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IES develops a new strategy to guide and shape its future in labour inspection and enforcement

Mandeni Municipality Mayor Thabani Mdlalose (left) together with Employment and Labour Deputy Minister Jomo Sibiya (centre) and Department of Employment and Labour Inspector-General Aggy Moilola during the recent inspection blitz in Mandeni of the clothing and textile factories. The Department of Employment and Labour in a partnership with the Department of Home Affairs, the South African Police Service, and the Mandeni Municipality had embarked on an intensive three-day inspection blitz to assess levels of compliance with labour laws, immigration law, and deal with criminality.

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DIARY OF EVENTS

DECEMBER

01 December 2025 = World AIDS Day. The day is commemorated as part of the fight against HIV, show support for people living with HIV and remember those who have died. In 2025 the day will be commemorated under the theme: "Let the Communities Lead"

02 December 2025 = Compensation Fund Exco meeting

02 - 04 December 2025 = The Department's Chief Directorate: Human Resource Management Employment is inviting nominations and newly appointed employees to attend the compulsory Departmental Orientation Programme. The three-day Departmental Orientation Programme will cover the following key areas:

- The Department's vision, mission, values, and objectives.
- Core Human Resource Management areas including Conditions of Service, Training and Development, Employee Relations, Performance Management, Employee Health and Wellness Programme, Organisational Development, and Employment Equity.
- Branches of the Department, their responsibilities, and contributions towards achieving the Department's service delivery mandate.

The orientation will be held between 08:00-16:00 at Head Office, Laboria House Room 101

03-04 December 2025 = Employment Services board meeting

04 December 2025 = Compensation board meeting

04 December 2025 = SEE Exco meeting

05 December 2025 = SEE Manco meeting

09 December 2025 = CCMA Exco meeting

09 December 2025 = Productivity Exco monthly meeting

09 December 2025 = UIF EXCO meeting

10 December 2025 = Corporate Services branch meeting

10-11 December 2025 = IES Management meeting

16 December 2025 = Day of Reconciliation (national holiday)

25 December 2025 = Christmas Day (national holiday)

26 December 2025 = Day of Goodwill (national holiday)

JANUARY

01 January 2026 = New Year's Day (national holiday)

09 January 2026 = CCMA Exco meeting

23 January 2026 = National Economic Development and Labour Council Manco meeting

23 January 2026 = Unemployment Insurance Fund Manco meeting

27 January 2026 = Productivity SA Exco monthly meeting

27 January 2026 = SEE Exco meeting

27 January 2026 = Unemployment Insurance Fund Exco

28 January 2026 = Corporate Services Branch meeting

29 January 2026 = CCMA Governing Body meeting

29 January 2026 = Compensation Fund Manco meeting

29 January 2026 = Employment Services Board Employment Schemes Subcommittee Meeting

29 January 2026 = Supported Employment Enterprises plans to host an Expo/Open Day at its factory in Pietermaritzburg Factory. The Expo/Open Day is intended to showcase the diverse range of products manufactured by SEE to promote the capabilities of persons with disabilities

30 January 2026 = National Economic Development and Labour Council Exco meeting

FEBRUARY

03 February 2026 = Compensation Fund Exco meeting

10 February 2026 = CCMA Exco meeting

10-12 February 2026 = IES Specialist forum meeting

10 February 2026 = Labour Activation Programme Committee meeting

11-13 February 2026 = HRM Forum meeting

12-13 February 2026 = Head Office IES management meeting

12 February 2026 = UIF board meeting

17 February 2026 = Productivity SA Exco monthly meeting

17 February 2026 = UIF Exco meeting

19 February 2026 = Productivity SA stakeholder engagement session

19 February 2026 = Public Employment Services (PES) branch management committee (BMC) meeting

20 February 2026 = Corporate Services Branch meeting

20 February 2026 = ICT Strategic Planning meeting

20 February 2026 = National Economic Development and Labour Council Manco meeting

20 February 2026 = UIF Manco meeting

23 February 2026 = National Risk Management Committee meeting

24 February 2026 = UIF Investment Committee meeting

25 February 2026 = SEE Exco meeting

26 February 2026 = Compensation Fund Manco meeting

26 February 2026 = Productivity SA board meeting

27 February 2026 = National Economic Development and Labour Council Exco meeting

EDITORIAL

The Department of Employment and Labour, and I suppose all South African citizens, entered November with great anticipation for the G20 leaders' Summit held in Johannesburg on 22 and 23 November 2025. The government communication system, through its government communicators, worked extensively throughout the year to support South Africa's G20 Presidency, focusing on embedding principles of solidarity, equality, and sustainability to ensure inclusivity in the summit's outcomes. This was very clear through the different G20 working groups and Ministerial meetings, to name a few.

The government communicators through, the government communication and information system (GCIS) collective machinery worked tirelessly from when South Africa took the Presidency of the G20 throughout the different work group meetings as well build up activities towards the 22 and 23 November 2025, in entrenching and solidifying the principles of Solidarity, Equality and Sustainability, and ultimately ensuring that no one is left behind.

Significantly, as we approach the end of the year, it is incumbent on us to reflect on the voluminous activities that we, as the department, embarked upon recently.

A few weeks ago, we conducted a telling blitz inspection in KwaZulu-Natal around Mandini at Isithebe Industrial Estate, in which the clothing and textile sector of the area seems to have elevated and painted itself as an ideal case study on exploitation and how not to comply with legislation.

The three-day blitz inspection led to the arrest of employers and the arrest of more than 170 undocumented/illegal workers. The working conditions and how workers are treated and remunerated are staggering.

As all this was happening, we also hosted a very successful Productivity South Africa (Productivity SA), the Africa Kaizen Annual Conference (AKAC) – where Africa's foremost thinkers, policymakers, and practitioners convened in South Africa to deliberate on how to make the continent productive. This was also followed by the hosting of the National Productivity Awards.

The concept of Kaizen was developed by Masaaki Imai. It is a Japanese concept that emphasises continuous improvement. It is based on the Plan, Do, Check, Act pattern.

The editorial also draws attention to several important commemorations occurring in this period. The 16 Days of Activism for No Violence against Women and Children campaign, running from 25 November to 10 December, focuses in 2025 on ending digital violence against women and girls, highlighting the growing issue of online abuse and harassment.

The theme highlights the growing issue of online abuse and harassment. The 16 Days of Activism for No Violence against Women and Children Campaign is a United Nations (UN) campaign which takes place annually from 25 November to 10 December (International Human Rights Day).

Also, World AIDS Day on 1 December and the International Day for Persons with Disabilities on 3 December are observed annually during this time. As the Department, we continue to encourage active participation in combating gender-based violence and fights against HIV and AIDS, as well as building a better South Africa and world through collective effort.

I wish to conclude here with a call for unity and continued efforts towards progress and social justice. Let's play an active role and be part of the solution, and never look away in the fight against gender-based violence.

Let's build a better South Africa and the world, because together we can do more.



Teboho Thejane
Editor-in-Chief

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#YAZINI (Know your Department)

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REPUBLIC OF SOUTH AFRICA

A NATION
THAT WORKS FOR ALL





Department of Employment and Labour Inspection and Enforcement Services (IES) branch Inspector-General Aggy Moilola and Employment and Labour Deputy Minister Jomo Sibiya during the recent IES meeting to discuss its newly-developed strategy as part of the national roadshow held in Gauteng Province.

IES develops a new strategy to guide and shape its future in labour inspection and enforcement

The Department of Employment and Labour's Inspection and Enforcement Services (IES) branch is on a national roadshow to refine its new strategy.

IES Inspector-General Aggy Moilola said, "The branch needs to move with the times – be modern and futuristic". She identified the need for effective implementation of employment law, which she said relies on a robust labour inspection and administration framework.

Through the comprehensive strategy, IES says it seeks the pursuit of advancing the principles of Decent Work and foster a sustainable and equitable economy. The strategy encompasses the period from 2024 to 2029 and aims to guide and shape its endeavours in labour inspection and enforcement. IES plans to subject the strategy to annual monitoring and evaluation.

The broader strategy of IES has sub-strategies focused on Occupational Health and Safety (OHS); Employment Equity; Basic Conditions of Employment and National Minimum Wage; Advocacy and Stakeholder Relations; Employment Audit Services; Enforcement, and Capacity Development.

Ms Moilola said the recent meeting held in Gauteng Province was the second following one held in KwaZulu-Natal. Ms Moilola said the roadshows will be held nationally, so as to allow more voices.

"Yes, the roadshows have been moving slowly – not as fast as anticipated. We want everyone to have a say. We want to develop a short, agile, and nimble IES strategy," he emphasised that the strategy was a blueprint to provide guidelines. She also highlighted the importance of financial resources and strengthening of partnerships both within the organisation and externally.

Ms Moilola was also cognisant that the success of deployment of the strategy depended on nimble information, communication, and technology infrastructure.

The recent IES Strategy meeting held at Cedar Woods hotel and conference centre was attended by Employment and Labour Deputy Minister Jomo Sibiya, Department's Gauteng Acting PCI Mbongeni Tshabalala, Gauteng IES inspectors from head office and the province representing various disciplines.

According to the IES branch, the strategy could not have come at a better time amidst the current labour market, characterised by significant non-compliance with labour laws, particularly impacting vulnerable workers. Furthermore, low levels of unionization and ineffective collective bargaining further compound the challenges faced, the document said. The presence of illegal foreign nationals, both as employers and employees, poses a substantial obstacle, contributing to a high unemployment rate and non-compliance issues, noted IES.

IES had previously developed a strategy in 2009, which acknowledged the necessity of enhancing professionalism and specialization within the inspectorate to improve capacity and enforcement. The strategy identified the Security, Domestic, and Farming sectors as vulnerable based on a conducted

study and anecdotal as well as administrative evidence. The strategy emphasized the need for enhanced legislation and self-regulation as the foundation for effective enforcement and compliance.

In the short term the strategy envisage among others: the allocation of sufficient human and financial resources to support the objectives of the Labour Inspectorate; Integrate the work of the Funds across all relevant streams to maximize efficiency and effectiveness; make strategic investments in people, processes, and systems, including enhancing ICT capabilities, to ensure adaptability to the evolving Labour market; develop and implement programs to enhance the knowledge, skills, and expertise of inspectors; seek ministerial assistance in exceptional circumstances, including political intervention, to facilitate maximum investigation and enforcement of employment law cases, involving appropriate entities such as the Courts, South African Police Service (SAPS), and National Prosecuting Authority (NPA).

In the long-term IES seeks to achieve among others the recommended International Labour Organization (ILO) inspector-to-employer ratio, ensuring an adequate number of inspectors to effectively monitor and enforce labour laws; establish an Inspectorate Academy to provide comprehensive training and professional development programs; establishment of a professional body accredited by the South African Qualifications Authority (SAQA) to enable professional affiliation of labour inspectors; increase efforts to address labour issues in the informal sector, recognizing the unique challenges and vulnerabilities faced by workers in this sector; conduct and commission regular reviews and updates of employment laws to ensure they remain relevant, effective, and aligned with emerging labour market dynamics and international labour standards.

The emergence of trends in the labour market, such as those driven by the gig and platform economy, has contributed to the growth of nonstandard forms of employment.

"We need integrated inspections to ensure that there is compliance in all Labour legislation at the same time," said the document.

For the new strategy, IES seeks to review the document every five years – to align it to government planning cycle (Medium Term Strategic Framework).

Mr Sibiya commended the Inspectorate for the good work performed in the labour market. He emphasised the importance of ethics, work ethic, and discipline. Mr Sibiya said the professionalisation of the Inspectorate was long overdue.

"Ours is to continuously raise the bar," he said.

IES has identified a number of enablers as including: assessment of structure regarding human capital, capacity strengthening and development, and adopting fit-for-purpose technology solutions.

By Shadrack Mashalaba



Employment and Labour Deputy Minister Jomo Sibiya (Middle & wearing glasses), with the Department's OHS Chief Inspector Milly Ruiters and RMA Executive for Social Insurance, Thulani Sibeko (left of Ruiters), and executives of Hangda during an inspection of the company premises as part of advocacy.

Strengthening Workplace Compliance: Deputy Minister Jomo Sibiya Leads Advocacy Drive at Hangda Steel in the Free State

As part of the Department's ongoing commitment to promoting safe, compliant, and fair workplaces across South Africa, Deputy Minister Jomo Sibiya led a high-level advocacy session at Hangda Steel, a steel manufacturing company in Thaba Nchu, Free State Province, on 07 November 2025.

The engagement aimed at ensuring that all workers enjoy their rights to safety, dignity, and fair treatment, while employers are supported to meet the standards set out in South Africa's labour legislation.

Accompanied by Provincial Chief Inspector Mr Manelisi Luxande and Chief Director: Provincial Operations Ms Emily Maneli, Deputy Minister Sibiya joined the Free State Inspection and Enforcement Services team in collaboration with the Rand Mutual Assurance (RMA), an institution that manages workplace injury and compensation claims under the Compensation for Occupational Injuries and Diseases Act (COIDA).

This advocacy session followed unannounced night inspections conducted at the company on 23 August 2025, after a worker raised a complaint. The visit aimed to provide feedback on inspection outcomes, review progress on compliance orders, and deepen awareness of occupational health and safety (OHS), employment standards, and compensation procedures among both employers and employees.

Speaking during a factory walkabout, Deputy Minister Sibiya commended the remarkable progress achieved by the company since the Department's previous inspection.

"Ninety-five percent of the work has been done. This is highly commendable," said DM Sibiya, "our goal is not to punish, but to support compliance that ensures workers are protected, and jobs are preserved."

Specialist inspectors delivered presentations covering key legislative frameworks, including the Basic Conditions of Employment Act (BCEA), National Minimum Wage Act (NMWA), Occupational Health and Safety

Act (OHSA), Unemployment Insurance Acts (UIA & UICA), and COIDA.

RMA's Executive for Social Insurance, Mr Thulani Sibeko, reported that all six previously unreported injury claims identified during the August inspection have since been submitted, following system training provided by RMA.

"RMA works hand-in-hand with the Department of Employment and Labour because employees are the engine of the economy. Our collective responsibility is to make sure every worker returns home safely," Mr Sibeko said.

Occupational Health and Safety Specialist, Mr Makalo Khoele, reminded participants that health and safety are shared responsibilities: "Employers must provide safe working environments, and employees must follow safety protocols. Compliance is a partnership that benefits everyone."

Deputy Minister Sibiya concluded the session by reaffirming government's commitment to collaborative compliance, an approach that values partnership over enforcement.

"There is no one-day solution to all workplace challenges," he said, "But through consistent engagement and shared accountability, we can build workplaces that are safe, lawful, and productive."

Workers at Hangda Steel expressed their appreciation to the Department for its intervention and oversight, noting that they were happy to receive their salaries for the duration of the temporary closure of the company due to non-compliance. Their gratitude underscored the positive outcomes that result when employers, employees, and the Department work together to uphold labour rights.

This engagement was aimed at strengthening labour law compliance, enhancing workplace safety, and supporting sustainable employment.

By Tshegofatso Mogapi

YOUR NOMINATION FORM IS IMPORTANT - KNOW WHAT YOU HAVE NOMINATED



The Nomination of Beneficiaries form (Nomination Form WP1002) is important in ensuring that your pension benefits are distributed according to your wishes.

By filling out this Nomination Form accurately, you help the GEPF to allocate your benefits to your chosen beneficiaries promptly and correctly in the event of your passing.

You can change your beneficiaries at any time. If your circumstances change, such as due to birth, death or divorce, you should submit a new Nomination of Beneficiaries form to reflect these changes. A newly completed form will override a previous form.

After completing the form, the original must be delivered to any GEPF regional office or sent via post.

Important information regarding completing the Nomination Form:

- The information you provide regarding a nominee is confidential and the Fund will not disclose any information about your nominees.
- A pensioner can also complete the form, but it will only apply to a pensioner who passes away within five years of retiring, as this form only applies to the distribution of a gratuity benefit. (If a pensioner passes away within five years of retiring, the 5 year balance is paid to the dependent/nominees of that pensioner as a gratuity.)
- The nominees noted on this form – along with the dependents of the member or pensioner – will be taken into account when the Fund distributes the gratuity that becomes payable when an member passes away in service, or if a pensioner passes away within five years of retirement.
- The distribution of a gratuity is done in terms of the rules of the Fund. This means that the Fund must prioritise dependents based on their circumstances when distributing the gratuity.
- The Fund may overrule a member's nomination, would the distribution requested on the nomination form be unfair to anyone who was dependent on the deceased member or pensioner.

- This form makes provision for five (5) beneficiaries. If you have more than five beneficiaries, make a copy of page 2 and add the page to the document before you hand it in to the GPAA.
- The nomination form must be completed in full and the nomination must add up to 100%. All the pages must be initialled and signed by the member and witnesses, in order for the nomination to be valid.
- If the nomination form is not completed fully and signed, the form will be disregarded. This means that any of the nominees who does not qualify as a dependent, will not be considered when the Fund distributes the gratuity benefit.

WHAT HAPPENS TO YOUR PENSION IF YOU DIE IN SERVICE WITHOUT A SPOUSE AND BENEFICIARIES?

If a member passes away whilst still in service and has no spouse or nominated beneficiaries, the pension benefit will be paid into the late member's estate account.

The family will be required to nominate an executor who will be appointed to manage the transactions on behalf of the family.

This also applies if a member passes away within five years of retirement. The five-year difference will be paid into the late member's estate account.

This is the main reason that members are encouraged to ensure that they submit an updated nomination form if their circumstances change. Members can nominate anyone or any organisation as a beneficiary. The nomination form can be updated as many times as in needed.

Death benefits are paid when a member dies while in service or within five years of retirement. The benefit paid is based on the number of years of pensionable service. The death benefit is payable to the deceased member's beneficiaries. However, it is not always the case that a deceased member has beneficiaries. If you do not have a spouse and have not nominated beneficiaries when you die.

(Information sourced from GEPF)

MP appointments



Mr. Evans Kgabo Selepe has been appointed Practitioner Fleet Management in Mpumalanga Province.



Ms. Kealeboga Mpa, has been appointed Assistant Director: Finance in Mpumalanga Province



Tshepo Seoe, has been appointed Assistant Director: Supply Chain Management in Mpumalanga Province

Labour law non-compliance continues unabated – KwaZulu-Natal Provincial Chief Inspector



KwaZulu-Natal Provincial Chief Inspector (PCI) Mlungisi Zondi, Department's IES Inspector-General Aggy Moiloa, and Department's Acting Chief Director for Statutory and Advocacy Services Advocate Michael Msiza lining up for pre-inspection blitz briefing during the recent Mandeni inspections of clothing and textile factories. The factories were found to be non-compliant with labour laws and harbouring illegal immigrants.

The recent joint inspection blitz by the Department of Employment and Labour's KwaZulu-Natal Province, together with sister departments, has led to the arrest of more than 170 illegal workers and the arrest of four employers during the three-day blitz.

KwaZulu-Natal Provincial Chief Inspector (PCI), Mlungisi Zondi, has bemoaned the arrests. Zondi said the four employers arrested were Chinese nationals. He said there is a clear and deliberate agenda to hire illegal immigrants, thus denying South Africans participation in economic activities.

He was concerned about a new emerging *modus operandi* whereby those who are breaking the law are advised to close their business operations and reopen them under a new name.

He said: "We are aware of this new conduct by enablers advising employers to be non-compliant, and we will act against this conduct".

"We will not be deterred. Slowly, but surely, we hope for the better. We encourage workers and communities to inform us if they come across illegality to inform us.

"We are going to deal with employers who continue to thrive on non-compliance," he said.

Meanwhile, a department preliminary report showed that five employers were inspected on 28/10/2025 and 29/10/2025, and all found non-compliant with the Basic Conditions of Employment Act (BCEA), Occupational Health and Safety Act (OHSA), and Unemployment Insurance Acts (UIA/UICA).

The Department of Employment and Labour embarked on a three-day inspection blitz in partnership with the Department of Home Affairs, the South African Police Service, and the Mandeni Municipality.

The inspections, which began on Tuesday evening, were to test compliance levels in regard to labour laws, enforce immigration law, and deal with criminality.

Only two employers appeared compliant with the Compensation for Occupational Injuries and Diseases Act (COIDA); however, these are under verification as the team is still assessing their declarations against the payroll compliance.

Common Findings from the five companies:

- Under the Basic Conditions of Employment Act (BCEA), there was an absence of employment contracts and payslips.
- Underpayment of employees below the National Minimum Wage.
- Excessive working hours and compromised maternity leave entitlements.

In regard compliance orders to be issued, inspectors are busy with calculations.

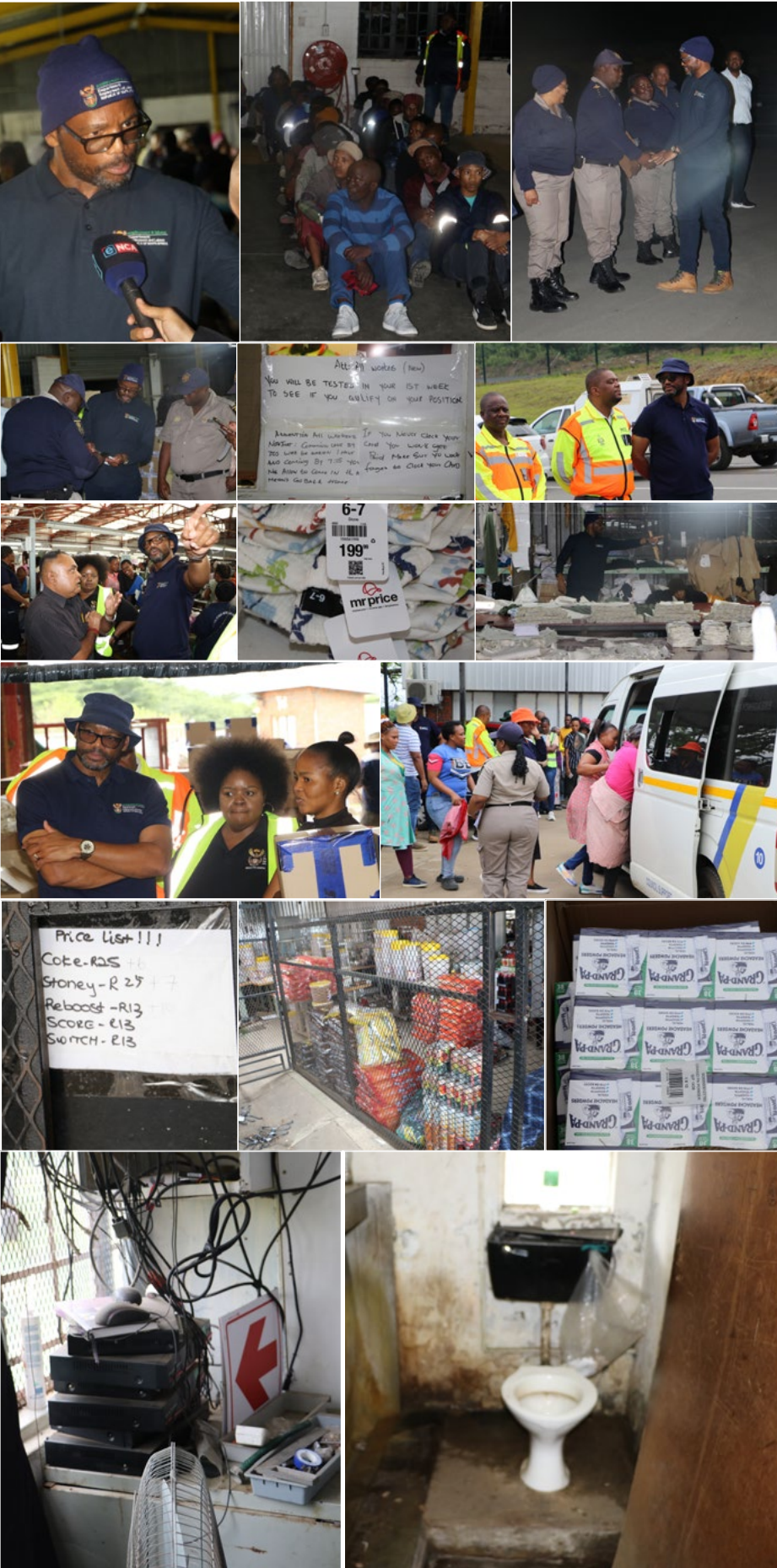
Under the Occupational Health and Safety Act (OHSA), there were no Health and Safety representatives, risk assessments, or protective personal equipment provided, a lack of first aid facilities, firefighting arrangements, and hygienic amenities. There were also unsafe electrical installations, the use of boilers without manufacturer details, and unqualified forklift operators.

Several Prohibition Notices were issued due to unsafe conditions, including poor ventilation and non-compliant boiler and electrical systems. There were also three Prohibition notices issued for electricity and unregistered boilers.

Five contravention notices were issued under the Unemployment Insurance Act for non-registration of employees with the Unemployment Insurance Fund, outstanding declarations, and non-payment of UIF contributions.

Five compliance orders issued – these were in regard Compensation for Occupational Injuries and Diseases Act.

By Shadrack Mashalaba



DEPARTMENT OF EMPLOYMENT AND LABOUR HITS HARD IN A JOINT INTER-DEPARTMENTAL INSPECTION BLITZ – MANDENI, KWAZULU-NATAL

The Department of Employment and Labour in partnership with the Department of Home Affairs, the South African Police Service (SAPS) and Mandeni Municipality inspectors recently embarked on a hard-hitting inspection blitz resulting in the issuing of prohibition notices of clothing/textile factories, the arrest of two employers and illegal workers.

The latest intensive operation - led by Employment and Labour Deputy Minister Jomo Sibiya and Mandeni Mayor Thabani Mdlalose was conducted in Mandeni (also Mandini), a town in iLembe District Municipality in the KwaZulu-Natal Province about 96 km north of Durban – was a follow-up initiative.

On the 11th of December 2023 the Department of Employment and Labour embarked on a similar three-day inspection blitz in partnership with the Department of Home Affairs, the Mandeni Metro Police, the South African Police Service, and the textile sector bargaining council in the area to enforce compliance with the country's labour, and immigration laws and deal with criminality prevalent in the area.

Despite the 2023 operation not much has changed in Mandeni to ensure compliance with South Africa's labour laws. In 2023 the inspections found that companies in the area were also using insidious tactics and conduct to violate laws by trading as so-called Cooperatives and also claiming that they were not bound by labour laws. In an act of brazen fronting workers were registered at these Cooperatives as owners without their knowledge.

The purpose of the inspection was to measure and assess the level of compliance with labour-law legislation, including the Basic Conditions of Employment Act (BCEA), Compensation for Occupational Injuries and Diseases Act and Employment Services Act, the National Minimum Wages Act, the Unemployment Insurance Act, the Unemployment Insurance Contributions Act.

Of concern is that most of the Mandeni clothing and textile factories that exploit workers are known to be suppliers of some of South Africa's prominent retailing groups, some of whom are JSE Securities-listed.





SEE CEO, Donald Nkadameng [Middle] with delegates on stage

DISABILITY RIGHTS AWARENESS MONTH (DRAM) 2025 LAUNCH – SEE FACTORY, KIMBERLEY

The Supported Employment Enterprise (SEE) an entity of the Department of Employment and Labour recently played host to the launch of Disability Rights Awareness Month. The event was hosted by the Premier of the Northern Cape, Dr. Zamani Saul. The theme of the month is: "Creating Strategic Multisectoral Partnerships for a Disability-Inclusive Society".

SEE operates 13 factories across the country, employing just under one thousand persons living with disabilities. The Kimberley Factory alone proudly employs over 60 persons with disabilities. It houses a textile workshop, manufacturing hospital linen, and hospital gowns; wood workshop, producing office furniture, home furniture, and school desks; and steel workshop, manufacturing various steel products.

Minister of Women, Youth and Persons with Disabilities, Ms. Sindisiwe Chikunga, noted that the SEE factory was a "fitting place to launch" and stands as "living proof that inclusion is possible".



SEE CEO and PMB Factory team leader leading the delegates through the factory floor



Steel section demonstration



Minister Chikunga learning from the textile instructor



Minister Chikunga and Premier Dr Saul





Delegates at the DRAM launch in Kimberley

A Living Model of Inclusion as We Host the DRAM 2025 Launch

The Department of Employment and Labour's Supported Employment Enterprise (SEE) was profoundly honoured to serve as the official national host venue for the Disability Rights Awareness Month (DRAM) 2025 Launch on Monday, 03 November 2025, at our factory in Kimberley.

The event, hosted by the Premier of the Northern Cape, Dr. Zamani Saul, officially kicked off the month under the vital theme: "Creating Strategic Multisectoral Partnerships for a Disability-Inclusive Society".

The choice of our Kimberley factory as the launch venue speaks directly to the heart of this year's theme, as our operations stand as a tangible example of inclusion in action. In his address, our CEO, Mr. Donald Nkadameng, expressed immense gratitude to the Premier's office for recognising our efforts.

SEE operates 13 factories across the country, employing just under one thousand persons living with disabilities. Our Kimberley Factory alone proudly employs over 60 persons with disabilities. Housing a textile workshop, manufacturing hospital linen and hospital gowns; a wood workshop, producing office furniture, home furniture, and school desks; and a steel workshop, manufacturing various steel products.

Minister of Women, Youth and Persons with Disabilities, Ms. Sindisiwe Chikunga, noted that the SEE factor is a "fitting place to launch" and stands as "living proof that inclusion is possible". The minister highlighted that our workers are not "spectators in the economy but still work as producers".

The event served as a powerful platform for government and civil society to make concrete pledges toward an inclusive society. Two key announcements stood out for their impact on the future of SEE:

1. Premier's Pledge: Premier Dr. Zamani Saul pledged a closer working

relationship between the Provincial Government and SEE. The Premier's commitment includes supporting our efforts to expand operations and create much-needed jobs for persons with disabilities.

2. PFMA Exemption for SEE Factories: Minister Chikunga announced a significant resolution from Cabinet: SEE factories are now exempted from the full tender processes (PFMA) for organs of state. This means that government departments, such as hospitals, can directly approach our factories for procurement without the typical quotation requirements. This simplification is intended to sustain our production lines, preserve existing jobs, and allow us to employ more persons with disabilities.

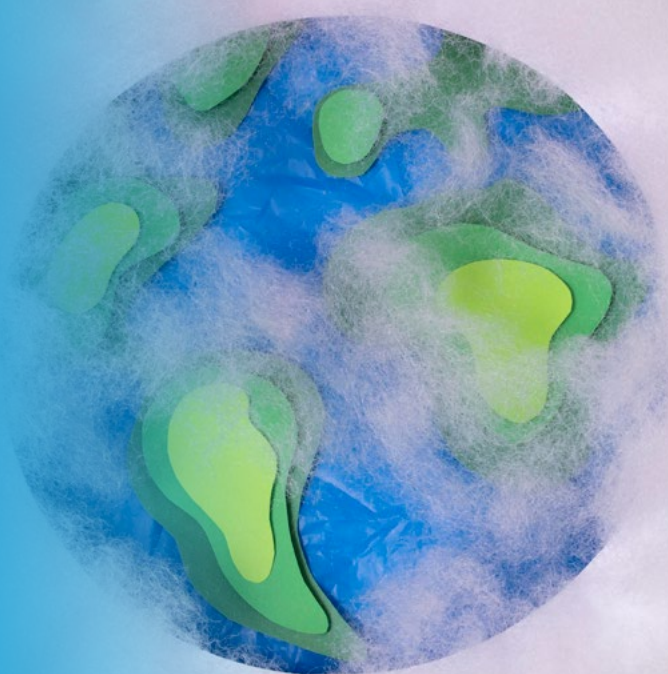
CEO Nkadameng emphasised that while our current customers are primarily organs of state, the goal is to collaborate with the wider business sector and households to buy the fantastic furniture and other products our teams are producing. He closed with a compelling quote by John Lewis, urging action: "If not us, then who? If not now, then when?"

The DRAM 2025 Launch reinforced the importance of an inclusive society that collaboratively transforms abilities into opportunities and dignity, ensuring no one is left behind. This is not an act of charity but a demand for justice.

SEE is committed to using this moment of heightened awareness to intensify our marketing drive, promote our factories, and continue being a leader in the Northern Cape's vision of a "Modern, Growing and Successful Province". As a workforce, we proudly stand behind the theme: A Nation That Works All.

By Unarine Ramaru

Climate inaction is claiming millions of lives every year, warns new Lancet Countdown report



WHO and global partners are calling for the protection of people's health to be recognized as the most powerful driver of climate action, as a new global report released today warns that continued overreliance on fossil fuels and failure to adapt to a heating world are already having a devastating toll on human health.

The 2025 report of the Lancet Countdown on Health and Climate Change, produced in collaboration with the World Health Organization (WHO), finds that 12 of 20 key indicators tracking health threats have reached record levels, showing how climate inaction is costing lives, straining health systems, and undermining economies.

"The climate crisis is a health crisis. Every fraction of a degree of warming costs lives and livelihoods," said Dr Jeremy Farrar, Assistant Director-General for Health Promotion and Disease Prevention and Care at the World Health Organization.

"This report, produced with WHO as a strategic partner, makes clear that climate inaction is killing people now in all countries. However, climate action is also the greatest health opportunity of our time. Cleaner air, healthier diets, and resilient health systems can save millions of lives now and protect current and future generations."

Key findings from the 2025 Lancet Countdown report

- **Rising heat-related deaths:** The rate of heat-related mortality has increased 23% since the 1990s, pushing total heat-related deaths to an average 546 000 deaths per year. The average person was exposed to 16 days of dangerous heat in 2024 that would not have been expected without climate change, with infants and older adults facing a total of over 20 heatwave days per person, a fourfold increase over the last twenty years.
- **Wildfire and drought impacts:** Droughts and heatwaves were associated with an additional 124 million people facing moderate or severe food insecurity in 2023.
- **Economic strain:** Heat exposure caused 640 billion potential labour hours to be lost in 2024, with productivity losses equivalent to US\$ 1.09 trillion. The costs of heat-related deaths among older adults reached US\$ 261 billion.
- **Fossil fuel subsidies dwarf climate finance:** Governments spent US\$ 956 billion on net fossil fuel subsidies in 2023, more than triple the annual amount pledged to support climate-vulnerable countries. Fifteen countries spent more subsidizing fossil fuels than on their entire national health budgets.
- **Benefits of climate action:** There were an estimated 160 000 premature deaths avoided every year between 2010 and 2022, from reduced coal-derived outdoor air pollution alone. Renewable energy generation reached a record 12% of global electricity, creating 16 million jobs worldwide. Two-thirds of medical students received education in climate and health in 2024.

"We already have the solutions at hand to avoid a climate catastrophe – and communities and local governments around the world are proving that progress is possible. From clean energy growth to city adaptation, action is underway and delivering real health benefits – but we must keep up the momentum," said Dr Marina Romanello, Executive Director of the Lancet Countdown at University College London.

"Rapidly phasing out fossil fuels in favour of clean renewable energy and efficient energy use remains the most powerful lever to slow climate change and protect lives. At the same time, shifting to healthier, climate-friendly diets and more sustainable agricultural systems would massively cut pollution, greenhouse gases, and deforestation, potentially saving over ten million lives a year."

Health-promoting climate action

While some governments have slowed their climate commitments, the report shows that cities, communities and the health sector are leading the way. Nearly all reporting cities (834 of 858) have completed or plan to complete climate risk assessments. The energy transition is delivering cleaner air, healthier jobs, measurable economic growth and inward investment.

The health sector itself has shown impressive climate leadership, with health-related greenhouse gases (GHG) emissions falling 16% globally between 2021 and 2022, while improving care quality.

Data submitted by WHO show that a growing number of health systems are assessing risks and preparing for the dangerous future that's coming. Fifty-eight per cent of Member States have completed a health Vulnerability and Adaptation assessment and 60% have completed a Health National Adaptation Plan.

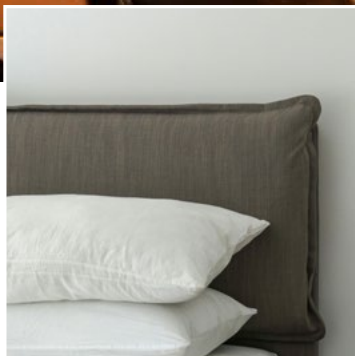
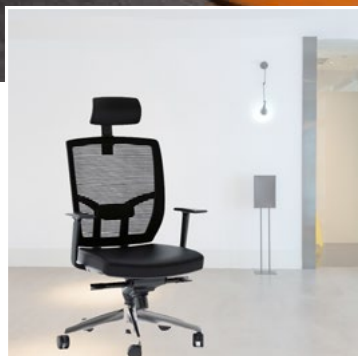
Looking ahead to COP30: placing health at the centre of climate action


As the world prepares for COP30 in Belém, Brazil, the findings of the 2025 Global Report of the Lancet Countdown provide a key evidence base for accelerating health-centered climate action. WHO will build on this momentum through the forthcoming COP30 Special Report on Climate Change and Health, a collaborative effort highlighting the policies and investments needed to protect health, equity, and deliver the Belém Action Plan that is the expected landmark outcome of COP30.

The Lancet Countdown on Health and Climate Change was established in partnership with Wellcome, which continues to provide core financial support. The Lancet Countdown is led by University College London, in partnership with WHO and 71 academic institutions and UN agencies worldwide. Now in its ninth year, the report provides the most comprehensive assessment of the health impacts of climate change and the co-benefits of urgent action, ahead of COP30 in Brazil.:

– (Article sourced from WHO)

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HIGH INSPECTION BLITZ IN TURFFONTEIN





DEPARTMENT OF EMPLOYMENT AND LABOUR INVESTIGATION ON THE FATAL HOMII BUILDING LIFT INCIDENT IN KWAZULU-NATAL IN PROGRESS

Department of Employment and Labour's Inspection and Enforcement Services (IES) branch in KwaZulu-Natal has undertaken an investigation in terms of the Occupational Health and Safety (OHS) Act to uncover the truth about the Homii Lift Incident that happened in Durban recently.

Department's KwaZulu-Natal Occupational Health and Safety Specialist Inspector, Sandile Kubheka, recently briefed Employment and Labour Deputy Minister, Jomo Sibiya, about the Homii Lift Incident that happened recently. The Homii lift incident happened at 375 Dr. Pixley ka Seme Street.

The incident happened on 18 October 2025 at 20:30 and the department swiftly deployed a team of OHS inspectors on 22 October 2025. The incident affected the Dlamini siblings Aphelele (8) and Aphile (8 years) who were reported to be playing on the fourth floor and, in the process, fell into an unsecured lift shaft of a non-functional lift. The passenger lift codenamed DE 978 was reported to have been installed in 1959.

Aphelele (8) a male minor passed away and Aphile (8) female minor was injured during the incident. It was discovered that the lift doors of a non-functional lift were unsecured, and the shaft was unguarded. The unsecured doors of the lift posed a significant risk, particularly to residents, including children to the building which used for residential and student accommodation.

In addition, the management systems for building maintenance and safety systems were found to be not complying with safety regulations as stipulated by the OHS Act. Preliminary reports indicate that the incident was caused by failure to secure and isolate a non-functional lift, resulting in an unguarded lift shaft opening access to the public. A prohibition notice has since been issued on the owner/User against the use of the lift. The matter is awaiting finalisation by all responsible investigative authorities on the future cause of action.



HANGDA STEEL ADVOCACY - THABA NCHU, FREE STATE

Deputy Minister of Employment and Labour, Mr Jomo Sibiya, led a successful advocacy session at Hangda Steel in Thaba Nchu, Free State, on 07 November 2025. The engagement, held in collaboration with Rand Mutual Assurance (RMA), targeted both employers and employees.

The session aimed to provide feedback on inspection outcomes - including compliance orders issued, assess progress made in addressing non-compliance, and engage directly with workers to hear their concerns and evaluate improvements in working conditions following the Department's intervention.

Deputy Minister Sibiya and the Department inspectors had closed down Hangda Steel Factory in Thaba Nchu following non-compliance, where the steel factory on 23 August 2025, around 20:00 until 2 am on Sunday, 24 August 2025, was found with very disturbing conditions that workers were exposed to.

The company had high levels of non-compliance with the Basic Condition of Employment Act, Unemployment Insurance Act, Occupational Health and Safety, and National Minimum Wage.



WHAT LABOUR INCOME REVEALS ABOUT GENDER INEQUALITIES AT WORK

By capturing pay gaps, working time and other factors, total labour income data is essential to understanding the magnitude and underlying causes of gender inequalities.

Around the world, women still earn far less than men. But it's not enough to look only at employees' earnings. What also matters is total labour income – combining the earnings of employees and the self-employed and accounting for whether people work at all.

Labour income and the labour income gender ratio

Labour income is the income individuals earn from working. It includes their wages, bonuses, and any extra payments from a job. If they are self-employed, it's the money they make from working, which does not include income from investments, rent, or owning a business without working in it. The inclusion of labour income from self-employment is vital for understanding the status of labour markets globally, as nearly 50 per cent of the global workforce is self-employed, with particularly high shares in low- and lower-middle income countries. Unlike capital income – that is, money earned from assets such as property, patents, or machinery and typically benefitting wealthier individuals – labour income is the main livelihood source for most people.

More specifically, analysing differences in labour income between men and women offers valuable insights into the substantial and persistent gender inequalities in the world of work that we observe today. One simple measure of gender inequalities is the labour income gender ratio.

This measure has three key advantages:

1. It captures inequalities across the full working-age population.
2. It reflects differences in time spent in paid work.
3. It also includes other workplace-related factors.

How big are gender inequalities in the world of work?

The labour income earned by all women worldwide amounts to barely over half the money earned by all men. In 2025, the gender ratio in labour income stood at 0.52, meaning that, collectively, women received only 52 cents for every dollar received by men.

Gender inequalities in labour income have narrowed over the past twenty years but remain significant. Between 2004 and 2025, the labour income gender ratio has seen a modest increase, with women going from earning 47 cents on the dollar in 2004 to 52 cents in 2025. However, this global progress conceals significant regional differences. In 2025, the ratio of women's to men's labour income was only 14 cents in the Arab States, the lowest worldwide, followed by Africa with a ratio of 35 cents. These regions have seen limited progress since 2004. In contrast, Asia and the Pacific, Europe and Central Asia, and the Americas have shown more substantial gains.

Gender gaps in employment and earnings both contribute to lower labour income for women

The gender ratio in labour income reflects the combined effect of two key disparities between men and women: differences in employment participation and differences in earnings per worker between men and women. This means that women collectively earned just 52 cents for every dollar earned by men for two reasons: (i) fewer women are in employment than men and (ii) the annual average female worker's earnings are lower than those of men. In 2025, there are 1.4 billion employed women compared to 2.1 billion employed men. In other words, there are roughly 3 male workers

for every 2 female workers. Among those who are employed, female workers earn 78 cents for every dollar earned by male workers. Both factors – fewer women in the workforce and lower annual earnings – are significant barriers to closing the labour income gender gap.

What drives the earnings disparity between women and men?

Why do female workers earn only 78 cents for every dollar earned by male workers in a year? Annual earnings disparities between female and male workers partly arise from differences in hours worked, job type, and unpaid care responsibilities. One major factor is time: in 2025, women worked an average of 6 hours and 25 minutes less per week in paid employment than men, a gap that has remained largely unchanged since 2005. But this statistic only tells part of the story. In all regions of the world, women consistently work longer hours than men when both paid work and unpaid care and domestic work are accounted for. In other words, women not only spend less time on paid work, they also dedicate more time to unpaid care work, which contributes both to their "income poverty" and to their "time poverty" compared to men. Despite making a fundamental contribution to our societies and economies, unpaid care and domestic work is largely unrecognised and undervalued in dominant measures of economic progress such as GDP.

Beyond time constraints, the type of work that women do also limits their earning potential. In the last decade, women have increasingly taken up high-skill roles, leading an overall trend of job upskilling. However, across many sectors and occupations, they remain overrepresented in roles that are typically undervalued, leading to lower pay and less decent working conditions.

Beyond women's position in management and entrepreneurship, gender segregation across occupations is persistent. Women are overrepresented in occupations related to nursing, childcare and cleaning, with women holding 75 per cent or more of these positions. In contrast, men overwhelmingly dominate in fields such as heavy truck drivers and machinery repairs.

Another area with significant disparities is the extent of informal employment among women and men. Globally, most workers are engaged in informal employment, often lacking social protection, decent working conditions and collective representation. The informal employment rate in 2025 was higher for men (59 per cent) than for women (56 per cent).

Conclusions

Gender inequalities are complex, with multiple causes and varied manifestations. Labour income data can offer a simple, yet comprehensive snapshot of global gender dynamics in the world of work. From our analysis of gender disparities in labour income, the narrative is clear: progress towards gender parity has been slow and uneven, and achieving true gender equality will require not only bringing more women into employment but also dismantling barriers that limit women's earning potential. Unpaid care work remains a primary obstacle to accessing quality employment and its economic value must be recognised to prevent an undue burden on women. Persistent gender stereotypes contribute to both vertical and horizontal occupational segregation, while informal employment further restricts women's access to social protection and decent working conditions in low- and lower-middle income countries. As we strive for a more equitable future, it is vital that policymakers, businesses and communities work together to address all these challenges.

(Article sourced from ILO)

ILO spotlights how investment promotion and facilitation can deliver more and better jobs at WAIPA's 29th World Investment Conference

At WAIPA's 29th World Investment Conference, the ILO led a masterclass on employment-centred KPIs, convened and participated in high-level panels, took part in selecting WAIPA's Sustainability Impact Award winner, and previewed a new collection of case studies on how IPAs turn FDI into more and better jobs.

Sharjah, United Arab Emirates – The International Labour Organization (ILO) took part in the 29th World Investment Conference (WIC) convened by the World Association of Investment Promotion Agencies (WAIPA), sharing practical tools and evidence on how investment promotion and facilitation can translate foreign direct investment into more and better jobs and inclusive growth.

Since 2016, the ILO and WAIPA have maintained an active partnership embedded in the SDGs, specifically focusing on how foreign direct investment (FDI) can contribute to SDG 8.

On 21 October, Githa Roelans, Head of the ILO's Multinational Enterprises and Responsible Business Conduct Unit, delivered a masterclass on "KPIs for Assessing the Impact of FDI on Decent Work." The session illustrated the ILO and WAIPA's long-standing collaboration, including a decade of training and masterclasses that have engaged around 100 investment promotion agencies (IPAs) across every region. Participants explored a decent work centred KPI framework that spans 11 themes and 51 indicators, from job creation and skills development to occupational safety and health, responsible business conduct, and gender equality. The framework was developed with and for IPAs to be practical, aligned with international expectations, and adaptable to national priorities.

On 22 October, Rie Vejs-Kjeldgaard, Director of the ILO's ENTERPRISES Department, joined the high-level panel "Green is the New Gold: Competitive Advantage Through Sustainable Investment." The session explored how sustainability and the growing focus on environmental, social, and governance (ESG) criteria are reshaping global investment flows and competitiveness. Rie Vejs-Kjeldgaard noted that while many "green projects" focus primarily on environmental goals, they also create important opportunities to advance the social dimension by promoting decent job creation, strengthening local enterprise linkages, and expanding inclusive access to employment and skills for women, youth, and disadvantaged groups in rural areas.

In the evening, WAIPA celebrated IPAs for outstanding achievements in global investment promotion with the announcement of the 2025 Investment Excellence Awards winners. As was the case for the 2024 Excellence Awards, the ILO was invited to be part of the jury. Rie Vejs-Kjeldgaard represented the ILO, evaluating the submissions for the Sustainability Impact Award. This award recognizes projects that advance national or global sustainability goals, where IPAs play a key facilitation role in enabling projects aligned with climate action, the SDGs, or circular economy principles.

ApexBrasil received the award for facilitating a major biofuels investment that supports Brazil's decarbonization efforts while creating more and better jobs through local supply chains, smallholder farmer participation, and skills development, demonstrating how environmental projects can also drive inclusive and sustainable growth, especially in the least developed regions of a country.

On 23 October, the ILO and WAIPA co-hosted the high-level roundtable titled "Beyond the Bottom Line: Turning FDI into More and Better Jobs." After the opening remarks by Rie Vejs-Kjeldgaard, senior representatives of three IPAs shared their insights and experiences in a discussion moderated by Githa Roelans. The Ghana Investment Promotion Centre, Kuwait Direct Investment Promotion Authority, and the Investment and Finance Office of the Presidency of Türkiye each highlighted the development priorities that their countries aim to achieve through FDI facilitation and the tools, including indicators and incentives, that they use to achieve these objectives.

The conversation focused on direct job creation for women and men, skills development, linkages between foreign investors and local enterprises, knowledge and technology transfer, cluster development, responsible business conduct among foreign investors, and the use of data systems to inform policies, especially in the context of the green and digital transitions, and how these transitions can drive inclusive and sustainable employment opportunities.

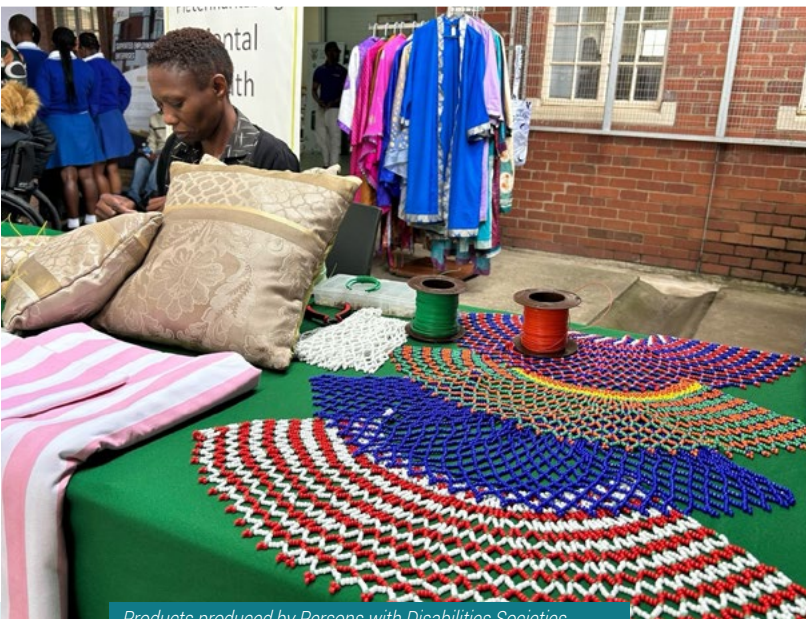
The interactive roundtable concluded with a preview of the ILO's forthcoming collection of case studies, intended to document concrete practices that IPAs are using to collect and apply KPIs to assess the contribution of FDI to more and better jobs. The case studies build on earlier ILO-WAIPA work and will serve as a living resource for IPAs seeking to connect investment attraction with measurable employment outcomes.

Across the WIC, the ILO underscored that measuring what matters is central to unlocking FDI's full contribution to sustainable development. The ILO also announced next steps in the collaboration and support for IPAs, including the collection of case studies on how IPAs are advancing SDG 8 through FDI strategies, indicators, and practical tools. In December 2025 ILO will launch a Community of Practice for IPAs on FDI for more and better jobs that will allow IPAs to continue exchanging existing practices and specific challenges through regular webinars, a discussion forum, and a knowledge hub to support peer exchange.

For more information about the ILO KPI framework, the case study collection, the Community of Practice, and capacity-building opportunities for IPAs, please contact the ILO's Multinational Enterprises and Responsible Business Conduct Unit at multi@ilo.org.

(Article sourced from ILO)

Tripartite Effort Delivers Landmark Persons with Disabilities Career Exhibition



Products produced by Persons with Disabilities Societies.



Compensation Fund team offering services.

The national theme for the 2025 Disability Rights Awareness Month (DRAM), "Creating strategic multisectoral partnerships for a disability-inclusive society," came to life on November 6th at the Supported Employment Enterprises (SEE) Pietermaritzburg factory.

The event was an Exhibition of Services for Persons with Disabilities and a resounding success, demonstrating the power of a coordinated effort between the Public Employment Services (PES), Compensation Fund (CF), and SEE itself.

As the host, SEE was proud to open its doors, transforming the manufacturing event where talented persons with disabilities produce high-quality products into a vital connection point for the uMgungundlovu district and surrounding areas.

A Tripartite Partnership in Action

The seamless organisation of the day showcased the Department of Employment and Labour's commitment to an integrated service model.

Ms. Lulu Madhlope, Director: Workseeker Support Services/Schemes, from the PES branch, highlighted the event's core mission: "We are here today because we're trying to provide a service for people with disabilities who are mostly ignored in terms of the type of services that are offered in government ... We are here to show them that there are employment opportunities for people with disabilities."

The tripartite collaboration ensured a holistic approach:

- **PES** focused on registration, employment counselling, and connecting attendees to funded schemes for organisations supporting Persons with Disabilities.
- **CF** was on hand to offer crucial information regarding benefits and services for workers who acquire disabilities.
- **SEE**, as the host and the Department's commercial entity,

provided the tangible proof of Persons with disabilities' employment potential and showcased its products.

Visitors, including learners from three special schools, beneficiaries, and walk-ins, were treated to a unique experience, with SEE-manufactured products displayed alongside the service exhibition. These show-stoppers, including elegant couches, coffee tables, headboards, pivot doors, and linen, displayed as a powerful statement about the capabilities and quality of work produced at the factory. The exhibition also featured various arts, crafts, and plastic products, highlighting the diversity of skills developed within the supported employment environment.

Multisectoral Support Drives Inclusivity

In keeping with the DRAM theme, the exhibition drew an impressive roster of 21 partner organisations, embodying the multisectoral approach required for true societal change.

Exhibitors ranged from financial institutions and government agencies to training authorities and advocacy groups, ensuring attendees received diverse information:

"All these people will then leave here with the benefit of knowing that when I leave the special school, I can actually find myself employment in different areas or different sectors within the country," Madhlope concluded.

For SEE, hosting the event was a confirmation of its mandate and a proud moment to demonstrate that its factories are not just places of production but models of sustainable and inclusive employment for the future. The success of the Pietermaritzburg Exhibition sets a high standard for future departmental initiatives nationwide between the tripartite partnership."

By Unarine Ramaru

Employment Standards conference KZN



The Department of Employment and Labour hosted a three-day Inspection and Enforcement Services Employment Standards Conference in Durban from 25 to 27 November 2025.

This annual conference brings together departmental inspectors from all provinces to reflect on the administration of compliance legislation and to celebrate the achievements and performance of inspectors across the country.

Delivering the keynote address, Deputy Minister of Employment and Labour, Jomo Sibiya, commended inspectors for their dedication and resilience in the face of daily challenges. He reaffirmed the Department's commitment to strengthening the inspectorate through initiatives such as Project 20k, stating:

"We are doing all we can to capacitate the inspectorate. We need to ensure that you have the capabilities to conduct your work and bring about the change that our country needs, particularly for vulnerable workers."

Deputy Minister Sibiya strongly defended inspectors against recurring allegations of bribery, noting that such claims often stem from misunderstandings about inspection processes. He explained that inspections require meeting employers, reviewing documentation, and spending extended periods on-site, activities sometimes misinterpreted as collusion. He stressed that inspectors act independently and professionally, free from political or senior official influence.

Addressing safety concerns, the Deputy Minister called for enhanced security measures to protect inspectors, particularly when dealing with hostile or non-compliant employers. He urged inspectors to prioritise their personal safety, including during long-distance travel. He further praised inspectors for their courage in closing unsafe government buildings, emphasising that compliance with labour and safety laws applies equally to state institutions. Highlighting recent closures across provinces, he assured delegates of his unwavering support for inspectors' decisions, even under political pressure.

On the final day, Deputy Minister Sibiya underscored the importance of ethical conduct, urging inspectors to uphold integrity and execute their duties without fear or favour.



Opening the conference, Inspector-General Aggy Moiloa delivered a compelling message on strategic reflection and collaboration. She applauded inspectors for consistently meeting the demands of their complex, multidisciplinary roles and stressed the need for unity of purpose:

"We are part of one value chain, and we must understand how we interlink."

Ms Moiloa reminded delegates that the Inspectorate is a critical enforcement instrument, not only for the Department but for government's broader developmental agenda. Drawing on Abraham Lincoln's famous metaphor about sharpening the axe, she encouraged inspectors to invest in preparation, continuous learning, and innovation:

"The labour market is constantly evolving, and we cannot rely on yesterday's solutions to address today's challenges."

Her remarks set a forward-looking tone for the conference, reinforcing the importance of adaptability and collaboration in advancing labour standards and compliance.

Advocate Michael Msiza explains the court ruling on how the minimum wage must be calculated

Advocate Michael Msiza, Acting Chief Director: Statutory & Advocacy Services, explains the court ruling on how the minimum wage must be calculated. Adv Msiza, in explaining he referred to the case of Quantum Foods (Pty) Ltd v CCMA, where the court had to decide which payments should count when checking if a worker is paid the national minimum wage. The main question was whether bonuses and provident fund contributions should be included.

Quantum Foods argued that the bonuses it pays are part of the employment contract, not special rewards given at the employer's

discretion. The court agreed and said only discretionary or optional bonuses can be excluded from the minimum wage calculation. If a bonus is guaranteed in the contract, it must be counted as part of the employee's wage. The court also ruled that the company's contributions to employees' provident funds must be included, because they are payments made for the benefit of workers and are not excluded anywhere in the law.

Adv Msiza said the case shows that some parts of the National Minimum Wage Act are unclear and easy to interpret differently. This can weaken protection for workers who earn the least. He recommended that the law be updated with clearer definitions of bonuses, gratuities, and the minimum wage itself.



Hospitality Sector Calls for Simplified Compliance and Stronger Government Partnership

The hospitality industry has urged the government to reduce regulatory burdens that hinder small businesses and restrict job creation. Speaking at the event, Mr. Brett Tungay, Fedhasa National Chairperson, said the sector is one of the country's most important job creators, with one in ten new jobs linked to hospitality. Most establishments are small, family-run restaurants, guest houses, and B&Bs that struggle under the weight of extensive legislation.

According to Mr. Tungay, excessive red tape discourages hiring, slows the growth of small enterprises, and sometimes turns informal entrepreneurs into unintentional lawbreakers. The organisation proposes a streamlined compliance model, including simple templates for safety files, clear guidance for training requirements, and easy access to accredited service providers. He emphasised that the industry has no reason to avoid compliance, as poor standards directly damage business reputation in a sector driven by public perception. Cases of food poisoning or hygiene lapses can end a business overnight.

With unemployment at about 30 percent, he stressed that enabling small businesses to thrive could significantly boost job creation and economic growth. The hospitality sector, with its low barriers to entry, is well-positioned to absorb new entrepreneurs and workers if compliance becomes more manageable.



Compliance Report Shows Persistent Gaps in Labour Law Adherence

Mr Malibongwe Gcwabe, Director: Statutory Services, took the delegates through the Department's latest compliance review, which shows that while inspection targets continue to be exceeded, widespread non-compliance with key labour laws remains a pressing concern across the country.

Presenting the 2024/25 and first-semester 2025/26 Compliance Status Report at the Employment Standards Conference in Durban, Mr Gcwabe outlined the scale of inspections, the legislative areas most affected, and the challenges facing the inspectorate.

According to the report, more than 310,000 workplaces were inspected in the 2024/25 financial year, surpassing the annual target by four percent. A quarter of the workplaces were found to be non-compliant, with over 77,000 notices issued. During the first half of 2025/26, 162,236 workplaces were inspected, with a similar non-compliance rate of 24 percent.

Gcwabe said the challenges behind these figures include a lack of willingness among employers to self-regulate, low levels of union presence in workplaces, and an inspectorate that remains stretched relative to its mandate. South Africa, he noted, is still far from meeting the International Labour Organisation's recommended inspector-to-workforce ratio.

He emphasised that compliance is central to building a fair labour market, improving social security, supporting collective bargaining, and creating safer workplaces. Strong enforcement, he added, reduces the risk of business instability and contributes to broader economic growth.





Chief Inspector Milly Ruiters Urges Inspectors to Strengthen Links Between Labour Laws and Workplace Safety

Chief Inspector Milly Ruiters, addressing the delegates, highlighted how closely occupational health and safety (OHS) is tied to South Africa's broader labour legislation, stressing that inspectors must stop working in silos and begin approaching compliance as a connected system. Ruiters reminded the inspectors in attendance that the Constitution guarantees environmental rights, fair labour practices, and access to social security.

These rights, she said, form the foundation for OHS, the Labour Relations Act, the Basic Conditions of Employment Act, Employment Equity, and Social Security laws.

Ruiters expressed concern about national compliance levels, which remain below 60 percent across hundreds of thousands of inspections. She reminded inspectors that unsafe workplaces are often linked to broader labour issues such as low wages, discrimination, and poor working conditions. These, she said, must be considered when assessing risk.

She also noted hidden costs of non-compliance and highlighted South Africa's historically high-risk sectors: construction, agriculture, iron and steel, chemicals, forestry, fishing, and manufacturing. A review of current risk sectors is underway to ensure they remain relevant.

He said trade unions have been at the centre of worker rights. Dr Rammila said trade unions continue to ensure compliance, thus educating, bolstering worker rights, and reporting noncompliance. Unions close knowledge gaps for vulnerable workers by providing workshops and on-site guidance on legal protections, Dr Rammila said that by sharing information on employment laws, unions help workers identify and challenge employer non-compliance.

"Unions educate workers by translating complex legislation language into knowledge. An informed worker is in a better position to demand enforcement of their rights effectively than one who is not. Union presence in workplaces is linked to improved psychological well-being and reduced mental health decline among workers. Unions provide a 'collective voice' and job security assurance that help cushion workers from stress and workplace anxiety.

"Trade unions foster solidarity and social support that can foster psychological resilience among workers. Union presence empowers workers to report hazards and asserts rights without fear of reprisals by, or punishment from, employers," said Dr Rammila.

He pointed out that there has been a union membership decline in South Africa from just below 40 percent in the 1990s to about 29 percent in the early 2020s, with a significant decline in the private sector. He said the rise of gig and non-standard work leaves many workers outside formal union frameworks, affecting labour law enforcement.

"Shrinking union reach raises concerns about who will educate, empower, and monitor worker rights and compliance," Rammila said, "without unions, employers may in effect become sole decision-makers on wages, safety, and working conditions, risking stagnation".

Dr Rammila was speaking during the Department of Employment and Labour's Employment Standards conference. The conference was held in Durban to discuss labour market inspections, enforcement, and protection of vulnerable workers. The theme of the conference is: "Compliance Leads to South Africa's Prosperity & Development". The conference ends today (27 November 2025) and will culminate with the inspectors awards ceremony.



Dr Davy Rammila – Senior Lecturer, Department of Mercantile Law, UNISA today (27 November 2025) addressed a Department of Employment and Labour conference on: "The Role of Trade Unions in Fostering Effective Labour Enforcement and Compliance".

UNISA Mr. Dan Danisa – Legal Advisor, Centre for Social Security & Labour Law, Nelson Mandela University, in Gqeberha, delivered an address on case studies on the protection of vulnerable employees.

Delivering an address on the subject: "Working and Labour Conditions in Eastern Cape Farms," he gave a synopsis on the treatment of workers.

He was speaking during the Department of Employment and Labour's Employment Standards conference. The conference is held to discuss labour market inspections, enforcement, and protection of vulnerable workers. The theme of the conference is: "Compliance Leads to South Africa's Prosperity & Development". It ends today (27 November 2025).

Danisa narrated a case study on the story of a worker who died at work, something that should not have happened if safety protocols were followed. He also related the story about Khanyile, who moved from KwaZulu-Natal to Gqeberha (Port Elizabeth). Khanyile was dismissed on the spot, went through the CCMA processes, won an award, but was not content with the award and demanded "ubulungiswa" – justice.

The last story is that of devastation caused by pesticides. Danisa lamented the continued use of harmful and deadly use of pesticides in the farming sector. He said this should be investigated and its use should be banned, as it is happening in other parts of the world.

Danisa said there is a need to: organise, educate, and enforce – to save workers' lives.

He argued that the best way to ensure compliance is through unions, but there is distrust among workers in the farming sector of unions. He said there was this belief that unions were there to take subscription fees and collaborate with employers. He said advocacy needs to be stepped up.



Judge President Molahlehi Calls for Stronger Labour-Law Compliance and Improved Court Access

Labour Court & Labour Appeal Court, Honourable Judge-President Mr Mogomotsi Edwin Molahlehi has raised concern at the lack of will to speedily resolve disputes at workplaces.

Addressing the Department of Employment and Labour Inspection and Enforcement Services (IES) branch three-day Employment Standards Conference held at Olive Convention Centre in Durban, the Judge said the Courts were also not immune to political and socio-economic factors and influences.

Molahlehi said the provisions of the Labour Court were a moral obligation that must be complied with. He said Court orders cannot be treated as a meaningless piece of paper. He said the Labour Court continues to be burdened by a growing case load. He said this was more pronounced in the Johannesburg and Durban offices.

He appealed to trade unions to get their act together, saying employees come to the Courts to represent themselves and lose cases because of technicalities. Molahlehi said that as the year draws to a close, one of the innovations introduced expected to be expanded in 2026 would be the growing use of Virtual Courts. He said the administering of justice was not only about adjudicating over cases but also addressing the work environment and ensuring that the infrastructure is properly set up.

Molahlehi noted that, in addition to the general growing case load, the Court was dealing with matters relating to restraint of trade cases.

"In 2026, the Labour Court will continue to improve and innovate. Institutions are not static. Also, Courts are not above the Constitution," he said, bemoaning the frequent hurling of insults to judges. He said judges were always accountable. He said Judges and their judgments should be criticised but should not be insulted.

"We should respect the Office," he said, "Let's respect each other, and treat each other with dignity. Let's disagree to respect each other".



The three-day conference concluded on a high note with an awards ceremony celebrating excellence and outstanding achievements

By Sephewe Tshabalala & Shadrack Mashalaba



WINNERS

EMPLOYMENT AND LABOUR PORTFOLIO COMMITTEE DISCUSSES ELDER CARE LEAVE AND GENDER EMPLOYMENT EQUITY AT FARMS



[Hon. B.M Maneli [CENTRE] chairs the Portfolio Committee discussions

On 05 November 2025, the Department of Employment and Labour attended a Portfolio Committee meeting at the National Council of Provinces (NCOP) in Parliament, Cape Town. The primary focus of the meeting was to hear presentations on the proposal to amend Section 27(2)(b) of the Basic Conditions of Employment Act (BCEA), expanding the definition to include parents, adoptive parents, and grandparents.

The meeting was opened by a presentation from Hendri Petrus Terblanche, who set the tone for the discussion by highlighting the changing demographics of the elderly population. Terblanche noted that life expectancy in South Africa had increased from 54.9 years to 64 years by 2017 and is projected to reach 70 by 2030, in line with the National Development Plan.

He further argued that with longer life expectancy comes increased vulnerability, including chronic illnesses, many of which families are unable to afford to treat professionally. Terblanche emphasised that these realities mean that elderly South Africans often rely on their adult children for care and support.



Wednesday, November 05, 2025

In essence, Terblanche's presentation before the Portfolio Committee aimed to highlight a petition advocating for alignment of the Basic Conditions of Employment Act (BCEA) with the Constitution, supported by a legal opinion from the Centre for Constitutional Rights (CCR). The legal opinion asserts that, under current provisions, the BCEA does not fully address the needs of employees who face the challenge of caregiving for elderly parents, grandparents, or adoptive grandparents.

Furthermore, the legal opinion argues for the inclusion of "parent, adoptive parent, or grandparent" in the BCEA, suggesting the introduction of "Elder Care Leave" to allow employees to care for aging or terminally ill family members. This proposed amendment to Section 27(2)(b) of the BCEA is seen as more in line with the constitutional rights enshrined in Sections 9, 10, and 23 of the Bill of Rights, which guarantee equality, dignity, and the right to fair treatment in the workplace. The proposal, therefore, aims to better serve the overwhelming majority of South Africa's workforce who act as caregivers to elderly relatives, compared to the current Family Responsibility Leave provisions.



[LEFT] Hendri P. Terblanche and [RIGHT] Lulama Sigasana from Ikamva Labantu

Proposed Amendment to BCEA

Alternatively, the Centre for Constitutional Rights (CCR) has proposed an amendment to Chapter 3 of the Basic Conditions of Employment Act (BCEA) to introduce a new form of leave called "Elder Care Leave." Under this proposal, employers would be required to grant employees, upon request, three days of paid leave or six weeks of unpaid leave during each annual leave cycle when an employee's parent or adoptive parent is ill. This amendment seeks to address a significant gap in the current provisions and may help safeguard employees' rights to fulfill their duties as primary caregivers.

In response to the proposal, Hon. B.M Maneli, Chairperson of the Portfolio Committee, delivered closing remarks urging committee members to approach the matter with an open mind, particularly those who had expressed alternative viewpoints. He argued that such an approach would allow members to gain a more comprehensive understanding of the proposals under consideration.



Members of the Portfolio Committee on Employment and Labour comment on the tabled 'Elder Care' proposal



Ntsoaki Mamashela; Employment Equity Director at DEL



[LEFT] Thando Wababa, [CENTER] Teboho Thejane, [RIGHT] Kekulu Padi, [BACK] Pule Moabi attending the PC

Ensuring Policy Coherence and Stakeholder Consultation in Labour Reform Processes

Ms. Ntsoaki Mamashela weighed in on the discussion, noting that, in the interest of the Department, further engagement would be required with the proposing entity to ensure that the proposal is handled in accordance with due policy processes. Ms Mamashela further emphasised that social partners such as NEDLAC would need to be consulted on the proposal to determine how it could be integrated into the ongoing policy reform initiatives, notwithstanding the broader process of amending labour legislation. She concluded her remarks by stressing that the proposal should be treated as an isolated matter. This, she stated, would ensure that it is appropriately channelled back into the NEDLAC process and incorporated into the current labour reform framework.



Farm worker exploitation and equity challenges in South Africa

The second presentation to the Portfolio Committee featured insights from the Commission for Gender Equality (CGE) on findings regarding farm worker exploitation and equity challenges across various sectors. Although the CGE is mandated to investigate, research, educate, lobby, and advise on gender equity in multiple sectors, for the purpose of this report, the focus was specifically on the agricultural sector. In particular, the presentation addressed the gender-related issues faced by women working on farms in their day-to-day activities.

Dr. Dennis Matotoka, CEO of the CGE, emphasised the Commission's concerns about the lack of transformation on farms, particularly in relation to women, both from a gender perspective and a legislative standpoint. The report highlighted several key issues, such as the provision of basic services like water and electricity. It was revealed that women farm workers were not provided with adequate sanitation, to the extent that they had to relieve themselves in the fields where they worked. This situation exposed them to gender-based violence and increased the risk of being bitten by snakes in the bushes. Dr. Matotoka pointed out that these conditions left women feeling degraded and had a serious impact on their human dignity, infringing upon their fundamental rights.

Additionally, the report revealed that women workers often woke up at 3 a.m. to begin their duties and returned to their compounds only by 5 p.m. This schedule went beyond the limits set by basic conditions of employment and left little to no time for these women to care for their children, particularly newborns. Further violations of employment conditions by farm owners were evident in the eviction tactics employed against women farm workers, who were often forced off duty without just cause.



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It was revealed that farm owners often made living conditions unbearable for women workers, including ensuring water shortages and poor infrastructure, which ultimately forced many to resign. By doing so, employers were able to evade the processes of the Commission for Conciliation, Mediation, and Arbitration (CCMA). Dr. Matotoka further highlighted that, in terms of career progression, women farm workers often worked without written contracts and were subjected to seasonal employment for up to 20, and in some cases, over 30 years, without receiving any specific benefits. In many cases, the lack of proper employment contracts, particularly for seasonal workers, made women particularly vulnerable to exploitation and sexual harassment. Desperate to keep their jobs, these women often found themselves in situations where they were subjected to abuse.

Additional issues raised included:

- The use of harmful pesticides, which had caused miscarriages among some women workers;
- The lack of sufficient bathing water, exposing women to hygiene-related risks;
- Unpaid maternity leave.

The CGE urged the Department to strengthen its inspection arm and conduct thorough assessments of the actual impact these conditions are having on the equity and rights of women farm workers.



EMPLOYMENT AND LABOUR PORTFOLIO COMMITTEE DISCUSSES ELDER CARE LEAVE AND GENDER EMPLOYMENT EQUITY AT FARMS

Wednesday, November 05, 2025

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12 November 2025 ✦



Portfolio Committee on Employment and Labour Briefing: Addressing South Africa's Unemployment Challenges

The Portfolio Committee on Employment and Labour convened virtually on 12 November 2025, to receive briefings from Statistics South Africa (Stats SA) and the Department of Employment and Labour (DEL) on the state of unemployment and the Department's targeted interventions to tackle youth joblessness.

The briefing reflected on performance outcomes and data from the previous quarter (Q2 2025) and Q3 2025, providing context to the improvements reported in the most recent labour-market release.

The latest figures from Stats SA show a decrease in unemployment by 1.3% in Q3 of 2025. The number of employed individuals increased by 248 000, signaling gradual labour-market recovery despite persistent structural constraints.

While this marks a positive shift in employment trends, the decline remains modest within the broader context of South Africa's ongoing economic challenges, including subdued growth, rising living costs, and limited private-sector absorption capacity.

Did you know #Yazini

DEL has the largest database of unemployed in the country

Provides the most comprehensive counselling for the unemployed

Has the largest placement mediation service



Understanding Labour market outcomes among youth



Stats SA's presentation unpacked the structure of South Africa's labour market, highlighting both the employed and unemployed segments as well as the broader concept of labour under-utilisation—a measure that captures time-related underemployment, discouraged work-seekers, and the potential labour force.

According to the presentation, the number of employed persons rose to 17.1 million, while the unemployed population declined by 360 000 to 8 million, representing an official unemployment rate of 31.9%.

They further explained that 4.5 million people make up the potential labour force—this includes 3.5 million discouraged work-seekers who were available for work but did not actively search for it, and approximately 965 000 individuals who were available but did not seek employment for other reasons, such as family responsibilities or temporary disengagement from job hunting.



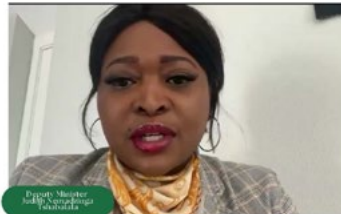
When combined, the unemployed, discouraged work-seekers, and others marginally attached to the labour force account for a labour under-utilisation rate of 44.9%, underscoring that many South Africans remain underemployed or unable to find adequate work hours.

Among youth aged 15-34 years, the picture remained concerning: their unemployment rate stood at 43.7%, while the composite labour under-utilisation rate reached 56.8%.



Stats SA also reported that 3.5 million young people aged 15-24 years are not in employment, education, or training (NEET) a persistent challenge that continues to drive inequality and long-term labour-market exclusion.

The presentation concluded that despite a slight decline in the official unemployment rate, deep structural issues including low participation rates among the youth, high levels of discouragement, and limited transition opportunities from education to work continue to constrain South Africa's labour-market recovery.



In her opening remarks, Deputy Minister of Employment and Labour, Judith Nemaazinga-Tshabalala, set a reflective and urgent tone for the session by invoking the words of struggle icon Oliver Reginald Tambo, saying:

"A country, a movement, a person that does not value its youth and children doesn't deserve its future."

The Deputy Minister emphasised that valuing young people goes beyond rhetoric; it requires tangible action to empower them through access to education, skills development, and sustainable job opportunities.

Acknowledging the latest Quarterly Labour Force Survey (QLFS) results, she noted that the unemployment rate had decreased from 33.2% to 31.9%, translating to about 360 000 fewer unemployed South Africans between April and September 2025. This, she said, was an encouraging sign that job opportunities were slowly improving, largely as a result of government employment programmes and deliberate youth-employment interventions.

The Deputy Minister highlighted that such disparities reaffirm the need for targeted provincial interventions, especially in rural areas where poverty and underdevelopment remain entrenched. Encouragingly, she pointed out, initiatives such as the Public Employment Services (PES) and the Presidential Youth Employment Initiative (PYEI) continue to play a central role in connecting work-seekers to opportunities. Yet, she noted that only about 30% of employers currently register vacancies on official employment platforms, calling on the private sector to come on board in expanding access for job-seekers.

She went on to mention complementary interventions such as the Labour Activation Programme (LAP), which offers training and placement opportunities, and Project 20 000, aimed at creating structured pathways for young people to gain practical experience. While acknowledging implementation challenges, including underfunding, high staff-to-public ratios, and outdated ICT systems she commended the Department's staff for their ongoing efforts to expand services and reach more job-seekers.

Under the Medium-Term Development Plan (MTDP) 2024-2029, the Department committed to creating 1 million work opportunities directly through DEL programmes and a further 1 million through its entities such as Productivity SA, Supported Employment Enterprises (SEE), and the National Pathway Management Network (NPMN).

She stressed that these interventions should not be viewed as isolated administrative measures, but as part of a broader developmental-state vision one that actively shapes labour-market outcomes and restores dignity to the most vulnerable.

In closing, Deputy Minister Nemaazinga-Tshabalala reminded Members that the struggle for economic emancipation remains incomplete without tackling unemployment, especially among youth, women, and persons with disabilities. She called for deeper collaboration between government, labour, business, and communities to unlock demand-driven skills development and to transform industries that have historically excluded local workers. Her remarks reinforced a central message: that valuing South Africa's youth means creating real, lasting opportunities not just reducing statistics, but transforming lives through work, fairness, and inclusion.

Brought to you by: The Department's Corporate Communication



YEAR-END FINANCIAL REVIEW

REFLECTING ON YOUR 2025 SPENDING AND SAVING HABITS

As 2025 comes to a close, it's the ideal time to pause and look back on your financial journey. A year-end review helps you understand how you managed your money, identify areas for improvement, and prepare for a financially stronger 2026.

1. REVIEW YOUR SPENDING HABITS

Look at where your money went this year.

- Categorise expenses: Separate essentials (housing, transport, groceries) from non-essentials (takeaways, entertainment, online shopping).
- Spot the leaks: Identify areas where small, frequent purchases added up.
- Ask yourself: Did my spending align with my values and priorities?

Tip: Review your bank statements or use a budgeting app to track patterns.



3. EVALUATE YOUR DEBT

Debt can hold back financial progress.

- Review how your debt changed this year.
- Did you manage to reduce high-interest debts like credit cards or store accounts?
- If debt increased, identify the cause and plan to avoid it next year.

Goal for 2026: Commit to paying more than the minimum balance each month.

4. REFLECT ON YOUR FINANCIAL DECISIONS

Think about major financial decisions made during 2025.

- Did you start investing, change insurance plans, or adjust your budget?
- Which choices strengthened your finances, and which ones taught you lessons?

Insight: Awareness of your habits helps you make smarter financial decisions in the future.



2. ASSESS YOUR SAVINGS

Evaluate how much you managed to save in 2025.

- Did you reach your savings targets?
- Did you have to use your emergency fund, and why?
- Were your savings working for you through interest or investment?

Tip: If saving was a challenge, set up an automatic transfer to your savings account in 2026 — pay yourself first.



5. PLAN AHEAD FOR 2026

Use your reflections to set clear, realistic goals for the year ahead.

- Increase your savings rate- even by 5%.
- Review your retirement and insurance contributions.
- Plan for big expenses early to avoid financial surprises.

Action step: Write down 3-5 financial goals for 2026 and revisit them monthly.



"Empowering South Africans through communication excellence".

DISABILITY RIGHTS AWARENESS MONTH 2025

GOVERNMENT NEWS 03 NOVEMBER 2025

DISABILITY RIGHTS AWARENESS MONTH 2025

Government is launching the 2025 Disability Rights Awareness Month (DRAM) in Kimberley today (3 November 2025), under the theme: "Creating Strategic Multisectoral Partnerships for a Disability-Inclusive Society."

The 2025 theme highlights the importance of removing barriers that limit access to education, employment, healthcare, technology, and social participation for persons with disabilities.

The theme further reaffirms government's commitment to building an inclusive society where all people, regardless of ability, can meaningfully contribute to South Africa's growth and prosperity.

The objective of DRAM is to promote the rights, dignity, and full participation of persons with disabilities in every sphere of social, political, cultural, and economic life.

Disability can be physical, cognitive, mental, sensory, emotional, developmental, or a combination of these. The 2025 campaign seeks to challenge stereotypes and eliminate prejudice against persons with disabilities.

Let us use this month to come together to acknowledge the challenges, celebrate the achievements, and champion the aspirations of persons with disabilities, ensuring dignity, access, and inclusion for all.

DRAM will be observed from 3 November to 3 December 2025, concluding with the International and National Day of Persons with Disabilities on 3 December. #DRAM2025 #GovZAUUpdates

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GOVERNMENT NEWS 06 NOVEMBER 2025

YOUR FUTURE MATTERS: SAY NO TO TEENAGE PREGNANCY!

Teenage pregnancy is a shared societal concern that affects the wellbeing, education, and future of young people, and it requires all of us to take responsibility.

Teenage pregnancy is also linked to broader social issues, including poverty and the exploitation of young girls by older men. Government condemns such abuse and calls on communities to report perpetrators to law enforcement.

All teenagers - girls and boys - should make responsible choices, prioritise their education, and delay sexual activity until they are emotionally and mentally ready.

Young men and women must take responsibility for preventing unplanned pregnancies by choosing abstinence or practising safe sex by consistently using a condom.

Parents and guardians must guide their children by having open, honest, and non-judgmental conversations about relationships, sex, and values.

Preventing teenage pregnancy is not only about health, but also about protecting the potential of every young person to build a better future.

Let us work together for a youth-empowered nation that works for all. #GovZAUUpdates

GOVERNMENT NEWS 07 NOVEMBER 2025

A NEW PRODUCT DEVELOPMENT LABORATORY OPENED IN SOUTH AFRICA

Government welcomes the opening of the Biovac's new product development laboratory in Cape Town, marking a new era in vaccine manufacturing for South Africa and the continent.

Biovac is now recognised as a continental leader in vaccine research, development, and manufacturing.

The new multi-vaccine manufacturing facility will position South Africa as a hub for supplying up to 500 million vaccine doses annually to the continent.

The facility is equipped with mRNA (messenger ribonucleic acid) technology and advanced research capacity, enabling the development of new drugs and vaccines targeting diseases prevalent in Africa.

The investment will also contribute to the growth of the local economy, improve livelihoods and quality of life.

South Africa is proving that vaccine manufacturing autonomy for the African continent is achievable.

South Africa remains committed to working with international and regional partners to advance the continent's health security and innovation ecosystem.

GOVERNMENT NEWS 10 NOVEMBER 2025

LET US BUILD A SOUTH AFRICA FREE FROM GBVF

Government calls on citizens to work together with the police, prosecutors, and courts to ensure that perpetrators of Gender-based Violence and Femicide (GBVF) are brought to book.

Government continues to implement the National Strategic Plan on GBVF, which provides a comprehensive response to prevent violence, strengthen the criminal justice system, and support survivors.

As part of legislative measures to strengthen South Africa's response to GBVF, three key pieces of legislation were passed: the **Criminal and Related Matters Amendment Act**, to enhance court procedures to protect vulnerable persons and reduce secondary victimisation.

The **Criminal Law (Sexual Offences and Related Matters) Amendment Act** expands the National Register for Sex Offenders to include all offenders against children and persons with mental disabilities.

Government encourages men and boys to take an active stand against GBVF by holding dialogues that promote positive masculinity, respect, and responsibility.

The **Takwani Rime Programme** ("Let Us Stand Up Together") is part of efforts to build a men's movement that champions gender equality and challenges harmful social norms.

Report GBVF to the nearest police station or by calling the crime stop number on **08600 10111**. To get assistance and counselling on GBVF matters, call the Command Centre on **(0800) 426 426**.

GOVERNMENT NEWS 11 NOVEMBER 2025

SA G20 PRESIDENCY: DID YOU KNOW?

South Africa is holding the G20 Presidency and will host the G20 Leaders' Summit from 22 - 23 November 2025.

South Africa's participation in the G20 represents the interests and priorities of the African continent.

The theme for South Africa's G20 Presidency is, "Solidarity, Equality, Sustainability", reflecting the country's commitment to shared prosperity.

South Africa is prioritising strengthening global disaster resilience and response.

As part of the G20 agenda, the country is calling for urgent action to ensure debt sustainability for low-income countries.

South Africa is advocating for the mobilisation of climate finance to support a just energy transition, particularly in developing nations.

The country is also championing efforts to harness critical minerals in a way that promotes inclusive growth and sustainable development.

South Africa aims to highlight the importance of partnerships that drive investment, innovation, and sustainable infrastructure across Africa.

For more information on SA G20 Presidency, visit: <https://g20.org/g20-south-africa/g20-presidency/>

GOVERNMENT NEWS 12 NOVEMBER 2025

MEDIUM TERM BUDGET POLICY STATEMENT 2025

The Minister of Finance, Enoch Godongwana, will table the Medium-Term Budget Policy Statement (MTBPS) at 2PM today (12 November 2025). The MTBPS plays a critical role in the overall budget process.

Among other things, the MTBPS sets government policy goals and priorities, and outlines spending and revenue estimates.

The statement also provides the country with an update on National Treasury's economic forecast, budget adjustments for government departments and makes emergency changes to spending.

The budget framework enables national departments, provinces and municipalities to prepare their detailed budgets for the following year.

The MTBPS process is essential and necessary because it sets out the economic context and assumptions that inform the following year's budget, and the framework in which the budget is prepared.

Citizens are encouraged to follow the tabling of the MTBPS on all government digital platforms, Parliament's YouTube channel and major news broadcasters #2025MTBPS #GovZAUUpdates

Farewell to Mr. Khan: Celebrating 44 Years of Service



Mr. Yasin Khan



The Supply Chain Management (SCM) Unit at Head Office recently bid a heartfelt farewell to Mr. Yasin Khan, who retired from the Department of Employment and Labour on 31 October 2025, concluding an extraordinary 44-year career in public service.

Mr. Khan began his journey in 1981 with the Department of Education. In 1996, he joined the then Department of Labour and later moved to Head Office in 2009 as Assistant Director: Asset Management, a role he fulfilled with dedication, precision, and humility.

Reflecting on his career, Mr. Khan said: "My work over the past 44 years was challenging, but I managed those challenges. In recent years, the environment became more demanding, yet I overcame those pressures. I appreciate everything the Department and my colleagues have done for me; their support meant a great deal."

He emphasized that perseverance and a positive mindset were key to navigating challenges. Looking ahead, Mr. Khan is excited to travel, spend more time with his grandchildren, and engage in charitable work. Mr. Khan leaves behind a legacy of professionalism and steadfast service. His colleagues express deep gratitude for his contributions and calm leadership.

We wish him good health, joyful travels, and cherished moments in this new chapter of life.

By Tinyiko Masingi

DEL Leads Modernisation of Machinery Safety Regulations



The Department of Employment and Labour hosted a two-day workshop in Gauteng (18-19 November 2025) to review the Draft General Machinery Regulations (GMR), 2025. The event brought together inspectors, industry stakeholders, organised labour, organised business, and technical experts to ensure the draft regulations reflect modern technology and best practices.

The initiative reflects the department's commitment to updating workplace safety in line with modern technology. The current General Machinery Regulations were last published in 1988, under the Machinery and Occupational Safety Act. Since then, workplaces have evolved dramatically, operating within the Fourth Industrial Revolution, and modern machinery is far more complex and technologically advanced.

The first day focused on internal capacity building, with specialist inspectors from all provinces convening to unpack the Draft GMR

in detail. Technical Committee Member and former Chief Inspector Mr A. du Plessis provided historical context and outlined the challenges encountered during the amendment process, including gaps in competency definitions, outdated engineering qualifications, and inconsistencies between the existing regulations and modern industrial practice.

Mechanical Specialist, Ms Matlala Sathekge, stressed the importance of these updates.

"The machinery landscape of 1988 is not the machinery landscape of 2025. Technology has moved, qualifications have evolved, and our regulations must move with them if we want safe, compliant workplaces." Ms Sathekge

Inspectors were encouraged to interrogate sections of the draft, raise operational challenges, and prepare for their advocacy role during the public comment process and future enforcement phases.

On the second day, Chief Inspector Ms Milly Ruiters delivered a compelling message on the collective ownership of the draft regulations. She expressed gratitude for the strong turnout and emphasised that the GMR amendment process must "stand the test of time."

Ms Ruiters noted that the 1988 regulations have endured remarkably well, predating both the Constitution and the current OHS Act because they were drafted with foresight. However, evolving technologies and new qualification frameworks now make the update not only necessary but urgent.

"We must learn from the past. Whatever we put out now must remain relevant years from today." Ms Ruiters. She closed with an appeal: "Let's look back years from now and proudly say: we were there, we gave input, and we strengthened the future of workplace safety." Ms Ruiters.

During the stakeholder engagement, Mr Malatse emphasised the importance of the public's involvement:

"Good regulations are built through collaboration. We want inputs that are technical, practical, and grounded in real workplace experience, whether from employers, labour, engineers, or industry bodies."

Stakeholders were reminded that after the public comment period closes, all submissions will be consolidated, reviewed, and incorporated, where appropriate, by the Technical Committee before the regulations proceed through the Advisory Council, State Law Advisor processes, and final promulgation.

The workshop concluded with appreciation for the high level of engagement and technical depth of discussions. Both inspectors and stakeholders committed to strengthening South Africa's machinery safety framework, ensuring that the final GMR remains robust, enforceable, and adaptable to future developments.

By Tinyiko Masingi



Employment and Labour - Reimagining Public Employment Services: A Lifeline for South Africa's Job Seekers

South Africa stands at a crossroads. With unemployment stubbornly high and economic headwinds challenging growth, the question is no longer whether change is needed, but how quickly it can be delivered. At the recent Public Employment Services (PES) Conference, held in Mbombela from 12–14 November 2025, leaders from government, business, and labour gathered under the bold theme: *"Reimagining Public Employment Services as a Catalyst for Job Creation and National Renewal."* The message was clear: Public Employment Services must evolve from a support function into a strategic driver of economic transformation.

In her keynote address, the Acting Director-General, Ms Jacky Molisane of the Department of Employment and Labour, urged delegates to think beyond compliance and statistics, declaring: "Our success must not be measured by how many job seekers we register, but by how many lives we transform." This vision positions PES as more than a bureaucratic mechanism; it is the engine room of inclusive growth, where policy meets people and opportunity meets preparation. Every labour centre visit and every ESSA login represent not just a search for employment, but a quest for dignity and a future. The Acting DG's remarks drew inspiration from global best practices.

Germany integrates training and placement seamlessly, ensuring no young person leaves school without a pathway to work. South Korea connects innovation hubs with employment centres to anticipate future skills. The Netherlands makes employer engagement the cornerstone of PES, while Rwanda leverages digital systems to deliver employment services to remote villages. These examples underscore a vital truth: when employment services are visionary, inclusive, and proactive, economies thrive. South Africa, with its talent and infrastructure, can join this league if it embraces sharper execution and fearless innovation.

Despite resource constraints and rising demand, PES has achieved notable milestones: 6.5 million work seekers registered, 1.9 million counselled, and 472,999 placed into jobs. Support for persons with disabilities through subsidies to 21 organisations has created more than 1,000 opportunities.

Strategic partnerships with the International Labour Organization, World Bank, and Industrial Development Corporation further demonstrate a commitment to policy development and innovation. Yet, as Chief Director Sagren Govender noted, low placement levels reflect the scarcity of opportunities, a sobering reminder that PES cannot work in isolation. Collaboration across sectors is non-negotiable.

Key priorities include integrating PES with training, entrepreneurship,

and industrial zones; using labour market intelligence to anticipate trends; embracing digital transformation through AI and robotics; championing service excellence; and forging partnerships that multiply impact.

Imagine a South Africa where every graduate leaves university already connected to a placement opportunity, where rural youth secure apprenticeships in renewable energy through digital access, and where employers turn first to PES because they trust its ability to deliver talent that works. This is not a distant dream; it is a vision within reach if PES becomes the heartbeat of our national promise.

As the Acting DG concluded: *"Public Employment Services is not a desk, it is a lifeline. It is not just a system, it is a story of renewal. Together, we can. Together, we will."*

The conference concluded on a high note with the National Public Employment Service Excellence Awards and a bold commitment to develop a Public Employment Services Renewal Framework, a roadmap featuring timelines, measurable outcomes, and shared accountability.

On 14 November 2025, the prestigious awards ceremony unfolded in grand style. The evening radiated elegance and national pride as officials from across the country arrived in immaculate attire, setting a sophisticated tone for the celebration. The atmosphere was electric, blending glamour, anticipation, and heartfelt appreciation for the tireless work of employment service professionals.

The ceremony honored outstanding performance, innovation, and commitment within the public employment sector. The highlight of the night was the Northern Province, which claimed the biggest award for its exceptional service delivery and impactful initiatives, earning enthusiastic applause and admiration.

Delivering the keynote address, Deputy Director-General (PES) Sam Mrotoba expressed deep gratitude to all officials for their unwavering dedication. He emphasised that the collective efforts of provinces drive progress and strengthen employment opportunities nationwide. As the evening drew to a close, excitement turned toward the future with the announcement that North West Province will host the 2026 Excellence Awards, promising another year of growth, collaboration, and recognition.

The 2025 ceremony will be remembered as a dazzling celebration of dedication, performance, and national unity.

By Sephewe Tshabalala

PES Awards



Best CSO in Provinces

Eastern Cape - Babalwa Nkohla
Thandi Makhetha - Free State
S'phiwe Tshabalala - Gauteng
Sphumelele Dube - KZN
Nora Mono - Limpopo
Maria Kutoane - Mpumalanga
Thabo Mohutsia - North West
Elvis Mhlukani - Northern Cape
Bernita Barnes - Western Cape



Best ESP in Provinces

Shantel Kroutz - Eastern Cape
Dimakatso Mokoena - Free State
Nonhlanhla Nkabinde - Gauteng
Hlengiwe Masetlane - KZN
Charles Thobejane - Limpopo
Lindane Nxumalo - Mpumalanga
Batsile Matsetse - North West
Sibongile Nomganga - Northern Cape
Tembisile Cetywayo - Western Cape



Best Employment Counsellor

Nozuko Ngam - Eastern Cape
Sam Weyers - Free State
Koketso Rabotho - Gauteng
Vuyelwa Nqojane - KZN
Promise Mashigo - Limpopo
Melidah Mamakwa - Mpumalanga
Neo Matolong - North West
Lebogang Kgoglagomang - Northern Cape
Monde Peter - Western Cape



Best CSO National

1. S'phiwe Tshabalala - GP
2. Thandi Makhetha - Free State
3. Sphumelele Dube - KZN



Best ESP National

1. Nonhlanhla Nkabinde (GP)
2. Tembisile Cetywayo (WC)
3. Charles Thobejane (LP)



Best Employment Counsellor National

1. Koketso Rabotho (GP)
2. Neo Matolong (NW)
3. Sam Weyers (FS)
Bernita Barnes - Western Cape



Best Labour Centre

1. Bethlehem (FS)
2. Richards Bay (KZN)
3. eMalahleni (MP)



Best Province

1. Northern Cape
2. North West
3. Limpopo

PES Awards

Awards were presented across several categories, including Best Client Service Officer at national and provincial level, Best Employment Services Practitioner 2 at provincial and national level, Best Career Counsellor at provincial and national level, as well as Best Performing Labour Centre and Best Performing Province.

Best Client Service Officer (Provincial Level)



Best Employment Counsellor (Provincial Level)



Best Employment Service Practitioner 2 (Provincial Level)



Best CSO's National Level

Number 1



Number 2



Number 3



Best Employment Counsellor (National Level)

Number 1



Number 2



Number 3



Best Employment Service Practitioner 2 (National Level)

Number 1



Number 2





Deputy Minister @JudithNemadzin1 delivered the keynote address at the 2025 NLC National Indaba.

In her address, at the 2025 NLC National Indaba, Deputy Minister highlighted the Commission's renewed commitment to innovation, transparency, ethical governance, and strengthened partnerships.

#Yazini #ServicedeliveryZA #GovZAUpdates #DRAM2025 #DisabilityInclusion

Unlocking KwaZulu-Natal's Youth Potential: How partnerships are driving inclusive growth



Deputy Minister
Jomo Sibiya, MP

Unlocking KwaZulu-Natal's Youth Potential: How partnerships are driving inclusive growth

Durban, South Africa, Against the backdrop of KwaZulu-Natal's vibrant coastline and bustling economic hubs, a powerful conversation unfolded at the Coastlands on 18 November 2025. The occasion was the SA Youth Employer Breakfast, a strategic gathering of business leaders, HR practitioners, and government officials united by a common purpose: tackling South Africa's youth unemployment crisis head-on.

South Africa's youth unemployment remains one of the most pressing socio-economic challenges of our time. According to the latest Stats SA Quarterly Labour Force Survey, the expanded youth unemployment rate stands at 55.7% nationally, with over nine million young people classified as NEET (Not in Employment, Education, or Training). KwaZulu-Natal mirrors this trend, with an alarming 44.9% expanded youth unemployment rate.

Deputy Minister of Employment and Labour, Jomo Sibiya, captured the gravity of the situation in his keynote address, noting: "Our journey towards youth employment is not a sprint, but an enduring test of stamina, vision, and collective will. Every stride brings us closer to the finish line we seek: a South Africa where every young person finds their place on the track."



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Deputy Minister Sibiya likened the challenge to a marathon, emphasizing that perseverance and collaboration are key: "It is not the first few steps, but the unwavering perseverance, and of course the support of those cheering from the sidelines, that enable us to overcome obstacles and reach new horizons together."



KwaZulu-Natal is more than a picturesque province; it is an economic engine room with untapped potential. Durban hosts 25-30% of South Africa's global services workforce, creating thousands of youth jobs. With 6.5 million hectares of farming land, KZN produces 30% of the country's agricultural output. Its manufacturing sector accounts for 20% of provincial employment and 21% of national manufacturing GDP. Tourism is thriving, with Durban welcoming 2.8 million domestic trips between January and May 2025, generating R4.8 billion in spending and a surge in international arrivals. Despite these strengths, the province faces a stark reality: 46.1% unemployment among 15-34-year-olds in early 2025, representing thousands of talented young people eager to contribute but locked out of the economy.



The Deputy Minister reminded attendees that the recent decline in the national unemployment rate from 33.2% to 31.9% and

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the addition of 265,000 youth jobs in the last quarter are signs of progress; "We must bank the wins. This is a moment of victory, said with the full knowledge that the road ahead remains long," said Sibiya.

Launched in 2021 by President Cyril Ramaphosa, the Presidential Youth Employment Intervention (PYEI) is South Africa's most comprehensive effort to address youth unemployment. Its goal is to transition young people from learning to earning through coordinated public-private partnerships. A cornerstone of this initiative is the National Pathway Management Network (NPMN), led by the Department of Employment and Labour in collaboration with Harambee Youth Employment Accelerator, the National Youth Development Agency, and other partners. The NPMN aggregates opportunities and removes barriers, enabling young people to access jobs, training, and entrepreneurial pathways. At the heart of this network lies SA Youth, the country's largest recruitment platform, which has 4.5 million registered young work seekers and has successfully connected 14 million youth to earning opportunities. Importantly, 65% of registered users are young women, addressing gender disparities in the labour market.

The employer breakfast was not just a networking event, it was a call to action. Deputy Minister Sibiya challenged employers to become engines of inclusion, urging them to embrace inclusive hiring practices that prioritise youth, women, and persons with disabilities. "Inclusive hiring is not just about filling vacancies, it is about investing in potential. It is good for your bottom line."

Deputy Minister Sibiya stressed that businesses should see potential where others see risk and give young people their first opportunity; "Whether you are in Global Business Services, tourism and hospitality, retail, manufacturing, or agri-processing, be you from a large corporate, start-up or SMME, there is a place for young people in your value chain."

Employers were encouraged to leverage SA Youth's tech-powered platform, which uses intelligent algorithms and geo-location mapping to match candidates to vacancies efficiently. The recent launch of the Inclusive CV feature further simplifies the process, making it easier for businesses to hire entry-level talent at no cost.

The event featured a dynamic panel discussion titled "Building a Pipeline of Young Talent to Grow KZN's Economy," with insights from leaders at FNB, Dube TradePort Corporation, and Accenture. The conversation underscored the importance of pairing hiring with training, mentorship, and career development pathways to ensure long-term success. Kasthuri Soni, CEO of Harambee Youth Employment Accelerator, closed the session with a powerful reminder:

"Propelling the growth of KZN through South Africa's unseen young talent is not just an economic imperative, it is a social one." Deputy Minister Sibiya concluded with a poignant reflection on the link between employment and social stability; "We need not look very far, particularly in this province, to know and understand that a working nation is a peaceful nation. The riots in July 2021 remain a stark reminder of this."

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With over nine million young people still excluded from the labour market, the challenge remains immense. Yet, the momentum generated by initiatives like PYEI and platforms like SA Youth offers a beacon of hope. As Deputy Minister Sibiya aptly put it, this Employer Breakfast marks a new chapter in South Africa where we no longer speak of "unemployed youth," but of "untapped potential." The race to unlock youth employment is a marathon, not a sprint. And with government, business, and civil society running in stride, the finish line, a more inclusive, prosperous South Africa, is within reach.


Call to Action: Employers hold the key to unlocking South Africa's youth potential. By hiring through SA Youth, businesses can access a pool of motivated, entry-level talent at no cost, while shaping a more inclusive and economically vibrant future. Visit sayouth.mobi today and be part of the solution. Together, let's ensure that when a young person says, "I'm ready to work," the economy answers back, "We're ready for you."



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Department of Employment and Labour Champions Industrial Jobs as SANY Southern Africa Launches Boksburg Facility



Department of Employment and Labour Champions Industrial Jobs as SANY Southern Africa Launches Boksburg Facility

Boksburg, South Africa – 19 November 2025

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

A NATION THAT WORKS™

G20 SOUTH AFRICA 2025

WFP




Deputy Minister
Judith Nemadzinga-Tshabalala, MP

Department of Employment and Labour Champions Industrial Jobs as SANY Southern Africa Launches Boksburg Facility

Boksburg, South Africa – 19 November 2025 South Africa's industrialisation drive received a major boost today with the official launch of SANY Southern Africa's headquarters and manufacturing facility in Boksburg. This milestone is not just about machinery and infrastructure, it is about creating jobs, developing skills, and advancing the country's employment agenda under the stewardship of the Department of Employment and Labour.

A Partnership for Employment Growth

The Department of Employment and Labour views this project as a model for how public-private partnerships can unlock opportunities for decent work and sustainable livelihoods. By fostering collaboration between government and industry, South Africa can ensure that foreign direct investment translates into real jobs and improved living standards.

Driving Industrialisation and Job Creation

As South Africa repositions manufacturing as a growth engine, facilities like SANY's Boksburg plant demonstrate the country's potential to remain competitive in global value chains. This investment is a catalyst for economic development, skills advancement, and technological progress, not only in Boksburg but across the SADC region.

Jobs and Skills at the Core

Delivering the keynote address, Deputy Minister of Employment and Labour, Judith Nemadzinga-Tshabalala highlighted the significance of this investment for employment and skills development:

"This launch signals a renewed commitment to advancing South Africa's industrialisation agenda, accelerating economic growth, and building resilient, empowered communities."

SANY's investment goes beyond infrastructure, it prioritises skills development and technology transfer, equipping South Africans with the expertise to thrive in advanced manufacturing and future industrial revolutions.


Congratulations to SANY Southern Africa for partnering with South Africa in creating jobs, building skills, and driving shared prosperity, said Deputy Minister Nemadzinga-Tshabalala.

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



DEPARTMENT OF EMPLOYMENT AND LABOUR RESPONDS: A BLUEPRINT FOR LABOUR JUSTICE AFTER GEORGE

05 NOVEMBER 2025




PIC: GEORGE MUNICIPALITY

DEPARTMENT OF EMPLOYMENT AND LABOUR RESPONDS: A BLUEPRINT FOR LABOUR JUSTICE AFTER GEORGE

It was on 5 May 2024 that tragedy struck in George, in the Western Cape, when a multi-storey building under construction collapsed and claimed the lives of workers, and a large number of injuries. The disaster sent shockwaves through the nation and raised urgent questions about safety compliance and accountability in the construction sector.

Over the next couple of months, several government departments conducted investigations into the cause of the collapse and the extent to which the laws and regulations were observed. The Joint Portfolio Committees on Human Settlements and Public Works and Infrastructure convened a joint meeting on 5 November 2025, at which representatives of the key departments Police (SAPS), Public Works and Infrastructure, Employment and Labour, and George Municipality presented their findings.



LEGAL MANDATES AND INVESTIGATIVE PATHWAYS



DEPUTY MINISTER OF EMPLOYMENT AND LABOUR: JOMO SIBIYA

Labour, Jomo Sibiya, addressed Parliament's Joint Portfolio Committees on Human Settlements and Public Works, recounting the swift activation of disaster management protocols. Emergency services, disaster management teams, and specialised rescue units worked tirelessly until 17 May 2024 to clear the site and recover victims.

"This was not just a collapse of concrete and steel," Sibiya said. "It was a collapse of systems meant to protect workers."

The Department of Employment and Labour (DEL) confirmed that 77 workers were affected, with 28 fatalities and 40 injuries. The Compensation Fund (CF) received 68 claims, while the Federated Employer's Mutual Assurance (FEM) processed 5 additional claims. Four claims remain undocumented.

The DEL's constitutional mandate, grounded in Sections 10, 24, 27, and 34, empowers it to uphold labour standards, ensure safe working environments, and provide social protection. The collapse triggered a Section 31 investigation under the Occupational Health and Safety Act (OHS Act), which allows inspectors to probe incidents that result in injury or death.

Sibiya emphasised the independence and integrity of such investigations: "Investigations have their own lifespan and must be protected from interference to preserve their outcomes."

The investigation, led by the Western Cape OHS inspectorate, was expected to conclude by 30 October 2025, with possible outcomes including:

- Direct submission to the National Prosecuting Authority (NPA)
- Formal inquiry under Section 32
- Joint inquiry under Section 33

The social security response was hampered by missing documentation. Of the 49 registered CF claims:

- 33 were accepted.
- 13 rejected due to missing death certificates or ID documents.
- 1 rejected due to no physical injury.
- 2 under investigation due to mismatched employer records



FEM faced similar hurdles. One Malawian worker's documents showed discrepancies, while South African claimants lacked proof of dependency or failed to attend scheduled meetings. The main contractor, Liatel, registered with FEM, failed to submit claims despite repeated outreach.

In response, the DEL partnered with the International Labour Organisation (ILO) to launch the "Decent Work in Construction" project. Targeting vulnerable workers in four provinces, the initiative aims to:

- Improve working conditions.
- Promote labour rights.
- Formalise informal employment.
- Expand social security coverage.

Post-collapse inspections revealed alarming non-compliance:

- 2024 Blitz: 311 inspections, 42% compliance
- 2025 Blitz: 487 inspections, 42% compliance

Employers were found violating laws under the Basic Conditions of Employment Act (BCEA), Occupational Health and Safety (OHS), Unemployment Insurance Act (UIA), and Compensation for Occupational Injuries and Diseases Act (COIDA).

Deputy Minister Sibiya expressed concern over fragmented oversight: "It is regrettable that the Portfolio Committee overseeing Employment and Labour was not part of this joint session. Their inclusion would have strengthened accountability."

He stressed the importance of collaboration: "When departments pull in different directions, it exacerbates an already complex investigation. Unity brings timely and effective results."

The George building collapse is more than a tragic event, it is a national reckoning. It has exposed deep flaws in construction oversight, labour enforcement, and immigration compliance. As investigations near completion, the country must confront uncomfortable truths and commit to systemic reform.

"This incident must never repeat," Sibiya concluded. "We owe it to the workers who lost their lives, and to those who continue to build our nation brick by brick."



Committee members called for stronger enforcement capacity, tighter contractor vetting, and accelerated prosecution where negligence contributed to loss of life. Members further emphasized the importance of holding both private developers and state regulators accountable to prevent future tragedies.

The Deputy Minister of Employment and Labour further raised serious concerns about the lack of collaboration from certain government departments, noting that this lack of coordination has exacerbated delays in concluding the investigation. The Deputy Minister stressed that when institutions fail to work together, accountability is weakened and the pursuit of justice for affected workers and families is delayed.

Sibiya, reflected on the broader lessons emerging from the George building collapse and the discussions before the Portfolio Committee.

Deputy Minister Sibiya called for the establishment of clear interdepartmental protocols to guide how different government entities respond during emergencies of this nature. "A disaster is a disaster," he said, "and it requires that we act in a coordinated, disciplined and transparent manner guided by known procedures and not by individual discretion."

He concluded by acknowledging the lessons learned from the George collapse, urging all departments involved to close the gaps, improve collaboration, and ensure that government's collective response to such tragedies becomes faster, more effective, and more accountable in the future.

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Snippets of the November 2025 DEL activities: A Month in Review



Deputy Minister Judith Nemadzinga-Tshabalala

Labour income is the income individuals earn from working. It includes their wages, bonuses, and any extra payments from a job. If they are self-employed, it's the money they make from working, which does not include income from investments, rent, or owning a business without working in it. The inclusion of labour income from self-employment is vital for understanding the status of labour markets globally, as nearly 50 per cent of the global workforce is self-employed, with particularly high shares in low- and lower-middle income countries. Unlike capital income – that is, money earned from assets such as property, patents, or machinery and typically benefitting wealthier individuals – labour income is the main livelihood source for most people.



UIF Gauteng at the Mid-Term Review and Strategic Planning Workshop, which took place on 04-06 November 2025 in Centurion, Gauteng. The team is focused on progress, re-energising, and future strategies. #DEL #UIF #YAZINI #StrategicPlanning #Working4you

On 20 November 2025, we hosted a joint workshop for UIF Board, Labour Activation Programme Committee (LAPC) and Audit Committee.

The session started very well with the Chairperson of LAPC clearly outlining the purpose of the workshop, precise UIF Board expectations outcomes by the Chairperson of the board as well outcome expectations, from the Chairperson of the Audit Committee.

The facilitator of the session proceeded to provide catalytic coordination during the presentations on LAP APP performance report Q1 - 2025/26 as well presentations , on LAP outputs namely- Employability, Temporary Employer - Employee Relief Scheme and Business Turn Around and Recovery Programme.

Representatives from the CCMA and Productivity SA are also in attendance .

#Unemployment Insurance Fund
#Department of Employment and Labour



MEDIA INTERVIEW



TUNE IN TO ENCA

Deputy Minister Jomo Sibiya, MP joins eNCA to speak about the Role of the Department of Employment and Labour and the site visit to HOMII Building in Durban, KwaZulu Natal

Date: Friday, 31 October 2025
Station: eNCA (Channel 403)
Time: 14h30



INVITATION
MPUMALANGA

UIF EMPLOYER SEMINAR

Wednesday, 05 November 2025

The Department of Employment and Labour (DEL), together with its entity the Unemployment Insurance Fund (UIF), cordially invites employers and relevant stakeholders in the Nkangala District Municipality to a UIF Employer Seminar that will be held at the Anew Hotel in the town of Emalahleni, Mpumalanga.

This Employer Seminar is organised to empower employers with information about all matters UIF, applicable employment laws, and to address workplace challenges. Additionally, the Seminar seeks to educate stakeholders on a range of employment and labour programmes, as well as other relevant services for employers' representatives to make informed decisions regarding their obligations to employees.

Furthermore, the Seminar also seeks to foster collaborative relationships between the Department and its key stakeholders through facilitating open discussions on employer compliance, rights, and obligations. By strengthening these partnerships, DEL aims to promote a more harmonious and effective labour market, ultimately benefiting both employers and employees.

Topics to be covered include but are not limited to: • UIF Compliance (UI Act), Labour Activation Programmes • Clarifying on Reduced Worktime Benefits • UIF Online and e-Declaration • Compensation Fund (Compensation for Occupational Injuries and Diseases Act) • Inspection and Enforcement Services (Basic Conditions of Employment Act / National Minimum Wage Act and Occupational Health and Safety Act)

Details of the Stakeholder Engagement is hosted as follows:

DATE: Wednesday, 05 November 2025
VENUE: Anew Hotel
Main Street, Emalahleni
TIME: 09:00 – 13:00
Registration starts at 08:30

RSVP by 03 November 2025 to Nozifiswezihle Sibanyoni on 013 061 0179 or by email to nozifiswezihle.sibanyoni@labour.gov.za

For enquiries contact: Elizabeth Nkosi on 013 061 0177 or by email to: elizabeth.nkosi@labour.gov.za

Media on 088 00 87



DEPARTMENT OF EMPLOYMENT AND LABOUR INSPECTION AND ENFORCEMENT SERVICES

DM Sibiya to lead a Multidisciplinary High Impact Blitz Inspections

Deputy Minister Jomo Sibiya, MP will spearhead a Multidisciplinary High Impact Blitz Inspection in the Eastern Cape Province. The Inspection will target various sectors to ensure compliance with various Labour and Immigration Laws.

Details:

Date: Thursday, 06 November 2025
Venue: Eastern Cape Province

"Multidisciplinary High-impact Blitz Inspections: Driving Compliance, Protecting Workers. One Team. One Mission. Full Compliance."

#YAZINI FRIDAY



DEPARTMENT OF EMPLOYMENT AND LABOUR IES ADVOCACY SESSION

07 Nov 2025

Deputy Minister Jomo Sibiya, MP together with the Rand Mutual Assurance (RMA) will lead an IES Advocacy Session targeting both Employer and Employees.

Friday, 07 November 2025

Hangda Steel, Thaba Nchu, Free State

09h00

#YAZINI!



PUBLIC INVITATION
Mpumalanga Province

TAKING SERVICES TO THE PEOPLE

The Department of Employment and Labour cordially invites employers, employees, and unemployed residents of the Steve Tshwete Local Municipality, Mpumalanga Province, to access all departmental services. The campaign will take place as per the below details.

DATES	VENUE	TIMES
Thursday, 06 November 2025	Nhluzi Mall	08:00 – 15:00
Friday, 07 November 2025	Nhluzi Mall	08:00 – 15:00

Clients who wish to apply for UIF benefits must bring along the following:

1. ID Document or valid Passport.
2. Valid banking details.
3. UIF form, UI2.8 form and salary schedule (where applicable).

UIF Benefits:

Unemployment, Illness, Maternity, Dependants, Adoption, and Parental Leave.

Other services that will be offered on the day:

1. Inspection and Enforcement Services (IES)
2. UIF online system
3. Public Employment Services (Work seekers)
4. Compensation for Occupational Injuries and Diseases Act (COIDA)
- 5.

ENQUIRIES : Name: Elizabeth Nkosi
: Email: elizabeth.nkosi@labour.gov.za
: Contact Number: 013 061 0177

Media on 088 00 87



The Department's entity, Unemployed Insurance Fund, took all its services closer to the community of Steve Tshwete Local Municipality in Mpumalanga on 06 - 07 November 2025.



CAREER EXHIBITION 2025 PERSONS WITH DISABILITIES

INVITATION: Department of Employment and Labour Career Exhibition

The Public Employment Services (PES), in collaboration with Supported Employment Enterprise (SEE), cordially invites you to a Department of Employment and Labour Career Exhibition designed for Persons with Disabilities.

This event aims to connect learners from special schools and Persons with Disabilities work seekers with institutions that offer work opportunities, further career development and pathways into entrepreneurship.

Various stakeholders will exhibit their services at dedicated stalls. Learners and Persons with Disabilities work seekers will gain valuable information about diverse career fields directly from these institutions.

Employment Services staff will render:

- PACE Career Interest Questionnaire
- Career and Employment Counselling
- Access to ESSA Opportunities
- Work Seeker Database Registration

Date: Thursday, 6 November 2025

Time: 08:00 - 15:00

Venue: SEE Factory, Corner Uranus Road and Cupid Crescent, Pietermaritzburg

ENQUIRIES CONTACT

ENQUIRIES: Mr. Sandile Mthimkhulu (060 984 1678)
Ms. Zingisa Fumba (073 145 9945)

Department of Employment and Labour | X | @



Employment and Labour
Higher Education and Training
Small Business Development



On 05 November 2025, the Department of Employment and Labour, together with its entity, the Unemployment Insurance Fund (UIF), hosted an Employer Seminar in Witbank, Mpumalanga. The purpose of the session was to assist employers in understanding the significance of compliance with the Labour Regulations and Labour Laws of the department. #Yazini #DEL #WorkingForYou #ServiceDeliveryZA #GovUpdates



On the sidelines of UIF's Employer Seminar, Chief Director: Provincial Operations in Mpumalanga, Rev. Mandla Sibanyoni, spoke to eMalahleni FM about the importance of compliance by companies. #Yazini #ServiceDeliveryZA #GovZAUpdates



06 November 2025: @The Department of Employment & Labour, together with its entities, was servicing community members #taking servicesCloserToThePeople at Mhluzi Mall in Middleburg, Mpumalanga. All services of the department are being rendered, claims of the Unemployment Insurance Fund and the Compensation Fund are being taken and processed. The DEL also has Public Employment Services, which assists work seekers to register on the Employment Services of South Africa (ESSA) system. #UIF #COIDA #PES #ESSA #WorkingForYou #Yazini #DEL #ServiceDeliveryZA



Employment and Labour's Public Employment Services, through Supported Employment Services SEE hosted a key exhibition for persons with disabilities. The event took place at the Supported Employment Enterprise (SEE) factory, Oribi in Pietermaritzburg. The participating stakeholders included Statistics South Africa, Standard Bank, and South African Social Security Agency (SASSA). The event intends to spread information on opportunities available for persons with disabilities in and around uMgungundlovu district municipalities and surrounding areas. This program serves as a contribution towards the realisation of the national disability month. The event theme: "Creating Strategic Multisectoral Partnerships for a Disability - Inclusive Society." # Yazini #DEL #WorkingForYou # Services DeliveryZA #GovZAupdates



The Deputy Minister Jomo Sibiya is meeting with stakeholders from various government departments ahead of a comprehensive workplace inspection in the Sundays River Local Municipality (Eastern Cape). The inspections aimed to test the levels of compliance with labour legislation within the agricultural sector.



Deputy Minister Jomo Sibiya oversaw a multi-disciplinary, high-impact blitz inspection in the Eastern Cape. #Yazini #DEL #WorkingForYou #ServiceDeliveryZa #GovZAupdates

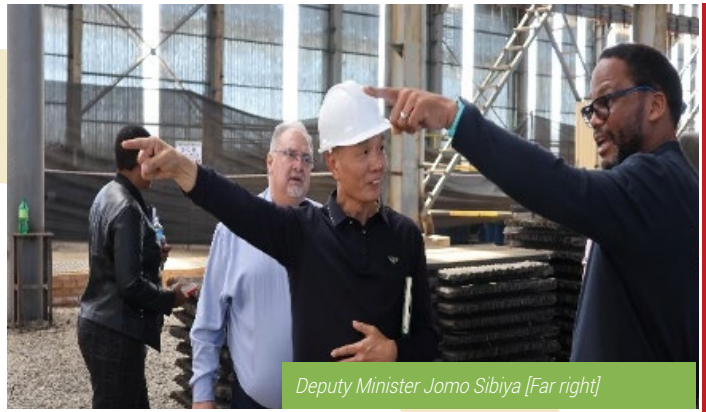


Deputy Minister of Employment and Labour, Mr Jomo Sibiya [2nd from left], was on 07 November 2025, overseeing an advocacy session at Hangda Steel in Thaba Nchu, Free State Province. The engagement, held in collaboration with the Rand Mutual Assurance (RMA), was targeted at both employers and employees. This session followed unannounced inspections conducted at the company on 23 August 2025, which were initiated after a worker lodged a complaint.

The advocacy aims to:

- Provide feedback on the inspection outcomes, including compliance orders, contraventions, and prohibition notices that were issued.
- Assess progress made in addressing identified areas of non-compliance.
- Educate employers and employees on their rights and responsibilities under South African employment legislation.
- Engage directly with workers to hear their concerns and evaluate improvements in working conditions following the Department's intervention.

#YaziniFriday #WorkingForYou #GovZAupdates



Deputy Minister Jomo Sibiya [Far right]

Deputy Minister Jomo Sibiya led a walkabout and advocacy session at Hangda Steel in Taba Nchu. DM Sibiya has commended compliance improvements to labour laws by employers at Hangda Steels since the last visit on 23 August 2025. Safety in work areas has been improved, and workers have been provided with adequate PPE. "All we want is to ensure that our collaborative effort together with yourselves as employers ensures that our workers are protected and jobs are preserved", said DM Sibiya. #Yazini #Workerssaftey #Delservices #Delfriday



" We are not on a fault-finding mission; it's all about compliance. We are a country of laws", said Deputy Minister Sibiya [Left], addressing employers, employees, and stakeholders during his address at Hangda Steel follow-up inspection drive in Thaba Nchu, Free State. #Yazini #Blitzinspections #DELfriday #Yazini



Deputy Director UIF Operations in Gauteng, Peter Godongwana, leading from the front, and lending a helping hand! Assisting clients inside #UIFBus today at Evaton Mall as part of our "Taking Services closer to the People" Campaign. #DEL #UIFBus #YAZINI #WorkingForYou #TakingServicesCloserToThePeople #CommunityOutReach



The Department of Employment and Labour's Compensation Fund hosted a COID Workshop for Building, Electrical and Construction Sectors in George, Western Cape Province. #DEL #YAZINI #WorkingForYou #TakingServicesToPeople



Employment and Labour's Public Employment Services (PES) Unit, on 11 November, commenced a three-day strategic planning session in Mbombela, Nelspruit. The session aimed to review the 2024/25 Annual Performance Reports, deliberate on the draft Annual Operational Plan, and address key strategic priorities of the unit.

Attending the session are officials responsible for providing career counseling to work seekers, registering job seekers on the department's Employment Services of South Africa (ESSA) database, and identifying potential employment opportunities, among other critical functions. #Yazini #GovtUpdatesZA #DEL



Day two (2) of the Public Employment Services (PES) strategic planning in Mbombela, Nelspruit, brought together senior officials to clarify the unit's strategic direction and operational priorities. The day's proceedings are chaired by Gauteng Chief Director for Provincial Operations, Mr. Tshepo Mokomatsidi [In picture], and opened with an address by Acting Director-General Jacky Molisane. Setting the tone for the discussions, Molisane emphasised the need for PES to evolve from a support service into a key driver of economic transformation.

"PES must move from being a support service to being a strategic driver of economic change. Our work must not end with registration or counselling, it must lead, influence, and inspire labour market transformation," she said.

The day's agenda included deliberations on the National Labour Migration Policy (NLMP) and Employment Services Advisory Board (ESAB) project plans, in preparation for implementation. Delegates will also engage in a roundtable discussion on strengthening service delivery and innovation within the public employment sector. #Yazini #DEL #GovtUpdateZA



Ms Jacky Molisane, Acting Director General, speaking at the Public Employment Services (PES) strategic planning conference, urged delegates to reimagine South Africa's Public Employment Services (PES) as a transformative force at the centre of national development. She emphasized that strong, innovative employment systems are key to thriving economies and inclusive growth. The Acting DG called for every labour centre to model service excellence and accountability, with officials taking pride in being part of a movement to end joblessness. She stressed that government cannot achieve this goal alone and urged collaboration with business and civil society to build inclusive, sustainable employment pathways.

Acknowledging the challenge of youth unemployment, the Acting DG framed them as opportunities for reinvention rather than retreat. She called for a renewed framework with clear timelines, measurable outcomes, and shared accountability to emerge from the conference. Molisane reminded participants that PES is not just an administrative system but a national lifeline and a symbol of renewal. She encouraged everyone to be practical, client-focused, and service-oriented, reaffirming her commitment to lead and coordinate efforts to make the transformation of South Africa's employment services a reality. #Yazini #DEL #GovtUpdateZA



The #UIFBus in Mamelodi! The @EmploymentandLabour team and the #UIF were at Tshwane Regional Mall in Mamelodi, on 13 November 2025, taking essential departmental services closer to the people. Come visit the #UIFBus for assistance, support. #UIF #DEL #YAZINI #WorkingForYou #GovZAUpdates



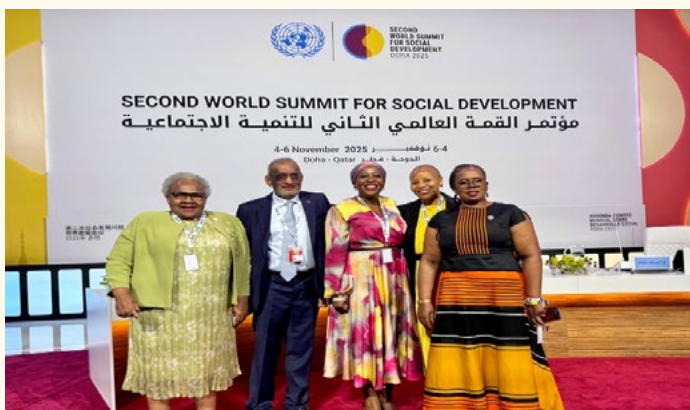
#DRAM2025 | SEE participated in the All-Purpose Youth Disability Inclusion Expo at Ditsong National Museum in Pretoria, highlighting strategic partnerships for a disability-inclusive society. #DisabilityInclusiveSA | #SEEempowers | #DisabilityRights | #Yazini | DEL | #ServicedeliveryZA | #GovZAUpdates



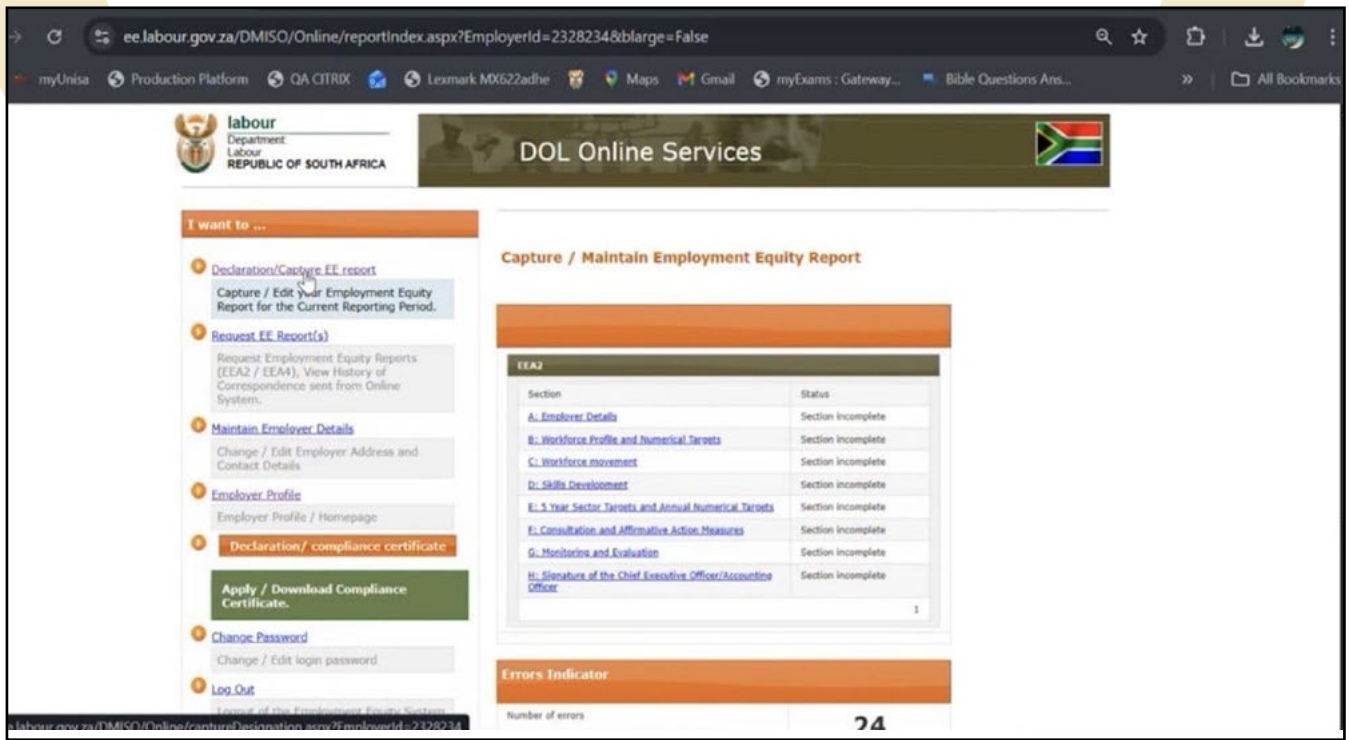
Minister Meth [2nd from Right] taking part in a panel discussion on driving inclusive growth: Policy levers for full productive employment sponsored by the International Trade Union Confederation (ITUC), at the Second World Summit for Social Development in Doha, Qatar #Yazini #DEL #SocialSummit2025 #GovZAUpdates



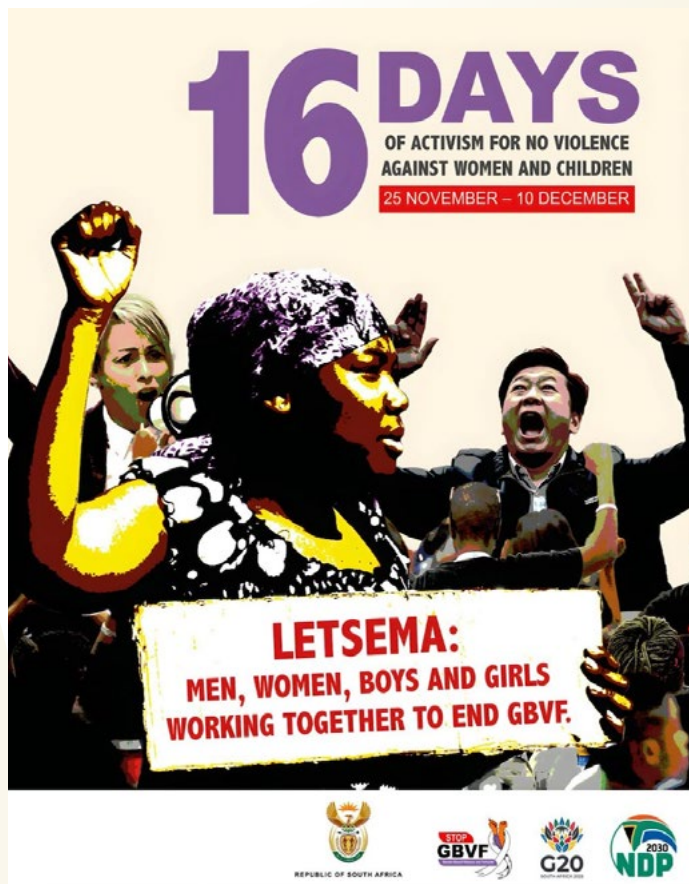
Minister Meth [2nd from Left] delivered the opening remarks at the Second World Summit for Social Development under the theme: Linking Social Protection with Labour Market Programmes, Employment and Services for Better Social Development Outcomes #SocialSummit2025 #ANationThatWorksForAll #Yazini



Minister Meth [right] part of Team South Africa at the Second World Summit for Social Development in Doha, Qatar #Yazini #DEL #SocialSummit2025 #ANationThatWorksForAll #GovZAUpdates @GovernmentZA



How to reset declaration screen for #EmploymentEquity Reporting
youtu.be/R-yVaKexjCM?si...
 #Yazini #ServicedeliveryZA #GovZAUpdates #DRAM2025 #DisabilityInclusion



#16DaysOfActivism for No Violence Against Women and Children Campaign takes place between 25 November and 10 December 2025 under the theme: "#Letsema: Men, Women, Boys and Girls working together to end Gender-Based Violence and Femicide (GBVF)".
 #Yazini #GovZAUpdates #DRAM2025

PROJECT 20K

Internship Opportunities, Closing 5 December 2025

RECRUITMENT OF UNEMPLOYED GRADUATE INTERNS FOR FIELD ICT TECHNICIAN ROLES

PROJECT 20K

RECRUITMENT OF UNEMPLOYED GRADUATE INTERNS - PRETORIA HEAD OFFICE ONLY

The Department of Employment and Labour would like to invite **qualifying graduates** to apply to participate in an internship programme for a **period of 24 months**.

WHO CAN APPLY?

- South African citizens
- Individuals who are unemployed and seeking workplace experience
- Those who have not previously participated in any internship programme
- Holders of a matric certificate and a relevant post-school qualification
- Preference will be given to qualifying South African youth, persons with disabilities, and individuals from previously disadvantaged groups

ROLES	CRITERIA
REMOTE ICT TECHNICIANS	3-year tertiary qualification (National Diploma - NQF 6/Undergrad Bachelor's Degree - NQF 7) in one of the following: Information Technology (A+ and or N+ Certificate will be an advantage)
CONTRACT & LICENCE CONTROLLER	Business Management / Administration / Logistics / Financial Management / LLB / Commercial Law / Information Technology
ASSET MANAGEMENT OFFICER	Supply Chain Management / Asset Management / Public Management / Public Administration / Business Management / Business Administration / Financial Management / Accounting / Taxation / Internal Auditing
ADMINISTRATION CLERK	Management / Public Management / Public Administration / Business Management / Business Administration / Management Assistant / Office Management and Technology / Administrative Management / Public Management and Governance
LABOUR MARKET INFORMATION & STATISTICS	Economics / Statistics / Data Analytics / Social Sciences
LABOUR MARKET MONITORING & LABOUR MARKET INFORMATION	Economics / Statistics / Data Analytics / Social Sciences
LIBRARY	Library and Information Science or relevant field
DIGITAL CONTENT CREATOR	Graphic Design / Multimedia / Visual Communication or equivalent qualification
RESEARCHER	Public Administration / Social Sciences / Economics
ICT SERVICE DESK AGENTS	The above criteria does not apply to this role. A National Higher Certificate/College Diploma (NQF5) as recognised by SAQA is required in the following: Information Technology (ICT) / A+ Certificate

APPLICATION CLOSING DATE
5 December 2025

CONTRACT DURATION
24 Months

STIPEND
R7 860 per month

HOW TO APPLY

- Go to [sayouth.mobi](#)
SA Youth is free, no data needed
- Register on [sayouth.mobi](#)
The process will take +4 mins
- If you have already registered on SA Youth, just log in

Once you've registered, you'll see opportunities at your nearest Dept of Employment & Labour - based on your address - ready to apply.

No opportunities showing up? You can search for "Project 20k" in the search box.

[SAYouth.mobi](#)

Need help? Call or WhatsApp SA Youth on 0800 72 72 72 | 9:00 - 16:30 | Monday - Friday

PROJECT 20K

RECRUITMENT OF UNEMPLOYED GRADUATE INTERNS FOR FIELD ICT TECHNICIAN ROLES

The Department of Employment and Labour would like to invite **qualifying graduates** to apply to participate in an internship programme for a **period of 24 months**.

PARTICIPATING SITES	WHO CAN APPLY?
<ol style="list-style-type: none"> 1. Pretoria Head Office 2. Gauteng 3. Western Cape 4. Free State 5. Kwa Zulu Natal 6. Limpopo 7. Mpumalanga 8. Eastern Cape 9. North West 10. Northern Cape 	<ul style="list-style-type: none"> • South African citizens • Unemployed and seeking workplace experience • No prior participation in any internship programme • In possession of a matric certificate and a relevant post-school qualification • Preference will be given to qualifying South African youth, persons with disabilities, and individuals from previously disadvantaged groups

SELECTION CRITERIA

3-year tertiary qualification (National Diploma - NQF 6/Undergrad Bachelor's Degree - NQF 7) in one of the following:

- Information Technology
- Information Systems
- Computer Engineering
- Computer Science

APPLICATION CLOSING DATE
5 December 2025

CONTRACT DURATION
24 Months

STIPEND
R7 860 per month

HOW TO APPLY

- Go to [sayouth.mobi](#)
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#Project20K | Internship Opportunities, Closing 5 December 2025
labour.gov.za/DocumentCenter...
#Yazini #ServicedeliveryZA #GovZAupdates #DRAM2025
#DisabilityInclusion #jobs #internships

THE SOUTH AFRICAN DELEGATION AT THE SECOND WORLD SUMMIT FOR SOCIAL DEVELOPMENT

Minister in the Presidency for Planning, Monitoring and Evaluation, **Hon. Maropene Ramokgopa**, will lead South Africa's delegation to the Second World Summit for Social Development, joined by Minister of Social Development, **Hon. Sisisi Tolashe**, Minister of Employment and Labour, **Hon. Nomakhosazana Meth**, and senior government officials.



The Summit builds on the Copenhagen Declaration, bringing together global leaders to strengthen cooperation and renew commitments to social development and the Sustainable Development Goals.

04-06 November 2025
Doha, Qatar

#DomsAtWork @DomsAtWork @MaropeneRamokgopa #DomsAtWork



Minister Meth [Far Right] is part of the @GovernmentZA delegation at the Second World Summit for Social Development, which takes place in Doha, Qatar, from 4 to 6 November 2025. South Africa proudly advances universal access to social protection in building an inclusive and sustainable world.

UIF MOBILE BUS SCHEDULE
TAKING SERVICES TO THE PEOPLE
FREE STATE PROVINCE

The Unemployment Insurance Fund (UIF), an entity of the Department of Employment and Labour, cordially invites members of the public to the Taking Services to the People Campaign, which will take place as follows:

17 – 21 NOVEMBER 2025 **FREE STATE**

DATES	VENUES	TIMES
17 November 2025	Welkom Theunissen Town Hall	08:00 - 15:00
18 November 2025	Bethlehem Lindley Community Hall	08:00 - 15:00
19 November 2025	Phuthaditjhaba Labour centre	08:00 - 15:00
20 November 2025	Phuthaditjhaba Labour centre	08:00 - 15:00
21 November 2025	Harrismith, Vrede Mhlabuzima Community Hall	08:00 - 15:00

The following services will be rendered:

- Assistance with UIF claims and enquiries • Processing of UIF payments • Assistance with COVID19 TERS enquiries • Assistance with Compensation Fund (COIDA) claims and enquiries • Work-seeker registration (ESSA) • Inspection and Enforcement Services

Members of the public who wish to be assisted on the above-mentioned services are encouraged to bring along the following documents:

- Certified copy of Identity Document / Valid Passport
- Proof of residence - Completed UI-19 & Salary Schedule
- Bank stamped UI-2.8 form
- Curriculum Vitae (CV)



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UIF
 WORKING FOR YOU

The Unemployment Insurance Fund (UIF), an entity of the Department of Employment and Labour, cordially invites members of the public in the Free State to the Taking Services to the People Campaign. #Yazini #ServiceDelivery #WorkingforYou #DEL #UIF



The two day joint UIF Board, Labour Activation Programme Committee (LAPC) and Audit Committee Workshop, scheduled for 20 - 21 November 2025. Ended on a high note today.

The workshop had very thought provoking discussions, characterised by indepth reflective discussion, influenced by a strong theory of change and practical proposals, towards re-magining the Labour Activation Programme to a more responsive and relevant job creation vehicle. That is awake to the environment it is operating within.

The workshop facilitator ably steered the session through an interactive and robust process that saw the collective making relevant recommendations and action points.

The latter will inevitably serve as the leading edge and guidelines for further processing by the relevant governance structures as well by management.

*#Unemployment Insurance Fund
 #Department of Employment and Labour*

Guardians of Dignity: Why Occupational Health and Safety in Funeral Parlours Matters More Than Ever



Guardians of Dignity: Why Occupational Health and Safety in Funeral Parlours Matters More Than Ever

When families face their darkest hour, funeral parlours step in as pillars of compassion and professionalism. Yet behind the solemnity of their work lies a reality few acknowledge: the funeral industry is one of South Africa's most hazardous workplaces. Speaking at the Funeral Parlours Association gathering, Deputy Minister Jomo Sibiya of Employment and Labour delivered a powerful message, emphasising that compliance is not merely regulatory but an investment in the well-being of workers, the dignity of the deceased, and the sustainability of the sector.

The Deputy Minister began by honouring the sector's extraordinary courage during the COVID-19 pandemic. Funeral workers handled infected remains daily, supported grieving families under strict restrictions, and ensured dignity for the deceased.



Deputy Minister
Jomo Sibiya, MP

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Biological hazards include exposure to tuberculosis, Hepatitis B and C, HIV, and emerging pathogens during embalming and body handling. Chemical hazards such as formaldehyde and embalming agents are linked to respiratory illness and long-term complications. Ergonomic strain arises from lifting and moving bodies in awkward positions, while psychosocial stress stems from constant exposure to grief and trauma. Workers also enter refrigerated rooms set between 0°C and 5°C, risking cold stress, numbness, and injury.



Many paid the ultimate price. "Your heroism must remain etched in our national memory," Sibiya said. The pandemic underscored a truth: funeral services are not just businesses; they are essential services and a cornerstone of public health.

Behind the scenes, funeral parlour employees face a cocktail of risks.

Ergonomics and Environmental Regulations, demand risk assessments, PPE, and medical surveillance. Cold storage facilities require special measures, including insulated chambers, protective clothing, time limits for exposure, and emergency release mechanisms. Backup power systems are non-negotiable to prevent decomposition hazards and maintain

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dignity. As Deputy Minister Sibiya warned, "A single failure can damage public confidence, disrupt operations, and negatively impact grieving families."

Inspections reveal systemic non-compliance across the sector. Many businesses fail to provide employment contracts, issue payslips, or pay the national minimum wage. Others neglect ventilation, electrical safety, and PPE requirements. Non-registration for UIF and COIDA leaves workers without social protection. These failures have serious consequences: R13 million in back-pay has been recovered for underpaid workers, and R2.6 million in fines imposed for non-compliance. Beyond financial penalties, businesses risk closure and reputational collapse.

Workers endure unsafe conditions, wage exploitation, and a lack of social security, especially in rural areas, while employers face escalating legal and operational risks. Informal practices and reluctance to invest in compliance deepen the crisis. To address this, Sibiya called for a culture of prevention driven by leadership, worker participation, and continuous training. Government pledges ongoing enforcement and collaboration with industry stakeholders.

Funeral parlours safeguard dignity in death. It is time we safeguard dignity in work. Compliance is not about ticking boxes; it is about honouring those who carry society's most sacred responsibility.

Practical Compliance Tips for Funeral Parlours: Employers should provide PPE for biological and chemical hazards, limit exposure in cold rooms, and ensure insulation and emergency release mechanisms. Backup power systems for refrigeration units must be tested regularly. Risk assessments should cover biological, chemical, ergonomic, and psychosocial hazards. Medical surveillance, including baseline health checks and immunisations, is essential. Businesses must register for UIF and COIDA, maintain employment records, and invest in continuous training and OHS awareness.

Why It Matters: Funeral parlours safeguard dignity in death. It is time we safeguard dignity in work. Compliance is not about ticking boxes; it is about honouring those who carry society's most sacred responsibility.

To address this, Sibiya called for a culture of prevention driven by leadership, worker participation, and continuous training. Government pledges ongoing enforcement and collaboration with industry stakeholders.

"Together, we must ensure that every worker in this essential industry enjoys the constitutional and international right to decent work," Sibiya concluded.

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

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National Economic
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Labour Council



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