

DEPARTMENT OF EMPLOYMENT AND LABOUR

i-DEAL

NEWSLETTER

ISSUE: 08 | 2026

Women's

LEADERSHIP RECEPTION

CONNECTING PEOPLE. INSPIRING LEADERS.
TRANSFORMING GENERATIONS.



Women Leading, Inspiring and Shaping the Future

Minister of Employment and Labour, Hon. Nomakhosazana Meth, hosted a Women's Leadership Reception marking the close of Women's Month, bringing together established and emerging women leaders from government, academia, business, politics, civil society and the international community.

The reception provided a platform for intergenerational dialogue, mentorship and collaboration on women's participation in the labour market, entrepreneurship, employment creation, the future of work and workplace protection – strengthening pathways to opportunity for the next generation of women leaders.

Diary of events

September

01 September 2026 = Department of Employment and Labour, CEE and CCMA host the 12th and last 2026 national advocacy workshop in Bloemfontain to promote equity in workplaces. The 2026 EE workshops/roadshows began on 21 July in Kimberley, and these have been held in all provinces.

01 September 2026 = Labour Activation Programme Committee meeting

02-04 September 2026 = Supported Employment Enterprises Expo events

04 September 2026 = NEDLAC Annual Summit

07 – 13 September 2026 = Department's Public Employment Services branch in a partnership with the International Organization for Migration (IOM) will conduct a capacity building session to departmental officials as part of preparations for the implementation of National Labour Migration Policy and the Employment Services Amendment Bill. The training will be provided to officials of PES, IES at head office and those in provinces. It will be held in Gauteng Province.

IOM is the leading intergovernmental organization in the field of migration and works closely with governmental, intergovernmental and non-governmental partners. Established in 1951, the organisation established its operations in South Africa in 1995. The organisation is dedicated to promoting humane and orderly migration for the benefit of all. It does so by providing services and advice to governments and migrants.

07 September 2026 = Unemployment Insurance Fund (UIF) exco meeting

11 September 2026 = Labour Policy & Industrial Relations (LP&IR) branch meeting

11 September 2026 = Productivity SA Annual

General Meeting

12 September 2026 = Supported Employment Enterprises (SEE) Exco meeting

14 September 2026 = Productivity SA monthly Meeting

15-17 September 2026 = IES branch Employment Standards conference

16 September 2026 = Compensation Fund exco meeting

18 September 2026 = Corporate Services (CS) branch meeting

18 September 2026 = Department expected to commemorate the National Day Against Child Labour

21 September 2026 = Minister's In Year Monitoring (IYM) meeting

22 September 2026 = Compensation Fund board meeting

22 September 2026 = Productivity SA Annual strategic planning workshop

24 September 2026 = Heritage Day (national holiday)

25 September 2026 = Employment Services (ES) board meeting

25 September 2026 = LP&IR branch meeting

28 September 2026 = CF Manco meeting

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

30 September 2026 = Unemployment Insurance Fund board meeting

October

01-02 October 2026 = Inspection and Enforcement Services (IES) Exco meeting

05 October 2026 = Unemployment Insurance Fund (UIF) exco meeting

09 October 2026 = Supported Employment Enterprises Manco meeting

12 October 2026 = CCMA Exco meeting

13 October 2026 = Productivity SA exco monthly meeting

13 October 2026 = Supported Employment Enterprises (SEE) Exco meeting

13 October 2026 = Unemployment Insurance Fund board meeting

14 October 2026 = Compensation Fund exco meeting

15 October 2026 = Employment and Labour Deputy Minister Jomo Sibiya head a department's Inspections and Enforcement Services (IES) branch advocacy session with Chinese employers on compliance with South African labour laws in Johannesburg

16 October 2026 = Labour Policy & Industrial Relations (LP&IR) branch meeting

19 October 2026 = Minister's In Year Monitoring (IYM) meeting

23 October 2026 = Corporate Services branch meeting

23 October 2026 = Nedlac Manco meeting

26-27 October 2026 = Department of Employment and Labour's National Employment Equity Consultative Forum (NEECF) meeting. The Department's National Employment Equity Consultative Forum meets quarterly, unless there are pressing matters in the organisation that demands immediate attention. NEECF meets to discuss issues relating to development of EE plans, monitor the implementation of EE plan and quarterly progress report submission, identify employment barriers, ensure smooth implementation of EE plans

28 October 2026 = CF Manco meeting

28-30 October 2026 = Public Employment Services (PES) branch strategic planning conference

29 October 2026 = CCMA Governing Body meeting

30 October 2026 = Labour Policy & Industrial Relations branch meeting



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Hon. Nomakhosazana Meth, hosted a Women's Leadership Reception marking the close of Women's Month, bringing together established and emerging women leaders from government, academia, business, politics, civil society and the international community.

Note from the Editor-in- -Chief

CCO Teboho Thejane



August 2026 stands as a month of profound reflection and renewed commitment for the Department of Employment and Labour. As South Africa commemorates the **70th anniversary of the historic 1956 Women's March**, we are reminded that the struggle for equality, dignity and economic justice remains as relevant today as it was seven decades ago. The empowerment and advancement of women has been marked by both significant achievements and persistent challenges, making this year's Women's Month a moment not only for celebration, but also for honest reflection and purposeful action.

Observed under the theme **"Empowered Women Empower the Nation,"** Women's Month pays tribute to the more than 20 000 women who marched to the Union Buildings on 9 August 1956 in protest against the extension of Pass Laws and the Urban Areas Act. Led by courageous women such as **Lilian Ngoyi, Helen Joseph, Rahima Moosa and Sophia Williams-De Bruyn**, the march became a defining moment in South Africa's journey towards human rights, gender equality and social justice. Their enduring battle cry, **"Wathint' Abafazi, Wathint' Imbokodo"** ("You strike a woman, you strike a rock"), continues to inspire generations in the pursuit of equality and inclusion.

In her Women's Month message, Minister of Employment and Labour **Nomakhosazana Meth** aptly captured the enduring significance of their legacy:

"We salute all women who continue to carry forward the legacy of the 1956 South African women who stood up for their rights and marched from all corners of the country to Pretoria to send a strong message to the apartheid government."

The Minister's message is a powerful reminder that the march was not merely a moment in history. It was the beginning of a continuing journey towards equality, representation and economic inclusion.

Yet, in a month where we celebrate seventy years of women's resistance, courage and leadership, we must also acknowledge an important reality: the empowerment and advancement of women has produced both successes and unfinished business.

The challenge facing South Africa's labour market today is not simply creating jobs. It is ensuring that opportunities are distributed fairly and that economic participation reflects the diversity and potential of our nation. To advance this agenda, the Department has been criss-crossing the country since July, engaging employers, workers, organised labour and other stakeholders through a national programme of **Employment Equity advocacy roadshows and workshops**. These engagements have reinforced a simple yet powerful principle: transformation is not optional. It is fundamental to sustainable economic growth and social justice.

To date, the Department has conducted at least **11 Employment Equity workshops** nationally, promoting workplace transformation, equity and inclusion. These engagements coincide with the implementation of strengthened Employment Equity measures aimed at ensuring that South African workplaces become more representative, more inclusive and more responsive to the needs of all employees.

During one such roadshow in Gqeberha, Employment Equity Director **Dr Ntsoaki Mamashela** reminded participants that the women who marched in 1956 fought fundamentally for equality and the elimination of unfair discrimination. She highlighted that **Section 9 of the Constitution, which enshrines the right to equality, stands as part of the enduring legacy of those brave women** who marched seventy years ago. Their struggle laid the foundation for many of the rights and protections that South Africans enjoy today.

Yet the reality confronting us is that much work remains unfinished. The findings of the **26th Commission for Employment Equity Annual Report** indicate that many designated groups, particularly Black women, remain concentrated largely within lower and middle management occupational levels. While progress has been made, these statistics remind us that true transformation requires more than compliance. It requires intentional leadership, accountability and sustained commitment from every sector of society.

Beyond Employment Equity advocacy, August has been marked by a range of initiatives designed to expand access to employment

and strengthen labour market participation. The Department has hosted stakeholder engagements, business roundtables, Employment Services of South Africa (ESSA) work-seeker registration drives and compliance campaigns aimed at connecting more people to opportunities while encouraging responsible and lawful business practices.

The Compensation Fund has simultaneously intensified its stakeholder outreach and compliance programmes across several provinces, reinforcing the principle that every worker deserves protection, dignity and safe working conditions. These efforts form part of a broader commitment to building a labour market that is productive, fair and resilient.

For our international readers, August offers a compelling picture of a Department actively shaping the future of work while remaining grounded in the values of social justice and human dignity. South Africa's labour market transformation journey is not without challenges, but it is characterised by determination, partnership and an unwavering commitment to inclusive development. Through collaboration with employers, workers, communities and international partners, the Department continues to advance the goal of decent work for all.

As we honour the women of 1956, let us remember that their struggle was never only about the rights of women. It was about the creation of a society in which every person could live and work with dignity. Every employment opportunity created, every workplace transformed, every worker protected and every barrier removed is a continuation of their legacy.

The Department of Employment and Labour remains steadfast in its mission to promote employment, protect workers' rights, advance workplace transformation and build an economy that leaves no one behind.

Seventy years after the Women's March, the call remains the same: to create a South Africa where equality is not an aspiration but a lived reality. Together, empowered women, transformed workplaces and inclusive economic growth will empower the nation

Teboho Thejane

South Africa's labour market remains skill-biased and youth-heavy, with a strong emphasis on tertiary education and technical training - Job Opportunities and Unemployment report

South Africa's labour market remains skill-biased and youth-heavy, with a strong emphasis on tertiary education and technical training - Job Opportunities and Unemployment report.

The Job Opportunities and Unemployment (JOU) in the South African Labour Market, 2024/25 annual report published by the Department of Employment and Labour has found that unemployment or underemployment, especially among the young, remains rampant.

According to the JOU report, while demand is relatively growing in several high-skill sectors, structural challenges such as youth unemployment, sectoral mismatch, and uneven provincial opportunities require continued focus on targeted education, skills development, and employment interventions for the most vulnerable group.

"This paradox presents a persistent challenge for policymakers, businesses, and society," said the report that the private sector can create jobs and drive economic growth, but it is constrained by lack of infrastructure, a business-friendly environment, bankable projects, and skills, therefore, a focus on inclusive growth and employment is a highly relevant strategy to address drivers of poverty, unemployment and inequality, with state- and businesses collaboration.

"While demand is relatively growing in several high-skill sectors, structural challenges such as youth unemployment, sectoral mismatch, and uneven provincial opportunities require continued focus on targeted education, skills development, and employment interventions for the most vulnerable group," notes the report.

The objective of the JOU report is to provide an analysis of the current state of the South African labour market, focusing on the dual challenges of unemployment (supply-side) and job creation (demand-side). The report also seeks to inform policymakers, stakeholders, and the public on the available job vacancies and their requirements against the current pool of labour supply in the labour market. This could assist in unlocking any existing high-skill mismatches and inequalities in the labour market.

The report's data is sourced from detailed information about the advertised jobs. The other information is drawn from the Survey data (Quarterly Labour Force Survey (QLFS results), Unemployment Insurance Fund (UIF) system, Employment and Services for South Africa (ESSA) system, as well as the Department of Higher Education and Training reports.

JOU reports reveal that while overall job vacancies exist, the challenge lies in addressing skills shortages (high number of new entrants in the labour market with low skills and experience), occupational and provincial disparities, thus the need for better matching between job seekers and available positions in the country.

"The vacancy data reveals that certain occupational categories experienced higher job vacancies, especially professionals and managers. The technical sector and administrative support roles, including technicians and clerical workers, were probably in high demand in every quarter of the 2024/25 financial year".

According to the report, the provincial distribution of vacancies highlights that the Gauteng province leads by a wide margin with 13 474 vacancies (37.1%), indicating it is the major economic hub with most job opportunities, followed by the Eastern Cape with 5 499 vacancies and Western Cape with 5 134 vacancies, showing these provinces had significant job markets in the 2024/25 financial year. The provinces with the least number of vacancies were the Free State with 693, followed by North West with 1 412, possibly reflecting the smaller size of economies and limited investment to enhance an increase in the number of advertised opportunities.

"South Africa's labour market continues to face high youth unemployment, skills shortages and unequal access to opportunities. The Department of Employment and Labour's JOU 2024/25 Report highlights the need for stronger skills development, youth employment initiatives and better alignment between education and the demands of the labour market."

In the department, registered formal job recruitment was carried out through the Employment Services System of South Africa (ESSA) and the Unemployment Insurance Fund. The report notes that ESSA accounted for the smallest share, while UI-LAP/projects held the largest share during the same period.

The report discloses that, on the flip side, the official number of unemployed people rose by 237 000, reaching 8.2 million in January to March 2025, compared to 7.9 million in October to December 2024.

JOU says that South Africa has long acknowledged that a lack of qualified artisans limits economic growth, infrastructure progress, and industrial efficiency. To tackle this issue, the government has focused on developing artisans through the TVET system, SETA's, and various national programmes, it says.

The report underlines a few policy interventions, which include: strengthening youth employment strategies, revitalizing TVET and artisan training systems, continuing to invest in tertiary and vocational education, addressing structural barriers to increase labour market participation, and promoting labour demand growth in lagging provinces.

By Shadrack Mashalaba



Beyond Women's Month: turning women's talent into opportunity

“South Africa does not have a shortage of talented women; we have a conversion problem, one that plays out in promotion, succession planning, mentorship, remuneration, procurement and, ultimately, ownership.”

With these words, Minister of Employment and Labour, Hon. Nomakhosazana Meth, captured one of the central issues confronting women in South Africa's world of work during her keynote address at the Ministerial Women's Month Closing Dialogue on 31 August 2026.

Despite significant progress, she argued, women's talent, qualifications and participation had still not converted sufficiently into senior leadership, economic power and ownership.

The engagement brought together established and emerging women leaders from government, academia, business and civil society for an intergenerational conversation on women's participation in the labour market, workplace protection, entrepreneurship, leadership and the future of work.

In her keynote address, Minister Meth argued that Women's Month should move beyond celebrating women's achievements and become an opportunity to assess whether progress was producing meaningful change in women's economic and working lives.

She said the Department's mandate spoke directly to two fundamental issues affecting women, opening pathways into employment and protecting people once they entered the workplace.

Progress must translate into opportunity

While acknowledging the gains South Africa had made in women's representation in politics, education and corporate leadership, Minister Meth pointed to the persistent inequalities within the labour market.

In the second quarter of 2026, the official unemployment rate for women stood at 37.5%, seven percentage points higher than that of men, with more than four million women actively looking for work and unable to find it.



Employment equity data also showed that women's growing presence in the workplace had not yet carried through fully into positions of power. Men continued to occupy 54.3% of Top



Management positions compared with 45.7% held by women, while Black women remained concentrated largely in lower and middle management levels.

For Minister Meth, the challenge was therefore not a shortage of capable women, but converting that talent into the leadership, ownership and economic power she described in her keynote.

From jobs to entrepreneurship

Moderated by Professor Eunice Seekoe, Deputy Vice-Chancellor at UNISA, the panel brought together women leaders and experts to interrogate employment, entrepreneurship, workplace protection and the future facing young women.

Development Economist Ms Phelisa Nkomo highlighted the economic opportunities that existed within local value chains and the important role women already played as consumers, entrepreneurs and economic participants.

She pressed for stronger support for women-owned businesses, including improved access to land and infrastructure, while emphasising the importance of intergenerational partnerships in creating openings for younger women.

Her point picked up on a question Minister Meth had already raised: why women are still spoken about mainly as job seekers rather than as job creators. The Minister argued that access to finance, markets and procurement opportunities remained critical if viable women-owned enterprises were to grow and create sustainable employment.

Women must be safe, equal and protected at work

Representing the Vice-Chancellor of UNISA, Professor Grace Khunou reflected on the continued impact of patriarchal workplace cultures, gender-based discrimination, sexual harassment and the gender pay gap.

She called for stronger implementation of existing policies, equal opportunities, greater representation of women in leadership and STEM fields, and improved protection for women working in the informal economy.

“Women must be safe in the workplace. Women must be protected in the workplace. And women must be empowered in the workplace.”

Khunou's remarks echoed Minister Meth's own argument: that women's participation in the labour market cannot be separated from their safety, dignity and protection at work.

Minister Meth similarly linked workplace vulnerability to gender-based violence, economic dependency, harassment and job insecurity, stressing the importance of enforcing protections

against discrimination and harassment, occupational health and safety standards and broader labour protections.

Connecting skills to finance, markets and opportunity

Dr Thokozile Xasa, Chief Global Partnerships and Investment Executive Director at House of Ubuntu Global Voices, urged greater investment in women, young people and persons with disabilities as economic actors, entrepreneurs and decision-makers.

She emphasised the need to connect skills development to funding, market access and real economic opportunities, particularly if women-owned businesses were to move beyond survival and grow at scale.

This connected closely with the Minister's reflections on the repositioning of the **Labour Activation Programme (LAP)**.

Minister Meth said LAP was being reimagined from a programme measured mainly by the number of people trained to one that increasingly measured whether people actually entered and remained in employment.

For women and young people, she said the aim was to build a pathway from skills to experience, work, ownership and leadership.

Preparing young women for the future of work

Looking ahead, **Dr Rachel Chikwamba of the CSIR** challenged young women to embrace digital and technical skills and position themselves to lead in emerging areas including artificial intelligence, biotechnology, advanced manufacturing and sustainable energy.

She stressed that readiness for the future of work could not be left to young women alone. It had to be built collectively through access to skills, mentorship, infrastructure, networks and markets.

Minister Meth had similarly argued that young people needed to be directly involved in conversations about artificial intelligence, digitisation, the green economy and the skills that would shape the coming decade.

In her closing remarks, Minister Meth stressed that the dialogue could not end as a once-off Women's Month event, but had to translate into practical action and sustained partnerships. She called on government, academia, business and other partners to work together to strengthen support for women through skills development, access to finance, markets, procurement opportunities, networks and entrepreneurship support. The Minister also emphasised the importance of preparing women for opportunities emerging from digitisation and the changing world of work, while ensuring that persons with disabilities were not left behind. She challenged the Department and its partners to develop a programme of action following the dialogue and to return to future engagements able to demonstrate tangible progress in expanding opportunities for women.

The message emerging from the engagement was clear: women needed access to employment, safe and equitable workplaces, stronger pathways into entrepreneurship and emerging industries, and leaders willing to deliberately create room for the generations that followed.

Because connecting people must create opportunity, inspiring leaders must translate into action, and transforming generations must be visible in the opportunities created for the women who come next.

Connecting People. Inspiring Leaders. Transforming Generations.

By Tinyiko Masingi



The Department of Employment and Labour via its Inspection and Enforcement Services (IES) branch recently hosted the third session to engage with Chinese business employers in the Western Cape as part of efforts to strengthen compliance with South Africa's labour laws and promote fair and decent working conditions. The latest session was held in Cape Town. The session was attended by departmental senior officials, trade union representatives and Chinese employers and staff from the Embassy.

Department engages Chinese business community in Western Cape on labour law compliance

The Department of Employment and Labour, through its Inspection and Enforcement Services (IES) Branch, has engaged Chinese business employers in the Western Cape as part of efforts to strengthen compliance with South Africa's labour laws and promote fair and decent working conditions.

The advocacy and stakeholder engagement session forms part of the Department's targeted compliance interventions aimed at sectors where labour-related complaints have been identified as a concern. The Chinese business community has been identified as one of the sectors requiring focused engagement, following labour-related complaints received at labour centres across the country.

The session was led by Deputy Minister Jomo Sibiya, together with Inspector General Aggy Moiloa and Chief Inspector Milly Ruiters. The engagement provided an opportunity for the Department to engage directly with Chinese business owners and employers on their legal obligations and the importance of complying with South Africa's labour legislation.

Deputy Minister Sibiya emphasised that employers have an important role to play in addressing the country's high unemployment rate by prioritising the employment of South Africans, while also acknowledging the contribution of Chinese investment to the South African economy.

The Department acknowledged the important role played by Chinese

businesses in South Africa's economy through investment, job creation and trade. Deputy Minister Sibiya said government values its longstanding relationship with China and appreciates the contribution made by Chinese businesses operating in the country.

The engagement also focused on creating greater awareness among employers about workers' rights and the minimum standards that must be observed in the workplace.

The Department's Acting Chief Director for Statutory and Advocacy Services, Adv Michael Msiza, provided employers with guidance on key provisions of the Basic Conditions of Employment Act (BCEA), particularly those relating to working hours, overtime and employee leave.

Adv Msiza explained that, in terms of the BCEA, employees may not work more than 45 ordinary hours per week. This is limited to a maximum of nine hours per day for employees who work a five-day week, or eight hours per day for employees who work more than five days a week.

He further explained that overtime is limited to 10 hours per week and must be

agreed to by the employee.

On leave benefits, Adv Msiza reminded employers that employees are entitled to 21 consecutive days of annual leave per leave cycle, as well as sick leave in accordance with the BCEA. Qualifying employees are also entitled to family responsibility leave, while maternity and parental leave are provided for in terms of the applicable legislation.

The Department emphasised that compliance with labour legislation is not only a legal obligation but is also essential to promoting fair, safe and decent workplaces.

The advocacy session forms part of the Department's broader efforts to strengthen partnerships with employers, workers and other stakeholders while improving compliance with labour laws across all sectors of the economy.

Through these engagements, the Department continues to encourage employers to understand and fulfil their statutory responsibilities and to ensure that workers' rights are protected in accordance with South African labour legislation.

By Sephewe Tshabalala

JOB INTERVENTIONS



2 MILLION

OPPORTUNITY TARGET (MTDP 2030):

The Department of Employment and Labour (DEL) aims to create 2 million work opportunities by 2030, split equally between Public Employment Services (PES) and the UIF-funded Labour Activation Programme (LAP).



2.24 MILLION

WORK SEEKERS REGISTERED:

Over 2.24 million job seekers have been registered on the national database under the youth employment programme.



PES

ANNUAL TARGET EXCEEDED

Public Employment Services exceeded its annual opportunity target, achieving **116,040 opportunities** against a goal of 70,000.



1.43 MILLION

REACHED VIA SUPPORT PLATFORMS:

1.43 million individuals received support through career counselling services and the SAYouth platform.



212,462

YOUTH PLACED:

A total of **212,462** young people were directly placed into employment opportunities.



50,575

JOBS PRESERVED:

Through proactive interventions by the CCMA and Productivity SA, 50,575 existing jobs were protected from retrenchment.



309,659

COMPLIANCE INSPECTIONS:

Inspectors conducted 309,659 workplace compliance inspections to enforce labour standards.



399

GRADUATE PSYCHOLOGISTS DEPLOYED:

399 graduate psychologists were placed across national labour centres for practical workplace learning.



1,000+

OPPORTUNITIES FOR PERSONS WITH DISABILITIES:

Administered via 21 partner organizations, over 1,000 tailored employment opportunities were created for individuals with disabilities.



6 HIGH-GROWTH

YOUTH ABSORBING SECTORS:

The report identifies six major sectors driving job placement: Construction, Agriculture, Hospitality & Tourism, Wholesale & Retail, Domestic Work, and Logistics.



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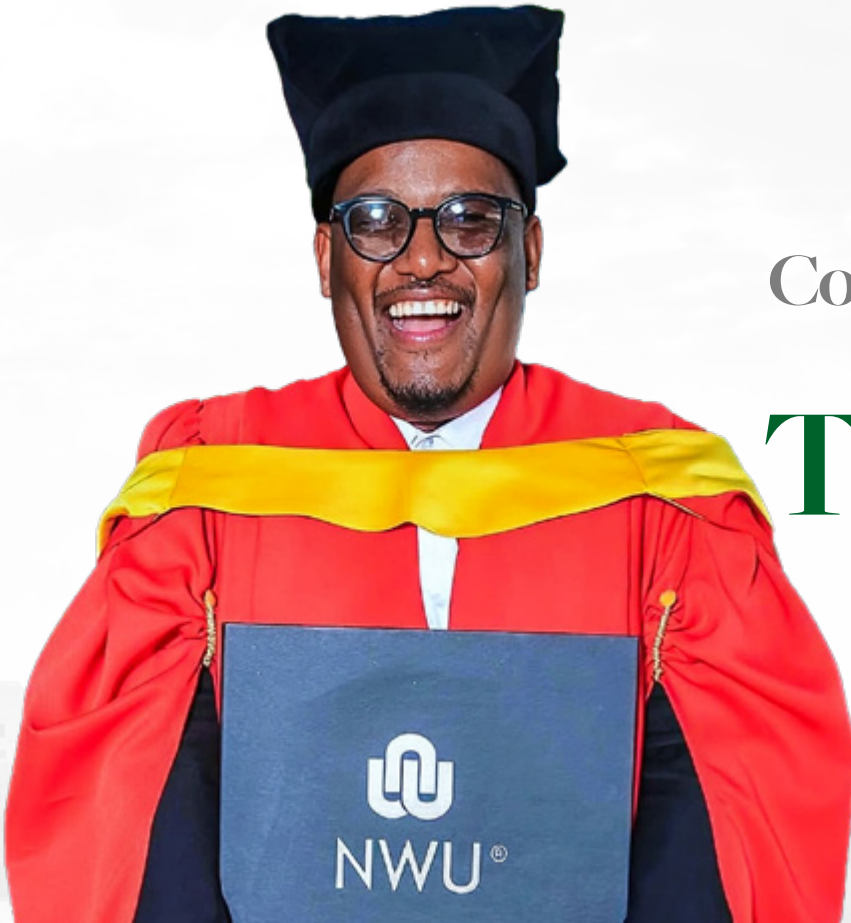


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A **NATION** THAT **WORKS** FOR ALL





Commitment, Dedication and Hard Work: The Journey to a PhD

After years of toil, Dr. Moholi was awarded a Doctor of Philosophy (PhD) in Social Science with Development Studies from North West University ... a freshly minted doctor.

“Education is one of the most powerful tools in public service. It equips us with the knowledge and skills needed to serve our communities with excellence.”

These are the words of Dr. Teboho D. Moholi, whose recent academic achievement reflects a steadfast commitment to lifelong learning and public service.

On 16 July 2026, Dr. Moholi was awarded a Doctor of Philosophy (PhD) in Social Science with Development Studies, marking the culmination of years of perseverance, discipline, and dedication.

Reflecting on his journey, Dr. Moholi believes that success begins with a clear vision and purpose. He attributes his achievement to setting meaningful goals, maintaining focus, and remaining committed despite the demands of balancing work and academic responsibilities.

Dr. Moholi acknowledges that this milestone was made possible through the support of many people within the Department. He extends his sincere appreciation to the Department of Employment and Labour (DEL) Provincial Library, whose research resources, information services, and professional support were instrumental throughout his doctoral studies.

He also expresses his gratitude to the Chief Director: Provincial

“A PhD is more than a personal achievement — it is a commitment to using knowledge to strengthen public institutions, advance community development and improve service delivery.”
— Dr Teboho D. Moholi

Operations, Ms Emily Maneli, for the encouragement and leadership that enabled him to pursue his academic aspirations, as well as to DEL officials and colleagues whose direct and indirect support contributed to his success.

For Dr. Moholi, earning a PhD is more than a personal accomplishment – it is a commitment to using knowledge to strengthen public institutions, promote community development, and improve service delivery. He believes that continuous learning equips public servants with the skills and confidence needed to fulfil the Department’s mandate with excellence and integrity.

He encourages colleagues across the Department to embrace opportunities for learning and professional development, emphasising that investing in education benefits not only individual career growth but also enhances the Department’s collective capacity to serve the public effectively.

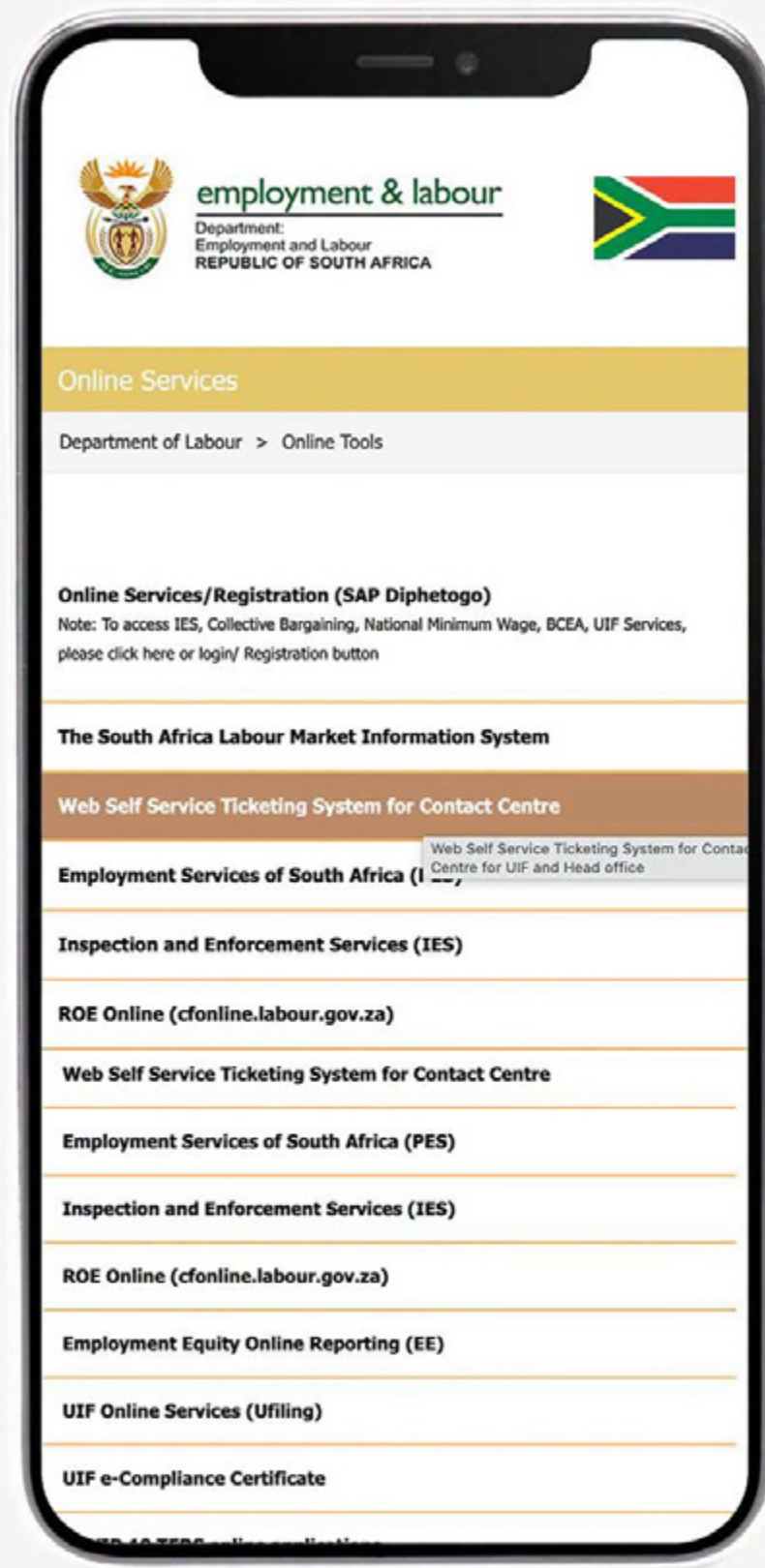
As he continues his professional and academic journey, Dr. Moholi remains committed to advancing research, fostering innovation, and contributing to responsive and effective public service through servant leadership. His

achievement stands as an inspiring example of what can be accomplished through commitment, hard work, and a supportive organisational environment that values learning and employee development.

By Tshegofatso Mogapi

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(From left) Boikie Mampuru, PCI with Rev. Mandla Sibanyoni, CDPO (centre) and Nontuthuzelo Mashibini, Deputy Director: Finance ... gathering their thoughts during a meeting.

The Provincial Management Committee (PMC) convened a two-day strategic meeting on 16 and 17 July 2026 at the Mbombela Labour Centre, where senior management deliberated on key operational priorities aimed at strengthening service delivery across Mpumalanga.

A major focus of the meeting was the province's vacancy rate, which currently stands at over 50 percent. Management expressed concern that the high number of unfilled posts continues to place significant pressure on service delivery at Labour Centres and provincial operations.

To accelerate the recruitment process, the PMC explored innovative and collaborative approaches to filling vacancies.

Among the resolutions adopted was the strengthening of collaboration between Labour Centres within regions to jointly conduct shortlisting and interview processes. This approach is expected to reduce delays, improve efficiency, and ensure that recruitment processes are concluded within shorter timeframes.

The meeting further resolved to establish a dedicated Steering Committee that will

Mpumalanga Provincial Management Committee Declares War on Vacancies to Strengthen Service Delivery

oversee the filling of vacant posts across the province. The committee will monitor progress, address bottlenecks, and provide regular feedback to the Head of the Province to ensure accountability and sustained momentum in the recruitment drive.

“Collaboration, accountability and urgency are driving Mpumalanga's efforts to tackle vacancies and strengthen service delivery.”

Addressing the meeting, Chief Director: Provincial Operations, Rev. Mandla Sibanyoni, stressed the urgency of filling critical vacancies.

“We are sitting on a ticking time bomb with these vacancies while the country faces a high number of unemployment. We need to collaborate in filling these posts in the province with urgency,” said Rev. Sibanyoni.

The Provincial Chief Inspector (PCI), Mr. Boikie Mampuru, also briefed the PMC on developments within the Inspection and Enforcement Services (IES) unit. He

announced that approximately 430 IES interns are expected to join the unit during the second phase of the recruitment programme. He further informed management that the procurement of the necessary resources and equipment for both the incoming interns and current inspectors is underway to ensure they are adequately equipped to execute their duties effectively.

The meeting reaffirmed the Department's commitment to building institutional capacity, strengthening operational efficiency, and enhancing service delivery to the people of Mpumalanga. The resolutions adopted by the Provincial Management Committee demonstrate a collective determination by provincial leadership to address staffing challenges and position the Department to better fulfil its mandate of promoting employment, enforcing labour legislation, and protecting the rights of workers and employers alike.

By Hlanganisa Mbatha



The 2026 national employment equity (EE) workshops kick-off – Kimberley

The Department of Employment and Labour kicked off the joint national employment equity roadshows/workshops in partnership with Commission for Employment Equity (CEE) and the Commission for Conciliation Mediation and Arbitration (CCMA) to deal with equity issues, ending workplace discrimination, and enforcement of Employment Equity Act.

The employment equity workshops/roadshows are held to advance the South African Employment Equity Act (No. 55 of 1998) - a legislation designed to eliminate workplace discrimination and implement affirmative action, ensure access to equal opportunity and equitable representation for designated groups - specifically Black people, women, and individuals with disabilities across all occupational levels.

The first workshop was held in the city of diamonds in Kimberley, Northern Cape at Horseshoe Inn. The 2026 employment equity roadshows/workshops are held under the theme: "Bridging the Equity Gap Through Diversity & Inclusion".

The workshop's focuses on:

- Presentation on the 2025 provincial EE status (26th CEE Annual Report) and presentation on Draft Amended Code of Good Practice on the preparation, implementation and monitoring of the EE Plan;
- Presentation on practical demonstration of how to utilise the EE System online facilities to capture EE Reports and request EE Certificate of Compliance;
- Presentation on sharing of all types of unfair discrimination cases by the CCMA; and
- Presentation on labour law amendments – Labour Relations Act (LRA), Basic Conditions of Employment Act (BCEA), Employment Equity Act (EEA), National Minimum Wage Act (NMWA)

The EE workshops are targeted at Employers or Heads of organisations, employees and trade unions, Assigned Senior EE Managers, Consultative EE forum members, Human Resource Managers and Practitioners,

2026 National Employment Equity roadshow – Rustenburg

Yet another joint national employment equity roadshow/workshop by the Department of Employment and Labour, Commission for Employment Equity (CEE) and the Commission for Conciliation Mediation and Arbitration (CCMA) to deal with equity issues, ending workplace discrimination, and enforcing the Employment Equity Act was held at Orion Safari Hotel in Rustenburg.

This year's national EE workshops/roadshows come a year following the implementation of the Employment Equity Amendment Act, No 4 of 2022 which came into force on 1 January 2025. The new amendments and regulations introduced the setting of five-year sector EE targets, the enhancement of EE System, how to request EE Certificate of Compliance to be able to conduct business with the State.

The last workshop will be held in Bloemfontein on 1 September 2026.





EE workshop/ roadshow

– Mbombela

The Department of Employment and Labour held another joint national employment equity roadshow/workshop in Mbombela in a partnership with Commission for Employment Equity (CEE) and the Commission for Conciliation Mediation and Arbitration (CCMA) to deal with equity issues, ending workplace discrimination, and enforcement of Employment Equity Act.

The roadshow/workshop was held under the theme: “Bridging the Equity Gap Through Diversity & Inclusion”. The workshops are targeted at stakeholders with interest in EE issues.

“The engagements equip employers, employees, trade unions and other stakeholders with practical knowledge on the Employment Equity Amendment Act, five-year sector targets, EE reporting, compliance and the prevention of workplace discrimination — advancing the goal of more diverse, inclusive and equitable workplaces”



Employment equity workshop – Polokwane, Limpopo Province

This year's second EE workshop was held on Thursday (23 July 2026) in Polokwane, Limpopo Province at – Meropa. During the workshop stakeholders were engaged on the EE status as per the 26th CEE Annual Report and on Draft Amended Code of Good Practice on the preparation, implementation and monitoring of the EE Plan.

There were also presentations on the demonstration of how to utilise the EE System online facilities to capture EE Reports and request EE Certificate of Compliance; sharing of all types of unfair discrimination cases by the CCMA; and on labour law amendments.



Annual Administrative Statistics report of the Department of Employment and Labour provides a comprehensive overview of performance, service delivery outputs, and administrative activities

The Department of Employment and Labour's Public Employment Services (PES) branch recorded 360 276 available job opportunities, resulting in 122 266 successful placements.

According to the Annual Administrative Statistics (AAS) 2025 report, this shows that PES in the department continued to deliver at its capacity (human and resource availability) against annual performance plan (APP) targets related to matching work seekers to available opportunities and facilitating labour market access for low-skills work seekers.

The Annual Administrative Statistics report of the Department of Employment and Labour provides a comprehensive overview of the Department's performance, service delivery outputs, and administrative activities for the reporting period. The report draws on detailed statistical information generated from routine administrative data collected across the Department's various branches and entities.

The 2025 report is based on data collected from January to December 2025 and provides a comparative annual time-series analysis using the international statistical reporting standards.

Administrative data for the period January to December 2025 were sourced from key operational branches, including Labour Policy and Industrial Relations (LP&IR), the Unemployment Insurance Fund (UIF), Inspection and Enforcement Services (IES), Public Employment Services (PES), and the Compensation Fund (CF).

The AAS report serves multiple strategic purposes by providing reliable, timely, and evidence-based insights that support decision-making, policy development, strategic planning, and accountability. This publication reflects the Department's ongoing commitment to transparency, good governance, and the effective implementation of labour legislation in support of decent work, social justice, and economic development.

Key highlights of the AAS 2025 report are presented below.

I. National and Provincial Unemployment Trends (using Stats SA data)

- The official unemployment rate showed moderate fluctuations throughout 2025, beginning at 32.9% (Q-1), rising slightly to 33.2% (Q-2), and then declining significantly to 31.4% (Q-4), indicating gradual improvements in labour market conditions.
- Gauteng recorded a steady decline in unemployment, falling from 34.7% to 33.0%, signalling improving employment prospects in the country's economic hub. KwaZulu-Natal experienced minor variations, starting at 32.3% (Q-1), dipping to 31.7% (Q-3), and returning to

32.3% (Q-4), reflecting relatively stable provincial labour market conditions.

Impact: The employment trends are relatively modest and support the DEL mandate of employment creation as it aligns with the APP outcome of promoting inclusive labour market growth. However, there is a need for targeted labour market interventions to enhance employment growth in other provinces.

II. Work seeker registrations and Labour Market Activity

- Total work seeker registrations declined from 1 049 246 in 2024 to 815 997 in 2025, representing a 22.2% decrease, equivalent to 233 249 fewer registrations.
- In 2025 alone, 815 997 work seekers were registered across South Africa. The Public Employment Services (PES) recorded 360 276 available job opportunities, resulting in 122 266 successful placements.

Impact: This shows that PES in DEL continued to deliver at its capacity (human and resource availability) against APP targets related to matching work seekers to available opportunities and facilitating labour market access for low-skills work seekers.

III. Sectoral shifts in Unemployment Insurance (UI) claims

- Ordinary Unemployment Insurance (OUI) claims, depicting a substantial increase from 754,087 OUI claims in 2024 to 1,144,728 OUI claims in 2025, representing a 52% rise.
- The agriculture industry recorded a 65% increase in OUI claims, rising from 97,315 to 160,226, while the transport industry's OUI claims saw a 61% rise, from 26,984 to 43,551. This reflects significant sectoral stability in the agriculture and transport sectors.
- The trade industry experienced the most notable increase in OUI claims, rising from 262 942 in 2024 to 489 872 in 2025, an 86% surge. This reflects significant sectoral instability and higher vulnerability among workers in retail and wholesale environments.

Impact: There are some sectors in the labour market where workers are still vulnerable. Thus, the importance of DEL -UIF's role as a social protection mechanism is demonstrated in the rise of claims over time. DEL should continue in the improvements in claims processing and labour market reintegration efforts.

IV. Workplaces inspected and compliance rate

- Total inspections decreased marginally from 168 904 in 2024 to 168 665 in 2025, reflecting a very slight decline of 0.14%.

- Despite the overall reduction, several provinces recorded increases in Basic Conditions of Employment Act (BCEA) inspection numbers, indicating improved compliance-monitoring capacities in specific provinces.

Impact: DEL to strengthen sectoral areas to improve compliance with labour standards and workplace protection. The prospect of employing about 10 000 inspectors is in the right direction. And it will enable improved performance against future APP targets.

V. Retrenchments and job-saving interventions by CCMA

- A total of 38 524 employees were identified as likely to be retrenched during the reporting period. Through DEL's facilitation efforts, 18 057 jobs were saved, resulting in a job-saving rate of 47%, demonstrating the continued impact of proactive labour relations interventions. Impact: The results show the Department's effectiveness in mitigating the negative effects and enhancing labour market stability.

The report further says that DEL-CCMA needs to support and enhance employer engagement to expand viable alternatives to job loss.

By Shadrack Mashalaba

Market Insights

360 276

job opportunities recorded by Public Employment Services in 2025

122 266

successful job placements facilitated by PES in 2025

815 997

work seekers registered across South Africa in 2025

168 665

workplaces inspected in 2025

18 057

jobs saved through DEL's facilitation efforts

47%

job-saving rate achieved through CCMA interventions

1 144 728

Ordinary Unemployment Insurance claims recorded in 2025

HOW THE PROPOSED EMPLOYMENT QUOTAS WOULD WORK

The Bill proposes a flexible framework for the Minister of Employment and Labour to set maximum employment quotas for foreign nationals. This system is designed to respond to specific sector needs while prioritising South African work-seekers and maintaining transparency.



Step 1: Consider Labour-Market Conditions

Quota decisions would account for workforce needs within specific sectors, occupations, or geographical areas.

Step 2: Consult the Employment Services Board

The Minister would be empowered to seek expert advice from the Board before determining a quota.



Step 3: Publish the Quota

The maximum quota would be formally issued through a notice in the Government Gazette.



Step 4: Apply the Quota

Employers must not exceed the specified proportion of foreign nationals within the identified sector or area.



REGULATORY FLEXIBILITY & SAFEGUARDS



Regulated Exemption Process

Eligible employers or agencies may apply for exemptions based on prescribed criteria and procedures.



Not a Prohibition

Maximum quotas do not amount to a complete prohibition on employing foreign nationals.



Strategic Balancing

The Bill seeks to prioritise South Africans while recognising legitimate labour-market and critical-skills needs.

WHAT THIS MEANS FOR EMPLOYERS

- **Flexible and Transparent Framework**
Quotas are not one-size-fits-all and would vary across different sectors and occupations.

- **Ongoing Compliance Responsibility**
Employers would remain responsible for complying with all existing employment and immigration laws.

#Yazini

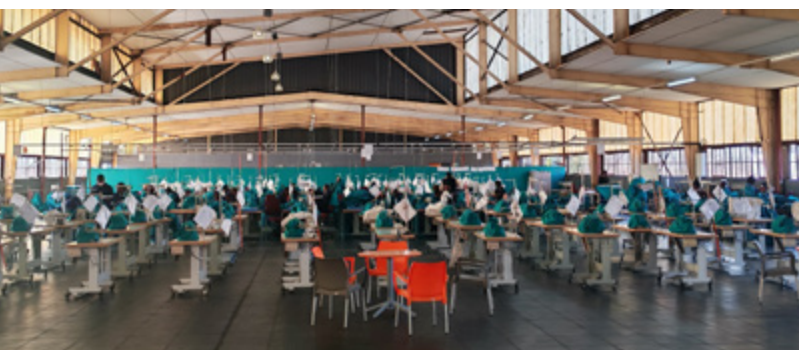


employment & labour
Department:
Employment and Labour
REPUBLIC OF SOUTH AFRICA





Supported Employment Enterprises (SEE) Seshego Factory



The Supported Employment Enterprises (SEE) Seshego Factory was officially opened on 29 April 2019 at the Seshego Industrial Park in Limpopo by the then Minister of Employment and Labour, Mildred Oliphant. The factory was established to create employment opportunities for persons with disabilities in Limpopo, expand SEE's footprint to the province, making it the 13th SEE factory in South Africa, and manufacture products such as hospital linen, PPE, furniture, and other goods for government and private clients.

Further to contribute to reducing unemployment and promoting the economic inclusion of persons with disabilities.

SEE is a trading entity of the Department of Employment and Labour established to create meaningful and sustainable employment opportunities for persons with disabilities while producing high-quality goods and services for the public and private sectors. The SEE Seshego Factory, located in Limpopo Province, forms part of a national network of factories that combines social responsibility with economic participation by empowering persons with disabilities through productive employment.

The factory operates within the framework of the government's commitment to promoting decent work, equality, inclusion, and the socio-economic empowerment of persons with disabilities. By providing a supportive and accessible work environment,

SEE enables employees to utilise their skills, earn a sustainable income, and contribute meaningfully to the country's economy. The enterprise demonstrates that disability should not be a barrier to employment, productivity, or career development. SEE Seshego manufactures a variety of quality products and provides services primarily to national, provincial, and local government departments, state-owned entities,

educational institutions, healthcare facilities, and other organisations. Its operations are guided by strict quality assurance measures to ensure that products meet customer expectations while remaining competitively priced.

Through continuous improvement and innovation, the factory strives to maintain high production standards and customer satisfaction. Beyond manufacturing, SEE Seshego plays an important developmental role by providing skills development, workplace training, mentorship, and capacity-building opportunities for its employees. These initiatives enhance technical competencies, improve productivity, and promote personal and professional growth, enabling employees to become more self-reliant and economically independent.

The factory also contributes significantly to employment creation and poverty reduction by providing stable jobs for persons with disabilities, many of whom face barriers to entering the open labour market. Through fair employment practices and equal opportunities, SEE helps restore dignity, promotes self-confidence, and improves the quality of life of its employees and their families.

In addition, SEE Seshego supports the government's broader objectives of inclusive economic growth, transformation, and social justice. It demonstrates the practical implementation of national policies aimed at advancing the rights of persons with disabilities, promoting workplace diversity, and reducing inequality. The enterprise encourages both the public and private sectors to recognise the value and capabilities of persons with disabilities as productive members of the workforce.

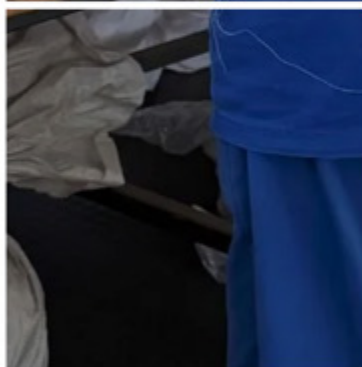
The factory regularly collaborates with government departments and stakeholders to showcase its products and services, strengthen market access, and increase awareness of the importance of supporting enterprises that promote inclusive employment. These partnerships contribute to the sustainability of the enterprise while expanding opportunities for persons with disabilities.

Ultimately, Supported Employment Enterprises – Seshego serves as a model of inclusive employment and social responsibility. Through its commitment to quality manufacturing, skills development, and economic empowerment, the factory continues to advance the Department of Employment and Labour's mandate of promoting decent work, protecting vulnerable workers, and building an inclusive labour market where all South Africans, regardless of disability, can participate meaningfully in economic development.

By Kholofelo Makgetsi

A PROUDLY
SA MEMBER

MY DISABILITY DOES NOT DEFINE ME



QUALITY MANUFACTURER

SUPPORTED EMPLOYMENT ENTERPRISES (SEE)

Founded in 1943, Supported Employment Enterprises (SEE) is a state-owned manufacturing entity with 13 factories across South Africa established with the mandate to create employment for persons with disabilities.

SCAN HERE FOR MORE
INFORMATION:



OUR LOCATIONS:

Pretoria | Rand | Springfield | Seshego |
Potchefstroom | Bloemfontein | Kimberley |
Ndabeni | Epping | Gqeberha |
Pietermaritzburg | Durban | KwaGalegong City



Delegates during the validation workshop which brought together representatives from the Department of Employment and Labour, the Eastern Cape Department of Health, the ILO, organised labour and participating health facilities discussing the draft Impact Assessment Report, validating its findings and agreeing on recommendations that will inform the final report on strengthening OHS in health facilities.

Success Stories HealthWISE

impact assessment confirms improved occupational safety and health across Eastern Cape public health facilities

East London – The Department of Employment and Labour (DEL), in collaboration with the International Labour Organization (ILO), recently convened stakeholders in East London to validate the findings of the HealthWISE Impact Assessment, which demonstrates significant progress in improving occupational safety and health (OSH) and working conditions for health workers across ten public health facilities in the Eastern Cape.

The validation workshop marks an important milestone in the four-year collaboration between the Department of Employment and Labour and the ILO to strengthen occupational safety and health in South Africa's health sector through the ILO/WHO HealthWISE methodology.

The success of the programme has been made possible through the strong partnership of the Eastern Cape Department of Health (ECDoH), which has championed the implementation of HealthWISE across participating facilities, working closely with organised labour, health facility management and workers.

Since its introduction in 2022, the HealthWISE programme has reached more than 10,700 health workers across ten public health facilities in the Eastern Cape, including Cecilia Makiwane Hospital, Frere Hospital and Mthatha Regional Hospital. Through HealthWISE, facilities have implemented practical, low-cost improvements to address biological hazards, ergonomic risks, infection prevention and control, workplace violence and other occupational safety and health challenges.

The validation workshop brought together representatives from the Department of Employment and Labour, the Eastern Cape Department of Health, the ILO, organised labour and participating health facilities to review the draft

Impact Assessment Report, validate its findings and agree on recommendations that will inform the final report.

Speaking at the workshop, Ms Bulelwa Huna, Senior Specialist: Occupational Health and Hygiene at the Department of Employment and Labour, said the programme demonstrates the value of collaboration and social dialogue in improving workplace safety.

"The Eastern Cape has demonstrated that strong partnerships and active worker participation can drive lasting improvements in occupational safety and health. As the Department of Employment and Labour, we value the commitment shown by the Eastern Cape Department of Health, organised labour and health facilities in making HealthWISE a success, and we look forward to building on these achievements," said Patiswa Mbongwana, Eastern Cape Department of Employment and Labour Acting Chief Director: Provincial Operations.

Stakeholders also emphasised the importance of strengthening Employee Assistance Programmes (EAPs) and psychosocial support services to safeguard the wellbeing and resilience of health workers, recognising that caring for those who provide healthcare is fundamental to resilient health systems.

The workshop agreed on a roadmap for finalising and publishing the Impact Assessment Report, which will provide evidence to strengthen occupational safety and health systems and support the continued implementation of the HealthWISE methodology across public health facilities in the Eastern Cape. – **(Ms Mohatle is a Communications Specialist at the ILO Pretoria Office)**

By Tshepo Mohatle



Department of Employment and Labour, and International Labour Organization (ILO) HealthWISE Impact Assessment - kuGompo

The Department of Employment and Labour (DEL), in collaboration with the International Labour Organization (ILO), recently convened stakeholders in East London to validate the findings of the HealthWISE Impact Assessment. The initiative is about improving occupational safety and health (OSH) and working conditions for health workers across ten public health facilities in the Eastern Cape.

The validation workshop marks an important milestone in the four-year collaboration between the Department of Employment and Labour and the ILO to strengthen occupational safety and health in South Africa's health sector through the ILO/WHO HealthWISE methodology. In the programme the department and ILO worked closely with the Eastern Cape Department of Health (ECDoH), which has championed the implementation of HealthWISE across participating facilities, working closely with organised labour, health facility management and workers.

Since its introduction in 2022, the HealthWISE programme has reached more than 10,700 health workers across ten public health facilities in the Eastern Cape, including Cecilia Makiwane Hospital, Frere Hospital and Mthatha Regional Hospital.





Employment Equity workshops – Durban and Pietermaritzburg

The Department of Employment and Labour, Commission for Employment Equity (CEE) and Commission for Conciliation Mediation and Arbitration (CCMA) held two workshops in Durban and Pietermaritzburg, respectively.

Department of Employment and Labour's Employment Equity (EE) Directorate Director, Dr Ntsoaki Mamashela told stakeholders that 2026 will be a base year in the achievement of annual employment targets set by employers towards achieving the five-year targets in 2030. She said following the coming into effect of the EE Amendments of 2022 - employers employing less than 50 employees are no longer obliged to submit EE reports.



WHAT EMPLOYERS MUST DO BEFORE EMPLOYING FOREIGN NATIONALS

Before employing a foreign national, an employer would need to:



STEP 1: CONFIRM LEGAL ENTITLEMENT TO WORK

Employers would need to employ only foreign nationals who are legally entitled to work.



STEP 2: SEARCH FOR SOUTH AFRICAN CANDIDATES

Employers would first look for suitably qualified citizens or permanent residents before appointing foreign nationals.



STEP 3: PREPARE A SKILLS-TRANSFER PLAN

Where applicable, employers would prepare plans to support the transfer of skills to South Africans.



STEP 4: KEEP PROPER RECORDS

Employers would be required to maintain prescribed records relating to the employment of foreign nationals.

The Bill also proposes that...

Proposed Legal Framework: These requirements would form part of a new Chapter 3A in the Act.

Exceptions and Exemptions: The Minister may determine exceptions for skills-transfer plans or grant exemptions under prescribed procedures.

#Yazini



Gauteng Province Acting Provincial Chief Inspector, Mr Mbongeni Tshabalala

Department Leads Groundbreaking Engagement with Petroleum Industry to Strengthen Compliance

The Gauteng Provincial Office of the Department of Employment and Labour recently hosted the country's first Employer Breakfast Session for the petroleum industry, reaffirming its commitment to promoting compliance with labour legislation through education, collaboration and stakeholder engagement.

Hosted by the Inspection and Enforcement Services (IES) branch in partnership with Rand Mutual Assurance (RMA) at the Birchwood Hotel and Conference Centre in Boksburg, the session brought together employers, organised business, organised labour, bargaining councils, occupational health and safety practitioners and government representatives to discuss practical ways of improving compliance and workplace safety within the petroleum sector.

The engagement followed an extensive inspection campaign conducted across fuel filling stations in Gauteng after concerns were raised regarding non-compliance with employment legislation. The inspections assessed compliance with the Occupational Health and Safety Act (OHSA), Compensation for Occupational Injuries and Diseases Act (COIDA), Basic Conditions of Employment Act (BCEA) and the Unemployment Insurance Act (UIA), while also identifying employers who had not transferred to Rand Mutual Assurance in accordance with the relevant Government Gazette.

Supporting Employers Through Education

Welcoming delegates, Chief Director: Provincial Operations, Mr Tshepo Mokomatsidi, described the Employer Breakfast Session as a significant milestone for both the Department and the petroleum industry.

He explained that while the inspection campaign had identified areas requiring improvement, discussions between the Department and Rand Mutual Assurance revealed that many instances of non-compliance resulted from a lack of information rather than deliberate disregard for the law.

"The two institutions were of the view that non-compliance with our employment laws should be addressed through information sharing as a first resort rather than punitive measures. This Breakfast Session serves as the base on which knowledge sharing and the empowerment of employers would take place."

Mr Mokomatsidi further noted that the event was the first engagement of its kind for the petroleum sector in the country, expressing confidence that similar initiatives would be rolled out in other provinces as part of the Department's commitment to strengthening compliance through education and partnership.

Deputy Minister Calls for a Culture of Compliance

Delivering the keynote address, Deputy Minister of Employment and Labour, Mr Jomo Sibiya, underscored the strategic importance of the petroleum industry, which employs more than 140 000 people and plays a vital role in supporting South Africa's economy.



*Department of Employment and Labour Gauteng Chief Director:
Provincial Operations, Mr Tshepo Mokomatsidi*

He reminded employers that compliance with labour legislation is fundamental to protecting workers and ensuring sustainable business operations.

“The protection of workers cannot be negotiated. Compliance with labour legislation is fundamental to ensuring that every worker returns home safely at the end of each working day. Employers must not regard compliance as a regulatory burden, but as an investment in their employees, their businesses and the sustainability of the industry.”

The Deputy Minister also encouraged employers and organised labour to strengthen social dialogue through bargaining council structures while investing in employee development to prepare the workforce for technological advancements within the industry.

Inspection Findings Highlight Progress and Areas for Improvement

Presenting the inspection outcomes, Acting Provincial Chief Inspector, Mr Mbongeni Tshabalala, reported that the Department conducted 682 Occupational Health and Safety inspections at filling stations operated by major petroleum companies and independent operators.

The findings showed that:

- 308 employers (45%) complied with the Occupational Health and Safety Act.
- 374 employers (55%) were found to be non-compliant.
- Inspectors issued 361 contravention notices, 92 improvement notices and 17 prohibition notices where safety standards were not met.

Under the Compensation for Occupational Injuries and Diseases Act, 402 inspections were conducted, with 255 employers (63%) found to be compliant and 147 employers (37%) non-compliant. Inspectors also found 50 employers that were not registered with either the Compensation Fund or Rand Mutual Assurance, contrary to legislative requirements.

Compliance with the Basic Conditions of Employment Act was encouraging, with 442 of the 457 employers inspected (96.7%) complying with the legislation. However, shortcomings relating to employment contracts, record keeping and remuneration information resulted in 15 compliance orders being issued.

The inspection campaign also identified 623 foreign nationals working at inspected sites. Their immigration status could not be verified as the inspection exercise focused solely on legislation administered by the Department of Employment and Labour.

The Department further expressed concern over compliance with the Unemployment Insurance Act. Of the 108 employers inspected, only 20 (19%) complied with the Act, while 88 employers (81%) were found to be non-compliant, with the most common contravention being the failure to submit monthly employee declarations to the Unemployment Insurance Fund.

Building Partnerships for Safer Workplaces

The Employer Breakfast Session reinforced the Department's commitment to working collaboratively with employers and social partners to improve compliance before enforcement becomes necessary.

The Department also acknowledged the valuable partnership between Rand Mutual Assurance, organised business, organised labour and the bargaining councils, recognising that sustainable compliance can only be achieved through collaboration, information sharing and a shared commitment to decent work.

As the first initiative of its kind in the country, the Employer Breakfast Session demonstrated Gauteng's leadership in developing innovative approaches to compliance promotion. By creating a platform for constructive dialogue and knowledge sharing, the Department continues to support employers in meeting their legal obligations while advancing its mandate of protecting workers' rights and promoting safe, healthy and productive workplaces.

By Sekhothali Lekalakala

Youth unemployment

rises as young people face a harder road to decent work

New ILO report finds global youth unemployment rising, with some of the sharpest increases in higher-income economies and more young people outside employment, education or training.

GENEVA (ILO News) – Global youth unemployment is rising as stagnant economic growth and weak job creation increase barriers to job entry for young people and push more of them outside employment, education or training, according to a new report from the International Labour Organization (ILO).

The Global Employment Trends for Youth 2026: Back to the future report shows that the global youth unemployment rate rose to 12.4 per cent in 2025, equivalent to 67 million unemployed people aged 15 to 24 years. At the same time, the share of young people not in employment, education or training (NEET) increased slightly to 20 per cent, affecting more than 257 million people. Some of the sharpest rises in youth unemployment have been in higher-income economies, frustrating the aspirations of millions of young people at the start of their working lives.

Between 2023 and 2025, youth unemployment rates increased in eight of the world's 11 subregions, as slowing economic growth, weak job creation, geopolitical tensions and rapid technological change push countries toward a new youth jobs crisis.

A generation that cannot find decent work cannot build its future with confidence.

“A generation that cannot find decent work cannot build its future with confidence. When young people are locked out of quality employment, countries lose talent, productivity and social cohesion. Creating decent jobs for young people is not just a social imperative, it is one of the smartest investments a country can make,” said Gilbert F. Houngbo, ILO Director-General.

Youth job prospects worsen in higher-income economies

In Northern America, youth unemployment increased sharply, rising from 8.3 per cent in 2023 to 9.8 per cent in 2025. In Northern, Southern and Western Europe, youth unemployment remained high at 15 per cent in 2025, with 20 of the 29 countries in the subregion reporting weaker job opportunities

for young people.

The decline of many middle-skilled jobs is making it harder for young people to find stable careers. Jobs that have traditionally provided entry points for young workers – including clerical and administrative roles, service and sales occupations, manufacturing-related jobs and some technical occupations – are shrinking, according to the report.

Too few decent jobs in developing economies

In developing economies, the challenge remains creating enough decent jobs to absorb growing young populations. Low unemployment rates conceal widespread labour market insecurity, as many young people cannot afford to remain unemployed and instead enter informal or unstable work.

Nearly nine in ten young workers aged 15 to 29 in low- and lower-middle-income countries are employed informally, limiting their access to stable incomes and social protection. The report identifies sub-Saharan Africa as the subregion facing especially strong demographic pressures alongside too few decent jobs, resulting in more young people falling into NEET status.

The Arab States and Northern Africa continue to record the world's highest youth unemployment rates. In 2025, youth unemployment stood at 26.2 per cent in the Arab States and 22.6 per cent in Northern Africa. In both subregions, at least one in three young people were NEET.

Technology is reshaping youth employment

The report finds that technological change, including advances in artificial intelligence (AI), is transforming opportunities for young workers.

It estimates that 6.1 per cent of jobs held by young people aged 15 to 29 are in occupations highly exposed to AI-related changes. Many of these overlap with the middle-skilled occupations that have declined in number for young people since 2023, particularly

clerical and administrative roles. At the same time, demand continues to grow in some knowledge-based technical occupations in fields like science, health and engineering, highlighting the importance of ensuring that young people have access to the skills that match evolving labour market needs.

“There is increasing noise around AI,” said Sukti Dasgupta, ILO Director of the Employment, Skills and Sustainable Enterprises Department. “While the direct impact on jobs is still unclear, we must not be complacent and underestimate the risks. We need to step up our investment in skills, lifelong learning and social protection so that young people can adapt to change and seize new opportunities. Technological progress, including AI, must work for young people, not against them.”

Getting back to a future where pathways lead to decent work

The report calls for renewed action to help young people navigate an increasingly uncertain world of work. Key policy measures include:

- adopting a human-centred approach to AI governance, ensuring that innovation creates opportunities rather than deepening inequalities;
- investing in quality education, lifelong learning and apprenticeships;
- strengthening employment services and labour market institutions to support young people's transitions into work, targeting especially young women;
- expanding social protection and ensuring rights at work, particularly for young people in vulnerable situations; and
- creating more decent job opportunities through supportive macroeconomic and sectoral policies.

The report concludes that the challenge is not only to create more jobs for young people, but to ensure that these jobs provide security, dignity and opportunities for successful

NTLAWA WA IKHONOMI



XIKONGOMISO XA SWIVANDLANENE SWA TIMILIYONI TI 2 (MTDP 2030):

Ndzawulo ya Mitirho na Vatrhi (DEL) yi kongomisa ku tumbuluxa swivandlanene swa mitirho swa timiliyoni ti2 hi 2030, leswi avaneke hi ku ringana exikarhi ka Vukorhokeri bya Mitirho ya Mfumo (PES) na Nongonoko wo Tirhisa Vatrhi (LAP) lowu seketeriwaka hi timali ta UIF.



VANHU LAVA LAVAKA MITIRHO 2.24 WA TIMILIYONI VA TSARISIWILE:

Ku tlula 2.24 wa timiliyoni ta vanhu lava lavaka mitirho va tsarisiwile eka dathabeyisi ya rixaka ehansi ka nongonoko wo thoriwa ka vantshwa.



XIKONGOMELO XA LEMBE NA LEMBE XA PES XI HUNDZIWILE:

Vukorhokeri bya Mitirho ya Mfumo byi hundzile xikongomelo xa byona xa nkarhi xa lembe na lembe, byi fikelele swivandlanene swa 116,040 loko ku ringanisiwa na xikongomelo xa 70,000.



KU FIKELERIWILE 1.43 WA TIMILIYONI HI KU TIRHISA TIPULATIFOMO TA NSEKETELO:

vanhu va 1.43 wa timiliyoni va kumile nseketelo hi ku tirhisa vukorhokeri bya vutsundzuxi bya mitirho na pulatifomo ya SAYouth.



KU HLAYISIWILE MITIRHO YA 50,575:

Hi ku nghenelela hi xihatla ka CCMA na Productivity SA, mitirho leyi nga kona ya 50,575 yi sirheleriwile eka ku hungutiwa ka vatrhi.



KU KAMBERIWA KA KU LANDZELERIWA KA MILAWU 309,659

Vakamberi va endlile vukamberi bya ku landzeleriwa ka milawu emitirhweni byo ringana 309,659 ku sindzisa ku landzeleriwa ka mipimo ya le mitirhweni.



VANTSHWA VA 212,462 VA THORIWILE:

Nhlayo ya vantshwa vo ringana 212,462 va thoriwile hi ku kongoma eka swivandlanene swa mitirho.



VATIVI VA SWA MIEHLEKETO LAVA THWASELEKE TIDYONDZO TA VONA VO RINGANA

399

VA RHUMERIWILE EMITIRHWENI:

vativi va swa miehleketo lava thwaseleke tidyondzo ta vona vo ringana 399 va rhumeriwile eka tisenhara ta vatrhi ta rixaka etikweni hinkwaro leswaku va ya dyondza va ri entirhweni.



SWIVANDLANENE SWA 1,000+

EKA VANHU LAVA NGA NA VULEMA:

Ehansi ka vulawuri bya mihlangano ya vatrhisani va 21, ku tumbuluxiwile swivandlanene swa mitirho swo hundza 1000 leswi endleriweke vanhu lava nga na vulema.



TISEKITHARA TO KULA KA LE HENHLA LETI AMUKELAKA VANTSHWA:

Xiviko xi kombisa tisekithara ta tsevu letikulu leti rhangaka emahlweni eku ka ku nyika vanhu mitirho: Vumaki, Vurimi, Mafundza na Vuphumba, Tiholisele na Vuxavisi, Mitirho ya le Makaya, na Vutleketli bya



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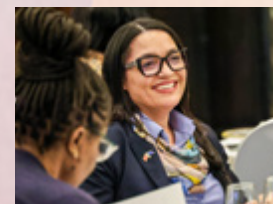


Beyond Women's Month: Turning Talent into Opportunity

Minister of Employment and Labour, Hon. Nomakhosazana Meth, led an intergenerational dialogue with women leaders and emerging young leaders on turning women's talent, skills and potential into meaningful opportunities in employment, entrepreneurship, leadership and the future of work.

The dialogue reinforced a powerful message: women's progress must translate into economic opportunity, workplace equality, safety, leadership and ownership.

Connecting People. Inspiring Leaders. Transforming Generations.







Public Employment Services bring practical solutions to key labour market challenges discussed at the ILC

Three transformations shaping the future of public employment services

(Geneva) – During the International Labour Conference 2026, the ILO interviewed Mr. Ibrahim Ag Nock, Director General of Public Employment in Mali and WAPES Vice-President for Africa; Mr. Camille Mouté, Director General of Cameroon's National Employment Fund and Honorary President of WAPES; and Ms. Amandine Moignard, Executive Secretary of WAPES, on how Public Employment Services (PES) are responding to major labour market transformations.

The interviews show how PES are adapting to a changing world of work. Together, they explore how digital innovation, stronger institutional capacity and international cooperation are helping PES better support workers, employers and more inclusive labour markets.

Transformation 1: Expanding access to employment services through digital innovation

Digital innovation is helping PES address longstanding labour market challenges, including expanding access to services, improving the visibility of workers' skills and strengthening labour market information systems.

Across Africa, PES are using mobile technologies and digital platforms to reach jobseekers who may never visit an employment office. Examples from Mali, Benin and Senegal show how mobile applications, local-language interfaces and digital registration tools are transforming employment services.

Interview with Ibrahim Ag Nock, Director General of Public Employment Service of Mali, and Vice-President of WAPES Africa Region

Transformation 2: From reacting to anticipating labour market needs

As technological, demographic and economic changes reshape labour demand, PES are increasingly moving from reacting to labour market developments to anticipating them. This requires stronger labour market intelligence, closer engagement with employers and greater collaboration to improve job matching and support workforce transitions.

Regional networks such as the African Association of Public Employment Services provide a platform for PES to exchange practical solutions, learn from each other's experiences and strengthen their capacity to respond to emerging challenges.

Interview with Camille Mouté à Bidias, Director General, National Employment Fund of Cameroon and Honorary President of WAPES

Transformation 3: Combining innovation with human-centred employment services

Globally, PES are strengthening their capacity to anticipate skills needs, support employers and ensure that vulnerable groups are not left behind. Despite advances in AI and digital technologies, human-centred support remains at the core of effective employment services.

Through its partnership with WAPES, the ILO supports peer learning among PES and innovation sharing. Initiatives such as the PROSPECTS Opportunity Fund Digital Accelerator and InterGEN show how this cooperation can promote more inclusive access to employment opportunities. – **(Article sourced from ILO)**

"Digital innovation, stronger institutions and international cooperation are transforming Public Employment Services to better connect workers and employers while ensuring no one is left behind."



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

As employees of the 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.



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WHO: Integration, innovation and community leadership key to ending HIV, hepatitis and STIs

The World Health Organization (WHO) today launched a new report assessing progress in implementing the Global Health Sector Strategies (GHSS) on HIV, viral hepatitis and sexually transmitted infections (STIs) for 2022–2030.

Released during the 26th International AIDS Conference (AIDS 2026) and ahead of World Hepatitis Day (28 July), the report highlights significant achievements and persistent challenges in the global response to these epidemics.

“This report tells two stories. It demonstrates what is possible when countries invest in health, communities and science. But it also shows how quickly progress can be undone with funding disruptions, humanitarian emergencies and persistent inequalities,” said Dr Tedros Adhanom Ghebreyesus, WHO Director-General. “Over the next five years, we must build integrated, resilient health systems that reach those furthest behind.”

By the end of 2025, an estimated 32 million people living with HIV were receiving treatment and since 2010, new HIV infections have fallen by 42% and AIDS-related deaths by 57%. Yet 9 million people still lack access to life-saving HIV treatment, and new infections continue to rise in several regions, particularly among key populations including men who have sex with men, sex workers, people who inject drugs, transgender people and people in prisons.

Progress has also been made in the response to viral hepatitis. Since 2015, annual hepatitis B infections have decreased by 32%, and hepatitis C-related deaths have fallen by 12% globally. Despite these gains, viral hepatitis remains one of the world’s deadliest infectious diseases, claiming an estimated 1.3 million lives in 2024, with mortality continuing to rise.

Progress in the global response to STIs has been mixed. Countries have strengthened national policies and improved syphilis screening and treatment in pregnancy, while HPV vaccination coverage has increased modestly. At the same time, STI rates are rising in several countries and communities, while there is growing resistance to antibiotics used to treat gonorrhoea.

Remaining challenges

Despite progress, major gaps continue to hinder efforts to eliminate HIV, viral hepatitis

and STIs by 2030. For HIV, reductions in international donor funding in 2025 disrupted prevention programmes in several countries, including access to pre-exposure prophylaxis (PrEP). Although some governments have stepped in to sustain services, preliminary data indicate that PrEP use has declined in a number of countries and communities.

For viral hepatitis, deaths linked to hepatitis B have increased by 17% since 2015. Diagnosis and treatment coverage remain low, particularly for hepatitis B, despite the availability of highly effective medicines that could prevent millions of deaths. As countries prepare to mark World Hepatitis Day under the theme “Hepatitis: Let’s Break It Down,” the report highlights the urgent need to remove the financial, social and systemic barriers that continue to limit access to hepatitis prevention, testing, treatment and care for millions of people.

The global STI response remains off track due to rising STI incidence, increasing antimicrobial resistance, and insufficient coverage of HPV vaccination and cervical cancer screening. Persistent gaps in surveillance, diagnostics, funding and health information systems further constrain countries’ ability to monitor the epidemic and scale up effective prevention, testing and treatment services.

Priorities for accelerating progress towards 2030

The report identifies integration as one of the greatest opportunities to accelerate progress. Countries reporting the strongest results are increasingly delivering services for HIV, viral hepatitis and STIs through primary health care, together with services for tuberculosis, sexual and reproductive health, maternal and child health and noncommunicable diseases.

Eliminating mother-to-child transmission of HIV, syphilis and hepatitis B remains a key priority. Encouragingly, a growing number of countries are applying for WHO validation of elimination, demonstrating that success is within reach when integrated maternal and child health services are strengthened.

Further gains can be achieved by expanding digital health solutions, strengthening interoperable surveillance and health information systems, scaling up multi-disease testing platforms and ensuring equitable access to innovations. These include improved

diagnostics, quality-assured STI testing and long-acting prevention technologies such as WHO-recommended twice-yearly injectable lenacapavir. Lenacapavir is now being introduced in 10 countries and rollout is planned in a further 14. WHO’s recommendation on doxycycline post-exposure prophylaxis (doxycycline PEP) also offers a promising new opportunity to reduce bacterial STIs among populations at substantial risk.

Strengthening community leadership and embedding community-generated data into national monitoring systems can improve accountability, inform programme improvements and help ensure services reach those who are most often left behind.

To support countries in strengthening responses, WHO has released its first consolidated HIV service delivery guidelines bringing together the latest evidence-based recommendations to help countries organize HIV prevention, testing, treatment and long-term care. WHO has also published HIV surveillance guidance, designed to improve routine HIV surveillance systems and enhance the use of national health data for public health action.

“This assessment is more than a progress report; it is a practical guide for action for the second half of this strategy period,” said Dr Tereza Kasaeva, Director of WHO’s Department for HIV, TB, Hepatitis and STIs. “It highlights where countries are succeeding, where progress is stalling, and where investments can have the greatest impact. Together with our new consolidated HIV service delivery and HIV surveillance guidance, WHO is equipping countries with practical tools to strengthen programmes today and reach the people and communities who need them most.”

The report is published shortly after the adoption of the 2026 United Nations High-Level Meeting Political Declaration on HIV/AIDS, providing timely evidence to support implementation of commitments made by Member States – **(Article sourced from WHO)**

WHY THE EMPLOYMENT SERVICES AMENDMENT BILL MATTERS

The Employment Services Amendment Bill (ESAB) proposes a balanced, lawful, and enforceable framework for labour migration. It seeks to close existing regulatory gaps while ensuring the South African labour market remains responsive to both domestic expectations and international commitments.



STRATEGIC GOALS & ACCOUNTABILITY


ALIGNING NATIONAL POLICY & LEGISLATION

The Bill seeks to give legal effect to the National Labour Migration Policy.


STRENGTHENING INSPECTIONS & ENFORCEMENT

The amendments would increase employer accountability and empower labour inspectors to monitor immigration law compliance.


"Illegal immigration must be handled through lawful state enforcement. Vigilantism must be rejected, but the concerns of South Africans must be acknowledged."
— Minister of Employment and Labour,
Nomakhosazana Meth

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The Power of Rest

Why Productivity Starts with Recovery

By Pretty Tshenolo Shivambu
Employee Health and Wellness

In today's fast-paced work environment, many people wear busyness as a badge of honour. Long working hours, skipped lunch breaks, and constantly checking emails after hours are often seen as signs of dedication. However, the truth is that working harder does not always mean working better.

Rest is not a reward for finishing your work—it is an essential part of maintaining your physical, mental, and emotional well-being. In fact, productivity begins with recovery.

Why Rest Matters

Your body and mind are not designed to operate at full capacity without breaks. Just as your mobile phone needs recharging, your body and brain require regular periods of rest to function effectively..

Adequate rest helps to:

- Improve concentration and decision-making.
- Boost creativity and problem-solving skills.
- Enhance memory and learning.
- Reduce stress and anxiety.
- Strengthen the immune system.
- Lower the risk of burnout.
- Improve overall job performance and satisfaction.

When employees are well-rested, they are more engaged, productive, and resilient in the workplace.

Signs You May Need More Rest

Your body and mind often signal when it's time to slow down.

You may need more rest if you:

- Feel tired even after a full night's sleep.
- Struggle to concentrate or stay focused.
- Feel irritable, stressed, or emotionally drained.
- Make more mistakes than usual.
- Find it difficult to switch off from work.
- Lose motivation or feel overwhelmed.

Recognising these signs early can help prevent burnout and improve your overall well-being.



The 7 Types of Rest

When we think of rest, we often think only of sleep. However, according to physician and researcher Dr. Saundra Dalton-Smith, there are seven different types of rest that contribute to our overall well-being.

1. Physical Rest

Physical rest includes both passive rest (such as sleeping and napping) and active rest (such as stretching, yoga, or gentle movement). It helps the body recover from physical strain and improves overall energy.

2. Mental Rest

Mental rest allows your mind to recover from constant thinking and decision-making. Taking short breaks, practising mindfulness, or writing down tasks can help reduce mental fatigue and improve focus.

3. Sensory Rest

Bright screens, constant notifications, noise, and busy environments can overstimulate the senses. Reducing screen time, lowering noise levels, or spending time in a quiet space can help restore calm.

4. Creative Rest

Creative rest inspires new ideas and restores imagination. Spending time in nature, appreciating art, listening to music, or simply enjoying beautiful surroundings can refresh your creativity.

5. Emotional Rest

Emotional rest means allowing yourself to express your feelings honestly without pretending that everything is fine. Speaking with someone you trust or accessing professional support can help relieve emotional burdens.

6. Social Rest

Some relationships energise us, while others drain us. Social rest involves spending more time with supportive people and allowing yourself time away from relationships that leave you feeling exhausted.

7. Spiritual Rest

Spiritual rest involves connecting with something greater than yourself and finding meaning and purpose. This may include prayer, meditation, worship, volunteering, or spending time reflecting on your values.

Simple Ways to Prioritise Recovery

You can make rest part of your daily routine by:

- Scheduling regular breaks into your workday.
- Avoiding work emails and calls after working hours where possible.
- Creating a relaxing bedtime routine.
- Limiting screen time before bed.
- Taking your lunch break away from your desk.
- Using your annual leave to rest and spend time with loved ones.
- Making time each week to practise one or more of the seven types of rest.

Rest Is an Investment, Not a Weakness

Many people believe they must keep pushing through exhaustion to prove their commitment. In reality, consistently working without adequate recovery can reduce productivity, increase errors, and negatively affect both physical and mental health.

Choosing to rest is not a sign of laziness—it is a strategy for sustaining high performance over the long term. Employees who prioritise recovery are often better equipped to manage challenges, adapt to change, and perform at their best.



Tomorrow, 01 August 2026, marks the beginning of a new month—a fresh opportunity to reset, refocus, and move forward with renewed hope and purpose. Before filling your calendar with new goals and commitments, remember to make space for rest.

Rest is not something you earn after becoming exhausted—it is something you prioritise to remain healthy, resilient, and productive. Taking care of yourself enables you to show up as your best self for your family, your colleagues, and your work.

As you step into this new month, commit to listening to your body, protecting your well-being, and embracing the rest you need. A well-rested mind is more focused, a well-rested body is more energised, and a well-rested person is better equipped to thrive.

Take a moment to ask yourself: Which type of rest do I need most today?

Remember: Productivity is not measured by how busy you are but by the quality of your work and your ability to sustain it over time. Giving yourself permission to rest allows you to return with renewed energy, clearer thinking, and greater resilience.



Why Officials Should Not Conduct Business with the State

Some of the reasons for this prohibition include but not limited to:

1. Prevent conflict of interest

When a government official is conducting business with the state, their financial interests may influence or appear to influence the official's decisions. This creates a conflict between serving the public and serving oneself.

2. To uphold the Law

South Africa's Public Administration Management Act (**PAMA**) clearly states that public employees **may not conduct business with any organ of the state**. Some of the consequences of this include disciplinary action, dismissal from employment, criminal charges for up to **five years in prison**.

3. To Combat Corruption and Abuse of Power

(Anti-Corruption Policies Emphasize Ethical Conduct)

Government anti-corruption frameworks reinforce that officials must not conduct business with organs of state due to the increased risk of corruption, favoritism and manipulation of procurement processes. The prohibition helps prevent abuse of authority and misuse of public funds.

4. To ensure fair, ethical and open competition

If officials were allowed to bid for government work, it would undermine trust in the procurement system.

'I didn't know' - is not an excuse when caught. Be in the know!!

Good day colleagues,

Government officials are entrusted with public power and public resources, it is for this reason that government officials are legally and ethically prohibited from doing business with the state to promote fairness, integrity and public trust.

Section 9 of Public Administration Management Act (PAMA) states that:

(1) "employee" includes persons contemplated in section 12A of the Public Service Act and a person performing similar functions in a municipality.

(2) An employee may not –

- a. conduct business with the State; or
- b. be a director of a public or private company conducting business with the State.

1. A contravention of subsection (2) –

- a. is an offence, and any person found guilty of the offence is liable to a fine or imprisonment for a period not exceeding 5 years or both such fine and imprisonment; and
- b. constitutes serious misconduct which may result in the termination of employment by the employer.



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**HAVE
YOUR
SAY** 
**ON THE NATIONAL
MINIMUM WAGE**
CLOSING DATE
04 September 2026



SETLHOPHA SA MERERO YA IKONOMI



**MAIKAELELO A GO FITLHELELA
DITŠHONO TSA DITIRO DI LE
DIMILIONE DI LE 2
(MTDP 2030):**

Lefapha la Ditiro le Merero ya Badiri le ikaelela go tlhola ditšhono tsa ditiro di le dimilione di le 2 pele ga ngwaga wa 2030, mme tsona di tla aroganngwa ka go lekana magareng ga lekala la Ditirelo tsa Ditiro tsa Puso (PES) le lekala la Ditiro tse di Tiholwang ke Letsholo la matlole a UIF (LAP).



**BABATLATIRO BA FETA
DIMILIONE DI LE
2.24 BA KWADISITSWE:**

Go Kwadisitswe batho ba ba batlang tiro ba feta dimilione di le 2.24 mo lenaaneng la naga la batho ba ba batlang ditiro le le leng ka fa tlase ga lenaane la go thapiwa ga bašwa.



**GO PHETAGADITSWE GO FETA
SELEKANO SA NGWAGA SA
PES:**

Lephala la Ditiro tsa Puso (PES) le phetagaditse go feta selekano sa ngwaga mo go tiholeng ditšhono tsa ditiro ka go fitlhelela ditšhono di le 116 040 go na le go fitlhelela dipalo di le 70 000 tsa maikaelelo a ditšhono tse di neng di rerilwe.



**BATHO BA LE 1.43 MILIONE
BA BA THUSITSWENG KA MOKGWA WA
GO TSHEGEDIWA:**

Batho ba feta dimilione di le 1.43 ba bone tshegetso ka ditirelo tsa go elediwa ka merero ya ditiro mmogo le ka ditirelo tsa serala sa SAYouth.



**BAŠWA BA LE
212,462
BA THAPILWE**

Palogotlhe ya bašwa ba le 212 462 ba setse ba thapilwe mo ditirong.



**GO BOLOKILWE
DITIRO DI LE
50,575**

Ka dithuso tse di nono-fileng tsa CCMA le tsa Productivity SA, ditiro tse

di leng teng di le 50 575 tse di neng di lebane mo matlhong le go nyelela di kgon-nwe go bolokiwa gore beng ba tsona go se nne le yo o fokodiwang mo tirong.



**MATSHOLO A LE
309,659
A GO TLATHLOBA
KOBAMELOMOLAO:**

Go dirilwe matsholo a le 309 659 a go tlathloba kobamelomolao kwa mafelotirong go tlathloba fa mafelo ano a latela melao ya merero ya ditiro le badiri.



**DIALOGANE DI LE
399
TSA SAEKHOLOJI
DI THAPILWE:**

Dialogane di le 399 tsa saekholoji di ne tsa tsenngwa mo tirong go ralala ditikwikwe tsa ditiro tsa bosetšhaba go iponela maitemogelo mo tirong.



**DITŠHONO DI LE
1,000+
GO BATHO BA BA
TSHELANG KA
BOGOLOFADI:**

Ka tiriso ya mekgatlo ya semphato e le 21, go tlhodilwe ditšhono tsa ditiro tse di rulagantsweng di feta 1 000 tse di diretsweng batho ba ba tshelang ka bogolofadi.



**MAKALA A
LE 6 A KGOLO E E KWA
GODIMO A A THAPANG
BAŠWA:**

Pegelo e supa Makala a le marataro a magolo a a kgweetsang merero ya go tsenngwa mo ditirong ga batho: makala ano ke la Kago, la Temothuo, la Boitapoloso le Bojanala, la Mabenekelemagolo le Mabenekele a go rekisa, la go Dira mo Malapeng, mmogo le la Tsamaisodithoto.



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DEPARTMENT OF EMPLOYMENT AND LABOUR SERVICES

Services offered at Labour Centres for work seekers, workers and employers

FREE SERVICES



SERVICES OFFERED



PES

Register on ESSA, access vacancies, job matching, career counselling, assessments and job preparation



UIF

Support with UIF claims, benefit enquiries, declarations and guidance on available UIF services.



IES

Labour law information, compliance guidance, workplace complaints and inspection referrals.



CF

Compensation Fund claims. Guidance on occupational injury and disease matters, ROF and Compensation Fund-related enquiries.

ACCESS TO SERVICES



125 LABOUR CENTRES



36 SATELLITE OFFICES



CLIENT SERVICE OFFICERS
available at offices nationwide for walk-ins



MONDAY TO FRIDAY
07h30 - 16h00

SERVICES AVAILABLE ONLINE



Online Services



labour.gov.za



essa.labour.gov.za



uifonline.labour.gov.za



cfonline.labour.gov.za



compeasy.labour.gov.za

MOBILE OUTREACH



Selected services are taken closer to communities through the PES Bus and the UIF Bus.

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CALL FOR PROPOSALS

FROM LABOUR SERVICE ORGANISATIONS (NPOs/PBOs)

FOR FINANCIAL YEAR: 2026/2027

The Department of Employment and Labour is launching a call for proposals for (NPOs/PBOs) that specialise in labour matters to provide **training, workshop sessions on labour laws to vulnerable workers**

THE TRAINING SHOULD FOCUS ON THE FOLLOWING

- Compensation for Occupational Injuries and Diseases Act
- Occupational Health and Safety Act.



Enquiries:

Lebone.Moagi@labour.gov.za | Joalane.Mathinya@labour.gov.za

Applications can be emailed to: civilsociety.compensationfund@labour.gov.za

LABOUR SERVICING ORGANISATIONS FROM ALL PROVINCES ARE WELCOME TO SUBMIT PROPOSALS

APPLICANTS MUST MEET THE FOLLOWING REQUIREMENTS

- The organisation must be registered with the Department of Social Development in terms of NPO Act of 1997. (Attach NPO certificate)
- Must have an existing office (with office equipment)
- Have an active bank account (Attach confirmation letter)
- Send an audited financial statement for a previous project (from any donor)
- Must have knowledge and understanding of labour related matters and labour laws
- Must have knowledge and understanding of COIDA and OHSA
- Latest NPO compliance letter issued by DSD (attach a compliance letter)
- Attach a valid letter of good standing for COIDA/OHSA proposals

Deregistered organisations will not be considered

NB: THE FORMAT FOR PROPOSALS ATTACHED SERVES AS A GUIDE.

CLOSING DATE
18 September
2026

PLEASE NOTE:

The closing date for submission of proposals is 18 September 2026 at 16:00 pm

NB: If there is no response within three months of submission, please consider your application unsuccessful.



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SUBMISSION FORMAT

PROJECT PROPOSAL

Name of Organisation	
Postal Address	
Physical Address	
Telephone Number	
Fax Number	
E-mail Address	
Contact Person	
Banking Details	Account Name:
	Name of Bank:
	Branch name:
	Account number:
	Type of Account:
Organisation Description	
Project Title	
Project Description	
Project Objectives	
Project Activities	
Project Output	
Project Term/Period	1 year
Budget	
Area of Project	
Target Group/ Beneficiaries	
How is civil society strengthened	
Evaluation Plan	



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IKLASTA YETEMNOTFO



UMGOMO WELITFUBA LETIGIDZI LETI-2 (I-MTDP 2030):

Litiko Letekucasha Nebasebenti (i-DEL) lihlose kwakha ematfuba emsebeni letigidzi letimbili nga-2030, lehlukane ngekulungana emkhatsini weTinsita Tekucashwa Tahulumende (i-PES) kanye neLuhlelo Lwekusebenta Kwebasebenti (i-LAP) lolusekelwa ngetimali yi-UIF).



2.24 TIGIDZI TEBANTFU LABAFUNA UMSE- BENTI LABABHALISIWE:

Bangetulu kwetigidzi leti-2.24 bantfu labafuna umsebeni lababhalisiwe ku-dathabheshi yavelonkhe ngaphasi kweluhlelo lwekucashwa kwelusha.



LIZINGA LEMINYAKA LELIHLOSIWE LE-PES LENDLULILE:

Tinsita Tekucashwa Tahulumende tendule lizinga layo lematfuba emnyaka, **tafinyelela ematfuba la-116,040 uma kucatsaniswa nemgomo we-70,000.**



1.43 SIGIDZI LESIFINYELELWE NGEKUSEBENTISA TINKHUNDLA TEKUSEKELA:

Bantfu labatigidzi leti-1.43 batfole kusekelwa ngetinsita tekweluleka ngemisebeni kanye nenkhundla ye-SAYouth.



LUSHA LOLUFAKWE EMISEBENTINI LU-212,462:

Linani selilonkhe lebantfu labasha laba-212,462 bafakwe ngalokucondze ngco ematfubeni emsebeni.



KUCCINWE IMISEBENTI LE-50,575:

Ngekungenelela lokusheshako kwe-CCMA kanye ne-Productivity SA, imisebeni lekhona le-50,575 yavikelwa, bantfu bangadzilwa emsebenini.



KUHLOLWA KWE- KUTFOTJELWA KWEMTSETFO 309,659:

Bahloli bente luhlolo lwekutfotjelwa kwemtsetfo kwemtsetfo lolu-309,659 endzaweni yemsebeni kute kucinisekise emazinga emisebeni.



BODOKOTELA BENGCONDVO LABAPHOTFULILE LABATFUNYELWE LABA-399:

Bodokotela Bengcondvo Labaphotfulile labange-399 babekwa etikhungweni tetisebenti tavelonkhe kute bafundze ngendlela lephatsekako emsebenini.



EMATFUBA EBANTFU LABAPHILA NEKUKHUBATEKA +1,000:

Alawulwa ngetinhlangano letinge-21 letisebentisanako, kwakhiwa ematfuba emsebeni lengetulu kwe-1,000 lelungiselelwe bantfu labakhubatekile.



IMIKHAKHA YELIZINGA LEKUKHULA LELIPHAKEME LETSATSA LUSHA LE-6:

Lombiko ukhomba imikhakha lemikhulu lesitfupha lechuba kufakwa emisebenini: Tekwakha, Tekulima, Tekwemukela Tivakashi Netekuvakasha, Tebacuphisi Nebatsengi, Umsebeni Wasekhaya Netekuhleleka.



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REPUBLIC OF SOUTH AFRICA



EMPLOYMENT SERVICES AMENDMENT BILL

WORK MUST BE LAWFUL.

The Bill proposes clearer rules for the employment of foreign nationals. Employers would be required to verify the legal right to work and ensure compliance with labour and immigration laws.

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REPUBLIC OF SOUTH AFRICA





EMPLOYMENT SERVICES AMENDMENT BILL

**EVERY WORKER DESERVES
FAIR TREATMENT.**

The Bill seeks to protect all workers from exploitation. It proposes that workers remain entitled to enforce their rights under labour law, collective agreements and employment contracts.

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No data costs on supported networks.

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LEKALA LA MORUO



**MORERO WA MENYETLA
YA MESEBETSI E
2 MILIONE
(MTDP 2030):**

Lefapha la Khiri le Mesebetsi (DEL) le ikemiseditse ho theha menyetla ya mesebetsi e 2 milione ka selemo sa 2030, e tla arolwa ka ho lekana pakeng tsa Ditshebetso tsa Khiri ya Setjhaba (PES) le Lenaneo la Thakgolo ya Mesebetsi (LAP) le tshaheditswang ka matlole ke UIF.



**HO NGODISITWE BATHO BA
2.24 MILIONE
BA BATLANG MOSEBETSI:**

Ho ngodisitse batho ba fetang 2.24 milione dathabeiseng ya naha ba batlang mesebetsi tlasa lenaneo la khiri ya batjha.



**HO FETILWE MORERO WA
SELEMO KA SENG WA
PES:**

Ditshebetso tsa Khiri ya Setjhaba di fetile morero wa selemo ka seng wa menyetla ka ho fihlella menyetla e 116,040 ha ho bapiswa le morero wa tsona wa menyetla e 70,000.



**BA 1.43 MILIONE
BA FUMANEHILE KA MAPATLELO
A TSHEHETSO:**

Batho ba 1.43 milione ba fumane tshehetso ka ditshebetso tsa keletso ya mesebetsi tsa batjha le lepatlelo la SAYouth.



**BATJHA BA
212,462
BA SE BA FUMANE
MESEBETSI:**

Ke palo ya batjha ba 212,462 ba fumaneng mesebetsi ka kotloloho.



**MESEBETSI E
SIRELEDITSWENG
50,575**

Ho kenella ha CCMA le Productivity SA, ho sireleditse mesebetsi e 50,575 hore ba se fokotse mesebetsing.



**DITLHAHLOBO TSA
BOIMATAHANYO
TSE 309,659:**

Bahlahloli ba hlahlobile dibaka tse 309,659 tsa mesebetsi bakeng sa ho imatahanya le molao le maemo a nepahetseng a tshebetso.



**HO HIRWA HA
DIRUTEHI TSE
399
TSA THUTO YA
KELELLO:**

Ho hirilwe dirutehi tsa thuto ya kelello ho phatlalla le ditsi tsa naha tsa basebetsi bakeng sa ho ithuta mesebetsi.



**MENYETLA E FETANG E
1,000+
BAKENG SA BATHO BA
QHWADILENG:**

Ho thehilwe menyetla ya mesebetsi e fetang e 1,000 bakeng sa batho ba qhwadileng ka tshebedisano le mekgatlo ya semphato e 21.



**MAKALA A 6
A HIRANG BATJHA
HAHOLO:**

Tlaleho e hlwaya makala a tsheletseng a maholo a hirang batjha: Ona ke la Kaho, Temo, Bohahlaudi le Kamohelo ya Baeti, Di-wholesale le Mabenkele a Maholo, Basebeletsi ba ka Malapeng le la ho Thothwa ha Thepa.



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A background image showing a person in a dark suit and tie sitting at a desk, holding a pen. A golden scale of justice is visible on the desk to the right.

EMPLOYMENT SERVICES AMENDMENT BILL

EMPLOYERS MUST BE ACCOUNTABLE.

The Bill proposes stronger employer responsibilities, including record-keeping, lawful recruitment and fair employment conditions. Compliance helps protect workers and responsible businesses.



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EMPLOYMENT SERVICES AMENDMENT BILL

FAIR JOBS. FAIR RULES.

The Employment Services Amendment Bill proposes stronger protection for work opportunities and labour standards. It seeks to create a fairer job market that supports economic growth while protecting workers and promoting lawful employment.

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**PRESIDENTIAL EMPLOYMENT STIMULUS
OPPORTUNITIES ARE BEING CREATED ACROSS SOUTH AFRICA**

- PROGRAMMES INCLUDE:
- EDUCATION OPPORTUNITIES
- COMMUNITY PROJECTS
- SOCIAL EMPLOYMENT
- YOUTH DEVELOPMENT PROGRAMMES



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and official government websites.
Work opportunities that make a difference.

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SEHLOPHA SA EKONOMI



**NEPO YA GO FIHLELELA
DIBAKA TŠA MEŠOMO TŠE
DIMILIONE TŠE
(MTDP 2030):**

Kgoro ya Mešomo le Bašomi (DEL) e ikemišeditše go hlola dibaka tša mešomo tše dimilione tše pedi ka 2030, di aroganywa ka go lekana gare ga Ditirelo tša Mešomo ya Setšhaba (PES) le Lenaneo la go Hlola Mešomo leo le thekgwago ke UIF (LAP).



**BATHO BAO BA NYAKAGO
MEŠOMO BA
DIMILIONE TŠE 2.24
BA NGWADIŠITŠWE:**

Batho bao ba nyakago mešomo ba dimilione tše 2.24 ba ngwadišitšwe mo datapeising ya bosetšhaba ka fase ga lenaneo la mešomo ya baswa.



**NEPO YA NGWAGA YA
PES
YEO E BEGO E
BEILWE E FETILWE:**

Ditirelo tša Mešomo ya Setšhaba di fetile nepo ya yona yeo e bego e beilwe ya dibaka tša ngwaga le ngwaga, ya fihlelela **dibaka tše 116, 040 kgahlanong le maikemišetšo a go fihlelela 70, 000.**



**GO FIHLELETŠWE BA
DIMILIONE TŠE 1.43
KA GO ŠOMIŠA DIPOLATEFOMO TŠA THEKGO:**

Batho ba dimilione tše 1.43 ba hweditše thekgo ka ditirelo tša thobamatswalo ya mešomo le polatefomo ya SAYouth.



**GO ŠIRELEDITŠWE
MEŠOMO YE
50,575:**

Ka go tsena ditaba ka bogare le go hwetša tharollo ka CCMA le Productivity SA, mešomo ye 50,575 ye e lego gona gonabjale e ile ya šireletšwa, gomme gwa thibelwa go fokotšwa ga bašomi mešomong.



**DITLHAHLOBO TŠA GO
LATELA MOLAO TŠE
309,659**

Batlhahlobi ba dirile ditlhaloblo tša go latela **molao mešomong tše 309,659** go phethagatša melao ya bašomi.



**BASWA BA
212,462
BA FILWE MEŠOMO:**

Palomoka ya baswa ba 212, 462 ba filwe dibaka tša mešomo.



**DIALOGA TŠA
SAEKHOLOTŠI TŠE
399**

DI FILWE MEŠOMO:

Dialoga tša saekholotši tše 399 di filwe mešomo go ralala le disenthara tša mešomo tša bosetšhaba go ithutela mešomo.



**DIBAKA TŠA MEŠOMO TŠE
1,000+**

**TŠA BATHO BAO BA
PHELAGO KA BOGOLOFADI:**

Dibaka tša mešomo tša mabokgoni le maitemogelo a maleba, tseo di laolwago ke Mekgatlo ye e dirišana-go ye 21, di hloletšwe batho bao ba phelago ka bogolofadi.



**MAKALA A 6
A GO THWALA BASWA
AO A GOLAGO KA
LEBELO:**

Pego e utollotše makala a magolo a tshela a go fa batho mešomo: Kago, Temo, Boamogelabaeng le Boeti, Dikgwebo le Dikgwebjana, Mešomo ya ka Gae, le Borwalathoto.



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EMPLOYMENT SERVICES AMENDMENT BILL

**FAIR WORK. STRONGER
ENFORCEMENT.**

The Bill proposes stronger monitoring and enforcement measures to promote compliance with labour laws and help create a level playing field across the economy.

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REPUBLIC OF SOUTH AFRICA



EMPLOYMENT SERVICES AMENDMENT BILL

A STRONGER EMPLOYMENT SERVICES

The Bill seeks to improve employment services for workers, work seekers and employers while supporting South Africans at home and abroad through a more effective employment framework.

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WORK TODAY. BUILD EXPERIENCE FOR TOMORROW.**

- **EPWP PROVIDES OPPORTUNITIES IN:**
- INFRASTRUCTURE PROJECTS
- COMMUNITY SERVICES
- ENVIRONMENT AND CULTURE PROGRAMMES
- LOCAL DEVELOPMENT INITIATIVES



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INTLANGANISELA YEZOQOQOSHO:



IZITHUBA EZIZIGIDI EZI-2 EZICETIWEYO (IMDTP 2030):

ISebe lezeMisebenzi neNgqesho lineenjongo zokudala amathuba emisebenzi azizigidi ezibini ngowama-2030, apho izithuba ezisisigidi ziza kuvulwa ziiNkonzo zeeNgqesho zikaRhulumente (PES) zize ezinye ezisisigidi zivulwe nge-Labour Activation Programme exhaswa ngemali yiUIF.



ABAFUNI-MSEBENZI ABAZIZIGIDI EZI-2.2 BABHALISIWE:

Abantu abafuna imisebenzi abangaphezulu kwezigidi ezi-2.24 babhalisiwe kuluhlu lukazwelonke phantsi kwenkqubo yezemisebenzi yolutsha.



UMYINGE wePES UBUMISELWE KUGQITHIWE KUWO:

IiNkonzo zeeNgqesho zikaRhulumente zigqithile kumyinge wezithuba ibizimisele ukuzivula ngonyaka, kuba idale izithuba ezingama-116, 040 xa kutheleliswa nezo bezicetyiwe zingama-70,000.



ABANTU ABASISIGIDI ESIYI-1.43 BAFUMENE UNCEDO NGAMAQONGA ENKXASO:

1.43 million individuals received support through career counselling services and the SAYouth platform.



ULUTSHA OLUNGAMA- 212,462 LAFUMENE AMATHUBA:

ulutsha olungama-212,462 lafakwe ngqo kwizithuba zemisebenzi.



ABANTU ABANGAMA- 50,575 BASINDILE EKUDENDWENI

Ngokungenelela kweCCMA neProductivity SA, abantu abangama-50,575 abebesele bephangela baye basinda ekudendweni.



AMAPHULO OKUHLOLA UKUTHOTYELWA KOMTHETHO ANGAMA- 309,659:

Abahloli baqhube amaphulo angama-309,659 okuhlola ukuthotyelwa kwemithetho yemisebenzi ukunyanzelisa ukulandelwa kwemigaqo yomsebenzi.



IINGCALI EZIFUNDELE IPSYCHOLOGY EZINGAMA- 399 ZITYALIWE.

Iingcali ezifundele iipsychology ezingama-399 ziqeshiwe kumaziko ezemisebenzi esizwe ukuze ziqeqeshelwe umsebenzi zisemsebenzini.



AMATHUBA ANGAPHEZULU KWE- 1,000+ ABANTU ABAPHILA NOKHUBAZEKO.

Amathuba emisebenzi angaphezulu kwe-1,000 adalelwe abantu abaphila nokhubazeko ngentsebenziswano nemibutho engamahlakani engama-21.



AMACANDELO AMA-6 AKHULA NGAMAND- LA NAQESHA ULUT- SHA OLUNINZI:

Le ngxelo ichaza amacandelo amathandathu angundoqo avula izithuba ezininzi zemisebenzi: elezoKwakha, elezoLimi, elezokuTenda iiNdwendwe noKhenketho, elezeeVenkile eziNkulu, elokuNcedisa emaKhaya, kunye nelokuHanjiswa kwemiThwalo.



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EMPLOYMENT SERVICES AMENDMENT BILL

**PROTECT OPPORTUNITIES.
BUILD SKILLS.**

The Bill proposes skills-transfer measures and greater support for South African workers. It seeks to ensure that critical skills contribute to growing local talent and creating more opportunities.

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EMPLOYMENT SERVICES AMENDMENT BILL

JOBS, SKILLS AND GROWTH.

The Bill seeks to balance access to critical skills with the protection of work opportunities for South Africans. Its goal is a stronger and more inclusive labour market.

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The top section of the poster features a background graphic. On the left is a portion of the South African flag. To its right is a stylized 'ECONOMIC CLUSTER' graphic with a bar chart and a line graph. The bar chart has several bars of varying heights, with some labeled with numbers like 37, 16, and 88. The line graph shows an upward trend. The text 'ECONOMIC CLUSTER' is written in a large, bold, sans-serif font across the top right.

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COMMUNITY WORK PROGRAMME (CWP) MAKE A DIFFERENCE IN YOUR COMMUNITY

- **THE COMMUNITY WORK PROGRAMME PROVIDES:**
 - REGULAR WORK OPPORTUNITIES
 - COMMUNITY SUPPORT PROJECTS
 - FOOD GARDENS
 - ENVIRONMENTAL INITIATIVES

A yellow icon of two hands shaking, symbolizing partnership or agreement, is located on the right side of the poster, overlapping the orange geometric shapes.

Ask at your local municipal office or CWP site.
Working together to build stronger communities.

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ITLASTA YEZOKUTHUKISWA KOMNOTHO:



IQOTHELO LEMISEBENZI EZIINGIDI EZIMBILI (MTDP 2030):

umNyango wezokuQatjha nezemiSebenzi (i-DEL) unqophe ukuthi nakufika umnyaka we-2030 ibe sekuvulwe amathuba wemisebenzi aziingidi ezimbili, azabe ahlukaniwe ngokulinganako hlangana kweKoro yokuQatjha yemBusweni (i-PES) ne-Labour Activation Programme (i-LAP) esekelwa ngeemali siKhwama sabaNgasasebenziko (i-UIF).



BAZII-2.24 EENGIDI ABAFUNI BOMSEBENZI ABATLOLISI- WEKO:

Bangaphezulu kweengidi ezi-2.24 abafuni bomsebenzi abatloliswe ehlelweni labantu abatjha abafuna umsebenzi elizweni loke.



UMTHAMO WE-PES OQOTHELWEKO WAQOBE MNYAKA SEWUHLANGANISWE WABE WEQIWA:

I-PES seyiweqile umthamo obewubekiwe wokuvulwa kwamathuba wemisebenzi ngomnyaka munye, njengo-**ba ivule amathuba azii-116,040 ibe kanti bekuqothelwe ama-70 000.**



BAYI-1.43 YESIGIDI EKUFIKWE KIBO NGEHELO LEENKUNDLA ZESEKELO:

Bayi-1.43 yeengidi abantu abathole isizo lokuboniswa ngemisebenzi yebizelo nangeKundla yemiSebenzi i-SAYouth.



KWENZIWE AMAHLANDLA AMA-309 659 WOKUHLOLA UKUTHOBELA UMTHETHO:

Abahloli bahlole ukuthotjela kwemithetho yezabasebenzi eendaweni ezima-309 659, ngomnqopho wokuthobelisa imibandela yezemisebenzini.



LIZIINKULUNGWANA EZIMA- 212,462

iLutjha eliFakwe emSebenzini: Nasele baboke baziinkulungwana ezima-212 462 abantu abatjha abatholelwe amathuba wemisebenzi.



IMA-50, 575 IMISEBENZI ELONDIWEKO:

Ngamagadango we-CCMA ne-Productivity SA, wokukhambela phambili, kuphephise ekudilizweni imisebenzi ema-50,575 ebesele vele ikhona.



AMAKORO ASITHAND- ATHU AKHULA NGAMANDLA NAQATJHA ILUTJHA ELINENGI:

Umbiko uveza amakoro asithandathu adosa phambili ngokufaka abafuni bemisebenzi emsebenzini:

Amagontraga, zokuLima, zokuLedlha nezeVakatjhobuke-lo, amaWoliseyila neenTolo eziThengisako, umSebenzi wemaKhwitjhini neeNgadini kunye nemiSebenzi yokuHlela nokuKhambisa iPahla nabaNtu emsebenzini.



KUTHUNYELWE IIFUNDISWA EZIMA-399

ezineziQu ze-Psychology (iFundo ngeNgqondo) emaziko wezemisebenzi kobanyana ziyokuthatha ilemuko lokwenza umsebenzi eziwufundeleko.



1,000+

AMATHUBA ANGAPHEZUDLWANA KWEKULUNGWANA NGEWABANTU ABANOKUKHUBAZEKA:

Ngokusetjenzwa basebenzisani beenhlangano zemisebenzi ezima-21, kuvulwe amathuba wemisebenzi angaphezulu kweKulungwana yiNye alungiselwe ngabomu abantu abanokukhubazeka.



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**LEARNERSHIPS AND SKILLS OPPORTUNITIES
GAIN SKILLS. GROW YOUR FUTURE.**

- **ACCESS:**
- LEARNERSHIPS
- APPRENTICESHIPS
- SKILLS TRAINING
- WORK-READINESS SUPPORT



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DIE EKONOMIESE KLUSTER



DIE TEIKEN VAN 2 MILJOEN
GELEENTHEDE (INGEVOLGE DIE MEDIUMTERMYN-
ONTWIKKELINGSPLAN 2030):

Die departement van indiensneming en arbeid mik daarna om teen 2030 twee miljoen werksgeleenthede te skep, wat gelykop tussen openbare indiensnemingsdienste (OID) en die **Werkloosheidsversekeringsfonds** (WVF)-gefinansierde arbeidsaktiveringsprogram verdeel sal word.



2.24 MILJOEN
WERKSOEKERS IS GEREISTREER:

Meer as 2.24 miljoen werkszoekers is op die nasionale databasis geregistreer as deel van die jeugindiensnemingsprogram.



**JAARLIKSE OID-
TEIKENS OORSKRY:**

Openbare indiensnemingsdienste het hul jaarlikse **geleentheidsteikens oorskry** en **116 040** geleenthede te skep, **teenoor die teiken van 70 000**.



1.43 MILJOEN
MENSE IS DEUR ONDERSTEUNINGS-
PLATFORMS BEREIK:

Altesaam 1,43 miljoen mense is deur loopbaanvoorligtingsdienste en die SAYouth-platform ondersteun.



212,462
JONGMENSE GEPLAAS:

Altesaam 212 462 jongmense is direk in werksgeleenthede geplaas.



50,575

**WERKSGELEENTHEDE
BEHOU:**

Danksy proaktiewe ingrypings deur die Kommissie vir Versoening, Bemiddeling en Arbitrasie (KVMA) en Productivity SA is 50 575 bestaande werke beskerm en afliggings voorkom.



309,659
NAKOMINGSINS-
PEKSIES UITGEVOER:

Inspekteurs het 309 659 nakomingsinspeksies by werksplekke uitgevoer om toe te sien dat arbeidswetgewing en -standaarde nagekom word.



399

**GEGRADUEERDE
SIELKUNDIGES
ONTPLOOI:**

Altesaam 399 gegradueerde sielkundiges is landswyd by nasionale arbeidsentrums geplaas om praktiese werksplekervaring op te doen.



**MEER AS
1,000+**

**WERSKELEENTHEDE VIR
PERSONE MET GESTREMDHEDE
GESKEP**

Meer as 1 000 geskikte werksgeleenthede is vir persone met gestremdhede geskep en is deur 21 vennootorganisasies geadministreer.



**SES
SEKTORE
MET HOË
GROEIPOTENSIAAL
VIR JEUGINDIENS-
NEMING:**

Die verslag identifiseer ses belangrike sektore met groot potensiaal om werk aan jongmense



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- PAID COMMUNITY SERVICE
- WORK EXPERIENCE
- SKILLS DEVELOPMENT
- PATHWAYS TO EMPLOYMENT

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TSHIGWADA TSHA IKONOMI



TSHIPIKWA TSHA ZWIKHALA ZWA 2 MILIONI (MTDP 2030):

Muhasho wa Mishumo na Vhashumi (DEL) u khou lavhelela u sika zwikhala zwa mishumo zwa 2 milioni nga hñwaha wa 2030, zwine zwa go khethekanywa nga ndila ya u lingana vhubakati ha Tshumelo dza Mishumo ya Muvhuso (PES) na Mbekanyamushumo ya Thuthuwedzo ya zwa Vhashumi (LAP) ine ya tikedzwa nga UIF.



VHAṬOḐI VHA MISHUMO VHA SWIKAHO 2.24 MILIONI VHO N̄WALISWAHO:

Vhaṭoḑi vha mishumo vha fhiraho 2.24 milioni vho hñwaliswa kha databaseisi ya lushaka nga fhasi ha mbekanyamushumo ya u thola vhaswa.



TSHIPIKWA TSHA N̄WAHA NGA N̄WAHA TSHA PES TSHO SWIKELWA NA U FHIRWA:

Tshumelo dza Mishumo ya Muvhuso dzo swika he dza kona u swikela na u fhirisa tshipikwa tshadzo tsha zwikhala zwa nga hñwaha, nge tsha kona u swikela zwikhala zwi linganaho 116,040 musi zwi tshi vhambedzwa na tshipikwa tsha zwikhala zwa 70,000.



HO SWIKELWA 1.43 MILIONI NGA KHA PULATIFOMO DZA THIKHEDZO:

Vhathu vha swikaho 1.43 milioni vho wana thikhedzo nga kha tshumelo dza ngeletshedzo dza zwa mishumo hu tshi katelwa na pulatifomo ya SAYouth.



HO TSIRELEDZWA MISHUMO I SWIKAHO 50,575:

Nga u shumisa maga o khwaṭhaho a CCMA na Productivity SA, ho swika he ha kona u tsireledzwa mishumo i swikaho 50,575 ine ya vha hone zwazwino nga tshifhinga tsha musi hu tshi khou fhungudzwa vhashumi.



VHUṬOLI HA U TEVHEDZA MULAYO HA 309,659:

Vhaṭoli vha zwa u tevhedza mulayo vho ita vhuṭoli ha zwa u tevhedza mulayo mishumoni vhu swikaho 309,659 vha tshi itela u vhona uri hu khou vha na u kombetshedzwa ha zwilinganyo zwa mishumoni.



VHASWA VHA SWIKAHO 212,462 VHO VHEWA KHA ZWIKHALA:

Vhaswa vha linganaho 212 462 vho vhewa thwii kha zwikhala zwa mishumo.



HO RUMELWA VHAḐIVHI VHA MUHUMBULO VHO THAPHUDZAHO PFUNZO DZAVHO VHA

SWIKAHO 399

Vhaḑivhi vha muhumbulo vho thaphudzaho pfunzo dzavho vha swikaho 399 vho rumelwa kha senthara dza zwa vhashumi dza lushaka u mona na shango loṭhe u itela vhubudisi ha zwa mishumo nga nyito.



ZWIKHALA ZWI SWIKAHO 1,000

NA U FHIRA ZWA VHATHU VHA RE NA VHUHOLEFHALI:

Nga fhasi ha ndangulo ya madzangano a vhashumisani a swikaho 21, ho swika he ha sikwa zwikhala zwa mishumo zwo tou itelwaho vhathu vha re na vhuholefhali zwi fhiraho 1,000.



SEKITHARA DZA U KUNGA VHASWA DZA NYALUWO KHULWANE DZA 6:

Muvhigo wo ṭalusa sekithara khulwane dza rathi dzine dza khou ṭuṭuwedza zwa u vheva ha vhathu mishumoni: Vhufhaṭi, Vhulimi, Mafunda na Vhuendelamashango, Holosele na Vhuvhambadzi, Mishumo ya Miḑini, na Vhuhwalathundu.



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IKLASTA YEZOMNTHO:



ISILINGANISO SAMATHUBA EMISEBENZI AYIZIGIDI EZI-2 (I-MTDP 2030):

UMnyango Wezemisebenzi Nezabasebenzi (i-DEL) ihlose ukusungula amathuba emisebenzi ayizigidi ezi-2 ngowezi-2030, azohlukaniswa ngokulinganayo phakathi koHlelo Lukahulumeni Lwezinsizakalo Zemisebenzi (i-PES) kanye noHlelo Lokuthuthukiswa Kwamakhono Lwezabasebenzi (i-LAP) oluxhaswe yi-UIF.



KUBHALISE ABAFUNA UMSEBENZI ABAYIZIGIDI EZI-2.24:

Abafuna umsebenzi abangaphezu kwezigidi ezi-2.24 babhalisiwe kusizindalwazi sikazwelonke ngaphansi kohlelo lokuqashwa kwentsha.



ISILINGANISO SE-PES SONYAKA SEDLULELE:

uHlelo Lukahulumeni Lwezinsizakalo Zemisebenzi lwedlule isilinganiso samathuba emisebenzi salo sonyaka, nokube namathuba emisebenzi ayizi-116 040 emathubeni ayizi-70 000 abehlosiwe.



KUFINELELWE KWABAYISIGIDI ESI-1.43 NGEZINKUNDLA ZOSIZO:

abantu abayisigidi esi-1.43 bathole ukusizakalo ngokusebenzisa izinsizakalo zokwelulekwa ngemisebenzi nenkundla ye-SAYouth.



KUFAKWE EMSEBENZINI INTSHA EYIZI-212 462:

Abantu abasha abayizi-212 462 bafakwe emisebenzini.



KUGCINWE IMISEBENZI EYIZI-50 575:

Ngokungenelela okusebenzayo kwe-CCMA kanye ne-Productivity SA, kuvikelwe ukuphela kwemisebenzi eyizi-50 575 ekhona.



UKUHLOLWA KOKUTHOTSHELWA KOMTHETHO OKUYIZI- 309 659:

Abahloli baqhuba ukuhlolwa kokuthotshelwa komthemtho okuyizi-309 659 ezindaweni zokusebenza ukuze kuqinisekiswa amazinga okusebenza.



OCHWEPHESHE BEZENGQONDO ABANEZIQU ABANGAMA- 399

Bafakwe Emsebenzini: Ochwepheshe bezengqondo abaneziqubano abangama-399 bafakwe emsebenzini ezikhungweni zezabasebenzi ezweni lonkana ukuze bezofunda umsebenzi.



AMATHUBA ANGAPHEZU KWE-1 000 ABANTU ABANOKUKHUBAZEKA:

Ngokusebenzisana nezinhlangano ezingama-21, kusungulelwe abantu abanokukhubazeka amathuba emisebenzi angaphezu kwe-1 000.



IMIKHAKHA EYISITHUPHA EKHULISA UMNTHO EQASHA KAKHULU INTSHA:

Umbiko ubonisa imikhakha emikhulu eyisithupha ehamba phambili ekuqasheni: Owezokwakha, Owezolimo, Owezokuphathwa Kwezivakashi, Nezokuvakasha, Owezitolo Nokudayisa, Owezemisebenzi Yasekhaya, Nowezokuthuthwa Kwempahla.



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WRITE-UP

29 JULY 2026

Deputy Minister Sibiya calls for partnership-driven compliance in the petroleum sector

Employment and Labour Deputy Minister, Honourable Jomo Sibiya, has called on employers in the petroleum sector to work with government, organised labour and bargaining councils to strengthen compliance, protect workers and support sustainable business growth.

The Deputy Minister delivered the keynote address at the Petroleum Industries Employers' Breakfast Session hosted by the Department of Employment and Labour's Inspection and Enforcement Services at Birchwood Hotel on 29 July 2026.

The engagement brought together employers, organised business, organised labour, bargaining councils, the Department of Home Affairs, Rand Mutual Assurance, the Compensation Fund, the Unemployment Insurance Fund and officials from the Department of Employment and Labour.

Deputy Minister Sibiya responded directly to concerns raised by employers during the question-and-answer session, including challenges in accessing departmental services, delays caused by information technology systems, inspection procedures and allegations of unethical conduct by inspectors.

He acknowledged the difficulties experienced by some employers when attempting to obtain assistance from the Department and apologised for instances where businesses had struggled to access services or had resorted to appointing consultants.

The Deputy Minister committed the Department to improving its accessibility and addressing internal systems and service-delivery shortcomings.

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He emphasised that employers should not have to plead for assistance from government and said the Department had a responsibility to guide businesses in understanding and complying with employment legislation.

Deputy Minister Sibiya described the petroleum sector as a strategic part of the South African economy, noting that it enables the movement of people and goods and supports industrial and agricultural activity.

The industry supplies fuel to more than 12 million vehicles and employs more than 140,000 people nationally, with Gauteng accounting for approximately one-third of petrol-station employment. He said the sector's economic importance must be matched by a strong commitment to labour-law compliance.

The Deputy Minister stressed that the Department's responsibility was not limited to protecting workers but also included supporting businesses to grow, expand and create employment.

He said government must maintain a balance in which businesses are able to operate profitably while workers receive fair wages, social protection and safe working conditions.

The Department would therefore continue combining employer education and advocacy with inspection and enforcement. Deputy Minister Sibiya described this as a "carrot-and-stick" approach: employers willing to correct shortcomings would receive guidance and reasonable assistance, while persistent or serious violations would result in enforcement action.

Gauteng Provincial Chief Inspector, Mr Mbongeni Tshabalala, presented the findings of inspections conducted in the petroleum and filling-station sector since April 2026 in the province.

Of the 682 occupational health and safety inspections conducted, 308 employers, or 45%, were compliant, while 374 employers, or 55%, were non-compliant. The inspections resulted in 361 contravention notices, 92 improvement notices and 17 prohibition notices. Key concerns included inadequate risk assessments, unsafe LPG-cylinder storage, electrical installations, pressure equipment and the management of hazardous chemical agents.

The findings also identified employers who had not registered with the Compensation Fund or Rand Mutual Assurance and high levels of non-compliance with monthly Unemployment Insurance Fund employee declarations.

Deputy Minister Sibiya said these findings should form the beginning of a longer partnership rather than a once-off enforcement exercise. He called for the sector to work towards higher levels of voluntary compliance and greater self-regulation through cooperation with bargaining councils and the Department.

Looking to the future, Deputy Minister Sibiya warned that electric and hybrid vehicles, digital diagnostics and technological changes would transform the skills required in the petroleum and motor industries.

He called on employers to invest in apprenticeships, learnerships and training beyond the minimum legal requirements and encouraged trade unions to champion skills development alongside wages and working conditions.

"A skill is a wage that cannot be retrenched." Deputy Minister Jomo Sibiya

The Deputy Minister concluded by calling for a culture of compliance across government, business and society and reaffirmed the Department's commitment to working with employers and workers to advance decent work. The Department will continue with employer education, stakeholder engagements and inspections aimed at protecting workers, supporting responsible businesses and improving compliance throughout the petroleum sector.

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EMPLOYMENT AND LABOUR COMMITTEE ASSESSES PROGRESS ON P20 YOUTH PARLIAMENT RECOMMENDATIONS

The Portfolio Committee on Employment and Labour today received presentations from the National Youth Development Agency (NYDA), National Planning Commission (NPC), Financial and Fiscal Commission (FFC) and the Department of Employment and Labour (DEL) as part of its assessment of progress in implementing recommendations arising from the P20 Youth Parliament.

The institutions outlined their responses to the recommendations, focusing on strengthening youth economic participation, expanding employment opportunities, enhancing skills development and creating pathways into the labour market.

Providing a political overview ahead of the Department's presentation, Employment and Labour Minister Nomakhosazana Meth said persistently high youth unemployment remains a structural challenge that requires a sustained and coordinated response from government, business and society.

Minister Meth emphasised that the scale of the challenge necessitates stronger coordination, collaboration, integration and partnerships across sectors, particularly as many of the Youth Parliament recommendations cut across the mandates of various government departments and institutions.

She said the Department's contribution focused on translating the recommendations into practical interventions.

"From our side, we are bringing the practical side of things, what has been achieved and what is planned. We do this without masking the challenges and difficulties," said Minister Meth.

The Minister further stressed that the Department's objective is not only to create short-term opportunities, but to build an integrated employment system that connects young people to work opportunities, skills development programmes, entrepreneurship support and labour market services.

Presenting the Department's interventions, Acting Director-General Sam Morotoba told the Committee that DEL has expanded its employment services beyond its network of labour centres through satellite offices, outreach sites and mobile Public Employment Services (PES) and Unemployment Insurance Fund (UIF) units, including in rural and historically underserved communities.

The presentation highlighted government's coordinated approach to expanding employment opportunities for young people,

strengthening labour market services and improving collaboration with the private sector and other government departments.

A central feature of the Department's strategy is its commitment under the Medium-Term Development Plan (MTDP) 2030 to contribute to the creation of two million work opportunities.

According to the Department, one million opportunities are expected to be created through Public Employment Services and departmental agencies, while a further one million opportunities will be generated through the UIF-funded Labour Activation Programme (LAP).

The Department reported that Public Employment Services exceeded its annual target for opportunity creation. Against a target of 70 000 opportunities, the Department achieved 116 040 opportunities.

DEL also outlined a national framework for youth employment interventions, including innovation funding, employment counselling, job canvassing, placement services, work-seeker registration, subsidies for persons with disabilities, job preservation measures, labour market programmes, enforcement of labour standards and dedicated youth employment initiatives.

The Department highlighted the scale of its employment services. Since the implementation of the programme, 2.24 million work seekers have been registered, while 1.43 million individuals have been reached through counselling services and the SAY-outh platform. In addition, 212 462 young people have been placed in employment opportunities, 50 575 jobs have been preserved through interventions by the CCMA and Productivity SA, and 309 659 compliance inspections have been conducted.

From a broader labour market perspective, the Department reported cumulative achievements of 7.39 million work-seeker registrations,

2.15 million counselling interventions and 371 938 placements since the 2019/20 financial year.

Provincial performance data showed that all provinces exceeded their targets for work-seeker registration, employment counselling and placement services, with particularly strong performances recorded in Gauteng, KwaZulu-Natal, Limpopo and the Eastern Cape.

A significant portion of the presentation focused on labour market policy reforms. The Department informed the Committee that the National Labour Migration Policy, approved by Cabinet on 28 May 2025, is being supported through amendments to employment services legislation currently being processed for parliamentary consideration.

The Department also reported progress on the National Employment Policy, which was developed with technical support from the International Labour Organization (ILO) and is expected to proceed to public consultation.

Several sectors were identified as having strong potential to absorb young job seekers, including construction, agriculture, hospitality and tourism, wholesale and retail trade, domestic work and logistics. The Department noted that strengthened labour market interventions, improved enforcement and closer collaboration with employers could further expand opportunities in these sectors.

To support implementation, the Department has established partnerships with organisations including the Government Technical Advisory Centre (GTAC), the Industrial Development Corporation (IDC), the International Labour Organization (ILO), the World Bank, the European Union, the Presidential Youth Employment Intervention (PYEI), the Department of Higher Education and Training (DHET), and private employment agencies represented through CAPES.

Reflection to the month that was

The presentation also highlighted interventions aimed at increasing employment opportunities for persons with disabilities. Through the subsidy scheme administered by Public Employment Services, more than 1 000 opportunities have been created through 21 partner organisations across the country.

In addition, PES has provided workplace learning opportunities for graduate psychologists placed in labour centres. A total of 399 graduates participated in the programme nationally, while 188 completed the programme on 31 July 2026. The Department indicated that budget constraints prevented the retention of these graduates.

Members were also briefed on additional collaborative initiatives involving other DEL branches, government departments and the private sector. These include the

Education for Employment (E4E) programme funded by the European Union, recruitment drives for LAP-funded programmes, including inspector internships, support for the Minister's coordination of inter-ministerial and business partnerships on skills development and employment, and ongoing work on the National Employment Policy and the coordination of Public Employment Programmes.

The presentation concluded with a reaffirmation of the Department's commitment to building a coordinated national employment system that integrates work-seeker registration, career counselling, job matching

public employment programmes, private-sector partnerships and labour market reforms to improve long-term employment outcomes for young South Africans.



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DEL Write-UP

4 August 2026

South Africa advances Africa's employment and social development agenda at AU STC-SDLE-6

Windhoek,
Namibia | 27–31
July 2026

The Department of Employment and Labour, together with South Africa's tripartite social partners, participated in the Sixth Ordinary Session of the African Union (AU) Specialised Technical Committee on Social Development, Labour and Employment (STC-SDLE-6), held in Windhoek, Namibia.

The five-day meeting brought together senior officials, technical experts, organised labour, business representatives and Ministers responsible for employment, labour and social development from AU Member States to deliberate on continental strategies aimed at advancing decent work, social protection and inclusive economic growth.

South Africa's delegation was led during the technical segment by Deputy Director-General for Public Employment Services, Mr Sam Morotoba, while Employment and Labour Deputy Minister Judith Nemaadzinga-Tshabalala led the South African delegation during the Ministerial Session.

The African Union (AU) Specialised Technical Committee on Social Development, Labour and Employment (STC-SDLE) is one of the AU's key policy platforms for advancing cooperation among African countries on social protection, labour, employment, productivity and poverty alleviation. The STC provides a forum for Member States to review and align policies and legislation, coordinate common African positions, and promote fundamental labour principles such as tripartism, freedom of association, collective bargaining and decent work. It also assesses progress made by Member States and Regional Economic Communities in implementing continental instruments and policies aimed at strengthening social protection and improving livelihoods across Africa.

The Technical Experts Meeting, held from 27 to 29 July 2026, focused on reviewing reports, policy proposals and recommendations that will guide Africa's labour and social development agenda over the coming years.

Delegates conducted intensive deliberations on employment creation, labour migration governance, social protection, social dialogue, skills development, occupational safety and health, labour market information systems and the formalisation of the informal economy.

The technical discussions culminated in the drafting, refinement and adoption of the STC-SDLE-6 Declaration, which was subsequently presented to Ministers for consideration and adoption during the Ministerial Session.

Throughout the discussions, South Africa actively contributed its experience on labour market governance, employment services, social protection and social dialogue, reaffirming its commitment to advancing the aspirations of Agenda 2063 through collaborative, evidence-based policy development.



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01



South Africa calls for integrated social protection and future-ready skills

Addressing the Ministerial Session, Deputy Minister Judith Nemadzinga-Tshabalala emphasised that social protection should not be viewed merely as social expenditure, but as a productive investment that promotes resilience, economic participation and sustainable employment.

She highlighted South Africa's integrated approach, in which social protection is linked to active labour market policies, employment services and skills development to improve opportunities for vulnerable groups, including young people, women and persons with disabilities.

Deputy Minister further outlined South Africa's comprehensive legislative framework that safeguards fair labour practices, equality, occupational health and safety, decent wages, social security and skills development.

She also highlighted government investments in apprenticeships, learnerships, internships and artisan development through the National Skills Fund and Sector Education and Training Authorities (SETAs), with increasing emphasis on preparing workers for emerging sectors such as artificial intelligence, digital technologies, renewable energy, advanced manufacturing and the green economy.

Partnerships remain central to inclusive growth

The Deputy Minister reaffirmed the importance of social dialogue and collaboration between governments, organised labour, business, community organisations and international institutions such as the African Union and the International Labour Organization (ILO).

She noted that effective implementation of employment interventions depends on coordinated action at national, provincial and district levels through labour centres, municipalities, educational institutions and community-based organisations.



Ministers adopt Declaration to strengthen employment and social development

The Ministerial Session, held from 30 to 31 July, considered recommendations submitted by the Technical Experts Meeting before adopting the Sixth Ordinary Session Declaration.

The Declaration reflects a shared continental commitment to strengthening employment creation, expanding social protection, promoting decent work, improving labour migration governance and enhancing cooperation among Member States in responding to emerging labour market challenges.



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Strengthening strategic partnerships to advance employment and social protection

On the margins of the (STC-SDLE-6) conference, Deputy Minister Judith Nemadzinga-Tshabalala held bilateral engagements with the African Union Development Agency (AUDA-NEPAD) and the United Nations Economic Commission for Africa (UNECA) to strengthen collaboration on key areas supporting South Africa's employment and social development agenda.

Expanding cooperation with AUDA-NEPAD



The Deputy Minister also met with Ms Zuzana Schwidrowski, Director of the Socio-economic Development Division at the United Nations Economic Commission for Africa (UNECA), to discuss opportunities for enhanced technical cooperation.

The discussions focused on shared priorities, including youth employment, women's economic empowerment, social protection, and innovative approaches to measuring multidimensional poverty and inequality, including the application of South Africa's Multidimensional Poverty Index (SAMPI). UNECA further presented a governance tool that integrates geo-located socio-economic data to support evidence-based planning, targeted interventions and informed policy decision-making.



Welcoming UNECA's offer of technical support, the Deputy Minister called for continued engagement to identify collaborative initiatives that align with the Department's priorities of employment creation, labour market development and strengthening social protection systems.

These bilateral engagements reaffirm South Africa's commitment to forging strategic partnerships with continental and international institutions to accelerate inclusive growth, improve livelihoods and advance sustainable employment across Africa.

Deepening collaboration with UNECA



The Deputy Minister additionally met with representatives of AUDA-NEPAD to explore opportunities for deepening cooperation on skills development and social protection. Discussions centred on preparations for the 2026 Intra-African Skills Week (ISWA), to be hosted in Accra, Ghana, as well as the Skills Initiative for Africa (SIFA), which aims to strengthen technical and vocational skills, particularly in construction and business incubation.

The meeting also explored opportunities under the Team Europe Initiative on Social Protection, with both parties recognising the importance of strengthening social protection systems that support inclusive economic growth and labour market participation.

To ensure continued collaboration, the Deputy Minister requested a follow-up engagement between the Department and AUDA-NEPAD to identify practical areas of cooperation and develop concrete initiatives that will advance skills development and social protection priorities.

03

A United South African Delegation - Driving Continental Policy Dialogue



South Africa's delegation made a significant contribution to the Specialised Technical Committee on Social Development, Labour and Employment (STC-SDLE-6), (STC-SDLE-6), demonstrating a coordinated approach and strong commitment to advancing Africa's employment and social development priorities.

From the Technical Experts Meeting to the Ministerial Segment, the delegation engaged constructively in policy deliberations that shaped the final Declaration adopted by Member States on 31 July 2026. Representing government alongside organised labour and business, the South African delegation embodied the country's longstanding commitment to tripartism, social dialogue and collaborative policymaking.

Deputy Director-General for Public Employment Services, Mr Sam Morotoba, while leading during the Technical Experts Meeting, displayed practical and forward-looking contributions that enriched discussions on labour migration governance and employment policies. His interventions reinforced the importance of coordinated, rights-based approaches that balance labour market needs with the protection of migrant workers, while promoting regional cooperation and sustainable development across the continent.

Advancing social protection across Africa

Led by the Department of Social Development, the social development agenda reaffirmed the importance of comprehensive social protection as a catalyst for inclusion, resilience and sustainable development. Delegates called for expanded social

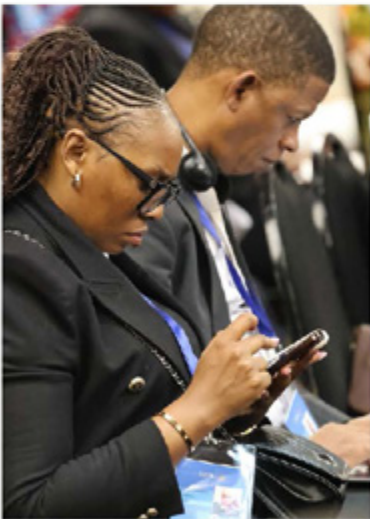
protection coverage, particularly for women, children, older persons, persons with disabilities and workers in the informal economy.

A key outcome was the recommendation that the Comprehensive African Social Protection Framework (CASPF) be adopted as the continent's guiding framework for strengthening national social protection systems. Experts also advanced initiatives to improve child protection, disability inclusion, support for older persons and the integration of the care economy into social protection policies.

The discussions further highlighted the importance of linking social protection with employment, education and skills development to accelerate the implementation of Agenda 2063. These recommendations were subsequently endorsed by Ministers during the Ministerial Segment.



Reflection to the month that was



17 August 2026

Write-Up

EXCO prioritises Minister's IYM readiness and Audit outcomes

The Department of Employment and Labour's Executive Committee convened virtually on 17 August 2026 under the leadership of Acting Director-General, Mr Sam Morotoba. The meeting placed particular emphasis on preparations for the Minister's upcoming In-Year Monitoring meeting and the consideration of the 2025/26 audit outcomes across the Department and its entities.

Mr Morotoba noted that the Auditor-General of South Africa (AGSA) was expected to brief the Minister on the audit outcomes across the portfolio before annual reports were finalised and submitted to Parliament for tabling.

The Acting DG further highlighted that the Department was simultaneously supporting a number of parliamentary engagements. These included upcoming Portfolio Committee briefings on labour-related matters and the platform economy. He stressed the importance of ensuring that the Department remained coordinated and prepared across its executive, parliamentary and ministerial responsibilities.

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UIF reports on audit outcomes and Quarter 1 performance

The Unemployment Insurance Fund (UIF) reported that it had received a qualified audit outcome for the 2025/26 financial year, maintaining the same overall audit outcome recorded over the previous three financial years.

Presenting the audit outcomes to EXCO, the Fund highlighted challenges relating to performance information, Labour Activation Programmes, COVID-19 TERS expenditure, investments and revenue management.

On performance information, the Fund reported a qualification relating to one Business Operations indicator following a change to its technical definition towards the end of the financial year which had not been presented to Parliament.

Despite the challenges, the UIF reported improvements in expenditure management, strategic planning and performance management, and governance and oversight, while asset management remained without material findings. Progress was also reported on consequence management, although long-outstanding investigations remained an audit concern.

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The Fund indicated that improving employer compliance and the submission of declarations remained critical, particularly within less formalised sectors such as the taxi industry, domestic employment and smaller businesses. Turning to its Quarter 1 performance for the 2026/27 financial year, the UIF reported that it had achieved seven of its 12 planned targets, translating to an overall performance of 58%, with five targets not achieved.

Performance across the Fund's programmes stood at 67% for Administration, 75% for Business Operations and 40% for Labour Activation Programmes.

Under Business Operations, the deceased benefit target was missed by 2%. The Fund, however, reported an improvement on the Indicator from 74% to 88% and indicated that it would continue monitoring performance with the intention of achieving the target in subsequent quarters. Alongside the performance report, the Fund highlighted progress on initiatives aimed at modernising UIF services and reducing pressure on Labour Centres.

The development and testing of the automated Continuation of Benefits system was completed in March 2026, although the pilot remains on hold pending the finalisation of amendments to the regulations. The system is intended to reduce queues at Labour Centres by allowing beneficiaries to complete continuation-of-benefit processes without having to visit an office.

The UIF also reported progress with the rollout of its Mobile Client Service Officer system, with 50 mobile tablets deployed to 25 Labour Centres across all nine provinces during Quarter 1. A further 50 tablets are expected to be rolled out to another 25 Labour Centres by the end of Quarter 2, with the Fund targeting rollout to all Labour Centres by the end of the financial year.

Development of the UIF Online Employer System has also been completed, with the Fund awaiting quality-assurance infrastructure before testing and piloting can commence.

The Fund further reported progress in its collaboration with banks to enable real-time integration with banking platforms, with technical engagements underway with ABSA, FNB and Capitec.

Compensation Fund reports on audit outcome and July performance

The Compensation Fund (CF) reported that it remained on a disclaimer audit opinion for the 2025/26 financial year, while highlighting progress in reducing audit findings and addressing longstanding weaknesses within the Fund.

Presenting the audit outcomes to EXCO, the Fund reported 13 disclaimer paragraphs and 179 audit findings, down from 213, with 14 repeat findings dating back between five and eight years having been resolved during the financial year. The number of disclaimer paragraphs has also declined from 18 in 2022/23 to 13 in 2025/26.

Management acknowledged that the continued disclaimer is largely driven by longstanding challenges relating to claims data, incomplete accounting records, data quality, valuation supporting information and historical documentation. The Fund explained that weaknesses in claims information have a wider impact on areas such as provisions, the capitalised value of pensions, actuarial calculations and performance reporting. Historical data challenges have also contributed to the audit outcome, particularly where information from legacy systems is difficult to retrieve or interpret.

The Fund has identified a number of interventions to address the root causes, including rebuilding and improving claims data, strengthening monthly data-quality controls, improving supporting evidence across claims, finance, actuarial and ICT functions, strengthening revenue controls and introducing stricter turnaround times for investigations relating to fruitless and wasteful expenditure.

Turning to its July 2026 In-Year Monitoring performance, the Compensation Fund reported that it had achieved eight of its 11 planned targets, translating to an overall performance of 72.7%. This was down from 81.8% in June.

Performance varied across the Fund's programmes, with Administration recording 50%, COLD Services 67%, while Medical Services and Orthotic and Rehabilitation achieved 100% of their planned targets.

Under COLD Services, the Fund narrowly missed its target of paying 95% of approved benefits within 10 working days, achieving 93.37%. The variance was partly attributed to inaccurate banking information provided by beneficiaries, which resulted in some transactions failing account verification.

At the same time, the Fund reported positive performance in key service-delivery areas. A total of 93% of registered claims were adjudicated within 30 working days against a target of 90%, while 88% of medical invoices were finalised within 30 working days against a target of 87%.

The Compensation Fund further highlighted planned stakeholder engagements across provinces aimed at improving employer compliance, strengthening awareness of COVID requirements and assisting workers and employers to better understand claims and medical benefit processes.

The Fund said implementation of its Audit Action Plan, together with continued monitoring of service-delivery performance and corrective measures, would remain a priority as it works to improve both operational performance and its future audit outcome.

SEE improves audit outcome from adverse to qualified opinion

Supported Employment Enterprises (SEE) reported a significant improvement in its 2025/26 audit outcome, moving from an adverse audit opinion recorded over the previous three financial years to a qualified opinion.

SEE indicated that five of the six qualification areas previously raised had been cleared, leaving one remaining qualification relating to receivables from exchange transactions.

The entity reported improvements across a number of areas that had previously contributed to its adverse audit opinion, including inventory, operating expenses, payables from exchange transactions and the cash flow statement.

SEE reported an audit improvement achievement of 83% against a target of 50%, reflecting progress in addressing previously identified audit matters.

Management, however, cautioned that the improved audit opinion should be regarded as part of an ongoing process to stabilise the entity's control environment. SEE said further work would focus on strengthening internal controls and addressing the underlying causes of previous findings, particularly around inventory valuations, production processes and the allocation of customer payments.

SEE said the remaining qualification would be incorporated into its Audit Action Plan as it works towards further improving its audit outcome.

IES exceeds key enforcement targets and raises concern over bogus inspectors

IES reported that the number of inspections conducted exceeded the planned target by 4%, while the issuing of notices to non-compliant employers within the prescribed 14-day period exceeded the target by 2.5%.

The branch also recorded strong performance in taking further action against employers who remained non-compliant after enforcement notices had expired, achieving 86% against a target of 70% for the referral of matters for further enforcement through the relevant legal and prosecutorial mechanisms.

The branch also indicated that no audit findings had been raised in relation to its performance information.

Inspector-General Aggy Moiloa also raised concern about the emergence of individuals and groups allegedly presenting themselves at workplaces as labour inspectors or law-enforcement authorities without the necessary authority to do so.

The Inspector-General said increased enforcement of labour legislation and related laws had also brought greater attention to workplace inspections, making it important for employers and workers to be able to distinguish bona fide Department of Employment and Labour inspectors from individuals who may be misrepresenting themselves.

The Department has already undertaken communication interventions to raise awareness among employers and provide guidance on how legitimate labour inspectors identify themselves when conducting workplace inspections.

IES has also engaged the Department's Legal Services on additional measures that may be taken against individuals or organisations falsely presenting themselves as inspectors or authorised enforcement bodies. Further legal interventions, including appropriate court processes where warranted, are being considered. The matter was brought before EXCO to ensure that the Department develops a coordinated administrative, communication and legal response to protect workplaces from unauthorised inspections while safeguarding the credibility and integrity of the Department's legitimate enforcement activities.

PES meets July targets while raising concerns over ICT system readiness

The Department's Public Employment Services (PES) branch reported that it had achieved all of its July performance targets relating to work-seeker registrations, employment opportunities registered, counselling services and opportunities filled. The branch indicated that performance across provinces remained positive and expressed confidence that the Quarter 2 targets could also be achieved.

PES, however, raised concerns regarding the readiness of the Department's new employment services system, following previous attempts to deploy the system which had resulted in service-delivery challenges and subsequent rollbacks.

On its strategic employment initiatives, PES reported progress with funding that will support further job fairs and integrated service-delivery activities. The branch also reported that the National Pathway Management Network had contributed approximately 113,000 employment opportunities towards the Department's 650,000 opportunity target.

PES further highlighted the Department's planned participation in the MyMzansi digitisation initiative, in partnership with the Digital Services Unit in the Presidency, as part of broader efforts to improve digital public services.

On financial performance, the branch reported expenditure of approximately 24% of its budget, noting that a significant portion of the allocation relates to transfers that would be processed as agreements with implementing partners were finalised.

Turning to the 2025/26 audit findings, PES reported that a finding relating to performance information arose following system challenges and a rollback during the previous reporting period. The rollback resulted in duplicate records appearing in the reporting environment despite the branch having identified and corrected the duplication internally.

PES indicated that it had engaged with the Auditor-General of South Africa on the treatment of the duplicated records. The branch said the experience reinforced the need to ensure that ICT systems supporting performance reporting are stable, adequately resourced and fully aligned before any future system migration or deployment.

The branch said strengthening the ICT environment would remain important to protecting the integrity of performance information while ensuring uninterrupted services to work seekers and employers.

Unbundling and reconfiguration process advances

EXCO received an update on the Department's unbundling and reconfiguration process, including progress on the business cases, stakeholder engagements and preparations for the transition. The business cases have been reviewed, with engagements held across provinces, the UIF and Compensation Fund boards, organised labour and relevant governance structures. A risk register has also been finalised, while key messages have been developed to ensure consistent communication with employees.

A transitional plan covering legal, human resources, ICT, finance and change management workstreams is being finalised and will be presented to EXCO following further engagements.

The Department noted that legislative, ICT and funding-related matters remain key risks, with delays in the legislative process expected to affect the timeframe for the legal separation. The unbundling process will remain a standing EXCO agenda item to ensure continued oversight and coordination.

EXCO reinforces focus on performance, accountability and service delivery

The EXCO meeting reflected a mixed but forward-looking picture across the Department and its entities, with progress recorded in a number of operational areas alongside persistent governance, audit and system-related challenges requiring focused intervention.

While entities such as SEE demonstrated a notable improvement in audit performance, moving from an adverse to a qualified opinion, both the UIF and Compensation Fund continue to address longstanding audit matters. At branch level, IES, PES and LP&IR reported strong performance against several key targets, while corrective measures are being implemented in areas where targets were not achieved.

A recurring theme across the presentations was the importance of strengthening internal controls, data integrity, ICT systems, recruitment processes, procurement turnaround times and consequence management. Several branches also highlighted the need for improved coordination between operational, ICT, finance, legal and support functions to reduce service-delivery risks and improve institutional performance.

EXCO emphasised the importance of maintaining momentum on corrective action plans, strengthening accountability and ensuring that branches and entities are adequately prepared for the upcoming Minister's IYM, and parliamentary engagements.

DEL WRITE-UP



DEL Updates Parliament's Portfolio Committee on Labour Legislation and Compliance in Education Sector

The Department of Employment and Labour (DEL), on 26 August 2026, appeared before Parliament's Portfolio Committee on Higher Education to provide an update on developments relating to labour legislation and compliance within South Africa's education institutions, with particular focus on the employment of foreign nationals.

The Department had been invited to brief the Committee on matters relating to the Labour Relations Act (LRA) and its application within the education sector, including issues surrounding compliance by education institutions with applicable labour laws and regulations governing the employment of foreign nationals. Additionally, the presentation covered other pertinent pieces of legislation administered by the Department, including the Employment Equity Act, highlighting the importance of compliance, workplace transformation and equitable employment practices across the education sector.

DEL appeared before the Committee alongside the Department of Higher Education and Training (DHET), the Special Investigating Unit (SIU), and the Department of Home Affairs (DHA). The engagements provided an opportunity for Parliament to receive updates from the respective institutions and to interrogate matters relating to legislative compliance, governance and employment practices within the higher education environment.

The DEL delegation was led by Inspector General, Ms Aggy Moiloa, who was supported by Advocate Michel Msiza from the Inspection and Enforcement Services (IES), Dr Ntsoaki Mamashela, Director: Employment Equity, as well as officials from the Ministry and Communication teams.





Hon. WT Letsie
Chairperson of the Portfolio
Committee on Higher Education

CHAIRPERSON CALLS FOR STRONGER OVERSIGHT OF STUDENT ACCOMMODATION AND FOREIGN ACADEMIC APPOINTMENTS

Opening the meeting, the Chairperson of the Portfolio Committee on Higher Education, Hon. WT Letsie outlined the key areas of oversight to be addressed through presentations and engagements with the Department of Higher Education and Training (DHET), Department of Employment and Labour (DEL), Special Investigating Unit (SIU), Department of Home Affairs and other stakeholders.

Setting the tone

A significant focus of the Chairperson's remarks was the ongoing challenges surrounding student accommodation, particularly concerns relating to alleged fraud, corruption, inflated accommodation costs and weaknesses in the accreditation and monitoring of accommodation providers.

Chairperson Letsie welcomed recent interventions by the SIU, including its recovery of funds linked to student accommodation as well as the Public Protector's report on related concerns. He emphasised the need for a deeper investigation into the student accommodation ecosystem and stronger accountability among universities, accommodation providers and other relevant stakeholders. He further raised concerns about the escalating cost of student accommodation and the potential exploitation of students and public resources.

He reported that the Committee is engaging relevant stakeholder regulators to better understand how accommodation costs are determined and to identify measures that can strengthen oversight and protect students and public funds. On the employment of foreign nationals in higher education institutions, Chairperson Letsie clarified that the Committee does not oppose internationalisation, recognising the value that international academics can bring through specialised skills, expertise and experience.

However, he stressed that internationalisation must be implemented within the framework of South African law. Institutions are expected to comply with applicable employment and immigration legislation and, where suitably qualified South Africans are available, provide appropriate justification for the appointment of foreign nationals.

IG OUTLINES DEL'S INSPECTION AND ENFORCEMENT FOCUS

Introducing the DEL delegation, Deputy Director-General Ms Aggy Moiloa said the presentation would focus on inspections conducted at institutions of higher learning to assess compliance with the Employment Equity Act and other labour legislation.

She added that the Department would address the employment of foreign nationals, particularly in relation to the Employment Services Act. Moiloa also offered DEL's occupational health and safety expertise to assess structural integrity concerns at institutions identified by the Committee.



Ms Aggy Moiloa
Inspector-General



Dr Ntsoaki Mamashela
Director: Employment Equity

Employment Equity Flags Foreign National Representation in Universities

Dr Ntsoaki Mamashela, Director in the Employment Equity Directorate of the Department of Employment and Labour (DEL), raised concerns over the representation of foreign nationals and the slow pace of transformation in South Africa's education sector. Using the latest Employment Equity reports submitted by designated employers, Dr Mamashela reported that the broader education sector employed 419,111 workers, of whom 2.1% were foreign nationals.

She indicated that across the 26 public universities, the workforce stood at 95,685, with foreign nationals accounting for 7.1%. Of particular concern was the representation of foreign nationals among temporary university employees, where they accounted for approximately 20% of 23,488 temporary employees. Dr Mamashela questioned the skills and expertise being brought into these positions, particularly against the backdrop of South Africa's high unemployment levels.

She further highlighted persistent transformation challenges at senior and top-management levels, noting the under-representation of African and Coloured professionals compared with Indian and White population groups. She cautioned that inadequate transformation at professional and senior-management levels could affect the future leadership composition of universities.

Dr Mamashela also challenged the use of internationalisation as a justification for overlooking suitably qualified South Africans, pointing to the need for universities to strengthen employment equity, succession planning and the absorption of locally trained graduates into the sector.

Employment Equity Gaps Persist Across Universities

The Department of Employment and Labour's Inspection and Enforcement Services (IES) further reported high levels of non-compliance with employment equity requirements across the education sector during its briefing to Parliament's Portfolio Committee on Higher Education.

Presenting the findings, Advocate Michael Msiza reported that IES conducted 1,948 inspections against a target of 3,324 during the 2025/26 financial year, with 1,767 institutions found to be non-compliant, representing a 91% non-compliance rate among inspections conducted.



Advocate Micheal Msiza
Acting Chief Director: Statutory and Advocacy Services

Provincial findings showed particularly high levels of non-compliance in Gauteng and KwaZulu-Natal, while the Free State achieved its inspection target but continued to record significant compliance challenges.

Advocate Msiza also presented university-specific findings, highlighting notable variations in the representation of foreign nationals across institutions, particularly at professionally qualified and senior-management levels. He expressed that high foreign-national representation at professional levels could affect future succession and transformation at senior and top-management levels.

Comparisons between universities with similar mandates and profiles showed significant differences in their employment equity outcomes, demonstrating that internationalisation and skills shortages should not automatically be used to justify high levels of foreign-national employment where suitably qualified South Africans are available.

Advocate Msiza emphasised that institutions of academic excellence, with strong research and scholarship capabilities, should have sufficient access to qualified candidates to advance employment equity and transformation.

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FROM FRAGMENTATION TO TRANSFORMATION: SOUTH AFRICA CHARTS A NEW COURSE FOR AN INCLUSIVE SOCIAL AND SOLIDARITY ECONOMY

27 August 2026

South Africa took an important step towards building a more inclusive, equitable and people-centred economy as government, labour, business, academia, civil society and development partners gathered at the South African Social and Solidarity Economy (SASSE) Policy Symposium in Johannesburg. The symposium, held under the theme “Building South Africa’s Social and Solidarity Economy Ecosystem: From Fragmentation to Systems Transformation,” seeks to advance a common vision for growing the Social and Solidarity Economy (SSE) as a catalyst for decent work, economic inclusion and sustainable development.

“From fragmentation to transformation — putting people, communities and decent work at the heart of South Africa’s economy.”

Delivering the opening address, Acting Director-General of the Department of Employment and Labour, Ms Jacky Molisane, challenged delegates to move beyond dialogue and towards concrete action that places communities, workers and excluded groups at the centre of economic transformation. She stressed that the Social and Solidarity Economy is no longer a peripheral component of development, but an increasingly significant contributor to livelihoods, community resilience and inclusive growth.

Ms Molisane highlighted that the symposium takes place during the final week of Women’s

Month, a fitting reminder of the critical role women have played in sustaining local economies and communities across South Africa. She noted that long before concepts such as social enterprises, cooperatives and solidarity economies became part of policy discussions, women in townships, rural villages and informal settlements had already built systems of mutual support through stokvels, burial societies, community kitchens, crèches and home-based care services.

“The Social and Solidarity Economy has been built, in large measure, by women,” she said, calling on institutions across society to ensure that the resilience and contributions of women are matched with meaningful recognition, protection and economic opportunities.

According to Ms Molisane, the evidence demonstrates that the Social and Solidarity Economy already plays a significant role in South Africa’s development. She pointed to estimates showing that the sector accounts for between 5.6% and 6.4% of total employment, while township and informal economies generate between R900 billion and R1 trillion annually. These figures reflect the growing importance of community-based enterprises, cooperatives, mutual organisations and social enterprises in creating livelihoods and expanding participation in the economy.

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The Acting Director-General further noted that the global momentum behind the Social and Solidarity Economy is gaining traction, with institutions such as the United Nations, the International Labour Organization and the African Union recognising its contribution to inclusive development and decent work. She emphasised that South Africa must seize the moment by accelerating policy development and creating an enabling environment that provides legal certainty, access to finance, market opportunities and social protection for organisations operating within the sector.

Central to the Department's vision is the promotion of decent work for all. Ms Molsane argued that decent work should not be confined to the formal economy but must extend to every individual who creates value, whether as a cooperative member, community worker, informal trader, waste picker or social entrepreneur. The recognition and protection of workers in these sectors, she said, is essential for achieving social justice and inclusive growth.

She also called for renewed investment in skills development to unlock the sector's full potential. Technical and Vocational Education and Training (TVET) colleges, Sector Education and Training Authorities (SETAs) and higher education institutions, she said, must be better positioned to support cooperative governance, social entrepreneurship, local value chains and community-based economic initiatives. Equally important is the recognition of skills and knowledge already embedded within communities, often developed through years of practical experience.

Access to finance remains one of the most significant barriers facing social enterprises and cooperatives. Addressing delegates, Ms Molsane highlighted the need for stronger collaboration between development finance institutions, commercial banks, impact investors, philanthropies and government. She identified social procurement as a powerful mechanism for opening markets to township enterprises, cooperatives and community-based businesses, thereby strengthening local economies and promoting broader economic participation.

The symposium programme reflects this focus on practical solutions, with discussions covering innovative financing models, social procurement, policy reform, systems change, inclusive markets,

research, innovation and the development of local Social and Solidarity Economy ecosystems. Delegates are also participating in ecosystem co-design workshops aimed at developing collaborative interventions and strengthening the national SSE framework.

At the time of delivering the address, the Acting Director-General said that the key outcome of the gathering will be the adoption of the South African Social and Solidarity Economy (SASSE) 2026 Johannesburg Declaration and the launch of a National Advisory Committee, both intended to strengthen coordination and drive implementation of the country's Social and Solidarity Economy agenda.

Ms Molsane highlighted the importance of ensuring that the emerging ecosystem remains inclusive and responsive to the needs of historically marginalised communities, including women, youth, persons with disabilities and those operating outside formal economic structures. She reiterated that the Social and Solidarity Economy offers a unique opportunity to reduce barriers to participation while promoting shared ownership, community development and sustainable livelihoods.

As South Africa grapples with persistent unemployment, inequality and poverty, participants at the symposium agreed that stronger collaboration between government, labour, business, academia and civil society will be essential in transforming fragmented efforts into a coherent and impactful national ecosystem. The Department of Employment and Labour has reaffirmed its commitment to working with key stakeholders to ensure that the Social and Solidarity Economy becomes a meaningful vehicle for inclusive growth, decent work and sustainable development.

The symposium serves as a powerful reminder that the future of economic transformation lies not only in large-scale industries and formal markets, but also in the collective efforts of communities, cooperatives and social enterprises that continue to create opportunities, build resilience and advance social justice across South Africa.

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MEDIA STATEMENT

Date: 27 August 2026

Department of Employment and Labour Acting Director-General Jacky Molisane calls for stronger support for South Africa's Social and Solidarity Economy

Acting Director-General Jacky Molisane has called for stronger collaboration between government, business, organised labour, academia and civil society to unlock the potential of South Africa's Social and Solidarity Economy (SSE) as a driver of inclusive growth, decent work and economic participation.

Molisane was addressing a Social and Solidarity Economy Symposium at the University of Johannesburg, held during the final week of Women's Month. She highlighted the important role women have historically played in building community-based economic systems, including stokvels, cooperatives, community initiatives, informal trading and care services.

"A truly transformed economy is one in which decent work and economic participation are not privileges reserved for the few who enter formal employment, but rights extended to all who labour and create value."

She said the Social and Solidarity Economy should no longer be treated as a marginal component of the economy, noting its contribution to livelihoods and employment across communities. She called for a move from policy discussion towards implementation, including finalising the policy framework and developing appropriate legislative support for cooperatives, mutuals, social enterprises and community-based organisations.

Molisane emphasised that decent work must extend beyond the formal economy, including workers in community-based and informal economic activities. She also called for greater investment in skills development, urging TVET colleges, SETAs and universities of technology to prepare young people for cooperative governance, social enterprises, community-based production and local value chains.

She further highlighted access to finance as a critical constraint facing many cooperatives and social enterprises. Greater collaboration is needed between government, development finance institutions, financial institutions, impact investors and philanthropic organisations to address the financing gap experienced by community-rooted enterprises.

Social procurement, she said, presents an important opportunity to strengthen local markets by creating opportunities for cooperatives, social enterprises and township-based suppliers to participate meaningfully in government and private-sector supply chains.

She also called for social protection mechanisms to respond to the changing nature of work. Many informal, cooperative, platform and community-based workers face risks associated with illness, injury and loss of income, yet may not enjoy the same protections as workers in formal employment.

"The Department of Employment and Labour is ready to work with other government departments and social partners to strengthen coordination and ensure that the proposed National Multi-Stakeholder Social and Solidarity Economy Task Team becomes a platform for practical action, with clear responsibilities, timelines and measurable outcomes." She said.

She also emphasised the importance of inclusion, particularly for women, young people and persons with disabilities, and called for an approach grounded in dignity, equality, participation and shared economic opportunity. Government's role is not to control this ecosystem. It is to remove barriers, align institutions and create conditions in which people can build with confidence."

Molisane concluded by calling on all stakeholders to move beyond declarations and translate commitments into practical interventions that recognise community-based work, expand economic opportunity and strengthen decent work.

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-ENDS-

Issued by: Department of Employment and Labour



DEL MAPS NEW APPROACH TO LAP AND PROTECTION OF WORKERS IN THE PLATFORM ECONOMY

Acting Director General: Jacky Molisane

The Portfolio Committee on Employment and Labour met today, 26 August 2026, to receive briefings from the Department of Employment Labour (DEL) on the progress of the Labour Activation Programme (LAP) and developments within South Africa's digital platform economy.

Chairing the virtual meeting was Portfolio Committee Chairperson Hon. BM Maneli, MP.

UIF repositions Labour Activation Programme to strengthen pathway from training to employment

The Department opened its presentation with an overview of the strategic direction of the Labour Activation Programme (LAP), with greater emphasis being placed on linking skills development directly to available employment opportunities and the needs of the labour market.

The Programme is aimed at enhancing employability, supporting entrepreneurship and preserving existing jobs, with all three objectives ultimately directed at reducing unemployment.

Through its employability interventions, unemployed contributors and beneficiaries receive training aimed at improving their prospects of entering the labour market, while enterprise development, new venture creation and cooperative formation support pathways into self-employment. LAP also supports interventions aimed at preserving jobs in distressed businesses through the Temporary Employer/Employee Relief Scheme (TERS) and the Business Turnaround and Recovery Programme.

Central to the briefing was the repositioning of LAP from what had largely been a training-focused intervention into a programme in which employment outcomes increasingly determine the training that is funded.

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Acting UIF Commissioner Thulani Tshefuta

The Department told the Committee that, historically, training providers largely proposed programmes based on the training they were accredited and equipped to offer, while placement into employment was regarded as a desirable outcome rather than being built into the programme from the outset.

Under the repositioned model, this approach is being reversed. Employers and labour-market demand will increasingly determine where opportunities exist, with training then designed to equip beneficiaries for those opportunities. Employer engagement is expected to take place before projects are contracted and commitments to absorb beneficiaries into employment will form part of the conditions for awarding partnerships.

The Department summed up the shift as moving **“from funding training that may lead to work, to funding work that requires training”**, with employer commitments established before contracts are awarded.

This also changes how the success of LAP is measured. Rather than focusing primarily on the number of beneficiaries enrolled and trained, the programme is being repositioned to focus on how many participants complete their interventions and move into meaningful economic participation, either through formal employment or self-employment.

The approach recognises that training alone does not necessarily remove all the barriers preventing unemployed people from accessing work.

The Department identified a number of “catalyst skills” and interventions aimed at addressing these barriers. These include accredited certification and Recognition of Prior Learning for people with skills but without recognised qualifications; workplace exposure, internships and apprenticeships for those without work experience; and employment-entry credentials such as drivers’ licences, PSIRA registration, trade tests and other statutory requirements.

For aspiring entrepreneurs, interventions include enterprise development, cooperative formation and support to improve access to markets. LAP is consequently being positioned as a broader instrument of Active Labour Market Policy, incorporating employment mediation, labour-market training, employment subsidies, public employment programmes, entrepreneurship and self-employment.

The programme currently supports training and employment interventions across sectors including engineering, ICT, renewable energy, construction, hospitality, agriculture, transport and logistics, security, wholesale and retail, business and financial services, education and training, and textiles.

LAP reaches beneficiaries across the country

The Department told the Committee that, LAP had contracted implementing partners across all nine provinces and that **291 322 beneficiaries had been enrolled in the programme.**

Of these, the Department reported that **179 523 beneficiaries had been absorbed into post-training employment**, with the presentation indicating an overall placement rate of about 67% when the broader national partnerships were taken into account. The Department explained that the overall figures included beneficiaries supported through the national partnership involving the Department of Basic Education (DBE) and the Industrial Development Corporation (IDC).

Job preservation remained another important component of the programme, reporting **15 339 jobs had being supported through TERS**, while a further **15 914 jobs has been preserved through the Business Turnaround and Recovery Programme**.

Partnerships extend the reach of LAP

The Department also highlighted collaboration across government as an important component of LAP, with partnerships being used to combine mandates, resources and implementation capacity to achieve greater impact.

These partnerships extend beyond the Employment and Labour portfolio and include institutions such as the Commission for Conciliation, Mediation and Arbitration, Productivity South Africa, National Youth Development Agency, National Empowerment Fund, Industrial Development Corporation, Department of Basic Education and Technology Innovation Agency, as well as provincial development agencies.

One of the largest examples is the collaboration with the Department of Basic Education and IDC, through which **163 647 beneficiaries were enrolled nationally and placed in schools across all nine provinces**. The UIF participated as a funding partner, while the programme was led by Basic Education.

The repositioning of LAP therefore places employment at the centre of programme design, with training, partnerships and other interventions increasingly expected to respond to identified labour-market opportunities and lead beneficiaries towards sustainable economic participation.

Rapid growth of platform work brings opportunities and new labour protection challenges

The rapid expansion of South Africa's platform economy has opened new avenues for work and income generation, but has also raised questions around worker classification, earnings, occupational safety, social protection and the ability of existing labour laws to adequately protect workers operating through digital platforms.

The Department said platform work was growing at a fast pace and had the potential to absorb significant numbers of unemployed people. However, the expansion of the sector had moved faster than the regulatory framework governing employment relationships.

The Department told the Committee that the challenge was to strike an appropriate balance between regulation and innovation: excessive regulation could constrain the growth of a sector capable of creating work, while insufficient regulation could expose workers to exploitation.

Digital platform work covers a wide range of economic activity. It includes location-based services such as e-hailing, food and grocery delivery, courier services and domestic services, as well as online work such as freelancing and digital tasks.

Workers across these platforms are commonly engaged as independent contractors, while platforms determine prices and allocate work through algorithms, with workers often having limited recourse when their access to a platform is deactivated.

Platform work deepening its footprint in South Africa

The Department said the exact scale of the platform economy remained difficult to quantify because there was no comprehensive database of platform workers and further research was still required.

However, its growing footprint was evident in transport and urban mobility, retail and logistics, food and grocery delivery, courier services, online retail and parts of the informal economy.

Thousands of people were already earning an income through e-hailing, delivery, courier and online retail platforms, with platform work serving as a primary source of income for many.



Deputy Director General: Public Employment Services: Sam Morotoba

This expansion was taking place against the backdrop of South Africa's high unemployment rate, increasing both the economic importance of the sector and the need to address the risks associated with it.

The Department noted that changing consumer behaviour and the expansion of e-commerce were also reshaping traditional business models, with businesses increasingly using online ordering, warehouses and last-mile delivery systems to reach customers directly.

Opportunities for work and entrepreneurship

Despite the concerns surrounding platform work, the Department emphasised that the sector could not simply be viewed as a labour-market threat.

Digital platforms were generating new sources of income and providing comparatively low barriers to entry, particularly for young people and others who might struggle to access traditional formal employment.

Workers could enter activities such as driving, food delivery and basic digital work without having to navigate conventional recruitment processes requiring extensive qualifications and experience.

Platforms also offered flexibility, allowing individuals to determine when they worked, participate across more than one platform, or use platform work while searching for permanent employment.

The Department further highlighted the ability of digital platforms to connect people in townships and rural communities with regional, national and even international markets for freelance, creative and technical work.

Platforms could also provide opportunities for micro, small and medium enterprises and contribute towards bringing some informal economic activity into a more visible and potentially regulated environment.

Worker protection remains a concern

One of the central concerns raised was the classification of platform workers as independent contractors. The Department said this could, in some instances, amount to disguised employment, with commercial and occupational risks effectively being transferred from the platform to the worker while conventional employer obligations were avoided.

Earnings were another area of concern. The Committee was told that commission deductions on some e-hailing trips had reportedly reached between 40 and 50 percent, while there was currently no sector-specific minimum earnings standard that adequately took account of costs such as fuel, vehicle expenses and waiting time.

The Department also raised concerns about the lack of transparency in the algorithms used to determine pricing, ratings, work allocation and account deactivation.

Safety was identified as another major vulnerability. Platform workers, particularly delivery riders and e-hailing drivers, could be exposed to road accidents, violent crime, adverse weather conditions and pressure to complete trips within specified timeframes. Many workers also remained outside traditional labour protections such as paid sick leave, UIF, Compensation Fund coverage and collective bargaining arrangements.

ILO Convention 193 provides international benchmark

The Department said South Africa's efforts to respond to the changing nature of platform work were now also informed by the International Labour Organization's Convention No. 193 on Decent Work in the Platform Economy.

The Convention was adopted on 12 June 2026 during the 114th Session of the International Labour Conference in Geneva and became the ILO's first dedicated international labour standard for digital labour platforms.

South Africa participated in the process, with representatives from Government, organised business and organised labour forming part of the South African delegation involved in the adoption of the Convention. The Convention was reached by consensus among representatives of the ILO's 187 Member States.

The Convention covers platform workers regardless of whether their work is regarded as formal or informal and establishes principles covering issues including worker classification, occupational health and safety, fair remuneration, social security and transparency in algorithmic decision-making.

The Department said the Convention provided South Africa with an important international benchmark as it considered changes to domestic labour legislation and the appropriate regulatory framework for platform work.

Department responds to the changing nature of work

The Department told the Committee that it had already begun engaging platform companies and other stakeholders on employment, skills, recruitment and worker protection.

The Department said engagements with platform operators had included discussions around increasing opportunities for South Africans to participate in the sector, the skills required by companies and barriers such as delays in obtaining licences and permits.

The Department's presentation recorded an existing MOU with Uber and ongoing work with Checkers aimed at expanding access to platform opportunities for local South Africans. It also highlighted an Innovation Fund linked to the Presidential Youth Employment Initiative aimed at supporting young entrepreneurs to develop sustainable self-employment opportunities.

The Department was also considering a wider package of regulatory interventions. These included clearer worker-classification guidelines to distinguish genuine independent contracting from disguised employment; investigation of a:

- sector-specific minimum earnings standard; greater transparency around algorithmic decision-making;
- improved recruitment and compliance verification;
- and the extension of occupational health and safety, UIF and Compensation Fund protections to platform workers.

Ultimately, the Department said the regulatory response would have to recognise that the platform economy had become part of South Africa's labour market and could not simply be wished away.

The objective would therefore be to support its potential to create work and enable innovation, while ensuring that the growth of platform employment did not occur at the expense of decent working conditions, social protection and the rights of workers.

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DEXCOM FOCUSES ON STRENGTHENING AND ADVANCING KEY DEPARTMENTAL PRIORITIES

The Department of Employment and Labour's Executive Committee (DEXCOM) convened on 27 August 2026 to assess progress, challenges, and interventions affecting the Department's operations and service delivery. Discussions focused on provincial capacity, Project 20K, labour inspection and enforcement, ICT support, audit matters, and the unbundling of the Unemployment Insurance Fund (UIF) and Compensation Fund (CF).

Chaired by the Deputy Director-General: Public Employment Services, Mr Sam Morotoba, the meeting brought together senior management and provincial representatives to examine common operational challenges across provinces and identify interventions required to strengthen the Department's capacity to deliver services effectively.

Addressing Provincial Capacity and Service Delivery

Provincial offices reported a range of operational challenges affecting service delivery, including vacancies, high application volumes, limited human resource capacity, office accommodation constraints, and shortages of tools of trade.

While many of these challenges are common across provinces, representatives also highlighted issues requiring targeted intervention. These included delays in recruitment processes, grievances and appeals that result in posts remaining vacant for extended periods, and the need to strengthen Human Resource Management capacity to process large volumes of applications more efficiently.

Members noted that provinces are implementing various measures to accelerate recruitment and reduce delays, including cluster-based recruitment, the utilisation of existing appointment pools, and support from other branches.

The importance of filling critical support posts and strengthening provincial support structures was also emphasised to ensure the Department has the capacity required to meet its service delivery obligations.

Project 20K Strengthens Inspectorate Capacity and Creates Employment Pathways

Project 20K remained a key focus of discussions, with provinces reporting progress in the recruitment and placement of interns while also highlighting challenges related to accommodation, tools of trade, connectivity, and mentorship.

The initiative is not only strengthening the Department's inspectorate capacity but is also creating meaningful opportunities for young people to gain practical workplace experience and exposure to the labour market.

Management noted that interns leaving the programme after securing employment should be viewed as a positive outcome of the opportunities created through the initiative.

"If interns leave because the experience and opportunities provided by the Department have made them more employable and enabled them to secure jobs, that is something we should embrace."

This sentiment reflects the broader purpose of Project 20K: equipping young people with practical skills, workplace experience, and exposure that enhance their employability and enable meaningful participation in the labour market.

In this regard, the programme contributes not only to strengthening the Department's inspection capacity but also to supporting broader national efforts to address unemployment and create pathways into employment for young people.

Discussions further highlighted the importance of ensuring that interns receive meaningful workplace exposure and adequate mentorship. While the Department has a pool of trained mentors, the growing number of interns has increased demand for mentorship support.

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Inspectors also continue to play a critical role in exposing interns to inspection and enforcement activities through job shadowing and practical experience, even where they are not formally designated as supervisors.

Strengthening the Inspectorate and Labour Law Enforcement

Discussions on Project 20K also underscored the need to continuously strengthen the skills and capabilities of the existing inspectorate.

Emerging areas of labour market regulation, including migratory labour and the growing platform economy, require inspectors to receive ongoing training and skills development to ensure the Department remains responsive to changes in the world of work.

The Department's commitment to labour law compliance and enforcement was further demonstrated through high-impact blitz operations conducted across provinces.

These operations involved collaboration with other government departments and stakeholders. Provincial offices reported enforcement action against non-compliant employers and undocumented foreign nationals, particularly within the construction and hospitality sectors.

Management stressed the importance of accurate and comprehensive reporting on joint enforcement operations to ensure the Department's contribution to labour market regulation and worker protection is fully reflected.

Progress on the Unbundling of the UIF and Compensation Fund

DEXCOM also received an update on the ongoing process to unbundle the UIF and Compensation Fund and establish the institutional arrangements required for their future separation from the Department.

Progress has been made in developing and refining business cases, preparing legislative amendments, conducting stakeholder consultations, and undertaking transitional planning.

The Department is also developing a joint transition plan covering key functional areas, including human resources, ICT, legal services, finance, and change management. Further engagements will be conducted to align these areas before the plan is presented to the relevant governance structures.

A key concern raised during the meeting was the potential impact of legislative delays on the proposed legal separation date.

Management reaffirmed that the unbundling process is not intended to result in job losses. Skills assessments are currently being undertaken to determine the capabilities and human resource requirements of the future standalone institutions.

"There will be no one who will be losing any position or any jobs."

The meeting further emphasised the importance of effective change management and communication throughout the process to provide employees with clarity, certainty, and confidence as the new institutional arrangements evolve.

The need for a more coordinated approach to consultations with provinces was also highlighted, particularly to avoid multiple business units engaging provinces independently and placing unnecessary demands on provincial offices and labour centres.

Strengthening Audit and Financial Management

DEXCOM also reviewed audit outcomes across the Department and its provincial operations.

While positive audit outcomes were reported in several areas, members noted matters requiring continued attention, including asset management, supply chain management processes, invoice administration, and the maintenance of asset registers.

Management is developing and finalising action plans to address identified findings. Internal Audit will assess the adequacy of these interventions before they are submitted for approval.

Members also considered and endorsed key departmental performance and reporting documents following their review through the appropriate governance structures.

Moving Towards Coordinated Action

Discussions reinforced the importance of addressing provincial concerns collectively and systematically through the relevant branches and support functions.

Members highlighted the interconnected nature of the Department's priorities. Effective service delivery depends on adequate staffing, appropriate tools of trade, strengthened inspectorate capacity, reliable ICT infrastructure, coordinated provincial support, and progress on major institutional reforms.

While acknowledging existing operational challenges, the meeting also recognised the range of interventions already underway to address these issues and strengthen the Department's ability to fulfil its mandate.

DEXCOM reaffirmed the importance of continued collaboration between Head Office, provincial structures, and departmental entities in addressing operational challenges, strengthening institutional capacity, and advancing the Department's strategic priorities.

Through these collective efforts, the Department continues to position itself to deliver responsive and effective services to workers, employers, and work-seekers while contributing to broader national priorities, including employment creation, labour market regulation, and the development of a capable and effective public service.

**Brought to you by the
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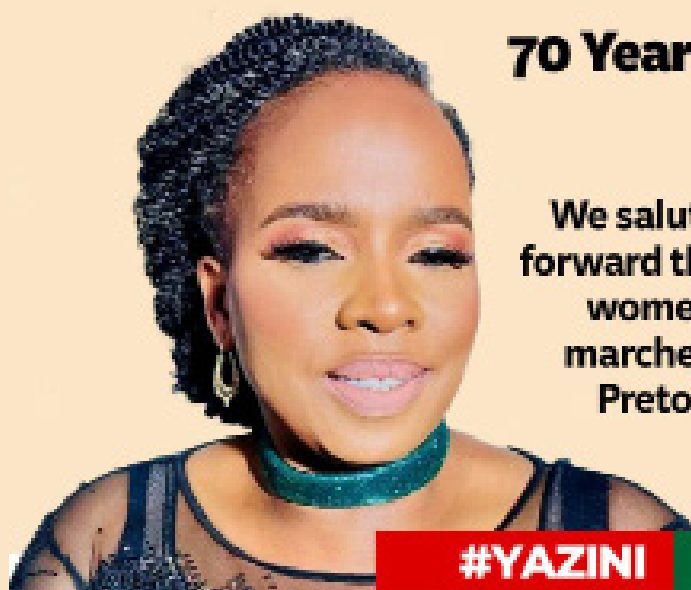
70 *Years*

1956 – 2026

COMMEMORATION

WOMEN'S DAY '26

EMPOWERED WOMEN EMPOWER NATIONS



70 Years of Women's Resistance, Courage and Leadership

We salute all women who continue to carry forward the legacy of the 1956 South African women who stood up for their rights and marched from all corners of the country to Pretoria to send a strong message to the apartheid government.

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**ACTING DIRECTOR-
GENERAL, MS JACKY
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PRODUCTIVITY-LED
GROWTH AND WOMEN'S
ECONOMIC EMPOWERMENT
AT GAUTENG WORKPLACE
CHALLENGE MILESTONE
EVENT**

26 August 2026



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





ACTING DIRECTOR-GENERAL, MS JACKY MOLISANE, CALLS FOR PRODUCTIVITY-LED GROWTH AND WOMEN'S ECONOMIC EMPOWERMENT AT GAUTENG WORKPLACE CHALLENGE MILESTONE EVENT

The Department of Employment and Labour's Acting Director-General, Ms Jacky Molisane, delivered a powerful keynote address at the Gauteng Workplace Challenge Programme (WPC) Milestone Workshop, highlighting the critical role of productivity, enterprise competitiveness and women's economic empowerment in driving South Africa's economic recovery and long-term growth.

The event, hosted by Productivity SA, an entity of the Department of Employment and Labour at the Accolades Boutique Venue in Midrand, brought together government leaders, business representatives, labour stakeholders and participating enterprises to celebrate the achievements of companies that have successfully implemented productivity improvement initiatives through the Workplace Challenge Programme.

Towards Productivity Excellence", coincided with Women's Month commemorations and underscored the important link between gender inclusion and economic performance. The Acting Director-General emphasized that women's economic empowerment must be viewed not merely as a social objective but as a strategic economic imperative essential for sustainable development and national competitiveness.

The workshop, held under the theme "Empowered Women, Empowered Workplaces: A Journey

Empowering Women to Unlock Economic Potential



Addressing delegates, the Acting Director-General reflected on South Africa's democratic journey and the enduring legacy of the 1956 Women's March, reminding participants that the struggle for women's rights was fundamentally rooted in the fight against systemic economic and social exclusion. She stressed that the country cannot achieve meaningful economic progress while barriers continue to limit women's participation in leadership, entrepreneurship, skills development, and economic opportunities.

In her keynote address, Ms Molisane challenged stakeholders across sectors to consider practical interventions that can dismantle workplace barriers, support women entrepreneurs, expand access to advanced skills, and create pathways for women to occupy leadership and decision-making positions. According to the Acting Director-General, building an inclusive economy requires ensuring that every South African has a genuine opportunity to contribute to and benefit from economic growth.

Gauteng's Strategic Role in Economic Growth

Recognising Gauteng's position as South Africa's economic hub, the Acting Director-General noted that the province remains central to industrial activity, investment attraction and employment creation. However, Ms Molisane also acknowledged the significant economic headwinds confronting businesses and workers alike.

The Acting Director-General, Ms Molisane, cited the latest labour market statistics, which indicate a national unemployment rate of 33.6%, representing approximately 8.5 million unemployed South Africans, while total employment stood at 16.7 million during the second quarter of 2026. The



decline in employment experienced in Gauteng during the same period serves as a reminder that sustainable economic growth and job creation require deliberate interventions to improve enterprise competitiveness and productivity.

The Acting Director-General stressed that economic growth must translate into production, productive enterprises and decent work opportunities if it is to have a meaningful impact on the lives of citizens. As Gauteng pursues reindustrialisation, township enterprise development and technology-driven growth, productivity improvement remains critical to ensuring that investment delivers tangible socio-economic benefits.

Productivity as a Driver of Sustainable Development

A central theme of the address was the need to redefine productivity. The Acting Director-General argued that productivity is not about increasing pressure on workers but about creating smarter and more efficient ways of working. True productivity, he said, involves reducing waste, improving quality, enhancing skills and fostering stronger collaboration between management and employees.

Ms Molisane highlighted the role of the Workplace Challenge Programme in advancing these objectives. Established in 1998 and administered by Productivity SA, with funding support from the



Department of Trade, Industry and Competition (the DTIC), the programme was designed to help South African enterprises improve competitiveness, sustainability and job creation.

Over the years, the programme has evolved to meet changing economic conditions through initiatives such as the 12-month Compressed Toolkit, the six-month Kaizen intervention for distressed companies and the collaborative cluster model, which enables enterprises to share best practices and learn from one another while receiving



guidance from productivity specialists.

Delivering Measurable Results for Businesses

The Acting Director-General outlined several tangible benefits that participating companies derive from the Workplace Challenge Programme. These include improved labour-management relations through joint workplace structures, enhanced operational efficiency through Kaizen methodologies, workplace organisation using the internationally recognised 5S system, improved product quality, streamlined production lead times and strengthened workplace health and safety practices.

Several Gauteng-based enterprises showcased the practical impact of these interventions.

Sir Fruit, which participated in Productivity SA's



Digital Kaizen pilot programme, improved production line efficiency from 44.2% to 53.39% and reduced the time required to produce 2 million litres of juice from 5 months to 1 month. Unaccounted production downtime was also significantly reduced.

Out of Africa successfully applied 5S methodologies to address operational challenges, reducing customer waiting times from 45 minutes to 5 minutes, eliminating production reworks, and improving overall workplace organisation.

Breadroll Bakery, a community enterprise in Mamelodi West, leveraged productivity improvement tools to optimise operations and expand employment from 10 to 14 jobs since joining the programme in August 2025.

Special recognition was also given to Lindiwe Sanitary Pads, a 100% black women-owned enterprise employing 33 people, including 27 women, and Ambesha Africa, which is advancing sustainability through furniture restoration and circular economy practices. Other exhibitors recognised at the event included Denic Cabinets, Agata Lonia and Pioneer Plastic.

Productivity SA's Growing Impact

The Acting Director-General highlighted the broader impact of Productivity SA's interventions, noting that the entity continues to play a vital role in promoting productivity, preserving jobs and supporting enterprise development in line with the Employment Services Act.

During the 2024/25 financial year, Productivity SA achieved 85% of its planned targets. Its Competitiveness Improvement Services program supported 1 323 SMMEs, trained 2 696 entrepreneurs and workers, and developed 423 productivity champions. Through the Workplace Challenge Program alone, 102 enterprises received support, with 75% black-owned, 33% women-owned, and 19% youth-owned. Importantly, these interventions helped preserve more than 3 241 jobs.

Preparing for the Future of Work

Looking ahead, the Acting Director-General urged businesses and workers to prepare for the opportunities and challenges presented by the Fourth Industrial

Revolution, including artificial intelligence, automation, digitalisation and the green economy transition.

She stressed that women must be placed at the centre of this transformation and called on employers to create more inclusive workplaces that allow women to advance into technical and leadership roles. Financial institutions and development agencies were also encouraged to provide sustained support to women entrepreneurs beyond the start-up phase, while young women were urged to pursue opportunities in emerging sectors and remain confident in their ability to shape the country's economic future.

A Call for Continuous Improvement

Concluding her address, the Acting Director-General reaffirmed that productivity excellence is a continuous journey rather than a final destination. Ms Molisane encouraged government, business and organised labour to strengthen their partnership in support of inclusive growth, competitive enterprises and sustainable job creation.

Acting Director-General congratulated Productivity SA, the Department of Trade, Industry and Competition, provincial partners and participating companies for advancing 25 years of productivity excellence through the Workplace Challenge Programme. The success stories showcased during the milestone workshop, she said, demonstrate that transformation, innovation and continuous improvement are already delivering meaningful results across workplaces and communities.

The event served as a powerful reminder that empowering women, improving productivity and strengthening enterprise competitiveness are not separate objectives, but interconnected pillars of a more inclusive, resilient and prosperous South African economy.

Brought to you by the Department's Corporate Communication

PRODUCTIVITY-LED GROWTH AND WOMEN'S ECONOMIC EMPOWERMENT
AT GAUTENG WORKPLACE CHALLENGE MILESTONE EVENT

THABO'S STORY

– Episode 6: Arbitration

Arbitration: A formal, legal process.



This is the formal arbitration. Witnesses will be sworn in.

Arbitration: A formal, legal process.

I must be precise and truthful.

- Witnesses: Mrs. Smith & Mr. Ndlovu.
- Timeline of events.
- Policy handbook.

The Employer presents their case.

He disregarded safety protocols repeatedly.

The Employer presents their case.



EDUCATIONAL INSIGHT — Arbitration

Arbitration:

- Is a formal hearing.
- Involves sworn testimony.
- Evidence is strictly evaluated.
- Results in a final, legally binding decision (Award).

That's not true, I have proof...

Thabo prepares his response.



Highlight: Final and Binding Decision

The arbitrator's final award must be followed by all parties.



Not all battles end in peace—but every step brings clarity.

With all due respect, here is the evidence the employer has conveniently ignored...

Thabo makes his final stand.

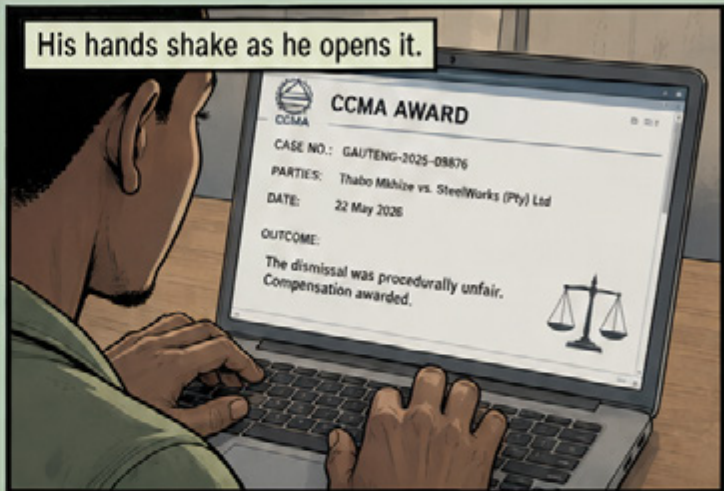
Look out for the August publication for Episode 8: The Outcome

(i-DEAL DEL Magazine): This publication contains fictional content created for educational purposes. Any resemblance to real persons or events is coincidental. It does not constitute legal advice. For official assistance, contact the Department of Employment and Labour.

THABO'S STORY

Episode 7: Judgment Day

Synopsis: After weeks of waiting, Thabo receives the CCMA outcome. The dismissal is ruled procedurally unfair and compensation is awarded. It's a moment of justice — but his relief is short-lived when his employer refuses to comply. Thabo realises that winning a ruling is only half the battle.



EDUCATIONAL INSIGHT

CCMA awards may include:

- Compensation (up to 12 months salary)
- Reinstatement

But here's the reality:

Some employers ignore rulings.



Awards are not automatic.

They must be complied with.

If not, enforcement is your next right.



Look out for the September publication for Episode 8: The Outcome

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