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Employment and Labour Minister Nomakhosazana Meth (second from left) during the Group of Twenty (G20) second Employment Working Group (EWG) meeting held at The Arch Convention Centre (ACC) in uMhlanga, KwaZulu-Natal. With the Minister (from left to right) are Unemployment Insurance Fund Chief Director of Labour Activation Programme (LAP) Mpumi Mnconywa; Employment and Labour Deputy Minister Judith Nematzinga-Tshabalala; and Department of Employment and Labour Acting Director General Jacky Molisane. The G20 second EWG meeting discussed gender inequality and disparities in income share.

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DEL teams up with CEE, CCMA to discuss the new Employment Equity Act in national advocacy workshops

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55 million more people now enjoy better social protection, compared to 2021, as a result of a global ILO programme

DIARY OF EVENTS



MAY

01 May 2025 = Worker's Day (national holiday)

08 - 09 May 2025 = Department's Inspections and Enforcement Branch (IES) branch hosts an Annual Employment & Labour Law Indaba at the Birchwood Hotel & OR Tambo Conference Centre in Boksburg, Gauteng

20 May - 03 July 2025 = The Department's Employment Equity (EE) Directorate together with Commission for Employment Equity (CEE) partners with Commission for Conciliation Mediation and Arbitration (CCMA) to conduct national EE advocacy workshops. Under the theme: "Bridging the Equity Gap Through Diversity & Inclusion" – these will be held as follows: Eastern Cape - East London (20 May 2025) Gqeberha (22 May 2025); KwaZulu-Natal - Pietermaritzburg (27 May 2025) Durban (29 May 2025); Free State - Welkom (03 June 2025) Bloemfontein (04 June 2025); Limpopo - Thohoyandou (03 June 2025) Polokwane (05 June 2025); Mpumalanga - Nelspruit (10 June 2025) Witbank (Emalahleni) - (12 June 2025); North West - Klerksdorp (10 June 2025) Rustenburg (12 June 2025); Northern Cape - Kimberley (18 June 2025); Western Cape - Mossel Bay / George (24 June 2025) Cape Town (25 June 2025); Gauteng - West Rand / Vaal (01 July 2025) Johannesburg (02 July 2025) Pretoria (03 July 2025)

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

27 May 2025 = Department of Employment and Labour in a partnership with University of Johannesburg (UJ) expected to host the second Elijah Barayi Memorial Lecture as part of celebrating International Workers Month

JUNE

02-13 June 2025 = 113th Session of the International Labour Conference (ILC) is held in Geneva, Switzerland. The Conference sets the international labour standards and the broad policies of the International Labour Organization (ILO). It meets annually. Often called an international parliament of labour, the Conference is also a forum for discussion of key social and labour questions.

14 June 2025 = 354th Session of the Governing Body of ILO meets in Geneva, Switzerland. The Governing Body of the International Labour Office is the executive body of the International Labour Organization (the Office is the secretariat of the Organization). It meets three times a year, in March, June and November. It takes decisions on ILO policy, decides the agenda of the International Labour Conference, adopts the draft Programme and Budget of the Organization for submission to the Conference, and elects the Director-General.

16 June 2025 = Youth Day (national holiday)

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

29-30 June 2025 = G20 3rd Employment Working Group (EWG) meeting in Geneva, Switzerland

JULY

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

30-31 July 2025 = G20 4th Employment Working Group (EWG) meeting and, the Labour and Employment Minister Meeting in the Western Cape



We value your feed-back and contributions, please contact

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G20

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2025**



EDITORIAL



CELEBRATING FREEDOM MONTH IN SOUTH AFRICA

April is recognised as Freedom Month in South Africa, a significant commemoration for all citizens. It is a time to reflect on our hard-earned democracy and the freedoms we enjoy today. Freedom is often defined as the condition or right of being able to do, say, or think whatever one wants without being controlled or limited. In many parts of the world, these freedoms are hard to come by and often come at a high cost, sometimes involving serious or extreme sacrifices. In South Africa, we celebrate Freedom Day on 27 April, marking the first non-racial election of 1994 and the end of Apartheid rule. This day reminds us of the importance of protecting our hard-earned freedom with great vigilance and pride.

Under the guidance of the Department of Employment and Labour, South Africa recently hosted the G20 second Employment Working Group (EWG) meeting. This historic event focused on gender equality in the workforce and addressing the growing disparity in labour income share. The meeting, held under the theme “Living and Working in an Unequal World: Ensuring Decent Work and Decent Lives,” aligns with South Africa’s G20 Presidency theme of: *Solidarity, Equality, Sustainability*.

Following the success of the previous meeting in Gqeberha from 18-21 February 2025, which discussed Inclusive Growth and Youth Employment, Social Security, and Digitalisation for an Inclusive Future of Work, the latest congregation continued to build on these critical issues.

Additionally, the Department hosted the Jobs and Career Fair, where Minister of Employment and Labour, Nomakhosazana, presided over the handover of contracts worth R460 million to 15 LAP partner companies in Mpumalanga. This initiative aims to stimulate job creation in the province across various sectors, creating approximately 9,600 training and job opportunities. Similar launches are expected to be rolled out in other provinces.

April is also designated as Occupational Health and Safety (OHS) Month. The Department of Employment and Labour has been actively promoting health and safety in the workplace through various activities, meetings, and conferences nationwide. These efforts culminate in the national commemoration of the World Day for Health and Safety on 28 April, featuring expert speakers and discussions on the impact of digitalisation and artificial intelligence on workers’ safety and health.

The month of April also marks the beginning of a new financial year, bringing fresh opportunities for the Department of Employment and Labour to enhance its outreach to clients. The Department plans to implement innovative strategies to improve service delivery, including expanding digital platforms for easier access to services and increasing community engagement initiatives. These efforts aim to ensure that all citizens are aware of and can benefit from the Department’s programmes and services. The Department’s strategic documents and Annual performance plan have been refined to explicitly align with the seven strategic priorities outlined by the Minister.

Aligned to the Medium-Term Development Plan (MTDP) 2025 – 2030 which identifies three national priorities that guide the Department’s interventions: Priority 1: Inclusive Growth and Job Creation, Priority 2: Reducing Poverty and Addressing the High Cost of Living, Priority 3: Building a Capable, Ethical, and Developmental State. The Department of Employment and Labour has identified Seven Strategic Priorities that guide its interventions namely,

Strategic Priority 1: Strengthen regulatory capabilities of the department

Strategic Priority 2: Coordination of employment interventions within government through collaborations, partnerships, and cooperations

Strategic Priority 3: Good Corporate Governance

Strategic Priority 4: Improved service delivery

Strategic Priority 5: Strengthen the institutional capacity of the Department

Strategic Priority 6: Massify the marketing of the departmental services and Programmes

Strategic Priority 7: Advance the new employment mandate of the Department

The three MTDP Strategic Priorities, the DEL Seven Priorities, the DEL Integrated Strategic Plans, and Annual Performance Plans are the Key Driving Forces and the dynamic factors that help determine the DEL’s trajectory towards its desired or planned-for future.

Minister Meth emphasised the importance of service delivery, stating, “Substantive results can be achieved through an intensive and collaborative mechanism that will propel us to realise the department’s objectives. Our commitment to service delivery is unwavering, and we strive to make a transformative impact on employment, labor relations, and social welfare in South Africa.”

One of the Department’s notable success stories involves the LAP initiative in Mpumalanga. Through this programme, 15 partner companies received contracts worth R460 million, aimed

at stimulating job creation in various sectors. This initiative has already created approximately 9,600 training and job opportunities, significantly contributing to the province’s economic growth and employment rates. The success of this programme is a testament to the Department’s commitment to fostering sustainable job creation and improving the livelihoods of South Africans.

Another success story comes from the North West province, where the LAP initiative has also made a significant impact. The Department’s efforts in this region have led to the creation of thousands of job opportunities and training programmes, empowering local communities and driving economic development. These achievements highlight the Department’s dedication to ensuring that all provinces benefit from its initiatives and programmes.

The Department is committed to reducing unemployment, poverty, and inequality through policies and programmes developed in consultation with social partners. Our mission is to regulate the South African labour market for a sustainable economy through appropriate legislation, inspection, compliance monitoring, enforcement, protection of human rights, provision of employment services, promoting equity, social and income protection, and social dialogue.

We encourage our clients to engage with our services and initiatives, as we strive to create a labour market conducive to investment, economic growth, employment creation, and decent work.



Teboho Thejane
Editor-in-Chief





Kwa-Zulu-Natal Premier Thamsanqa Ntuli and Employment and Labour Minister, Nomakhosazana Meth during the plenary session of the G20 second Employment Working Group meeting held at The Arch Convention Centre in uMhlanga, KwaZulu-Natal.

G20 Second EWG ends with a commitment to foster a fair landscape in gender equality and address wage disparities

South Africa completed a historic and successful Group of Twenty (G20) second Employment Working Group (EWG) meeting and delegates committed their governments to discuss and address women's participation in the labour market and tackle the gender pay gap.

The four-day meeting concluded with a proposal known as the "Brisbane-eThekweni Target" on Reducing the Labour Force Participation Gap Between Men and Women by 25 percent by 2035.

The Brisbane-eThekweni goal entails a revision of the target date from 2025 to 2035 to reduce the labour force participation gap between men and women.

The Brisbane Target was adopted during the Australian Presidency in 2014. The G20 leaders pledged in Brisbane to reduce the gap in labour force participation rates between men and women by 25 percent by 2025. The aim was to bring 100 million more women into the labour market, increasing global and inclusive growth, and reducing poverty and inequality.

The G20 EWG Forum reiterated that while a substantial number of G20 countries progress made in terms of equal opportunities, participation of women in the labour market, and reduction of the gender pay gap. The member countries have also managed to reduce gender inequalities, but things have slowed down due to the impact of the COVID-19 pandemic on the global economy.

The G20 Roadmap Towards and Beyond the Brisbane Target intended to:

- Increase the quantity and quality of women's employment
- Tackling the gender pay gap
- Promoting a more even distribution of women and men across sectors and occupations
- Promoting a more balanced distribution of paid and unpaid work between women and men
- Addressing discrimination and gender stereotypes in the labour market

Siyabonga Hadebe, the Geneva-based Labour Attaché from the Department of Employment and Labour told the closing session of the Second EWG meeting that, achieving true equality in the workplace must also involve addressing wage disparities.

The theme was: "Living and Working in an Unequal World: Ensuring Decent Work and Decent Lives". It aligns with South Africa's G20 Presidency theme of: *Solidarity, Equality, Sustainability*. The gathering was held at The Arch Convention Centre in uMhlanga, KwaZulu-Natal.

The event was attended by more than 200 delegates from G20 members, invited countries, international organisations such as the International Labour Organization, World Bank, and Organization for Economic Cooperation and Development, and academic experts.

By Shadrack Mashalaba



Public Employment Services (PES) Branch Management Committee (BMC)

The Department's Public Employment Services (PES) branch recently held its March branch management committee (BMC) meeting and several strategic and other items were under discussion. PES exists to provide assistance to companies and workers to adjust to changing labour market conditions, and to regulate private employment agencies.

Below are tidbits of issues under discussion.

Workseeker Services

The branch is in the process of unveiling a new SAP-powered Employment Services of South Africa (ESSA) system. The initiative is under pilot.

Jobs World Progress with Setup = In a quest to introduce innovations and as part of the E4E project – a Jobs World is being set up in Gqeberha. The idea is to get as many of the role players from partner sister departments and the SETAs to participate, in assisting job seekers. Even though the base is being set up in Gqeberha, the partners participating will rotate in all provinces. The initiative is expected to be launched in June 2025.

The Jobs World initiative is being implemented in a number of countries. The facility provides a comprehensive exhibition and experience centre to foster a healthy understanding of careers and career exploration. In summary, it provides diverse career and skills experiences, opportunities for talent exploration, and career guidance sessions.

Employer services

The National Labour Migration Policy (NLMP) and Employment Services (ES) Bill have been presented to the Economic Cluster. The NLMP and ES Bill are ready for submission to the Cabinet for consideration and referral to the Parliamentary process.

Dialogue on Labour Migration and Governance = The branch in collaboration with European Union (EU) is planning to host a National Dialogue on Labour Migration and Governance by April/May 2025.

Exchange Program between French Government, Business France, and South Africa-DEL - the Department plans to collaborate with the French

Government on an exchange program for unemployed graduates for 12-24 months. The branch is in the process of finalising modalities with relevant authorities/and departments.

Capacity building - in preparation for the implementation of the National Labour Migration policy the Department has requested the International Organization for Migration (IOM) to provide capacity building to the Employment Services Board and officials of the Department - PES and IES.

National Employment Policy (NEP) = is in the final stages of finalisation. NEP is a policy intervention aimed at fostering demand-led employment growth.

Financial Report = As of February 2025 after budget allocation was adjusted to R917,526 million the branch had spent R886,154 million which constitutes (97%) of the budget for 2024-2025.

PES Key Objectives as per the annual performance plan for 2025-26

The branch plans to provide public employment services and collaborate with the Program Management Office, the UIF, and other departments to support work seekers. PES will contribute through: registering 1 000 000 work seekers on ESSA by 31 March 2026; registering 120 000 work opportunities on the employment services of South Africa database system by 31 March 2026; filling 70 000 registered employment opportunities by 31 March 2026; providing employment counselling to 270 000 work seekers by 31 March 2026; make recommendations on the proposed National Labour Migration Policy and the Employment Services Amendment Bill – to be presented to Cabinet by 31 March 2026; conduct nine Jobs and or Career Fairs by 31 March 2026; finalise partnership agreements.

The unit also plans through the Supported Employment Enterprises (SEE) to increase employment levels of Persons with Disabilities; finalise agreements with non-governmental organisations subsidies to Persons with Disabilities; promote productivity and Turn Around Solutions initiated by Productivity South Africa; and facilitate the employment of young people through the Presidential Youth Employment Initiative.

By Shadrack Mashalaba



Department's Northern Cape Chief Director: Provincial Operations, Zolile Albanie addressing the opening of an Employment Equity workshop held in Kimberley last year.

Department of Employment and Labour teams up with CEE, and CCMA to discuss the new Employment Equity Act in advocacy workshops

The 2025 programme of national workshops is as follows:

The implementation of the Employment Equity (EE) Amendment Act, No. 4 of 2022 will take centre stage during the upcoming joint national roadshows.

The Department of Employment and Labour, the Commission for Employment Equity (CEE), and the Commission for Conciliation Mediation and Arbitration (CCMA) plan to conduct national workshops/roadshows to engage with various stakeholders in the labour market about the implications of the new legislation.

The 2025 EE workshops will be held under the theme: "Bridging the Equity Gap Through Diversity & Inclusion". These will be held during May and July 2025.

This year's workshops will focus on:

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

The EE Act came into operation in 1998 with the purpose of achieving equity in the workplace by – promoting equal opportunity and fair treatment in employment through the elimination of unfair discrimination and implementation of affirmative action measures to redress the disadvantages in employment experienced by designated groups – in order to ensure their equitable representation in all occupational categories and levels in the workforce.

The national series of workshops/roadshows start on 06 May 2025 ending on 18 June 2025, with venues to be confirmed.

Eastern Cape

- East London (20 May 2025)
- Gqeberha (22 May 2025)

KwaZulu-Natal

- Pietermaritzburg (27 May 2025)
- Durban (29 May 2025)

Free State

- Welkom (03 June 2025)
- Bloemfontein (04 June 2025)

Limpopo

- Thohoyandou (03 June 2025)
- Polokwane (05 June 2025)

Mpumalanga

- Nelspruit (10 June 2025)
- Witbank (Emalahleni) - (12 June 2025)

North West

- Klerksdorp (10 June 2025)
- Rustenburg (12 June 2025)

Northern Cape

- Kimberley (18 June 2025)

Western Cape

- Mossel Bay / George (24 June 2025)
- Cape Town (25 June 2025)

Gauteng

- West Rand / Vaal (01 July 2025)
- Johannesburg (02 July 2025)
- Pretoria (03 July 2025)

By Shadrack Mashalaba

FRAUD PREVENTION

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What is fraud?

Fraud is a non-violent, financial technique that is used in order to deceive businesses, the government and individuals. It is an illegal misrepresentation of the truth in order to deprive the victim of money/property or to obtain other gains unlawfully. Other words used for fraud are scam, swindle, cheat, con, sting, and confidence trick.

Warning!

Members, pensioners and beneficiaries of the Fund may fall victim to fraud. They must keep in mind that the Government Employees Pension Fund (GEPF) will not appoint corporates or individuals to help them complete forms or collect claim forms or update details in the comfort of their homes or at the side of the road. This is only done by GEPF outreach programmes and at the GEPF regional and satellite offices in the provinces. All these services are rendered for free. Claim forms are only submitted to the Fund by the member's departmental Human Resource units.

Fraud line

The GEPF, its members and beneficiaries are often targets of fraudulent and other financial criminal activities. We request that you report any suspicious fraudulent pension fraud, corruption or other unethical behaviour anonymously to our fraud line on 0800 203 900. All calls from a Telkom line are free of charge. Alternatively, you can: send an SMS to 30916; send an email to gepf@thehotline.co.za; send a fax to 086 726 1681; or report the activity on the website (www.thehotline.co.za).

Steps to report fraud at GEPF

• Dial 0800 203 900 toll free from any Telkom telephone. You may remain anonymous, but please give the hotline operator full details of the fraudulent, corrupt or unethical practice that you are reporting. These details may include:

- *Fraud and corruption.*
- *Who is involved or doing what?*
- *What has happened?*
- *How was it done and how often?*
- *Where is it done?*
- *When was the incident observed?*
- *Value involved – monetary value.*
- *Any proof available?*
- *Are there any witnesses?*

Enquiries may be directed to the GEPF Call Centre: 0800 117669 The GEPF respects the privacy and personal information of its members and pensioners and therefore subscribes to the provisions of the Protection of Personal Information Act 4 of 2013. Visit www.gepf.co.za to view the GEPF Privacy Policy and Privacy Statement.

TAX DEDUCTIONS FOR DOUBLE INCOME EARNERS (REMINDER TO PENSIONERS TO INDICATE THEIR CHOICE)

The Government Pensions Administration Agency (GPAA) continues to implement a directive from the South African Revenue Services (SARS) to apply revised rates to the monthly pension of some pensioners. This change mainly affects pensioners with multiple income streams.

Pensioners have the option of remaining on the adjusted tax rate or reverting to the standard Pay As You Earn (PAYE) rate applicable to their pension. It's important that pensioners who are considering this option understand that choosing to revert to the standard rate may result in the GEPF applying a previous, potentially less accurate tax rate. This discrepancy could lead to a possible tax debt to SARS at the end of the financial year.

Additionally, pensioners with extra sources of income can request the GEPF to withhold a higher tax amount from their monthly pension. This step could be beneficial to pensioners who find themselves in a higher tax bracket after all income is reported to SARS, which could mean that an additional tax payment has to be made after their assessment.

Pensioners who wish to adjust their tax rate must specify the extra amount to be withheld each month, along with the start and end dates for the deduction. Without a specified end date, the deduction will continue to be made indefinitely. The additional amounts will be shown on the pensioner's annual IRP5 form.

Enquiries may be directed to the GEPF Call Centre: 0800 117669 The GEPF respects the privacy and personal information of its members and pensioners and therefore subscribes to the provisions of the Protection of Personal Information Act 4 of 2013. Visit www.gepf.co.za to view the GEPF Privacy Policy and Privacy Statement.

Articles sourced from GEPF

The Department's Inspection and Enforcement Services branch holds an Annual Employment and Labour Law Indaba on compliance

The Department of Employment and Labour's Inspection and Enforcement Services (IES) branch is set to host an Annual Employment & Labour Law Indaba 2025 to promote social dialogue on labour market transformation. The social dialogue involving government, employers, workers, and stakeholders is aimed at maximising compliance with employment and labour legislation within the South African labour market.

maximise the labour Inspectorate's visibility, and establish frameworks for effective advocacy and stakeholder engagement.

The Indaba will be held under the theme: Labour Market Transformation Through Effective Social Dialogue as a way of encouraging maximum compliance to employment and labour laws.

The objectives of the Indaba are to strengthen stakeholder relations,

IT WILL BE HELD AS FOLLOWS:

Date: 08-09 May 2025

Time: 08:00 – 16:00

Venue: Birchwood Hotel & OR Tambo Conference Centre, 44 View Point Road, Bartlett – Boksburg.

For more information and RSVP contact:

Dr Pravine Naidoo (Pravine.Naidoo@labour.gov.za;

Ms Nompumelelo Skhosana (NompumeleloS@labour.gov.za) & Ms Charmain Nyaku (Charmain.Nyaku@labour.gov.za)



Appointments



Mr Benedict Bolofo has been appointed Unemployment Insurance Fund Assistant Director responsible for Region 14 in Gauteng Province



Ms Hlengiwe Pretty Pearl Dlamini has been appointed Unemployment Insurance Fund Assistant Director responsible for Pretoria Region in Gauteng Province.



G20 Second EWG - uMhlanga, KwaZulu-Natal

South Africa played host to the historic Group of Twenty (G20) second Employment Working Group (EWG) meeting held at The Arch Convention Centre in uMhlanga, KwaZulu-Natal. The four-day meeting concluded with a proposal known as the “Brisbane-eThekweni Target” on Reducing the Labour Force Participation Gap Between Men and Women to 25 percent by 2035.

The 2nd EWG meeting was held under the theme: “Living and Working in an Unequal World: Ensuring Decent Work and Decent Lives”. This aligns with South Africa’s G20 Presidency theme of: *Solidarity, Equality, Sustainability*.

The gathering focused on gender equality in the workforce; and on addressing inequality and declining labour income share. The event was attended by more than 200 delegates from G20 members, invited countries, international organisations such as the International Labour Organization, World Bank and Organization for Economic Cooperation and Development, and academic experts.







South Africa's G20 second Employment Working Group Meeting quotable quotes

South Africa under the guidance of Department of Employment and Labour held yet another G20 Employment Working Group (EWG) meeting focused on gender equality in the workforce and the growing labour income share disparity.

The second was held at The Arch Convention Centre in Umhlanga, KwaZulu-Natal. The latest meeting follows the success of the previous meeting held in Gqeberha from 18-21 February 2025 in which the issue of Inclusive Growth and Youth Employment; and Social Security and Digitalisation for an Inclusive Future of Work came under discussion.

Once again the 2nd meeting, convened under the theme: "Living and Working in an Unequal World: Ensuring Decent Work and Decent Lives". It is aligned with South Africa's G20 Presidency theme of: *Solidarity, Equality, Sustainability*.

Below is what the key speakers said at the second meeting:

"The growing erosion of labour's share of national income poses a significant threat to broader economic resilience and inclusivity goals by widening wealth disparities, weakening the social fabric, and limiting upward mobility. Addressing this trend is crucial for global progress," – **SA's Employment and Labour Minister, Ms Nomakhosazana Meth**

"Achieving true gender equality in the workforce is not just a matter of social justice but a fundamental driver of economic

prosperity. By closing the gender gap in employment and wages, we can unlock untapped potential, foster innovation, and build a more equitable and sustainable labour market for all," – **SA's Employment and Labour Minister, Ms Nomakhosazana Meth**

"With both the Antalya and Brisbane targets set to expire this year, we have a crucial opportunity to reaffirm and expand our commitments to closing disparities. We must ensure that women, particularly those in marginalised and vulnerable sectors, are fully integrated into the workforce and provided the same opportunities for advancement as their male counterparts," – **SA's Employment and Labour Minister, Ms Nomakhosazana Meth**

"Some argue that the government's role in addressing labour market inequities should be minimal. However, we assert that the cost of inaction far exceeds the cost of intervention. When governments fail to act, inequality deepens, social unrest festers, and generations are condemned to economic stagnation and despair. We refuse to accept such an outcome," – **SA's Employment and Labour Minister, Ms Nomakhosazana Meth**

"One of the papers to this gathering is the latest World Economic Forum's Global Gender Gap Report which states that South African women receive between 23% and 35% less than men for the same work done. This discrepancy is to be found in many countries across the G20 and the world," – **KwaZulu-Natal Province Premier, Thamsanqa Ntuli**

"We are yet to see the total elimination of wage discrimination especially outside the public sector. In KwaZulu-Natal the public service may be about 50 per cent female with salaries based on equal scales, yet work remains to ensure that senior management service fully reflects our gender demographics," – **KwaZulu-Natal Province Premier, Mr Thamsanqa Ntuli**

"We therefore, support the call for comprehensive and targeted policy interventions. Among these is the strengthening of labour market institutions and promoting equal pay for work of equal value. It is to ensure decent working conditions in the care economy and promote equal opportunities and treatment for all in education and employment across sectors," – **KwaZulu-Natal Province Premier, Mr Thamsanqa Ntuli**

"We condemn countries that still fail to recognise labour rights," – **Representative of L20, Ms Zingiswa Losi**

"We need to build resilient labour markets. Advancing equal opportunities is one of effective levers to boost productivity," – **Public Employment Services (PES) branch Deputy Director General, Mr Sam Morotoba**

"Gender equality is not only a moral and a human right issue, but should be seen as an imperative for global competitiveness," – **Department of Employment and Labour's Employment Equity Directorate - Director, Ms Ntsoaki Mamashela**

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What to consider to avoid disputes relating to unfair labour practice promotion

Department's Employment Relations Deputy Director, Theron Makuya ... accountability breeds response-ability.

An unfair labour practice is any prejudicial act or omission by an employer against an employee. This can include actions related to promotion, demotion, training, benefits, suspension, and discipline.

This means any unfair act or omission that ascends between an employer and employee involving - (a) unfair conduct by the employer relating to the promotion.

The most common dispute received in the Department relates to promotion, non-shortlisting, and non-appointment. The Department is mostly challenged at the General Public Service Sector Bargaining Council (GPSSBC) concerning promotional disputes in terms of section 186 (2) (a).

The Chairperson of interviews, Panel members, and Human Resources Practitioners are advised to be diligent when making recommendations for shortlisting and appointments.

The Panel members are advised to be more responsible and accountable because any decision can be challenged.

The Chairperson must be objective in making the final decision, panel members are expected to score objectively as well as Human Resource Management (HRM) Practitioners are expected to record the deliberations and give advice according to the legislative prescripts.

To avoid arbitration awards against the Department, the Panel members are advised to comply with the Recruitment and Selection policy of the Department. Failure to do so may lead to unnecessary litigation against the Department.

In *City of Cape Town v SA Municipal Workers Union obo Sylvester & others* (2013) 34 ILJ 1156 (LC), it was held that the overall test is one of fairness and that in deciding whether or not the employer had acted unfairly in failing or refusing to promote the employee, relevant factors to consider include whether the failure or refusal to promote was caused by unacceptable, irrelevant or invidious considerations; or motivated by bad faith, was arbitrary, capricious, unfair or discriminatory; whether the employer's decision not to promote was based upon a wrong principle or was taken in a biased manner.

The list is not exhaustive.

In the High Court of South Africa (Limpopo Division, Polokwane) in the case of *Raliphada Ndiambani vs Makhado Municipality the First Respondent - Acting Judge Sydwell Sikhwari* ruled that the resolution of the Council of Makhado Local Municipality dated 30 August 2023 of appointing Ms. M Thangavhuelelo as Chief Financial Officer in disregard of the selection panel's recommendations dated 12 May 2023 and not appointing Mr. Ndiambani Godfrey Raliphada as the Chief Financial Officer of Makhado Local Municipality was declared to be unlawful, unreasonable and procedurally unfair.

Furthermore, the Acting Judge ordered the Municipal respondents to pay the costs. - ***(Ms Theron Makuya is Department of Employment and Labour, Deputy-Director: Employment Relations)***

By Theron Makuya



Employer breakfast session - Mbombela, Mpumalanga

The Department of Employment and Labour held an employer session with the business community of Mbombela and surrounding areas. During the session the department made a number of presentations focused on the National Labour Migration Policy, public employment services, unemployment insurance fund, compensation for occupational injuries and diseases, the national minimum wage, and inspection and enforcement services.

There was also an interactive dialogue to cement relations between government and business.

The employer session was held at Mbombela Stadium. It was attended by more than 100 delegates. Business made commitments to hire the unemployed, especially in sectors such as agriculture and processing.

The employer briefing session preceded the Jobs and Careers Fair event and launch of the Labour Activation Programme in which 15 partner companies were handed contracts to partner the department in offering training and job opportunities in a number of economic sectors.

Jobs and Career Fair and LAP Programme launch - Mbombela, Mpumalanga Province

Employment and Labour Minister, Ms. Nomakhosazana Meth recently launched and unveiled contracts valued at R460 million to 15 Labour Activation Programme (LAP) partner companies in Mpumalanga. The handover of contract to create 9 600 opportunities happened alongside the Department's Jobs and Career Fair, at the imposing Mbombela Stadium.

The LAP partner companies in Mpumalanga signed a pledge committing to the absorption of job seekers in key sectors of the economy including: training, telecommunications, hospitality, civil engineering, food and beverage, customer service, hospitality, agriculture, manufacturing, enterprise development and information communication and technology.

The projects are expected to be rolled-out in the province's four districts namely: Nkangala, Ehlanzeni, Gert Sibande, and Mbombela targeting the unemployed, especially women, youth and people with disability.

The Labour Activation Programme is the Department's flagship job creation initiative. The latest launch follows recent ones in the Western Cape, the Eastern Cape and North West. The next launch is expected to be held in Limpopo Province.





Employment and Labour Minister, Ms. Nomakhosazana Meth addressing workseekers during the recent Jobs/Careers Fair and LAP launch programme at Mbombela Stadium in Mpumalanga.

Employment and Labour Minister, Ms Meth unveils latest instalment of multi-million LAP Programme contracts in Mpumalanga Province

Employment and Labour Minister, Ms. Nomakhosazana Meth recently announced contracts valued at R460 million to 15 Labour Activation Programme (LAP) partner companies in Mpumalanga, saying the initiative was about igniting opportunities aimed at stimulating job creation in the Province.

Ms Meth said Mpumalanga Province was the heartbeat of economic activity. She said the province connects industries, markets, and livelihoods. It is here that hard work turns into success, innovation meets determination, and every road and railway is a path to prosperity, she said: "We are investing not just in businesses, but in people, skills, and making dreams that deserve to be realized a possibility. This is what real economic transformation looks like — not just numbers on a page, but real impact on the lives of those who call Mpumalanga home".

The Minister announced that the handover of contract will result in the creation of 9 600 opportunities. The handover event happened alongside the Department's Jobs and Career Fair, at the Mbombela Stadium.

The Department of Employment and Labour Jobs Fair concept seeks to stimulate employment of work seekers particularly amongst youth. The event also provide an opportunity where job seekers can interact with potential employers and learn about available job opportunities.

The latest Jobs Fair was supported by many partners from the private sector and government departments and agencies including the Seta's, commercial banks, insurance companies, development agencies, manufacturing and training agencies among others.

The Labour Activation Programme is the Department's flagship job creation initiative. The latest launch follows recent ones hosted in the Western Cape, the Eastern Cape and North West.

Minister Meth said: "But, we know that infrastructure alone is not enough. The true power of this province is its people. It is the farmers

who till the land, ensuring that South Africa and beyond are fed. It is the miners who extract the wealth beneath our feet, supporting booming industries and energy. It is the builders and engineers, the technicians and entrepreneurs, the educators and healthcare workers, all contributing to a province that is determined to rise".

LAP partners in Mpumalanga signed a pledge committing to the absorption of job jobseekers in key sectors of the economy including: training, telecommunications, hospitality, civil engineering, food and beverage, customer service, hospitality, agriculture, manufacturing, enterprise development and information communication and technology.

The projects are expected to be rolled-out in four districts namely: Nkangala, Ehlanzeni, Gert Sibande, and Mbombela.

"This Labour Activation Program is our direct policy response to unemployment, affording job seekers opportunities to improve their employability and connect them to the world of work. Our focus should combine skills training, work experience, and job placement services to help participants transition into the labour market," Meth said.

She disclosed that critical conditions to the participating companies in the LAP programme was that they should guarantee jobs to the trainees and that 70 percent of beneficiaries be recruited using the Department's Employment Services of South Africa (ESSA), a jobseeker's matchmaking online platform.

In signing their Pledge the contract partner companies committed themselves to meet their funding obligations, including ensuring that the beneficiaries to training are employed, become self-reliant and that youth, women and people with disability also benefit. It is expected that the programme will be subjected to regular monitoring and auditing.

DEL and FEDHASA on advocacy - Kempton Park

The Department of Employment and Labour in partnership with the Federated Hospitality Association of Southern Africa (FEDHASA) recently held the second in a series of national advocacy sessions focused on improving compliance with labour legislation in the hospitality sector.

This ongoing partnership underscores the importance of proactive engagement between government and industry, aimed at building a compliant, sustainable, and fair hospitality environment for all.

The advocacy presentations focused on: the general state of the sector; National Minimum Wage Act; Basic Conditions of Employment Act; Occupational Health and Safety; Employment Equity Act; Unemployment Insurance Act; Compensation for Occupational Injuries and Diseases Act; and employment of foreign nationals and visa applications.



Launch of the Physical Agents and Noise Exposure Regulations - Benoni

Department of Employment and Labour together with its partners and interested stakeholders presided over the launch of the Physical Agents and Noise Exposure Regulations recently. The launch of the regulations are expected to bring about improved economic transformation, boost decent work initiatives, and improved productivity levels.

The unveiling of these regulations is part of keeping up with changes in the occupational environment.

The current regulations are still enforceable and the new regulations are expected to come into effect on 5 September 2026. The launch of the regulations formed part of the Health and Safety month in April to highlight the importance of compliance with occupational health and safety.

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**International
Labour
Organization**

**55 million more people
now enjoy better social
protection, compared
to 2021, as a result of a
global ILO programme**

Development partners celebrate major improvements in coverage, adequacy and comprehensiveness of social protection at the annual meeting of the ILO's Global Flagship Programme on Building Social Protection Floors for All.

GENEVA (ILO News) – The ILO's Global Flagship Programme on Building Social Protection Floors for All has contributed to major improvements in social protection coverage, adequacy, and comprehensiveness, resulting in more than 55 million people having access to benefit worldwide during the second phase of the programme, which ran from 2021 until 2025.

The Flagship Programme's annual Development Partners meeting took place recently in Geneva and was attended by 55 representatives of governments, workers and employers' organizations, and over 1400 joining in online. The participants shared significant progress in building robust social protection systems and extending social protection. They also acknowledged the ILO's pivotal role as well as strategic partnerships in helping them to achieve universal social protection.

The Flagship programme, which is currently in its second phase, aims to support countries to extend social protection coverage and improve the adequacy and comprehensiveness of benefits.

"For the first time, in our World Social Protection Report published in September 2024, 52.4 percent of people globally are covered by at least one branch of social protection. This sends us two messages: the first, our joint efforts are paying off. We are seeing the power of social protection to protect lives, incomes and jobs ... The second one is that we still have a lot of hard work ahead of us to achieve universal social protection for the 3.8 billion not protected today. So, we must redouble our efforts to push further towards universal protection for all and the ILO Global Flagship Programme can help propel us towards this goal," explained Mia Seppo, ILO Assistant Director-General for Jobs and Social Protection, during her opening remarks.

Since its creation in 2016, the Flagship programme has played a pivotal role in turning social protection into a reality through better chances of retiring with dignity, accessing vital healthcare, and helping workers to provide for their families during times of crisis.

The ILO Flagship programme supports the achievement of SDG 1.3 and 3.8 through projects in 50 priority countries, as well as on "cross-

country" policy advice in 16 thematic areas, highlighting how sound, comprehensive and sustainable social protection systems can address issues ranging from ageing populations, informality, access to health care, climate change, fragility and facilitate just transitions.

"In recent years, an intensive awareness-raising campaign for the social insurance scheme for independent workers, conducted with the technical and financial support of the ILO and the World Bank, has reached 1 million workers who are now enrolled in the social security institution. This success demonstrates the effectiveness of public policies and the commitment of development partners to achieving universal social protection", highlighted Adama Kamara, Minister, Ministry of Employment and Social Protection from Côte d'Ivoire, during the high-level opening session.

During its second phase, the programme supported 149 institutional changes across the countries where it operates, far exceeding its ambition of 80 changes. These include the adoption of new social protection laws, the implementation or reform of schemes, and the improvement of operational arrangements. These stronger social protection systems resulted in improved coverage, adequacy, and comprehensiveness for more than 55 million people, well within reach of the original target of 60 million, with one year remaining in the current phase of the Flagship Programme.

The participants also reflected on the future of the Flagship programme and the design of its upcoming Phase III (2026–2030), which is going to be critical in this final stretch of the 2030 Agenda and the advancement towards SDG target 1.3.

Indeed, now more than ever, the Flagship programme is needed to continually enable progress under other complementary multilateral initiatives, such as the Global Accelerator on Jobs and Social Protection for Just Transitions and the Global Coalition for Social Justice.

"When we look ahead to phase III, Luxembourg remains committed to working alongside the ILO and development partners to expand the ILO Global Flagship Programme's impacts. Social protection is not just a safety net; it is an investment in stable, inclusive and resilient societies. By joining forces, we can accelerate progress towards universal social protection, ensuring that no one is left behind," said Marc Bichler, Ambassador and Permanent Representative of Luxembourg to the United Nations Office at Geneva.

Article sourced from ILO

World Day for Safety and Health at Work, 28 April 2025 'Revolutionising Health and Safety: The Role of Artificial Intelligence (AI) and Digitalisation at Work'



Nelson Mandela University lecturer in Department of Construction Management, Dr Mhlomi Raliile believes that construction industry could benefit from adopting AI and digitalisation to promote a holistic approach to H&S management.

The International Labour Organization (ILO) commemorates World Day for Safety and Health at Work every year.

The 2025 theme: "Revolutionising Health and Safety: The Role of Artificial Intelligence (AI) and Digitalisation at Work", reflects the inevitable integration of AI and digital technologies across all industries. This is particularly important for the construction industry, which has the highest fatality rate among all industries and is responsible for 30 to 40% of all workplace accidents globally, despite employing only 7% of the global workforce.

Despite the known causes of accidents courtesy of established accident-causation theories, the industry relies heavily on traditional health and safety (H&S) methods, which are limited due to the complex nature of construction processes. The construction environment is complex, where an interplay between various factors randomly occur under varying conditions in highly adaptable socio-technical situations makes it challenging to manage risks. Therefore, the construction industry could benefit from adopting AI and digitalisation to promote a holistic approach to H&S management.

Pros: For the construction industry, AI and digital technologies offer transformative potential. Machine learning algorithms can process vast data sets to identify and predict construction risks in real-time, detecting issues such as non-compliance with personal protective equipment requirements, faulty equipment, unsafe postures, slips, trips and falls, road hazards, unsafe lifting practices, poor housekeeping, and risky behaviours. Real-time alerts can be issued to enable immediate corrective action, significantly enhancing worker H&S.

Moreover, AI can revolutionise compliance processes. Automated compliance checking (ACC) systems offer a faster, more cost-effective,

and more accurate alternative to traditional manual methods, streamlining H&S planning and legislative adherence. The combination of AI with 5G connectivity now enables the remote operation of construction machinery, even underground or across vast distances, without previously encountered network latency issues.

Workers can manage autonomous machines, mobile robots, drones, and collaborative robots ('cobots') from healthy and safe, centralised locations, handling hazardous materials, operating in extreme temperatures, and mitigating exposure to chemical and biological risks. These technologies also address ergonomic hazards, with 'cobots' and exoskeletons augmenting human strength and reducing musculoskeletal injuries, meaning promoting a healthier and more sustainable workforce in the face of an ageing labour pool.

Cons: Although AI and digitalisation promise considerable benefits, it is crucial to acknowledge that every technological revolution entails trade-offs. Innovation inevitably disrupts established systems, potentially affecting job security, skills retention, and social structures. Over-reliance on automation, risks rendering workers deskilled, exacerbating psychological stressors such as technostress and heightening precarisation and work intensification. Poorly designed systems may further compound ergonomic difficulties.

Furthermore, automation and robotics can unintentionally reinforce workplace inequalities, particularly where technology fails to accommodate the needs of women, individuals with disabilities, or those with lower educational backgrounds. Even highly educated professionals may find themselves displaced if their skills are subject to automation. The success of machine learning systems ultimately depends on the quality of their training data, underscoring the need for inclusive, representative development practices.

Interventions: It is inevitable that AI and digitalisation have a place in the future of workplaces. However, realising their benefits demands a collaborative effort. Governments, employers, and workers must actively participate in developing clear systems of rights, responsibilities, and duties, with incident prevention and workforce sustainability remaining paramount. In construction organisations, management must lead this cultural transformation by systematically evaluating new technological risks, implementing preventive measures aligned with the H&S hierarchy of controls, and continuously updating H&S policies in line with technological advances and worker feedback.

Recommendations: Further, research is essential to assess digital technologies' long-term H&S impacts. Industry-academic partnerships are necessary to ensure seamless integration, fostering technologies that augment, rather than replace human judgement in H&S practice. A humane, rights-based approach is critical to building a sustainable, inclusive construction industry, a far cry from the current reality in South Africa! For the government, this shift entails assuming greater responsibility in terms of funding research, securing data privacy, combating the emergence of cybermafias, strengthening legislation, and enforcing its implementation.

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