The Year of Golden Jubilee

"Putting Young South Africans to work"

i-DEAL

01

ISSUE: 2026



Employment and Labour Minister, Nomakhosazana Meth (facing camera) during the official opening of the Mogwase Labour Centre early in January 2026. The modern and state-of-the-art Labour Centre in Moses Kotane Local Municipality, North West Province will provide a full basket of departmental services ranging from unemployment insurance, the compensation of occupational injuries and diseases; advocacy, inspection and enforcement services; public employment services for work seekers and various labour market advisory services. The official opening of the labour centre formed part of a week-long, multi-disciplinary service delivery programme by the Department of Employment and Labour in the Bojanala Platinum District Municipality as part of Yazini (know your department) programme.

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employment & labour

Department:
Employment and Labour
REPUBLIC OF SOUTH AFRICA

A NATION THAT WORKS FOR ALL

EDITORIAL

"Pherekgong (January) in Sesotho, during this month "the crops commence to grow big/large". At this point bird scarers set up camp in their fields, The small structures they erect have rafters made from old pieces of dried wood (phera ka khong). As we begin 2026 let's let our services to our clients grow big and let's protect them with our strong legislative frame work, as we enforce and ensure any intentions or acts of non compliance are dealt with.

A lot of new and great things are set to happen in 2026 in the context of Employment and Labour, taking into consideration the responsibility the Department us entrusted with.

It is just over a year since the government of national unity (GNU) administration came into being and the Department in its commitment will continue ensuring effective delivery, monitoring and evaluation of its programmes over the term of the seventh administration.

In a significant year in which municipal elections will be held - key among projects that will preoccupy the department in 2026 will be finalisation of Project 20 000 – which forms part of strengthening the inspection and enforcement in the light of the demanding and ever changing labour market landscape.

In a drive to give hope to citizens reducing the stubbornly high unemployment rate will receive attention. The programme to restructure the department and the unbundling of its entities – the Unemployment Insurance Fund and the Compensation Fund will gather momentum.

The matter of strengthening governance and enhancing accountability will receive urgent momentum. In the same breadth advancing the efficiency of the information communication technology space will be key to running an efficient organisation that places services delivery at the centre, towards propting the ease of doing business and providing services.

With the year having started, like we have cautioned in the past, we once again, would like to appeal to the public and our clients to always be vigilant, against recurring frauds/ scams linked for instance to promises of employment in exchange for money.

The i-Deal team and I would like to welcome you to your favourate 2026 newsletter. We are enthusiastically looking forward to interacting with you through the monthly issues, as we navigate the year.



Teboho Thejane
Editor-in-Chief

#YAZINI

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REPUBLIC OF SOUTH AFRICA

A NATION THAT WORKS FOR ALL
2030 NDP



DIARY OF EVENTS

03 February 2026 = Compensation Fund Exco meeting

10 February 2026 = Commission for Conciliation Mediation and Arbitration (CCMA) Exco meeting

10 February 2026 = Department's Exco meeting

10-12 February 2026 = Inspection and Enforcement Services (IES) Specialist Forum meeting

10 February 2026 = Labour Activation Programme Committee meeting

11-13 February 2026 = Human Resource Management (HRM) Forum meeting

12-13 February 2026 = Head Office IES management meeting

12 February 2025 = Joint Sitting of Parliament for the Presidential State of the Nation Address (SONA) – at 19:00

12 February 2026 = Unemployment Insurance Fund (UIF) board meeting

16 February 2026 = Minister's In Year Monitoring (IYM) workshop

17 February 2026 = Productivity SA Exco monthly meeting

17 February 2026 = UIF Exco meeting

19-20 February 2026 = Department's Public Employment Services (PES) branch expected to host a Jobs and Career Fair in Hermanus, Western Cape. The initiative creates a platform where the unemployed and the underemployed alike, especially the youth can be afforded a platform where they will meet with potential Employers from different industries and/or sectors to access both work and learning opportunities.

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 (Nedlac) Manco meeting

20 February 2026 = UIF Manco meeting

23 February 2026 = Nationa l Risk Management Committee meeting

24 February 2026 = UIF Investment Committee meeting

25 February 2026 = South Africa's Finance Minister is expected to table the 2026 Budget Speech – 14:00

25-26 February 2026 = Department's Public Employment Services (PES) branch expected to host a Jobs and Career Fair in Alice, Eastern Cape. The initiative creates a platform where the unemployed and the underemployed alike, especially the youth can be afforded a platform where they will meet with potential Employers from different industries and/or sectors to access both work and learning opportunities.

25 February 2026 = Supported Employment Enterprises (SEE) Exco meeting

26 February 2026 = Compensation Fund (CF) Manco meeting

26 February 2026 = Department's Public Employment Services (PES) branch is expected to host a Jobs and Career Fair in Bethlehem, Eastern Cape. The initiative creates a platform where the unemployed and the underemployed alike, especially the youth can be afforded a platform where they will meet with potential Employers from different industries and/or sectors to access both work and learning opportunities.

26 February 2026 = Productivity SA board meeting

27 February 2026 = Department's Exco meeting

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

February 2026 = IES branch OHS conference – at a date and venue to be confirmed

MARCH

03 March 2026 = Compensation Fund Exco meeting

05-06 March 2026 = Department's Public Employment Services (PES) branch expected to host a Jobs and Career Fair in North West Province. The initiative creates a platform where the unemployed and the underemployed alike, especially the youth can be afforded a platform where they will meet with potential Employers from different industries and/or sectors to access both work and learning opportunities.

10 March 2026 = Department's Exco meeting

17 March 2026 = Minister's In Year Monitoring (IYM) meeting

17 March 2026 = Productivity SA monthly meeting

17 March 2026 = UIF Exco meeting

20 March 2026 = Department's Public Employment Services (PES) branch expected to host a Jobs/Career Fair for People Living with Disabilities in KwaZulu-Natal

23 March-2(3) April 2026 = International Labour Organization (ILO) 356 th Session of the Governing Body in Geneva

24 March 2026 = Department's Exco meeting

25 March 2026 = Department's Public Employment Services (PES) branch management committee (BMC) meeting

25 March 2026 = Supported Employment Enterprises Manco meeting

26 March 2026 = CCMA Exco meeting

26 March 2026 = Employment Services board meeting

27 March 2026 = Compensation Fund Manco meeting

27 March 2026 = National Economic Development and Labour Council Manco meeting

27 March 2026 = UIF Manco meeting

31 March 2026 = Department's Corporate Services branch meeting

APRIL

03 April 2026 = Good Friday (national holiday)

06 April 2026 = Family Day (national holiday)

16-17 April 2026 = Department of Employment and Labour's National Employment Equity Consultative Forum (NEECF) meeting. The Department's National Employment Equity Consultative Forum meets quarterly, unless there are pressing matters in the organisation that demands immediate attention.

NEECF meets to discuss issues relating to development of EE plans, monitor the implementation of EE plan and quarterly progress report submission, identify employment barriers, ensure smooth implementation of EE plans

27 April 2026 = Freedom Day (national holiday)

28 April 2026 = World Day for Safety and Health at Work (also known as OSH Day) will be observed. This annual international campaign, organized by the International Labour Organization (ILO), aims to promote safe and healthy work environments and prevent occupational accidents and diseases globally.





New report finds global value chains resilient, reconfiguring amid latest challenges

Global value chains (GVCs) have been resilient in the face of rising geopolitical tensions, financial uncertainty, climate pressures and the COVID-19 pandemic according to the GVC Development Report 2025 launched at the WTO on December.

Director-General Ngozi Okonjo-Iweala said at the launch event that forward-thinking approaches are vital amid the ongoing shifts to ensure more people and economies are integrated into GVCs.

"This new report has reaffirmed something we at the WTO have been saying: Globalization is far from over, and global value chains remain indispensable. The share of GVC trade in global total has declined only marginally from its 2022 peak of 48%, to 46.3% last year," DG Okonjo-Iweala said at the Geneva launch event for the publication titled "GVC Development Report 2025: Rewiring GVCs in a Changing Global Economy".

"Firms and governments are not retreating from global integration, but reconfiguring it to meet new economic, political, and social priorities. This goes in the same direction of what we have been pushing for under the banner of 're-globalization': a re-imagined globalization that helps to diversify global value chains and uses it to bring more economies that were on the margins of the global economy into the mainstream," DG Okonjo-Iweala said.

The report, the fifth in this biennial series, is a joint publication of the Asian Development Bank (ADB), the Research Institute for Global Value Chains at the University of International Business and Economics (UIBE), the Institute of Developing Economies - Japan External Trade Organization (IDE-JETRO), the World Economic Forum, and the WTO Secretariat.

It finds that the rewiring - or reorganizing - of GVCs is occurring through multiple dimensions: geographic reconfiguring; technological transformation through digitalization and automation; governance innovation through new industrial policies and new forms of targeted trade agreements; and environmental restructuring through green investment and carbon pricing mechanisms.

The data and evidence mainly cover up to the end of 2024 and pre-date recent tariff hikes and associated uncertainty in 2025; however, the report notes that data at the time of publication in December 2025 suggest that trade growth has remained robust.

"We have seen policy-driven increases in trade costs and a sharp increase in policy uncertainty. These are particularly burdensome for marginalized regions that lack an established track record of hosting multinational production," DG Okonjo-Iweala said, adding the persistent shortages of trade finance amounting to more than US $1 trillion annually as another challenge.

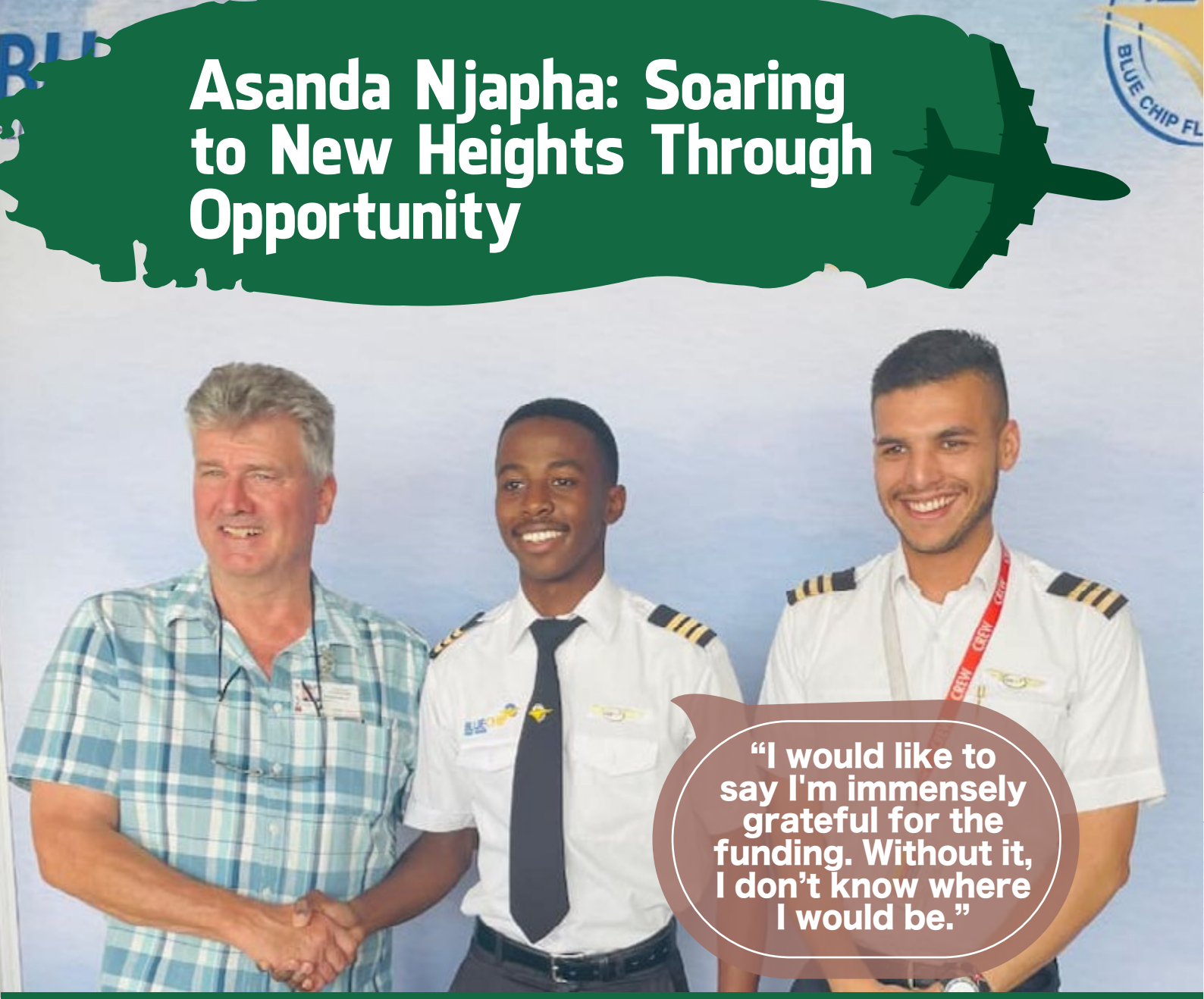
"Such factors add up and are a major reason why the report finds that the ongoing rewiring of GVCs has mostly benefited countries that were already established as suppliers. If GVCs are to become more deconcentrated, diversified, and resilient, we need to be more creative about overcoming such obstacles," she said.

"The report contains valuable lessons in this regard. It shows that governance cooperation has continued, though less in the form of traditional bilateral and regional agreements, viand by more informal, often non-binding, issue-specific frameworks. For instance, the report identifies more than 180 targeted trade deals with a focus on digital trade and critical minerals signed as of 2024. These arrangements can help build trust and predictability in the new governance landscape," DG Okonjo-Iweala said.

The report's editor-in-chief, former WTO Chief Economist Robert Koopman, presented the key findings of the report with ADB Chief Economist Albert Park. This was followed by discussion panels by the report's authors and sessions presenting perspectives from government officials and business leaders. UIBE President Zhao Zhongxiu and IDE-JETRO President Fukunari provided closing message.

By WTO

Asanda Njapha: Soaring to New Heights Through Opportunity



Name: Asanda Njapha,

Institution: Blue Chip Flight School

Current Qualification: Pilot Training (Private Pilot Licence, Commercial Pilot Licence, and Instructor's Rating in progress)

Sponsor: Compensation for Occupational Injuries and Diseases (COID) Bursary Programme

Asanda Njapha's journey to the skies began with a period of uncertainty. After completing school, Asanda found himself sitting at home, unable to afford the tuition required for pilot training. For a year and a half, his dream of becoming a pilot seemed out of reach, and financial constraints threatened to ground his ambitions.

Asanda Njapha - "I would like to say I'm immensely grateful for the funding. Without it, I don't know where I would be."

The turning point came when Asanda's father introduced him to the COID Bursary Programme. The application process was quick and easy, and the moment he learned he had been selected, Asanda was ecstatic. The bursary became the wind beneath his wings, enabling him to pursue pilot training and positively impacting many aspects of his life.

Asanda Njapha - "I was able to achieve my dreams, which had a positive effect on several things in my life."

With the support of the COID Bursary, Asanda's tuition, accommodation, and monthly groceries were covered. This financial relief not only eased the burden on him but also prevented his family from falling into debt. The bursary's support allowed Asanda to focus on his studies and training, culminating in the achievement of a Commercial Pilot's License with a Multi-Engine Instrument Rating.

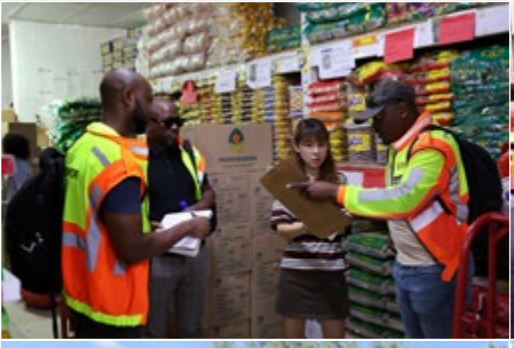
Asanda Njapha - "It has shown me I can achieve anything I set my mind to, with the right attitude, anything is achievable."

Asanda's confidence and self-belief soared alongside his career. He now plans to become an airline pilot and hopes to pass on his knowledge to others in need. Inspired by the support he received, Asanda dreams of one day starting a sponsorship programme to help future aviators.

Asanda Njapha - "I definitely would recommend the Compensation Fund Bursary targeting the COID Persons with disability, their dependents, and the dependents of fatally injured workers, because it has done a lot for me and has improved my life greatly."

Asanda's story is a testament to the transformative power of educational support and the importance of believing in oneself. He encourages future applicants to have faith and pursue their dreams, knowing that with the right support, anything is possible.

(Article supplied by the Chief Directorate of Orthotics and Rehabilitation at Compensation Fund)






JOINT INSPECTION BLITZ – RUSTENBURG, NORTH WEST PROVINCE

The Inspection and Enforcement Services (IES) Branch of the Department of Employment and Labour in the North West Province recently conducted joint inspection blitz which uncovered wide-spread non-compliance in the wholesale and retail sectors.

The joint inspection was a joint collaboration with the Department of Home Affairs and the South African Police Services. The four-day joint inspection blitz was conducted in Rustenburg. Dozens of workplaces were inspected to ensure compliance with labour laws such as Basic Conditions of Employment Act (BCEA), Unemployment Insurance Act (UIA), Compensation for Occupational Injuries and Diseases Act (COIDA), Employment Services Act (ESA), and the National Minimum Wage (NMW) Act.

Once again only a paltry of employers were found to be compliant with labour legislation. A number of notices and orders were issued.





LABOUR ACTIVATION PROGRAMME OVERSIGHT VISITS – MOGWASE AND MORULENG, NORTH WEST PROVINCE

Employment and Labour Minister, Nomakhosazana Meth accompanied by Department of Employment and Labour Acting Director General, Jacky Molisane paid visits to three of Labour Activation Programmes (LAPs) in Mogwase and Moruleng within Moses Kotane Municipality.

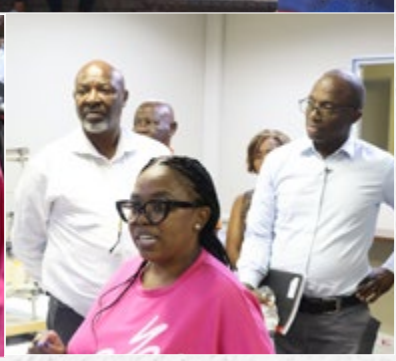
This initiative was launched in March 2025, in which R779 million was invested to create pathways for approximately 27,000 beneficiaries across the province.

The oversight visits formed part of the week-long programme which also included the launch of a state-of-the-art Labour Centre in Mogwase, conducting of inspections and provision of taking services to the people.











A new board term begins: strengthening the COID system together

The Compensation Fund welcomed a new Advisory Board on 01 January 2026. The Cabinet has approved members from the State, Organised Labour, Organised Business, and an Independent Chairperson.

This Board is created by the Compensation for Occupational Injuries and Diseases Act (COIDA) and plays an important role: it advises the Minister and the Acting Commissioner on policy matters, benefits, assessor standards, and proposed changes to the Act.

To prepare for the new term, the Fund has spent recent months strengthening the governance tools and processes the Board will rely on.

Setting the Scene

On the 1st and 2nd December 2025, the Fund executive management, technical experts, and governance teams met at The Capital on the Park in Sandton for a two-day workshop to ensure that the institution is ready for the new term.

The programme was facilitated by Ms Michelle Nxumalo, Chairperson of the South Africa Aerospace, Maritime and Defence Expert Council (SAAMDEC) and South Africa Women in Defence (WIDSA). She guided discussions in a structured, practical way that kept the room on readiness.

Acting Commissioner Farzana Fakir opened the workshop by reminding everyone that governance is part of service delivery, "how we plan, report, and share information affects the entire COIDA system and influences the advice given to the Minister and the Commissioner".

Understanding Where the Board Fits

A key moment came when Ms Matshepo Khosa, Director: Executive Support, presented a simple, clear map of how governance works in the Fund. Her explanation helped everyone understand exactly where the Advisory Board fits into the Compensation for Occupational Injuries and Diseases Act (COIDA) system and why its role matters.

She reminded the room that the Board exists because COIDA requires it. Its purpose is to help the Fund by giving independent advice on policy and system matters, not by running operations. She explained that the governance tools being prepared for the new Board, including its Charter, draw on principles from King IV and the Companies Act to support ethical conduct and professional behaviour. These principles guide how the Board will work, but they do not change its advisory role under COIDA or give it operational authority.

Ms Khosa then walked the room through the governance flow in everyday terms: management prepares reliable information; committees analyse it; the Board gives advice; the Commissioner makes operational decisions; and the Minister decides only on matters where the law requires Ministerial approval. Management then follows through on those decisions.

She also highlighted that the COID amendments Act, coming into effect in 2026, will require even clearer roles, stronger committee skills, and better alignment across the organisation. She added that four areas need strengthening before the new term begins: clearer mandates, consistent Terms of Reference, better committee feedback, and sharper prioritisation of matters that need advice.

Committees That Strengthen the Board's Work

Advocate Lethabo Shokane, Director: Legal Services, supported this work by guiding the legal alignment to the COID amendments Act, while the Acting Chief Director: Corporate Services, Dr Joseph Ledwaba, strengthened the standardisation and improvement of committee Terms of Reference. Their inputs ensured that the committees supporting the Advisory Board do not replace it but help it give credible, evidence-based advice to the Minister and the Commissioner.

The workshop reviewed the committees that support the Board's advisory functions in line with section 12 of the Compensation for Occupational Injuries and Diseases Act.

The Investment Committee, led by the Chief Financial Officer, Mr Monaheng Mokoena, provides financial insights that support long-term policy discussions. The Strategic Operations Committee, led by Chief Operations Officer Mr. Johnny Modiba, brings operational realities and system performance into policy advice. The Assessment and Benefits Committee and the Technical COID Committee, guided by the Acting Chief Director: Orthotics and Rehabilitation, Ms Nthabiseng Magonono, prepare the clinical and benefits information needed for policy decisions.

Building a Foundation the Board Can Trust

By the end of the workshop, the organisation had finalised several tools the incoming Board will need, including the updated Terms of Reference, a clear governance map, induction priorities, and a competency framework for committee work. These measures create a solid and organised environment for the Board to begin its work.

Owning the Governance Journey

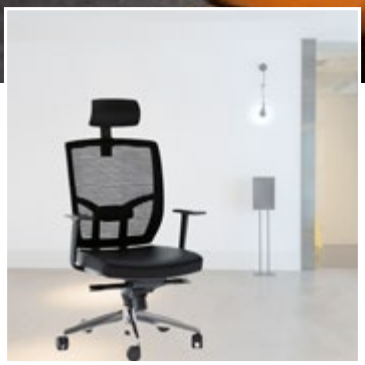
The workshop closed with reflections from Ms Matshepo Khosa, who thanked all teams for their commitment and reminded the room that governance improves only when people take responsibility for it. In her words, "Nothing shifts until the people in the room decide to own the process."

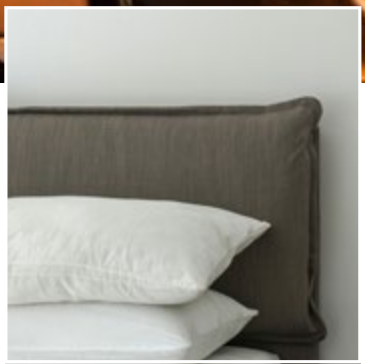
Looking Ahead

As the new Advisory Board begins its term on 01 January 2026, the Compensation Fund enters the next governance cycle with stronger structures, clearer roles, and a shared understanding of how the Board supports the COIDA system. The foundation is now in place. The organisation is ready for the next chapter.

By Dumisa Dlamuka and Matshepo Khosa

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WHO Global Summit charts a bold future for traditional medicine

The second WHO Global Summit on Traditional Medicine, jointly organized with the Government of India, concluded recently in New Delhi, marking a major milestone for global health as it drew over 16 000 online registrations and brought together 800 delegates from more than 100 countries, including ministers from over 20 nations.

Combined with a strong line up of 160 speakers, the global traditional medicine community shared insights on how traditional medicine (TM) can strengthen health systems with more safe, evidence-based, and affordable care.

The energy in Delhi was palpable as ministers, scientists, Indigenous leaders, and practitioners came together to advance the WHO Global Traditional Medicine Strategy 2025–2034. The Summit was not just about dialogue – it was about action.

WHO unveiled the Traditional Medicine Global Library, a first-of-its-kind digital platform consolidating 1.6 million resources on TM, from scientific studies to Indigenous knowledge. With advanced features like Evidence Gap Maps and an AI-powered tool, TMGL GPT, the Library promises to transform access to trusted information and accelerate research worldwide.

Innovation took centre stage with the launch of Health & Heritage Innovations (H2I), an initiative to nurture breakthrough ideas that bridge traditional practices with cutting-edge technologies such as AI, genomics, and digital health. From over 1000 submissions, 21 finalists were announced at the Summit and will enter a year-long acceleration programme to refine prototypes, receive scientific and regulatory guidance, and connect with policy-makers and investors.

WHO also announced the Strategic and Technical Advisory Group on Traditional, Complementary and Integrative Medicine (STAG-TM), a new advisory body to guide the Global Strategy. Comprised of 19 independent experts, STAG-TM will shape research priorities, develop standards, and advise on integration into health systems. At its inaugural meeting during the Summit, the group set urgent priorities: evidence generation, preservation of traditional knowledge, digital innovation, and capacity building.

Countries rallied behind the Delhi Declaration, with commitments from 26 Member States, signalling a new era for traditional medicine. This collective pledge focuses on integrating traditional medicine into primary health care, strengthening regulation and safety standards, investing in research, and building interoperable data systems to track outcomes. It's a shift from recognition to results – ensuring traditional medicine is not a parallel system but a driver of universal health coverage.

"Through the Delhi Commitment, countries have agreed not only on why traditional medicine matters – but on how to act," said Dr Tedros Adhanom Ghebreyesus, WHO Director-General. "Traditional medicine can help to address many of the threats to health of our modern world: the growing burden of noncommunicable diseases; inequitable access to health services; and climate change. It can help to support care that is person-centred, culturally grounded, and holistic."

Looking ahead, WHO will work with Member States to turn these commitments into reality– scaling access to trusted knowledge, accelerating innovation, and embedding TM into health systems everywhere. The Global Traditional Medicine Strategy 2025–2034 charts a bold course toward a future where care is more inclusive, culturally grounded, and resilient.

– (Article sourced from WHO)

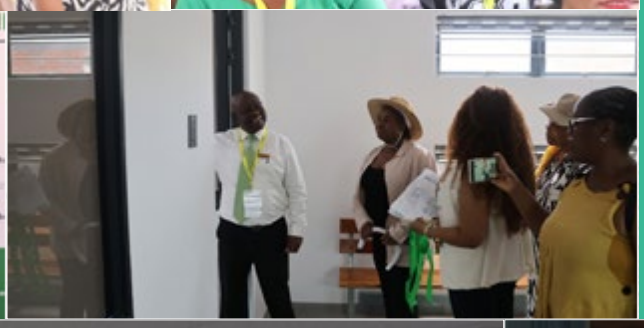












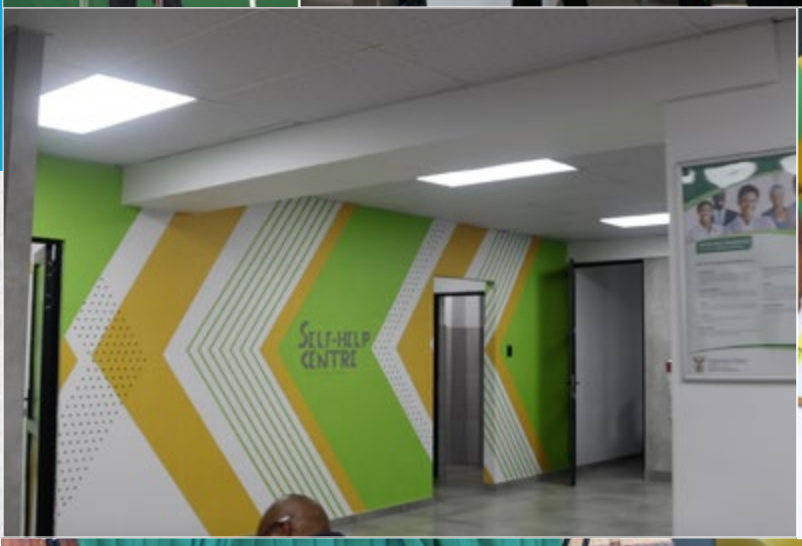
EMPLOYMENT AND LABOUR MINISTER, NOMAKHOSAZANA METH OFFICIALLY OPENS THE MOGWASE LABOUR CENTRE

The Department of Employment and Labour has officially opened the Mogwase Labour Centre in Moses Kotane Local Municipality, North West Province. The labour centre is intended to bring services closer to communities, and marks yet another progressive step in government's commitment to improve access to employment and labour services, especially for communities in historically underserved areas.

Minister Meth said that new labour centre is a frontline instrument of service delivery, designed to reduce backlogs, shorten turnaround times, and restore trust in public institutions. The Mogwase Labour Centre will provide critical services, including:

- *UIF claims processing and employer compliance*
- *Public Employment Services to link jobseekers to opportunities*
- *Inspection and enforcement to protect vulnerable workers*
- *Advisory support for employers, cooperatives, and entrepreneurs*

The official opening of the labour centre formed part of a week-long, multi-disciplinary service delivery programme by the Department of Employment and Labour in the Bojanala Platinum District Municipality. The programme also included a Labour Activation Programme oversight visit, launch of Unemployment Insurance Fund mobile buses, and a taking services to the people programme as part of Yazini (know your department) initiative.









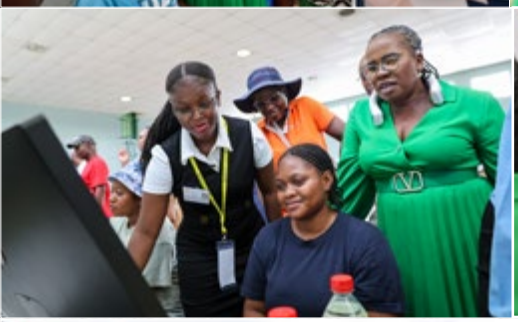
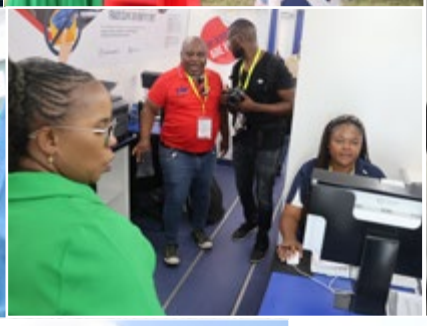
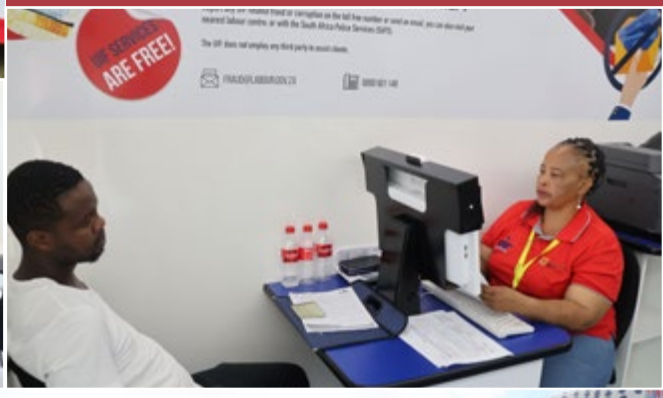
LAUNCH OF UNEMPLOYMENT INSURANCE FUND (UIF) MOBILE BUSES, AND SERVICE DELIVERY – LETLHABILE, NORTH WEST

The Department of Employment and Labour, as part of expanding service delivery provision has launched a fleet of Unemployment Insurance Fund (UIF) mobile units. The mobile units under "Services on Wheels" campaign is designed to ensure communities across Bojanala District, including Rustenburg, Madibeng, Moses Kotane, and Kgetlengrivier receive gain access to department's services such as UIF, employment registration, and compliance support.

The launch of the buses happened alongside a service delivery programme on a basket of services provided by the department. The launch was conducted at the Letlhabile Community Hall.












SEE Celebrate Excellence, Awareness, and Community through EHWP programmes

Supported Employment Enterprises (SEE) factories across the country closed out the year with a series of meaningful events, celebrating employee dedication, raising awareness for critical social issues, and honouring community members.

Bloemfontein Factory: Celebrating Commitment and Standing Against GBV

The Bloemfontein factory led the way by honouring its most dedicated staff on 8 December with its annual Perfect Attendance Awards Ceremony. A total of 16 factory workers were presented with certificates in recognition of achieving zero lateness and zero absences for the year. This yearly event underscores SEE's commitment to recognising and appreciating the dedication and discipline of its employees.



Bloemfontein Factory Award winners

The following day, on 9 December 2025, the Bloemfontein factory actively participated in the national campaign against Gender-Based Violence (GBV). The observance began with a solemn moment of silence and a candlelight vigil. Employees then took their message of support and awareness outside the premises with posters, demonstrating their firm commitment to saying "NO to GBV".



Prayer for those who lost their lives



March for World Aids Day

East London Factory: A Multifaceted Day of Remembrance and Celebration

The **East London factory** hosted an event that encompassed several important observances: Disability Month, World AIDS Day, and the fight against gender-based violence.

- **GBV Awareness:** The South African Police Service (SAPS) was invited to address the employees on the crucial topic of gender-based violence.
- **Disability Month:** The factory was honoured to host JR Nkosi, an artist who lives with autism, and his mother. They shared powerful insights on living with autism and the experience of parenting an autistic child, promoting understanding and inclusivity.
- **World AIDS Day:** A heartfelt prayer was offered in remembrance of those who have passed away due to AIDS.
- **Farewell:** The factory bid farewell to two cherished members. The late Sisi Irene Ntloko was honoured, with her husband receiving a voucher from Game. Shone Foster received a special gift, a La-Z-Boy chair, from his colleagues.

The gifts were a testament to the factory's strong community spirit, having been purchased through voluntary contributions from each worker.



SAPS at East London event

Seshego Factory Joins Dual Observances

The Seshego Factory also marked two significant national days on December 9, celebrating both National Disability Day and World AIDS Day, reinforcing SEE's commitment to creating an inclusive and health-aware workplace.

These year-end events across the SEE factories highlight the organization's dedication not only to producing quality goods but also to fostering a workplace culture of respect, appreciation, social responsibility, and community support.



Seshego Factory Workers

By Unarine Ramaru



When young workers are left behind:

The economic cost of youth unemployment and underemployment

ILO macro-economic and employment policies specialist Kee Beom Kim shows why helping youth get good employment is essential not only for young people, but for a country's overall macroeconomic stability, at time when economies are navigating change and uncertainty.

The just-concluded 2025 Gyeonggi–ILO International Labour Festa brought together policymakers, employers' and workers' organisations, and young people from around the world to examine the opportunities and challenges facing youth in a labour market reshaped by remote work, the green transition, artificial intelligence, automation, and the gig economy.

As labour markets around the world weaken, the personal cost of starting a career in a downturn is significant and the macroeconomic implications can be equally severe. Persistent youth unemployment and underemployment threaten long-term productivity, fiscal sustainability, and economic growth.

A new and troubling dimension is also emerging: artificial intelligence may increasingly displace precisely the entry-level jobs that have traditionally served as stepping stones into stable employment.

The well-established "scarring effect" of entering the labour market during a recession — where young people experience wage losses of 10–15 percent that can persist for a decade or more — is not merely a collection of individual hardships. At scale, it becomes a macroeconomic drag.

When large cohorts of young workers are trapped in low-quality jobs or excluded from employment altogether, they fail to accumulate the skills, experience, and job matching that underpin productivity growth. At the same time, high youth unemployment creates a dual fiscal burden: it reduces lifetime tax contributions while increasing public spending on income support and related services.

These effects compound over time, lowering an economy's long-term growth potential. A "scarred" generation with weaker earnings prospects, poorer health outcomes, and delayed household formation contributes less to aggregate demand and innovation.

In turn, subdued demand can further weaken labour markets, reinforcing a vicious cycle. Because these impacts fall disproportionately on disadvantaged young people, they also exacerbate inequality — undermining social cohesion and sustainable growth.

Addressing youth unemployment and underutilisation is, therefore, not only a social imperative but a macroeconomic investment. Macroeconomic policy itself has a central role to play by supporting price stability, sustaining aggregate demand, and fostering conditions for full and productive employment — ensuring that today's young people can become tomorrow's drivers of growth.

(Article sourced from ILO) .

A Living Model of Inclusion: Empowering 30 Graduates

Supported Employment Enterprises (SEE) is profoundly honoured to celebrate the successful completion of a 6-month competency programme by 30 Persons with Disabilities, a joint initiative with the Compensation Fund (CF) and CF licensees (The Federated Employers Mutual Assurance Company and Rand Mutual Assurance), hosted by the Tshwane University of Technology Continuing Education (TUT CE) Unit.

This inspiring milestone is a testament to the power of strategic, multisectoral partnerships for a truly disability-inclusive society.

The participants were awarded Certificates of Competence at an inspiring ceremony held at the Tshwane University of Technology (TUT) Pretoria West Campus, showcasing their dedication to upskilling in high-demand areas.

The choice of this program reflects the heart of the national call for inclusion, as it stands as a tangible example of collaborative efforts to ensure that persons with disabilities are not "spectators in the economy but still work as producers".

This project aligns with TUT's strategic pillars of social responsiveness and community engagement. It was TUT's first comprehensive multi-skills training intervention specifically designed for people living with occupational disease.

SEE CEO, Mr. Donald Nkadimeng, views this as a vital collaboration that must continue to impart skills to persons living with disabilities.

The Compensation Fund's participation, through the Acting Chief Director Nthabiseng Magonono, indicated CF's commitment to supporting beneficiaries with training that inspires hope through vocational rehabilitation.

Over the past six months, these graduates have been equipped with technical, digital, and entrepreneurial abilities. This initiative provides a powerful pathway to restoring economic participation, unlocking opportunities, and building sustainable livelihoods.

The high-demand skills gained include:

- Batik Tie and Dye
- Digital Marketing
- Appliance Repairs
- Smartphone Repairs
- Entrepreneurship

The Certificates of Competence mean the graduates are ready to go out and claim space in their field.

SEE is committed to using moments like this to promote our vision of a nation that truly works for all. This celebration reinforces the importance of an inclusive society that collaboratively transforms abilities into opportunities and dignity, ensuring no one is left behind.

As Mr. Nkadimeng urged, "go out there and create a private choice for others so that together as a collective we can create more job opportunities for persons living with disabilities".

TUT Deputy Vice-Chancellor: Teaching, Learning and Technology, Prof Ben van Wyk, stated that the graduates' commitment, resilience, and determination brought them to this important milestone.

"You have embraced learning, adapted to new skills and proven that ability, not disability defines potential," he added.

We celebrate every participant's commitment, resilience, and determination. They have proven that ability, not disability, defines potential.

By Unarine Ramaru



SEE CEO, Mr. Donald Nkadimeng, giving a message of support during the graduation.



Dignitaries who attended the SEE graduation ceremony.



SEE graduates and guests who attended the graduation ceremony.

FREE STATE HONOURED FOR
Excellence, Service, and Impact



Chief Director: Provincial Operations in Free State, Ms Emily Maneli (right), and Employment and Labour Minister, Nomakhosazana Meth, during the inaugural Ministerial Excellence Awards held at Gallagher Convention Centre in Midrand.



Chief Director: Provincial Operations in Free State, Ms Emily Maneli (right), and Free State Deputy Director: Human Resource Management, Mr Segalo Shuping, displaying excellence trophies during the province's sweep at the inaugural Ministerial Excellence Awards in Midrand.

The Department of Employment and Labour in the Free State has once again demonstrated its commitment to excellence, proudly securing two prestigious awards at the Inaugural 2025 Ministerial Excellence Awards, held on 12 December 2025 at the Gallagher Convention Centre in Gauteng.

Held under the theme: "Celebrating Excellence, Service and Impact," - the Ministerial Excellence Awards recognise employees and entities whose dedication, professionalism, and outstanding performance continue to strengthen the Department's mandate and enhance service delivery to communities across the country.

Free State Crowned Best Performing Province

The Free State emerged victorious as the Best Performing Province, a highly coveted accolade that acknowledges an exceptional track record of sustained high performance over the past five years. This award reflects the province's unwavering pursuit of excellence, its consistent delivery of impactful services, and its meaningful contribution to advancing the Department's strategic priorities.

Innovation in Service Delivery Award

Further cementing its reputation as a leader in public service, the Free State also clinched the Best Innovation in Service Delivery Award. This recognition celebrates the province's creativity, efficiency, and forward-looking approaches to improving client services and enhancing operational effectiveness. The award underscores the province's commitment to embracing innovation as a tool for better service outcomes.

A Message of Gratitude and Pride

Receiving the awards on behalf of the province, Ms Emily Maneli, Head of Province and Chief Director: Provincial Operations, expressed heartfelt appreciation to colleagues across the Free State: "This is for the hard-working men and women of our beautiful province, the Free State. Thank you, colleagues, for bringing the shine back to where it belongs. Let us keep shining."

Her message highlighted the collective effort, teamwork, and dedication that continue to drive the province's success.

Honouring Long Service Excellence

In addition to celebrating performance and innovation, the ceremony also paid tribute to long-standing commitment and loyalty. Ms Mary Masekhetlane Moses was honoured for an outstanding 30 years of dedicated service to the Department. Her contribution stands as a powerful example of excellence, resilience, and devotion to public service.

These achievements are a testament to the passion, professionalism, and commitment of the Free State team.

By Tshegofatso Mogapi



ChatGPT in the Workplace: A Helpful Tool or a Hidden Risk?

ChatGPT is an artificial intelligence (AI) chatbot that responds to questions and instructions in a conversational, human-like manner. As part of generative AI, ChatGPT has rapidly gained popularity across schools, universities, and, more recently, workplaces.

While AI adoption among students is widely discussed, its increasing use in office environments deserves equal attention. Interns and permanent employees are now using ChatGPT and other AI tools to draft emails, write reports, respond to queries, and complete various work-related tasks. In many cases, this reliance is growing to the point where AI-generated content replaces original thought and professional engagement.

In my own unit (Compensation Fund: Northern Cape), which currently hosts 14 interns that I am mentoring, I observed that most of the interns rely heavily on ChatGPT for nearly every assigned task. This raised concerns about creativity, accountability, and whether the interns truly understand the work submitted under their names. Often, AI-generated outputs appear generic, and some officials struggle to explain or defend the content they submit. For them, ChatGPT feels like an easy solution: it is fast and available at any time.

However, for me as a mentor, this trend presents both an opportunity and a challenge. **The key question for me is not whether interns should use ChatGPT, but how it should be used without undermining learning, accountability, and professional development.**

From my experience, Interns often arrive in the workplace eager to perform well but uncertain about expectations, processes, and professional standards. Faced with tight deadlines, unfamiliar terminology, and the pressure to impress, many are turning to ChatGPT for quick answers. I have also observed that some of the reasons interns rely on ChatGPT include: Fear of making mistakes, limited confidence in their writing or analytical skills, lack of clarity about tasks, and the assumption that AI-generated work is "good enough" than what they could produce.

Risks for the Workplace



While ChatGPT can be a useful tool, unchecked reliance poses several risks to government departments, organisations, and individuals:

- **Loss of creativity and critical thinking:** Overdependence on AI may **weaken individuals' ability to think independently and creatively.**
- **Confidentiality breaches:** Officials may inadvertently paste sensitive or personal information into ChatGPT, violating confidentiality obligations and POPIA requirements.
- **Data leakage:** AI systems may unintentionally expose sensitive organisational data.
- **Data theft:** Cybercriminals may exploit AI tools to facilitate data theft or cyberattacks.
- **Inaccurate information:** ChatGPT can produce information that is completely incorrect yet presented convincingly.
- **Lack of ethical judgment:** AI does not possess moral reasoning and may generate biased, inappropriate, or offensive content.
- **Reputational damage:** Disseminating unverified AI-generated content can undermine institutional credibility.
- **Legal and Public Sector Implications**

A striking local example emerged in Northbound Processing (Pty) Ltd v The South African Diamond and Precious Metals Regulator. Acting Judge Smit discovered that the heads of argument contained fictitious case citations, seemingly generated by artificial intelligence. The legal intern responsible explained that he had relied on an AI platform due to work pressure, urgency, and the unavailability of junior counsel. This case clearly demonstrates that AI tools, including ChatGPT, are not infallible. Failure to verify AI-generated information can lead to misinformation and serious professional consequences. Internationally, similar issues have arisen. In 2023, a United States judge fined two lawyers and their law firm $5,000 after they submitted court documents containing fake citations generated by ChatGPT.

In the public sector, the use of AI has also attracted criticism. Social Development Deputy Minister Ganief Hendricks was publicly criticised for allegedly using AI to answer parliamentary questions. EFF MP Natasha Ntlangwini questioned why a political office-bearer would rely on AI to respond to questions about work they are directly responsible for. This incident raises broader concerns about accountability, transparency, and leadership in public service.

Conclusion

The question is no longer whether ChatGPT belongs in the workplace; it already does. The real challenge is ensuring it is used **ethically, responsibly, and transparently.** When properly managed, AI can support productivity. When relied upon blindly, it can undermine professionalism, credibility, and public trust.

ChatGPT can be a useful productivity aid when used responsibly. It is best suited as a **starting point** for brainstorming ideas, structuring documents, or summarising information. However, final outputs should always be reviewed, verified, and supported by authoritative sources such as legislation, official departmental websites, and credible publications. Human judgment, professional expertise, and ethical responsibility must remain central to workplace decision-making.

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(Mr Phathutshedzo is Deputy Director: Compensation for Occupational Injuries and Diseases [COID] in the Northern Cape)

Department of Employment and Labour Deputy Director: Compensation for Occupational Injuries and Diseases (COID) in the Northern Cape, Mathoho Phathutshedzo … warning about "technology being a useful servant but a dangerous master".



Every day Ethics in the Public Service: Doing What's Right, Always

As employees of Department of Employment and Labour, we are entrusted with the responsibility to serve people with honesty, fairness, and integrity. Ethical conduct isn't just about major decisions—it's about the small, everyday choices we make that either build or break public trust.

Every day, ethics means doing the right thing even when no one is watching:

- Processing claims with diligence and care
- Refusing bribes or favours
- Treating colleagues and members of the public with respect
- Using the resources of the department responsibly
- Reporting unethical conduct, even if it's uncomfortable

These actions may seem small, but they are powerful. They uphold the values of the Constitution, the department and reinforce the principle of Batho-Pele, ensuring that as employees of the department, we put people first in all we do

Why does it matter

It matters because unethical behaviour, no matter how small, erodes trust in public service and weakens service delivery. On the other hand, everyday ethical choices promote transparency, fairness, and professionalism in all spheres of the public service.

Let's be reminded that ethics is not an event or a campaign - it's a way of life for every public servant.

Serve with integrity, lead by example. Honour the public trust, build stronger relationships and a positive reputation.

Be bold and uphold the code

SUMMARY OF THE EMPLOYMENT EQUITY ACT, 55 OF 1998, AS AMENDED AND ISSUED IN TERMS OF SECTION 25(1)

1 CHAPTER I:

DEFINITION, PURPOSE, INTERPRETATION AND APPLICATION

DEFINITIONS: SECTION 1

a. Designated groups mean black people (i.e. African, Coloured and Indian), women and persons with disabilities who are citizens of the Republic of South Africa by birth or descent, or became citizens of the Republic of South Africa by naturalization: before 27 April 1994 or after 26 April 1994 and who would have been entitled to acquire citizenship by naturalization prior to that date but were precluded by apartheid policies.

b. Designated employer means an employer who employs 50 or more employees, municipalities, organs of State and employers bound by collective agreement in terms of the Labour Relations Act.

c. Temporary employees are employees who are employed for less than three months.

d. Sector means an industry or service or part of an industry or service.

PURPOSE OF THE ACT: SECTION 2

The purpose of this act is to achieve equity in the workplace by-

a. Promoting equal opportunity and fair treatment in employment through the elimination of unfair discrimination; and

b. Implementing affirmative action measures to redress the disadvantages in employment experienced by designated groups to ensure their equitable representation in all occupational levels in the workforce.

APPLICATION OF THE ACT: SECTION 4

a. Chapter II applies to all employers and employees.

b. Chapter III applies to designated employers and people from designated groups.

c. Members of the National Defence Force, National Intelligence Agency, and South African Secret Services are excluded from this Act.

2. CHAPTER II:

PROHIBITION OF UNFAIR DISCRIMINATION

a. No person may unfairly discriminate, directly or indirectly, against an employee in any employment policy or practice, on one or more grounds including race, gender, sex, pregnancy, marital status, family responsibility, ethnic or social origin, colour, sexual orientation, age, disability, religion, HIV status, conscience, belief, political opinion, culture, language, birth or on any other arbitrary ground.

b. It is not unfair discrimination to promote affirmative action consistent with the Act or to prefer or exclude any person on the basis of an inherent job requirement.

c. (c) Harassment of an employee is a form of unfair discrimination and is prohibited on any one, or a combination of, the grounds prohibiting unfair discrimination.

2.1.EQUAL PAY FOR WORK OF EQUAL VALUE: SECTION 6(4)

a. Employers may not unfairly discriminate against employees by providing different terms and conditions of employment between employees of the same employer performing the same or substantially the same work or work of equal value that is directly or indirectly based on any one or more grounds listed in subsection 6(1) or on any other arbitrary ground.

2.2 MEDICAL TESTING: SECTION 7

a. Medical testing on an employee is prohibited, unless legislation permits or requires the testing; or it is justifiable in the light of medical facts, employment conditions, social policy, the fair distribution of employee benefits or the inherent requirements of the job.

b. Testing of an employee to determine that employee's HIV status is prohibited unless such testing is determined to be justifiable by the Labour Court in terms of section 50(4) of this Act.

2.3 PSYCHOMETRIC TESTING: SECTION 8

a. Psychological testing and other similar assessments of an employee are prohibited unless the test or assessment being used has been scientifically shown to be valid and reliable, can be applied fairly to all employees and is not biased against any employee.

2.4 DISPUTES CONCERNING CHAPTER 2: SECTION 10

a. An employee, or applicant for employment, may refer a dispute concerning alleged unfair discrimination, medical or psychological testing to the CCMA for conciliation. This must be done within six months of the alleged discrimination or testing.

b. If a dispute is not resolved after conciliation, any party to the dispute may refer it to the Labour Court for adjudication. The parties to a dispute may also agree to refer the dispute for arbitration.

c. Unfair dismissal disputes in which unfair discrimination is alleged must be dealt with in terms of the Labour Relations Act. The dismissal must be referred to the CCMA within 30 days.

d. An employee may refer a dispute to the CCMA for arbitration if :–

   i. the employee alleges sexual harassment; and

   ii. in any other case, where the employee earns less than the amount prescribed by the Minister in terms of section 6(3) of the Basic Conditions of Employment Act; or

e. Any party may refer the dispute to the CCMA for arbitration.

3. CHAPTER III – AFFIRMATIVE ACTION

3.1 DUTIES OF A DESIGNATED EMPLOYER: SECTION 13

a. (a) A designated employer must implement affirmative action measures for designated groups to achieve employment equity.

b. (b) In order to implement affirmative action measures, a designated employer must-

   i. Consult with employees;

   ii. Conduct analysis;

   iii. Prepare an Employment Equity Plan; and

   iv. Report to the Director-General on progress made in the implementation of the plan.

3.2 AFFIRMATIVE ACTION MEASURES: SECTION 15

a. Affirmative action measures are measures intended to ensure that suitably qualified employees from designated groups have equal employment opportunities and are equitably represented in all occupational levels of the workforce.

b. Such measures must include:

   i. Identification and elimination of barriers with an adverse impact on designated groups;

   ii. Measures which promote diversity;

   iii. Making reasonable accommodation for people from designated groups;

   iv. Retention, development and training of designated groups (including skills development); and

   v. Preferential treatment and numerical goals to ensure equitable representation, which exclude quotas.

c. Designated employers are not required to take any decision regarding an employment policy or practice that would establish an absolute barrier to prospective or continued employment or

   i. advancement of people not from designated groups.

d. The Minister may publish a notice in the Gazette identifying national economic sectors for the purposes of this Act, having regard to any relevant code contained in the Standard Industrial Classification of all Economic Activities published by Statistics South Africa.

e. The Minister may, after consulting the relevant sectors and with the advice of the Commission, for the purpose of ensuring the equitable representation of suitably qualified people from designated groups at all occupational levels in the workforce, by notice in the Gazette set numerical targets for any sector or part of a sector.

3.3 CONSULTATION: SECTION 16 AND 17

a. A designated employer must consult with a representative trade union representing members at the workplace or representative of on employment equity matters.

b. Designated employers should consult with employees both from designated and non-designated groups, and employees representing the interests of individuals from the various occupational levels. Matters for consultation must include issues relating to the conducting of an analysis, preparing and implementing an Employment Equity Plan and preparation and submission of Employment Equity Reports.

3.4 DISCLOSURE OF INFORMATION: SECTION 18

a. To ensure meaningful consultation, the employer must disclose relevant information to the consulting parties, subject to section 16 of the Labour Relations Act 66 of 1995.

3.5 ANALYSIS: SECTION 19

A designated employer must conduct an analysis of employment policies, practices, procedures and the work environment so as to identify employment barriers that adversely affect members of the designated groups. The analysis must also include the development of a workforce profile to determine to what extent designated groups are under-represented in the workplace.

3.6. EMPLOYMENT EQUITY PLAN: SECTION 20

a. A designated employer must prepare and implement an Employment Equity Plan, which must not be shorter than one year and not longer than five years, and should include a timetable for the achievement of goals and objectives for each year of the plan.

b. The numerical goals set by an employer must comply with any sectoral target in terms of Section 15A that applies to that employer.

c. The Director-General may apply to the Labour Court to impose a fine in terms of Schedule 1 for failure to prepare and implement an Employment Equity Plan.

3.7. REPORT: SECTION 21

a. A designated employer must submit a report to the Director-General once every year on such date and in such manner as may be prescribed.

b. The Labour Court may, on application by the Director-General, impose a fine contemplated in Schedule 1 of this Act for failure to report.

3.8. DESIGNATED EMPLOYER MUST ASSIGN A MANAGER: SECTION 24

A designated employer must assign one or more senior managers to ensure implementation and monitoring of the Employment Equity Plan and must make available necessary resources for this purpose.

3.9. INCOME DIFFERENTIALS: SECTION 27

a. A statement of remuneration and benefits received in each occupational level of that employer's workforce must be submitted by a designated employer to the National Minimum Wage Commission.

b. Where disproportionate income differentials or unfair discrimination in terms and conditions of employment as contemplated by section 6(4) of the Act are reflected in the statement contemplated in sub-regulation (a), a designated employer must take measures to progressively reduce such differentials subject to guidance as may be given by the Minister as contemplated in the regulations.

4. CHAPTER V - MONITORING, ENFORCEMENT AND LEGAL PROCEEDINGS

4.1 MONITORING: SECTION 34

Employees or trade union representatives can monitor the implementation of the Act and report any contraventions to the relevant bodies.

4.2 POWERS OF THE LABOUR INSPECTOR: SECTION 35

Labour Inspectors are authorised to conduct an inspection as provided for in section 65 and 66 of the Basic Conditions of Employment Act, 1997.

4.3 UNDERTAKING TO COMPLY: SECTION 36

a. If the inspector has reasonable grounds to believe a designated employer has failed to comply with its obligations in terms of the Act, the inspector may request and obtain a written undertaking to comply within a specified period.

b. If an employer fails to comply with an undertaking, the Director-General may apply to the Labour Court to make such an undertaking an order of the Labour Court.

4.4 COMPLIANCE ORDER: SECTION 37

a. A labour inspector may serve a compliance order to a designated employer if that employer has failed to comply with sections 16, 17, 19, 22, 24, 25, or 26 of this Act.

b. If an employer fails to comply with an undertaking, the Director-General may apply to the Labour Court to make such an undertaking an order of the Labour Court.

4.5 REVIEW BY DIRECTOR-GENERAL: SECTION 43 , 44 AND 45

a. The Director-General may conduct a review to determine whether an employer is complying with the Act.

b. The outcome of the review may result in the Director-General approving the designated employers' Employment Equity Plan: or may make recommendations to fulfil the requirements of the Act.

c. If an employer fails to comply with a request made by the Director-General in terms of section 43(2) or a recommendation made by the Director- General in terms of section 44 (b), the Director- General may apply to the Labour Court for an order directing the employer to comply with the request or recommendation or to impose a fine in terms of Schedule 1 of this Act.

4.6 POWERS OF THE LABOUR COURT: SECTION 50

The Labour Court has the powers to make any appropriate orders, award compensation or impose fines.

4.7 PROTECTION OF EMPLOYEE RIGHTS: SECTION 51

The Act protects employees who exercise their rights and obligations under the Act against victimisation, obstruction and undue influence.

5. CHAPTER VI – GENERAL PROVISIONS

5.1 STATE CONTRACTS: SECTION 53

a. Designated employers who seek to do business with any organ of state, will have to apply for a certificate from the Minister confirming their compliance with chapter II and III of the Act and the payment of the minimum wage in terms of the National Minimum Wage Act of 2018.

b. Non-designated employers who seek to do business with any organ of state, will have to apply for a certificate from the Minister confirming their compliance with chapter II of the Act and the payment of the minimum wage in terms of the National Minimum Wage Act of 2018.

c. Both designated and non- designated employers must confirm that the CCMA or a court has not issued an award against the employer in the previous 12 months for breaching the prohibition on unfair discrimination and for failing to pay the minimum wage.

5.2 LIABILITY OF EMPLOYERS: SECTION 60

Should employees contravene any provision of this Act while performing their duties; the employer will be liable, unless the employer can prove that it did everything in its power to prevent the undesired act.

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DEL NEWS FLASH

BACK TO SCHOOL



LABOUR ACTIVATION PROGRAMME BEARS FRUIT; MINISTER METH HANDS OVER SCHOOL FACILITIES BUILT BY LOCAL BENEFICIARIES AS PART OF BACK TO SCHOOL CAMPAIGN

Gentle showers of rain, an ecstatic eMalungeni community and traditional dance groups marked an electric ambience in celebration of the dignified and conducive learning environment handed over by the Minister of Employment and Labour, Ms. Nomakhosazana Meth.

One hundred (100) learner study desks and four ablution facilities structures are products constructed by the Department's Labour Activation Program beneficiary partners; Nnite Trading Enterprise and Philatha Suppliers & Services, who are paying it forward by uplifting the school community of Langalakhe Senior Primary School at Ngqeleni, Eastern Cape.



Minister Meth says the department facilitates the Labour Activation Program as part of its goal to combat unemployment in the country, promote economic growth, enhance employability, and enable entrepreneurship. The initiative with a budget allocation of over R900 million has seen scores of youth throughout the country benefitting from the skills training.



Langalakhe Senior Primary School Principal expressed profound gratitude, stating the donation has "restored our dignity." He highlighted the broader socio-economic impact, noting, "this initiative has changed the dynamics of the eMalungeni community. Youth involved are now able to support their families through training stipends and we have observed a decrease in social challenges. For this, we are deeply grateful to the Department."

The LAP project in Nyandeni Local Municipality is providing 170 beneficiaries with critical skills. The implementing partners, Nnite Trading Enterprise and Philatha Suppliers & Services, are further responsible for placing these graduates in sustainable work environments for a minimum of two years. "The Department will also work in partnership with those learners who wish to start up their own businesses post skills training to design models that may possibly assist in establishing learners as potential employers will contribute to job creation", said Minister.

The community of Emalangeni also benefitted from a service delivery outreach programme which is offered a basket of services on site which included; Assistance with Unemployment Insurance Fund (UIF) claims and enquiries, Registration of claims and enquiries relating to Compensation Fund, Career counselling and job placement support via Public Employment Services and assistance from Inspection and Enforcement Services.

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Department:
Employment and Labour
REPUBLIC OF SOUTH AFRICA

A NATION THAT WORKS FOR ALL

2030 NDP

GOVERNMENT NEWS

13 JANUARY 2026

government communications
Department: Government Communication and Information System
REPUBLIC OF SOUTH AFRICA

"Empowering South Africans through communication excellence".

GOVERNMENT CONGRATULATES THE MATRIC CLASS OF 2025!

- Government congratulates the Matric Class of 2025 on achieving an outstanding National Senior Certificate (NSC) pass rate of 88%, the highest ever recorded in the country.
- The achievement reflects the hard work, commitment and resilience of learners, teachers, school management teams, parents and education stakeholders across the system.
- Government extends its sincere appreciation and congratulations to teachers for their dedication, professionalism and tireless efforts in supporting learner success.
- Education officials and support staff are acknowledged for ensuring the smooth administration and credibility of the 2025 NSC examinations.
- To learners who did not achieve the results they had hoped for, Government reassures you that one examination outcome does not define your future or your potential. Remain hopeful and explore the many pathways available to continue with your education.
- If you did not obtain the desired results, you can register for the Second Chance Matric Programme, write supplementary examinations, or pursue alternative education and training opportunities.
- Learners experiencing emotional distress, anxiety or disappointment are encouraged to seek free and confidential support through the DSD Command Centre (0800 428 428), Childline South Africa (116) or the South African Depression and Anxiety Group (0800 567 567). For more information, visit: https://www.education.gov.za/ #GovZAUpdates

A NATION THAT WORKS FOR ALL

NDP

GOVERNMENT NEWS

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government communications
Department: Government Communication and Information System
REPUBLIC OF SOUTH AFRICA

"Empowering South Africans through communication excellence".

GOVERNMENT SENDS WELL WISHES ON START OF ACADEMIC YEAR

- Government is ready to receive millions of learners for the 2026 academic year and wishes all learners success in their studies, especially those beginning their school journey.
- Government gives assurances that learners who have not yet been placed will be allocated a space in a classroom. No learner will be left behind.
- Education is a shared responsibility, and parents, caregivers, communities and School Governing Bodies are encouraged to work closely with schools to create a supportive and well-managed learning environment.
- The health, safety and wellbeing of learners remain a priority, and all stakeholders must promote healthy habits, positive behaviour and safe school spaces.
- Parents and caregivers must ensure that learners attend school daily, arrive on time and are supported at home with their schoolwork.
- Learners are encouraged to remain focused, disciplined and committed to their studies, while respecting their educators and peers.
- Learners must also eat balanced nutritious food, engage in regular physical activity, have sufficient sleep, and ensure positive mental habits.
- Working together, we can ensure a productive school year that enables every learner to reach their full potential.

A NATION THAT WORKS FOR ALL

NDP



The North West Province has ushered in a new era of Employment and Labour service delivery with the official opening of the Mogwase Labour Centre and a dynamic week-long campaign under the banner "Taking Services to the People." Led by Minister of Employment and Labour, Honourable Nomakhosazana Meth, this initiative is more than a programme. It is a bold, sustained commitment to accessible, efficient, and ethical service delivery across Bojanala Platinum District.



"A capable state is not measured by strategy documents; it is measured by what happens at the frontline."

Minister Nomakhosazana Meth

A Frontline Game Changer for Communities

Strategically located in Moses Kotane Local Municipality, the Mogwase Labour Centre is designed to reduce backlogs, shorten turnaround times, and restore trust in public institutions. The centre consolidates key services under one roof:

- UIF claims processing & employer compliance
- Public Employment Services (PES)—linking jobseekers with real opportunities
- Inspection & Enforcement Services (IES)—protecting vulnerable workers
- Advisory support for employers, cooperatives, and entrepreneurs



"This Labour Centre exists for one reason: to make the state work better for the people—workers, jobseekers, young people, and entrepreneurs."

Minister Nomakhosazana Meth

Operation Vuzini Friday: Services on the Move, Every Week

This momentum also aligns with the Department's Operation Vuzini Friday—a conscious, bold step under the Minister Meth's leadership to market and deliver services closer to the public every Friday, over and above normal operating days.

On Vuzini Fridays, all DEL offices are on the ground, actively reaching out and providing services outside office premises—from registration kiosks and mobile UIF assistance to workplace compliance advice and PES activations in malls, taxi ranks, community halls, and industrial parks.





"On Fridays, we take the state to the people—no barriers, just service."

Minister Nomakhosazana Meth

Empowering Youth: Skills, Pathways, and Real Prospects

As part of her oversight, the Minister visited the Task Alfa Group LAP project in Mogwase, engaging learners enrolled in electrical engineering pathways. The Labour Activation Programme (LAP), backed by R773 million, is unlocking opportunities and building futures through structured progression.



"Your resilience and commitment today will shape the opportunities of tomorrow."

Minister Nomakhosazana Meth's LAP beneficiaries

The Department, in total, visited 3 LAP projects, 2 at Tsakamoso and 1 at Task Alfa Group.

The LAP in Action: Tsakamoso Trading and Task Alfa Group

Under the Labour Activation Programme (LAP), the Minister's oversight visits highlighted local delivery partners that turn policy into tangible opportunities.

Tsakamoso Trading (Mogwase & Morulong)

Owned by Bakgatla Ba Kgafela Investment Holdings, Tsakamoso Trading operates in the manufacturing sector, sewing PPE garments and partnering with two mines in Moruleng for placement pipelines. Approved to train 1,056 jobseekers across 22 villages in Mogwase and Moruleng, with a UIF allocation of R35,217,000, the programme offers:

- Sewing (5-month skills programme) with a stipend of R2600
- Yellow Plant Operators (8-month skills programme) R3000
- ICT (12-month learnership) with a stipend of R3000

The first cohort of 205 learners began in July 2025. Current site engagements include 99 learners doing PPE/Garment Sewing in Mogwase Industrial Area, and 86 learners in Yellow Plant & ICT at Bakgatla Primary School, Moruleng.

Taskalfa Group (Mogwase)

Taskalfa Group, a 100% black owned company based in Klerksdorp, delivers construction sector training in Building, Plumbing, and Electrical Engineering. Approved to train 5,900 jobseekers, 3,500 across Bojanala, Ngaka Modiri Molema, and Dr Kenneth Kaunda, and 2,400 in the Northern Cape, with the Department's UIF allocation of R199,927,960, the entity has trained 1,406 learners in Bojanala to date. Current programmes include 30 learners in Electrical Engineering simulation at Mogwase Sport Park and 94 learners doing Building practicals in Mabele A Pudi, Mogwase.



"From simulation to site, these learners transition into real projects with partner construction firms"

Minister Nomakhosazana Meth's LAP beneficiaries

Why Bojanala? The Economic Imperative

Bojanala Platinum District, anchored by mining (30–35%) with strong agriculture, tourism and manufacturing, is the province's economic engine. Yet high unemployment, especially among youth, demands targeted, high-impact interventions. The Mogwase Centre, LAP, and weekly Vuzini activations collectively bridge the access gap, ensuring services, skills, and compliance reach communities where they live and work.

Compliance in Action: Inspections, Orders, and Accountability

The week of action delivered tangible enforcement:

- 1802 inspections across wholesale and retail revealed widespread non-compliance, from absent risk assessments and lack of PPE to National Minimum Wage breaches and COIDA/UIF registration lapses.
- Legal consequences followed: contravention notices, compliance orders, improvement and prohibition notices, and arrests for Immigration Act violations.
- On 8 January, 11 undocumented foreign nationals and six employers were arrested in Rustenburg; employers were fined R15 600 each.



"Exploitation is the root cause of employing undocumented foreign nationals. Cheap labour ultimately becomes costly"

Minister Nomakhosazana Meth's LAP beneficiaries

Services on Wheels: The UIF Mobile Office

To reach remote and underserved areas, the Department deployed a state-of-the-art UIF mobile office, a bus outfitted with five workstations, Wi-Fi, solar power, printers, and amenities. The unit enables on-the-spot applications, verifications, and guidance, reinforcing the "Taking Services to the People" promise and amplifying Operation Vuzini Friday activations.

The Road Ahead: A Capable, Ethical, Developmental State

From modern infrastructure to weekly field activations and rigorous enforcement, the Department's approach is clear: meet people where they are and deliver outcomes that matter, job opportunities, compliance, and dignity.





The Minister, Ms Nomakhosazana Meth has on Friday, 09 January 2026, handed over 8 mobile offices for the efficient servicing of communities in outlying areas outside of cities and towns of North West, Free State, Gauteng, Mpumalanga, Limpopo, KwaZulu-Natal, Eastern Cape, Western Cape.

In a symbolic handover, Minister Meth handed over the keys to three Provinces, namely, North West, Free State and Gauteng. All buses are operational effective immediately.

The handover took place alongside the integrated service delivery programme at Letlhabile Community Hall in the Madibeng Local Municipality in Bojanala Platinum District. The available services included Public Employment Services, registration of jobseekers, career counselling, processing of UIF and Compensation Fund claims, as well as complaints for Labour Inspections.

#GonZAUpdates #DELFridays

#VuziniFriday

TAKING SERVICES TO THE PEOPLE: LETLHABILE COMMUNITY HALL 09/01/2026



Total Number of Community Members who accessed the various services: 326

Total Number of Community Who Completed COIDA Forms & submitted Circ: 298





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UIF

Compensation Fund
WORKING FOR YOU

Postal Address: Private Bag X117, PRETORIA, 0001 • Street Address: Laboria Building, 215 Francis Baard Street, PRETORIA
Tel: 0860 101 010, Fax: (012) 309 4737 or (012) 309 4738

THINKING OF A SIDE HUSTLE?

Other Remunerative Work (ORW) in the Public Service is often referred to as "any remunerated work outside an employee's official duties. It is not measured by size (big or small).

Section 30 of the Public Service Act states that *"an employee shall apply for permission to perform other remunerative work outside their employment in the relevant department, before engaging themselves in such work"*.

If he or she is granted permission in terms of section 30 of the Act to perform outside remunerative work, one should take note of Regulation 13 (c) which stipulates that "such an employee shall **NOT** conduct business with any organ of state or be a director of a public or private company conducting business with an organ of state"

THE FOLLOWING COMMON OTHER REMUNERATIVE WORK OFTEN REFERRED TO AS "SIDE HUSTLES"

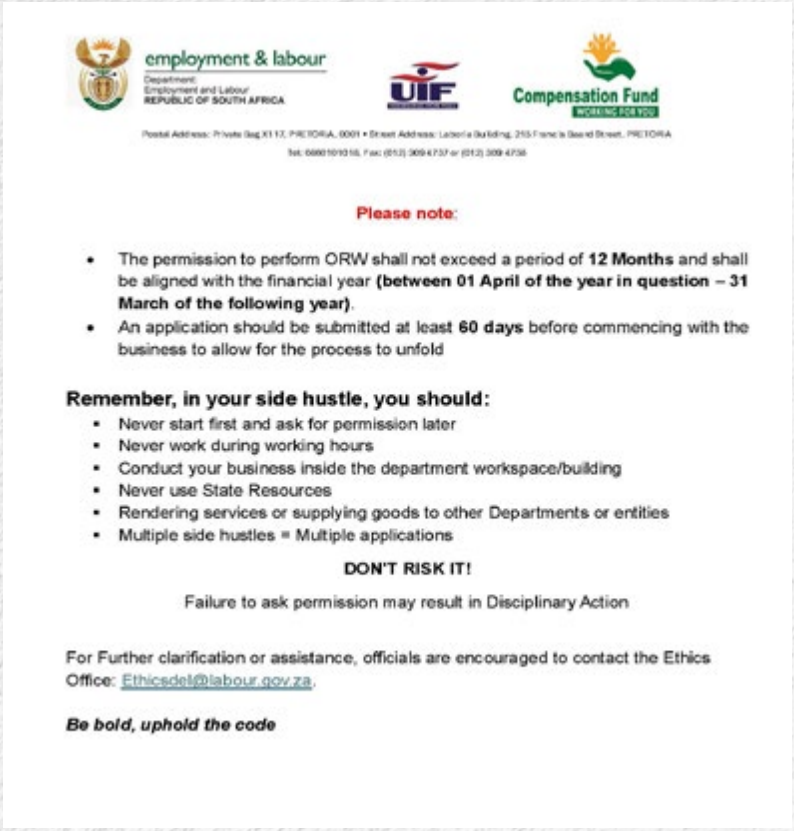
- Selling atchaar and beauty products
- Working as a tutor or Lecturer
- Revamping of CVs.

Note: Not Limited to the above-mentioned side hustles

Do the right thing!

Seek approval to perform your side hustle.

LEFAPHA LA BADIRI • LEFAPHA LA MESEBETSI • UMNYANGO WEZEMISEBENZI • MUHASHO WA ZWA MISHUMO • DEPARTEMENT YAN ARBEID • KGOMO YA MEDIRO YA BA • TSHOMO • MOJAWULO YA TA MINTIRHO • LITHO • LETEMISEBENTI • ISEBE LEZEMISEBENZI • UMNYANGO WEZOKUSEBENZI



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Please note:

- The permission to perform ORW shall not exceed a period of **12 Months** and shall be aligned with the financial year **(between 01 April of the year in question – 31 March of the following year)**.
- An application should be submitted at least **60 days** before commencing with the business to allow for the process to unfold

Remember, in your side hustle, you should:

- Never start first and ask for permission later
- Never work during working hours
- Conduct your business inside the department workspace/building
- Never use State Resources
- Rendering services or supplying goods to other Departments or entities
- Multiple side hustles = Multiple applications

DON'T RISK IT!

Failure to ask permission may result in Disciplinary Action

For Further clarification or assistance, officials are encouraged to contact the Ethics Office: Ethicsdel@labour.gov.za.

Be bold, uphold the code

DEL NEWS

FLASH

Date: 22 January 2026



STRATEGIC PLANNING SESSION 2026: TURNING PURPOSE INTO PERFORMANCE

As the year begins, it brings with it renewed energy, fresh plans, and a shared sense of optimism about what can be achieved. This spirit of possibility is equally present within the Department of Employment and Labour as it looks ahead to the year before us with purpose and resolve.

The Department of Employment and Labour's Strategic Planning Session marked a defining moment of alignment, reflection, and resolve. Convened under the leadership of Minister of Employment and Labour Hon **Nomakhosazana Meth** and supported by the Hon. Deputy Minister's **Jomo Sibiya** and **Judith Nemadzinga-Tshabalala**, senior management, public entities, and social partners, the session reaffirmed a clear message: **our work matters, and delivery matters even more.**

This was not business as usual. It was a deliberate pause to assess where we stand, confront what is holding us back, and sharpen our collective focus as we move towards the 2026/27 planning cycle.

A Clear Mandate from Leadership

In her opening remarks, the Deputy Minister reminded attendees that planning is not an end in itself. Policies, frameworks, and targets only become meaningful when they translate into real improvements in the lives of workers, employers, and job seekers. The Strategic Planning Session was positioned as both a governance imperative and a moment of leadership accountability grounded in the National Development Plan Vision 2030, the MTDP, and the priorities of the 7th Administration.

The message was unambiguous: the Department of Employment and Labour sits at the centre of South Africa's employment and social justice agenda. We are a service delivery department, and our impact must be tangible, measurable, and felt where it matters most.

This Strategic Planning Session is more than a calendar event. It is a reaffirmation of purpose and a reminder of why the Department of Employment and Labour exists to protect workers, promote equity, create pathways to employment, and contribute meaningfully to South Africa's development.

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Where We Are: Performance in Focus

The briefing by Jacky Molisane, Acting Director-General, provided a candid snapshot of performance across the DEL Group. The numbers tell a story of progress and potential:

- Overall performance improved from 70% in 2024/25 to over 80% in Q1 and Q2 of 2025/26
- Several entities and branches demonstrated strong delivery discipline and operational excellence
- Performance is stabilising, showing that focused effort and accountability are yielding results

At the same time, leadership acknowledged areas requiring urgent attention—particularly system instability, ICT delays, capacity constraints, and uneven performance across provinces and programmes. These realities were not downplayed. Instead, they were confronted openly as part of building a stronger, more capable Department.

What Must Change: From Insight to Action

Across discussions, a consistent theme emerged: implementation is the true measure of success. Whether it is labour inspections, public employment services, employment equity enforcement, or social protection, staff were reminded that our daily actions are the point where strategy meets citizens.

Key priorities crystallised during the session include:

- Stabilising ICT systems as a foundation for reliable service delivery
- Strengthening human resource capacity in critical delivery areas
- Improving audit outcomes through decisive corrective action
- Accelerating reform and modernisation, including UIF and CF unbundling
- Positioning DEL as a national thought leader on labour and employment

These priorities are not abstract. They shape how we plan, how we work, and how we serve.

Why This Matters to Every Employee

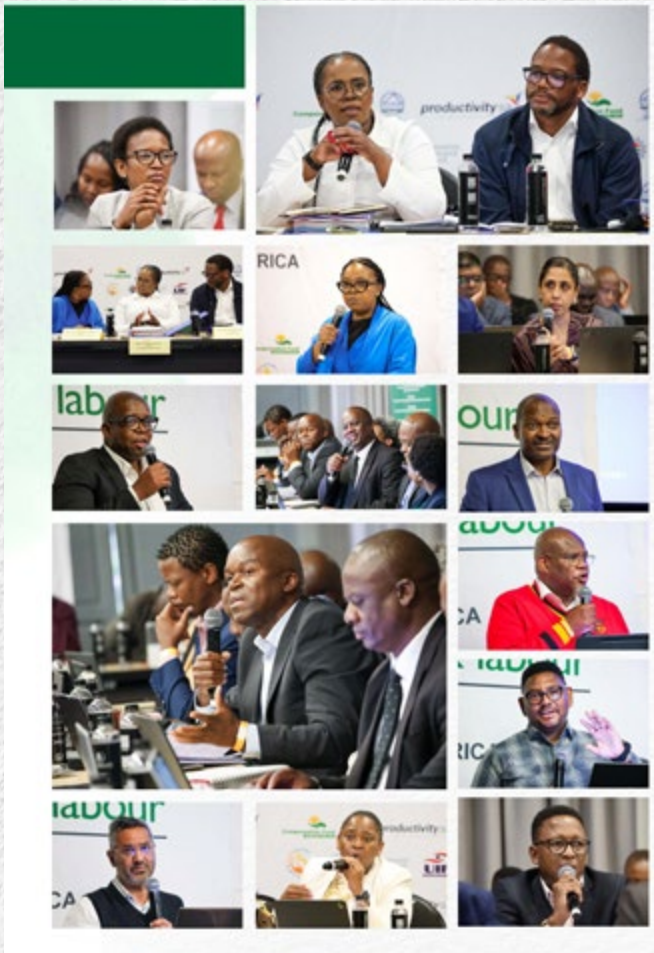
The Strategic Planning Session reinforced that every role in the Department contributes to the bigger picture. From frontline service delivery to policy development, finance, ICT, inspections, and support functions—our collective performance determines whether government commitments become lived realities.

As we move forward, let us:

- Stay focused on outcomes, not just activities
- Uphold ethical conduct and accountability at all levels
- Embrace innovation, collaboration, and continuous improvement.

The work continues. And it continues with clarity, direction, and confidence in what we can achieve together.

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



DEL NEWS FLASH

Date: 23 January 2026



STRATEGIC PLANNING SESSION – DAY 2

Day 1 established the foundation for the Strategic Planning Session by sharpening focus on the key question: **How do our policies and programmes create real impact for ordinary South Africans?**

Day 2 shifted firmly from reflection to execution. The discussions centred on assessing results honestly, understanding constraints, and ensuring that plans and budgets align with what must be delivered in the 2026/27 financial year.

Setting out the strategic terrain, Hon. Minister Nomakhosazana Meth reaffirmed the Department's mandate: employment, labour relations, occupational health and safety, social protection, and skills development remain essential to South Africa's economic stability and social cohesion—not peripheral concerns. She noted that although economic indicators show resilience, the labour market continues to absorb people too slowly. High unemployment, especially among young people and women, remains the country's most urgent challenge.

The message was direct: confidence means little without functionality. Economic progress matters only if workplaces are safer, inspections are effective, disputes are resolved efficiently, and the skills system meets real market needs.

Performance Under the Spotlight

The review of **Quarter 2 performance for 2025/26** provided a candid picture of progress. While performance trends show improvement and stabilisation, leadership emphasised that **progress must now translate into consistent delivery across all programmes, provinces, and service points.**

#YaziniFriday

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A NATION that WORKS













Executives were required to explain:

- What is working and why
- What is not working and what will change
- How interventions directly address citizens' service delivery challenges

This approach reinforced that performance reporting is not an administrative task but a tool to support learning, correction, and improvement.

Across discussions, one principle remained clear: strategy without implementation capacity is theatre. The department has stabilised its foundations and strengthened oversight, but stability alone is not enough. The next phase demands acceleration, visibility, accountability, and measurable impact.

For staff across the Department, Day 2 underscored an important truth: every role contributes to whether government commitments translate into real improvements for communities—from frontline services to policy, ICT, inspections, finance, and support services.

Moving Forward Together

Day 2 marked a decisive shift from planning to action. Priorities are clear, expectations are set, and responsibility is shared. As the Department moves into the next planning cycle, the focus remains on turning plans into performance—and performance into meaningful impact for South Africans.

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







"The Year of Golden Jubillee, putting Young South Africans to work"

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NDP 2030