nomakhosazana Meth with Deputy Minister Jomo Sibiyi during the recent tabling of Budget Vote for 2025/26 ... laying out the plans.

Employment and Labour Minister Nomakhosazana Meth took centre stage in Parliament recently to deliver the Budget Vote speech, outlining a number of measures to deal with labour market demands.

“We confront the hard truth of unemployment and inequality, which calls for us to account plainly and directly for where we stand. South Africa is not immune to global geopolitical instability. One of the more immediate risks lies in trade relations, especially with the United States, where uncertainty surrounds our continued participation in the African Growth and Opportunity Act (AGOA),” Ms Meth said.

She said the Budget was aligned with the national priorities outlined in the Medium-Term Development Plan (MTDP) 2024–2029 under the Government of National Unity (GNU).

Laying out her plans, Ms Meth said: “aligned with our Five-Year Strategic Plan and the 2025/26 Annual Performance Plan, the Department has set a target of creating two million jobs by 2030 through an integrated employment agenda”.

She said unemployment in South Africa is a crisis.

Minister Meth expressed concern at the continued exclusion of many qualified South Africans from full economic participation, “addressing this is essential to building equity and promoting social and economic development”.

She told members of Parliament that for the 2025/26 financial year, the Department of Employment and Labour has been allocated R4.153 billion.

**The 2025/2026 branch budget allocation is as follows:**

- Administration:** R1,098 billion
- Inspection and Enforcement Services:** R664 352 million
- Public Employment Services:** R1,056 billion
- Labour Policy and Industrial Relations:** R1,333 billion

Here’s a summary of what was said:

Ms Meth said on policy – the National Labour Migration Policy and the Employment Services Amendment Bill (ESAB) have been approved by Cabinet for submission to Parliament. The National Employment Policy, a policy instruments that promote employment growth, is at advanced stages of completion.

In 2025/26, the UIF will manage R38.4 billion, with R19.02 billion for direct benefits. Over R10.98 billion is allocated to Labour Activation Programmes (LAPs), targeting 240,000 placements this year and 690,000 over the medium term. An additional R1.4 billion is allocated to the TERS scheme to protect jobs in distressed companies, while R55 million will fund the Business Turnaround Programme to assist 80 companies and save 3,750 jobs.

The Compensation Fund is allocated R1.6 billion (pensioners and injured workers), R5 billion for medical claims, and R1.85 billion for capacity building - supporting digitisation, medical staffing in provinces, and outreach to vulnerable workers.

Deputy Minister Jomo Sibiyi highlighted the influential role played by the inspectorate in preventing the haemorrhaging of jobs. Mr Sibiyi said in the financial year 2024-2025, a total of 310,798 inspections were carried out.

In pursuit of supporting people with disability, he said the government must take decisive steps to place people with disabilities at the heart of inclusive economic growth. He urged all spheres of government, public agencies, and society at large to throw their weight in support of Supported Employment Enterprises (SEE).

Mr Sibiyi said the Commission for Conciliation, Mediation and Arbitration (CCMA) had facilitated processes resulting in 30,581 jobs being saved for those employees who were facing retrenchment (64,919). He said the CCMA had delivered a strong overall performance, 90% performance, despite operating in a constrained economic environment.

“Effective own revenue generation is crucial for ensuring the sustainability of public entities and government departments whose mandate permits,” he said.

Shadrack Mashalaba



# Advocate Molefe's designation as Registrar of Labour Relations extended for five years

Advocate Lehlohonolo Daniel Molefe has been conferred as Registrar of Labour Relations for next five years ... nerves of steel.

In a declaration of confidence, Advocate Lehlohonolo Daniel Molefe, the Registrar of Labour Relations had his designation extended for another five years.

Employment and Labour Minister, Nomakhosazana Meth, has announced that Molefe has once again been designated as the Registrar of Labour Relations. The designation is effective from 17 April 2025 until 16 April 2030 (five years).

"I am confident that your experience and dedication will contribute significantly to the effective administration of labour relations," Minister Meth said in the appointment letter.

Mr Molefe said his ongoing task was to ensure that members of labour organisations are better served.

He was first designated as the Registrar of Labour Relations in 2018 for two years, and this was later extended in 2020.

"My experience over the period and observation is that there is still a lot of work to be done - as the Registrar's Office plays an important role in the labour market," he said.

The designation of Registrar is made in terms of section 108(1) of the Labour Relations Act (LRA). The purpose of LRA is to advance economic development, social justice, labour peace, and the democratisation of the workplace.

Molefe said, despite the vigilance of the office of Registrar of Labour Relations, "we are dealing with a lot of non-compliance from registered trade unions and employers organisations".

#### **The Registrar's key responsibilities include:**

- Facilitate the establishment of bargaining councils/Statutory Councils
- Register labour organisations
- Eradicate non-genuine organisations
- Ensure compliance of labour organizations with legal requirements
- Deal with a court case emanating from any decision of the Registrar
- Processing and submitting sector determinations for consideration by the Nedlac Demarcation Committee.
- Receipt, checking, and following up on the financial statements of councils
- Annually report to the Minister on the representation of bargaining councils.

Mr Molefe matriculated with a Senior Certificate at Mandlenkosi Senior Secondary School. He has an LLB degree obtained from the University of the Western Cape. He was admitted Advocate of the High Court of South Africa in 2009.

**Shadrack Mashalaba**



Working in the security environment has never been easy. Faced with long shifts, unexpected occurrences, and the responsibility to keep others safe, all these factors can create stress and impact well-being and performance. Despite all this, colleagues in the Security Directorate refused to be dissuaded and embarked on a journey to upgrade their academic qualifications. The officials from the Security Services unit of the DEL completed their National Diploma in Security Management at UNISA.

The graduates are: (from left to right) Mr. Humbulani Rakheila (Vetting Officer), Ms Jabulile Mkhasibe (Senior Security Officer), and Mr Mike Mohwatseleng (Supervisor).

Their graduation is a testament to their unwavering commitment and resilience to lifelong learning. They are determined to take even greater responsibilities and challenges. They hope their story encourages fellow security officers to pursue their goals relentlessly, regardless of age or circumstances, and always strive for growth and excellence.

With the security industry being transformed by innovations and the emergence of new technologies, their world is an oyster.

# INFORMATION ON SECURITY VETTING AWARENESS

## Legal Mandate

Section 2A(1)(a) and (b) of the National Strategic Intelligence Act, 1994,  
The National Strategic Intelligence Act, Act 39 of 1994

In simpler terms:

Section 2A(1)(a):

If someone works for the government (an organ of state) or is trying to secure a job there, they can undergo vetting.

Section 2A(1)(b):

If someone offers or intends to offer services to the government that would grant them access to sensitive information, they can be vetted.

## What is the purpose of security vetting?

Vetting aims to ensure that the character and personal circumstances of an individual are such that they can be trusted with sensitive government information, and any information obtained during the vetting process will be

treated with strict confidence.

Vetting is crucial for maintaining the integrity and security of government operations, protecting sensitive information, and ensuring that individuals entrusted with authority are trustworthy and reliable.

Examples:

Vetting is used for various government positions, including security clearance for individuals with access to classified information, checks for government employees with financial responsibilities, and background checks for those seeking to work in law enforcement or intelligence agencies.

In essence, the government vetting process is a systematic approach to assessing individuals' qualifications and suitability for specific roles or access to sensitive information, ensuring the safety and security of government operations. – **(Information - courtesy of Directorate: Security Services)**



Mr Jomo Sibiya, MP

Ms Nomakhosazana Meth, MP

Ms Judith Nemadzanga-Tshabalala, MP

## MINISTRY OF EMPLOYMENT AND LABOUR POLICY DEBATE ON BUDGET VOTE 31 NATIONAL COUNCIL OF PROVINCES



# Employment and Labour Minister, Meth tables Budget Vote 2025/26 - Parliament, Cape Town

Employment and Labour Minister Nomakhosazana Meth delivered her 2025/26 Budget Vote in which she spelled out a number of initiatives. Minister Meth said the Budget is aligned with the national priorities outlined in the Medium-Term Development Plan (MTDP) 2024–2029 under the Government of National Unity (GNU), particularly: driving inclusive economic growth and job creation, reducing poverty and addressing the high cost of living, and building a capable, ethical, and developmental state that delivers quality public services.

In the period 2025/26 the Department has been allocated R4,1-billion. Meth said the Department has set a target of facilitating 2 million jobs by 2030 through an integrated employment agenda. She said these will be delivered as follows: 650,000 jobs (130,000 annually) in collaboration with the Industrial Development Corporation, the National Pathway Management Network, and 350 00 through the Department’s Public Employment Services (PES) branch (70,000 annually).

A further 1 million jobs will be delivered through the UIF, including: 140,000 education assistant jobs, and 860,000 through Labour Activation Programmes (LAPs).

The Minister elaborated that the Department is advancing the National Labour Migration Policy and the Employment Services Amendment Bill. These instruments she said have been finalised and approved by Cabinet in May 2025.





Mr Jomo Sibiya, MP

Ms Nomakhosazana Meth, MP

Ms Judith Nemadzinga-Tshabalaia, MP

# MINISTRY OF EMPLOYMENT AND LABOUR POLICY DEBATE ON BUDGET VOTE 31 NATIONAL COUNCIL OF PROVINCES



# ESTIMATION OF BENEFITS

## FREQUENTLY ASKED QUESTIONS



### 1. What determines your level of benefits?

GEPP is defined benefit pension fund. This means that the benefits are defined in the rules of the Fund and the level is determined mainly by:

- Your final average salary;
- Your age
- Your number of years of pensionable service.

All the benefits in the Estimation of Benefits statement are calculated as at 31 March 2025.

### 2. What is pensionable service?

It is the number of years and parts of a year that the member has been contributing to the GEPP. This includes any service purchased, less any leave without pay. Pensionable service is split into the following components:

- Vested component pensionable service (pensionable service up to 31 August 2024),
- Savings component pensionable service (one-third of pensionable service from 1 September 2024 less any withdrawal service)
- Retirement component pensionable service (two-thirds of pensionable service from 1 September 2024).

### 3. What is the Savings component?

Benefits based on one-third of pensionable service from 1 September 2024 are allocated to the Savings component. Members may access these savings as a cash lump sum before retirement or upon retirement.

Access to Savings before retirement is allowed while the member is still working even if there is no exit event from the employer. This component has various options in terms of savings, which provides flexibility in making decisions that best suit members' needs and personal circumstances.

### 4. How does my Savings component grow?

Your Savings component grows with the service period you earn each month, changes in your final salary and your age, which determines the applicable actuarial factors. (This is all in addition to the initial seed capital allocated to it.)

If you do make a withdrawal, your Savings will grow each month as one-third of

service is allocated to it each month.

### 5. What is the maximum withdrawal limit?

There is no limit on how much can be withdrawn once per tax year – the maximum is the balance in the Savings component. The minimum that can be withdrawn is R2 000.

All savings withdrawals are treated as additional income and taxed according to your marginal PAYE rate, i.e. the same way a member's monthly salary is taxed.

### 6. Will I lose out on my benefits if I do not make a withdrawal?

You will not lose out if you don't make a withdrawal from the Savings component in any tax year. Whatever you do not withdraw will be retained in the Savings component and will still be available for you to use at a later point in time.

### 7. What is required for my claim to be successful?

Ensure that the GEPP has the correct banking details of the account in your own name. It's important that these details match the information held by your bank and the Department of Home Affairs. Also, confirm that you are in good standing with SARS, as a tax directive must be issued before any payments can be processed.

### 8. What benefit is paid when I resign?

The resignation benefit is the combined actuarial value of the Vested, Savings and Retirement components.

- The value of the Vested and/or Savings component can be paid to your account, subject to a SARS tax directive being complied with, or it can be transferred to an approved external fund.
- The value of the Retirement component may be transferred to an approved external fund or must be retained by the Fund as a deferred pension until you reach normal retirement age.
- A annuity value will be calculated for the deferred pension; this will increase according to the annual pensioner increase percentage until you reach normal retirement age. However, if the actuarial value of the deferred pension is below the threshold value applicable when you reach normal retirement age, the actuarial value will be paid.
- The resignation benefit is an actuarial value calculated using service period, pensionable salary and actuarial factors, as the monthly

contribution does not equate directly to the value accumulating in the Savings and Retirement components.

### 9. What is a Deferred Pension?

This is the preserved retirement component benefit of a member who has left the service of an employer for any reason other than ill health, retirement or death. The actuarial value of the Retirement component above the threshold payable when you reach normal retirement age.

### 10. If I am no longer able to work due to ill-health Retirement?

You may become entitled to this benefit, subject to the approval of you exiting the Fund by your employer and your Health Risk Manager and subject to the rules of the Fund.

The Discharge Annuity is calculated using the number of years of service allocated in the vested and retirement components.

The Discharge Gratuity is calculated using the number of years of service and Savings components. Withdrawals from the Savings component will reduce the number of years of service used to calculate all gratuities and resignation benefits.

### 11. What benefit is payable in the event of the death of a member with less than 10 years of pensionable service?

Your beneficiaries or estate (if you have no beneficiaries) will receive a gratuity. The amount of the gratuity will be the greater of:

- The total sum of actuarial interests calculated from all three components (Vested, Savings and Retirement); or
- Your final salary.

### 12. What benefit is payable in the event of the death of a member with more than 10 years of pensionable service?

Your beneficiaries or your estate (if you have no beneficiaries) will receive the following benefits:

- A lumpsum payment equal to the gratuity and five times the annuity that would have been payable had the member retired on that date.
- Where applicable, a spouse's annuity equal to half the annuity that would have been payable if the member had retired on that date.

– (Sourced from GEPP)



## Pre and Post-Budget Vote inspections - Western Cape

Department of Employment and Labour's Inspector General, Ms Aggy Moiloa on 02 July 2025 together with the Inspections and Enforcement Services team from the Western Cape Provincial Office conducted the impactful blitz inspections at two restaurants at the Waterfront in Cape Town. The unannounced inspections took place as part of build-up service delivery activities towards the Department's Budget Vote 31 speech that place at Parliament on 03 July 2025.

The hospitality sector is one of the most economically active sectors in the Western Cape, and one that has been found to grossly contravene Labour legislation from inspections conducted in the past. Through these blitz inspections, the Department is able to address issues related to noncompliance and advocate for employees to know their rights.

The high Impact Inspections in Hospitality sector also extended to the Winelands area of Franschhoek in which the inspectorate issued a prohibition notice to a construction site of a restaurant.

The blitz inspections in Franschhoek were led by Ms Moiloa, and Provincial Chief Inspector, David Essau. The multi-disciplinary team of Inspectors have been hard at work, assessing compliance of businesses in the hospitality sector to various Labour legislation including Occupational Health and Safety Act; Basic Conditions of Employment Act; Unemployment Insurance Fund; and the Compensation for Occupational Injuries and Diseases Act. The purpose of inspections is to ensure that compliance is upheld at all times, not only when businesses are aware that inspectors are coming - that on its own, is abuse of workers' rights.

# The benefits of knowing your HIV status



Living with HIV is a journey that many approach with courage. As the HIV cases rise, it's important to recognise that individuals are now living longer and healthier lives while managing it as a chronic condition.

## Knowing earlier, starting earlier

Regular HIV testing helps individuals know sooner if they are infected. According to the GEMS Preventative and Screening Benefit, testing should be done at least once a year, with costs covered by the risk benefit. Early diagnosis allows for prompt treatment, leading to better health outcomes. With early detection and proper care, individuals can live longer, healthier lives.

Procedure	Frequency	Eligible beneficiaries	Provider
HIV / AIDS pre-test counselling with no test	Once per benefit year	All beneficiaries	Pharmacy, General Practitioner (GP), or a Registered Nurse Practitioner.
HIV / AIDS (Screening test, post-test counselling, confirmatory test, and condoms)	Once per benefit year	All beneficiaries	Pharmacy, General Practitioner (GP), or a Registered Nurse Practitioner.

## Staying HIV-free

PrEP (pre-exposure prophylaxis) is medication that helps prevent HIV. PEP (post-exposure prophylaxis) is medication taken after potential HIV exposure, and it must be started within 72 hours (3 days) to be effective.

## Looking after loved ones

Testing is crucial for accessing treatment, which is an effective tool for preventing HIV transmission. Treatment lowers a person's viral load to undetectable levels, meaning they cannot pass the virus to others.

## Stopping transmission to babies

Pregnant or breastfeeding woman with HIV can access options to stay healthy and ensure her baby is born HIV-free.

## Claiming the right to health

Knowing their HIV status empowers individuals to make informed health choices and access affordable healthcare services.

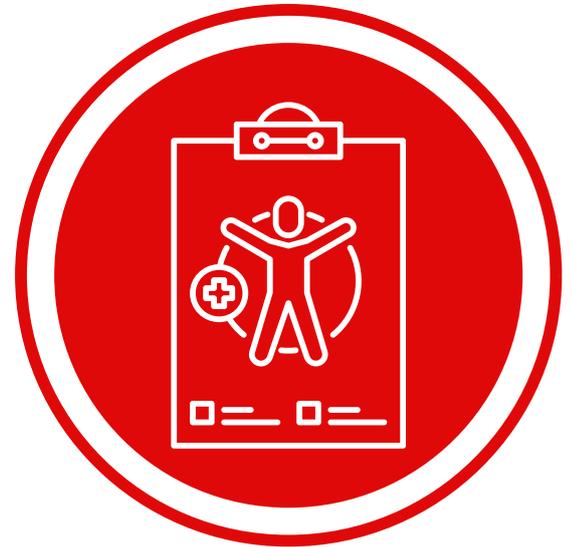
## Staying alive and well

Taking an HIV test can also provide an opportunity to screen and test for other illnesses, such as tuberculosis, hepatitis, high blood pressure, and diabetes, thereby saving money and saving lives.

## GEMS HIV Disease Management Programme Benefits:

If you register on the GEMS HIV Disease Management Programme, you will have access to the following benefits:

- Antiretroviral therapy (ART) to treat HIV/AIDS.
- Medicine to treat and prevent opportunistic infections related to HIV/AIDS, including multi-vitamins where appropriate.



- Pathology tests that are required to assess your condition.
- Regular monitoring to ensure you start treatment at the right time and that it is effective.
- Clinical support and guidelines for your doctor.
- Access to a specially trained medical team who will review your details and consult with your doctor to ensure that you receive the most appropriate treatment for your condition.
- Reminders for you and your doctor to ensure that all regular check-ups and tests are done to optimise your treatment where necessary.
- Treatment to prevent the transmission of the HIV virus from mother to child (including medicine for the baby to prevent the transmission of the HIV virus from mother to child).
- Treatment to prevent the transmission of the HIV virus after accidental exposure to infected bodily fluids (sexual assault, needle-stick injury, etc.)

## Where can I get help?

For more information about HIV testing and treatment or how to register on the programme, access the GEMS HIV Member Guide.

For confidential advice on the illness, contact the GEMS HIV Department on 0860 43 6736 or email us at [hiv@gems.gov.za](mailto:hiv@gems.gov.za). You can also visit our GEMS website: <https://www.gems.gov.za>

*(Article sourced from GEMS)*



GEMS HIV Department on 0860 43 6736 or email us at [hiv@gems.gov.za](mailto:hiv@gems.gov.za). You can also visit our GEMS website: <https://www.gems.gov.za>

# Government Corner



## GOVERNMENT NEWS

4 JULY 2025

"Empowering South Africans through communication excellence"

### IMMUNISE YOUR CHILD TODAY TO PREVENT MEASLES

- Government urges all parents and caregivers to ensure that their children are fully immunised against measles. Measles is a serious and highly contagious viral illness that spreads easily from person to person.
- Some of the symptoms include fever, red eyes, a runny nose, and a distinctive red rash that spreads across the body.
- Measles can lead to severe complications in children, especially those under one year of age. These include pneumonia, eye damage, and in rare cases, swelling of the brain.
- The measles vaccine offers strong and lasting protection against the disease and has been safely used for decades.
- The vaccine is free of charge and available at all public health clinics across the country. Visit your nearest clinic today!
- Let us all work together to prevent outbreaks and keep our communities safe from measles.

For more information, visit: <https://www.nicd.ac.za/diseases-a-z-index/measles/>



## GOVERNMENT NEWS

10 JULY 2025

"Empowering South Africans through communication excellence"

### NATIONAL SAVINGS MONTH: EVERY RAND COUNTS!

- July is National Savings Month in South Africa and is aimed at raising awareness about the importance of saving and to foster responsible financial behaviour among South Africans.
- Government recognises the current economic challenges, including the high cost of living and unemployment, which makes it difficult for many South Africans to save.
- Despite these challenges, we encourage all who can do so to cultivate a culture of saving, no matter how small the amount.
- Government continues to implement policies aimed at growing the economy, creating jobs, and supporting families so they are better positioned to save and invest in their futures.
- Saving, even in small amounts, can protect households against unexpected emergencies and reduce reliance on credit and debt.
- Parents and caregivers are urged to teach children and young people about the value of saving.
- Citizens are encouraged to take advantage of available financial education resources and tools offered by institutions such as Savings Institute of South Africa.



## GOVERNMENT NEWS

11 JULY 2025

"Empowering South Africans through communication excellence"

### MANDELA MONTH: STOP HUNGER BY STARTING A FOOD GARDEN

- Government encourages all South Africans to honour Mandela Month by planting food gardens to fight poverty, hunger and inequality.
- The 2025 theme for Mandela Month is: **"It's still in our hands to combat poverty and inequality"**.
- Your simple act of planting vegetables can ensure no one in your community goes to bed hungry.
- Home and communal gardens promote food security, create jobs, and support nutrition.
- Government urges individuals, civil society, and businesses to join hands in growing food for shared benefit.
- South Africa's indigenous crops like spinach, pumpkin and cabbage are easy to grow and highly nutritious.
- Combating poverty is possible when we act together as a nation that works for all.

#ItsInYourHands #MandelaMonth2025



## GOVERNMENT NEWS

14 JULY 2025

"Empowering South Africans through communication excellence"

### STRENGTHENING OVERSIGHT IN LAW ENFORCEMENT

- Government continues to intensify the fight against crime, and to safeguard the integrity of the South African Police Service (SAPS) and other law enforcement agencies in the country.
- President Cyril Ramaphosa has established a Judicial Commission of Inquiry to investigate serious allegations of criminal infiltration within the SAPS and related institutions.
- Among other things, the Commission will investigate the role of current or former senior officials in certain institutions who may have aided or abetted the alleged criminal activity.
- The Commission will also investigate whether any members of the National Executive responsible for the criminal justice system, were complicit, aided and abetted, or participated in criminal acts.
- Reporting will include an assessment of whether current oversight mechanisms are effective, and if existing laws, policies, and institutional frameworks are adequate to prevent criminal infiltration.
- The Commission will have the power to refer matters for immediate criminal investigation and urgent decisions on prosecution.
- Interim reports are expected to be submitted to the President after 3 and 6 months, respectively. The final report will be submitted to the President, Speaker of the National Assembly and the Chief Justice. #SOVZAupdates

## GOVERNMENT NEWS

15 JULY 2025

"Empowering South Africans through communication excellence"

### CALL FOR SUBMISSIONS: WHITE PAPER ON LOCAL GOVERNMENT

- Government is reviewing the 1998 White Paper on Local Government (WPLG) to evaluate its impact, address ongoing challenges, and align local governance with modern realities.
- Members of the public, civil society, public institutions, interested stakeholders, and all three spheres of government are invited to provide comments towards the WPLG review.
- The capacity and effectiveness of local government in delivering services affects everyone. It is therefore important for citizens to share their experiences and suggestions for improvement.
- Submissions may address any aspect of local government- not only the specific topics covered in the discussion document.
- Submissions must be made in writing and can be emailed to [WPLG26@cogta.gov.za](mailto:WPLG26@cogta.gov.za) or [RichardP@cogta.gov.za](mailto:RichardP@cogta.gov.za) and [MaphutiL@cogta.gov.za](mailto:MaphutiL@cogta.gov.za) by no later than the **deadline of 31 July 2025**.
- Alternatively, submit comments by post to Minister of Cooperative Governance and Traditional Affairs, Attention: Mr. Thabiso Richard Plank **Private Bag X802, Pretoria, 0001**.
- To access the full discussion document and more information, visit: <https://shorturl.at/Ols45>



## GOVERNMENT NEWS

16 JULY 2025

"Empowering South Africans through communication excellence"

### FAKE COLLEGES = FAKE QUALIFICATIONS, CHECK BEFORE YOU APPLY!

- Government urges prospective students to be careful when applying to colleges and not fall prey to bogus institutions.
- Bogus colleges are not officially registered with the Department of Higher Education and Training (DHET), the Sector Education and Training Authorities (SETAs) or any other recognised body.
- The illegal institutions offer unrecognised qualifications; if you register at a bogus college, your qualification will be fake and cannot be used for any official purpose.
- Always check if a college is registered before you apply- ask to see the registration certificate on the premises of the college or check on the DHET website.
- Government continues to close bogus colleges through the DHET and law enforcement agencies.
- Members of the public are urged to notify the Department of Higher Education and Training about "bogus" colleges and/ or any form of irregular practices.
- To confirm if a college is registered, visit the DHET website: <https://www.dhet.gov.za/> or the department's toll-free number: **0800 872 222**.



## GOVERNMENT NEWS

17 JULY 2025

"Empowering South Africans through communication excellence"

### NATIONAL MPOX VACCINATION PROGRAMME UNDERWAY

- Government has commenced the roll-out of mpox vaccination at selected healthcare facilities in Gauteng, KwaZulu-Natal and the Western Cape.
- Any person who considers themselves to be at high risk of mpox exposure is encouraged to visit one of the identified vaccination sites. For a full list of sites, visit: <https://x.com/HealthZA/status/1945439512579940381>
- Vaccination plays a critical role in controlling the spread of mpox. Vaccinated individuals are protected from severe illness and complications.
- The public is urged to remain vigilant and use their nearest healthcare facility if they experience any symptoms of mpox. Early detection is key to preventing further spread.
- Common symptoms of mpox include a blister-like rash that may last between 2-4 weeks, fever, muscle pain, headache, low energy and backache. The rash may appear on the face, hands, feet or groin.
- Although the current vaccination campaign targets high-risk areas, Government calls on all South Africans to continue practising precautionary measures, regardless of their location.
- Hand hygiene is a key measure to prevent illness and reduce the spread of infectious diseases. Wash hands regularly with soap and water or use an alcohol-based sanitiser. #GoVZAupdates



## GOVERNMENT NEWS

9 JULY 2025

"Empowering South Africans through communication excellence"

### SOUTH AFRICA ON UNITED STATE TRADE DEAL

- President Cyril Ramaphosa has acknowledged communication from President Donald Trump regarding a unilateral 30% tariff imposed on South African exports.
- This 30% tariff is based on a particular interpretation of the balance of trade between South Africa and the United States. This contested interpretation forms part of the issues under consideration by the negotiating teams from South Africa and the United States.
- South Africa remains committed to a fair, balanced, and mutually beneficial trade relationship.
- Government continues diplomatic engagements and awaits the official US template for sub-Saharan trade discussions.
- President Ramaphosa has instructed the team to urgently engage with the US on the basis of the Framework Deal that South Africa submitted to the US on 20 May 2025. This Framework deal addresses the issues initially raised by the US, including South Africa's supposed trade surplus, unfair trade practices and lack of reciprocity from the US.
- South Africa continues working towards accelerating diversification, strengthening supply chains and building a resilient economy.
- Let's work together to ensure that South Africa remains strong, competitive, and globally connected.

# Victimisation and Bullying in the South African Public Service: The Role of Employee Conduct

In the South African public service, the conduct of employees plays a critical role in shaping the organisational culture and the well-being of the workforce.

Bullying and victimisation, while often discussed in terms of managerial abuse or structural issues, are also driven by interpersonal behaviours between colleagues. The Public Service Code of Conduct, guided by the Constitution and the Public Service Regulations, expects employees to treat each other with courtesy, dignity, and fairness.

However, instances of bullying such as verbal abuse, persistent undermining, exclusion from key tasks, and malicious gossip demonstrate that these ethical obligations are not always upheld.

Bullying is not limited to overt aggression. It often manifests in more subtle but equally damaging forms: withholding information, setting unrealistic deadlines, excluding individuals from meetings, or belittling their contributions.

Such behaviours are particularly harmful when embedded in group dynamics, leading to workplace cliques that isolate or target specific individuals. Victimisation may occur when employees who raise legitimate concerns or lodge complaints are punished through unfair treatment, performance sabotage, or reputational harm. These actions are not only unethical but also breach employees' constitutional and labour rights.

The effects of poor employee conduct in this context are far-reaching. Targeted employees may suffer from stress, anxiety, or depression, affecting their concentration, attendance, and productivity. This, in turn, harms team cohesion and service delivery outcomes.

The Department will experience increased absenteeism, higher staff turnover, and reputational damage, particularly when such cases are publicised through the media or social platforms. From a legal perspective, bullying and victimisation can result in formal grievances, labour disputes, and even litigation against both the perpetrator and the employer.

The Labour Relations Act allows affected individuals to claim constructive dismissal, with serious financial and reputational implications for the state.

Preventing bullying and victimisation begins with each employee taking responsibility for their behaviour. Public servants are duty-bound to uphold the values of fairness, integrity, and accountability. Employees must avoid gossip, disrespect, and exclusionary behaviour, and instead practise collegiality and professionalism.

When problems arise, addressing them through dialogue and official grievance channels is vital. Equally, employees should refrain from fabricating or exaggerating allegations for personal or political gain, as this undermines genuine efforts to create safe workplaces and may result in disciplinary action or defamation claims.

Promoting respectful conduct in the public service is not a once-off event but a continuous process of education, reflection, and enforcement. The Department must invest in awareness raising, leadership development at all levels, as well as promoting exemplary conduct.

Managers must lead by example, but every employee must contribute to a culture that does not tolerate bullying or victimisation in any form.

Ultimately, how employees treat one another determines not only workplace morale but also the integrity and effectiveness of the Department as a whole.  
– **(Dr Roos is Department of Employment and Labour, Director: Employment Relations)**



**Department of Employment and Labour, Director: Employment Relations, Dr Roos ... warning about wolves in sheep clothing in the workplace.**

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## Employment equity workshop - Kimberley

The City of Kimberley recently played host to another workshop on the implementation of the 2022 Employment Equity Amendment Act which came into implementation on 1 January 2025 and the accompanying EE Regulations.

The Department of Employment and Labour, in partnership with the Commission for Employment Equity (CEE) and the Commission for Conciliation Mediation and Arbitration (CCMA) held the workshop as part of advocacy on the amended 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.

The workshop was held under the theme: *"Bridging the Equity Gap Through Diversity & Inclusion"*.





## Employment equity workshop - Bloemfontein

Yet another Employment Equity (EE) workshop was held at the City of Roses to interact with stakeholders on the implementation of the amended EE Act of 2022 and accompanying EE Regulations.

The 2025 EE workshops focus 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 workshop was part of a national roadshow held under the theme: "Bridging the Equity Gap Through Diversity & Inclusion".

The national Employment Equity workshops came to an end on 11 July 2025 with a workshop held at Bolivia Lodge in Polokwane. The focus will now shift on the preparation of five-year EE Plans.



# Communicators meet in a melting pot of ideas to promote Yazini



The Department of Employment and Labour and the family of institutions' communicators met this month in a Forum to promote cohesion and partnership, following the first meeting since the approval of the integrated communication strategy.

Delivering his address to lay the groundwork during the Communicators Forum held at Magoebaskloof Hotel in Limpopo, the Department's Chief Communication Officer (CCO), Teboho Thejane, said communicators have a responsibility to engage in sustainable communication practices that will leave a lasting impression.

Mr Thejane's address focused on the department's five-year integrated communication strategy and expectations following the coming into being of the Government of National Unity (GNU) last year.

"Within the context of the DEL integrated communication strategy, effective communication is crucial in promoting transparency, accountability, and trust. Communication is a key driver of DEL policies and initiatives," he said.

The Communicators/Communication Forum is a platform that brings together communicators within the department, the Funds (Compensation Fund and Unemployment Fund), and entities (Commission for Conciliation Mediation and Arbitration, Productivity South Africa, Supported Employment Enterprises, and National Economic Development and Labour Council).

The Forum meets quarterly and exists to develop department's communication strategy, and address operational and broader issues affecting communicators and initiatives to profile and market the department and family of institutions through Yazini .

Yazini (know your Ministry/Department) is an initiative unveiled by Employment and Labour Minister Nomakhosazana Meth to take services to the people. The operation includes among others high impact inspections and integrated service delivery operations.

Mr Thejane said the five-year document seeks to promote a long-term focus, encouraging the government to prioritize sustainable communication practices and strategies that yield lasting benefits.

He listed several variables that needed to be communicated and marketed within the department, ranging from inspections, advocacy, collaborations with other departments and the private sector, campaigns, labour market interventions, taking services to the people initiatives, policy and legislation, participation in international engagements, internal communication, and promote research outcomes.

In a nutshell, his take was that Communication must be felt and seen. He advised communicators to ensure that the organisation dominates the labour market and be expert leaders.

Productivity South Africa Executive Manager of Business Turnaround and Recovery Programme, Justice Tshifularo, said having perused the integrated communication strategy, he was convinced of what the communicators were doing. Mr Tshifularo advised communicators in whatever they were initiating not to leave behind and neglect the internal stakeholders.

Mr Tshifularo's presentation focused on strategies and means of how to manoeuvre the challenges of the 21st century and possible turnaround solutions. He advised communicators to differentiate themselves while advancing the organisational mandate. He told delegates about the importance of knowing their stakeholders and serving them.

He emphasised the importance of modern-day institutions as "organisations of leaders. Everybody should be a brand ambassador". He warned communicators that their work was "cut out" and needed to sew every piece of fabric without fail. Mr Tshifularo said communicators needed to defend their space and ensure excellence.

"You need to take performance seriously. You should be passionate about what you do and should always strive for performance excellence. Everything begins with leadership that promotes teamwork. In a team, there are many players and none important than the others.

"Go and do what needs to be done," he said.

During the Forum meeting, there were also presentations from provinces, entities, and Funds. The Forum culminated with an awards ceremony in recognition of the role played by communicators.

#### The key awards were conferred as follows:

Head Office best individual communicator: Itumeleng Motsepe  
Head Office best communicators' sub-directorate: Media Liaison  
Best Provincial Communication Officer: Botsang Huma (North West)  
Best individual communicator in entity(ies): Seneliso Nkonyeni (UIF)  
Best communicators entity unit: Media Liaison (UIF)  
Overall communicator of the year: Perseverance Mathebula (UIF)

There were also Informal Awards awarded to: Judas Novela (most talkative); Lebogang Moloko (most likeable); Hlanganisa Mbatha (best dressed); Tsumbedzo Mamburu (messiest desk); Hlengane Ngobeni (the one that gets the worm); Silusapho Nyanda (the one that is always in trouble); Jani de Wet (the hoarder); Amelia Lodi (most beautiful office); Amelia Lodi, Mahlatsi Kgwele, Hlanganisa Mbatha (joint winners - self-starter); Nhlanhla Khumalo (the funniest); Seneliso Nkonyeni, Thuli Magadla, Anelisa Masotla, Narisha Francis, Thomas Raseasala (all winners - the Boss' pet); Itumeleng Motsepe (Thuma mina); and Masede Mosima (the interrogator).

By Shadrack Mashalaba



# Communicators Forum - Magoebaskloof Hotel in Limpopo

Communicators in the Department of Employment and Labour, the Funds and entities met in a Forum to promote cohesion and partnership.

The Communicators Forum was held at Magoebaskloof Hotel in Limpopo. It was the first Forum since the approval of the five-year integrated communication strategy.

The Communicators/Communication Forum is a platform that brings together communicators within the department, the Funds (Compensation Fund and Unemployment Fund), and entities (Commission for Conciliation Mediation and Arbitration, Productivity South Africa, Supported Employment Enterprises, and National Economic Development and Labour Council).

The Forum meets quarterly to develop and department's communication strategy, and address operational and broader issues affecting communicators and initiatives to profile and market the department and family of institutions. The event was graced by the presence of Productivity South Africa Executive Manager of Business Turnaround and Recovery Programme, Justice Tshifularo who presented on strategies and means on how to manoeuvre the challenges of the 21st century and possible turnaround solutions.

During the Forum meeting there were also presentations from provinces, entities and Funds. The presentations focused on achievements, upcoming plans, challenges and proposed solutions. The Forum culminated with an awards ceremony in recognition of the role played by communicators.





# Deputy Minister Sibiya Leads High-Impact Blitz Inspection at Msikaba Bridge Construction Site

In a decisive move to bolster workplace safety and compliance in the construction sector, the Deputy Minister of Employment and Labour, Mr. Jomo Sibiya, spearheaded a multidisciplinary Blitz Inspection at the Msikaba Bridge construction site near Lusikisiki in the Eastern Cape on 20 June 2025.

The inspection formed part of the Department's broader strategy to create safer, fairer, and more compliant working environments in high-risk industries.

The high-impact operation was a collaborative effort involving multiple stakeholders, including the Department of Home Affairs, the South African Police Service (SAPS), and other key role players. The team conducted a comprehensive inspection focused on enforcing various labour laws such as the Occupational Health and Safety Act, the Basic Conditions of Employment Act, the Unemployment Insurance Act, and the Compensation for Occupational Injuries and Diseases Act.

Prior to the site visit, Deputy Minister Sibiya stopped at the Lusikisiki Labour Centre, where he engaged with frontline staff and assessed their working environment. During the engagement, he stressed the importance of internal accountability, stating:

"As a Department that champions fair labour practices, we must also lead by example by ensuring that our own staff work in dignified conditions".

He added that the well-being of both employees and clients remains a critical priority for the Department.

Highlighting the significance of the inspection, Deputy Minister Sibiya reaffirmed the Department's commitment to protecting workers' rights and ensuring that employers in the construction industry are held accountable for maintaining safe and lawful working conditions.

"These inspections are essential in strengthening compliance, promoting decent work, and upholding the rights of workers, particularly in sectors prone to occupational hazards," he concluded that the Department of Employment and Labour remains steadfast in its efforts to collaborate with partners and stakeholders to ensure that all workers, especially those in vulnerable sectors like construction, are afforded the protection and dignity they deserve.

**By Cebisa Siyobi**

## Minister Meth Galvanises Relief Efforts for Mthatha Flood Victims



In the wake of devastating floods that claimed the lives of many and displaced scores of families in Mthatha, Minister of Employment and Labour, Ms Nomakhosazana Meth, led a compassionate and coordinated relief initiative on 23 June 2025 to bring much-needed support to affected communities.

Demonstrating hands-on leadership, Minister Meth visited the flood-stricken areas, engaging directly with grieving families and displaced residents. She extended heartfelt condolences and personally handed over relief packages, which included blankets, food parcels, toiletry packs, and school uniforms for learners whose schooling had been disrupted.

"Beyond material aid, these packages are about restoring dignity, routine, and hope to families during a deeply painful time," said Minister Meth.

The inclusion of school uniforms was a deliberate gesture aimed at supporting children's return to school with a sense of normalcy and pride. The relief effort was strengthened by a multi-sectoral team comprising various government departments and civil society organizations, all united in their commitment to assist the Mthatha community on the road to recovery.

As part of the Department of Employment and Labour's intervention, a suite of support services was offered to residents, including:

- Assistance with Unemployment Insurance Fund (UIF) applications, claims, and enquiries
- Registration of job seekers on the Employment Services of South Africa (ESSA) system
- Processing of claims related to occupational injuries and diseases

Minister Meth applauded the collective efforts of all stakeholders involved and emphasized the importance of solidarity in times of crisis.

"This response reflects our unwavering commitment to stand with our communities not only in policy, but in presence, empathy, and action," she said.

The visit underscores the Department's broader mandate to protect livelihoods and promote social support during emergencies, ensuring that no South African is left behind in the face of adversity.

**By Cebisa Siyobi**

# Employment and Labour Minister and Deputy Minister visit -Eastern Cape



ACDPO Patiswa Mbongwana briefing Deputy Minister Jomo Sibiya ahead of the blitz inspection in Lusikisiki.jpg



DM Sibiya - addressing clients during Lusikisiki Labour Centre visit



DEL taking services to the community of Mthatha



DM Sibiya engaging the Cief Engineer - at Msikaba Bridge Construction project in Lusikisiki



Minister Meth (in the reflector) handing over support material to flood affected community in Mthatha



Minister Meth addressing multi sector stakeholders ahead of the material handover to Mthatha Flood Victims



DM Sibiya addressing workers at Msikaba Bridge

# The Department of Employment and Labour (DEL) Executive Committee 14 July 2025

The Department of Employment and Labour (DEL) Executive Committee met on, 14 July 2025, at the Compensation Fund Building in Pretoria. The Acting Director-General, Ms Jacky Molisane, chaired the meeting. The session focused on finding a balance between governance oversight, program delivery, operational efficiency, and the Department's ongoing transformation efforts.

In her opening remarks, Ms Molisane highlighted the need to move from discussion to action. "The time for talk without action is over. Decisions made at EXCO are vital and must be acted upon and monitored," she said. She also mentioned that, given recent events, she will closely monitor the operations of the Unemployment Insurance Fund (UIF).

Ms Molisane discussed the Department's ongoing changes under the Unbundling and Reconfiguration Process. She urged Executive Committee members to think about the Department's readiness for change and to ensure that resource allocations and staff transition plans reflect the recent Ministerial briefing outcomes.

She concluded by underscoring the meeting's importance, stating it is not just a compliance check but a chance to reaffirm the Department's capability and integrity. "Each report presented must be evaluated not just for compliance but for its impact, delivery, and connection to the broader developmental goals of government," she stated.

Ms. Farzana Fakir, Acting Commissioner of the Compensation Fund, gave a brief update on the unified governance position concerning the Daybreak Farms investment, which is currently under business rescue. She outlined the investment path, current valuation, and key risks involved. She also discussed the conditions under which support from the Compensation Fund (CF) and Unemployment Insurance Fund (UIF) might be considered, in line with fiduciary responsibilities, audit requirements, and relevant policy frameworks. Daybreak Farms entered voluntary business rescue on 20 May 2025. On 4 June 2025, the appointed Business Rescue Practitioner (BRP) confirmed a serious cash flow crisis, with only the breeder and hatchery segments still operational. If the company goes into liquidation, about 2,800 employees could lose their jobs. The BRP intends to apply for Temporary Employer/Employee Relief Scheme (TERS) support.



DEL EXECUTIVE COMMITTEE  
Acting Director-General, Ms Jacky Molisane



Chief Communication Officer Mr Thejane.  
(Right Back) DDG PES Mr Morotoba





# WHO Scientific advisory group issues report on origins of COVID-19

The World Health Organization (WHO) Scientific Advisory Group for the Origins of Novel Pathogens (SAGO), a panel of 27 independent, international, multidisciplinary experts, published its report on the origins of SARS-CoV-2, the virus responsible for the COVID-19 pandemic.

SAGO has advanced the understanding of the origins of COVID-19, but as they say in their report, much of the information needed to evaluate fully all hypotheses has not been provided.

"I thank each of the 27 members of SAGO for dedicating their time and expertise to this very important scientific undertaking over more than three years," said Dr Tedros Adhanom Ghebreyesus, WHO Director-General.

"As things stand, all hypotheses must remain on the table, including zoonotic spillover and lab leak. We continue to appeal to China and any other country that has information about the origins of COVID-19 to share that information openly, in the interests of protecting the world from future pandemics."

In its report, SAGO considered available evidence for the main hypotheses for the origins of COVID-19 and concluded that "the weight of available evidence... suggests zoonotic spillover...either directly from bats or through an intermediate host."

WHO requested that China share hundreds of genetic sequences from individuals with COVID-19 early in the pandemic, more detailed information about the animals sold at markets in Wuhan, and information on work done and biosafety conditions at laboratories in Wuhan. To date, China has not shared this information either with SAGO or WHO.

SAGO published its initial findings and recommendations in a report on 9 June

2022. Today's report updates that evaluation based on peer-reviewed papers and reviews, as well as available unpublished information and field studies, interviews, and other reports including audit findings, government reports and intelligence reports. SAGO convened in various formats 52 times, conducted briefings with researchers, academics, journalists, and others.

"As the report says, this is not solely a scientific endeavour, it is a moral and ethical imperative," said Dr Marietjie Venter, Chair of the group and Distinguished Professor and One Health Research Chair in Vaccines and Surveillance for Emerging viral threats at the University of the Witwatersrand, South Africa. "Understanding the origins of SARS-CoV-2 and how it sparked a pandemic is needed to help prevent future pandemics, save lives and livelihoods, and reduce global suffering."

At a Special Session of the World Health Assembly in late 2020, WHO Member States adopted a resolution asking WHO to study the origins of SARS-CoV-2. Accordingly, a joint mission between international and Chinese experts travelled to China in January and February 2021, and published their report in March of that year.

In July 2021, Dr Tedros launched SAGO with two mandates: first, to design a global framework to investigate the origins of emerging and re-emerging pathogens, which it published last year, and second, to apply that framework to evaluate scientific evidence to determine the origins of COVID-19.

The work to understand the origins of SARS-CoV-2 remains unfinished. WHO welcomes any further evidence on the origins of COVID-19, and SAGO remains committed to reviewing any new information should it become available. – **(Article sourced from WHO)**

# On the frontlines of crisis: it's time to recognize domestic workers as essential

**To mark Domestic Workers' Day, Kaori Nakamura-Osaka, Assistant Director-General and Regional Director for Asia and the Pacific at the International Labour Organization (ILO), explains why an inclusive approach to labour and social protection for domestic workers is not only just, but essential, especially in times of crisis.**

Today, on Domestic Workers Day, we mark fourteen years since the adoption of the landmark ILO Convention No. 189 on Domestic Workers, a global commitment to uphold the rights and dignity of those who perform paid work in private homes. It affirmed what should be obvious: domestic workers are workers, and they deserve the same protections, wages and respect afforded to any other occupation.

Yet, even today, this simple truth is too often ignored.

Across Asia the pressures of our time are mounting. We are living through a period of overlapping crises: rising geopolitical tensions, record-breaking extreme weather events, spiralling living costs and deepening social inequality. These disruptions have made clear that domestic work is essential. It is the invisible infrastructure that keeps households — and by extension, societies — functioning. In moments of disaster, it becomes a vital lifeline.

During the 2024 floods in the Mekong Sub region, domestic workers were the ones scrubbing mud from flooded homes. In the aftermath of the earthquake that struck Myanmar and Thailand in March 2025, it was domestic workers who helped household members evacuate to safety. Throughout the COVID-19 pandemic, domestic workers provided vital support to families caring for the sick, elderly and young.

Quietly, without fanfare, they were first responders. But were they recognized? Were they listed on emergency registries? Were they considered in response planning? Too often, the answer is no.

Crisis response systems rarely account for domestic workers, either as contributors to recovery or as individuals in need of protection themselves. This blind spot reveals a deeper problem: the ongoing failure to value care and domestic labour as essential to our collective well-being.

Despite their critical contributions, domestic workers across the region remain among the most exploited and unprotected workers. An ILO study in ASEAN found that in Thailand and Malaysia, about half of domestic workers work more than ten hours per day. Over a quarter of domestic workers in these countries work seven days a week with no day off. Many are excluded from basic labour laws that guarantee rest time, maximum working hours, or even the right to a minimum wage. In addition, domestic workers' skills and experience are rarely reflected in what they earn.

These are not isolated cases — they reflect systemic neglect.

Still, there are signs of progress. In 2024, Thailand took a bold step with Ministerial Regulation No. 15, which extended key labour protections to domestic workers, including minimum wage guarantees, an eight-hour workday, and paid maternity leave. Malaysia also moved forward by extending its Employment Injury, Invalidity and Survivors' schemes to migrant workers including migrant domestic workers.

Yet most countries in the region continue to exclude domestic workers from social protection frameworks, leaving them without a safety net when they are most vulnerable.

Recognising domestic workers' rights is not a gesture of charity. It is an



essential, practical, forward-looking policy choice. Governments can legislate comprehensive protections. Trade unions can organize domestic workers and amplify their voices. Employers can adopt practices to ensure decent working conditions and fair treatment. And all of us, as members of society, can shift how we perceive domestic work, not as invisible, informal help, but as a vital component of our economy and our resilience.

We may not be able to prevent every crisis. But we can strengthen our societies' ability to respond and recover. Protecting domestic workers and recognizing the vital role they play must be part of that strategy.

Let us build a future where domestic workers are no longer overlooked in our homes, laws, or disaster plans. Let us finally treat their work as what it truly is: essential. – **(Article sourced from ILO)**

# Deliberations

History 16 July 2025

Ms. Molisane highlighted the significant changes that the Department is undergoing through the Unbundling and Reconfiguration Process. EXCO members were urged to ensure institutional readiness for these changes by aligning resource allocations and staff transition plans with the outcomes of the Ministerial briefing.

Discussions on the Internal Audit update and material irregularities were seen as opportunities to enhance internal controls, linking them with the ongoing implementation of resolutions by governance structures to assess both accountability and responsiveness of line functions.

Comprehensive reports from the UIF and Compensation Fund detailed progress on audit action plans, strategic risks—including Daybreak Investment—modernisation of systems, and governance of investment portfolios. The ADG emphasised that EXCO must critically assess whether actions taken address the root causes of historical weaknesses and if digital reforms are delivering the anticipated efficiencies and improvements in client service. Early reflections on the SEE Business Case suggest its potential to promote inclusive economic participation and employment, especially for people with disabilities. SEE should be reimagined as a strategic contributor to developmental employment.



"I urge each member to lead decisively, collaborate with urgency, and report transparently as we navigate the critical reforms ahead. Let us proceed with purpose," Ms Molisane.



Monday, 14 July, 2025

## DEL EXCO meeting focuses on reinforcing Department's commitment to integrity



On 14 July 2025, the Executive Committee (EXCO) convened at the Compensation Fund, Khoroni Boardroom to deliberate on key strategies and updates that will steer the Department of Employment and Labour (DEL) in the forthcoming months, while also reflecting on past achievements.

The meeting, chaired by Acting Director-General (ADG) Ms. Jacky Molisane, underscored a balanced approach to governance, operational efficiency, and transformation priorities.



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



With Parliament resuming and the Ministry's Programme of Action intensifying, integrated tracking of EXCO decisions with Parliamentary deadlines and visibility of departmental programmes are essential. High-quality briefing materials and rapid follow-up on commitments are crucial, said ADG Molisane.

The Diphetogo Project, SAP Maintenance, and other ICT initiatives require a whole-of-organisation approach to implementation. Ms. Molisane urged the CIO to work closely with DDGs to embed ICT solutions within daily workflows.

The CFO's report on expenditure and cost-saving measures highlighted the need for prompt processing of unpaid invoices. The Audit Action Plan must reflect proactive leadership from both Finance and Programmes.

"We must ensure that resource planning is supported by decisive action timelines. Furthermore, engagements with social partners must be informed by clear policy positions and readiness to lead policy discourse," emphasised Ms. Molisane.

The meeting accentuated the importance of strategic leadership and collaboration.

Each report should be assessed for compliance, impact, delivery, and alignment with the broader developmental mandate of the government. Members are urged to lead decisively, collaborate with urgency, and report transparently as we navigate the critical reforms ahead.

Ms. Molisane further stated that today's meeting is more than a compliance routine; it is a strategic platform to reassert the Department's capability and integrity. Each report should be assessed not only for compliance but for impact, delivery, and alignment with the broader developmental mandate of the government.



The memory of the late SEE CEO, Mr. Sibiso Phakathi was honoured with an observation of a moment of silence.



Compiled by: Lebogang Moloko & Sephewe Tshabalala. Photography by: Lebogang Moloko & Sephewe Tshabalala

This message is brought to you by the Department's Corporate Communication.



# Rebuilding the Dignity of Work: Deputy Minister Jomo Sibiya Presents DEL's Vision for South Africa's Labour Market to the Select Committee via Microsoft Teams Meeting

WED, JUN 25<sup>th</sup> 2025



Department of Employment and Labour | @del\_sa | #del\_sa



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REPUBLIC OF SOUTH AFRICA



G20 SOUTH AFRICA 2025



## Rebuilding the Dignity of Work: Deputy Minister Jomo Sibiya Presents DEL's Vision for South Africa's Labour Market to the Select Committee via Microsoft Teams Meeting

JUN 25<sup>th</sup> 2025

In a pivotal presentation to the Select Committee on Economic Development and Trade, Deputy Minister Jomo Sibiya unveiled the Department of Employment and Labour's (DEL) Strategic Plan for 2025-2030 and the Annual Performance Plan (APP) for 2025/26. This comprehensive plan aimed to address the pressing issues of unemployment, poverty, and economic growth in South Africa.

In his opening remarks, Deputy Minister Sibiya highlighted the recent floods in the Eastern Cape, which had a devastating impact on the region. He emphasised the need for a compassionate and coordinated response to support the affected communities. The DEL, in Eastern Cape and the Mthatha Labour Centre, had activated a response team to address the immediate needs on the ground.

Deputy Minister Sibiya emphasised the DEL's commitment to creating a labour market conducive to investment, economic growth, employment creation, and decent work. The department's mission was to promote employment and regulate the South African labour market through appropriate legislation, inspection and enforcement, protection of worker rights, provision of employment services, and promotion of equity and social protection.

The DEL identified seven strategic priorities to guide its interventions: strengthening regulatory capabilities, coordinating employment interventions, ensuring good corporate governance, improving service delivery, strengthening institutional capacity, massifying the marketing of services and programmes, and advancing the new employment mandate.

The Acting Director General, Jacky Molisane, presented introductory remarks before the presentation on the Department of Employment and Labour's Strategic Plan for 2025-2030 and the Annual Performance Plan for the 2025/26 financial year to the Select Committee on 18 June 2025. In her address, she emphasised the alignment of these plans with the President's call and the priorities of the Medium-Term Development Plan, highlighting their focus on addressing the urgent

socio-economic challenges facing the nation. She highlighted the Department's commitment to fostering inclusive growth, creating sustainable employment opportunities, and strengthening institutional frameworks to better serve the South African populace.

The presentation detailed the DEL's key programmes and their respective budget allocations for the 2025/26 financial year. Public Employment Services (PES), led by Acting Deputy Director General Sagren Govender, aimed to create 1 million jobs by 2030 through various initiatives, including the National Pathway Management Network and public employment programmes. The budget allocation for PES was substantial, reflecting its important role in job creation.

Inspection and Enforcement Services (IES), under the leadership of Deputy Director General Aggy Molloa, focused on ensuring compliance with labour laws and improving working conditions. The IES aimed to conduct over 298,000 inspections annually to enforce compliance with employment laws.

Labour Policy and Industrial Relations (LP&IR), led by Acting Deputy Director General Thembinkosi Mkalipi, aimed to review and amend key labour laws and ensure the implementation of the National Minimum Wage. The LP&IR programme aimed to reduce poverty and improve livelihoods through effective labour policies.



Chairperson of the select committee, Ms. Sonja Boshoff

innovative employment programmes. The department's focus on inclusive growth, job creation, and skills development was expected to drive economic growth and improve the livelihoods of South Africans.

Future projections for employment were a key highlight of the presentation. The DEL aimed to create 2 million work opportunities by 2030 through its public employment programmes. This ambitious target included 1 million jobs created by the DEL and its public entities, with 650,000 jobs facilitated by the National Pathway Management Network and 350,000 jobs through Public Employment Services. Additionally, the Unemployment Insurance Fund (UIF) was projected to contribute significantly, with 1 million jobs, including 140,000 teacher assistants and 860,000 jobs through Labour Activation Programmes.

The Unemployment Insurance Fund (UIF) played a crucial role in the DEL's strategy. The UIF aimed to create 1 million jobs by 2030, with a significant portion of these jobs coming from Labour Activation Programmes (LAP). These programmes were designed to provide employment opportunities and skills development to unemployed individuals. The LAP projects included various initiatives such as the employment of teacher assistants and other community-based projects aimed at reducing unemployment and improving livelihoods. The UIF's contribution was seen as vital in achieving the overall employment targets set by the DEL.

Administration, led by Deputy Director General Bahumi Matebesi, focused on building a capable, ethical, and developmental state. The administration programme emphasised digital transformation, improving governance, and enhancing service delivery.

The DEL's budget for the 2025/26 financial year was meticulously planned to support its strategic priorities. The total budget allocation was divided among the key programmes, with significant investments in public employment services, inspection and enforcement, and labour policy development. The department also allocated funds for infrastructure projects, including the construction and refurbishment of labour centres across various provinces.

Deputy Minister Sibiya underlined the importance of addressing the high unemployment rates in South Africa. The DEL's strategic plan aimed to reduce the unemployment rate to 27.5% by 2030 through coordinated efforts and



Acting Director General,  
Jacky Molisane

Deputy Minister Sibiya also addressed the public debate on the credibility of South Africa's unemployment measurement framework. He clarified that the methodology used to calculate unemployment in South Africa is based on the International Labour Organization (ILO) standards, which are globally recognised. However, he acknowledged the limitations of this methodology, particularly in economies with large informal sectors and high levels of discouraged work-seekers.

The Deputy Minister accentuated the importance of South Africa's participation in the 2025 International Labour Conference (ILC) in Geneva. The conference focused on evolving labour standards, decent work, and inclusive growth. South Africa played a key role in presenting the Committee Report on Biological Hazards, which led to the adoption of a new international Convention to protect workers from biological risks.

Deputy Minister Sibiya also highlighted the challenges facing South Africa's industrial economy, particularly in the automotive sector. He expressed concern over the closure of the Goodyear plant in Uitenhage and the potential relocation of major players like Audi and Mercedes-Benz. These developments underscored the need for a strategic approach to support workers and industries in transition.

The DEL's strategic plan for 2025-2030 and the APP for 2025/26 were aligned with the foundational principles of the Government of National Unity (GNU). These principles included unity in diversity, ethical leadership, participatory democracy, social justice, and accelerated service delivery. The DEL aimed to drive inclusive economic growth and job creation, reduce poverty, and build a capable, ethical, and developmental state.

*"Deputy Minister Sibiya underlined the importance of addressing the high unemployment rates in South Africa. The DEL's strategic plan aimed to reduce the unemployment rate to 27.5% by 2030 through coordinated efforts and innovative employment programmes. The department's focus on inclusive growth, job creation, and skills development was expected to drive economic growth and improve the livelihoods of South Africans."*

Deputy Minister Sibiya emphasised the importance of the National Employment Policy, which seeks to create a demand-led framework to translate economic growth into sustainable, decent jobs. This policy is a flagship contribution to the reindustrialisation and transformation of the South African economy. He also highlighted the work of the National Pathway Management Network (NPMN), which has registered over 5 million young people and placed 157 million youth in earning opportunities, with 70% of those opportunities secured by women.

Deputy Minister Sibiya stated, "What you see in the plans of the Department is not just institutional activity, it is a blueprint for a country that is working to rebuild the dignity of work. Whether through our Public Employment Initiatives, Inspection and Enforcement of our Labour Legislation to protect vulnerable workers in our society, these programmes of the Department are the scaffolding of our developmental state."

"But scaffolding is not enough. We must build. And building requires urgency, investment, and coherence. Our Department stands ready, and we look forward to walking this path with you, as partners in delivery, as custodians of public trust, and as comrades in pursuit of a just, inclusive, and transformed South Africa," concluded Deputy Minister Sibiya.



# Main Points of the Vision

1. Commitment to Decent Work: The Department of Employment and Labour (DEL) is dedicated to creating a labour market that promotes investment, economic growth, employment creation, and decent work through appropriate legislation, inspection, and enforcement.
2. Strategic Priorities: The DEL has identified seven strategic priorities: strengthening regulatory capabilities, coordinating employment interventions, ensuring good corporate governance, improving service delivery, strengthening institutional capacity, massifying the marketing of services and programmes, and advancing the new employment mandate.
3. Public Employment Services (PES): Aiming to create 1 million jobs by 2030 through initiatives like the National Pathway Management Network and public employment programmes.
4. Unemployment Insurance Fund (UIF): The UIF is projected to create 1 million jobs by 2030, with significant contributions from Labour Activation Programmes (LAP) designed to provide employment opportunities and skills development.
5. National Employment Policy: This policy aims to translate economic growth into sustainable, decent jobs, serving as a guide for structural reforms and institutional arrangements.
6. Response to Crises: The DEL is actively responding to humanitarian crises, such as the recent floods in the Eastern Cape, and addressing public debates on unemployment measurement frameworks.
7. International Engagement: South Africa's participation in the 2025 International Labour Conference (ILC) highlights its commitment to evolving labour standards, decent work, and inclusive growth.
8. Industrial Economy Challenges: Addressing the challenges in the automotive sector and supporting workers and industries in transition.

## Impact on Job Seekers

DEL's vision will have a profound impact on job seekers by creating a more inclusive and dynamic labour market. The focus on creating 2 million work opportunities by 2030 through public employment programmes and the UIF will provide significant employment opportunities. The National Employment Policy will ensure that economic growth translates into sustainable jobs, while the Labour Activation Programmes will offer skills development and employment opportunities to the unemployed.

The DEL's commitment to improving service delivery and strengthening institutional capacity will enhance the support available to job seekers, making it easier for them to access employment services and opportunities. Overall, this vision aims to rebuild the dignity of work and create a fairer, more inclusive labour market for all South Africans.

## Main Points on Inspection and Enforcement Services (IES)

**Strategic Importance**

Inspection and Enforcement Services (IES) are a critical component of the Department of Employment and Labour's (DEL) strategy to ensure compliance with labour laws and improve working conditions across South Africa. The IES programme is designed to protect workers' rights, promote fair labour practices, and enhance workplace safety.

## Key Objectives

1. **Compliance with Labour Laws:** The primary objective of IES is to ensure that employers comply with national labour laws, including the Basic Conditions of Employment Act (BCEA), the National Minimum Wage (NMW), the Unemployment Insurance Act (UIA), and the Compensation for Occupational Injuries and Diseases Act (COIDA).
2. **Inspection Campaigns:** IES conducts high-impact blitz inspection campaigns in high-risk and problematic sectors. These campaigns involve joint integrated inspections with various stakeholders, including the South African Police Service (SAPS), metro police, immigration officers, and bargaining councils.
3. **Improving Compliance Rates:** The programme aims to increase compliance rates among employers. For example, the target is to increase compliance with the NMW and BCEA to 95% by conducting 844,320 inspections by 2030. Similarly, compliance with UIA, UICA, and COIDA is targeted to increase to 65% by inspecting 135,300 employers.

## Annual Performance Plan (APP) 2025/26

**1. Number of Inspections:** For the 2025/26 financial year, IES plans to inspect 298,104 employers/workplaces/users to determine compliance with employment laws. These inspections are distributed across various provinces and legislation, including Employment Equity (EE), BCEA, Occupational Health and Safety (OHS), Employment Services (EAS), and COIDA.

**2. Non-Compliance Notices:** IES aims to serve notices to 95% of non-compliant employers within 14 calendar days of the inspection. This ensures prompt corrective action and adherence to labour laws.

**3. Prosecution of Non-Compliant Employers:** Employers who fail to comply after the expiry of the served notice will be referred for prosecution within 30 working days. The target is to refer 65% of such non-compliant employers for prosecution.

**4. Advocacy and Awareness:** IES conducts formal advocacy sessions to increase awareness of employment laws. For the 2025/26 financial year, the target is to conduct six seminars or conferences on various topics, including Occupational Health and Safety and Employment Standards.

### Challenges and Strategic Response

**1. Underfunding:** One of the major constraints faced by IES is underfunding. Addressing this limitation is crucial for effectively shifting the needle on

unemployment and ensuring robust enforcement of labour laws.

**2. Industrial Economy Challenges:** The automotive sector, a significant part of South Africa's industrial economy, is undergoing disruptive changes. The closure of the Goodyear plant in Uitenhage and potential relocations of major players like Audi and Mercedes-Benz highlight the need for strategic support for workers and industries in transition.

**3. Global Engagement:** South Africa's participation in international forums, such as the International Labour Conference (ILC), underlines its commitment to evolving labour standards and protecting workers' rights. The adoption of a new international Convention on biological hazards is a testament to this commitment.

### Impact on Job Seekers

The IES programme's rigorous enforcement of labour laws and promotion of fair labour practices will create a safer and more equitable working environment for job seekers. By ensuring compliance with employment standards, IES helps protect workers from exploitation and unsafe working conditions. The advocacy and awareness initiatives will also educate job seekers about their rights, empowering them to seek fair treatment in the workplace. Overall, the IES programme contributes to building a more stable and inclusive labour market, benefiting both current and future job seekers.

## Strategic Responses to Committee Questions

Deputy Minister Sibiyi addressed several questions raised by the select committee during the presentation on the DEL strategic plan and budget. He began by acknowledging the issue of skills migration and the pay gap, noting that South Africa is working diligently to retain essential skills within the country despite international migration laws and the freedom of movement. Efforts are being made to develop local skills and create employment opportunities to mitigate the impact of skills migration.

Regarding employment targets and figures, the Deputy Minister assured the committee that detailed figures on employment targets and achievements would be provided formally. The department is committed to transparency and accuracy in reporting these figures. He emphasised that the private sector is the largest employer and that the government is working closely with private entities to create a conducive environment for business growth and job creation. The balance between business profitability and worker protection is being carefully managed.

The department allows companies to apply for exemptions from the minimum wage under credible circumstances. However, exploitation of workers is strictly prohibited, and the minimum wage has been shown to improve the standard of living without negatively impacting employment. Strategic programs

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prioritise employment for women and people with disabilities. Manufacturing companies established by the department are creating significant job opportunities for these groups, and efforts are being made to ensure all departments support these initiatives.

Accountability is a key focus, with measures in place to ensure that all actions are accounted for and consequences are enforced where necessary. The department is committed to transparency and effective management. Reforms are being undertaken to improve the business environment and job creation. Collaboration with organised labour, business, and the community is essential to the success of these reforms.

“ Deputy Minister Sibiyi emphasised that the responses reflect a comprehensive approach to addressing the concerns raised by the select committee. He reiterated the department's commitment to transparency, accountability, and continuous improvement in all areas of its strategic plan and budget. ”

The department collaborates closely with the International Labour Organization (ILO) on various labour issues, ensuring that international standards are met and best practices are implemented. Concerns regarding the UIF and Compensation Fund are being addressed with detailed plans for reconfiguration and improvement. The department is ready to present these plans to the select committee for further discussion.

The Chairperson of the select committee, Ms. Sonja Boshoff, commended Deputy Minister Sibiyi for providing detailed and comprehensive responses to all the questions raised. She noted that this level of thoroughness was commendable.

Deputy Minister Sibiyi emphasised that the responses reflect a comprehensive approach to addressing the concerns raised by the select committee. He reiterated the department's commitment to transparency, accountability, and continuous improvement in all areas of its strategic plan and budget.

This message is brought to you by the Department's Corporate Communication.

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Picture Credit: Petunia Lessing (Online Microsoft Teams Meeting)



## employment & labour

Department:  
Employment and Labour  
REPUBLIC OF SOUTH AFRICA



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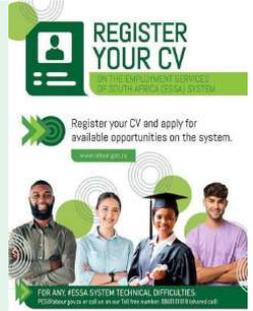


# EMPLOYMENT AND LABOUR MATTERS: KNOW AND UNDERSTAND OUR SERVICES TO YOU



**[DYK] according to BCEA, an employer must pay** an employee at least one and one-half times the employee's wage for #overtime worked. Despite subsection (2), an agreement may provide for an employer to pay an employee not less than the employee's ordinary wage for overtime worked and grant the employee at least 30 minutes off on full pay for every hour of overtime worked; or grant an employee at least 90 minutes' paid time off for each hour of overtime worked.  
#Yazini #ServicedeliveryZA #GovZAUpdates

Upgrade your career today! Make use of ESSA's Employment Services of South Africa to #UnlockYourCareerPotential. Register your CV today. Get help with any #ESSA system technical issues - call 0860101018 or email PES@labour.gov.za.  
#Yazini #ServicedeliveryZA #GovZAUpdates



**[ DYK ] The Employment Equity (EE) Amendment Act, No. 4 of 2022**, that came into operation on 1 January 2025, stipulates that non-designated employers, those employing below 50 employees, are no longer expected to submit their EE Reports in terms of legislation. The objective of excluding employers below 50 is intended to allow the growth of small businesses and enable them to focus on job creation instead of administrative burdens.

BCEA: An employer may only require or permit an employee to perform #nightwork if agreed, and the employee is compensated by the payment of an allowance, which may be a shift allowance, or by a reduction of working hours; and transportation is available

NMW: The #NationalMinimumWage of R28,79 per hour must be paid got all workers, including farm and Domestic workers.

National Minimum Wage is a floor below which no worker should be paid.

NMW: The Purpose of the #NationalMinimumWage Act is to advance economic development and social justice by

- Improving the wages of the lowest-paid workers;
- Protecting the workers from unreasonably low wages;
- preserving the value on the national minimum wage;

Your CV should inform the employer that you are the right candidate for the advertised post. Ensure professionalism when typing your CV because it may be the first thing the employer is going to analyse before meeting you in person. <http://ow.ly/2zUZ50Stbnw> #Yazini

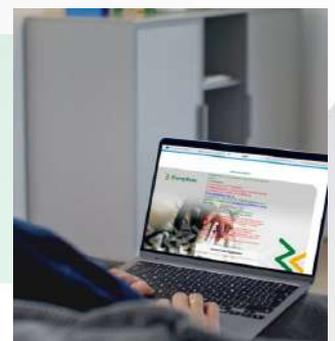
Access Link: The White Paper on National Labour Migration Policy for South Africa, May 2025 <https://www.labour.gov.za/.../National%20Labour>.



**The Public Employment Services (PES) System is now live;** users can access Work Seeker Registration, Opportunity Registration, Counselling, and ICBLM. PEAs - Optimized support for private employment agencies. Reporting - Powerful data insights, just a click away. [https://crs.labour.gov.za/.../sap/zcommreg\\_new/index.html](https://crs.labour.gov.za/.../sap/zcommreg_new/index.html)



**Compensation Fund: [DYK] that the Compensation Fund has an online system** #Compeasy, where claims should be registered electronically by the employer or a designated person. <https://compeasy.labour.gov.za:44328/fiori>



# EMPLOYMENT AND LABOUR MATTERS: KNOW AND UNDERSTAND OUR SERVICES TO YOU



**SEE: Need new furniture for your office?** - check out Supported Employment Enterprises (SEE), an entity of the Department that employs persons with disabilities, and they create furniture, see link for catalogue <https://ugc.production.linktr.ee/7881d6ef-b1f0-41b4-88f1...>



**Workers should cooperate** with employers by taking care of their own safety, complying with the instructions given regarding safety and health, using protective equipment correctly, and reporting hazardous conditions or accidents.



**UIA:[DYK] that as from 1 April 2003**, the Unemployment Insurance Act requires #domesticworkers and their employers to contribute to the Fund. Employer must register at the nearest labour centre or online at <https://uifonline.labour.gov.za/uifOnline/>



**Upgrade your career today!** Make use of ESSA's Employment Services of South Africa to #UnlockYourCareerPotential. Register your CV today. Get help with any #ESSA system technical issues - call 0860101018 or email PES@labour.gov.za.



**REGISTER YOUR CV**  
ON THE EMPLOYMENT SERVICES (ESSA) (THE PREVIOUS EPSSA) SYSTEM

Register your CV and apply for available opportunities on the system.  
[www.essa.gov.za](http://www.essa.gov.za)



FOR ANY #ESSA SYSTEM TECHNICAL DIFFICULTIES, PES@labour.gov.za or call us on our Toll free number: 0860 101018 (toll-free call)



**Be sure to often visit and check out the Department of Employment and Labour** website for the latest job openings <https://www.labour.gov.za/vacan.../Pages/Vacancies-List.aspx> and social media platforms.

#DidYouKnow | SEE an entity of DEL has showrooms at its Rand and Seshego Factories! Shop quality products directly from our factory floors. See products firsthand and get what you need. Visit SEE today!  
Link for catalogue: <https://ugc.production.linktr.ee/7881d6ef-b1f0-41b4-88f1...>



**A person who is employed for 24 hours** in a month or more must be registered, declared, and pay contributions to the Unemployment Insurance Fund (UIF). Registration can be done at the nearest labour centre or online. <https://uifonline.labour.gov.za/uifOnline/>

General tips for using social media in #jobsearching:

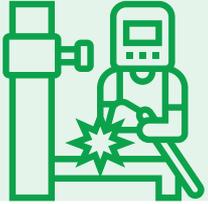
- Do not provide your ID number or passport number, or driver's licence number
- Never make any personal information, such as your bank account number, available
- Be careful of jobs offered without interviews
- Check the company on its website to see if it is legitimate
- Google the company's name with "scam" next to it
- Be careful of jobs for which the salary is too high in comparison with the responsibility required
- Companies in South Africa may not ask you for payment for placement, training, or a credit check or any other employment service in terms of the Employment Services Act, No 4 of 2014







# EMPLOYMENT AND LABOUR MATTERS: KNOW AND UNDERSTAND OUR SERVICES TO YOU



**[DYK] LRA: The Labour Relations Act**, passed in 1995, was one of the first major victories for the post-apartheid worker. It laid the foundation for a more just and fair system of industrial relations.



**NMW: The #NationalMinimumWage determination** also includes the vulnerable sectors of farm workers and domestic workers, who since 2022 have been aligned with the NMW rates.



**Try out the #GoStudy Career Questionnaire**, it will help you to make an informed career decision by asking you questions about what you like to do and matching these to relevant career fields, careers, and study opportunities. <https://t.co/JeZ8tKTr9E...>



**Access: Employment Equity:** Sector targets Regulations  
<https://www.labour.gov.za/.../Sector%20Targets...>



**Are you a #workseeker?** - Use the Department of Employment and Labour's Employment Services of South Africa database (ESSA). For registration as a work seeker, register on the ESSA database using the link <https://essa.labour.gov.za/EssaOnline/WebBeans/>



Code of Good Practice on the prevention and elimination of harassment in the workplace <https://www.labour.gov.za/.../Prevention%20and...>



**In terms of the Employment Services Act**, an employer may not employ a #foreignnational within the territory of the Republic of South Africa prior to such foreign national producing an applicable and valid work permit, issued in terms of the #ImmigrationAct. #Yazini #ServicedeliveryZA

The Employment Equity Act, 1998 (EEA). Regulates equity in the workplace. Section 6(1) of the EEA prohibits unfair discrimination directly or indirectly against an employee. <https://ow.ly/t7uk50VQsSk>

An Employer must see to it that every #worker is informed and understands the #healthandsafety hazards of any work being done, anything being produced, processed, used, stored, handled, or transported, and any equipment or machinery being used. <https://ow.ly/C32K50TxSAC>

Family Responsibility Leave: An employer must grant an employee, during each annual leave cycle, at the request of the employee, three days' paid leave, which the employee is entitled to take—  
\* when the employee's child is born;  
\* when the employee's child is sick; or  
\* in the event of the death of the employee's spouse or life partner, or (ii) the employee's parent, adoptive parent, grandparent, child, adopted child, grandchild, or sibling.

## CODE OF GOOD PRACTICE ON THE PREVENTION AND ELIMINATION OF HARASSMENT IN THE WORKPLACE

"End harassment in the Workplace Now!"



# 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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## CHOOSE THE CORRECT PROVINCE WHEN APPLYING ON UIF ONLINE

The Unemployment Insurance Fund (UIF) is appealing to clients who apply for benefits on uFiling to always choose the province where they reside in.

Selecting the incorrect province causes delays in the assessment and payment of claims



<https://uifonline.labour.gov.za/uifOnline>

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**FREE WIFI** AVAILABLE AT LABOUR CENTRES

The Unemployment Insurance Fund (UIF) has installed Wi-Fi at all Labour Centres for clients to freely access services of the Department of Employment and Labour and its entities online.

To connect to the Wi-Fi and access services such as uFiling, Return of Earnings or Employment Equity, please follow these simple steps:

1. Switch on the Wi-Fi function on your Smartphone.
2. Connect to DEL\_GUEST.
3. Go to your web browser and visit <https://www.labour.gov.za/online-tools>
4. Select your preferred online service.



UIF, Working For You.

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Scan the QR code with your smart phone to access  
**UIF Online System**

UIF Benefits

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### UIF CLIENTS Success Stories!

**UIF BENEFITS**

Hello, my name is Nkatiseng Lekuba from Grabouw in the Western Cape Province.

I am currently enrolled as a trainee in the Field Ranger training programme at Contour Enviro Group.

The programme has taught me a great deal in wildlife conservation and management, since I started on 02 May 2025.

Currently I am doing my Field Ranger practicals as we have concluded with the theory part.

I would like to express my heartfelt gratitude to the Labour Activation Programme for the funding it has provided to Contour Enviro Group that pays for the training and my stipend.

**NKATISENG LEKUBA**  
UIF BENEFICIARY

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# Driving Inclusive Employment: Deputy Ministers Strengthen Oversight of SEE Operations

Deputy Minister of Employment and Labour, Ms. Judith Nemaizinga-Tshabalala, continues her nationwide oversight visits to Supported Employment Enterprises (SEE), reaffirming government's commitment to inclusive employment for persons with disabilities (PwDs).

On 9 July 2025, she was joined by Deputy Minister of Public Service and Administration, Ms. Pinky Kekana, at the Da Gama factory in King William's Town, Eastern Cape. This facility supplies textile materials to SEE, which manufactures a range of products including office furniture, hospital linen, school uniforms, and metal goods.

SEE, established in 1943 as Sheltered Employment Factories, operates under the Department of Employment and Labour to provide sustainable employment for people with disabilities who face barriers in the open labour market. Today, SEE runs **13 factories across eight provinces**, with facilities in Gauteng (3), KwaZulu-Natal (2), Western Cape (2), Eastern Cape (2), and one each in Limpopo, North West, Free State, and Northern Cape. Mpumalanga remains the only province without a SEE factory.

On 8 July, Deputy Minister Nemaizinga-Tshabalala visited the Gqeberha Labour Centre and SEE factory, engaging stakeholders to expand the buyer base for SEE products. Increased demand directly translates into more employment opportunities for PwDs, advancing the #LeaveNoOneBehind agenda.

In Pretoria, Nemaizinga-Tshabalala was joined by Deputy Director-General for Public Employment Services, Mr. Sam Morotoba, DDG Public Employment Services, and Minister of Women, Youth and Persons with Disabilities, Ms. Sindiwe Chikunga, for a walkabout at the Silverton SEE factory. The visit focused on identifying strategies to empower the workforce and improve working conditions.

These efforts reflect a strong interdepartmental collaboration aimed at enhancing the visibility, sustainability, and impact of SEE in South Africa's inclusive employment landscape.

Help us grow the impact of Supported Employment Enterprises (SEE) by becoming a partner, client, or advocate. Whether you're a government department, private business, or community organization, your support can help create more job opportunities for persons with disabilities.

- **Explore SEE products and services**
- **Partner with us to expand market access**
- **Champion inclusive procurement in your organization**

Visit the Department of Employment and Labour's website or follow us on social media for updates and opportunities to collaborate:

Facebook: @DepartmentOfEmploymentAndLabour  
Twitter/X: @deptoflabour  
Instagram: @employment\_and\_labour  
YouTube: Employment and Labour SA

**Together, we can build a more inclusive and empowered workforce.**  
#Yazini #DEL #SEE #InclusiveEconomy #LeaveNoOneBehind

A NATION THAT WORKS FOR ALL!







SOUTH AFRICA 2025



**28-31 July 2025**  
SA host G20 4th EWG  
and LEMM in George  
Western Cape



**Solidarity**

**Equality**

**Sustainability**

**# OPERATION YAZINI**  
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**G20** SOUTH AFRICA 2025

