



4

Department's PES branch readies itself to implement labour migration legislation

Employment and Labour Deputy Minister, Judith Nemadzinga-Tshabalala (second from left) delivered a keynote address during the 4th G20 Employment Working Group (EWG) meeting. The EWG preceded the Labour and Employment Ministers' Meeting. The fourth EWG and LEMM meeting(s) were held at Fancourt Hotel and Country Estate in George, in the Western Cape Province. The LEMM adopted the Fancourt Declaration for G20 member countries to implement in order to address global labour market issues relating to inequality, gender disparities, social security and decent work.

Also in attendance (from left to right) were Cosatu President Zingiswa Losi; Department of Employment and Labour Acting Director General Jacky Molisane; Director at BUSA and B20 representative Sanelisiwe Jantjies and Brazil's Head of the Special Advisory Office for International Affairs at the Ministry of Labour and Employment Maíra Lacerda.

6



G20 Labour and Employment Ministers Meeting (LEMM) adopt Fancourt declaration

17



The Role of Managers in Poor Employee Relations

19



Impact of Artificial Intelligence (AI) in the recruitment and placement of work seekers

DIARY OF EVENTS

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
- 14 September 2025** = Productivity SA Exco monthly 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
- 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

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
- 21 October 2025** = Unemployment Insurance Fund Exco 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
- 28 October 2025** = Productivity SA National awards
- 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

NOVEMBER

- 04 November 2025** = Compensation Fund Exco meeting
- 04 November 2025** = Labour Activation Programme Committee (LAPC) meeting

- 07 November 2025** = Department's Labour Policy and Industrial Relations branch meeting
- 12-13 November 2025** = Commission for Conciliation Mediation and Arbitration Exco meeting
- 12-13 November 2025** = OHS Specialist forum meeting
- 17-27 November 2025** = The International Labour Organization (ILO) hosts the 355th Session of the Governing Body. The Governing Body is the executive structure and meets three times a year – in March, June and November. The Governing body takes decisions on ILO policy, decides the agenda of the International Labour Conference, adopts the draft programme and budget of the organization for submission to the conference and elects the Director-General
- 18 November 2025** = Unemployment Insurance Fund Exco meeting
- 18 November 2025** = Productivity SA monthly meeting
- 20 November 2025** = Departmental DEXCO meeting
- 23 November 2025** = ICT Strategic Planning meeting
- 25 November 2025** = Compensation Fund Exco meeting
- 25 November 2025** = Corporate Services branch meeting
- 25 November 2025** = Unemployment Insurance Fund Manco meeting
- 26 November 2025** = Supported Employment Enterprises EXCO meeting
- 27 November 2025** = Productivity SA board meeting
- 28 November 2025** = Department's Labour Policy and Industrial Relations branch meeting
- 28 November 2025** = National Economic Development and Labour Council Manco meeting
- 28 November 2025** = Unemployment Insurance Fund Manco meeting
- 29-31 November 2025** = PES Branch strategic meeting

EDITORIAL



As we wind the Women's Month - we once again pay homage to the more than 20 000 women who marched to the Union Buildings on 9 August 1956, to protest against the extension of Pass Laws and the Urban Areas Act.

Despite overcoming pass laws and laws controlling the movement of people, women still face other obstacles in many guises. Therefore, the struggle towards gender equality persists. The recent amendments to the Employment Equity Act of 2022 seek to introduce specific racial and gender-based targets across various industries on the need for equitable representation at all occupational levels – the Commission for Employment Equity (CEE) said in its 25th Annual Report that, "The fight against discrimination in all its forms continues".

This year's Women's Month marks the 69th anniversary of the historic march. It is held under the theme: "Building Resilient Economies for All". The overarching purpose of this commemoration is to promote women's participation and representation in leadership and the economy.

Of note recently has been the placement of interns as part of the Project 20 000. Interns Project 20 000 is now starting to take shape following the induction of the first batch in provinces such as Limpopo and Mpumalanga. The recruitment is part of an initial reinforcement with 10 000 interns to beef-up the inspectorate. Another 10 000 intern inspectors will be recruited next year.

Also, in a drive to highlight the scourge of child labour in the country this month the Department of Employment and Labour commemorated the National Day Against Child Labour. The commemoration was preceded by an inspection blitz in the North West of the agriculture, one of the sectors with a propensity to child labour.

The National Day Against Child Labour (NDAACL), was successfully commemorated in Ikageng in the Northwest province on 8 August 2025, under the slogan "Let me be a child". The occasion saw 400 school children from 8 schools in the region in attendance. The occasion was graced by Deputy Minister Jomo Sibiya who delivered a resounding as keynote address, as well the North west leadership, the International Labour Organisation including NEDLAC Social Partners, who all in unison emphasised the importance of eradicating child labour and echoed the sentiments of the slogan of letting children be children, remain alive and strong in order to safeguard or future of humanity.

In 2022 South Africa hosted the 5th Global Conference on the Elimination of Child Labour held in Durban. It was at this gathering that the country committed among others to upscale action – by accelerating multi-stakeholder efforts to prevent and eliminate child labour; end child labour in agriculture; strengthen the prevention and elimination of child labour including its worst forms, forced labour, modern slavery and trafficking in persons and the protection of survivors through data driven and survivor informed policy and pragmatic responses; realise children's right to education and ensure universal access to free compulsory, quality, equitable and inclusive education and training; achieve universal access to social protection; and increase financing and international co-operation for the elimination of child labour and forced labour.

The department is also very proud of hosting very successful 4th G20 Employment Working Group (EWG) meeting as well the Labour and Employment Ministers Meeting (LEMM) in George – South Africa on 28 to 31 Augst 2025 respectively.

The 4th EWG was preceded by the 1st meeting in Gqeberha, then uMhlanga, the third one in Geneva. The employment stream meeting topped it up with the LEMM that closed on a very high with a trailblazing show-stopper declaration.

We are now looking forward to the G20 Summit scheduled for November 2025 in the province of Gauteng.

#REKAOFELA #YAZINI



We value your feed-back and contributions, please contact

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

CONTRIBUTORS

CONTRIBUTORS	DESIGNER	PHOTOGRAPHERS	DISTRIBUTION
Shadrack Mashalaba Hlanganisa Mbatha Kholofelo Makgetsi Andiswa Mbovane Sephewe Tshabalala Bulelwa Huna Lebogang Moloko GCIS	Mulalo Mbango	Tinyiko Masingi Lebogang Moloko Shadrack Mashalaba Teboho Thejane Bulelwa Huna Mishack Magakwe Sibusiso Makhubo Hlengane Ngobeni Sephewe Tshabalala Hlanganisa Mbatha Botsang Huma	Lloyd Ramutloa
EDITOR: PETUNIA LESSING			

Teboho Thejane
Editor-in-Chief

DEL contacts and service points



Department of Employment and Labour



@deptoflabour



employmentandlabour



Department's PES branch readies itself to implement labour migration legislation



Department's Public Employment Services (PES) branch Director: Migration, Mantombi Bobani, during a meeting of the National Labour Migration Task Team.

Following the recent unveiling of the National Labour Migration Policy (NLMP), the trail-blazing policy instrument - the National Labour Migration Task Team is finalising readiness for the implementation of the legislation.

A meeting of the National Labour Migration Task Team, chaired by the Department of Employment and Labour Director: Labour Migration, Mantombi Bobani, has started preparations on the modalities, implementation, rollout, and enforcement of the legislation.

Among other issues discussed by the National Labour Migration Task Team included: update on status of NLMP and Employment Services Bill, presentation of report National Dialogue on Labour Migration; of Progress report on research Quota System; Bilateral Labour Agreements and Skills Transfer; implementation of skills transfer and quota system in the following sectors, Agriculture, Transport, Hospitality, Security and Construction; Update on Technical Agreement between Business France and SA on internship-enhancement of unemployed graduates and proposed Implementation Plan; Update on gap analysis of ILO Convention 97 and 143 including the capacity building workshops; plan to conduct International/Cross-Border Labour Migration (ICBLM) policy procedures nationally in the Agricultural sector; identify key projects for implementation from International Benchmarking Study Tours.

"We have had at least eight years of developing the policy, which led to the unveiling of the White Paper and culminated in the recent National Dialogue to empower delegates to learn from the good practices. These processes will enable the Department to start with a process of finalising the implementation plan of the NLMP, capacitate the DEL officials, including the inspectorate and Employment Services Board members," Ms Bobani said.

She said major hurdles have been crossed following the recent Cabinet approval of the NLMP. According to her, the branch plans to have further engagements on the NLMP.

The Cabinet in May 2025 announced it had approved, in a historic move, South Africa's first White Paper on National Labour Migration. The Cabinet also approved the Employment Services Amendment Bill for submission to Parliament. The policy instruments are with Parliament for consideration and may include further public consultations.

The Department, Employment Services Board, in collaboration with the EU's E4E initiative, hosted a National Dialogue on Labour Migration and Governance recently.

The Dialogue was to reflect upon, share, and consider comparable policies, practices, lessons, and initiatives for effective labour migration governance in South Africa, Ms Bobani said.

During the dialogue, delegates emphasized the prioritisation of citizens to any employment opportunities available in the labour market, and the importation of foreign labour should not compromise compliance with labour laws. The dialogue was attended by more than 150 representatives of Government Departments, international agencies, social partners, including organized business, labour, and community organisations.

The NLMP White Paper is with Parliamentarians for their consideration, and the Department would be looking at developing Regulations to enable the legislative implementation, Ms Bobani said.

In 2017, the Department of Employment and Labour started rolling out its national labour migration policy development process. This was intended to fulfil South Africa's commitment, made at the level of the Southern African Development Community (SADC) ELS (Employment and Labour Sector), to develop and adopt labour migration policies.

The policy provides for the Department of Employment and Labour, the Department of Home Affairs, and other government departments on the desired policy framework applicable to labour migration impacting South Africa.

Previously, immigration to South Africa was shaped by a system known as the "two-gate policy". The system was closely connected to the grand apartheid scheme to advance homelands policy and influx control.

The NLMP aims to equip South Africa with a technically sound policy instrument, which will strengthen the country's approach to labour migration, in a coordinated manner across key ministries, notably but not exclusively between the DEL and DHA, and thus contribute to the radical socio-economic agenda.

The policy also seeks to address current policy gaps identified in the Labour Migration Assessment (LMA) through migration governance and management, data for evidence-based policy monitoring and evaluation, labour migration to South Africa, and labour migration from South Africa.

By Shadrack Mashalaba



Economic growth is fundamental to lift many from poverty – World Bank



Global Director of Poverty Department at the World Bank, Luis F. Lopez-Calva ... driving impactful development to reduce poverty.



An estimated 1,3 billion of people globally have been lifted out of extreme poverty since 1990, but progress has slowed down over the past decade, so said Luis F. Lopez-Calva Global Director, Poverty Department at the World Bank.

“Economic growth is fundamental to lift many from poverty,” said Mr Lopez-Calva.

Mr Lopez-Calva was addressing a plenary session on the topic: Towards Inclusive Labour Markets: More and Better Jobs for Youth and Women. The plenary was held during the last day of the recent G20 Labour and Employment Ministers’ Meeting (LEMM). The two-day meeting was held at Fancourt Hotel and Country Estate in George, Western Cape Province.

The theme of the meeting was: “Living and Working in an Unequal World: Ensuring Decent Work and Decent Lives”. The theme aligned to South Africa’s 2025 G20 Presidency theme: “Solidarity, Equality, Sustainability”.

The World Bank is an international development bank that provide loans and grants to the governments of low and middle-income countries for the purpose of pursuing economic growth. The Bretton Woods institution was formed in 1946.

He said progress has slowed in recent years as witnessed in the historical reversal in the wake of recent crises. The World Bank Director cautioned of the “business as usual” approach, saying this risks compounding extreme poverty.

Said Mr Lopez-Calva: “we must invest in the productive capacity of the poor”.

“Strong growth in the working age population in the low income countries (LIC) and

low middle income countries (LMICs) is projected to expand further until 2035, this growth is negatively correlated with current labour productivity levels. Creating better jobs through sectoral and partial shifts in employment is a challenge shaped by climate and technology. The challenge of creating better jobs is especially urgent for youth and women.

Mr Lopez-Calva said education alone may not be enough. He said there was also a need to address the demand side. He said in addition to unemployment and inactivity – the quality of employment available to youth and women poses challenges.

“While youth face broad labour market challenge, women encounter additional barriers. A holistic approach that links pro-growth private sector reforms with labour policies is needed to improve job outcomes for youth and women.

“We need to create 800 million jobs to fill the labour market gap globally,” said Mr Lopez-Calva.

Meanwhile, the International Labour Organization and the Organisation for Economic Co-operation and Development in its joint presentation of the Women At Work Report – said that despite progress over the last decade, women remain much more likely than men to be working part-time.

Countries achieved a small rise in the share of women in managerial jobs in G20 countries – 31 percent on average, said the two organisations that 229 million of women remain outside the labour force.

By Shadrack Mashalaba



G20 Labour and Employment Ministers Meeting (LEMM) adopts Fancourt declaration



The G20 South Africa 2025 Labour and Employment Ministers' Meeting (LEMM) was held recently and concluded with the ministers reaffirming their commitment to advancing decent work policies that foster a future-ready workforce.

The Labour and Employment Ministers of the G20 members adopted the Fancourt Declaration during the LEMM held at Fancourt Hotel and Country Estate in George, Western Cape Province. The Ministers, in their Declaration, committed to building more prosperous economies by fostering a sustainable and resilient workforce, recognising the urgent need to address inequalities and foster fairness in the world of work, and ensure decent work.

The two-day LEMM was preceded by the 4th Employment Working Group (EWG) meeting. Under South Africa's G20 Presidency in 2025, the EWG was occupied by four priority areas, and on each of these, member countries made commitments:

- Inclusive growth, job creation, and youth empowerment - building on the Antalya Goal, member countries commit to the Nelson Mandela Bay G20 Youth Target, to reduce NEET rates among 15–29 year-olds by a further 5% by 2030, with a special emphasis on supporting disadvantaged youth, including young women, youth with disabilities and other vulnerable groups at risk of exclusion.
- Gender equality in the workforce - since 2012, with approximately half of G20 countries on track to meet the 25% reduction goal by 2025, and with more countries on track to meet the 25% goal by 2030.
- Addressing inequality and ensuring fair labour income, the G20 committed to promoting wage-setting mechanisms and wage protection policies.
- Social protections and digitalisation for an inclusive future of work – The countries committed to the use of the G20 Social Policy Portal as a useful platform for sharing experiences and good practices in this area. In addition, G20 noted the potential benefits of emerging technologies to improve social protections as well as risks of exclusion for vulnerable groups, including persons with disabilities.

South Africa's LEMM was held under the theme: "Solidarity, Equality, Sustainability: Living and Working in an Unequal World: Ensuring Decent Work and Decent Lives". The LEMM theme was aligned to that of South Africa's G20 Presidency:

"Solidarity, Equality, Sustainability".

In the Fancourt Declaration, Labour and Employment Ministers said: "We emphasise the importance of protecting labour and

human rights while promoting robust labour institutions, effective social dialogue, and international cooperation in shaping equitable labour markets.

"In this regard, we recognise that promoting decent work, including creating full and productive employment, good quality jobs, and ensuring the adequacy and sustainability of social protection systems, is fundamental for reducing inequality, broadening economic participation and boosting economic growth. Governments, in consultation with social partners, play a central role in formulating and implementing policies in this regard. We reaffirm our commitment to the G20.

Policy Priorities to Reduce Inequalities in the World and commit to regularly reviewing relevant trends, policies, and programmes.

EWG Chairperson and Department of Employment and Labour Acting Director General, Jacky Molisane, said in her presentation of the Fancourt Declaration that the document was an outcome of extensive work and deliberations of the Employment Working Group since South Africa's G20 Presidency started.

In their declaration, LEMM said in the face of pervasive transformations and global challenges, brought about by, among others, technological, climate, and demographic changes, coupled with geopolitical uncertainty and persistent inequalities, "we reaffirm that economic growth and decent work are essential to building more just, inclusive and resilient societies".

The Ministers emphasised the importance of protecting labour and human rights while promoting robust labour institutions, effective social dialogue, and international cooperation in shaping equitable labour markets.

LEMM concluded that it recognised the importance of accurate assessment and reporting of national and global social protection coverage in strengthening efforts to attain Sustainable Development Goals (SDG) targets, urging the International Labour Organization and other international organisations to continue strengthening the international framework for social security statistics.

Ministers committed to strengthening evidence-based policymaking using disaggregated labour market data, improved monitoring systems, and

effective tripartite social dialogue.

"We will strengthen collaboration within the G20 and with relevant international organisations, while continuing dialogue with the L20, B20, and other engagement groups to promote a shared agenda for economic growth and sustainable outcomes. We commit to promote well-managed, regular, and skill-based migration pathways," the Ministers said.

Building on the 2015 Antalya Goal, which sought to reduce the share of young people who are most at risk of being permanently left behind in the labour market by 15% by 2025, the Nelson Mandela Bay G20 Target on Youth Employment aims to enhance integration of youth into labour markets through a holistic and forward-looking approach. The forum committed to reducing the proportion of youth (ages 15-29) not in employment, education, or training (NEET) by a further 5% by 2030.

The Ministers committed to boosting the effectiveness of Youth Employment Strategies or Initiatives. Member countries were to engage with the G20 Compact with Africa (CWA) to advance reforms and strategies conducive to the promotion of decent jobs for youth on the continent.

"The Declaration reaffirms our collective commitment to social justice, decent work, and resilient labour markets in the face of global challenges – including technological disruption, demographic shifts, climate change, and growing inequality. It acknowledges that achieving just and inclusive societies requires strong labour institutions, effective social dialogue, and international cooperation.

"Ministers reaffirm their commitment to protecting workers in non-standard and platform work, in line with international labour standards. The Declaration also encourages further work on measuring global social protection coverage and tracking progress against the SDG target," Ministers said.

The adoption of the Declaration was witnessed by G20 member countries present, social partners (L20, B20), international organisations (International Labour Organization, World Bank, Organisation for Economic Co-Operation and Development), and guest countries.

The G20 Labour and Employment Ministers' Declaration is expected to be submitted to leaders in preparation for the November Summit.

Compiled by Shadrack Mashalaba

6



I-DEAL ISSUE | 08 | 2025

SA's 4th G20 EWG and LEMM quotable quotes

South Africa under the guidance of Department of Employment and Labour held the 4th G20 Employment Working Group (EWG) meeting which culminated with the Labour and Employment Ministers' Meeting's declaration.

The fourth EWG and LEMM were held at the illustrious Fancourt Hotel and Country Estate in George, in the Western Cape Province.

The theme of the double-header gatherings was: "Living and Working in an Unequal World: Ensuring Decent Work and Decent Lives". It aligned with South Africa's G20 Presidency theme of: "Solidarity, Equality, Sustainability".

Below is what the key speakers said at the 4th EWG and LEMM:

"On behalf of the Government of South Africa and the people of the Western Cape, I am pleased to welcome you to George and this important session of the G20 Employment Working Group. The significance of your work cannot be overstated. In your hands lies the difficult task of giving shape and direction to policies that affect working people not only in our countries, but across regions and supply chains," – **SA's Employment and Labour Deputy Minister, Ms Judith Nemadzinga-Tshabalala**

"South Africa has assumed the G20 Presidency guided by the compelling call of 'Solidarity, Equality, Sustainability'. These words are not just aspirations; they are the foundation upon which we must rebuild a multilateral system strained under the weight of converging crises", – **SA's Employment and Labour Deputy Minister, Ms Judith Nemadzinga-Tshabalala**

"We meet amidst profound transitions: the chilling winds of geopolitical division and escalating trade tensions threatening to unravel decades of carefully woven economic interdependence. The harsh reality is that these tensions are not limited to diplomatic chambers or trading floors; they hit hardest on the shop floors, in the fields, and within workers' homes all around the world. When the delicate threads of international cooperation break, it is the world of work that suffers the most. We see this in the breakdown of supply chains, the weaponisation of market access and the weakening of the very institutions meant to support social justice," – **SA's Employment and Labour Deputy Minister, Ms Judith Nemadzinga-Tshabalala**

"Consider the tremors felt here in Southern

Africa. A sudden, severe tariff imposition by a major trading partner has cast a long shadow over our economic landscape. Industries vital to our national livelihood, including automotive manufacturing, agriculture steel, and aluminium, now face an existential challenge. When jobs disappear in South Africa's industrial heartlands, the ripple effects strain social cohesion not only within our nation but across our Southern African region, testing the resilience of our collective future," – **SA's Employment and Labour Deputy Minister, Ms Judith Nemadzinga-Tshabalala**

"A principled stand that champions a reinvigorated, functional multilateralism as the only viable path to sustainable solutions. It must explicitly affirm the indispensable role of the ILO and call for its adequate, predictable resourcing to fulfil its mandate as the guardian of social justice globally. Fourthly, an inclusive agreement that places the voices, vulnerabilities and vital needs of developing and emerging economies at its very heart, recognising that their stability is intrinsically linked to global prosperity and peace," – **SA's Employment and Labour Deputy Minister, Ms Judith Nemadzinga-Tshabalala**

"When we confront the challenges that plague our world today – the scourge of high unemployment, the indignity of poverty, the widening chasm of inequality, the pain of discrimination and xenophobia, the devastation of conflict and war, and the pervasive violence against women and children, alongside the undeniable impact of climate change – these are not abstract concepts. These are tangible realities that crush the spirit and livelihoods of working people every single day. They are issues that demand our collective effort, our unwavering resolve, and our dedicated action. Let us carry the spirit of Madiba to addressing these tangible issues, tackling them with a profound commitment to justice, dignity, and genuine collective action," – **COSATU President, Ms Zingiswa Losi**

"We meet in a world grappling with immense turmoil: economic inequality, persistent unemployment, technological disruption, geo-political tensions, and the harsh realities of climate change. These challenges acutely impact labour markets, especially in the Global South and Africa, where high unemployment – particularly for women and youth – large informal economies, and deficits in decent work perpetuate cycles of poverty. This is the reality for millions of workers, and it is a reality we must fundamentally change," – **COSATU**

President, Ms Zingiswa Losi

"As we finalise our deliberations, imbued with Madiba's spirit, let the G20, in spirit and in practice, truly become an engine of global cooperation that works not just for the wealthy few, but for the billions of workers and people living in poverty, who dream, and who deserve a better future," – **COSATU President, Ms Zingiswa Losi**

"We are shaping global norms and commitments that matter to workers and employers in every country represented here. The world is watching G20 to respond with conviction and deepening inequality, climate induced labour disruption, demographic shifts and gender disparities. Our declaration must respond with the moral clarity and policy ambition – not just in words but in actions that are implementable and measurable," – **Department of Employment and Labour Acting Director General, Ms Jacky Molisane**

"Labour force participation rates have finally returned and in some cases exceed pre-pandemic levels. In most G20 countries we have seen a sharp increase in women's labour force participation," – **International Labour Organization Director-General, Mr Gilbert F. Houngbo**

"Wage gaps between men and women across intersecting factors – such as migrant status, ethnicity and disability are not only substantial but they are persistent. Significant disparities between men and women also extend to young people who are not in employment education and training (NEET)," – **International Labour Organization Director-General, Mr Gilbert F. Houngbo**

"Let us be clear – fair wages, decent work and strong social protection are not barriers to growth, but they are the foundations of resilient future (ready economies)," – **Employment and Labour Deputy Minister, Mr Jomo Sibiya**

"For the global south the value of labour has been steadily diminishing. Productivity had risen but workers, particularly those at the lower end of the wage distribution have not benefitted. The disconnect between the creation of wealth and its distribution is not only unjust, but also unsustainable," – **Employment and Labour Deputy Minister, Mr Jomo Sibiya**

Compiled by Shadrack Mashalaba

Minister Nomakhosazana Meth closing remarks – In-Year Monitoring (IYM) session

It is my privilege to officially close this session of the In-Year Monitoring (IYM) for the Department of Employment and Labour. This is not merely a compliance exercise, but a central pillar of accountability, transparency, and responsive governance. It is through this platform that we collectively reflect on the progress we have made against our Annual Performance Plan, as well as the manner in which we are managing the public resources entrusted to us.

At the end of July 2025, the Department had spent **R1.465 billion out of an allocated R4.153 billion**, representing **35% of the budget against a 33% benchmark**. This shows that overall expenditure is broadly in line with expectations, yet behind this aggregate picture lies both commendable achievements and pressing concerns.

- Administration is currently facing difficulties stabilising its human resources and ICT systems, with persistent challenges affecting both areas. However, ICT remains a significant challenge, particularly in terms of infrastructure, cybersecurity, and a shortage of technical skills. I have highlighted these issues on numerous occasions, yet the situation remains far from ideal and demands urgent action. To address the complexity of our digital environment and ensure resilience, we must invest in developing and attracting greater technical expertise within our teams. On the spending front, expenditure is being affected by persistent vacancies and higher-than-anticipated travel and subsistence costs. In light of our constrained fiscal environment, we must be especially prudent and disciplined in our allocation of resources going forward.
- **Inspection and Enforcement Services (IES)** exceeded its inspection target by over 4,800 workplaces and ensured that **99% of non-compliant employers were served with notices within 14 days**, thereby strengthening the protection of vulnerable workers.
- **Public Employment Services (PES)** recorded strong gains: more than **300,000 work seekers were registered on ESSA**, more than **108,000 job opportunities were created**, and over **33,000 job placements were secured** by the end of June. These results far exceeded quarterly targets and affirm the critical role of PES in advancing inclusive job creation.
- **Labour Policy and Industrial Relations (LP&IR)** delivered a major diplomatic success by hosting the **G20 Labour and Employment Ministerial Meeting** on 31 July 2025. This showcased South Africa's leadership in global labour policy, but also required significant expenditure on logistics, security, and diplomacy.
- **Compensation Fund (CF)** continues to improve its adjudication processes, with **90% of claims finalised within 30 days**, and has invested heavily in bursaries, rehabilitation, and vocational reintegration. Yet, it faces challenges with debt collection and underspending in ICT and HR budgets, highlighting the need for sharper

interventions in financial management.

- **Unemployment Insurance Fund (UIF)** is implementing its modernisation strategy and labour activation programmes. However, it reports delays in expenditure due to invoice backlogs and challenges with certain contracted services.
- **Supported Employment Enterprises (SEE)** has improved its visibility through marketing campaigns and ministerial oversight visits. Still, it struggles with low factory utilisation, high input costs, and declining sales, leading to financial strain.
- **Commission for Conciliation, Mediation and Arbitration (CCMA)** achieved **100% of its seven quarterly targets** in Q1 2025/26. Financially, it spent R238.9 million (77% of its annual budget) with an overall favourable variance of R29.7 million. Importantly, no new irregular expenditure was recorded, though one case of fruitless expenditure amounting to R11,000 was identified. Its stability and high performance remain vital to social dialogue and dispute resolution.
- **Productivity SA** has successfully met its first-quarter targets, strengthened partnerships with enterprises, and launched impactful initiatives such as the **2025 IMD World Competitiveness Report** and preparations for the **Africa Kaizen Annual Conference in October 2025**. However, the entity continues to face structural challenges, including financial sustainability risks related to post-retirement medical aid and underfunding for national reach.

These achievements are commendable, but the challenges highlighted must not be ignored. Underspending on compensation of employees due to vacancies, delayed transfers to critical programmes, and overspending in travel and subsistence reflect both structural and operational issues that require urgent attention.

As the Executive Authority and the people's representatives, we must stress that **our responsibility is not only to meet numeric targets but to transform lives**. Every inspection conducted, every job placement secured, every bursary awarded, every claim adjudicated must represent tangible progress towards building a South Africa that works for all.

This IYM is therefore a call for deeper reflection. It is about identifying the gaps, confronting the risks, and implementing corrective measures without delay. Our people cannot wait for results at the end of the financial year, they must see impact in real time. Therefore, this IYM session was convened with four overarching purposes:

1. Strengthening Accountability

This platform ensures that each branch, fund, and entity accounts for the resources allocated and the outputs delivered. It allows us to track alignment between budget, performance, and outcomes in line with our constitutional and PFMA obligations.

2. Early Warning and Corrective Action

IYM acts as an early warning system, flagging underspending, delays, or systemic weaknesses before they escalate. This allows the Department to take timely corrective measures, redirect resources if necessary, and ensure that year-end targets remain within reach.

3. Policy and Programme Integration

By bringing together all programmes — Administration, IES, PES, LP&IR, UIF, CF, and SEE, the IYM fosters policy coherence and coordination. It reminds us that job creation, social protection, worker rights, and economic transformation are interconnected objectives that require an integrated response.

4. Driving Service Delivery Impact

Ultimately, the IYM is not about numbers on a spreadsheet but about outcomes in the lives of South Africans. Its purpose is to ensure that our monitoring translates into better services, stronger worker protection, sustainable jobs, and inclusive growth.

As we conclude, I call on all branches and entities to always present with honesty and clarity, celebrating achievements where they exist, but also confronting weaknesses without hesitation. Our citizens deserve a Department that delivers with urgency, discipline, and purpose.

Let us use discussions on IYM not as a ritual, but as a genuine turning point in how we spend, how we perform, and how we account to the nation.

NB: We should pay special attention to the following key issues that needs urgent attention:

1. Urgent meeting with both UIF and CF for a day to deal with challenges facing both Funds;
2. We must be careful not hide all the time on issues of capacity, we have to work with what we have whilst addressing capacity challenges;
3. The issue of filling of vacancies must be prioritised and all vacant posts should be in urgently to improve performance of the Department;
4. The DG must speed up the process of the DEL organogram so as to address some of the structural challenges of DEL and Entities;
5. The ICT needs serious focus attention, follow up must be made with ICT separately;
6. We must intensify the issues of monitoring and evaluation, contract management and project management;
7. The issue of submission as raised will be looked into, what is critical is to ensure that urgent submissions are marked accordingly especially those that have an impact on performance and compliance related matters so those expected to authorise do so urgently.

I thank you and keep on pushing the boundaries for improved performance .



Ministerial In-Year Monitoring meeting - Kempton Park

Employment and Labour Minister, Nomakhosazana Meth last week chaired the monthly In-Year Monitoring (IYM) meeting. The IYM platform exist to interrogate the Department’s performance including that of its Funds (Unemployment Insurance Fund, Compensation Fund); entities (Commission for Conciliation Mediation and Arbitration, National Economic Development and Labour Council, Productivity South Africa, Supported Employment Enterprises).

Delivering an opening address on the state of the organization Department’s Acting Director General Jacky Molisane said although a lot remains to be done, the team was beginning to work in sync. Ms Molisane said the organization was moving in the right direction in ensuring that resources are provided and that governance is adhered to. She warned that the organization can never be comfortable and needed to keep up service delivery tempo.

In the financial year 2024/25 the organisation achieved a performance rate of 73 percent. Ms Molisane said payments of claims would be prioritised. She said major Funds (UIF and CF) were facing persistent audit problems and weak internal controls, and these were undermining accountability and service delivery. She cautioned on the dwindling financial resources, adding that the filling of vacancies would be a priority.

The IYM concluded on the need for a two-day session to deal with problems afflicting the UIF and CF.

Employment and Labour Deputy Minister, Jomo Sibiya reiterated the need for ethical leadership. Mr Sibiya was concerned of a crime scene prevailing at Funds, especially at UIF, saying syndicates were running amok and needed to be stopped. He said leaders must take responsibility and ensure consequence management in instances of breaches.





GETTING TO KNOW THE DIRECTORY OF SERVICES

HUMAN RESOURCE DEVELOPMENT (HRD)

Meet the team that works to increase productivity and develop human capital to successfully transform the organisation and South Africa's economy.

This directory outlines the services provided by the Human Resource Development (HRD) Unit to support employee development, enhance skills, and promote career growth.

Get to Know Your HRD Team: Growing Skills, Building Futures

Have you ever wondered what Human Resource Development (HRD) is all about, and how it supports your personal and professional growth in the Department? The HRD Sub-Directorate, located under the Chief Directorate: Human Resource Management (HRM), is here to empower, develop, and walk alongside you on your career journey.

The unit is led by our dedicated Chief Director: HRM, Ms. Mandisa Matyila, and supported by our Director: Management Advisory Services (MAS), Mr. Simon Nkhabelane. They are backed by a passionate team of nine HRD professionals, all working together to unlock potential and enable performance through learning and development.

Our Mandate: Empowering You Through Development

The HRD Unit operates in line with the Skills Development Act, which places an obligation on

employers to build the capacity of employees. As such, our Department is committed to providing structured education, training, and development opportunities that help you:

- Enhance your job performance
- Grow your professional capabilities
- Prepare for future career opportunities

Training and development are not just checkboxes. They are investments in you, our valued employees.

What We Offer: Services and Interventions Designed for You

We offer a variety of impactful learning and development services to meet both departmental goals and your individual needs. These include:

- Bursaries: Support for further studies to grow your qualifications, available to internal employees.
- Training Programmes: These include short courses, workshops, conferences, seminars, and other structured learning opportunities to help you sharpen your skills and expand your knowledge in targeted areas of development.
- Compulsory Induction Programme (CIP): A foundational programme that introduces new employees to the broader Public Service.

- Departmental Orientation/Induction: Learn about the structure, mandate, policies, and culture of our Department.
- Internships, Learnerships, and Workplace Integrated Learning (WIL): Practical opportunities to build experience, especially for those entering the workforce.
- Professional Body Memberships: Support for your registration and renewal with accredited professional associations relevant to your field.
- Recognition of Improved Qualifications: A once-off monetary incentive to acknowledge and reward employees who enhance their qualifications and job performance at their own expense.

Each offering is aligned with both the strategic objectives of the Department and your Individual Development Plan (IDP), making your growth a shared priority.

Meet the Team: Who to Contact for Support

Our HRD team is always ready to assist you. Whether you have a question about bursaries, training, or any of our other services, we are here to guide you.

Name	Position	Branch/Unit Responsible	Email	Tel	Office No.
Mr. Brendon Jones	Deputy Director: HRD	ICT & Office of the DDG: CS	Brendon.Jones@labour.gov.za	012 309 4974	418
Mr. Geelbooi Mosima	Assistant Director: HRD	LMIS, DG & Ministry	Geelbooi.Mosima@labour.gov.za	012 309 4522	419
Ms. Mahlatse Mashabela	Assistant Director: HRD	PES & Internal Audit	Mahlatse.Mashabela@labour.gov.za	012 309 4764	415
Mr. Thomas Dire	Assistant Director: HRD	IES & Risk Management	Thomas.Dire@labour.gov.za	012 309 4186	417
Ms. Rose Sithole	Principal Training Officer	Human Resource Management (HRM)	Rose.Sithole@labour.gov.za	012 309 4641	454
Mr. Neelandran Govender	Principal Training Officer	OCFO & Finance	Neelandren.Governder@labour.gov.za	012 309 4304	456
Ms. Elitas Ngwira	Principal Training Officer	Supply Chain Management (SCM)	Elitas.Ngwira@labour.gov.za	012 309 4521	455
Ms. Nkhensani Manyanyi	Senior Personnel Officer	Security Services & Communication	Nkhensani.Manyanyi@labour.gov.za	012 309 4267	450
Ms. Matshidiso Mokgale	Senior Personnel Officer	Legal Services & Fleet Management	Matshidiso.Mokgale@labour.gov.za	012 309 4699	450

You can also visit us at 215 Francis Baard Street, Laboria House, 4th Floor.

Take the Next Step in Your Career With Us

We invite all employees to partner with us in shaping a culture of lifelong learning and excellence. Whether you're just starting or looking to take on a new challenge, we are here to support your journey.

Our Slogan: Take the next step in your career with us. Let us work together to develop and thrive!

Don't wait for opportunities to find you — reach out and let's grow together.
– (The article has been compiled by the HRD unit)

HRD PERSONNEL



Ms. Nkhensani Manyanyi

Senior Personnel Officer
(responsible for Security Services & Communication Directorates)



Ms. Rose Sithole

Principal Training Officer
(responsible for Human Resource Management (HRM))



Ms. Elitas Ngwira

Principal Training Officer
(responsible for Supply Chain Management (SCM))



Ms. Matshidiso Mokgale

Senior Personnel Officer
(responsible for Legal Services & Fleet Management)



Mr. Thomas Dire

Assistant Director: HRD
(responsible for Inspection and Enforcement Services (IES) & Risk Management)



Mr. Geelbooi Mosima

Assistant Director: HRD
(responsible for Labour Market Information and Statistics (LMIS), Director General (DG) & Ministry)



Mr. Neelandran Govender

Principal Training Officer
(responsible for Office of Chief Financial Officer (OCFO) & Finance)



Brendon Jones

Deputy Director: HRD (responsible for Information Communication and Technology (ICT) & Office of the Director-General: Corporate Services (DDG:CS))



Ms. Mahlatshe Mashabela

Assistant Director: HRD (Public Employment Services (PES) & Internal Audit)

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Elevate Your Living Space with our Chairs

<https://linktr.ee/SEEempowers>



DM Jomo Sibiya together with Chief Inspector, Milly Ruiters and one of the employers during an inspection at one of the farms ahead of National Child Labour Day Commemoration held on the 08 August 2025.



DM Jomo Sibiya addressing some of the employees during farm inspections

National Day Against Child Labour commemoration - Potchefstroom, North West

The Department of Employment and Labour recently commemorated the National Day Against Child Labour at Ikageng Stadium in Potchefstroom. The event was aimed at advocating for the rights of children who are risk of falling to exploitation.

The day was commemorated under the theme: "Let me be a child". The event was preceded by an inspection blitz of the agriculture sector. The blitz was headed by Employment and Labour Deputy Minister, Jomo Sibiya.



DM Sibiya taking a selfie showing his stance against child labour.



Deputy General Secretary of COSATU Gerald Twala, taking a selfie showing his stance against child labour



Acting Mayor of JB Marks Local Municipality, MMC Andri Swartz taking a selfie showing her stance against child labour.



Scene from the National Day Against Child Labour Commemoration



Acting NW Premier, MEC Madoda Sambatha taking a selfie showing his stance against child labour



Mr Thulani Tshefuta from Organised Community pledging against Child Labour



COSATU DGS pledging against Child Labour



DM Sibiya flanked by (Right) MEC Madoda Sambatha and MMC Andri Swartz from JB Marks Local Municipality. And from (left to right) are Programme Directors Sphetho Siyengo (NW – CDPO), Tsholofelo Esiang (DD-CF); COSATU DGS Gerald Thwala, and MMC Thabiso Leggari (DRKKD) during the National Day Against Child Labour Commemoration held in Potchefstroom, North West Province.



Acting Mayor of Dr Kenneth Kaunda District, MMC Thabiso Leggari taking a selfie showing his stance against child labour.



North West Chief Director: Provincial Operations, Sphetho Siyengo, Deputy Director: CF Tsholofelo Esiang and MMC Thabiso Leggari



ILO representative, Sindile Moitse pledging against child labour.



Deputy Minister Sibiya during his address at the National Day Against Child Labour Commemoration held in Potchefstroom, NW Province.



Deputy Minister Sibiya addressing employees during inspections ahead of the National Day Against Child Labour held in Potchefstroom, NW Province.



Deputy Minister Sibiya addressing employees during inspections ahead of the National Day Against Child Labour held in Potchefstroom, NW Province.



By Botsang Huma



UIF Acting Commissioner Advocate Lucky Mkhonto; Employment and Labour Deputy Minister Judith Nemadzinga-Tshabalala; and Department's Public Employment Services branch (PES) Deputy Director-General Sam Morotoba

Department of Employment and Labour outreach service delivery programme - Elukwatini, Mpumalanga Province

The Department of Employment and Labour recently hosted a two-day service delivery programme led by Deputy Minister, Judith Nemadzinga-Tshabalala. On the first day Nemadzinga-Tshabalala hosted an employer session held at Elukwatini Community Hall. The session sought to identify opportunities and solutions that can enhance the capacity of the department and its partners to deliver on its mandate of creating employment for the unemployed people, especially the youth in Mpumalanga.

The interaction also aimed at creating a platform for employers, institutions and government departments that provide various services to the youth and also issues of Temporary Employer/Employee Relief Scheme (TERS). TERS is a government relief program designed to assist employees who are temporarily unable to work and employers who cannot pay salaries due to economic distress or external disruption.

The Deputy Minister's programme also included visits to the local Satellite Labour Centre, Fire Department and Elukwatini Community Hall where she handed out acceptance letters to 330 young people for the Labour Activation Programme (LAP) in Mpumalanga to address youth unemployment and boosting job prospects through the Yazini initiative.



Employment and Labour Deputy Minister Judith Nemadzinga-Tshabalala



Celebrating Excellence at the 2025 National Risk Forum Gala Dinner & Excellence Awards



The 2025 National Risk Forum Gala Dinner and Excellence Awards lit up the town of Whiteriver, Mpumalanga, on the recent evening, marking a proud moment of recognition, reflection, and celebration for the Department of Employment & Labour.

Hosted at an elegant Pinelake Inn, the event brought together Risk, Anti-Fraud and Integrity Management (RAIM) officials from across the country who had gathered for the week-long National Risk Forum, which ran from 30 June to 04 July 2025.

This prestigious annual event is a highlight in the department's risk and integrity calendar. It serves as a platform to acknowledge outstanding contributions, foster professional networks, and deepen the shared commitment to transparency, good governance, and ethical leadership. The evening was filled with a sense of pride as officials and delegates came dressed in their finest, ready to honour those who have gone above and beyond in their fields.

Among the most notable highlights of the evening was the recognition of excellence within the RAIM units. Several RAIM officials were awarded for being the best-performing in their categories, a testament to their unwavering commitment to promoting ethical conduct, combating fraud, and strengthening institutional resilience. The KwaZulu-Natal unit won the Best Turnaround Time award with only six officials in their office. Such work by these officials continues to play a vital role in restoring trust in public institutions and ensuring accountability.

The awards segment was preceded by a keynote address by the Chairperson of the National Risk Management Committee, Ms. Jane Masite, who reflected on the importance of risk governance and integrity in achieving clean administration. The speaker praised the RAIM units for not only upholding internal controls but also for cultivating an environment where ethical practices are embedded into daily operations.

The forum, which had been taking place since 30 June, included robust engagements on a range of critical topics like investigation protocols, integrity promotion strategies, enterprise risk management, ethics and compliance, planning, monitoring and evaluation (PME), and ICT support systems. Delegates benefited from a series of expert presentations, panel discussions, and peer-learning workshops designed to empower officials with the tools and strategies needed to respond to complex governance challenges.

The hosting of the forum and the awards dinner underscored the growing recognition of the value of risk management and integrity in the public sector. As the curtains came down on the Gala Dinner and the 2025 Forum, attendees left inspired and energised, renewing their pledge to uphold the highest standards of service, driven by integrity, innovation, and accountability.

By Hlanganisa Mbatha

The Role of Managers in Poor Employee Relations

Managers play a central role in shaping the workplace environment and influencing employee experiences. While effective managers foster loyalty, engagement, and productivity, ineffective or disengaged leaders often lie at the heart of poor employee relations.

In many cases, it is not the organisational policies themselves that cause discontent, but rather how those policies are interpreted and implemented by management.

This article explores the ways in which managers can contribute to poor employee relations, examines the consequences of their behaviour, and highlights strategies organisations can adopt to cultivate better leadership across all levels.

Understanding Employee Relations

Employee relations encompass the efforts made by employers to create and maintain a positive, respectful, and productive relationship between staff and management. This includes areas such as effective communication, fair treatment, conflict resolution, disciplinary procedures, and employee engagement. Managers serve as the critical link between employees and the organisation, and their approach to these areas significantly impacts employee morale and workplace harmony.

How Managers Contribute to Poor Employee Relations

One of the primary ways managers contribute to poor employee relations is through ineffective communication. Managers who fail to provide regular updates, give clear instructions, or offer constructive feedback can inadvertently create confusion, frustration, and mistrust among their teams. Communication gaps often lead to misunderstandings and a breakdown in collaboration.

Inconsistency or perceived unfairness is another common issue. Employees expect to be treated with equity and respect. When managers show favouritism, apply rules inconsistently, or engage in discriminatory behaviour, they erode trust and lower team morale. Such practices can quickly lead to resentment and foster a toxic work culture.

Ignoring employee concerns is equally damaging. When managers dismiss or delay responding to feedback, complaints, or suggestions, employees feel undervalued and overlooked. This not only reduces engagement and motivation but can also allow small issues to escalate into major conflicts.

Conflict resolution is a key skill that many managers lack. Without proper training, some managers avoid addressing disputes, take sides, or resort to punitive actions without due process. These missteps often exacerbate tensions and create long-term divisions within teams.

Another common managerial pitfall is micromanagement or, conversely, lack of support. Employees need a balance of autonomy and guidance to perform effectively. Managers who micromanage stifle creativity and independence, while those who fail to provide support leave their teams without direction. Both extremes can significantly diminish job satisfaction and productivity.

Finally, when managers fail to model ethical behaviour, such as by blaming subordinates for mistakes, lying, or misusing their authority, employees quickly lose trust in leadership. Ethical lapses not only damage the individual manager's credibility but also tarnish the Department's culture.

The Consequences of Poor Managerial Practices

Poor employee relations resulting from ineffective management can have wide-reaching consequences. Organisations may experience higher staff turnover, an increase in grievances and disciplinary cases, and a general decline in morale and engagement. Productivity often suffers, and service quality may diminish, directly impacting customer satisfaction. Over time, the organisation may develop a negative reputation as an employer, making it difficult to attract and retain skilled talent. These outcomes ultimately harm the organisation's competitiveness and financial performance.

A Real-World Example

Consider the case of a department where the manager consistently shows favouritism, overlooking qualified employees for promotions and failing to acknowledge their contributions. When team members raise concerns, they are ignored or dismissed. Over time, talented staff begin to leave, and a culture of gossip and division emerges. Formal grievances are eventually filed with Human Resources, and the team's overall performance declines. This scenario clearly illustrates how poor managerial behaviour can lead directly to deteriorating employee relations and organisational dysfunction.

Managers hold the power to either strengthen or undermine employee relations. When they fail to communicate effectively, treat employees unfairly, or ignore their concerns, they contribute to a harmful workplace culture that damages engagement, performance, and retention. However, by investing in leadership development, holding managers accountable, and fostering a culture of fairness and respect, organisations can prevent these issues and build a thriving, motivated workforce.

Andiswa Busisiwe Mbovane is the Department of Employment and Labour Chief Personnel Officer: Employment Relations)



PUBLIC EMPLOYMENT SERVICES (PES) BRANCH MANAGEMENT COMMITTEE (BMC) MEETING TITBITS



The Department's Public Employment Services (PES) branch recently held its July monthly management committee meeting, in which Deputy Director-General (DDG) Sam Morotoba reiterated the need to ensure adherence and improvement in the control environment and audit outcomes.

Mr Morotoba emphasised the imperatives of keeping a portfolio of evidence as back-up once the audits are in implementation.

Some of the brief highlights of the branch management committee meeting include:

- The National Labour Migration Policy (NLMP) has been sent to the State law advisors and has also been sent to Parliament for consideration.
- PES will be meeting with the Department of Home Affairs regarding issues of migration.
- Meeting Inspection and Enforcement Services (IES) to deal with issues of interest.
- PES is in the throes of hosting a joint Job/Career Fair in October.
- PES is in negotiations with Flanders/Belgium about co-operation.
- The branch is preparing to present the National Employment Policy (NEP) to, among others, the economic cluster and, Cabinet, to begin public consultations.

PES is still on the drive to establish more Employment Centres for the branch in George, Nelspruit, Taung, and Thohoyandou.

The branch is looking at hosting at least eight Jobs Fairs between October and February 2026. These are expected to be held in Alice, Bethlehem, Gauteng; Dundee; Secunda/KwaMhlanga, North West; Uppington; and Eastern Cape.

Financials

The PES branch budget allocation at the beginning of the financial year 2025-2026 was R1,056,556 billion. The branch's expenditure as at the end of June 2025 stood at R189,832 million, which constitutes 18% of the total budget. Officials have been urged to exercise financial prudence.

Filling of vacancies

As of 30 June 2025, the branch PES had 59 vacancies. The vacancies are spread across different levels.

(By Shadrack Mashalaba)

WHY IS THE PENSION PAY-OUT TAXED WHEREAS MY SALARY WAS CONSISTENTLY TAXED?



The taxation of pension pay-outs, as outlined in the South African tax law, is based on specific regulations and principle designed to ensure a fair and consistent approach to taxing various forms of income, including pension benefits.

All pension benefits accumulated after 01 March 1998 are taxable in accordance with the South African tax regulations. The South African Revenue Services (SARS) imposes taxes on various forms of income, including pension benefits, as outlined in the Income Tax Act 58 of 1962.

The fact that tax obligations apply to all pension benefits irrespective of the mode of exit (such as withdrawal, retirement, death, or severance) underscores the consistent application of tax laws to pension income.

This approach ensures that individuals who receive benefits contribute their fair share of taxes, like how income from other sources is taxed.

If you have specific questions or concerns about the taxation of your pension benefits or require assistance with understanding your tax obligations in relation to your pension, it is advisable to consult with a tax professional or seek guidance from the South African Revenue Services (SARS). They can provide you with tailored advice and information based on your individual circumstances and the relevant tax laws in South Africa.

(Article sourced from GEPF)

Impact of Artificial Intelligence (AI) in the recruitment and placement of work seekers

One of the most recognized and appreciated achievements of the twenty-first century in the field of science and technology is the development of the Internet.

This is so because the development of the Internet has been a precursor of so many scientific and technological advancements of our time and the times to come. The continuous improvement in the field of science and technology has brought the era of the development and the application of Artificial Intelligence (AI), in this instance, Artificial Intelligence in the recruitment and placement of work seekers.

By way of definition, Artificial Intelligence in the recruitment and placement refers to the use of AI technologies to automate and enhance various stages of the hiring process, from sourcing and screening work seekers to scheduling interviews and analysing data. It is a field of research in computer science that develops and studies methods and software that enables machines to perceive the environment and use learning and intelligence to take actions that maximize the chances of achieving defined goals.

Human beings, computers, and machines continue to co-operate and to work side by side with each other to facilitate the division of labour and to increase productivity. In other cases, the work that was done by human beings is now being done by computers and machines. What used to take ages to be done is now done within the blink of an eye. In the worst-case scenarios, human beings are continuously being relegated to be accessories in the process of the production and other value chains.

By Artificial Intelligence, machines and computers are becoming the new human beings, albeit without a soul. And by being easily maintained, and in the name of increasing the rate of productivity, effectiveness, and reducing costs, it becomes increasingly preferable to employ computers and machines.

Artificial Intelligence is changing the recruitment and placement practices by automating tasks, improving work seekers' sources, and enhancing better decision-making. Tools such as Applicant tracing systems, Candidate sourcing, Video Interviewing platforms, and pre-assessment tools are now being applied in the recruitment of job seekers. Therefore, improving the efficiency, effectiveness, and quality of employment.

The impact of Artificial Intelligence will be felt in the area of recruitment and placement in South Africa due to certain factors. As much as there is efficiency in the use of AI in the recruitment and placement of work seekers, there are also drawbacks. Some important aspects like direct communication, the unique strengths and qualities of work seekers are being overlooked, there is a lack of human interaction, and an inability to assess soft skills.

Currently, the majority of employers make use of the traditional methods of recruitment, such as advertising for vacancies in different media platforms, and thereafter call candidates requesting submission of supporting documents, which are then manually verified by the recruitment teams. It is the duty of the selection team to manually conduct the selection process, which includes inviting candidates for

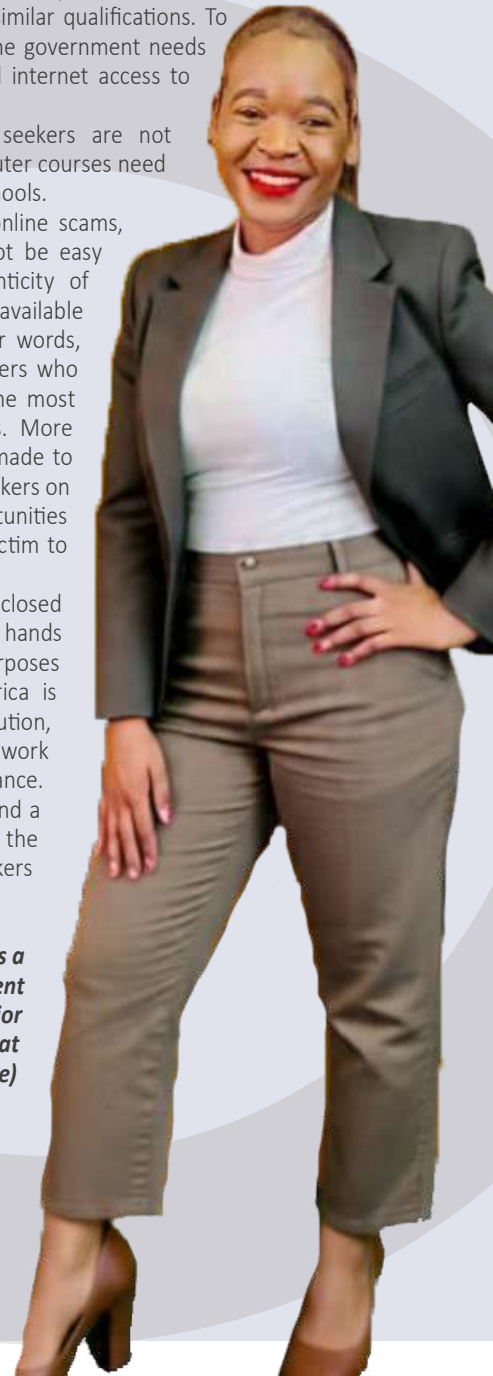
face-to-face interviews. Candidates meet the employers criteria are then placed.

Some of the challenges that will impact the process of recruitment and placement due to AI are as follows:

- The majority of rural South Africans don't have access to reliable internet. Complete reliance on AI will lead to unequal access to employment opportunities as the urban and/or more affluent population will benefit at the expense of rural dwellers who have more or less similar qualifications. To counter this challenge, the government needs to roll out uninterrupted internet access to everyone in the country.
- The majority of work seekers are not computer literate. Computer courses need to be introduced in all schools.
- There is a plethora of online scams, and it will, therefore, not be easy to ascertain the authenticity of certain information available on the internet. In other words, there is a risk of scammers who will take advantage of the most vulnerable work seekers. More awareness needs to be made to conscientise the work seekers on how to search for opportunities with less risk of falling victim to scammers.
- Personal Information disclosed may end up in the wrong hands and be used for purposes not intended. South Africa is governed by the constitution, and the privacy of work seekers is of vital importance. Employers will need to find a way of diligently keeping the information of work seekers in terms of the POPI Act.

***Kholofelo Makgetsi is a
Department of Employment
and Labour Senior
Administrative Clerk based at
Polokwane Labour Centre)***

*NB: References
Artificial Intelligence: [https://
en.m.wikipedia.org](https://en.m.wikipedia.org)*



GOVERNMENT CORNER

GOVERNMENT NEWS 8 AUGUST 2025

"Empowering South Africans through communication excellence"

WOMEN'S DAY 2025: BUILDING RESILIENT ECONOMIES FOR ALL

South Africans will commemorate Women's Day on Saturday (9 August 2025), under the theme: **"Building Resilient Economies for All."**

The theme highlights the importance of advancing women's participation and representation in leadership and the economy.

Women's Day is a call to action to promote economic opportunities for women and to highlight laws that protect and advance the rights of women.

Over the years, Government has expanded women's access to basic services, social welfare support, and economic opportunities, helping to lift many out of poverty and other challenging circumstances.

Supporting women is essential for achieving sustainable development, fostering inclusive growth, and building resilient communities.

The Employment Equity Act and Gender Equality Act paves the way for more equitable representation of women in the economy and attaining a 50/50 gender parity in the country.

Together, let us build resilient economies for all by empowering women and ensuring their full participation in every sphere of society. **#WomensDay2025 #GovZAUpdates**

A NATION THAT WORKS **G20** **NDP**

GOVERNMENT NEWS 4 AUGUST 2025

"Empowering South Africans through communication excellence"

TAKE A STAND AGAINST SCHOOL VANDALISM

Government condemns the ongoing incidents of school burglaries and vandalism that undermine the country's efforts to provide quality education.

Criminal acts against schools impact the everyday functionality of learning institutions, disrupting teaching and learning for thousands of learners.

These incidents also result in costly delays to school development, as funds meant for educational resources are redirected to repair and replace stolen or damaged infrastructure.

Protecting our schools is a shared responsibility, and Government calls on parents, guardians, SGBs and the community at large to play an active role in safeguarding schools.

Report any suspicious activity or known perpetrators to the police, as this can make a difference in preventing crime, recovering stolen goods and ensuring justice.

Government continues to work closely with law enforcement and community policing forums to respond swiftly and decisively to school-related crimes.

Let us work together to ensure that schools remain safe zones of learning, growth and opportunity for every child. **#GovZAUpdates**

A NATION THAT WORKS **G20** **NDP**

GOVERNMENT NEWS 5 AUGUST 2025

"Empowering South Africans through communication excellence"

GOVERNMENT RESPONSE MEASURES TO US TARIFFS

South Africa remains committed to a principled, diplomatic resolution and will continue negotiations with the United States to secure a mutually beneficial trade agreement.

An Export Support Desk has been established to assist companies affected by the tariff hike. The contact details of the Export Support Desk have been published on the DTIC website: <https://www.thedtic.gov.za/>

Among other things, the desk will offer advisory services, market entry guidance, updates, compliance support, and linkages with South African Embassies and High Commissions.

Measures are being implemented to help companies absorb the tariffs and develop long-term resilience strategies to protect jobs and maintain productive capacity.

Government is accelerating market diversification by strengthening trade and investment partnerships across Africa, Asia, Europe, the Middle East, and the Americas.

South Africa is expanding agricultural exports to new markets such as China and Thailand, with secured protocols for products like citrus.

Trade and Investment Packages have been developed with several countries, including Japan, that aim to unlock new market access opportunities. **#GovZAUpdates**

A NATION THAT WORKS **G20** **NDP**

GOVERNMENT NEWS 6 AUGUST 2025

"Empowering South Africans through communication excellence"

COMMUNITIES ARE URGED TO HELP END ILLICIT MINING

Government welcomes the ongoing arrests of illegal miners in the country and calls on citizens to support the fight against illicit mining.

Communities are urged to report illicit mining activities, which pose a serious threat to public safety and national security.

Illicit mining is a criminal offence that violates South African laws and contributes to broader economic crimes.

All mining must be authorised by law; mining without a permit is a criminal offence under the Mineral and Petroleum Resources Development Act (2002).

Intensive detective and intelligence work is underway to uncover syndicates involved in illicit mining.

Addressing illegal mining and other priority crimes is central to the 7th administration's plan to build safer communities and protect national resources.

Report criminal activities to the nearest police station or call the SAPS Crime Stop line on 08600 10111. Alternatively, use the MySAPS App. **#GovZAUpdates**

A NATION THAT WORKS **G20** **NDP**

GOVERNMENT NEWS 12 AUGUST 2025

"Empowering South Africans through communication excellence"

NATIONAL DIALOGUE: A PEOPLE-DRIVEN VISION FOR THE NATION

South Africa will convene the first National Convention on Friday (15 August 2025), to set the agenda for the upcoming National Dialogue.

The Convention seeks to provide a clear roadmap for the National Dialogue, which will be rolled out in communities across the country.

The gathering will bring together representatives from government, political parties, civil society, business, labour, traditional and religious leaders, cultural workers, sporting bodies, women, youth, and community voices, among others.

The National Convention and subsequent dialogue will provide an opportunity to agree on a set of principles that serve the best interests of the nation and its people.

The dialogue will be a people-driven, society-wide process to reflect on the current state of the country and chart a way forward for the future.

For more information, visit: <https://www.stateofthenation.gov.za/national-dialogue>

A NATION THAT WORKS **G20** **NDP**

GOVERNMENT NEWS 13 AUGUST 2025

"Empowering South Africans through communication excellence"

GOVERNMENT IS PROTECTING JOBS AND INDUSTRIES FROM US TARIFFS

A 30% tariff imposed by the United States on certain South African exports came into effect on 7 August 2025. Government is acting swiftly and decisively to safeguard jobs, industries, and communities affected by the US tariffs.

Cabinet has approved a revised offer to the US that directly addresses concerns outlined in the 2025 National Trade Estimates Report.

Targeted trade missions and fairs are being organised to secure new buyers and reduce reliance on any single market.

A targeted support package is being developed to help vulnerable companies remain operational and protect jobs in affected industries. This will include concessional finance, working capital facilities, and market-access assistance for exporters.

Special measures are being implemented to assist small-scale farmers and rural enterprises.

Citizens are encouraged to support locally produced goods, particularly in sectors impacted by the tariffs, such as agriculture.

For more information, visit: <https://www.thedtic.gov.za/south-african-response-measures-to-the-us-tariffs/>

A NATION THAT WORKS **G20** **NDP**



20



THE FIRST NATIONAL CONVENTION OF THE NATIONAL DIALOGUE OF SOUTH AFRICA



Uniting Voices.
Shaping the Nation.

WHAT IS THE NATIONAL CONVENTION?

The First National Convention marks the start of the National Dialogue process. The National Dialogue itself will take the form of public dialogues across the country in communities and sectors over several months.

#NationalDialogueZA #LekgotlaLaRona | www.nationaldialogue.co.za



A NATION THAT WORKS FOR ALL




Uniting Voices.
Shaping the Nation.

The first National Convention will take place from 15 – 16 August 2025. The Convention intends to:

- Endorse the need for and value of a National Dialogue
- Outline key themes for discussion in the National Dialogue
- Agree on the approach and modalities for the public dialogues

#NationalDialogueZA #LekgotlaLaRona | www.nationaldialogue.co.za



A NATION THAT WORKS FOR ALL



South Africa will convene the first National Convention from 15 – 16 August 2025 at the University of South Africa (UNISA) under the theme **“Uniting Voices, Shaping the Nation”**. The first National Convention was to lay the groundwork and set the agenda for the National Dialogue.

The views, concerns, and proposals that will emerge from this conversation will be brought together at a second National Convention, which is planned to be held next year. It is expected that the second National Convention will finalise a compact that outlines a new social compact for the development of our country.

The National Dialogue is a citizen-led process and is a chance for all South Africans, from all walks of life, to come together and help shape the next chapter of our democracy. Through the National Dialogue, we seek a shared vision of what it means to be a South African and develop a new national ethos and common value system.

It is an opportunity to forge a new social compact for the development of our country, a compact that will unite all South Africans, with clear responsibilities for different stakeholders, government, business, labour, civil society, men and women, communities, and citizens.

An Eminent Persons Group has been appointed to guide and champion the National Dialogue. Furthermore, an Inter-Ministerial Committee has been established under the chairpersonship of the Deputy President to coordinate the government’s contribution to the National Dialogue.

Additionally, an interim Preparatory Task Team (PTT), comprised of representatives of various sectors of society, is in place to set strategic priorities and coordinate implementation of the National Dialogue process.



Uniting Voices.
Shaping the Nation.

WHO WILL ATTEND THE NATIONAL CONVENTION?

Provision has been made for delegates who represent over 30 different sectors, from different communities.

#NationalDialogueZA #LekgotlaLaRona | www.nationaldialogue.co.za



A NATION THAT WORKS FOR ALL




Uniting Voices.
Shaping the Nation.

WHERE IS THE CONVENTION HAPPENING?

The National Convention will take place at the University of South Africa (UNISA), Muckleneuk Campus in Tshwane.

#NationalDialogueZA #LekgotlaLaRona | www.nationaldialogue.co.za



A NATION THAT WORKS FOR ALL



The first National Convention is intended to:

1. Endorse the need for and value of a National Dialogue
2. Outline key themes for discussion in the National Dialogue
3. Agree on the approach and modalities for the public dialogues
4. Finalise the establishment of a broadly representative Steering Committee to coordinate the implementation of the National Dialogue going forward



04 August 2025

Deputy Minister Nemaizinga-Tshabalala at the 4th African operations Management Conference in Muldersdrift.

Employment and Labour Deputy Minister, Honourable Judith Nemaizinga-Tshabalala, today 04 August 2025, delivered a keynote address at Glenburn Lodge in Muldersdrift, hosted by University of South Africa (UNISA), under the theme: "A Government Perspective on Industry 4.0, Industry 5.0, and the Future of Sustainable Operations."

In her address, Deputy Minister stressed that digital transformation is not merely about adopting new technologies, but about rethinking governance, service delivery, and economic participation in a human-centred and ethical way. The Deputy Minister highlighted the transformative power and complex implications of the Fourth and Fifth Industrial Revolutions (4IR and 5IR). She framed digital transformation not just as a technological evolution, but as a moral and developmental imperative that must be guided by ethics, inclusion, and sustainability.

"The South African government is responding through progressive policies such as the Medium-Term Development Plan (2024-2029), aimed at fostering a capable, ethical, and developmental state," she said.

Looking ahead, the Deputy Minister underlined Industry 5.0's potential to rehumanise industrial progress. Unlike its predecessor, 5IR prioritises collaboration between humans and machines, environmental stewardship, circular economy practices, and sustainable development. She pointed out that South Africa sees 5IR as a tool to achieve "people-planet-prosperity" goals, placing inclusivity and resilience at the heart of industrial strategy.



"Innovation should benefit all, not just the privileged. Technology needs to be guided by values, not just algorithms." - Deputy Minister Nemaizinga Tshabalala.



Compiled by: Sephewe Tshabalala
Photography by: Hlangane Ngobeni and Sephewe Tshabalala
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employment & labour
Department: Employment and Labour
REPUBLIC OF SOUTH AFRICA

A NATION THAT WORKS ALL

G20 SOUTH AFRICA 2025

NDP

13 AUGUST 2025

Department of Employment and Labour meet with Department of Transport to Discuss Truck Drivers Challenges.

On 13 August 2025, Deputy Minister of Employment and Labour, Jomo Sibiya, met with Deputy Minister of Transport, Mkhuleko Hlangwa, to review the outcomes of recent engagements with the Road Freight Truck Drivers Unions and other key stakeholders.

The discussions focused on the employment of undocumented foreign truck drivers and the broader challenges affecting the sector.

Deputy Minister Sibiya emphasised the importance of collaboration between the two departments, noting that joint efforts are essential to finding practical solutions. He indicated that the Department of Employment and Labour is considering policy reforms to address the challenges identified.



"The work we are doing is not for us; we are representing our people", DM Sibiya.

Highlighting a major obstacle, Deputy Minister Sibiya pointed out that enforcement remains at the core of addressing non-compliance.

However, he acknowledged that the department faces a significant shortage of inspectors, which continues to limit its capacity to monitor and enforce labour regulations effectively.

Both Deputy Ministers agreed on the need for coordinated action to strengthen enforcement, enhance compliance, and promote fair labour practices in the trucking industry.



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NDP

Department of Transport, Deputy Minister, Mkhuleko Hlangwa

Deputy minister Hlangwa said the department of transport meet on monthly basis with the union to discuss this issue and to find a way forward.

"we are one government, we have the collective responsibility to deal with matters that affects our people" he added.



In his address to delegates, Deputy Minister Mkhuleko Hlangwa outlined a series of critical challenges in the trucking industry requiring the immediate attention of the Department of Employment and Labour.

The Deputy Minister raised concerns over the protection of non-compliant foreign operators by local individuals, coupled with widespread non-compliance with bargaining council regulations. He noted that many companies continue to use load-based payment structures instead of fair wages, creating unsafe working conditions and undermining labour standards.

Hlangwa further mentioned the department's inaction on labour complaints, citing lost or inactive case files, as well as violations of the Employment Services Act through the failure to prioritise South African drivers over foreign nationals. He pointed to weaknesses in current labour laws that allow load- or kilometre-based pay, which contributes to driver fatigue and road safety risks.

The Deputy Minister also expressed concern over the lack of visible departmental presence in enforcement operations. He highlighted instances where permanent staff were retrenched and replaced with non-compliant "owner-driver" or enterprise development schemes.



Compiled by: Sephewe Tshabalala
Photography by: Sephewe Tshabalala and Hlangane Ngobeni
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A NATION THAT WORKS ALL

G20 SOUTH AFRICA 2025

NDP



Women's Day 2025
BUILDING RESILIENT ECONOMIES FOR ALL
A NATION THAT WORKS FOR ALL

When you empower a woman, you empower a whole nation

#WomensDay2025 | "When you empower a woman, you empower a nation"
#RekaofelaBasadi | #WomensDay2025 | #GovZAUpdates

Women's Day 2025
BUILDING RESILIENT ECONOMIES FOR ALL
A NATION THAT WORKS FOR ALL

MALIBONGWE

Word of the Day: ONE WORD
#RekaofelaBasadi
#WomensMonth2025 #GovZAupdate

STOP GBVF

END GBVF NOW!

Report any form of Gender Based Violence (GBVF) to your nearest police station or call 0800 10111.

There are now 134 desks in operation and the goal is to have a GBV desk in all police stations countrywide.

Call the 24-hour GBV helpline on 0800 428 428 if you or someone you know needs assistance. You can also SMS HELP to 31531. #servicedeliveryza #enoughisenough

Safety tips that save lives

Eskom cares about your safety

Electricity safety #6 Vandalism can be fatal
Damaged electrical meter boxes and mini substations are very dangerous.

What are the consequences?

- Illegal** It is a criminal offence to deliberately break or tamper with any Eskom property and equipment.
- Accidents** Aside from the obvious risk of electrocution, serious damage, including fire, may occur if property is not serviced and maintained.
- Human error** Numerous accidents people have lost their lives by allowing their children with unattended electrical equipment.

Helpful tips

- Avoid any unauthorised Eskom property.
- Report any vandals to Eskom on 0860 37544 or 315 Crime Line on 3211.
- Educate your children about the dangers of electricity.

Protect the power grid by stopping illegal connections! Tampering with the electricity network is a criminal offence and will be dealt with by law enforcement. #GovZAUpdates

South Africa's G20 Presidency Priorities

- Inclusive Economic Growth, Industrialisation, Employment and Reduced Inequality
- Food Security
- Artificial Intelligence, Data Governance and Innovation for Sustainable Development

South Africa's G20 Presidency, December 2024 - November 2025

Here are some of South Africa's G20 Presidency priorities
#GovZAUpdates #G20SouthAfrica

Protect the power grid by stopping illegal connections! Tampering with the electricity network is a criminal offence and will be dealt with by law enforcement. #GovZAUpdates

I KNOW. I ACT. I STOP CORRUPTION

FIGHTING CORRUPTION IS EVERYONE'S BUSINESS

Report fraud and corruption on 0800 701 701

Together we move South Africa forward

Corruption carries a huge opportunity cost. Economic growth is stifled and businesses suffer. Development stalls and institutions fail.

Corruption has wounded our democracy and shaken people's faith in our institutions. Report it on 0800 701 701 #GovZAUpdates

PRESIDENCY STATEMENT ON NATIONAL DIALOGUE COSTS
10 AUGUST 2025

The Presidency has noted media reports on the cost of the National Dialogue and specifically the first National Convention set to take place on 15-16 August 2025.

The Presidency wishes to confirm that all budgetary processes regarding the National Convention are consistent with the Public Finance Management Act (PFMA).

The Inter-Ministerial Committee, which is chaired by Deputy President Paul Mashatile and comprises all relevant government departments to coordinate government's contribution towards the National Dialogue, has been working to reallocate resources for the convention and manage costs.

As a response to the call for collaboration with other stakeholders to reduce the costs of the National Dialogue, UNISA has offered to host the first National Convention and provide associated goods and services free of charge.

As it stands, venues have been secured for the primary, two overflow venues with livestreaming, 10 breakaway venues, dining areas and work areas. In addition, UNISA is providing facilities for an Operations Centre, which has been running over the past week, catering, AV services, printing of discussion documents, signage, conference bags, notepads, pens and WiFi.

The costs of the first convention are being funded from the existing budgets of NEDLAC and the Presidency for societal support, communications and logistics. The provisions in the Appropriation Act and the PFMA will be used to reimburse the Department of Employment and Labour and NEDLAC in the Adjustments Budget later this year.

All procurement and management of public funds will adhere to the PFMA and applicable Treasury Regulations. All funds will be accounted for through the normal public finance mechanisms.

Donations have been received for the National Dialogue digital platform. Some goods and services, such as the venue, screens for public viewing, and rail and road transport, are being provided at no cost.

The reduced costs associated with the hosting of the National Dialogue and the funding plan are done with the intention to reduce the cost to the fiscus.

The Presidency is committed to supporting the first National Convention to kick-start the citizen-led and inclusive National Dialogue.

The total budget for the National Dialogue will be developed as the structure and form of the community dialogues are finalised by the Convention, and will depend on in-kind contributions, donations and other resources that can be reallocated.

ISSUED BY THE PRESIDENCY OF THE REPUBLIC OF SOUTH AFRICA

Presidency on National Dialogue costs
#govzaupdates

SAFETY FIRST

Protect your school
Respect school property
Safety begins with teamwork. So...

Report any act of vandalism of school
Don't waste sanitizer; use it correctly for the right purpose
Keep your mask on at all times!
Don't carry weapons to school
Trust other people with respect
Wash hands always

Report any suspicious activity or known perpetrators to the police, as this can make a difference in preventing crime, recovering stolen goods and ensuring justice. Government continues to work closely with law enforcement and community policing forums to respond swiftly and decisively to school-related crimes

#GovZAUpdates



Strengthening OHS Inspectorates to Advance Decent Work



Occupational Health and Safety (OHS) is a fundamental right and principle at work, enshrined in Section 24(a) of the Constitution, ensuring everyone's right to an environment not harmful to health or well-being. The Department of Employment and Labour's OHS National Forum met in August 2025 to review national performance and reinforce inspectorate capacity in line with ILO Convention 81. Key priorities include enhancing performance monitoring, deploying specialised response units, standardising enforcement, improving inspector readiness, and promoting inter-provincial knowledge sharing. Discussions also addressed emerging challenges and policy gaps such as protecting young workers, tackling violence, harassment, and psychosocial risks, and closing such gaps.

National initiatives highlighted were the Asbestos Eradication Project to remove hazardous materials from township homes, GHS training to improve chemical safety enforcement, and the ILO Decent Work Construction Project, a regional collaboration with Mozambique and Zimbabwe to protect vulnerable subcontracted construction workers through advocacy, inspections, and non-punitive compliance approaches.

Embedding OHS as a constitutional, legal, and moral obligation ensures South Africa protects vulnerable workers, strengthens productivity, and advances decent, safe, and dignified work for all.

By Bulelwa Huna



Strengthening OHS Inspectorate and Advancing the Decent Work Agenda

Occupational Health and Safety (OHS) is a fundamental right and principle at work, recognised globally as essential for safeguarding human dignity, ensuring fair labour conditions, and fostering sustainable economic growth. In South Africa, this right is reinforced by Section 24(a) of the Constitution, which guarantees everyone the right to an environment that is not harmful to their health or well-being. Strong OHS protections are also integral to promoting decent employment and advancing inclusive economic growth, ensuring that productivity gains never come at the expense of workers' health and safety. For vulnerable workers in high-risk sectors, robust OHS enforcement can mean the difference between decent, safe work and hazardous, exploitative conditions. Strengthening the OHS inspectorate is therefore central to fulfilling both constitutional and developmental commitments.

The Department of Employment and Labour's OHS National Forum met on 12–13 August 2025 for a Q1 performance review session. Chaired by Chief Inspector Ms. Milly Ruiters, the meeting brought together Senior Specialists (Ms. Huna, Mr. Malatse, and Mr. Maphaha) and their Head Office OHS Specialists who collectively lead the development of a resilient OHS legislative framework and capacity-building initiatives, alongside provincial OHS Specialists from all nine provinces as they are tasked with implementing this regulatory framework and monitor performance. The aim was to critique national OHS performance and strengthen the inspectorate's ability to respond effectively to workplace risks.

The Inspectorate's core role is to test OHS management systems in different workplaces, investigate incidents and occupational diseases, and enforce corrective measures where required. In line with ILO Convention 81 on Labour Inspection, inspectors are not only enforcers but also advisors, ensuring that regulatory requirements are translated into practical workplace improvements that prevent harm and promote worker wellbeing and thus supporting productivity.

To ensure a successful outcome for this meeting, a few operational priorities were identified for discussion. These operational priorities are key to building a stronger, more resilient inspectorate:

- **Enhancing Performance Monitoring:** Strengthen reporting tools at national and provincial levels for evidence-based decision-making.
- **Standardising Enforcement:** Update SOPs and directives to ensure consistent, legally sound enforcement across provinces.
- **Inspector Readiness:** Provide targeted training on sector-specific hazards for urgent interventions.
- **Knowledge Sharing:** Facilitate structured technical exchanges between provinces to address risks such as electrical, mechanical, occupational hygiene, hazardous installations, and emerging OHS challenges.

Building on these operational priorities, the Forum also examined specific emerging and persistent challenges that require targeted interventions to fully realise the inspectorate's mandate and strengthen workplace protections and these include:

- **Enhanced protection for young workers:** Young workers are more vulnerable due to limited experience and lower hazard awareness. Special safeguards and tailored OHS training are essential.
- **Violence, Harassment, and Psychosocial Risks:** With rising cases of workplace violence and harassment, psychosocial risks require

urgent attention. While the 2019 Ergonomics Regulations are in place, employers are only address physical ergonomic risks, while cognitive and organisational ergonomics remain under-monitored. Organisational factors are critical for preventing psychosocial harm must be integrated into holistic ergonomics programmes. Furthermore, policy reforms and inspector training are needed to close the identified gaps.

- **National Asbestos Eradication Project:** The National Department of Human Settlements (NDHS), with DFFE and DEL, is leading a project to remove and safely dispose of asbestos materials in old township properties nationwide. This includes asbestos roofs, walls, ventilation pipes, and boundary walls. The key actions include:
 - Identify affected communities and structures.
 - Engage registered asbestos contractors and approved inspection authorities.
 - Dispose through licensed hazardous waste facilities.
 - Ensure compliance with the OHS Act and Asbestos Abatement Regulations, monitored by DEL inspectors during removal.
- **GHS Training for Labour Inspectors:** In November, DEL's OHH Directorate, with the Swedish Chemicals Agency (KEMI), will deliver training on the Globally Harmonised System (GHS) for hazard classification and chemical communication. This will prepare inspectors for a Q4 chemical sector blitz, aligning enforcement with the Hazardous Chemical Agents Regulations (2021). The GHS provides a single global standard for classification, labelling, handling, storage, and transport of hazardous chemicals.
- **ILO Decent Work Construction Project:** The International Labour Organisation (ILO) has partnered with South Africa's Department of Employment and Labour (DEL), Mozambique, and Zimbabwe to pilot a Decent Work initiative in the construction sector, aimed at protecting vulnerable workers employed by subcontractors in both the formal and informal economy. The project will be implemented across four provinces Mpumalanga, Gauteng, Western Cape, and Free State from 2025 to 2026, using targeted advocacy and inspections to strengthen worker protection. Its objectives are to assess labour law compliance and pilot non-punitive approaches to improving occupational health and safety, as well as broader employment conditions. Based on the outcomes, the initiative will be scaled up and expanded to other African countries.

Embedding OHS as a constitutional, legal, and moral obligation ensures South Africa upholds its Section 24(a) commitment to an environment that is not harmful to health or well-being, while advancing decent work and inclusive economic growth. Recognising OHS as a fundamental labour right places a shared responsibility on government, employers, and all stakeholders to invest in a strong, well-resourced, and proactive inspectorate. Through strategic operational priorities, hazard eradication initiatives, international cooperation, and targeted capacity-building particularly in protecting young employees, addressing psychosocial safety, and integrating comprehensive ergonomics the OHS inspectorate can safeguard vulnerable workers, boost productivity, and demonstrate South Africa's commitment to safe, decent, and dignified work for all.

By Bulelwa Huna





Enthusiastic Vanderbijlpark and Vereeniging Labour Centre women celebrating Women's day at Gas monkey, Emerald in Vanderbijlpark. This year's Women's Month marked the 69th anniversary of the historic march and the 30th anniversary of the first official National Women's Day. The day in 2025 was held under the theme: "Building Resilient Economies for All" .

ILO launches Global Policy Tracker on Digital Labour Platforms

A new ILO resource to support evidence-based policymaking and social dialogue on platform work.

Geneva (ILO News) - The International Labour Organization (ILO) is launching a new global policy tracker to provide a comprehensive overview of legislative initiatives concerning digital labour platforms.

The growth of digital labour platforms has opened up new markets for businesses and created new jobs and income opportunities globally. In many countries, governments are taking steps — or are engaged in discussions — to regulate work on digital platforms. The global policy tracker is designed to equip governments, and employers' and workers' representatives, with information to facilitate discussions and foster decent work in the platform economy.

The digital transformation of the workplace, accelerated by the proliferation of platforms, has generated new income-generating opportunities for women, young people, and persons with disabilities, among others. At the same time, the platform economy is also transforming how work is organized and performed, creating new challenges that affect workers' access to decent work. These challenges

include securing adequate incomes, social security, occupational safety and health, and other protections, while ensuring fundamental principles and rights at work.

The global policy tracker provides comprehensive and up-to-date information on existing regulations worldwide to help shape a future of work that is both innovative and decent. As a key feature of the ILO Observatory on AI and Work in the Digital Economy, it will serve as a practical resource for governments, employers' and workers' organizations, policymakers, researchers, and anyone interested in understanding the policy developments in this area.

By consolidating information on national and regional legislative and policy initiatives, the tracker aims to facilitate social dialogue and evidence-based policymaking. It will shed light on how different jurisdictions address issues such as employment status classification, remuneration, automated decision-making systems (algorithms), working time, workers' personal data and privacy, occupational safety and health, contract termination, including suspension and collective bargaining, among others, in the context of platform work.

(Article sourced from ILO)





Labour and Employment Ministers' Meeting (LEMM) - Fancourt, George

G20 Labour and Employment Ministers' Meeting (LEMM) held in George, Western Cape Province adopted new commitments to address labour market inequality and advance social justice through decent work. The meeting held under South Africa's 2025 Presidency under the theme: Solidarity, Equality and Sustainability, G20 Labour Ministers adopted the Fancourt Declaration. The two-day G20 Labour and Employment Ministers' Meeting was attended by G20 member countries, EU, AU, social partners, international institutions and invited countries.

In their Declaration the Ministers adopted the Nelson Mandela Bay Youth Target - building on the significant progress made toward the G20 2014 Antalya Goal. The Ministers also pledged to reduce the gender pay gap by 15% by 2035.

The Ministers also endorsed a new Brisbane-eThekweni Goal, with the aim to reduce the gender labour force participation gap by 25 per cent by 2030. The Minister's pledged to also raised committed to reduce the gender pay gap by 15 per cent by 2035.

The Ministers Declaration will be handed to leaders in preparation for the G20 Summit in November 2025.



Employment and Labour Deputy Minister Judith Nemaadzinga-Tshabalala



Employment and Labour Deputy Minister Jomo Sibiya, Department's Public Employment Service branch (PES) Deputy Director-General Sam Morotoba



Cosatu President Zingiswa Losi; Department of Employment and Labour Acting Director General Jacky Molisane; Director at BUSA and B20 representative Sanelisiwe Jantjies





ATTENDEES EWG



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Youth unemployment is tearing at the fabric of our society. Government alone cannot fix this. Business, civil society, and every South African must act now. The stakes are too high.

During a long-awaited visit to the Harambee Youth Employment Accelerator, Minister Meth delivered a heartfelt address focused on the urgent crisis of youth unemployment in South Africa. Acknowledging the scale and emotional weight of the issue, the Minister emphasised that tackling youth unemployment is not a peripheral concern but a central pillar of the country's economic and social strategy.

The speech called for unified action across government, business, and civil society, stressing that no single entity can solve the problem alone. With a commitment to listening and learning, the Minister highlighted the importance of creating real opportunities for young people, framing it as a national imperative that will shape South Africa's future.

Quotable Snippets, By Minister Meth:

Sleepless Over Youth Unemployment

"One of the things that keeps me awake at night is the stubborn level of unemployment in our country, especially among our youth."

A Million Dreams, A Million Doors Shut

"Every year, over a million young people step out with hope into the labour market. Yet most of them are shut out of work,

education, or training."

Youth Unemployment: A National Priority

"Youth unemployment is not a side issue; it is central to our economic and social agenda."

United We Employ

"Government cannot do this work alone. If we are serious about bending the curve on unemployment, then all of society must walk this journey together."

Leadership That Enables, Not Controls

"Our role, as government, is to provide the leadership, the resources, and the policy framework that enables this collective effort to succeed."

Listening to Lead

"Today is about listening. I am here because I want to understand, to learn, and to hear the insights that will help us sharpen our approach."

The Stakes Are Too High

"The truth is that we cannot afford to get this wrong. The future of South Africa depends on the opportunities we are able to create for its young people."





25 August 2025

Minister Meth Strengthens Youth Employment Partnerships During Visit to Harambee

Employment and Labour Minister Nomakhosazana Meth listens as Harambee call centre agent contacts a workseeker.

In a significant, decisive move to strengthen public-private collaboration, a step in addressing South Africa's youth unemployment, Employment and Labour Minister Nomakhosazana Meth led an official visit to Harambee Youth Employment Accelerator, a leading non-profit organisation renowned for its innovative approaches to unlocking opportunities, job creation, and youth empowerment in South Africa.

With over 13 years of experience, Harambee plays a pivotal role in initiatives such as SA Youth, a free national network that connects businesses with entry-level young talent. SA Youth is a collaborative effort between government, business, and civil society, and forms part of the Presidential Youth Employment Intervention, a coordinated national plan to combat youth unemployment.

Minister Meth described the visit as "long overdue," expressing urgency in accelerating impactful interventions. "One of the things that keeps me awake at night is the stubbornly high level of unemployment in our country, particularly among the youth," she said.

Citing recent data, the Minister highlighted that approximately one million South Africans enter the labour market annually, yet only 400,000 secure stable employment. Another 300,000 find temporary or irregular work, while the remaining 300,000 remain unemployed. She attributed this to a lack of work experience, poor education outcomes, and a mismatch between the skills taught and those demanded by the economy.

Minister Meth: "We Must Act Now"

"We cannot afford to delay. I am calling on every stakeholder, government, business, and civil society, to rally behind initiatives like Harambee. Let us scale what works, innovate where needed, and ensure that every young person has a pathway to dignity through work." "This situation is devastating, and it is not something we can accept as normal," Minister Meth concluded.



Empowering Youth Through Entrepreneurship

Jacky Molisane, Acting Director-General (ADG) of the Department of Employment and Labour, commended Harambee's transformative impact. "Harambee is not only addressing unemployment but also reshaping how young people perceive themselves. They are building confidence, and that is priceless," she said. Molisane emphasised the importance of supporting youth entrepreneurship, advocating for mentorship, capital investment, and long-term guidance to help young entrepreneurs build sustainable businesses. "This is how we will truly tackle unemployment," she added.

ADG. Molisane passionately advocated for entrepreneurship as a key solution, saying "Entrepreneurship is 'Hopo'." "We must invest in young entrepreneurs not just with funding, but with mentorship, networks and long-term support. Let us walk with them until they build sustainable businesses that create jobs and transform communities."

Molisane urged stakeholders to expand support for youth-led enterprises, noting that entrepreneurship offers a powerful alternative to traditional employment pathways.



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

Real Stories, Real Impact

During the visit, two young women shared powerful testimonials about their journeys with Harambee and SA Youth. One trained in plumbing and has since launched her own business, while the other completed an IT programme and now runs a successful beauty therapy enterprise. Both expressed aspirations to expand their businesses and create employment opportunities within their communities.



Institutionalising Youth Employment Pathways

The visit also spotlighted the future of the National Pathway Management Network (NPMN), a multi-stakeholder initiative aimed at unifying efforts across government, private sector, and civil society to increase youth employment. Harambee has been designated a key contributor to the Department's Medium-Term Development Plan (MTDP) and will play a central role in institutionalising the NPMN.

Plans are underway to establish the SAYOUTH Trust, which will formalise Harambee's role as the National Pathway Manager. The Trust will be governed by trustees from Business Unity South Africa (BUSA) and the Department of Employment and Labour, ensuring long-term sustainability and impact.

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



Picture Story



UNCLAIMED FUNDS

Is money that belongs to someone,

Please help the GEPF find them

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

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

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

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

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

4. Insufficient information on the beneficiary: If a member is deceased, the GEPF might not

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

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

BENEFITS OF RETIREMENT WITH GEPF

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

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

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

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

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

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

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

(Articles sourced from GEPF)

Highlights of the Month That Was



WEDNESDAY, 20 AUGUST, 2025

DEL CONDUCTS IN YEAR MONITORING



Nomakhosazana Meth
Employment and Labour Minister

Minister Meth leads IYM

The Department of Employment and Labour's Executive Committee, led by Minister Nomakhosazana Meth and Deputy Minister Jomo Sibuya, hosted the In-Year Monitoring (IYM) meeting on 20 August 2025 at Emperors Palace, Kempton Park.

Outlining the purpose of the meeting, Minister Meth explained that the aim was to conduct in-year monitoring and to begin addressing the 2024/2025 Annual Report. She further noted that the meeting sought to provide an analysis of key deliverables across the various functions within the Department.

Minister Meth also expressed her gratitude to the Department's leadership, particularly the International Relations branch, for excellently hosting the G20 EWG and LEMM meetings. She specifically pointed out that stakeholders had lauded the Department for setting a strong example of how to successfully deliver an engagement of that magnitude.

Pockets of excellence are emerging - but the tempo must be upped.

Acting Director-General Jacky Molsaane's opening presentation focused on the 2024/25 Audited Annual Performance Reports and the Quarter 1 Performance Reports. Ms Molsaane noted her observation of the increasingly synchronised manner in which the Department's branches are beginning to operate.

She indicated that the team continues to hold regular meetings to ensure that EXCO becomes a product that is enriched, refined, and collectively owned by the senior management of the Department.

In her analysis of the Department's performance, guided by her insights, the ADG observed that the Department is beginning to move in the right direction in terms of service governance. However, she cautioned that this progress should not be seen as a reason for complacency. Instead, it should serve as motivation to increase the tempo and deepen the impact and value delivered in achieving the Department's set targets.

In reporting on the performance for 2024/2025, Ms Molsaane stated that 128 targets were set, of which 90 were achieved. She highlighted that this represents 80% of the total performance targets met. "This represents a solid foundation that we are beginning to lay, but I need to quickly indicate that we want not only 80%, we want to reach 100%," she said.



Jacky Molsaane
Acting Director-General
Department of Employment and Labour



REPUBLIC OF SOUTH AFRICA



Jomo Sibuya
Employment and Labour Deputy Minister

It cannot be business as usual.

Deputy Minister Jomo Sibuya, in his official remarks, emphasised the urgent need for consequence management. He stressed that this should be a collective responsibility among EXCO members, ensuring objectiveness and mutual support in the administration of the Department's programmes. While he acknowledged that there is no widespread issue of poor collaboration among management, he pointed out the existence of small gaps that are beginning to manifest as cracks in branch performance.

"This meeting should serve as a moment of reflection—an opportunity for all of us to adopt a renewed attitude toward our work. It cannot be business as usual," said the Deputy Minister.

DM Sibuya further underscored the importance of taking a firm stand against fraudulent syndicates that continue to plague the Department, warning that failure to act decisively could result in the Department being perceived as corrupt. "Everyone must play their part, and we must hold one another accountable. We have a responsibility to millions of citizens," he concluded.

IYM MEETING IN PICTURES



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



Highlights of the Month That Was



Commissioner's Breakfast Session
Tuesday, 02 September 2025

INVITATION TO THE COMMISSIONER'S BREAKFAST SESSION

The Unemployment Insurance Fund (UIF) Acting Commissioner, Advocate Lady Mkhonto cordially invites employers with the Mangaung Metropolitan Municipality and surrounding areas to a breakfast session.

During the session, Advocate Mkhonto will address and respond to all matters related to the Fund.

VENUE: Bon Hotel, East Burger Street, Bloemfontein
DATE: Tuesday, 02 September 2025
TIME: 08:30AM – 13:00PM

RSVP to: Neo Maseko on 057 344 4315 or Tshapo Mokoang on 081 213 0082 on or before 01 September 2025

FURTHER ENQUIRIES: Neo Mkhonto on 0785370511





Women's Month Stories

Good day.

I am Inathi Xesha, an In-Service trainee at Mthatha Labour Centre in Eastern Cape Province.

The Unemployment Insurance Fund (UIF) has taught me a great deal about how to assist people with their different needs.

As a priority we service women, elderly, pregnant clients and those with new born children expeditiously at our Labour Centre.

Here we are passionate about helping people and we go beyond the call of duty to ensure clients leave with a smile on their faces.

Visit us for a dose of excellence. We serve with pride.

Inathi Xesha
In-Service Trainee





Women's Month Stories

Good day.

My name is Mhle Ngelana, and I am a Client Services Officer (CSO) at East London Labour Centre in Eastern Cape Province.

For me, working at the Unemployment Insurance Fund (UIF) means reaching a lot of people that need help, listening to them knowing that you can assist them with their problems.

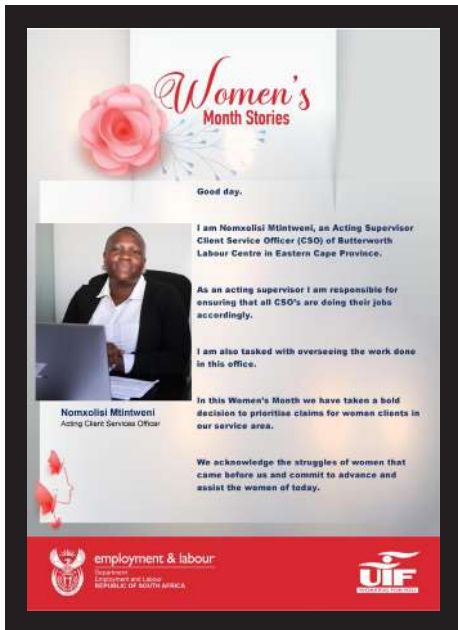
There are so many stories, especially when it comes to death claims.

The stories we hear from across this desk are painful, the other day a mother was here talking about how she had lost her job and ended up in a place where she had to sell her body for money.

It was such a painful story to hear but now with the UIF she will be okay.

Mhle Ngelana
Client Service Officer





Women's Month Stories

Good day.

I am Nomxolisi Mntweni, an Acting Supervisor Client Service Officer (CSO) of Butterworth Labour Centre in Eastern Cape Province.



As an acting supervisor I am responsible for ensuring that all CSOs are doing their jobs accordingly.

I am also tasked with overseeing the work done in this office.

In this Women's Month we have taken a bold decision to prioritise claims for women clients in our service area.

We acknowledge the struggles of women that came before us and commit to advance and assist the women of today.

Nomxolisi Mntweni
Acting Client Services Officer


Women's Month Stories

Good day.

My name is Natalie Adams and I am the first person clients come across at Graaff-Reinet Labour Centre in Eastern Cape Province.

On a normal day I see about 15 to 20 clients whom I assist with their claims. When our office goes out to visiting points we have a rule that women, especially the elderly, pregnant and those carrying children must be prioritized.

This Women's Month I pledge to redouble my efforts to serve women in our service area better and faster to enable them to continue caring for their families.

Natalie Adams
Client Service Officer





Women's Month Stories

Good day.

I am Ntombelanga Zondani, a Client Service Officer at Butterworth Labour Centre in Eastern Cape Province since 2015.

As part of my daily tasks I ensure that claims are processed as expeditiously as possible because I understand the struggles of ordinary people, especially women.

At our Labour Centre we make a special effort to assist pregnant women and elderly clients quickly because we understand that when people come here to claim benefits they are often not in the best financial position.

This Women's Month I pledge to work more diligently to serve women and other vulnerable people in our service area.

The 1% that the UIF deducts from each individual makes quite a big change in the lives of the people.

I am quite happy that the UIF is paid to clients who need it the most. It helps to keep the clients fed and assist them with looking for a new job.

Ntombelanga Zondani
Client Service Officer





Minister Meth Champions

Women's Leadership in South Africa's Digital Revolution



On 28 August 2024, Minister Nomakhozana Meth delivered a compelling keynote address at Huawei's Women's Month event, held under the theme "Building Resilient Economies for All." The event brought together leaders from government, business, academia, and civil society to celebrate the achievements of women and to confront the structural inequalities that continue to hinder their full participation in South Africa's economy. Minister Meth's message was clear: resilience is not built in isolation; it is built through inclusion, especially of women and young people who have historically been excluded.

The Minister reflected on South Africa's long-standing commitment to employment equity, anchored in the Employment Equity Act. Despite this, she acknowledged that progress had been slow. Women made up 43% of the workforce but held less than 36% of top management positions. African women, in particular, remained severely underrepresented in senior roles, often occupying less than 15% of these positions.

In the ICT sector, women were notably absent from technical and leadership roles, despite being active consumers of digital technologies. These disparities, she argued, represented missed opportunities, not just for women, but for the country's economic and innovation potential.

Minister Meth emphasised that the world of work was undergoing a

transformation driven by the Fourth Industrial Revolution. Technologies such as artificial intelligence, cloud computing, robotics, and 5G were reshaping industries and communities. While automation threatened to displace millions of jobs, it also promised the creation of new, digitally driven roles. However, without deliberate action, women risked being excluded from these emerging opportunities. She cited studies showing that women were more likely to be employed in routine roles vulnerable to automation, and stressed the importance of equipping women with digital skills to ensure they could lead in the digital economy.

Government initiatives were already underway to address this challenge. Through investments in broadband infrastructure, spectrum allocation, and the Presidential Digital and Future Skills Strategy, the state was working to ensure that every South African had access to digital tools and training. The Labour Activation Programme was also supporting young people, including women, to gain skills in coding, data analytics, cybersecurity, and renewable energy. Yet, Minister Meth was adamant that government could not do this alone.

She praised Huawei's Women in Tech Programme as a model of meaningful corporate partnership. Born out of a settlement with the Department of Employment and Labour, the programme was actively investing in women's futures by providing ICT training, mentorship, and employment pathways. It focused on designated groups, including rural youth, and demonstrated how compliance could evolve into

collaboration. Minister Meth called on other companies to follow Huawei's example, urging an ecosystem approach to transformation that included government, academia, and the private sector.

The Minister also highlighted the role of women entrepreneurs in driving inclusive growth. Small, medium, and micro-enterprises were the backbone of the economy, and digital platforms were increasingly connecting these businesses to markets, finance, and customers. She shared inspiring examples of women using e-commerce platforms to sell locally made goods, building apps to solve social challenges, and using mobile money to unlock financial inclusion in rural areas. These innovations, she said, were essential to South Africa's goals of job creation, poverty reduction, and industrialisation.

Minister Meth issued a powerful call to action. She urged companies to move from slow progress to measurable outcomes in employment equity, ensuring that women, especially African women, were equitably represented at all levels of decision-making. She called for digital education to reach scale, so that every girl in South Africa could see herself as a coder, data scientist, or AI specialist. And she challenged the private sector to deepen its investment in women, not as an act of charity, but as a sound economic strategy.

Women's Month, she reminded the audience, was not about flowers or photo opportunities; it was about action. It was about removing barriers and ensuring that women were not on the sidelines of the future of work, but at its centre. Quoting Mama Albertina Sisulu, she called for unity in building a non-sexist, democratic South Africa, one where women were creators of technology, leaders in boardrooms, and beneficiaries of a thriving digital economy.

To all the women in the room, especially the young women, Minister Meth offered a message of empowerment: claim your space. The jobs of the future are yours. The innovations of tomorrow are in your hands. And to Huawei and its partners, she extended a challenge: continue to invest in women, because in doing so, you are investing in South Africa's inclusive and sustainable future.





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



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.



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

Did You Know [DYK]: An employee is entitled to at least four consecutive months' #maternityleave. An employee may commence maternity leave at any time from four weeks before the expected date of birth, unless otherwise agreed, or on a date from which a medical practitioner or a midwife certifies

[DYK] that anyone who is employed under a contract of service and receives wages, salary on a weekly or monthly basis may claim compensation in terms of the COID Act. Dependents of an employee who is fatally injured can also claim compensation.



#Yazini: Supported Employment Enterprises (SEE), an organization under the Department of Employment and Labour, that creates employment opportunities for persons with disabilities: Where Craftsmanship Meets Compassion. : <http://linktr.ee/SEEempowers>

[DYK] The SEE, an entity of the Department, has 13 factories across the country in 8 of the 9 provinces, with only Mpumalanga being the only province without an SEE facility. <https://linktr.ee/seeempowers> : <http://linktr.ee/SEEempowers>



Our Locations

Head Office
222 Monhele Street, Sandton, Pretoria, 2000

For Catalog
<https://www.seeempowers.com>

For More Information:
143 E 1st Street, Sandton, 2000

Bloemfontein 18 E 1st Street, Sandton, 2000	Cape Town Spring Factory 111 South Street, Cape Town, 8001	East London 111 South Street, Cape Town, 8001
Gqeberha 111 South Street, Cape Town, 8001	Johannesburg 111 South Street, Cape Town, 8001	Kimberley 111 South Street, Cape Town, 8001
Pietermaritzburg 111 South Street, Cape Town, 8001	Polelwane 111 South Street, Cape Town, 8001	Potchefstroom 111 South Street, Cape Town, 8001
Pretoria 111 South Street, Cape Town, 8001		

HOW WE HELP YOU CUSTOMIZE

- 1 View**
Customer sees a piece of furniture or garment and likes it.
- 2 Screenshot**
Take a picture of the item
- 3 DM us**
Send the picture to SEE Social Media accounts or email SEEClientservices@labour.gov.za
- 4 Pursuit**
RFQ We send a quotation and start the manufacturing

SUPPORTED EMPLOYMENT ENTERPRISES

[INFORMATION] The UIF has installed WiFi at all labour centres countrywide for clients to freely access online services of the Department of Employment and Labour and its entities.

The Department, in collaboration with the International Labour Organization (ILO), Statistics South Africa (Stats SA), launched The South Africa Labour Market Information System de-lmis.labour.gov.za



Maternity Benefits

- Qualifying Conditions
- The application should be made before the birth of a child or within twelve months of the birth of the child
- The contributor must be receiving less than the normal remuneration whilst on maternity leave.
- Benefits are payable at a flat rate of 66% to a female contributor for confinement or the period after birth of a child.
- Maternity benefits will be paid for a maximum of 121 days.
- In the event of a miscarriage or a stillbirth, benefits are paid for a maximum period of 121 days.
- A contributor must have been employed for at least 13 weeks before the date of application for maternity benefits.
- Benefits are payable as the difference between what the employer pays and the rate prescribed in the benefits schedule of the Unemployment Insurance Act.

Requirements

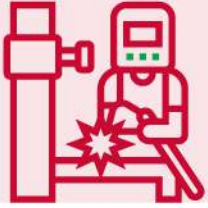
- Banking details UI-2.8 form.
- 13-digit Bar-coded South African ID / Passport /ID, (Valid Foreign National passport/ID card/asylum seeker/refugee document).
- Declaration in respect of remuneration received whilst on maternity leave. A completed UI-2.7 form.
- The application form UI-2.3.
- A doctor's certificate for the expected date of confinement or after childbirth, and the birth certificate.
- Follow-up form UI-4 will be issued.

#Yazini #ServicedeliveryZA #GovZAUupdates





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!"



Highlights of the Month That Was

THE DEPARTMENT OF EMPLOYMENT AND LABOUR
TAKING SERVICES TO THE PUBLIC!
KANANA EXT 13, KLERKSDORP & ORKNEY

The Department of Employment and Labour in the North West Province will be taking services to the Kanana Township, Klerksdorp and Orkney as part of the build-ups for the National Day Against Child Labour. The event will be held around J.B. Marks Local Municipality. Members of the community in need of the Department's services are invited.

The Department's services will include the Compensation Fund (CF), Unemployment Insurance Fund (UIF), Inspection and Enforcement Services (IES) and Public Employment Services.

Details are as follows:

Date	Venue	Time
05 August 2025	Kanana Township, Extension 13 Office (Municipal offices)	08:30 – 15:00
06 August 2025	City of Matielana, Hall	08:30 – 15:00
07 August 2025	Orkney Library	08:30 – 15:00

NB: Please bring along the following documents: Identity Document (ID)/Valid Passport, Completed U-19 form & Salary Schedule, Curriculum Vitae.

For enquiries, please contact: 082 477 7438 / 082 523 9489

G20 SOUTH AFRICA 2025

G20 Labour and Employment Ministers' Meeting

ILO welcomes G20 targets on youth and gender equality

LOKUHLE FM ONLINE RADIO

MEDIA INTERVIEW
TUNE INTO LOKUHLE FM

Mr. Thembinkosi Mkalipi, Acting Deputy Director-General of Labour Policy and Industrial Relations for the Department of Employment and Labour, will be live on Lokuhle FM, on the World Focus show. The interview will focus on the recent submissions to the National Minimum Wage (NMW) for the 2026 wage adjustment.

DETAILS:
Date: Wednesday, 20 August 2025
SCHEDULE TO START 18:30 pm

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

NATION WORKS 2025

G20 SOUTH AFRICA 2025

LOKUHLE FM ONLINE RADIO

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

NATION WORKS 2025

G20 SOUTH AFRICA 2025

EMPLOYMENT SERVICES BOARD

National Dialogue on Public Employment Programmes

Deputy Minister of Employment and Labour, **Mr. Jomo Sibiya, MP** to lead a Dialogue on Public Employment Programmes at the DEL National Dialogue convened under the theme: "Optimizing the impact of Public Employment Programmes in employment creation".

Date: Thursday, 14 August 2025
Venue: Birchwood Hotel, Boksburg / Hybrid
Time: 08:00 - 15:30

THE DEPARTMENT OF EMPLOYMENT AND LABOUR
TAKING SERVICES TO THE PUBLIC!
DEL TAKING ITS SERVICES TO ACORNHOE MALL, 14 – 15 AUGUST 2025

Compensation Fund (CF), an entity of the Department of Employment and Labour will lead the BVAJBN campaign of Acornhoek Mall in the Ekurhuleni District, Mpumalanga from 14 – 15 August 2025.

Activities will be based on social benefits provided by the fund which are:

- Medical aid
- Temporary total disability (TTD)
- Permanent disability (PD)
- Pension benefits
- Funeral benefits and
- Employer services (CF)

Other departmental services will also be provided such as the Unemployment Insurance Fund (UIF) and Public Employment Services (PES).

The details of the service delivery initiative are as follows:

Date: 14 - 15 August 2025
Venue: Acornhoek Mall (R40 & Green Valley Road)
Time: 08:00 am – 15:00 pm

Members of the public who wish to be assisted with the above-mentioned services are encouraged to bring along the following documents: Identity Document (ID)/Valid Passport, Completed U-19 form & Salary Schedule.

For enquiries, please contact Leah Matiza: 063 693 4754 or Leah.Matiza@del.gov.za

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

NATION WORKS 2025

G20 SOUTH AFRICA 2025



Department of Employment and Labour Warns Against Fake Job Adverts and Misuse of Official Logo

The Department of Employment and Labour warns job-seekers to avoid jobs advertised on social media and websites purporting to be the department with the departmental Coat of Arms and logo.

The department publishes vacancies on its website which is www.labour.gov.za, DPSA and government websites and all the vacancies are advertised free and clients do not have to pay for this service.

The Z83 form is also available on the online platforms for download or hard copy can be obtained from any government offices.

Job-seekers are also reminded to not pay for any jobs advertised. And employment agencies are also reminded to register with the department as per the Employment Services Act No. 4 of 2014, Section 13. Employment agencies are also encouraged to not repost vacancies and use departmental logos without permission.

The Herald Act of 1962 indicates that it is criminal offence to use the Coat of Arms or any imitation thereof in the course of trade without the authority of the body in whose name the Coat of Arms is registered. A fine of 1,000 Rand can be imposed.

In addition, Section 21 provides that the body in whose name it is registered can bring a civil action against any infringer seeking damages and an interdict. The Department of Employment and Labour working for you.

  Department of Employment and Labour |  @deptoflabour |  employmentandlabour



employment & labour

Department:
Employment and Labour
REPUBLIC OF SOUTH AFRICA



G20 SOUTH AFRICA 2025

A NATION THAT WORKS FOR ALL

Highlights of the Month That Was

HARAMBEE AND UBER PARTNERSHIP LAUNCH

Deputy Minister of Employment and Labour, Mr. Jomo Sibiya, MP, will deliver a keynote address at the launch of the Harambee and Uber Partnership. This partnership aims to address South Africa's youth unemployment crisis by leveraging opportunities in the digital economy.

Detail of the event are as follows:
Date: Tuesday, 26 August 2025
Time: 09:00 - 11:00
Venue: Marriott Hotel Melrose Arch, Gauteng



employment & labour | Department of Employment and Labour, REPUBLIC OF SOUTH AFRICA | A NATION THAT WORKS | G20 | Uber

DEPARTMENT OF EMPLOYMENT AND LABOUR INSPECTION AND ENFORCEMENT SERVICES

HIGH IMPACT BLITZ INSPECTION

Deputy Minister Jomo Sibiya, MP to conduct a High Blitz Inspection in North West Province with a key focus on Child Labour.

Date: Thursday, 7 August 2025
Venue: North West Province



employment & labour | Department of Employment and Labour, REPUBLIC OF SOUTH AFRICA | A NATION THAT WORKS | G20 | NED

DEPARTMENT OF EMPLOYMENT AND LABOUR INSPECTION AND ENFORCEMENT SERVICES

HIGH IMPACT BLITZ INSPECTION

Deputy Minister of Employment and Labour, Mr. Jomo Sibiya, MP will lead a multidisciplinary High Impact Blitz Inspection in the Free State Province.

Date: Saturday, 23 August 2025
Venue: Free State Province



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National Day Against Child Labour

LET ME BE A CHILD

DM SIBIYA TO DELIVER A KEYNOTE ADDRESS AT THE NATIONAL DAY AGAINST CHILD LABOUR

Deputy Minister Jomo Sibiya, MP to conduct a High Blitz Inspection in North West Province with a key focus on Child Labour.

FRIDAY, 8 AUGUST 2025
IKAGENG STADIUM, IKAGENG, POTCHEFSTROOM
09:00 FOR 10:00



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011 RADIO ONLINE RADIO

MEDIA INTERVIEW

TUNE INTO 011 RADIO

Mr. Thembinkosi Mkalipi, Acting Deputy Director-General of Labour Policy and Industrial Relations for the Department of Employment and Labour, will be live on 011 radio this evening to discuss the recent submissions to the National Minimum Wage (NMW) for the 2026 wage adjustment.

DETAILS:
Date: Wednesday, 20 August 2025
SCHEDULE TO START 19:30 pm



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World Focus

20 August 2025
 Wednesday 19h20

Topic: Submissions to the National Minimum Wage Commission for the 2026 wage adjustments




Nkosinathi Mabunda
 CEO

Thembinkosi Mkalipi
 Acting Deputy Director-General, Labour Market Policy and Industrial Relations, Department of Employment and Labour

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Department of Employment and Labour
Private Bag x117, Pretoria, 0001
Tel.(012) 309 4148

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