



Employment and Labour Deputy Minister Jomo Sibiya addressing workers during a multi-departmental joint blitz inspection to assess compliance with labour legislation, immigration and adherence to rule of law. During the inspection in which the Deputy Minister was accompanied by a team of inspectors, immigration officers from Department of Home Affairs and the South African Police Services they uncovered a “gory site” at a saw-milling operation in Mpumalanga. Workers at the saw milling had their fingers chopped off and these were not reported to the Department and workers were working without protective personal equipment and the plant also employed dozens of illegal foreign nationals.

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DIARY OF EVENTS



MAY

01 May 2026 = Workers' Day (national holiday)

19 May 2026 = Employment and Labour Minister, Nomakhosazana Meth is expected to table the Department's Budget Vote 31 in Parliament

19–20 May 2026 = The Department of Employment and Labour's Inspection and Enforcement Services (IES) branch is set to host an Annual Employment & Labour Law Indaba 2026 at Emperors Palace, Kempton Park

28 May 2026 = Department's Public Employment Services (PES) Branch Management Committee (BMC) meeting

May 2026 = Department of Employment and Labour in a partnership with University of Johannesburg (UJ) expected to host the third Elijah Barayi Memorial Lecture as part of celebrating International Workers Month

JUNE

1–12 June 2026 = The 114th Session of the International Labour Conference 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

13 June 2026 = The 357th Session of the Governing Body of International Labour Organization (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 2026 = Youth Day (national holiday)

29 June 2026 = Department's Public Employment Services (PES) Branch Management Committee (BMC) meeting

JULY

30 July 2026 = Department's Public Employment Services (PES) Branch Management Committee (BMC) meeting



"The Year of Putting Young South Africans to Work, in Honor of 1976 youth and to commemorate youth uprising **Golden Jubilee**"



We value your feed-back and contributions, please contact

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HONOURING FREEDOM, STRENGTHENING WORKPLACES: THE ROAD FROM APRIL TO WORKERS' MONTH

The year 2026 is progressing at a remarkable pace. It is hard to believe that April is already drawing to a close as we prepare to enter the month of May. April holds particular significance as Freedom Month in South Africa—a time of reflection and commemoration that honours those who sacrificed their lives so that all citizens may enjoy the freedoms we have today.

April also marks the beginning of the performance year. As the month comes to an end, the Department of Employment and Labour recently commemorated World Occupational Health and Safety (OHS) Day, reaffirming the importance of health and safety in the workplace.

Occupational Health and Safety remains a critical concern in South African workplaces. During the Employment Standards Conference held in Durban last November, the Department's Inspection and Enforcement Services (IES) branch presented compliance statistics indicating that 107 808 workplaces—exceeding the annual target of 98 856—were inspected for compliance with the OHS Act. Of these,

only 69 613 workplaces (65%) were found to be compliant, while 38 195 (35%) were non-compliant. Furthermore, 38 124 workplaces (99.8%) were issued with notices, underscoring the scale of intervention required.

As we move enthusiastically into May, the focus becomes even more pronounced. May is Workers' Month, a period dedicated to highlighting who we are as the Department of Employment and Labour and reinforcing our role within the labour market. A range of activities is planned to showcase and promote workers' rights, dignity, and contributions.

In delivering on its mandate, the Department of Employment and Labour will need to intensify its efforts to advance the seven Strategic Priorities that guide its medium-term interventions, ensuring meaningful impact across the labour market and sustained improvements in compliance, protection, and service delivery.

Teboho Thejane
Editor-in-Chief



The Department of Employment and Labour's officials and beneficiaries during the recent outreach programme in Welkom for Lesotho nationals receiving assistive devices.

RESTORING DIGNITY ACROSS BORDERS: COMPENSATION FUND NATIONAL AND FREE STATE SUPPORT LESOTHO BENEFICIARIES

The Department of Employment and Labour's Compensation Fund (CF), through its National Office and Free State Provincial Office, hosted a successful outreach programme in Welkom recently for Lesotho nationals receiving assistive devices.

Led by the Orthotic Directorate, the initiative focused on restoring mobility and improving the quality of life for injured former workers who were employed in South Africa and have since returned to Lesotho.

Strengthening Cross-Border Support

The outreach forms part of ongoing cooperation between South Africa and the Kingdom of Lesotho under a Memorandum of Understanding (MoU). This partnership ensures that workers injured while employed in

South Africa continue to receive medical care, pensions, and assistive devices in line with the Compensation for Occupational Injuries and Diseases Act (COIDA).

Many beneficiaries previously worked in high-risk sectors such as mining and construction and sustained serious injuries, including amputations. Through COIDA, the Compensation Fund continues to provide long-term support that enables beneficiaries to live independently.

Focused Follow-Up and Ongoing Care

Building on outreach visits conducted between 2022 and 2023, the 2026 programme focused on continued care for beneficiaries who require regular follow-up services.

In line with Orthotic and Prosthetic Protocols, assistive devices must be routinely maintained or replaced to ensure safety and proper functioning. Without maintenance, users risk discomfort or further injury.

Key services provided during the outreach included:

- Maintenance and replacement of assistive devices
- Assessment of fit and functionality
- Replacement of consumables such as prosthetic socks
- Resolution of pension payment challenges
- Collaboration Driving Impact

The outreach demonstrated strong collaboration between the Compensation Fund National Office and the Free State Provincial Office. A multidisciplinary team, including medical adjudicators, orthotists, disability management specialists, and pension administrators, worked together to deliver integrated services.

Dr Bongiwe Ndzuta, Director for the Compensation Fund in the Free State, highlighted the importance of this partnership: "Through the Memorandum of Understanding, South Africa's Compensation Fund continues to support beneficiaries by providing and renewing assistive devices in line with prescribed standards."

Hosting the programme in Welkom ensured access to specialised medical providers and technical resources, supporting efficient service delivery.

Restoring Mobility and Independence

Beneficiaries received and were assessed for a range of assistive devices, including prosthetic limbs, orthopaedic footwear, wheelchairs, and walking aids. These devices play a vital role in restoring mobility and enabling beneficiaries to carry out daily activities.

"I am very happy to receive my assistive device. It helps me regain my independence," said Mr Tsie Motsumi, a former construction worker.

Mr Choatlana Motebele, a former mine worker, added: "Receiving my new prosthetic leg makes me feel like a normal human being who can still do what he loves, which is farming."

Addressing Pension Challenges

The outreach also provided critical support to beneficiaries experiencing pension payment interruptions. The Pension Administration team from the National Office worked directly with pensioners to verify records, resolve discrepancies, and ensure payments resume in the upcoming cycle.

Officials noted that direct engagement helped address long-standing concerns and improve understanding of the system.

Commitment Beyond Borders

The outreach highlighted the Compensation Fund's ongoing commitment – both nationally and in the Free State to providing holistic, long-term support to beneficiaries, regardless of where they reside.

Through continued collaboration, regular follow-ups, and integrated service delivery, the Compensation Fund remains dedicated to ensuring that injured workers maintain their mobility, independence, and dignity.

By Tshegofatso Mogapi

We need to make sure that prevention is key where Major Hazard Installations are present – Employment and Labour

The Department of Employment and Labour's Inspection and Enforcement Services (IES) Major Hazard Installation (MHI) sub-directorate hosted a successful annual workshop to engage with its various stakeholders and the inspectorate in Benoni last month (26 March 2026).

The theme of this year's annual workshop is: *"Modelling, Analysing and Optimising Plants to predict Scenarios and Prevent Incidents"*.

The Department of Employment and Labour's Occupational Health and Safety (OHS) Chief Inspector, Milly Ruiter, who delivered the opening address at the workshop, indicated that this is an annual event held by the Department for the last two years.

"We had these workshops over the last two years nationally, so that we keep you abreast with the newly promulgated regulations and how to indicate how you should comply with the regulations. Now that the transition period to comply with the MHI regulations is over, we must hit the road running to comply with the regulations," said Ms Ruiter.

These workshops are meant to provide the Department's valuable delegates, stakeholders, and inspectors with a platform to engage with each other.

"As I have indicated, there has been a transitional period. We have been doing advocacy, and now we are shifting gears to ensure

that we collaborate to prevent incidents in the industry," said Ms Ruiter.

Recently, the Department had the Department hosted the national Occupational Health and Safety conference with the theme: Beyond compliance: Prevention in practice. She said during the conference, "We had speakers that presented on the use of technology and artificial intelligence to prevent incidents".

"So, for OHS as part of the OHS strategy 2024-2029, prevention is our key focus over the five-year term of the current administration. The theme of this workshop, "Modelling, Analysing and Optimising chemical plants to predict scenarios and prevent incidents," aligns with the key focus of the OHS strategy.

"We know that in this area of MHI, if there is an incident that takes place, it's major. So, we don't want incidents to take place, and we are able to prevent incidents if we collaborate," she said.

"Today we will be sharing information on real-life process incidents to enable us to learn from each other, prevent injuries, and diseases. If we collaborate as government, employers, employees, and professionals, we will divide the task of preventing incidents and multiply the success of safe and healthy work environments," said Ms Ruiter.

By Siyabulela Dzanibe

Department of Employment and Labour's Occupational Health and Safety (OHS) Chief Inspector, Ms. Milly Ruiter ... "an ounce of prevention is worth a pound of cure" where MHI are present.



Department of Employment and Labour partners Dr Kenneth Kaunda District Municipality (DRKKDM) and its local municipalities in an employer's session - JB Marks Town Hall in Potchefstroom

The Department of Employment and Labour in the North West Province recently held in a partnership with the DRKKDM an employer session to discuss the high unemployment rate in the provinces.

The joint session was attended by representatives of national and provincial government, business, organised labour, and society. It focused on a range of issues from unemployment, crime, lack of compliance to labour laws, enabling a conducive environment for business to invest,

The Employer's Roundtable Session took place alongside the Jobs/Careers Fair. The session was addressed by representatives from the Unemployment Insurance Fund, Compensation Fund, Productivity SA, and CCMA.





We need to make sure that prevention is key where Major Hazard Installations are present – Employment and Labour

Employment and Labour Deputy Minister Jomo Sibiya cautioned employers against taking the “line of least resistance” when it comes to compliance with health and safety standards.

When workers leave their homes every workday for work, they all hope to come back to their families intact and sound. The reality is that many go to work and never come back home.

They are either hospitalised or go straight into the mortuary. Those who are hospitalised, many will never be the same, as they will be maimed, disabled, some destined to wheelchairs and sick beds forever, others without fingers, hands, or their legs.

It is exactly for this reason that the Department of Employment and Labour in collaboration with Rand Mutual Assurance (RMA) and Federated Employers Mutual Assurance Company (FEM) hosted the National Occupational Health and Safety Conference: 2026. The assembly took place at the Birchwood Hotel and Conference Centre in Boksburg from the 17 to 19 March this year.

The conference, held under the theme: “Beyond Compliance: Prevention in Practice” brought together more than 950 delegates, including 600 OHS inspectors, departmental OHS experts, OHS industry experts/organisations, regulatory organisations, organised business, labour federations, academia, and the International Labour Organization (ILO).

As they always say; “Numbers do not lie,” during the conference, Thulani Sibeko Group Executive – Social Insurance at RMA revealed that in the Metals Class (Light & Heavy Steel, Automotive etc.) in 2025, they received a total of 18 831 claims of which, 232 were disease claims, 18 599 Injury claims and 41 fatalities. According to him this translates to 24,2 Injuries /1000 lives.

On the other side, the Compensation Fund reported receiving 928 occupational disease claims and 127 992 occupational injuries on duty. Whilst these numbers represent a fraction or part of the sectors, still they tell a sad story.

Opening the conference, Employment and Labour Deputy Minister Jomo Sibiya told the gathering that safe and healthy working conditions are not optional; “they are a fundamental human right.”

“Our Constitution guarantees the right to an environment that is not harmful to health and well-being. This right extends directly into our workplaces,” Sibiya said.

Echoing Deputy Minister Sibiya’s stance on safe and healthy working conditions being fundamental human right, Mr Mabhele, the Technical Officer from the International Labour Organization, said this year’s theme resonates strongly with the ILO’s global mission, especially following the elevation of Occupational Safety and Health to a Fundamental Principle and Right at Work. He said the recognition affirms what OHS professionals have known all along, and that safety is not optional, not technical, and not negotiable; it is a right that protects human dignity.

Mr Mabhele brought the work situation to life when he related the experience of those who have worked in the field of OHS also knows that the pursuit of safety can feel like participating in a comedy show. He said inspectors everywhere share the same universal experiences: the worker who insists “we have always done it this way”; the supervisor who says “it’s just a quick job”; and the “brave soul who thinks the laws of physics can be suspended for convenience. He spoke of how one inspector coined it: **“The most dangerous phrase I hear on site is: ‘Watch this.’**” This being the way workers try to prove the way they can do something risky without any repercussions.

Our very own Ms Bulelwa Huna, senior specialist: occupational health and safety, focused on the protection of young workers. She said they are the future of the workplace and therefore they need to be protected.

According to Ms Huna, the vulnerability of young workers is aggravated by their limited work experience, low awareness of hazards, insufficient training and supervision, as well as higher-risk entry-level jobs.

She told the gathering that the mitigating factors present themselves in various ways, including difficulty in recognising dangerous situations; unsure how to perform tasks safely; lack of knowledge on how to avoid risks; fear of reporting issues because they are worried that they may lose their jobs or upset their supervisors; as well as pressure to prove themselves thus rushing to complete the task.

She reminded the conference that there are laws and regulations that protect young workers, such as the Constitution of the Republic of South Africa, the Occupational Health and Safety Act, Basic Conditions of Employment Act, Ergonomics Regulations (2019), Hazardous Chemical Agents Regulation (2021), and Noise and Physical Agents Regulations (2025).

"Protecting young workers requires considering workplace hazards, work tasks and conditions, training and supervision, and organisational culture. Only by examining the complete system can employers and regulators create workplaces where young workers are safe, healthy, and able to develop their skills," she concluded.

Mr Phumudzo Maphaha, Senior Specialist Occupational Health and Safety, another guru from the Department specialising in Construction, Explosives and Major Hazard Installations (MHII), highlighted causes of construction incidents. According to Mr Maphaha, there are two factors that lead to incidents in construction being lack of competent persons performing construction work from Project Initiation to Project Close-Out as well as a lack of competent persons performing health and safety in the construction industry.

"A competent person performing either construction work or performing health and safety in the construction industry is one who has knowledge, training, experience, qualifications, and is professionally registered," Mr Maphaha said.

Mr Maphaha said a client must appoint a Construction Health and Safety Agent at the commencement of Stage 1, which is Project Initiation and Briefing, and not at any other stage. According to him, this will allow the Construction Health and Safety

Agent to monitor the integration of health and safety aspects for constructability, maintainability, and operability of the structure during the design process and finalise the construction project baseline risk assessment

The common thread among the speakers was that one death or injury is one too many and this must come to an end.

Another issue discussed at the conference that one cannot ignore is the introduction of Artificial Intelligence (AI) into the Occupational Health and safety sphere.

In closing the Conference on 19 March, Deputy Minister Sibiya reiterated the call for collective effort. He said: "Occupational health and safety is a shared responsibility, as government alone cannot achieve safer and healthier workplaces; employers alone cannot achieve safer and healthier workplaces, and workers alone cannot achieve safer and healthier workplaces."

Next on the agenda for the day, was the "kill it event" with all attendees flamboyantly dressed up for the occasion. This was the award ceremony in recognition of those officials who performed their duties diligently and consistently as well as provinces that performed exceptionally well.

For provinces there were two categories being Best performing Medium size Provinces which constitutes: Mpumalanga, Free State, Northern Cape and Limpopo, and North West as well as Larger size Provinces such as Western Cape, KwaZulu Natal, Gauteng, Eastern Cape.

In the Medium Size Provinces Category, the best performing Province title was scooped by the Northern Cape Province followed by Limpopo Province. Best Performing Province in the Larger Size category went to Gauteng followed by the Western Cape Province.

During the ceremony, several inspectors as well as principal inspectors were recognised including a special recognition for Head Office.

The message to those who did not receive awards is that they go back and start now to perform as they now know what winning requires.

By Masede Mosima and Mishack Magakwe

Joint multi-departmental blitz inspection – Sabie, Mpumalanga

A saw milling company was recently issued with a prohibition notice, this in contravention to multiple labour legislation. A multi-departmental and multi-disciplinary inspection team led by Employment and Labour Deputy Minister Jomo Sibiya together with Department of Home Affairs and the South African Police Services had observed how workers were being exploited, subjected to slave-like working conditions and injured at work due to unsafe work machinery.

During the operation more than 50 illegal foreign workers were taken into custody. The operation was not registered with Compensation Fund for Compensation for Occupational Injuries and Diseases Act; and the Unemployment Insurance Fund.



DEPARTMENT OF EMPLOYMENT AND LABOUR HOSTS AN ANNUAL EMPLOYMENT & LABOUR LAW INDABA TO STRENGTHEN SOCIAL DIALOGUE AND ADVANCE A TRANSFORMED SOUTH AFRICAN LABOUR MARKET

In a quest to strengthen social dialogue and advance a transformed South African labour market, the Department of Employment and Labour's Inspection and Enforcement Services (IES) branch is set to host the Annual Employment & Labour Law Indaba 2026.

The Annual Employment & Labour Law Indaba 2026 will be held under the theme: ***"Strengthening Compliance in a Rapidly Changing Labour Market"***. The Indaba is set to bring together government, employers, and workers to engage on employment and labour laws to promote compliance and strengthen partnerships in the world of work.

The Annual Employment & Labour Law Indaba 2026 will be held as follows:

Date: 19-20 May 2026 | Time: 09:00-16:00

Venue: Venue: Emperors Palace, 64 Jones Road, Kempton Park

NB: For more information on the Indaba, contact: Ms Nompumelelo Skhosana at NompumeleloS@labour.gov.za or on 012 309-4957/066 021 2759; Ms Gugulethu Dlamini at Gugulethu.Dlamini2@labour.gov.za or 076 145 3636; or Ms Sinxolo Jabavu at Sinoxolo.Jabavu@labour.gov.za or 072 647 5849 or Dr Pravine Naidoo at Pravine.Naidoo@labour.gov.za or 064 880 7156. – (i-DEAL)



World Health Organization

WHO calls for action: *"Together for health. Stand with science."* to mark World Health Day

The World Health Organization (WHO) today calls on people everywhere to renew their commitment to working together and supporting science as the twin engines driving better health, under the World Health Day 2026 theme: ***"Together for health. Stand with science."***

The campaign marks the anniversary of the WHO's founding on 7 April 1948, launching a year-long public health campaign.

Human health has been profoundly transformed over the past century, largely due to scientific progress and international collaboration. The global maternal mortality rate has fallen by more than 40% since 2000, and deaths among children under five have been reduced by over 50%. Advances in technology, scientific knowledge and skills, and collaboration between different disciplines, sectors, and countries continue to turn once-life-threatening health challenges – such as elevated blood pressure, cancer diagnoses, or HIV infection – into manageable health issues, extending and improving lives worldwide.

Yet, health threats continue to grow, fuelled by climate impacts, environmental degradation, geopolitical tensions, and shifting demographics. These challenges include persistent diseases and strained health systems, as well as emerging diseases with epidemic or pandemic potential. Across the globe, thousands of scientists – together with organizations such as WHO – are accelerating research and developing policies, tools, and innovations needed to protect communities today and safeguard the health of future generations.

"Science is one of humanity's most powerful tools for protecting and improving health," said Tedros Adhanom Ghebreyesus, Director-General of the World Health Organization. "People in every country live longer and healthier lives on average today than their ancestors did, thanks to the power of science. Vaccines, penicillin, germ theory, MRI machines, and the mapping of the human genome are just some of the achievements that science has delivered that have saved lives and transformed health for billions of people." – (WHO)





Launch of Internal Audit Awareness Campaign – Department of Employment and Labour

The month of May marks Internal Audit Awareness Month, during which the Department of Employment and Labour Internal Audit Directorate will initiate a series of articles during the year as part of the Internal Audit Awareness Campaign.

This campaign aims to enhance understanding of internal audit, promote strong internal controls, and encourage a culture of accountability and continuous improvement across the Department.

Internal Audit is defined as - an independent, objective assurance and advisory function designed to add value and improve the department's operations.

This is done to support the Accounting Officer and management by evaluating and improving the effectiveness of governance, risk management, and internal control processes, in line with the Public Finance Management Act (PFMA) and other legislations and prescripts.

“The aim of the Internal Audit Awareness Campaign is to increase understanding of the role and value of internal audit, while promoting a culture of accountability, strong internal controls, and effective risk management across the organization.”

The aim of the Internal Audit Awareness Campaign is to increase understanding of the role and value of internal audit, while promoting a culture of accountability, strong internal controls, and effective risk management across the organization.

The campaign seeks to:

- Educate the Department officials on the mandate, roles, and responsibilities of the internal audit function.
- Clarify common misconceptions about internal audit
- Define controls and different types of controls
- Define the relationship between risk, control, and audit
- Encourage compliance with policies and procedures
- Promote ownership of internal controls at all levels
- Position internal audit as a partner in improving operations

Internal Audit anticipates that, by the end of the campaign, management and officials will have

enhanced their knowledge and understanding of Internal Audit and its role, thereby contributing positively to improved risk management, internal controls, and governance

processes. – ***(Ms Nkuna is Department of Employment and Labour Director: Internal Audit).***

By Malekgotla Nkuna



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Department of Employment and Labour's Compensation Fund (CF) outreach programme for Lesotho nationals – Welkom, Free State

The Department of Employment and Labour's Compensation Fund (CF), through its National Office and Free State Provincial Office, successfully hosted an outreach programme in Welkom from 9 to 13 March 2026.

Led by the Orthotic Directorate, the initiative provided assistive devices to Lesotho nationals - injured former workers who were previously employed in South Africa and have since returned to Lesotho. The programme formed part of ongoing efforts to improve mobility, restore dignity, and enhance the quality of life of beneficiaries beyond the country's borders.



Communicators network in preparation for a year of a hive of activity

The Department of Employment and Labour, Funds, entities, and provincial communicators recently gathered to reflect on the end of the performance year and plan for the new year (2026/07) in what promises to be a period teeming with a lot of activity.



Department of Employment and Labour Chief Communication Officer (CCO), Teboho Thejane ... communication is a strategic function central to governance.

The Department of Employment and Labour and family of institutions communicators were meeting at Government Communication and Information System (GCIS) Tshedimotsetso House in Pretoria to measure their performance against the five-year integrated strategy that was drafted in 2025, and map strategies to deliver on the new programme of action.

The Department's latest Communicators Forum was attended by communicators from head office, provinces, the Unemployment Insurance Fund (UIF), Compensation Fund (CF), and Productivity South Africa (Productivity SA).

The Communicators Forum comes on the back of the Department's Communication Chief Directorate in December 2025 being conferred with the award for Excellence in Communication and Public Engagement. The Ministerial Recognition award handed at Gallagher Estate Conference Centre in Midrand last December during the inaugural Ministerial Service Excellence awards was in recognition of the unit's responsiveness to external communication.

Opening the Communicators Forum, Department's Chief Communication Officer, Teboho Thejane, said the Forum is a compulsory governance structure, which provides all departmental and family of institutions' communicators with a platform to reflect on all matters in the communication space within the organisation and family of institutions.

Mr Thejane reiterated that the forum is held quarterly to discuss strategies, provide solutions, and map a way forward. He said communicators are a strategic partner to business units. He said

following the recent annual review of the five-year communication strategy, communicators need to ensure that yearly deliverables are achieved.

"At the Communicators Forum, we deposit ideas, thrash them, and come up with solutions. The gathering provides a safe space where no answer is correct or wrong.

"Where targets are not achieved – we assist with solutions," he said, highlighting the need to support principals, branches, and business units. He also emphasised the submission of performance reports timely.

During the latest Forum, the presentations focused on achievements, upcoming plans, challenges, and proposed solutions.

The Forum also endorsed the recent annual review of the Department's five-year integrated Communication Strategy.

Amidst all the achievements, the communicators are still grappling with problems relating to tight budgets, uncoordinated provincial visits, officials not wanting to take interviews, lack of protective personal equipment to support inspections, limited tools of trade, lack of budget for marketing purposes, limited manpower, poor quality equipment, and lack of/insufficient branding material.

Mr Thejane emphasised the need for communicators to be agile and take the lead in communication "to control the narrative".

By Shadrack Mashalaba

Department of Employment and Labour and family of institutions Communicators Forum - Government Communication and Information System (GCIS), Tshedimosetso House, Pretoria

The Department of Employment and Labour, Funds, entities and provincial communicators recently gathered to review the communication strategy, reflect on the end of performance year and plan for the new year (2026/07).

In attendance during the latest forum were communicators from head office, provinces, the Unemployment Insurance Fund (UIF), Compensation Fund (CF) and Productivity South Africa (Productivity SA).

Also, the communicators delivered presentations on achievements, upcoming plans, challenges and proposed solutions. The presentations were subjected to a thorough interrogation in a no holds barred discussion.

The Department's Communicators Forum meets quarterly.



Employment and Labour Deputy Minister, Jomo Sibiya leads advocacy with Chinese business owners – China Mall, Amalgam in Johannesburg

Employment and Labour Deputy Minister, Jomo Sibiya recently led an advocacy session with Chinese business owners, especially those in retail and wholesale sector in an advocacy to ensure labour law compliance.

Mr Sibiya told the meeting that: "it should be an anomaly to have workers who get injured in the course of work, contract diseases or worse, lose their lives. I am calling for a move from Compliance to Prevention. It will not only require a shift in the mind-set to achieve this, but a different way of doing things. Compliance is the starting point. Prevention is the destination. Compliance is a sprint; prevention is a marathon".

Chinese business owners have come under the radar of the Department in recent years for non-compliance. The Department's Inspection and Enforcement Services (IES) has found that the Chinese businesses are guilty of employing undocumented foreign nationals, engaging in child labour, paying at rates below the National Minimum Wage, failing to provide workers with employment contracts, failing to register for social security with the Unemployment Insurance Fund (UIF) and the Compensation Fund for occupational injuries and diseases, and housing and keeping workers under high walls and locked gates and making worker work in unsafe or unsuitable conditions - among a litany of non-compliances.

In March 2026 the Department conducted a similar advocacy with Chinese business owners in the Amajuba District in KwaZulu-Natal, especially those in the Newcastle textile belt.

The latest engagement was also accompanied by presentations by the Department's Inspection and Enforcement Services (IES) branch; the Commission for Conciliation Mediation (CCMA) and the Public Employment Services (PES) branch. The Department conducts advocacy through workshops, information sessions and conferences. In the case of inspection this involves visiting workplaces to test compliance with labour laws. While enforcement involves the issuance of notices where noncompliance is detected and failure to comply, such employers are referred to the Labour Court for prosecution.





ILO Governing Body concluded its 356th Session

The executive body of the International Labour Organization (ILO) discussed major labour issues worldwide and reviewed several country situations.

GENEVA (ILO News) – The Governing Body of the International Labour Organization (ILO) concluded its 356th Session (23 March–2 April 2026), addressing a wide range of global labour issues in line with its mandate to promote decent work and advance social justice.

Members reviewed progress across the ILO's normative, technical and policy work, examined several country cases, and discussed current and emerging challenges affecting workers and employers worldwide.

The Governing Body reiterated its concern regarding the financial and budgetary challenges facing the Organization and endorsed the ILO's strategic vision to guide the ongoing reform process. It welcomed proposals to reprioritize resources and generate efficiency gains in the current biennium as part of the 2026–29 plan, and requested the Director-General to take its guidance into account in implementing these measures.

It also called for continued efforts to identify synergies and reduce overlaps with other United Nations agencies, while safeguarding the ILO's constitutional mandate. The Director-General was requested to report on progress at the Governing Body's next session in June 2026.

Member States also endorsed the ILO's Development Cooperation Strategy for 2026–29, which aims to support the Organization's strategic

priorities while contributing to its ongoing reform efforts, as well as the ILO's Human Resources Strategy for 2026–29.

On the conflict in Ukraine, the Governing Body reiterated its deep concern over the Russian Federation's continuing aggression, aided by the Belarusian Government, and reaffirmed its support for Ukraine's tripartite constituents. It again urged the Russian Federation to cease its aggression and withdraw its troops, and requested the Director-General to step up resource mobilization efforts for Ukraine and other affected countries in the region, with a further report expected in June 2026.

As part of its supervisory responsibilities, the Governing Body reviewed several country cases, including Belarus, Myanmar, the Bolivarian Republic of Venezuela, Bangladesh, Nicaragua, Saudi Arabia and Chile, in line with its role in upholding international labour standards.

The Governing Body also set out the timetable for the appointment of the next ILO Director-General. Candidatures will be called for on 15 April 2026, with a deadline of 31 August 2026. A public interactive event with all candidates is scheduled for 23 September 2026. This will be followed by private hearings and a secret ballot election on 16 November 2026. The new Director-General will take office on 1 October 2027.

Finally, the Governing Body updated the arrangements for the 114th Session of the International Labour Conference, to be held from 1 to 12 June 2026.

The next session of the Governing Body will take place on 13 June 2026. – **(Article sourced from ILO)**



International
Labour
Organization

ILO Global campaign on the ratification of Convention No. 102 gains momentum

As the International Labour Organization (ILO) Global Campaign enters its final year, countries continue to advance toward the goal of 70 ratifications of the Social Security (Minimum Standards) Convention, 1952 (No. 102), reinforcing global commitment to rights-based social protection systems.

Geneva (ILO News) - Reaffirming the relevance of the Social Security (Minimum Standards) Convention, 1952 (No. 102) in shaping rights-based social protection systems, the International Labour Conference in 2021 called on the ILO to launch a Global Campaign to promote its ratification.

Convention No. 102 is the ILO's landmark social security Convention, providing the internationally agreed minimum standards for national social protection systems, including on contingencies covered, scheme and benefit design, financing arrangements, and implementation.

Strengthening global and country-level efforts

To advance the ratification and effective application of Convention No. 102, the ILO has intensified its collaboration with Member States and social partners. This includes:

- Organizing tripartite awareness-raising activities at the national level on the added value of international social security standards in building rights-based social protection systems
- Conducting comparative assessments between national social protection legislation and the provisions of Convention No. 102
- Engaging in meaningful social dialogue to discuss, review and validate the preliminary results of such assessments with a view identifying potential ratification prospects and charting the way towards the ratification.

Growing momentum

Since the launch of the Global Campaign nine countries have ratified Convention No. 102: Angola (2025), Comoros (2022), Côte d'Ivoire (2023), El

Salvador (2022), Iraq (2023), Paraguay (2021), Sao Tomé and Príncipe (2024), Sierra Leone (2022), and Suriname (2024), bringing the number of ratifications to 68.

In addition, the ILO is supporting several countries in analysing the alignment of their social security systems with Convention No. 102, including Armenia, Azerbaijan, Cambodia, Cameroon, China, Colombia, Cook Islands, Egypt, Indonesia, Iraq, Kazakhstan, Malawi, Mongolia, Mozambique, Namibia, Peru, Saint Lucia, South Africa, Thailand, Timor-Leste, Trinidad and Tobago, Turkmenistan and Zambia.

"The launch of the Social Security (Minimum Standards) Convention No. 102 gap analysis report is our resolve to fulfil our international obligations, improve social welfare and build economic resilience for every citizen," Hon. Brenda Mwika Tambatamba, Minister of Labour and Social Security of the Republic of Zambia

Why ratification matters

The ratification and effective application of Convention No. 102 provides countries with an opportunity to strengthen their social security systems and extend legal and effective coverage in line with international standards.

Doing so helps guarantee that everyone can access adequate social protection, enabling the realization of human rights and upholding human dignity throughout the life course.

Together, we can build a world where the human right to social security is a reality for all. – **(Article sourced from ILO)**



Department of Employment and Labour Major Hazard Installation (MHI) and Explosives workshop – in Benoni

The Department of Employment and Labour's Inspection and Enforcement Services (IES) branch recently held a Major Hazard Installation (MHI) and Explosives workshop to promote a safe productive working environment where plants are fit for purpose and built for safety.

The workshop under the theme: "Strategic cooperation to promote decent work and achieve vision zero in occupational injuries and diseases" – provided interaction with stakeholders on lessons learnt and tools required for monitoring and measuring the performance of the sector. The event was attended by MHI and Explosives establishments, associations and explosives facilities with MHI plants, inspectors and institutes of high learning.

The workshop follows the Major Hazard Installation Regulations promulgated on the 13/11/2022 by the Minister and was published on the 31 January 2023. These came in force as of 1 February 2023. Central to the Regulations and the Guidelines Document, is elimination of incidents and improved security through radio frequency and proper control of explosives.

Some of the presentation topics focused on sharing of real live process incident, analysis and modelling of process risks, safety case principles, prevention and incident reporting.





Department of Employment and Labour Technical Assistant: Mechanical Engineer, Mr. Mphakanyana Moloto (centre) being handed as Ethical award by Compensation Fund Acting Commissioner, Ms. Farzana Fakir, and Supported Employment Enterprises Chief Executive Officer, Donald Nkadameng.

Government Officials Honoured for Exemplary Ethical Conduct

Mr. Mphakanyana Moloto, an official from the Department of Employment and Labour (DEL). He is a Technical Assistant: Mechanical Engineer, who disclosed to the Ethics Office that he had received a monetary gift from a client. In line with departmental policies and ethical guidelines, he then completed a Gift Declaration form and attached all relevant supporting documentation. The Ethics Office contacted the giver and explained to them the reason for our call, and then asked for their banking details, to which the money was deposited back into the giver's bank account. The giver signed an acknowledgement of receipt letter.

Mr. Jabulani Jafta, an official from the Compensation Fund (CF). He is an Accounting Clerk who is in the Finance unit. He disclosed to the Ethics Office that he had received a monetary gift from a client, which he declined immediately upon receiving an E-wallet notification. In line with departmental policies and ethical guidelines, he then completed a Gift Declaration form and attached all relevant supporting documentation.

Here are their email addresses in case you want to reach out to them: Jabulani Jafta (CF) Jabulani.Jafta@LABOUR.gov.za and Mphakanyana Moloto (HQ) Mphakanyana.Moloto@labour.gov.za

Mr. Makgabo Kgomo became the first MMS member in the department to submit his annual financial disclosure on 01 June 2025 at 00:16, a true testament to commitment, accountability, and ethical leadership.

As per the Public Service Regulations of 2016, all designated employees are required to submit their annual financial disclosures. This process is essential for upholding transparency, managing potential conflicts of interest, and maintaining the integrity of public service. Mandatory disclosure is often done via e-disclosure system allows oversight bodies to identify if personal interests improperly influence public duties. Only designated employees are required to disclose.

Mr. Kgomo's action stands out not just for its timing but for what it represents. It is a midnight moment



Compensation Fund (CF) Accounting Clerk: Bank Reconciliation Mr. Eric Jabulani (right) being handed a token of appreciation for ethical conduct by CF Acting Commissioner, Ms. Farzana Fakir, along with the Supported Employment Enterprises (SEE) Chief Executive Officer, Donald Nkadameng.

that matters, one that speaks volumes about personal integrity and dedication to public accountability. By submitting his disclosure just 16 minutes after midnight on the very first day of the declaration period, Mr. Kgomo reminded us of all that compliance is not just a deadline but a duty.

His early disclosure is more than just a time stamp; it is a symbol of proactive governance and a culture of ethics we continuously strive for.

For his dedication, we presented Mr. Kgomo with an Ethical Award for acknowledging his leadership and commitment to transparency. The award (trophy) was designed and made by SEE (Supported Employment Enterprises).

**By Onkgopotse Bhoja, Tshembani Maringa,
Siyamvuyela Gusha and Priscilla Msiza.**

Honouring a Legacy of Service: Jacob Malatse Recognised on Retirement



Mr Jacob Malatse (centre), Senior Specialist in the Inspection and Enforcement Services (IES) branch being handed a token of appreciation by Employment and Labour Deputy Minister, Jomo Sibiya and the Department's Chief Inspector for Occupational Health and Safety, Milly Ruiters. Mr Malatse, is going on retirement after more than 20 years of exemplary leadership and loyalty to public service.

Department of Employment and Labour's commemoration of the 2026 World Day for Health and Safety at work – in Mbombela

The Department of Employment and Labour recently hosted the commemoration of the 2026 World Day for Safety and Health at Work at in Mbombela. The event focused on the critical issue of the psychosocial working environment and its impact on workers' health, well-being, and productivity.

This year's commemoration was held under the theme "Let's Ensure a Healthy Psychosocial Working Environment." Observed as part of the global World Day for Safety and Health at Work, the occasion seeks to

promote safe, healthy, and decent working conditions while honouring workers who have lost their lives or suffered illnesses as a result of occupational accidents and diseases. The commemoration also took place in the context of evolving and new forms of employment.

The psychosocial working environment refers to aspects of work design, organisation, management, and social interactions that influence employees' health and well-being, as well as overall organisational performance. Key work-related psychosocial risk factors include job strain, job insecurity, excessive working hours, and workplace bullying.

According to a report released by the International Labour Organization (ILO), psychosocial risk factors contribute to more than 840,000 deaths globally each year, primarily due to associated cardiovascular diseases and mental disorders. The report further indicates that these risks account for nearly 45 million disability-adjusted life years lost annually. Collectively, cardiovascular disease and mental disorders linked to psychosocial risk factors are estimated to result in a global economic loss equivalent to 1.37 per cent of global GDP each year.

2026 World Day for Health and Safety at Work pictorial



Deputy Ministers Jomo Sibiya and Judith Nema, along with other officials, joined the Department of Employment and Labour's 2026 World Day for Safety and Health at Work in Mbombela. Held under the theme "Let's Ensure a Healthy Psychosocial Working Environment," the event highlighted the growing impact of psychosocial risks—such as job strain, insecurity, long working hours, and workplace bullying—on workers' health, well-being, and productivity. The event also honoured workers affected by occupational injuries and diseases, while reinforcing the urgent need for safer, healthier and more supportive workplaces in a rapidly evolving world of work.





Freedom Day 2026

Freedom and The Rule of Law—Thirty Years of Democratic Citizenship



"We know it well that none of us acting alone can achieve success. We must therefore act together as a united people, for national reconciliation, for nation-building, and for the birth of a new world."

— Nelson Mandela, 1994 Inauguration Speech

As we commemorate Freedom Month, we are reminded that freedom is both a milestone and a responsibility.

On Freedom Day, 27 April, we honour the historic 1994 South African general election, when South Africans chose democracy over division and laid the foundation for a just and constitutional society. This day remains a powerful symbol of the resilience, courage, and unity that continue to shape our nation.

As the Ministry, we encourage all employees to recognise that freedom is not confined to history—it lives in our daily actions. It calls on each of us to advance dignity, fairness, and opportunity in the workplaces and communities we serve. It challenges us to help build an inclusive South Africa where justice is realised, equality is experienced, and no one is left behind.

As we mark 30 years of democratic citizenship under the theme **"Freedom and the Rule of Law,"** let us recommit to safeguarding the rights so dearly won, strengthening our democracy, and turning our shared aspirations into meaningful progress.

Freedom is our legacy—let it also be our responsibility.

#FreedomDay2026 | #RuleOfLaw | #30yrsDemocraticCitizenship

#Yazini



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A NATION
THAT WORKS FOR ALL



Honouring 32 Years of Freedom and Democratic Citizenship

Minister of Employment and Labour Nomakhozana Meth joined President Cyril Ramaphosa and other government and traditional leaders at the National Commemoration of the 2026 Freedom Day held at Dr Rantlhai Molemela Stadium. The occasion marked 32 years since South Africa's first democratic elections.

Under the theme "Freedom and the Rule of Law: Thirty Years of Democratic Citizenship," the commemoration reflected on the nation's constitutional journey and reaffirmed a shared commitment to democracy, unity and the rule of law.



Photographs by Government Communication and Information System

"The Year of Putting Young South Africans to Work, in Honor of 1976 youth and to commemorate youth uprising Golden Jubilee"

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A **NATION** 
THAT **WORKS** ALL 





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



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NEW EPISODE ALERT!

NATIONAL MINIMUM WAGE

A CONVERSATION ON THE PROTECTION OF VULNERABLE WORKERS FROM UNREASONABLY LOW WAGES, ADVANCE ECONOMIC JUSTICE, AND CLOSE THE WAGE GAP.



WHAT THE NATIONAL MINIMUM WAGE MEANS FOR WORKERS AND EMPLOYERS



KEY INSIGHTS ON THE NATIONAL MINIMUM WAGE



WATCH NOW ON OUR YOUTUBE CHANNEL



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ATTENTION

The latest episode of the DEL Podcast is now available, focusing on the National Minimum Wage.

Join us for an insightful discussion unpacking what the National Minimum Wage means for workers and employers, including key updates and practical guidance.

Featuring Ms Unathi Ramabulana

Hosted by Teboho Thejane

Watch and listen via The Department of Employment and Labour YouTube Channel.
Link: <https://youtu.be/6NQ1zgXUqE8>

The latest episode of the DEL Podcast is now available, focusing on Labour Law Amendments and key changes that impact workers and employers in South Africa. In this episode, we unpack important topics including:

- Shared Parental Leave
- Unfairly Restricted from Working Elsewhere
- Notices Benefiting Workers Stay informed on workplace rights, legislative developments and practical labour matters that affect the world of work.

Featuring Dr Ntsoaki Mamashela

Hosted by Teboho Thejane

Watch now on our YouTube Channel: Department of Employment and Labour <https://youtu.be/-qcq0jd9rxk?si=pk3leqLsjrWauUJH>

NEW EPISODE ALERT!

LABOUR LAW AMENDMENTS

THE LATEST @DEL PODCAST EPISODE UNPACKS KEY LABOUR LAW AMENDMENTS AND WHAT THEY MEAN FOR WORKERS AND EMPLOYERS IN SOUTH AFRICA.

IN THIS EPISODE



SHARED PARENTAL LEAVE



UNFAIRLY RESTRICTED FROM WORKING ELSEWHERE



NOTICES BENEFITING WORKERS



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UNBUNDLING AND RECONFIGURATION

The Department of Employment and Labour is advancing its Unbundling and Reconfiguration Project to strengthen service delivery and improve efficiency.

The initiative will see the UIF and Compensation Fund operate as independent entities, while the Department sharpens its focus on employment creation and public services.

Now in its implementation phase, the reform is guided by transparency and collaboration, with completion targeted for 2027/28—building a more responsive and people-centred public service.

Read more on the link provided:

<https://acrobat.adobe.com/id/urn:acaid:sc:EU:984f3c10-0e9a-4ae1-8307-cd928d7d6062>



UNBUNDLING

RECONFIGURATION



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UNBUNDLING

RECONFIGURATION

about the process. It's about how we've worked together, across branches, entities and provinces to build something that reflects our collective vision.

What You Should Know
As your Acting DG, here's what I want you to take away from this moment:

1. This is about clarity.
We are creating distinct entities with clear mandates. DEL will focus on employment creation, employment facilitation, regulation, and public employment services. UIF and CF will operate independently, with governance structures that match their responsibilities.

2. This is about service.
We are doing this to serve better. To reduce delays. To improve access. To make our systems work for the people who need them most.

3. This is about you.
Change can be unsettling. But it's also an opportunity. The change strategy is built around inclusion, transparency, and psychological safety. You will be supported, informed, and heard throughout this journey.

What's Next
Phase 2 (Implementation) is underway. This includes:

- Finalising business cases for DEL, CF, SEE and UIF
- Supporting legislative amendments
- Preparing for functional and legal separation

Continuing provincial engagements and staff consultations

The goal is to complete the unbundling by **March 2027**, and the full reconfiguration of DEL by **March 2028**.

A Personal Note
This is not just a project. It's a promise—to ourselves and to the people we serve. A promise to build institutions that are agile, accountable, and aligned with our mandate.

Let's keep talking. Let's keep asking questions. Let's keep showing up—not just for the project, but for each other.

This is our moment. Let's make it matter.

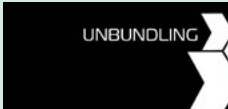
Warm regards,
Jacky Moliane
Acting Director-General
Department of Employment and Labour





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UNBUNDLING

RECONFIGURATION

Mandate Matters

Issue 01: Unbundling and Reconfiguration - Where We Are, Why It Matters

Dear Colleagues,

Welcome to the first edition of **Mandate Matters**—a new series of reflections from my desk to yours.

This series is not about policy memos or performance dashboards. It's about connection. It's about clarity. It's about making space to talk honestly and openly about the work we do, the changes we face, and the purpose that drives us.

Mandate Matters is a place where we'll unpack the big shifts—like the Unbundling and Reconfiguration Project—and also reflect on the everyday realities of public service. It's a space for leadership to speak with heart, not just with strategy. And it's a space for you, our staff, to hear directly from the DG's office about what matters most, why it matters, and how it affects you.

Where We Are: Unbundling and Reconfiguration
The **Unbundling and Reconfiguration Project** is one of the most significant reforms in the history of the Department of Employment and Labour (DEL). It's not just about separating the Unemployment

Insurance Fund (UIF) and the Compensation Fund (CF) from DEL. It's about building institutions that are fit for purpose, responsive to the public, and aligned with our evolving mandate.

This journey began in 2023, following a situational analysis that revealed deep structural challenges—fragmented systems, unclear governance, and operational inefficiencies. The decision to unbundle the Funds and reconfigure DEL was not taken lightly. It was informed by evidence, consultation, and a shared commitment to better service delivery.

What's Been Done
We've made real progress. The following foundational work is complete:

- Service Delivery Model for the DEL
- Conceptual Operating Models for UIF and CF
- Draft legislative amendments for UIA and COIDA
- Service delivery frameworks and theories of change workshops
- Socio-Economic Impact Assessment System (SEIAS) approval for both Funds obtained
- Change management and communications strategy approved
- Phase 1 NEDLAC consultations

This work has been coordinated through the Project Management Office (PMO), established in the DG's office to ensure strategic oversight and alignment. This isn't about the PMO—it's



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EXCO

The Department of Employment and Labour's EXCO, led by Jacky Molisane, met to drive performance, strengthen governance, and align service delivery priorities for the year ahead.

Key focus areas included ethical leadership, legislative reforms, and preparations for the upcoming Job Summit, alongside encouraging performance updates across branches and entities.

The session reaffirmed a shared commitment to accountability, collaboration, and building a more responsive, people-centred public service.

Read more on the link provided:

<https://acrobat.adobe.com/id/urn:aaid:sc:EU:2ab9be44-d17c-4908-95ec-8ec1de744763>

EXCO WRITE-UP

14 APRIL 2026

EXCO meets up to drive performance, governance and service delivery priorities



The Department of Employment and Labour's Executive Committee (EXCO) convened virtually on 14 April 2026 under the leadership of Acting Director-General AGM, Ms Jacky Molisane, bringing together senior leadership from across the Department and its entities for a strategic session focused on governance, operational performance and delivery priorities for the year ahead.

Opening the Executive Committee meeting, Acting Director-General AGM Jacky Molisane set a focused and purposeful tone, emphasising governance disciplines, leadership continuity and the need for united execution on key departmental priorities.

She formally noted the retirement of Acting DCG Thembausi Mkhali, thanking him for his contribution to the Department while welcoming Acting DCG Sipho Ndabende into the role during the transition period.



ACTING DIRECTOR-GENERAL (JACKY MOLISANE)

The Acting AG also urged members to actively support the ongoing Ethics Risk Assessment process being undertaken in the Department, encouraging full participation in interviews and engagements as part of strengthening organisational integrity and governance culture.

Turning to upcoming priorities, she stressed that preparations for the planned June Job Summit must begin immediately through the relevant DG clusters.

Ms Molisane further briefed EXCO on progress with key legislative reforms, including the advancement of UIF amendments through the required governance processes, while expressing confidence that momentum would continue on Compensation Fund reforms. Her opening remarks reinforced the importance of collaboration, urgency and delivery across the institution.

"This must be all hands on deck. Time is not on our side, and we need to progress accordingly to ensure the Department delivers a successful outcome year, with three critical reforms."

Acting Director-General AGM: Ms Jacky Molisane



EXCO WRITE-UP

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14 APRIL, 2026

Ethics Risk Assessment to Strengthen Governance and Accountability at the Department

A key early presentation focused on the Ethics Risk Assessment Project, led by the Ethics Institute. The briefing provided EXCO with insight into ethical risks areas that may affect the organisation, as well as measures aimed at strengthening integrity systems across the Department. The engagement highlighted the continued importance of ethical leadership, transparency and proactive risk management in maintaining public confidence and ensuring that governance standards remain robust.

The Ethics Risk Assessment is not an audit, investigation or disciplinary process. Rather, it is a structured, organisational review that examines how ethics is experienced, understood and managed across the Department. It was emphasised by Ms. Palesa Makhosana from the Ethics Institute, it focuses on culture, behaviour, perceptions and systems that support ethical leadership and responsible conduct. Importantly, the process gives employees an anonymous and confidential platform to share their views on ethics in the workplace.



As a public institution engaged with regulating labour matters, preserving workers' rights, administering public funds and delivering essential services to citizens, the Department operates in an environment where integrity, fairness and accountability are fundamental ethical risks. If left unmanaged, these risks can undermine service delivery, weaken public confidence in leadership and damage the Department's reputation.

The assessment therefore provides an opportunity for the Department to proactively identify areas of vulnerability before they become crises, and build a practical strategy to strengthen integrity, accountability and trust across the organisation.

Another important point that was made during the presentation is that the process is intended to build credibility and trust. Employees are given an anonymous and confidential platform to share their views, and the Department is expected to provide feedback to staff once the findings have been analysed.

This makes the assessment more than a compliance exercise. It becomes a change-management tool that invites employees to become active participants in shaping an ethical organisation.

The Ethics Risk Assessment gives the Department an opportunity to take an honest, structured look at its ethical culture, identify risks before they become crises, and build a practical strategy to strengthen integrity, accountability and trust across the organisation.

EXCO WRITE-UP

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14 APRIL, 2026

UIF Reports Progress on Performance Recovery, LAP Delivery and 2026/27 Readiness

The Unemployment Insurance Fund (UIF) provided EXCO with an update on its March 2026 In-Year Management Performance, Labour Activation Programme (LAP) progress, and its readiness to execute the 2026/27 Annual Performance Plan (APP). The Fund reported that the APP had been reviewed by Internal Audit and the Accounts-Debit of South Africa, with all material issues addressed before receiving approval from the Minister. UIF confirmed that the approved plan can be fully executed from 1 April 2026, positioning the Fund to begin implementation in the new financial year.

On organisational performance, UIF indicated that year-end results were still subject to final verification, but preliminary figures suggested an improving trend, with several performance metrics showing improvement, particularly in the area of service delivery. Management reported progress in key service delivery areas, particularly in the implementation of the Labour Activation Programme for greater impact in 2026/27.

The Fund also briefed EXCO on the Labour Activation Programme, noting that certain targets were affected by delays in receiving implementation partners and weaknesses in supporting systems used for employment creation. Particular attention was given to training-linked employment creation targets, where absorption of beneficiaries into jobs remained lower than anticipated. In response, UIF indicated that LAP performance measures are being refined for the new financial year to post stronger emphasis on learner absorption, verified placement outcomes and tighter integration between training operations and employment creation.

Further updates confirmed that monthly monitoring of the audit action plan would continue as a strategic management focus area to improve responsiveness to findings raised by oversight bodies. The Fund also noted that the March spending review, aligned to current operational commitments, focused on the implementation of a series of measures to strengthen governance, improve service delivery performance and support the Labour Activation Programme.

Compensation Fund Records Strong Quarter Four Recovery and Improved Claims Performance

The Compensation Fund (CF) reported encouraging progress to EXCO, with Quarter Four performance improving significantly to 77%, compared to 52% during the same period in the previous year. Management noted that this marked the first time the Fund had exceeded its historical fourth-quarter performance range, reflecting stronger execution across programmes and improved operational stability. Programme performance showed notable gains, with Programme 1 improving to 60%, Programme 2 increasing from 38% to 67%, while Programme 3 maintained a consistent 100% achievement rate.

The Fund also highlighted progress in claims processing and benefits administration, although some targets remained under pressure. Payment of benefits within 10 working days improved to 84.8%, but remained below the 95% target due to strengthened controls and verification measures introduced to prevent fraudulent payments linked to medical service providers. Management indicated that closer collaboration with banking partners and tighter internal controls were being implemented to improve turnaround times while safeguarding public funds. Provincial claims adjudication performance also improved, with targeted interventions contributing to stronger results.



EXCO WRITE-UP

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14 APRIL, 2026

On the finance front, the April report noted a reversal of approximately R55 billion by the end of March, representing performance above target, supported largely by assetisation revenue and investment income. While some expenditure figures were still subject to year-end accounting adjustments, management emphasised that the fund remains stable and – and – continues to strengthen planning, controls and benefits administration. Overall, the presentation reflected a fund gaining momentum, improving service delivery and laying a stronger operational foundation for the new financial year.

LP&R Highlights Policy Reform Progress, Research Output and Labour Market Leadership

The Labour Policy and Industrial Relations (LP&R) branch presented a strong performance update to EXCO, highlighting several key initiatives delivered during the 2025/26 financial year. In support of labour market reform, equity and evidence-based policy development, among the key achievements were the publication of the 2025 Employment Equity Plan, the finalisation of the annual Employment Equity report, and the completion of a revised Code of Good Practice aligned to the Employment Equity Act.

The branch also produced four mandated annual labour market reports, including the Labour Market Bulletin, Job Opportunities and Unemployment in South Africa report, the Annual Industrial Action Report and the Department of Administrative Services report. EXCO noted the importance of ensuring that the findings of these reports are actively shared and discussed at executive level to strengthen strategic decision-making.

LP&R further reported progress in research and knowledge management, including the completion of sectoral research on decent work in the restaurant sub-sector, as well as the successful rollout of a survey on skills in non-traditional sectors. Looking ahead, the branch has developed a research agenda for 2026-2030 period, intended to align research priorities with national development goals. In addition, a Memorandum of Agreement with the Human Sciences Research Council has been prepared for approval to strengthen industrial research capacity and streamline delivery.

On the legislative front, the branch confirmed that seven key socio-economic impact assessment bills have been completed and submitted through cluster and Cabinet processes.

These include amendments relating to the National Minimum Wage, Basic Conditions of Employment, Employment Equity, Labour Relations and NEELAC legislation, together with the Public Employment Programmes Framework and National Employment Policy. LP&R noted that these developments position the Department to advance substantive labour market reforms in the current term.

The branch also highlighted South Africa's growing international leadership role, noting the country's chairing responsibilities within the International Labour Organization, ILOAC and SADC Employment and Labour structures. Preparations are already under way for South Africa to host two concurrent ministerial meetings in February 2027.

PES Exceeds Key Targets While Driving Youth Employment and Policy Reform

Public Employment Services (PES) reported a strong performance update to EXCO, exceeding several core service delivery targets for the 2025/26 financial year. The branch confirmed that job seeker registrations on the Employment Services of South Africa (ESSA) system reached 1.1 million against a target of 900,000, followed by successful data recovery efforts and intensified registration drives.

EXCO WRITE-UP

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14 APRIL, 2026

Career Counselling services significantly outperformed targets at 133%, while placements reached approximately 116,000 against a target of 70,000, reflecting increased use of the ESSA platform by employers and stronger labour market matching services.

PES further reported progress on strategic annual targets, including water processes in May. Strong progress was reported on the Framework for Planning, Implementation and Coordination of Public Employment Programmes, which is now moving through governance approval channels.

On partnerships, PES concluded five major agreements with key stakeholders, including the Treasury, GTAC, IDC and the World Bank, including employment support, training and social protection reforms.

However, management raised concerns regarding delays in funding transfers, legislative processing bottlenecks and internal operational inefficiencies that constraints affecting project implementation.

Particular attention was drawn to delays in the recruitment and placement of interns, which have had financial and operational implications for the programme. Acting DG M. J. Moleane acknowledged the concerns raised and committed to engaging relevant stakeholders to unlock key processes. Overall, the presentation reflected a branch that continues to deliver strongly on employment creation targets while advancing critical structural reforms to support job creation and labour market access.

IES Reports Full Performance Achievement and Strategic Planning on Inspectorate Expansion

Inspection and Enforcement Services (IES) reported EXCO that its 10-year Monitoring performance remained on track at 100%, with full verification processes and being completed before submission of the updated report.

EXCO further received an initial strategic briefing on Project 10X, the proposed expansion of 13,000 permanent inspectors announced by the President in the State of the Nation Address. The presentation outlined a high-level implementation framework aimed at strengthening labour law enforcement capacity, improving occupational health and safety oversight, enhancing compliance with employment standards and modernising inspection systems over a phased period.

Members of EXCO welcomed the conceptual work already undertaken and provided valuable insights on the way forward, particularly on practical implementation matters such as phased recruitment, funding options, infrastructure readiness, governance coordination and institutional capacity. The discussion reflected strong executive interest in ensuring that the initiative is credible, sustainable and aligned to the Department's branch-wide strategic mandate before broader public engagement takes place.



EXCO WRITE-UP

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14 APRIL, 2026

Corporate Services Reports Gains in Digital Transformation, Recruitment Drive and Institutional Support

Programme 1: Administration, led through Corporate Services, presented at March In-Year Monitoring report, registering steady gains in strengthening the Department's internal capacity, governance systems and operational support functions. The branch confirmed achievement of its key ICT targets, including the implementation of 86% of the departmental digital transformation project plan and 80% of Centre for Internet Security controls. Management noted that performance improved following the introduction of a focused recovery plan and renewed attention to digitisation projects, in support of broader system modernisation, 96% of users have now been trained to Office 365, while data line upgrades have already been completed at 28 sites, with further upgrades planned by the end of year.

On human resource management, Corporate Services reported a vacancy rate of 13%, narrowly missing the 12% target.

A catch-up plan has since been introduced to accelerate recruitment, particularly in provinces and at senior management level, with the intention of filling vacant posts within six months. During March alone, 74 vacancies were advertised, 36 interviewed, 17 interviewed and 10 new employees accepted. The Department also maintained progress on gender transformation, with women occupying 51% of 556 positions, exceeding the annual target.

The branch further reported strong performance in labour relations and communications. Misconduct cases remained within prescribed timeframes, while disciplinary actions significantly exceeded target at 24 awareness and visibility initiatives undertaken during March. The operationalisation of a new recruitment system was accelerated largely to increased programme demands and engagements from the Ministry and departmental principals.

On financial administration, the Department achieved a 40% invoice payment rate within 30 days, with only one invoice falling inside the target period due to discrepancies that required resolution. Procurement spend towards water-owned businesses substantially exceeded targets at 56.52%, while spend on persons with disabilities reached 13.02%.

Youth-owned procurement remained below target, which management acknowledged as an area requiring focused intervention going forward.

Overall, the presentation reflected continued efforts to modernise systems, stabilise staffing levels and strengthen internal service delivery as the Department advances its broader organisational reform agenda.

CFO Highlights New AGSA 'Kopano' System to Strengthen Audit Responsiveness and Accountability

The Chief Financial Officer briefed EXCO on the imminent rollout of the Auditor-General South Africa's new Kopano system, a web-based digital platform that will modernise how audit information is requested, submitted and tracked across the Department. The system will automate several aspects of the audit process, including requests for information, communication of audit findings, departmental responses and the uploading of annual financial statements and supporting evidence. This marks a significant shift from manual and email-based processes to a more transparent and time-bound digital environment.

Of particular importance to staff and managers, Kopano will introduce stricter turnaround management for audit requests.

EXCO WRITE-UP

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14 APRIL, 2026

The system will automatically generate below target, which management acknowledged as an area requiring focused intervention going forward.

The CFO emphasised that Kopano will also improve internal oversight, as dashboards can be generated to show outstanding requests, completed submissions, contracted times and risk areas in real time. This will allow both front-line and line managers to view delivery of audit responses and accountability across the Department. Staff were encouraged to support the transition to the new system, with a dedicated support team in place to assist with enquiries and training.

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

CIO Reports Progress on Digital Modernisation Amid Capacity and Infrastructure Pressures

The Chief Information Officer (CIO) updated EXCO on the Department's ICT environment, outlining progress made during the close of the financial year while acknowledging ongoing capacity and infrastructure pressures. Management reported that demand for ICT services continues to outpace available human resources, with 12 funded posts advertised but all in the recruitment pipeline. Despite these challenges, ICT has continued to advance several strategic priorities, including the migration of 86% of users to Office 365, upgrades to network connectivity across sites, and additional support arrangements with Microsoft and the CDE, particularly in the area of cyber security.

EXCO was informed that major cyber security interventions had been implemented, including the rollout of multi-factor authentication, a security operations centre (SOC) and strengthened Centre for Internet Security controls. Progress was also reported on digital transformation projects, with several internal modules already live, including a leave, e-submissions, performance management and salary systems.

The CIO further indicated that critical modernisation work linked to the Department's reconfiguration agenda and the Dipepho project remains essential to replacing ageing legacy systems that continue to create operational and security risks.

On governance matters, ICT reported that 4 of 13 audit findings had been resolved, with remaining findings largely linked to outdated infrastructure, delayed modernisation and governance still requiring approval.

Acting Director-General M. J. Moleane noted that the ICT audit findings were a matter of concern and required urgent attention. While acknowledging the real capacity constraints facing the department, he urged the CIO to need to intensify efforts, accelerate delivery and improve performance against both the new financial year. Overall, the discussion reflected both recognition of progress made and clear expectations for stronger execution going forward.

In closing the meeting, Acting Director-General M. J. Moleane expressed appreciation to the Strategic Planning, Monitoring and Evaluation (SPME) team for the new financial year. Overall, the discussion had been productive and would strengthen the Department's readiness for upcoming engagements.



MEDIA INTERVIEW

TUNE INTO LIGWA FM

Mr. Boikie Mampuru, Provincial Chief Inspector for the Department of Employment and Labour in Mpumalanga, will be on Ligwa FM Thursday, 02 April 2026 at 16:30 pm. The interview will focus on the increase of the National Minimum Wage.

DETAILS:

Date: Thursday, 02 April 2026

SCHEDULE TO START 16:30 pm



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BLITZ INSPECTION

Deputy Minister Jomo Sibiya, MP will spearhead a Multidisciplinary High Impact Blitz Inspection in Limpopo Province to ensure compliance with different Labour Laws of the Republic of South Africa.



Friday, 17 April 2026



Limpopo Province

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OVERSIGHT VISIT TO PIET RETIEF LABOUR CENTER

The Deputy Minister of Employment and Labour, Hon. Judith Nematzinga-Tshabalala, is scheduled to undertake an official oversight visit to the Piet Retief Labour Centre, in Mkhondo Local Municipality, Mpumalanga.

This visit forms part of the Department's ongoing efforts to assess service delivery at labour centres, engage directly with staff and stakeholders, and ensure that employment and labour services are accessible, efficient and responsive to the needs of the people.

Thursday, 16 April 2026

13:00

Piet Retief Labour Centre -
Mpumalanga

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WORLD DAY FOR HEALTH AND SAFETY 2026

Deputy Ministers of Employment and Labour to mark the Health and Safety World Day of 2026 in Mbombela, Mpumalanga Province. Where DEL IES will commemorate this significant day of OHS by bringing together about 500 delegates from different social partners and professionals to mark the importance of Health and safety in a workplace.

The OHS 2026 World Day is convened under the theme "Good psychosocial working environment: a pathway to thriving workers and strong organisation"

Date: Friday, 24 April 2026

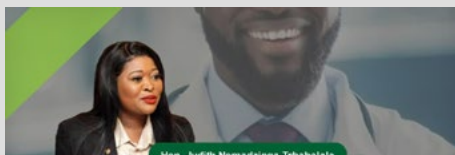
Venue: The Arena, Emnotweni Tsogo Sun, Riverside Park, Mbombela, Mpumalanga

Time: 08h00 - 15h00

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Hon. Judith Nematzinga-Tshabalala

Deputy Minister, Hon. Judith Nematzinga-Tshabalala to deliver a keynote address at University of Pretoria Reproductive Endocrinology & Infertility Unit's Reproductive Medicine Conference.

The Deputy Minister of Employment and Labour, Hon. Judith Nematzinga-Tshabalala, MP, will deliver a keynote address at University of Pretoria Reproductive Endocrinology & Infertility Unit's Reproductive Medicine Conference.

The objective of the conference is to explore a wide range of emerging and critical topics in reproductive medicine. A gathering dedicated to advancing knowledge and excellence in reproductive health and fertility care, to strengthen clinical practice and shape the future of reproductive health in South Africa.

Details are as follows:

Date: Saturday, 18 April 2026

Time: 08:00

Venue: Future Africa, Koedoespoort, University of Pretoria

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Live Interview
LIGWA FM

MEDIA INTERVIEW

TUNE INTO LIGWA FM

Mr. Boikie Mampuru, Provincial Chief Inspector for the Department of Employment and Labour in Mpumalanga, will be on Ligwa FM Thursday, 16 April 2026 at 16:30 pm. The interview will focus on the Occupational Health & Safety (OHS) Day

DETAILS:

Date: Thursday, 16 April 2026
SCHEDULE TO START 16:30 pm



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NCOP WORKER'S DAY DEBATE

Deputy Minister **Mr. Jomo Sibiya, MP** to participate in the worker's day debate at the National Council of Provinces (NCOP). Theme of the debate **"Workers Power: Implications for work and inequality in the digital age"**.

Details are as follows:

Date: Wednesday, 29 April 2026

Time: 14h00

Venue: Virtual

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Deputy Minister Jomo Sibiya, MP

DEPARTMENT OF EMPLOYMENT AND LABOUR

INSPECTION AND ENFORCEMENT SERVICES

DEL Multidisciplinary High Impact Blitz Inspections

Deputy Minister Jomo Sibiya, MP will spearhead a Multidisciplinary High Impact Blitz Inspection in Mpumalanga Province to ensure compliance with different Labour Laws of the Republic of South Africa.

Date: Thursday, 23 April 2026
Venue: Mpumalanga Province

#YaziniFriday

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SPECIAL SCHOOL ASSESSMENT WITH SUPPORTED EMPLOYMENT ENTERPRISES

The Deputy Minister of Employment and Labour, Hon. Judith Nematshingana-Tshabalala will visit Osizweni Special School to assess and gain insight regarding the transitioning of persons with disabilities into the open labour market

Wednesday, 15 April 2026
07:30
Osizweni Special School - Secunda

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PORTFOLIO COMMITTEE MEETING

29 April 2026

MINISTER'S POLITICAL OVERVIEW: LABOUR RIGHTS, ECONOMIC INCLUSION AND THE UNFINISHED WORK OF DEMOCRACY

The Department of Employment and Labour's Annual Performance Plan presentation to the Portfolio Committee on Employment and Labour opened against the backdrop of two significant moments in South Africa's democratic calendar: Freedom Day and Workers' Day.

In her political overview, Minister Nomakhosazana Meth used these commemorations to locate the work of the Department and Supported Employment Enterprises within the broader national task of deepening democracy through economic inclusion, decent work, workplace justice and labour market transformation.

Minister of Employment and Labour: Nomakhosazana Meth

The Minister was frank that, 32 years into democracy, South Africa must hold two truths together: the country has made important gains, but those gains remain incomplete for as long as economic exclusion persists.

“**WORKERS' DAY REMINDS US THAT THE STRUGGLE FOR DEMOCRACY WAS INSEPARABLE FROM THE STRUGGLE OF WORKERS.**”



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She reminded the Committee that South Africa has built one of the most progressive labour rights frameworks in the world, institutionalising social dialogue, collective bargaining, workplace protections, employment equity, occupational health and safety, and social protection for workers.

However, she cautioned that these gains could not be taken for granted, particularly in a global environment where labour protections were under growing pressure.

“SOUTH AFRICA TODAY HAS ONE OF THE MOST PROGRESSIVE LABOUR RIGHTS FRAMEWORKS IN THE WORLD.”

The Minister presented the Department's Annual Performance Plan not merely as an administrative planning document, but as an instrument through which government must convert economic reform into tangible labour market outcomes.

She linked the Department's work to broader government interventions aimed at stabilising energy supply, logistics and rail, arguing that these reforms were necessary to remove structural constraints that had suppressed investment and limited job creation.

Minister Meth also placed South Africa's labour market within a shifting global economy shaped by geopolitical tensions, supply chain fragmentation and uneven economic recovery. She noted that the extension of the African Growth and Opportunity Act (AGOA) was important for continuity in export-driven sectors, safeguarding jobs in industries such as automotive manufacturing and agro-processing, while supporting investor confidence and access to the United States market.

Domestically, the Minister said structural reforms aimed at improving the ease of doing business, particularly for micro, small and medium enterprises, were essential to job creation.



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She referred to the Business Licensing Bill as part of efforts to reduce administrative friction, standardise licensing processes and lower barriers to entry. However, she was clear that deregulation should not weaken labour standards.

The Department's role, she said, was to ensure that as entry barriers fall, compliance becomes simpler, smarter and more accessible, enabling more enterprises to enter the formal economy without compromising worker protections.

The Minister also used her overview to highlight the changing nature of work. She said South Africa was moving towards a more diversified, technology-enabled and service-oriented economy, while automation, artificial intelligence and platform-based work were redefining employment relationships. In this context, the Department could not afford to be reactive. It had to develop a forward-looking regulatory and policy posture that accommodates non-standard forms of employment, strengthens social protection for vulnerable workers and anticipates shifts in skills demand.

From this point, the Minister moved into the Department's four programmes, presenting them as part of a broader repositioning effort. Programme 1, Administration, was framed as the rebuilding of internal capability.

The Minister highlighted the Department's target of 90% implementation of its digital transformation plan, the rollout of a cybersecurity framework, efforts to reduce the vacancy rate to 10% or less, and the finalisation of 80% of misconduct cases within 90 days. She also referred to the ongoing reconfiguration of the Department, including the unbundling and repositioning of the Unemployment Insurance Fund and the Compensation Fund.

On Programme 2, Inspection and Enforcement Services, the Minister described labour inspection as the backbone of labour market regulation. She said the Department was scaling its inspection programme to more than 313 000 workplaces annually, supported by the onboarding of inspector interns and the planned implementation of the State of the Nation Address pronouncement on the appointment of an additional 10 000 inspectors.



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This, she said, represented a major milestone for South Africa and would strengthen the Department's ability to enforce compliance and protect workers.

“
INSPECTION AND
ENFORCEMENT
SERVICES REMAINS THE
BACKBONE
OF LABOUR MARKET
REGULATION.
”

The Minister further pointed to the Department's consequence management targets, including serving 97% of non-compliant employers with notices within 14 days and resolving or referring 70% of cases within 30 working days. She said this signalled a move towards a more decisive and responsive enforcement regime. The proposed National Labour Inspection Programme, which includes the creation of external inspector capacity and digitalisation of the inspectorate, was presented as part of the Department's longer-term effort to improve coverage, efficiency and enforcement reach.

Programme 3, Public Employment Services, was described as the Department's primary instrument for labour market activation. The Minister outlined targets to register more than one million work seekers, list 125 000 employment opportunities, place 75 000 individuals into work and learning opportunities, and provide employment counselling to 280 000 work seekers.

She said the challenge was not only to increase scale, but to ensure that registrations translate into real placements and opportunities.

The Minister also said the Department would finalise the National Employment Policy, advance the Employment Services legislative framework, pilot the National Labour Migration Policy and develop a framework to coordinate public employment programmes across government. This, she said, would strengthen a whole-of-government approach to employment creation.



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Programme 4, Labour Policy and Industrial Relations, was presented as the anchor of the labour market's policy and regulatory environment. The Minister highlighted key deliverables, including the annual review of the National Minimum Wage, publication of employment equity reports, processing of labour organisation registrations and collective agreements, and production of labour market research and trend reports. These functions, she said, were central to maintaining stability, fairness and predictability in the labour market.

“**SEE MUST NOT BE SEEN AS A PERIPHERAL SOCIAL PROGRAMME. IT MUST BE POSITIONED AS AN INTEGRAL PART OF OUR INDUSTRIAL AND EMPLOYMENT STRATEGY.**”

Turning to Supported Employment Enterprises, the Minister said SEE's Annual Performance Plan reflected an entity in transition. She described SEE as moving from a protected, grant-reliant model towards a more productive and market-facing enterprise that must deliver both social impact and economic value. While SEE remained anchored in its mandate to expand employment opportunities for persons with disabilities, the Minister said these opportunities increasingly had to be linked to productive economic activity.

She acknowledged the structural pressures facing SEE, including its high cost base, limited market footprint, heavy reliance on fiscal transfers and projected operating deficit of more than R130 million. At the same time, she highlighted SEE's target to create 200 additional jobs in 2026/27 and grow sales revenue by 10% annually as important signals of a shift towards greater sustainability.

However, she cautioned that revenue growth alone would not be enough to close the structural deficit unless accompanied by deeper reforms in market access, product positioning, governance and operational capability.

The planned transition of SEE into a formal trading entity was presented as a major structural shift. The Minister said it had the potential to introduce stronger performance discipline, accountability and operational flexibility, but warned that the transition must be handled carefully. Governance systems, financial controls and operational capabilities would have to be strengthened, because structural change without performance change would not deliver the required results.



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In closing, the Minister reaffirmed that decent work remained central to human dignity, that economic growth without inclusion was unsustainable, and that labour rights were human rights. She welcomed the oversight role of the Portfolio Committee, not as an obstacle, but as a democratic instrument that strengthens accountability, transparency and delivery.

Her closing message placed the Department and SEE's work firmly within the promise of freedom: to ensure that the sacrifices remembered during Freedom Day and Workers' Day are translated into tangible socio-economic progress for the people of South Africa.

Acting Director-General Sets the Stage for DEL and SEE Presentations

Following the Minister's political overview, Acting Director-General(ADG) Jacky Molisane formally opened the technical segment of the session, noting that the Department's Annual Performance Plan had been quality assured by both Internal Audit and the Auditor-General of South Africa.

She indicated that the APP responded to matters previously raised by the Portfolio Committee, including the need to strengthen governance and consequence management, improve service delivery efficiency and turnaround times, enhance coordination across employment programmes, and ensure greater accountability in the use of public funds.

With the Minister having already provided a comprehensive strategic framing of the Department's priorities, the Acting Director-General invited the Department's senior leadership to present the respective programme areas, led by the heads responsible for Administration, Inspection and Enforcement Services, Public Employment Services, Labour Policy and Industrial Relations, followed by the presentation from Supported Employment Enterprises.

The presentations were therefore delivered within the broader policy and accountability framework set by the Minister, allowing Members of the Committee to engage the Department and SEE on planning, performance, governance and budget implementation matters.



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COMMITTEE ENGAGEMENTS

The engagement by Members of the Portfolio Committee sharpened the oversight focus of the APP's and Budget Review, moving the discussion from planned targets to questions of credibility, implementation capacity and measurable impact.

The Committee's questions reflected a broader concern that the Department and SEE must demonstrate not only ambition, but institutional readiness.

Members underscored the importance of reliable IT systems, sufficient inspector capacity, credible monitoring mechanisms and research-led planning that can inform targeted interventions. In this regard, the discussion also pointed to the need for deeper labour market intelligence, including community-level and household-level profiling, to better understand where employment interventions are most needed and how small and informal businesses can be supported as contributors to job creation.

MINISTER'S CLOSING REMARKS

In her closing remarks, the Minister thanked the Portfolio Committee for its observations and questions, noting that the engagement had helped

sharpen areas requiring further attention from the Department and its entities.

She emphasised that the Department remained concerned with measurable impact, particularly the need to ensure that work seekers registered through Public Employment Services are ultimately converted into employment opportunities.

The Minister acknowledged that the target of 75 000 placements remained modest against the scale of unemployment, but explained that the Department operates within a regulated environment and is therefore largely dependent on stronger collaboration with the private sector to expand opportunities, including through industry partnerships, graduate recruitment, work-based learning and the repurposing of the Labour Activation Programme.

On inspector capacity, she noted the Committee's concern regarding the absence of a dedicated budget allocation for the additional inspectors announced through the State of the Nation Address, indicating that the Department would return to the Committee with a plan after engaging National Treasury, the Unemployment Insurance Fund and the Compensation Fund.



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She further welcomed the Committee's insistence that the Department must lead by example on internal employment targets, saying this remained a recurring point of emphasis in internal accountability engagements.

On Supported Employment Enterprises, the Minister clarified ongoing work to secure support from other spheres of government and public institutions, including engagements led by the Deputy Minister, Nemaadzinga-Tshabalala and plans to submit a decision memorandum to Cabinet to strengthen backing for SEE.

She also acknowledged the urgency around the National Labour Migration Policy and the Employment Services Amendment process, noting the need to act within the current legal framework while working with Parliament to fast-track legislative processes.

The Minister concluded by reaffirming the Department's willingness to engage further on the issues raised and thanked the Committee for its oversight role.

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WORKERS' DAY KEY MESSAGES – 1 MAY 2026

Know Your Rights at Work

Why Workers' Day Matters

Workers' Day commemorates the struggles and achievements of workers and reaffirms South Africa's commitment to protecting the rights, dignity and well-being of all employees through fair labour laws administered by the Department of Employment and Labour.

Department of Employment and Labour

The Department is responsible for enforcing compliance with labour laws to promote fairness, dignity, and stability in the workplace.

Key Worker Rights in South Africa

1. Right to Fair Labour Practices

- Every worker has the right to fair labour practices, a principle entrenched in South African labour legislation and enforced by the Department of Employment and Labour.

2. Minimum Conditions of Employment

- The Basic Conditions of Employment Act (BCEA) regulates:
 - Working hours and overtime
 - Meal intervals and rest periods
 - Annual, sick, maternity and family responsibility leave
 - Notice periods and conditions of termination

3. Right to a Prescribed Minimum Wage

- All employees are entitled to be paid at least the national minimum wage or applicable sectoral wage.
- Employers who fail to comply with minimum wage laws act unlawfully.

4. Written Particulars of Employment

- Employers must provide employees with written details of their employment, including working hours, remuneration, and other key conditions.
- Employers must also inform workers of their rights under labour law.

5. Protection Against Unfair Dismissal

- The Labour Relations Act protects workers from unfair dismissal and unfair labour practices.
- Workers have the right to challenge unfair treatment through lawful dispute-resolution mechanisms.

6. Right to Join Trade Unions

- Workers have the right to:
 - Join or form trade unions
 - Participate in collective bargaining
 - Engage in lawful strike action

7. Safe and Healthy Working Conditions

- Employers are legally required to provide and maintain a safe and healthy working environment for all employees.

8. Protection of All Workers

- Labour laws protect all employees in South Africa, including foreign nationals, provided an employment relationship exists.
- Equal rights apply regardless of nationality.

9. Enforcement and Complaints

- Workers who experience violations of their rights may:
 - Report non-compliance to the Department of Employment and Labour
 - Lodge complaints with relevant bargaining councils where applicable

Infographics

OF THE DAY



Your Rights at Work

SOUTH AFRICAN LABOUR LAWS PROTECT YOUR DIGNITY, SAFETY AND FAIRNESS IN THE WORKPLACE.

Workers rights are human rights!!

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NATIONAL WORKERS DAY

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Workers May 1 May

EVERY WORKER HAS THE RIGHT TO FAIR LABOUR PRACTICES

Workers rights are human rights!!

Know your rights Respect at work matters.

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SPEAK UP

If your rights are violated, report it to the Department of Employment and Labour or your bargaining council.

Workers rights are human rights!!

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Minimum Wage is a Right

EVERY WORKER IS ENTITLED TO AT LEAST THE PRESCRIBED MINIMUM WAGE.

Workers rights are human rights!!

Non-compliance is unlawful.

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Safety at Work is Non-Negotiable

Employers must provide a safe and healthy working environment.

Workers rights are human rights!!

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Know Your Work Rights

You have the right to written employment details and to be informed of your work rights.

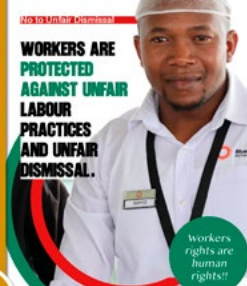
Workers rights are human rights!!

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WORKERS ARE PROTECTED AGAINST UNFAIR LABOUR PRACTICES AND UNFAIR DISMISSAL.

Workers rights are human rights!!

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