

DEPARTMENT OF EMPLOYMENT AND LABOUR

i-DEAL

NEWSLETTER

ISSUE: 09 | 2026

COMMEMORATION OF THE NATIONAL DAY AGAINST
CHILD LABOUR

LET ME BE A CHILD



“Let me be a child” ...

Employment and Labour Minister, Nomakhosazana Meth with young learners from local schools during the recent commemoration of the 2026 National Day Against Child Labour (NDACL) held at uMthatha Stadium. The NDACL serves as a national platform to raise awareness on the impact of child labour; mobilise social partners; advocate for access to education as a key alternative to child labour; address the root causes of child labour, including poverty and lack of social protection; and commit to eliminating child labour. In South Africa child labour remains a deeply concerning issue in sectors such as agriculture and domestic work.

Diary of events

OCTOBER

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

01-02 October 2026 = Department of Employment and Labour, Funds and Entities host Communicators Forum. The forum brings together all communicators in the organisation to regularly evaluate the integrated strategy and discuss other communication matters.

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

06-08 October 2026 = Department's Sub-Directorate: Human Resource Development hosts the Departmental Orientation Programme. The business unit invites employees to attend the session.

The three-day programme is aimed at:

- Introducing newly appointed employees to the Department's structure, mandate, role, objectives, policies and procedures.
- Fostering a sense of belonging and alignment with the Department's culture, values, and service delivery principles.
- Enhancing knowledge of available support services, conditions of employment, and opportunities for personal and professional growth.

Supporting managers, supervisors, and mentors in ensuring that new employees are fully integrated and empowered to contribute meaningfully to the Department.

The programme is compulsory for all newly appointed employees and is also open to employees who have not previously attended orientation. The orientation will be held at Pretoria Head Office, Laboria House – Room 101 from 08:00 – 16:00. For more information contact: Mahlatse Mashabela from Human Resource Development at (012) 309 4764.

07-09 October 2026 = Department of Employment and Labour's National Employment Equity Consultative Forum (NEECF) meeting expected to be held in Durban, KwaZulu-Natala. 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

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

23 October 2026 = Productivity SA awards

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

30 October 2026 = Nedlac Exco meeting

NOVEMBER

02 November 2026 = Unemployment Insurance Fund (UIF) exco meeting

04 November 2026 = Labour Activation Programme Committee (LAPC) meeting

09-19 November 2026 = 358th Session of the ILO Governing Body

11 November 2026 = CCMA Exco meeting

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

13 November 2026 = Labour Policy & Industrial Relations branch meeting

16 November 2026 = Unemployment Insurance Fund (UIF) exco meeting

17 November 2026 = Productivity SA exco monthly meeting

18 November 2026 = Compensation Fund exco meeting

20 November 2026 = Corporate Services branch meeting

November 2026 = Inspection and Enforcement Services branch hosts the Employment Standards conference

25 November 2026 = CF Manco meeting

26 November 2026 = Productivity SA Board meeting

27 November 2026 = Labour Policy & Industrial Relations branch meeting

28 November 2026 = Nedlac Manco meeting

30 November 2026 = ICT Steering Committee meeting

30 November 2026 = Unemployment Insurance



We value your feedback and contributions, please contact

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Hon. Nomakhosazana Meth, commemoration of the 2026 National Day Against Child Labour (NDACL) held at uMthatha Stadium.



Note from the Editor-in- Chief

CCO Teboho Thejane

The Heritage Month, which is observed yearly in the month of September has come to an end.

During this month we celebrate and recognise what we have inherited from the past – be it tangible; intangible and natural.

This year, Heritage Month was commemorated under the theme: “Celebrating Our Living Heritage: Strengthening the Ties That Bind Us”. Throughout the month citizens were able to express their identity, memory and belonging through languages, music, dance, rituals, oral traditions, indigenous knowledge, craftsmanship, beliefs and customs.

As we conclude the month, as a Department we also commemorated the National Day Against Child Labour (NDAACL) a significant day that highlighted the scourge of child labour that still afflict the country.

“Let me be a child” was a message that echoed during the commemoration.

The NDAACL served as a national platform to: Raise Awareness of the impact of Child Labour on children's rights and development; mobilise communities, social partners, and government towards collective responsibility; advocate for access to education as a key alternative to child labour; address the root causes of child labour, including poverty and lack of social protection; and reaffirm commitment to eliminating child labour in line with Sustainable Development Goal (SDG) 8.7.

SDG 8.7 call on all of us "to take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms".

Also in the month of September, Minister Meth launched a significant, R1bn partnership by the Department of Employment and Labour through its entity the Unemployment Insurance Fund and Department of Trade Industry and Competition through its entity the National Empowerment Fund.

The objective of the strategic partnership is to boost employment across South Africa's small business sector, each partner committed a sum of R500 million to the partnership fund, in order to expand access to finance for qualifying

enterprises, strengthen businesses with the capacity to grow.

Minister in her profound key note address said, that the significance of this partnership lies in what two institutions can achieve together. She emphasised that the UIF brings its employment and labour activation mandate. The NEF brings its enterprise finance and development capability. Therefore by joining those strengths, inevitably they can support businesses with the potential to grow and employ more people.

Minister Meth confidently proclaimed to the attendees that this an investment in the people who build businesses, take risks, serve customers and create work in communities. This undeniably goes to recognise a central lesson of South Africa's development strategy.

Ms Nomakhosazana Meth argued that, if we want employment at scale, we must enable small businesses to start, survive and grow.

She further reminded those in the audience witnessing the partnership launch, that in her 2026 Budget Vote, she told Parliament that the Department's programmes must work together as a pathway into employment. Our Public Employment Services are tasked with registering more than one million work seekers, listing 125,000 opportunities, placing 75,000 people into work and learning opportunities, and providing employment counselling to 280,000 work seekers. Each number represents a person who should be able to find a clearer route to an opportunity.

As we enter October, this is an important month in the Department in which through its entity, Productivity South Africa (Productivity SA), we advocate for the promotion of productivity month.

Productivity SA exist to foster employment growth and enhance productivity, thereby contributing to South Africa's socio-economic development and global competitiveness. This year's Productivity Awards are scheduled to take place on 23 October 2026.

Teboho Thejane





Department of Employment and Labour PES officials complete intensive international academy training on migration

Department's PES Director of Migration Ms Mantombi Bobani ... inject resources for proper migration implementation.

More than 100 Department of Employment and Labour's Public Employment Services (PES) branch and Inspection and Enforcement Services officials were taken through their paces on broader aspects of migration - and the task ahead is how to use the information-sharing session to apply and enforce the National Labour Migration Policy (NLMP) and the Employment Services Bill once approved.

A six-day training workshop divided into two groups on migration was convened by the Department's PES branch in partnership with the International Organization for Migration (IOM) for officials from various provinces, including head office. The International Organization for Migration regularly provides comprehensive training and capacity-building workshops designed for government officials, policymakers, practitioners, and migrants worldwide.

During the training academy officials were exposed to several presentations and practical group work. The training focused on issues such as: labour migration policy-to-practice foundation; roles, mandates, and referral pathways; building a PES operational delivery for labour migration; service delivery cases; labour mobility schemes, Bilateral Agreements and Memorandums of understandings and movement facilitation; labour mobility governance and expectations; employer engagement, demand assessment and matching; case exercise: from employer request to worker placement pathway; grievance handling and referral mechanisms; data, labour market information and monitoring; tool-building workshop; action planning and commitments.

Department's PES Director of Migration, Ms Mantombi Bobani, said the training has equipped officials and given them a taste of an international perspective towards handling the issue of migration in their day-to-day routine.

"Colleagues, I think that now you understand that labour migration is here to stay. Migration is not the baby of South Africa alone; it is something that is happening internationally. We need to work with other agencies, NGOs, international agencies, and other government departments. If we work together, we can be able to achieve

the vision of the country's policy and legislation, which is to facilitate orderly, safe and regular labour migration into the country," Ms Bobani said.

She said through the training academy the department now wants to develop a pool of experts on migration matters.

Mr Fabio Jiménez, Head of Labour Mobility and Markets at the International Organization for Migration, said migration was about one country coordinating with other countries. Mr Jiménez noted that Bilateral Labour Migration Agreements (BLMA) were about establishing rules and a framework between countries.

BLMA's are described as formal arrangements or Memoranda of Understanding (MoUs) between two countries or agencies that govern the terms of cross-border labour migration.

"BLMA's help set rules to facilitate the movement of workers specifically in certain sectors. The arrangements facilitate the movement and transfer of skills. The key aspect about them is that these instruments help countries to cooperate," Mr Jiménez said.

South Africa has a few BLMA's, mostly with Southern African Development Countries (SADC) countries in sectors such as mining, and these are under review.

International Organization for Migration - East, Horn and Southern Africa Senior Regional Thematic Specialist on Labour Migration and Development, Mr Malambo Moonga, said it was incredible that BLMA's are generally not known by the public. He said these more often get to be known once things go wrong.

Mr Tommaso Grossi, an IOM Specialist based at its headquarters, said no single institution holds a complete view of labour migration. He advocated for coordination

to ensure efficient migration management.

According to IOM, labour migration remains a major feature of Africa's demographic and economic landscape. The organisation said that by 2019, Africa hosted an estimated 26.3 million international migrants, up from 17.2 million in 2010, while the number of migrant workers rose from 9.5 million to 14.5 million over the same period, reflecting an average annual growth rate of 4.8 per cent.

IOM says Southern Africa is one of the continent's principal labour mobility hubs, hosting 6.1 million international migrants and 3.5 million migrant workers in 2019, with particularly strong linkages to neighbouring countries through long-standing regional labour systems. Simultaneously, labour migration governance across Africa continues to face structural challenges, including limited comparable data, high informality, gender disparities, weak coordination across institutions, and uneven protection of migrant workers' rights and social security entitlements.

Within this regional picture, South Africa occupies a central position as both a destination for migrant labour and a key policy actor in the Southern African Development Community (SADC). The broader evidence base points to Southern Africa as one of the fastest-growing subregions for migrant stocks and migrant labour force participation, and South Africa remains a major pole of attraction because of its relatively diversified economy, established labour corridors and demand in sectors such as mining, agriculture, construction, services and domestic work.

The governance of labour migration in South Africa is multilayered.

By Shadrack Mashalaba



Ethics Officer Ms Priscilla Msiza addressing an ethics session ... Are you ethical?

Risk, Anti-Fraud & Integrity Management Unit in the North West Province held a successful awareness workshop targeting UIF officials

Risk, Anti-Fraud & Integrity Management Unit in the North West Province held a successful awareness workshop targeting UIF officials

Risk and Anti-Fraud Management Unit, together with the Unemployment Insurance Fund (UIF), concluded the 4-day, multi-pronged risk workshop that was targeted at all 100% UIF officials across the province, aimed at discouraging officials from performing unlawful acts. The session was held in Brits recently.

While giving the purpose of the session, Director, UIF in the Province, Ms Sena Mhlongo said the session was aimed at creating awareness regarding risk and fraud in all the UIF processes.

"This session serves to manage Risk & Fraud within UIF in the North West Province & country wide. We do this to prevent fraud before it happens and also advocate policies," said Ms Mhlongo.

She further cautioned officials to be fraud vigilant when dealing with UIF activities, as all actions will not go without consequences.

The presentations included, among others, operations & audit matters; communication, ethics & integrity management; and risk and anti-fraud, including Presentations by the Department of Correctional Services, Home Affairs, UIF Head Office, and the HAWKS.

According to Ms Matlhako, Deputy Director: Risk, Anti-Fraud and Integrity Management in the Province, these government Departments and external stakeholders were invited as part of the fraud and anti-risk strategy. Their purpose was to serve as a deterrent by sharing first-hand accounts of how fraud was committed, how it was detected, and the personal and legal consequences that followed.

"The approach aims to strengthen awareness, reinforce ethical conduct, and highlight the real impact of fraudulent activities on both the Fund and beneficiaries," said Ms Matlhako.

By Botsang Huma



Department of Employment and Labour's Acting Provincial Chief Inspector in Gauteng, Mr Mbongeni Tshabalala (left) and Department's Gauteng Chief Director: Provincial Operations, Mr Tshepo Mokomatsidi, Department's Inspector General Ms Aggy Moiloa, and Department's Chief Inspector Ms Milly Ruiters, during the blitz inspection in Johannesburg.

The Deputy Minister of Employment and Labour, Mr Jomo Sibiya, and the Executive Mayor of Johannesburg, Cllr Dada Morero, led a high-impact, multi-disciplinary blitz inspection targeting the construction sector in Gauteng

The Deputy Minister, accompanied by Inspector General Ms Aggy Moiloa, together with officials from the Department of Employment and Labour, the South African Police Service (SAPS), the Department of Home Affairs and the City of Johannesburg, led a high-impact, multi-disciplinary blitz inspection targeting the construction sector in Gauteng. The operation highlighted the importance of joint government action in addressing labour, immigration, health and safety and other regulatory compliance matters.

The inspection focused on a construction project comprising one principal contractor and 11 subcontractors. While the principal contractor was found to be compliant in respect of his own operations, significant areas of non-compliance were identified among the subcontractors, particularly in relation to the Occupational Health and Safety Act (OHSA), Unemployment Insurance Act (UIA), Compensation for Occupational Injuries and Diseases Act (COIDA) and Basic Conditions of Employment Act (BCEA).

The inspection uncovered serious occupational health and safety concerns, including unsafe scaffolding, inadequate protection for employees working at heights, unsafe beam and slab supports, and unsafe deep excavations. Twelve contravention notices and four prohibition notices were issued.

Non-compliance was also identified in relation to UIF and Compensation Fund registration and record-keeping requirements, as well as the payment of the National Minimum Wage, overtime and the provision of employment particulars.

The multi-disciplinary team also identified 66 foreign nationals, with three fraudulent passports discovered. One director was arrested during the operation.

Addressing the principal contractor, Deputy Minister Sibiya emphasised the importance of proper oversight of subcontractors and ensuring compliance throughout the construction chain:

“You have the responsibility to ensure that your subcontractors comply with the labour laws. The problem now sits with you because they are not on site and you are the one who has to answer on their behalf. They are throwing you under the bus, and unfortunately, the law has to take its course.”

“Compliance is not optional. Contractors must take responsibility for every link in the construction chain.”

The operation reaffirmed the Department's commitment to working with law-enforcement agencies, the City of Johannesburg and other government institutions to protect workers, promote compliance and ensure safe and decent workplaces. The Department will continue strengthening collaborative enforcement operations to ensure that employers and contractors uphold the labour rights and safety of workers.

By Sekhothali Lekalakala



Deputy Minister Jomo Sibiya talking with workers during the Blitz Inspections



Inspectors hard at work during the joint Blitz Inspection



Minister Nomakhosazana Meth with members of Gauteng Exco interacting with clients in Soweto Labour Centre

Minister's Oversight Visit Reinforces Commitment to Improved Service Delivery at Soweto Labour Centre

The Department of Employment and Labour's commitment to delivering responsive, efficient and client-centred services received renewed focus following an unannounced oversight visit by Employment and Labour Minister, Ms Nomakhosazana Meth to the Soweto Labour Centre, followed by a high-level operational intervention led by Acting Unemployment Insurance Fund (UIF) Commissioner, Mr Thulani Tshefuta and members of the UIF Executive.

The Minister's visit provided an opportunity to observe the day-to-day operations of the Labour Centre firsthand and engage directly with clients accessing services. The unannounced nature of the visit enabled the Minister to gain practical insight into the challenges experienced by both clients and officials, while assessing the overall effectiveness of service delivery on the ground.

In response to issues identified during the oversight visit, Mr Thulani Tshefuta, accompanied by senior UIF executives, conducted a follow-up operational engagement with staff to better understand the challenges and identify practical solutions aimed at improving service delivery.



Chief Director Provincial Operations: Tshepo Mokomatshidi greeting Minister Nomakhosazana Meth during the visit to Soweto Labour Centre

Addressing officials during the engagement, Mr Tshefuta emphasised that the purpose of the visit was not to apportion blame, but rather to identify obstacles affecting service delivery and to ensure that systems and processes are functioning effectively.

Particular concern was raised regarding recurring system interruptions and the impact these disruptions have on the ability of officials to provide timely assistance to clients.

The Acting Commissioner stressed the importance of building a client-centred culture where every official takes responsibility for delivering quality service.

"We must all pull our weight in making sure that we service our clients the best way we can. We need to change our attitude as civil servants and become agents of service," he said.

He further noted that qualifications and technical expertise must ultimately translate into professional, efficient and compassionate service to the public.

A key issue highlighted during the engagement was the tendency for clients to be referred from one official or service point to another before receiving assistance. Mr Tshefuta emphasised that clients should not have to wait for their cases to be escalated to managers or senior officials before receiving help.

During the engagement, UIF Chief Operations Officer, Ms Judith Mothibedi, provided a detailed overview of the journey that UIF applications follow from the front office through to the back-office processing environment.

She highlighted several inconsistencies in the application process currently being followed at the Labour Centre and emphasised that applications should not be turned away or rejected on the day they are submitted.

Ms Mothibedi reminded officials that the UIF has a 25-day processing turnaround time and that applications should be allowed to move through the prescribed process before any determination is made.

She also raised concerns regarding the use of Employment Services (ES) officials as an additional processing step for UIF applications, indicating that this practice falls outside the approved process and contributes to unnecessary delays and longer queues.

Instead, clients should be assisted by Customer Service Officers (CSOs) once they have been attended to at the Help Desk.

According to Ms Mothibedi, introducing additional processing points not only complicates the customer journey but may also undermine verification controls and place unnecessary pressure on officials who are already required to support both online and walk-in clients.

The engagement further highlighted the importance of adhering to approved Standard Operating Procedures (SOPs) across all service points.

Ms Mothibedi questioned whether the so-called “one-day service” model was achieving its intended objective if it resulted in inconsistent practices and compromised quality assurance.

Participants agreed that service delivery must be standardised across Labour Centres to ensure that all clients receive the same level of service regardless of where they access departmental programmes.

Mr Mawethu Zigana, Director: Labour Centre Operations, emphasised that lessons emerging from oversight visits and operational reviews should be disseminated across the Labour Centre network to strengthen organisational learning and continuous improvement.

The discussions also pointed to the need for closer coordination between the UIF and Inspection and Enforcement Services (IES), particularly regarding verification processes required when confirming employment histories and other client information.

Officials also raised concerns about infrastructure-related challenges affecting operations at the Soweto Labour Centre.

Among the concerns were inadequate ventilation within the building and persistent network connectivity challenges that continue to affect service delivery.

While these infrastructure and technology issues remain important, the UIF Executive emphasised that service delivery improvements cannot rely solely on technological solutions.

Mr Tshefuta highlighted the importance of addressing the people and process dimensions of service delivery, particularly adherence to procedures, accountability and a commitment to excellence in serving clients.

The engagement concluded with a commitment to implement corrective actions and apply lessons learned across Gauteng and, ultimately, throughout the Department's service delivery network.

Mr Tshefuta emphasised the importance of assigning clear responsibilities, implementing agreed interventions and proactively addressing challenges before they escalate into larger operational problems.

He also called for a stronger culture of accountability and performance management, stressing that the conduct or performance of a few individuals should not overshadow the commitment and efforts of officials who consistently deliver quality service.

The Acting Commissioner emphasised the need to recognise and reward good performance while ensuring that poor performance is addressed appropriately and consistently.

The visits to the Soweto Labour Centre served as an important platform for identifying operational challenges, engaging directly with frontline staff and reinforcing the Department's commitment to client-centred service delivery.

The insights gained are expected to contribute to improved operational efficiency, stronger compliance with established procedures and more consistent service standards across Labour Centres in Gauteng and beyond.

Earlier in the programme, Mr Tshefuta and members of the Executive Committee also visited the Germiston Labour Centre, where they engaged with provincial management and gained further insight into operational challenges and service delivery improvements required across the province.

By Sekhothali Lekalakala



Minister Meth greeting Interns at the Soweto Labour Centre

Employment and Labour Minister, Ms Meth visit - Soweto Labour Centre

Employment and Labour Minister recently made an unannounced visit to the Soweto Labour Centre in Orlando. The visit enabled the Minister to gain a practical understanding of the challenges experienced by both clients and officials at the Centre.



Picture 1



Picture 2

Picture 1: on the far left
UIF COO: Judith Mothibedi greeting a staff member during a Soweto Labour Centre visit

Picture 2: Minister Meth interacting with staff during her visit at the Soweto Labour Centre

Joint Blitz Inspection Led by Minister Meth Strengthens Compliance - Johannesburg Inner City

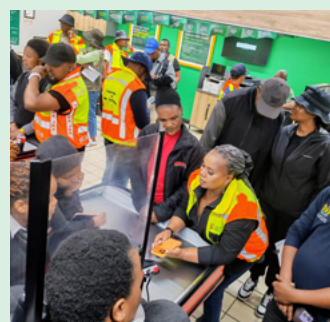
The Minister of Employment and Labour, Ms Nomakhoza Meth, together with the Johannesburg Executive Mayor, Councillor Dada Morero, led a joint multi-disciplinary blitz inspection in the Johannesburg inner city recently.

The operation brought together the Department of Employment and Labour, the City of Johannesburg and other government authorities to promote compliance with labour legislation, municipal by-laws, and health and safety requirements.

Inspectors engaged with employers and workers at various establishments, identifying areas of non-compliance and issuing notices where necessary. The Minister also took the opportunity to engage directly with workers and employers, emphasizing that inspections are intended not only to enforce the law, but also to educate and support businesses in meeting their legal obligations.

The joint operation highlighted the importance of continued collaboration between government institutions in protecting workers, promoting compliant businesses and contributing to a safer and more orderly Johannesburg inner city.

By Sekhothali Lekalakala





EE workshop/ roadshow

– Gqeberha

A team of officials from the Department of Employment and Labour, the Commission for Employment Equity and the Commission for Conciliation Mediation and Arbitration (CCMA) graced the city of Gqeberha to engage with stakeholder on matters of employment equity.

The workshop was part of an employment equity roadshows held nationally to advance the South African Employment Equity Act (No. 55 of 1998). The workshop was held at Centre Stage - Bay West Mall in Gqeberha (formerly Port Elizabeth).

The workshop focused on presentation of 26th CEE Annual Report and Draft Amended Code of Good Practice; practical 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 presentation on broader labour law amendments.





Employment equity workshop – – Cape Town, Western Cape

The Department of Employment and Labour hosted another successful Employment Equity workshop in the Western Cape, bringing together employers, heads of organisations, employees, trade unions, Employment Equity managers, members of consultative Employment Equity forums, and Human Resource managers and practitioners.

The session provided an opportunity for the Department to brief the key stakeholders on proposed changes to South Africa's labour laws. Delegates during the workshop

were told that the proposed Labour Relations Amendment Bill and Employment Laws Amendment Bills are aimed at strengthening worker protection, improving enforcement and updating labour legislation.

The Employment Equity workshops remain an important platform for engaging stakeholders on workplace transformation, compliance with labour legislation and proposed developments in the country's labour laws.

Another change is the replacement of maternity leave with parental leave.

Skills That Count: Minister Applauded 57 Graduates of Spatial Intelligence and Data Science Skills Programme

Mthatha, Eastern Cape - Employment and Labour Minister Nomakhosazana Meth congratulated a cohort of 57 graduates from the Labour Activation Programme (LAP) who successfully completed a qualification in the Spatial Intelligence and Data Science Skills Programme.

The graduation ceremony, held at Walter Sisulu University, was also attended by Minister of Land Reform and Rural Development Mzwanele Nkhontso, who encouraged the graduates to apply their newly acquired skills to South Africa's growing digital economy.

Addressing the ceremony, Minister Meth congratulated the graduates, noting the significance of the timing, saying, "As we approach 9 August, a significant date during Women's Month, you have just completed a qualification in data science and geospatial technology, fields where women remain underrepresented. Government, for its part, must draw that same lesson into how we design all our programmes, so that Women's Month is not merely a commemoration but a driver of women's development in this country," she said.

Minister Meth also drew a connection to a major historical milestone. "As we commemorate the 1976 generation on the 50th anniversary of their uprising, a generation that demanded a future worth having, our responsibility, fifty years later, is to build the pathways that make that future reachable," she added.

Referencing the department's broader employment initiatives, including Project 20k, Meth said: "I declared 2026 the year of putting young South Africans to work. Through the Labour Activation Programme, the department has awarded nearly R3.4 billion in contracts to implementing partners across six provinces."

The training was facilitated by NTG Solutions, one of LAP's implementing partners. Notably, 26 of the graduates have since been employed by NTG Solutions as skills trainers, a clear demonstration of the programme's commitment to translating skills development into meaningful employment.

The initiative forms part of the Department of Employment and Labour's broader efforts to equip work-seekers with market-relevant skills and create pathways to sustainable employment, particularly within the emerging and high-demand sectors of the digital economy.

By Cebisa Siyobi





Department's employees who graduated through the latest installment of the Advanced Management Development Programme (AMDP)

Investing in Leadership:

Advanced Management Development Programme (AMDP)

The Department of Employment and Labour remains committed to developing capable, confident leaders through continuous learning and professional development.

As part of this commitment, 21 employees graduated in the Advanced Management Development Programme (AMDP), which was presented from 26 January to 13 March 2026.

The programme was coordinated by the Human Resource Development (HRD) unit, delivered through a collaboration between the Department of Public Service and Administration (DPSA) and the National School of Government (NSG), reflecting a shared commitment to strengthening leadership and management capacity in the Department.

The AMDP programme was implemented as part of the department's approved Workplace Skills Plan (WSP) for the 2025/26 financial year, demonstrating our continued investment in building leadership capacity. The programme, offered in line with the leadership development initiatives of the Department of Public Service and Administration (DPSA), equips public servants with the knowledge, skills, and

competencies required to lead effectively in an evolving public sector environment.

Throughout the programme, participants explored a range of key management and leadership topics, including strategic leadership, governance, ethical decision-making, people management, communication, problem-solving, change management, and performance improvement. The interactive nature of the programme also created opportunities for collaboration, networking, and the sharing of experiences among participants.

By investing in the development of our employees, we are building a workforce that is equipped to drive innovation, improve service delivery, and respond effectively to the challenges and opportunities within the public service.

Fostering a Culture of Continuous Learning

Learning is a lifelong journey, and programmes such as the AMDP play an important role in supporting both personal and organisational growth. Our department is committed to fostering a culture where continuous learning is encouraged, valued, and aligned with our strategic objectives.

As we look ahead, coordination of the 2026/27 Workplace Skills Plan is already underway. Employees are encouraged to take advantage of this valuable development opportunity. Participation in leadership development programmes not only enhances individual knowledge

“Investing in our people means building stronger leaders, stronger teams and a stronger Department.”

and skills but also contributes to building a stronger, more resilient organisation capable of meeting evolving needs.

We encourage managers and emerging leaders to embrace the available learning opportunities and to make continuous professional development a key part of their career journey.

We congratulate 21 participants on their successful completion of the programme and thank them for their commitment to personal growth and organisational excellence. We also extend our appreciation to the department for prioritising employee development through the Workplace Skills Plan and for creating opportunities that empower our workforce.

Hear From Participants

I would like to express my appreciation for the excellent training experience provided. The coordination of the training by the HRD team was highly professional and well-organized. Communication was clear, arrangements were made efficiently, and all necessary information was shared in a timely manner, making the entire process smooth and stress-free.

The training content was both relevant and of high quality. The topics covered were aligned with the practical needs of the workplace and were presented in a manner that was easy to understand. The examples, discussions, and activities helped reinforce key concepts and ensured that the learning objectives were achieved.

I am now better equipped to apply the concepts learned, make informed decisions, and contribute more effectively to my team's objectives and overall organizational goals. To further improve your services, I would recommend incorporating more practical case studies and hands-on exercises.

Overall, the training was highly beneficial, well-delivered, and valuable. I would gladly recommend similar training opportunities to other colleagues and look forward to participating in future learning initiatives. The trainees were a wonderful group that demonstrated that if we could work together, plan well, execute the plans accordingly, and communicate thoughtfully and transparently. - **By: Mr. L. Mahlangu**

The coordination of the Advanced Management Development Programme by HRD was excellent. The arrangements were well organised, communication was clear and timely, and the necessary information was provided to participants to ensure that we were adequately prepared.

The overall coordination was professional and contributed to a smooth and positive training experience. The content was highly relevant to the challenges and responsibilities faced by managers in the workplace.

The quality of the training material was excellent, and the topics covered provided valuable insights into leadership, management, decision-making, communication, strategic thinking, and managing people effectively.

The programme successfully combined theoretical knowledge with practical application, making the learning directly applicable to the work environment. The knowledge and skills gained from the programme have benefited me by enhancing my confidence, leadership abilities, communication skills, decision-making, and overall approach to managing workplace responsibilities. The programme has also encouraged me to reflect on my leadership style and become more strategic and proactive in addressing workplace challenges. I will be able to apply these skills in my current role and in future management responsibilities, particularly in areas such as teamwork, stakeholder management, problem-solving, risk management, and effective communication.

My key takeaway was understanding the difference between a leader and a manager. This insight has encouraged me to reflect on my personal development and make positive changes so that I can become an effective leader in the future. The approach that HRD took to organise training for staff was very thoughtful and has contributed significantly to employee development.

I am happy with the service provided and appreciate the effort invested in supporting

staff growth and learning. I hope this excellent service will continue in the future.

- **By: Thapelo Sathekge**

The Human Resource Development (HRD) team coordinated this training session seamlessly. All administrative logistics, from initial communications to platform setup, were handled efficiently. Materials were distributed on time. This proactive organization allowed participants to focus entirely on the learning objectives without administrative distractions. Thanks to Mr. Neelandren Govender and the team.

As an Assistant Director in National Minimum Wage Policy and BCEA Administration, this training catalyzes greater impact and innovation in my role. The strategic perspectives gained will strengthen the design and implementation of policy frameworks, enabling more effective and responsive service delivery. Enhanced leadership and management capabilities will empower me to drive stronger enforcement practices, inspire high-performing teams, and navigate complex challenges with confidence.

Ultimately, the knowledge and skills acquired will contribute to advancing the Department of Employment and Labour's mandate, fostering fair labour standards and meaningful outcomes for the workforce we serve. Integrating more department-specific case studies into the core modules would also make the theoretical frameworks even more practical. - **Bhekuyise Cedrick Buthelezi**

By Neelandren Govender

Leadership programmes on offer	HRD contact person
Foundational Management Development Programme	Nkhensani Manyanyi (Nkhensani.Manyanyi@labour.gov.za)
Emerging Management Development Programme	Elitas Ngwira (Elitas.Ngwira@labour.gov.za)
Advanced Management Development Programme	Neelandren Govender (Neelandren.Govender@labour.gov.za)
Executive Development Programme	Rose Sithole (Rose.Sithole@labour.gov.za)
Project Khaedu-	Mahlatse Mashabela (Mahlatse.Mashabela@labour.gov.za)



Department of Employment and Labour Chief Personnel Officer in the ER, Given Manganyi ... cautions against the creation of a hostile workplace.

Harassment and Bullying in the Workplace

Introduction

A safe and productive workplace is built on respect, dignity, equality, and professionalism. Employees perform at their best when they feel valued and supported. However, harassment and bullying remain serious workplace challenges that negatively affect employee well-being, workplace relationships, and organizational performance. Creating a workplace free from intimidation and unfair treatment is a shared responsibility between employers and employees.

Understanding Harassment and Bullying

Workplace harassment refers to any unwelcome conduct that humiliates, intimidates, degrades, or offends another person. It may occur between colleagues, supervisors and employees, managers and subordinates, or even involve clients and members of the public.

Bullying is a form of harassment characterized by repeated and unreasonable behavior directed at an individual or group of employees. Unlike ordinary workplace disagreements, bullying is persistent and intended to intimidate, control, undermine, or exclude others.

Examples of harassment and bullying include:

- Offensive jokes, insults, or discriminatory remarks; spreading malicious rumors; intimidating or threatening behavior; public humiliation or ridicule; excessive criticism or abuse of authority; excluding employees from workplace activities or important information; and assigning unrealistic workloads or impossible deadlines.

behaviors can occur face-to-face, electronically, or through social media platforms.

Legislative and Policy Framework

South African law provides strong protection against workplace harassment and bullying. The Constitution of the Republic of South Africa guarantees the rights to human dignity, equality, and fair labour practices. Harassment and bullying undermine these rights and are therefore unacceptable.

Section 6(1) of the Employment Equity Act, 55 of 1998, prohibits unfair discrimination and recognizes harassment as a form of unfair discrimination. Furthermore, the Code of Good Practice on the Prevention and Elimination of Harassment in the Workplace, introduced in 2022, provides guidance on the prevention, management, and elimination of harassment. The Code recognizes bullying as a form of harassment and includes conduct such as intimidation, humiliation, exclusion, threats, excessive criticism, malicious rumors, and abuse of power.

Causes and Impact of Workplace Bullying and Harassment

Several factors contribute to harassment and bullying in the workplace. Ineffective leadership is one of the most common causes. When managers fail to address misconduct, apply rules inconsistently, or abuse their authority, inappropriate behavior may thrive.

A toxic organizational culture can also encourage bullying when disrespectful behavior, intimidation, gossip, and offensive comments are tolerated.

Power imbalances between managers and employees may create opportunities for some individuals to misuse authority. In addition, workplace stress, heavy workloads, staff shortages, organizational changes, and poor communication can increase conflict and contribute to harassment.

Organizations also suffer negative consequences, including:

Reduced productivity and service delivery, Lower employee morale and engagement, Increased grievances and workplace conflict, Higher staff turnover, and Damage to organizational reputation.

Prevention and Management

Preventing harassment and bullying requires commitment from both management and employees. Employers should provide regular awareness and advocacy programmes, particularly for managers and supervisors, to promote acceptable workplace behavior.

Departments should establish clear policies that define harassment and bullying, explain complaint procedures, and outline disciplinary consequences for offenders. Accessible and confidential reporting mechanisms are essential to encourage employees to report incidents without fear of victimization.

Employees also have an important role to play. They should treat colleagues with dignity and respect, support victims of mistreatment, report incidents promptly, and comply with workplace policies and procedures.

Consequences for Offenders

Where allegations of harassment or bullying are substantiated, disciplinary action should be taken. Depending on the seriousness of misconduct, sanctions may include counselling, written warnings, final written warnings, suspension, or dismissal. Consistent action against offenders demonstrates an organization's commitment to maintaining a safe and respectful workplace.

Case Law: Standard Bank of South Africa v Makuleni

In *Standard Bank of South Africa v Makuleni (JR2261/18) [2021] ZALCJHB 309*, the Labour Court acknowledged the serious consequences of workplace bullying, including anxiety, alienation, insecurity, and depression. The Court emphasized that workplace bullying should not be dismissed as a simple personality clash. Persistent conduct that humiliates or intimidates employees can have severe effects and requires decisive intervention.

Conclusion

Harassment and bullying are serious workplace issues that undermine employee dignity, well-being, and organizational performance. South African legislation and public service policies provide a strong framework for addressing such conduct. By promoting awareness, implementing effective policies, encouraging reporting, and taking appropriate action against offenders, organizations can create safe, respectful, and productive workplaces where all employees can thrive. – (Manganyi is Chief Personnel Officer in the Department of Employment and Labour's Employment Relations Directorate)

By Given Manganyi



In conversation with the new Limpopo Province PCO, Mr. Maropeng Ramokgobathi

Mr. Maropeng Ramokgobathi has been appointed as the Provincial Communication Officer (PCO) in Limpopo Provincial Office.

How do you feel about your appointment?

I am truly excited about my appointment. The role aligns perfectly with the work I have been doing throughout my career, and being back in my home province is the cherry on top.

Having grown up in a rural community where access to information and opportunities was limited, I understand firsthand the impact that information can have on people's lives. I believe this is now my opportunity to give back to my community by ensuring that people have access to information that can improve their livelihoods.

How do you see your contribution to the team?

Firstly, I feel privileged to have been welcomed by such a supportive team, especially within the Communication Section. Their willingness to guide and support me has made my transition into the department seamless.

I bring extensive experience gained across different government departments and the higher education sector. I look forward to contributing those skills to strengthening the Communication Division, supporting its mandate, and ultimately contributing to the overall objectives of the Department of Employment and Labour.

How do you spend your free time?

I am a typical sports enthusiast. My spare time is mostly spent running and playing soccer. On weekends, I enjoy watching both soccer and movies – but if I had to choose one, soccer takes the trophy!

Where have you previously worked – what has been your experience and what attracted you to join Employment and Labour?

My career began in 2010 when I joined the Department of Energy as an intern. I was later appointed within the Communication Section before moving to the Media Relations Unit, where I focused primarily on media relations and event management.

After almost a decade with the department, I joined the Department of Higher Education and Training (Northern and Western Cape Region) as a Regional Communication Officer in June 2023. It was a unique opportunity because the department had just established Regional Communication Sections, and I became the first communication official in the region. I helped build communication systems from the ground up, introduced the Regional Newsletter, led regional branding initiatives, and coordinated ministerial and departmental events.

In November 2025, I joined Western TVET College as a Senior Marketing and Communications Officer. My responsibilities included revitalising the College's social media platforms to expand its digital reach, managing communication and branding materials, and leading student recruitment and community outreach programmes.

One aspect of my work that I found particularly rewarding was engaging directly with young people and communities. Having grown up with limited access to career guidance and development opportunities, I always reminded myself that no one should miss opportunities simply because information was unavailable or difficult to understand. I therefore made it a priority to communicate complex policies and programmes in simple, accessible language.

What attracted me most to the Department of Employment and Labour was its "Taking Services to the People" initiative. It is an outstanding example of bringing government services closer to communities, particularly those in rural and underserved areas. I strongly believe that citizens should not have to travel long distances to access essential services when government can bring those services directly to them.

Any other thing you would like to say/add?

What continues to drive me in this profession is the desire to ensure that both rural and urban communities have equal access to information that contributes to their socio-economic development.

Growing up, I never attended a career exhibition or received career guidance until I entered the world of work. I understand the limitations that come with not having access to information. As part of this department, I am committed to ensuring that our clients receive clear, relevant, and accessible information about our services in the languages and formats they understand best.

- Born and raised in Thakgalang Village in the Sekgosese area, Limpopo.
- Bachelor of Arts in Media Studies, University of Limpopo (2007).
- Bachelor of Arts Honours in Media Studies, University of South Africa (UNISA) (2021).
- Communication professional with experience in government communication, media relations, stakeholder engagement, event management, branding and strategic communications across the public sector.

By Kholofelo Makgetsi

Mr. Maropeng Ramokgobathi has been appointed as the Provincial Communication Officer in the Limpopo Provincial Office ... a new era begins.

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.

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End of an era for Evril Adams-August, and the start of a new adventure as she goes into retirement



Department of Employment and Labour's Deputy Director, Labour Centre Operations, Evril Adams-August... a legend has retired.

Evril Adams-August, the Deputy Director, Labour Centre Operations (DD: LCO) in the West Coast town of Vredenburg, is set to retire at the end of the month (September) after being with the department for 42 years and five months.

She is a humble, God-fearing, hardworking soul who always places people first. Ms Adams-August has shown her loyalty to the organisation and will be remembered for leading by example. She was a people's person, an excellent communicator – and has studied to become a Teacher after Matric in 1978.

Her passion for education has seen her amassing

qualifications in Human Resource Management, an Advanced Labour Law qualification, and a qualification in Safety Management Training Course.

Adams-August's journey in the department started on 11 November 1982 until 30 April 1986 as a Clerk in the Unemployment Insurance Fund (UIF) and later Vocational Guidance and Placement (now part of Public Employment Services). She was forced to resign then because no maternity leave was afforded.

She returned on 15 December 1986, when it was then called the Department (of Manpower), and worked in various Units and roles such as:

- UIF Claims Officer (now called Assessor)
- Regional Manager at Mdantsane Labour Centre
- UI Recoveries and Collections (now Employer Audit Services)
- Supervisor to all Inspectors
- Inspection and Enforcement Services (IES) Advocacy Assistant Manager

On 1 January 2005, she became a Deputy Director: Labour Centre Operations in Uitenhage EC until 2018. She became DD: LCO of Vredenburg in 2018.

The DD: LCO is an avid reader, a compassionate soul who is selfless and likes to motivate those who are "down". According to Adams-August, her ethos is: "Do it right the first time!!!, Everyone deserves a second chance!!!

What has kept you motivated and committed to working here for so many years? She responded that, "My mom - Great Woman of Strength - who believed you should be appreciative and build a GOOD REPUTATION as an employee, and of course my love to serve people.

"The endless 'transformations' in this Department for the last 42-plus years have to keep one challenged and very curious to wait for the next 'episode' ... I cannot even keep track of them all!" she said. During her tenure, she has received a number of commendations from clients for efficient service.

Looking back, she proudly described her accomplishment or contribution to the department – that as a very young lady in a predominantly former white Department of Labour, "I pointed out that the then Section 13(b) of the Unemployment Insurance Act was interpreted and implemented incorrectly in the EC and MY interpretation turned out to be CORRECT which led to many UIF Beneficiaries being paid correctly, playing an integral role during the amalgamation of the TBVC states"

During her tenure in the department, she has also worked alongside some great employees in the department such as the late Siyanda Nxawe (nee Zondeki), Livingstone Matiwane, Thembinkosi Mkalipi and Aggy Moiloa, amongst others.

Adams-August was born in Cala in the former Transkei, and grew up in Lady Frere, Queenstown and East London (now kuGompo). She joined the civil service during the Apartheid era and continued well into the new democratic dispensation. Her view was that the two eras were incomparable, "seriously: great

lessons were learnt from both".

What is her message of advice as she leaves the baton behind for her former subordinates and colleagues? She said: "Stay focused, apply yourself, forgive quickly, have a work-life balance, and do it right the first time. Do apply the 3rd alternative".

"It was a journey filled with both trials and tribulations, and I will miss everyone – including the ones who placed the speed bumps, as those who kept me humble," she said in the final shot.

By Shadrack Mashalaba

15-04-1991
SALARISADVIES - SALARY ADVICE

ADRESSE	DEUR/AMT	DEUR/AMT	DEUR/AMT	DEUR/AMT	DEUR/AMT
SAL	1224-25	BRUTUSAL	752-00		
APRUITOEL	123-00	BRUTUSAL	2084-25		
AFONMUTUAL	57-50	RELASTING	239-45		
DEUNISING	964-75	ROFEN, F-V	73-76		
ONGESU BEN	24-25	PROSANO	30-00		
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LUCHTPOSTBLAD

Request direct to
Government Unemployment
offices if not full about

40 Unemployment and fund
offices Hill Street
East London, Eastern Cape
Republic of South Africa
115 9605

One of Ms Adams-August's old payslips... proof of the grind from back in the day.

Minister Makes Unplanned Visit to Kariega Labour Centre

Minister of Employment and Labour, Nomakhosazana Meth, undertook an unannounced visit to the Kariega Labour Centre in the Eastern Cape to engage directly with clients and assess the quality-of-service delivery at the facility.

During the visit, the Minister interacted with members of the public receiving services at the centre. One client raised concerns about the transport costs she incurs each time she needs to access services at the Labour Centre. In response, Minister Meth personally provided the client with R500 to help cover her transport expenses.

The visit underscored the Department's commitment to ensuring that government services remain accessible to all South Africans, particularly those facing financial constraints. It also served as a reminder of the importance of engaging directly with the public to understand, and respond meaningfully to, the everyday challenges they encounter in accessing essential services.



Minister Meth Marks Mandela Day with Donation to Swane Ridge Community – Swane Ridge, Bizana in Eastern Cape

In the spirit of Mandela Day and its enduring call to service, the Minister of Employment and Labour, Nomakhosazana Meth, donated 200 food parcels and 150 pairs of school shoes and school bags to beneficiaries in Swane Ridge.

The donation, made as part of the iconic 67 minutes of giving, reaffirmed the Department's commitment to the communities it serves, going beyond its legislative mandate to make a tangible difference where it matters most.

Addressing community members, Minister Meth encouraged local youth to take full advantage of the government programmes available to them. She urged eligible individuals to register with the Department's Employment Services of South Africa (ESSA) platform to access employment opportunities and other related services.



By Cebisa Siyobi

EE workshop/ roadshow

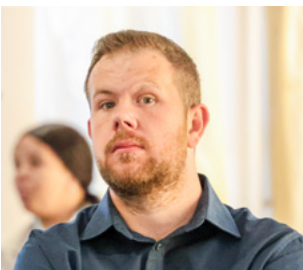
– Pretoria

The Department of Employment and Labour hosted an employment equity workshop in which the 26th Commission for Employment Equity (CEE) Annual Report was discussed. The report provides an overview of employment equity trends and workplace transformation in South Africa, highlighting both progress made and areas that continue to require attention.

The Employment Equity session was held in Pretoria held at Diep In Die Berg.

During the 2025 reporting period the number of reports received increased from 28 015 in 2023 to 29 269 in 2024, representing a 4.5% increase. The number during the period under review declined significantly to 15 090 in 2025, a decrease of 48.4% due to the Employment Equity Amendments that exclude employers that employ 1-49 employees from reporting.

The number of employees covered by the reports also increased from 7.38 million in 2023 to 7.70 million in 2024, before declining to approximately 6.90 million in 2025.



Department of Employment and Labour concludes the 2026 Employment Equity Roadshows - Bloemfontein

The Department of Employment Labour in partnership with CCMA has successfully concluded its 2026 Employment Equity (EE) workshops/roadshows in the Free State, with the final engagement held on 01 September 2026 in Bloemfontein.

The workshop marks the conclusion of a nationwide programme that saw the Department engage employers, trade unions representatives and other key stakeholders across all nine provinces on the developments in employment legislation and the importance of compliance in the workplace.

Speaking during the last session held in Bloemfontein, Chairperson of the 6th Commission for Employment Equity, Mr Meko Magida, said employment equity must move beyond legislation and policy documents towards meaningful transformation in workplaces.

"Employment equity requires us to move beyond misunderstandings and misinformation. We must move from legislation on paper to transformation in practice," said Mr Madida.

He emphasised that employment equity should not be viewed solely as a matter of meeting numerical targets but should contribute to broader transformation of workplace culture and the experiences of employees.

"We should not only look at numbers, but at transformation in terms of company culture, dignity, fairness, discrimination, bullying and decent work," he said.

Magida further highlighted the importance of collaboration between government and other sectors of society in advancing employment equity.

"The partnership between the CCMA and the Department of Employment and Labour is significant. Employment equity is a shared responsibility between government, the private sector, civil society, academia, and communities," he added.

Through the 2026 roadshow, the Department provided stakeholders with an opportunity to engage directly with officials on important legislative developments, including the Labour Relations Amendment Bill, the Employment Laws Amendment Bill, amendments to the Basic Conditions of Employment Act (BCEA) and amendments relating to the National Minimum Wage (NMW).

The workshops also placed a strong focus on the responsibilities of designated employers in promoting equal opportunity and fair treatment in the workplace. Stakeholders were given guidance on the implementation of the Employment Equity Act, the amended legislative requirements and the practical steps employers needed to take to comply with their obligations.

A key message throughout the roadshows was that employment equity is not simply a reporting requirement but an important instrument for addressing unfair discrimination and promoting meaningful transformation in South Africa's workplace.

Department's Acting Chief Director for Labour Policy and Industrial Relations, Dr Ntsoaki Mamashela, reminded employers that the EE process requires proper consultation with employees and their representatives, including organised labour where applicable.

Employers are expected to assess their workplaces, identify barriers to employment equity, develop appropriate measures and monitor progress towards their employment equity objectives.

The conclusion of the roadshow in Bloemfontein brings the 2026 national EE workshops programme to an end. However, the Department of Employment and Labour emphasised that the conclusion of the workshops does not mark the end of its engagement with stakeholders.

The Department will continue to support employers, workers and organised labour through its provincial offices and other available platforms to promote compliance with employment legislation and advance decent work and transformation in the workplace.

The Department of Employment and Labour thanks all employers, trade union representatives and all stakeholders who participated in the 2026 employment equity workshops/roadshows across the country."





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.



employment & labour

Department:
Employment and Labour
REPUBLIC OF SOUTH AFRICA



A NATION 
THAT WORKS FOR ALL



6th Commission for Employment Equity Charts Strategic Direction Towards 2031 - Mount Amanzi, Hartbeespoort

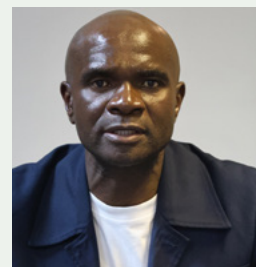
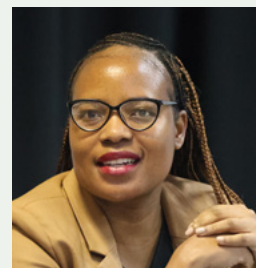
The 6th Commission for Employment Equity (CEE) convened its first Strategic Planning Session since its appointment by the Minister of Employment and Labour, Nomakhosazana Meth bringing Commissioners together at Mount Amanzi in Hartbeespoort from 10–11 September 2026 to chart the Commission's strategic direction for the 2026–2031 period.

The session provided an opportunity for the newly-appointed Commission to define its role, priorities and desired outcomes within South Africa's evolving employment-equity legislative and policy environment, while reflecting on persistent workplace inequality, uneven transformation and lessons from the previous strategic cycle.

Opening the session, CEE Chairperson Mr Meko Magida challenged Commissioners to move beyond measuring success through meetings, reports, workshops and other activities, and instead focus on the tangible impact the Commission must achieve in South African workplaces. He emphasised the need to shift “from activity to impact”, with strategic priorities linked to clear outcomes, evidence of change and realistic five-year targets.

Mr Magida further urged Commissioners to make deliberate strategic choices about where the CEE can exert the greatest influence, stressing that the strategy should serve as a clear compass for what the Commission will prioritise, measure and hold itself accountable for. Ultimately, he challenged the Commission to consider the legacy it wants to leave by 2031 and to develop a strategy focused not merely on preserving existing approaches, but on achieving meaningful transformation in South African workplaces.

By Tinyiko Masingi





gems

Government Employees
Medical Scheme

Protect Your Health with the HPV Vaccine – Covered by GEMS

Did you know that the HPV vaccine can help protect you from several types of cancer, including cervical, vaginal, vulvar, and other diseases caused by the Human Papillomavirus (HPV)?

If you are a female between the ages of 9 and 45, you qualify for one full course of the HPV vaccine per lifetime, fully covered from your Risk benefit, with no impact on your savings or day-to-day benefits!

Who is at risk for HPV?

HPV is quite common and spreads through intimate skin-to-skin contact. You may be at risk if you:

- Are sexually active
- Have multiple sexual partners
- Started sexual activity at an early age
- Have a weakened immune system
- Have a partner with a history of HPV or multiple partners

Why get vaccinated?

- Helps prevent several HPV-related cancers and genital warts
- Offers best protection when given before exposure to the virus
- Safe, effective, and long-lasting protection
- A one-time course provides lifelong peace of mind

Where to get vaccinated?

The vaccine is available at participating network GPs, pharmacies, and nurse practices.

It is payable from your Risk benefit – only when you choose the vaccine type covered under the Preventative and Screening Benefit as shown from the table below.

Discipline	Administration codes	Notes	Nappi Codes
General Practitioner	0017	To be charged together with the Vaccine NAPPI codes if there was no consultation.	710249 Gardasil pre-filled syringe 0.5ml 710020 Cervarix pre-filled syringe 0.5ml
Pharmacy	0022	To be claimed on the same script number as the Vaccine NAPPI code.	
Nurse Practitioner	99378	To be charged together with the Vaccine NAPPI codes if there was no consultation.	

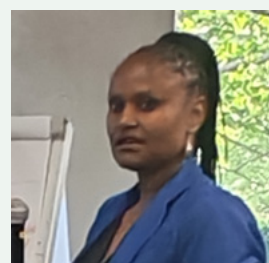
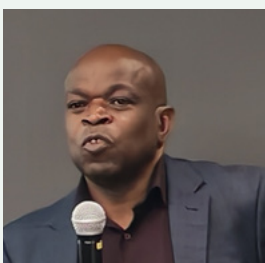
Migration training workshop – Menlyn, Pretoria

The Department of Employment and Labour's Public Employment Services (PES) branch recently partnered with the International Organization for Migration (IOM) to conduct a labour migration academy in SA – an initiative to provide a capacity building to Department's PES branch officials, National Labour Migration Policy (NLMP) Task Team members, PES Directors, and PES Provincial officials, Inspection and Enforcement Services and Labour Market Information System officials.

The training workshop was empowering more than 100 officials on coordination mechanisms and practical tools that officials can apply in their daily work. It also provided an ideal opportunity to prepare departmental officials to implement the National Labour Migration Policy and the amended Employment Services (ES) Bill once approved by Parliament. The two policy instruments deals with issues of quota system to regain sectors that are dominated by the foreign nationals, implementation of skills transfer and offshore labour migration from South Africa; and to address rising unemployment and the high representation of foreign nationals in specific, lower-skilled sectors.

IOM specialises in the four broad areas of migration management: Migration and development; Facilitating migration; Regulating migration and Forced migration.

The workshop was held under the theme: Operationalizing South Africa's Labour Migration Policy: *Strengthening Institutional Capacity for Effective Implementation*.



Mr. Chris Sithole makes horizontal move to become Limpopo Provincial Chief Inspector

Mr Chris Sithole the North West Provincial Chief Inspector (PCI) has made a horizontal move and will now become a PCI for Limpopo Province.

The appointment will become effective from 1 October 2026. Mr Sithole holds a National Diploma and BTECH Degree in Internal Auditing from Tshwane University of Technology; Postgraduate Diploma in Financial Management from Northwest University (NWU) and an MBA with NWU.

He has more than 20 years in the public sector. He has previously worked for Department of Public Enterprises, the South African Revenue services (SARS) before he joined the Department in 2010. He rose through the ranks until in 2023 he was appointed PCI in the North West Province. His responsibilities will include ensuring compliance with labour legislation administered by the department and strengthening relationships with internal and external stakeholders.



Ministerial CF House Refurbishment briefing meeting - Southern Sun, Pretoria

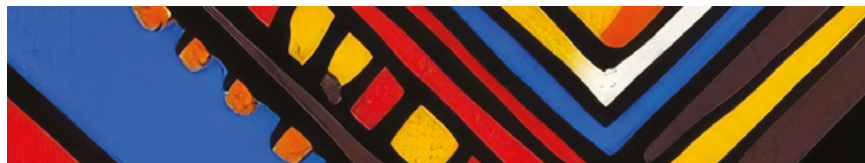
Employment and Labour Minister Nomakhosazana Meth held a Compensation Fund (CF) House Refurbishment briefing meeting with the Acting Director-General (DG), the CF Board, and Public Investment Corporation (PIC) Executives.

The briefing heard of the timelines of the project initiated in 2017 with expectation that it will be completed in 2026. Due to unexpected challenges related to column failures the project forced a redesign, work suspension and replacement of the structural engineer. A new CF House occupation deadline has been shifted to quarter four of 2027.

In the light of the latest developments a few options were considered including repair and reinforce, demolish and rebuild, and purchase of an existing building.

While further structural repair costs are still being quantified, a final decision on the way forward was expected the earliest by end of September 2026.





Heritage Month 2026 Reflection

Throughout September, we proudly celebrated South Africa's rich and diverse cultural heritage, embracing the values, traditions, languages and customs that unite us as a nation.

These photographs capture moments of pride, cultural expression and togetherness, reflecting the spirit of Heritage Month and our commitment to honouring the stories, experiences and identities that shape who we are.

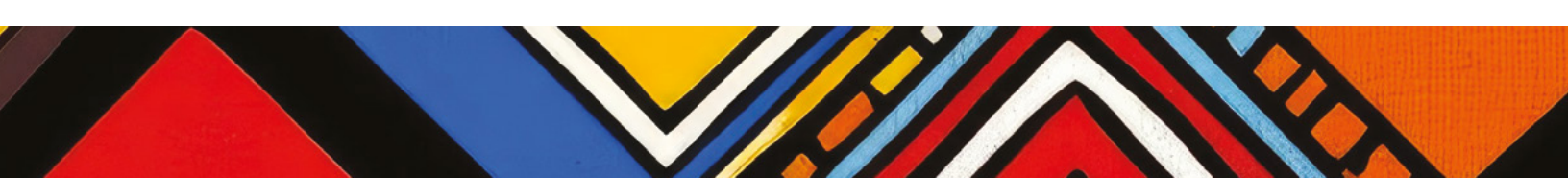
As we shared our cultures and learned from one another, we strengthened the bonds of respect, inclusion and unity within our workplace and communities.

In alignment with the 2026 Heritage Month theme, "Reimagine our heritage institutions for a new era," the images also remind us that heritage is not only about preserving the past, but about ensuring it remains relevant, accessible and meaningful for future generations.

By celebrating our living heritage and embracing innovation, diversity and community engagement, we contribute to a future that is socially responsive, inclusive and rooted in the values that define South Africa.

Together, we honour our shared legacy while creating new memories that will inspire generations







Compensation Fund Strengthens Governance and Accountability to Accelerate Audit Turnaround

31 August 2026

The Compensation Fund (CF), under the leadership of Acting Director-General Ms Jacky Molisane, has intensified efforts to strengthen governance, accountability and institutional integrity as part of a comprehensive strategy to improve audit outcomes and enhance service delivery to South African workers and employers.

This commitment was reaffirmed during a high-level engagement between the Compensation Fund, its Board and the Auditor-General of South Africa (AGSA), where stakeholders collectively underscored the importance of strong governance systems in driving the Fund's audit recovery journey and long-term organisational sustainability.

The meeting brought together the Acting Director-General, members of the Compensation Fund Board, Executive Management and AGSA officials to review progress made in addressing long-standing audit challenges, strengthen oversight mechanisms and accelerate the implementation of corrective measures aimed at achieving improved audit outcomes.

At the centre of discussions was the recognition that good governance and accountability remain indispensable to rebuilding public trust and ensuring that the Compensation Fund effectively fulfils its mandate of providing compensation and support to employees affected by occupational injuries and diseases. Stakeholders agreed that sustainable institutional improvement requires robust internal controls, ethical leadership, transparent decision-making and a culture of accountability embedded across every level of the organisation.

Addressing the engagement, Acting Director-General Ms Molisane emphasised the need to strengthen governance processes throughout the Compensation Fund, noting that every decision must be grounded in evidence, transparency, legislative compliance and responsible stewardship of public resources. She stressed the importance of enhancing reporting structures, reinforcing oversight mechanisms and ensuring that governance decisions translate into measurable outcomes that can withstand audit scrutiny.

The engagement also provided an opportunity for AGSA to present key audit observations and recommendations relating to internal control systems, financial management, information and communication technology (ICT) governance, compliance management and consequence management. AGSA highlighted the urgent need for preventative controls, stronger monitoring systems and a culture of accountability capable of addressing recurring audit findings and improving overall institutional performance.

Importantly, the Compensation Fund's Executive Management acknowledged the significance of the audit findings and reiterated its commitment to implementing corrective interventions aimed at addressing historical weaknesses and strengthening governance systems. Management confirmed that audit remediation remains a strategic priority and highlighted ongoing efforts to improve data integrity, modernise business systems, strengthen financial controls and enhance organisational capacity.

The meeting further noted several initiatives already underway to support the Fund's turnaround strategy. These include strengthening financial reporting processes, enhancing fraud prevention and detection measures, modernising ICT infrastructure and implementing robust internal control mechanisms designed to support improved audit performance in future financial years. While acknowledging the complexity of some legacy challenges, participants expressed confidence that the current reform trajectory and collaborative approach would deliver meaningful and sustainable results.

The Compensation Fund Board welcomed the constructive engagement and reaffirmed its commitment to providing strong strategic oversight while supporting management's efforts to implement key turnaround interventions. Board members emphasised that accountability must be institutionalised throughout the organisation and that a high-performance culture should be reinforced through both recognition of excellence and effective consequence management where required.

The engagement concluded with a firm commitment from all stakeholders to work collaboratively in addressing audit findings, strengthening governance frameworks and accelerating the implementation of corrective actions. Participants agreed that through decisive leadership, enhanced accountability and sustained collaboration, the Compensation Fund is well positioned to improve audit outcomes, restore public confidence and strengthen its role as a responsive, transparent and high-performing public institution.

"Governance, accountability and ethical leadership are not optional principles; they are essential foundations for rebuilding trust, improving performance and ensuring that the Compensation Fund delivers on its mandate to the workers and employers of South Africa," said Acting Director-General Ms Jacky Molisane.

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**Acting Director-General,
Ms Jacky Molisane Calls for
Urgent Action on TERS
Backlog to Safeguard
Distressed Businesses**



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Acting Director-General, Ms Jacky Molisane Calls for Urgent Action on TERS Backlog to Safeguard Distressed Businesses

Acting Director-General (ADG) for Employment and Labour, Ms Jacky Molisane has called for greater urgency, agility and collaboration in processing Temporary Employer/Employee Relief Scheme (TERS) applications, warning that delays could undermine government efforts to save vulnerable businesses and protect jobs amid ongoing economic challenges.

Chairing a strategic engagement involving officials from the Department of Employment and Labour, the Commission for Conciliation, Mediation and Arbitration (CCMA), the Unemployment Insurance Fund (UIF) and other stakeholders, Molisane stressed that the growing backlog of TERS applications requires immediate attention and a more responsive approach to adjudication.

The meeting focused on the status of TERS applications, the functioning of adjudication structures, the establishment of a newly constituted Appeals Committee, and measures required to improve turnaround times and ensure that relief

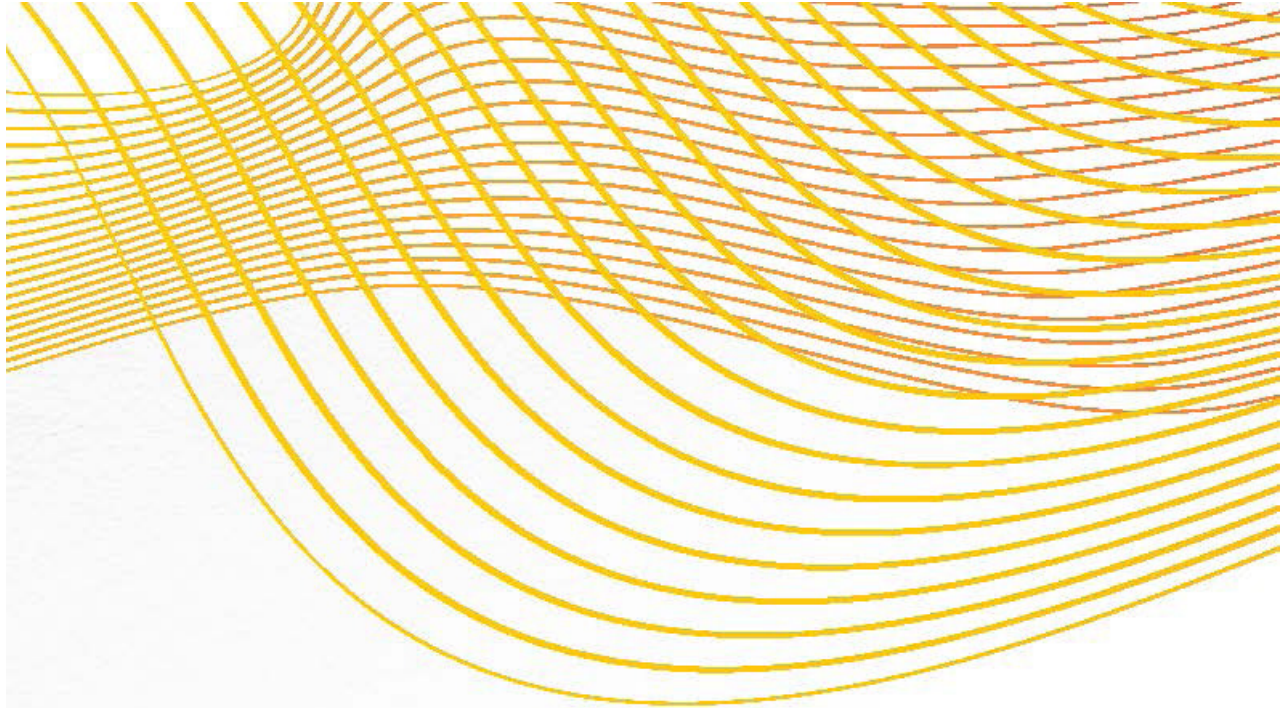
funding reaches qualifying businesses before financial distress becomes irreversible.

"The challenge is not the availability of money, but the capacity and agility within which we process these applications," Molisane told participants.

She noted that government had increased funding earmarked for TERS interventions to approximately R2.6 billion, recognising the growing number of businesses facing financial hardship. However,

"The challenge is not the availability of money, but the capacity and agility within which we process these applications." – Ms Jacky Molisane, Acting Director-General

ADG expressed concern that actual disbursements remained significantly below expectations, citing previous disbursements of approximately R260 million, which she described as a poor performance when measured against the scale of available resources and demand.



Ms. Molisane emphasised that government occupies a critical position as a "last line of defence" for companies experiencing severe financial distress and cautioned that delays in assessing applications could result in business closures and job losses that might otherwise have been prevented.

The ADG further encouraged adjudicators to move beyond a purely compliance-driven approach and adopt a stronger commercial and developmental perspective when evaluating applications.

"It should not be a tick-box exercise, but one that understands that this is actually quite a transformative intervention."

According to Ms. Molisane, adjudicators should balance sound governance requirements with an understanding of the difficult economic environment in which many businesses are operating.

Throughout the meeting, Ms. Molisane repeatedly stressed the need for urgency, stronger institutional coordination, and improved capacity within adjudication structures. She also committed to maintaining active oversight of the process to

ensure that the programme delivers meaningful support to distressed enterprises and preserves employment opportunities.

As discussions concluded, the ADG urged stakeholders to work collectively to accelerate the processing of applications and ensure that TERS fulfils its intended mandate of supporting business sustainability and protecting workers during periods of economic hardship.

"We need to make sure that the R2.6 billion committed to this programme makes a positive intervention in distressed companies and helps save jobs," stressed ADG Molisane.

The meeting ended with a call for both the CCMA and UIF to intensify efforts to address outstanding applications and prepare the newly established Appeals Committee to begin its work, marking a new phase in the governance and administration of TERS support measures.

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Write-Up

03 September 2026

MINISTER METH PRIORITISES EMPLOYEE SAFETY, SERVICE CONTINUITY AND ACCOUNTABILITY AT COMPENSATION HOUSE BRIEFING

The Minister of Employment and Labour, Hon. Nomakhosazana Meth, has called for urgent and coordinated action to address the challenges surrounding Compensation House, with employee safety, uninterrupted service delivery and accountability identified as the central priorities.

Minister Meth chaired a briefing with the Acting Director-General, the Compensation Fund Board, Public Investment Corporation executives and senior officials from the Department of Employment and Labour on Thursday, 3 September 2026.

The engagement was convened to assess the continued delays in completing Compensation House, the Fund's prolonged reliance on temporary office accommodation and the steps required to reach a final decision on the future of the building.

Opening the meeting, Minister Meth said she had directed the Compensation Fund to focus on completing Compensation House, securing appropriate interim accommodation and pursuing accountability and cost recovery where governance failures had been identified.

Service-delivery continuity cannot be compromised

Minister Meth also emphasised that the accommodation challenges facing the Compensation Fund should not interrupt services provided to injured workers, claimants, employers, medical service providers and other clients.

The Fund is pursuing a procurement process for fit-for-purpose interim accommodation for employees who are currently working under operational, connectivity and workspace constraints.

The Minister requested an honest assessment of the interim accommodation process and whether the proposed occupation timelines were achievable.

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Reflection to the month that was

She stressed that employees needed a safe and functional working environment to perform their duties effectively and that Compensation Fund clients could not continue to experience the consequences of an unstable service-delivery environment.

The Acting Compensation Fund Commissioner, Farzana Fakir, outlined the Fund's measures to maintain business continuity while permanent accommodation solutions were being considered.

These measures include securing suitable interim office space, strengthening coordination with the PIC, improving internal reporting and recording the operational impact resulting from the continued accommodation challenges.

The Fund has also received temporary accommodation support from the Unemployment Insurance Fund to enable certain functions, including call-centre operations, to continue.

Accountability and stronger oversight

Minister Meth called for greater accountability, stronger oversight and clear consequences where failures had contributed to the delays and challenges surrounding Compensation House.

She expressed concern about previous commitments and project timelines that had not been fulfilled, including assurances relating to the completion of the building and the suitability of proposed interim accommodation.

"Assurances alone are no longer sufficient. I want to see signed monthly reports, not verbal reassurances," Minister Meth said.

The Minister directed the PIC and the Compensation Fund to strengthen monthly reporting and provide verified information on the condition of the building, the available options and the implementation timelines.

The Acting Commissioner confirmed that the Fund was introducing enhanced reporting arrangements, supported by independent technical oversight and regular escalation of progress reports to the Board, the Acting Director-General and the Minister.

Accountability processes, including cost recovery, dispute resolution and action against responsible service providers and consultants, are also being pursued.

Minister Meth said these processes should be taken to their conclusion and should not be allowed to stall.

"Public money has been lost here, and I expect to see that recovery process followed through to its conclusion, not allowed to quietly stall," she said.

Evidence-based decision required

The Minister called on all parties to provide clear and credible information to support a final decision on the future of Compensation House.

The options under consideration include continuing with the refurbishment of the building, demolishing and rebuilding it, or purchasing an existing property.

Minister Meth said the decision should be based on employee safety, technical feasibility, operational requirements, value for public money and the long-term needs of the Compensation Fund.

She requested the PIC to provide an honest account of the structural failures, the available options and firm timelines. The Compensation Fund and its Board were expected to provide clarity on interim accommodation and service continuity, while the Department was required to strengthen its oversight of the entire process.

The Minister said her focus was not on assigning blame for its own sake, but on protecting employees and Compensation Fund clients, ensuring that public money was properly accounted for and securing a safe and permanent working environment.

"My interest here is not in assigning blame for its own sake. It is in protecting the people who rely on the Compensation Fund for their claims, ensuring that public money is properly accounted for, and getting our people into a safe and permanent home," Minister Meth said.

Following the briefing, officials proceeded to Compensation House to conduct an oversight visit and assess the condition of the building first-hand.

The visit provided an opportunity to observe the structural and operational challenges discussed during the briefing and to better understand the conditions that have contributed to delays in the refurbishment project.

The oversight visit formed part of the broader effort to ensure that the next steps regarding Compensation House remain guided by employee safety, service-delivery continuity and accountability.

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Reflection to the month that was



DEL WRITE-UP

14 SEPTEMBER 2026

INTERNATIONAL ORGANIZATION FOR MIGRATION AND THE DEPARTMENT OF EMPLOYMENT AND LABOUR STRENGTHEN CAPACITY TO IMPLEMENT LABOUR MIGRATION

CAPACITY BUILDING WORKSHOP



The Department of Employment and Labour, in partnership with the International Organization for Migration (IOM), has intensified efforts to strengthen the capacity of the officials to effectively manage labour migration and prepare for the implementation of South Africa's National Labour Migration Policy (NLMP) and the amended Employment Services (ES) Bill.

The capacity-building programme, held in Pretoria brought together senior officials, Public Employment Services (PES) officials, NLMP Task Team members, PES Directors, provincial officials and Labour Centre operational staff.

The programme followed the Department's submission of the NLMP and the Employment Services Bill to Parliament.

The National Labour Migration Policy (NLMP) proposes a number of measures aimed at improving the management of

labour migration, including a quota system in selected sectors, skills transfer and measures to support offshore labour migration from South Africa.

The amended Employment Services Bill seeks, among other objectives, to respond to unemployment and address the high representation of foreign nationals in certain lower-skilled sectors.

The IOM also highlighted the importance of cooperation between countries in managing labour migration, particularly through Bilateral Labour Migration Agreements (BLMAs).

Mr Fabio Jiménez, Head of Labour Mobility and Markets at IOM, told departmental officials that labour migration management required countries to work together and establish clear arrangements governing the movement of workers across borders.



"Labour migration must be managed in a way that protects workers, responds to skills needs and creates opportunities for inclusive economic development."

**DEPUTY DIRECTOR-GENERAL: PUBLIC
EMPLOYMENT SERVICES
SAM MOROTوبا**

Deputy Director-General for Public Employment Services, Mr Sam Morotoba, said the Department was preparing its officials for the implementation of the policy and legislation once approved.

He emphasised that effective labour migration management must balance the protection of workers with the country's skills and economic needs.

"Labour migration must be managed in a way that protects workers, responds to skills needs and creates opportunities for inclusive economic development."

Mr Morotoba said the Department would also continue with further dialogues on the NLMP and the amended Employment Services Bill to strengthen understanding and ensure that stakeholders were prepared for implementation.

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Reflection to the month that was



Public Employment Services (PES) Director for Migration, Ms Mantombi Bobani, said the phase of policy development has long passed, and the branch is now preparing itself for implementation of the National Labour Migration Policy (NLMP) and Employment Services (ES) Act once approved by Parliament.

“Our focus now is on the implementation phase.”

Bobani identified effective coordination and the sharing of information and data among government departments as important elements in ensuring that migration is managed in a controlled and orderly manner.

The NLMP proposes a number of measures aimed at improving the management of labour migration, including a quota system in selected sectors, skills transfer and measures to support offshore labour migration from South Africa.

The amended Employment Services Bill seeks, among other objectives, to respond to unemployment and address the high representation of foreign nationals in certain lower-skilled sectors. The IOM also highlighted the importance of cooperation between countries in managing labour migration, particularly through Bilateral Labour Migration Agreements (BLMAs).



Speaking during the workshop, Mr Malambo Moonga, Senior Regional Thematic Specialist on Labour Mobility and Social Inclusion at IOM, emphasised the importance of treating labour migration as an area that requires proper planning, coordination and cooperation between countries.

Mr Moonga explained that labour migration is not simply about people moving from one country to another in search of employment. It involves a range of issues, including how workers are recruited, how their skills are recognised, how they are protected in the workplace and how countries can ensure that migration contributes to economic development.

He emphasised that one of the mechanisms that can support this cooperation is the establishment of Bilateral Labour Migration Agreements (BLMAs). These agreements provide countries with a framework for managing the movement of workers and setting out responsibilities relating to recruitment, employment conditions, workers' rights and other aspects of labour mobility. IOM's regional guidance also identifies bilateral labour agreements as an important tool for facilitating safe and orderly labour mobility in Southern Africa



Provincial and Labour Centre officials were equipped with a better understanding of the South African labour migration policy framework, engagement with employers, and the role of provincial offices and Labour Centres in managing labour migration.

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CAPACITY BUILDING WORKSHOP IN PICTURES



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ETHICS SURVEY 2026

"YOUR VOICE. OUR INTEGRITY."

17 September 2026



As part of our continued commitment to strengthening ethical leadership, accountability and a culture of integrity across the Department, I would like to inform all employees that the Ethics Survey will be launched shortly.

I encourage every employee to participate and complete the survey when it is launched.

As a Department, we have a responsibility to ensure that we conduct our work in a manner that upholds the highest standards of professional ethics. Building an ethical organisation, however, cannot be achieved by policies and procedures alone. It requires a shared commitment from all of us and an honest understanding of the ethical environment in which we operate.

The Ethics Survey provides an important opportunity for employees to share their experiences, perceptions and views on ethics within the Department. Your participation will help us identify areas where our ethical culture is strong, as well as areas that require greater attention, intervention or support.

The information gathered through the survey will contribute to our ongoing efforts to:

The information gathered through the survey will contribute to our ongoing efforts to:

- Strengthen ethical leadership and accountability;
- Identify and address ethical risks and vulnerabilities
- Improve ethics awareness, communication and training;
- Strengthen mechanisms for managing conflicts of interest and other ethical matters;
- Inform practical interventions aimed at creating a workplace where integrity is understood, valued and demonstrated.

I therefore call on every employee to complete the survey once it is launched. Full participation is important because the quality and usefulness of the results depend on obtaining a broad and representative view of our Department. Every response contributes to a more accurate picture of our ethical culture and helps us determine where action is required.

As leaders, we must set the tone from the top. An ethical culture is not something that belongs to the Ethics Office alone—it is a collective responsibility, and it starts with each one of us. By participating honestly and constructively, we demonstrate that we are committed not only to identifying challenges, but also to taking responsibility for addressing them.

I urge all employees to take the survey seriously, respond honestly and make their voices heard. Please rest assured that your responses are completely confidential and anonymous. Your participation is an important contribution to building a Department that is trusted, accountable, professional and committed to doing the right thing.

Further communication will be issued when the survey is launched, including details on how to access and complete it.

I thank you in advance for your participation and continued commitment to strengthening our culture of ethics and integrity.

Let us lead with integrity. Let us make ethics part of how we do our work every day.



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EXCO REINFORCES CALL FOR SPEED, AGILITY AND DECISIVENESS IN EXECUTION

The Department of Employment and Labour's Executive Committee (EXCO) has reinforced the need for greater speed, agility and decisiveness in implementing the Department's priorities, placing a strong emphasis on execution, accountability and continuous improvement.

The message emerged as a central theme throughout the meeting and was underscored by the Acting Director-General, Ms Jacky Molisane, who emphasised:

EXCO convened on 17 September 2026 to consider a range of matters aimed at strengthening organisational performance, governance, financial management and service delivery across the Department and its entities.

A key area of discussion was progress on outstanding matters and critical Information and Communications Technology (ICT) initiatives. These included network infrastructure upgrades, cloud-hosting arrangements and the e-Recruitment system. Management reported progress in addressing system-related challenges and advancing the required implementation processes. EXCO emphasised the importance of maintaining momentum and ensuring that critical milestones are achieved within agreed timeframes to enhance operational efficiency and support improved service delivery.

Members also received an update on the Department's organisational alignment processes and noted ongoing efforts to ensure that organisational structures, functions and capabilities remain aligned to the Department's strategic objectives and operational priorities.

EXCO further considered the Transition Plan for the reconfiguration of the Department and the progressive unbundling of the Unemployment Insurance Fund (UIF) and Compensation Fund (CF). The proposed approach provides for the phased separation of governance, accountability, management authority, budgets and operations, while allowing for co-location during the transition period to safeguard service continuity. The Committee stressed the importance of a coordinated and well-managed transition supported by appropriate governance, legislative, operational and stakeholder engagement arrangements.

As part of its oversight responsibilities, EXCO reviewed In-Year Monitoring (IYM) reports covering departmental and entity performance, financial management and programme implementation. The reports provided insight into progress against planned targets, operational and financial trends, emerging risks and areas requiring focused intervention. The Committee underscored the importance of maintaining performance momentum and ensuring that corrective measures are implemented where necessary to achieve desired outcomes.

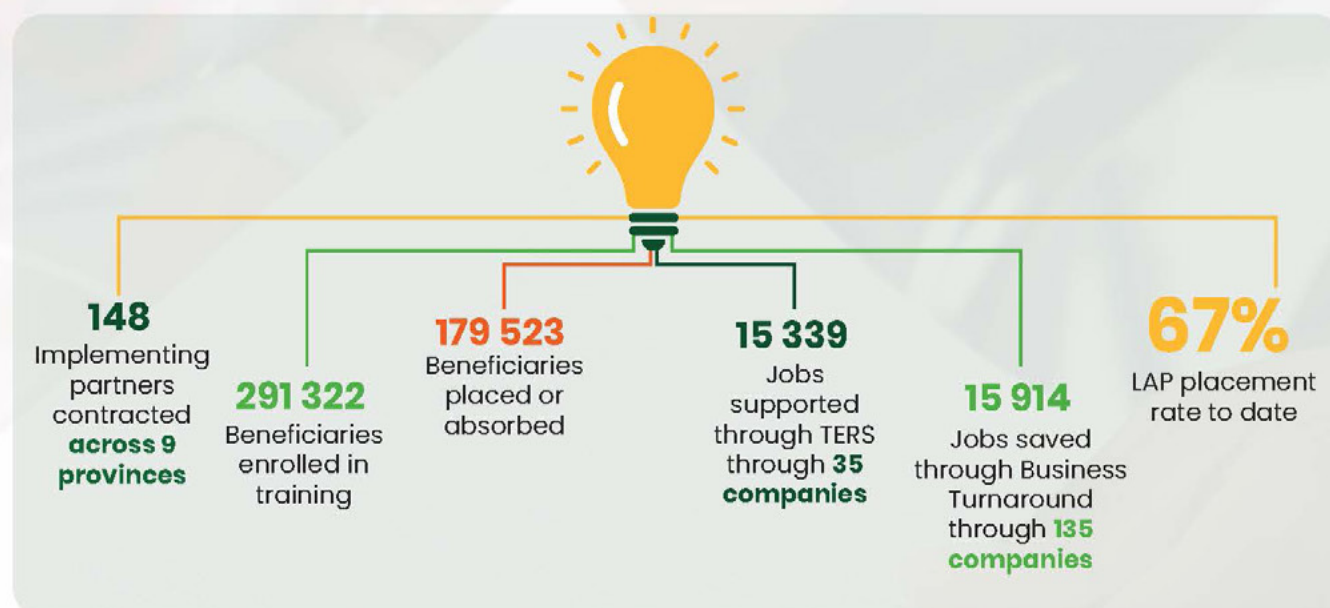
The Department's public employment mandate remained a significant focus area during discussions. Progress towards employment creation targets was reviewed alongside measures aimed at strengthening collaboration with implementing partners and stakeholders. EXCO emphasised the need to accelerate implementation and maximise the impact of available resources to create sustainable employment opportunities and improve livelihoods.

The Compensation Fund reported on its ongoing efforts to improve claims processing, reduce payment turnaround times and strengthen operational efficiency. Management highlighted several initiatives aimed at enhancing data quality, improving verification processes, increasing system responsiveness and strengthening organisational capacity. EXCO welcomed the advances made and encouraged the continued implementation of interventions designed to improve service delivery and client experience.

Similarly, the UIF presented an update on its performance and outlined a range of initiatives intended to improve operational effectiveness and accessibility of services. The Committee noted progress in digitalisation efforts, including the rollout of mobile Client Service Office capabilities, the development of the online employer system and initiatives to strengthen integration with banking institutions. These measures are expected to streamline processes, improve accessibility and enhance service delivery for beneficiaries.

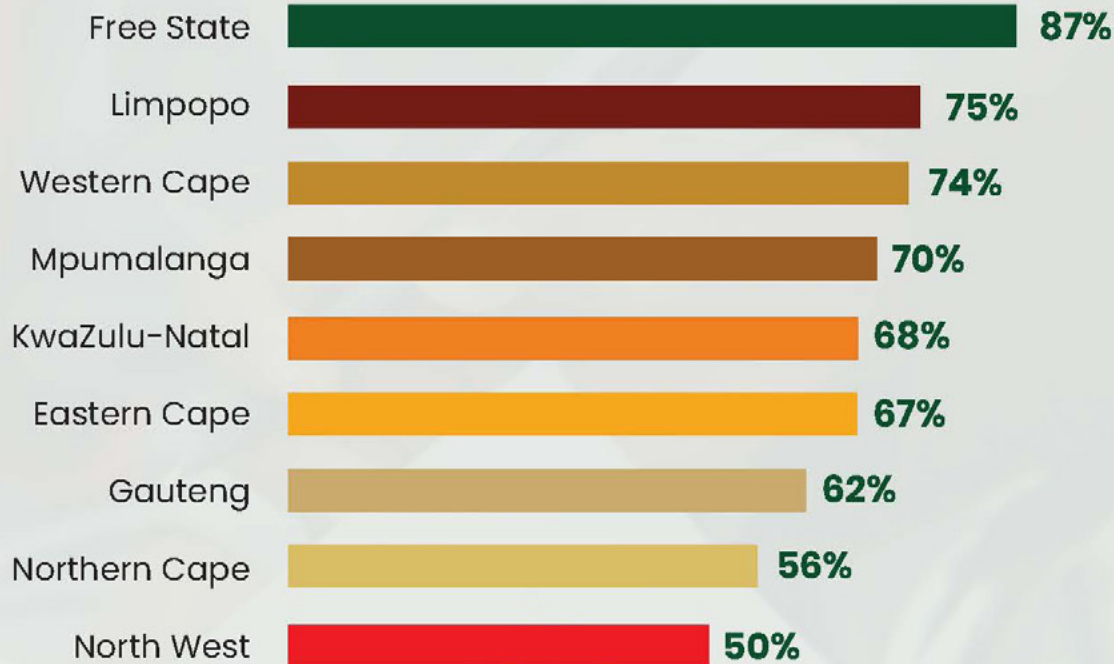
Summary Performance

Figures aggregated from the entity-level annexure. Placement data as captured to date.



Capacity and implementation effectiveness emerged as recurring themes throughout the discussions. Management outlined measures to accelerate the filling of approved posts, optimise the utilisation of existing internal capacity and secure specialist support where required. EXCO encouraged proactive workforce planning and the expedited implementation of these interventions to support the Department's growing service delivery demands and strategic priorities.

Placement rate by province



The Committee also considered the operational and financial sustainability of Supported Employment Enterprises (SEE). Progress in improving audit outcomes and initiatives aimed at expanding employment opportunities for persons with disabilities were noted. Discussions focused on strengthening operational efficiency, improving procurement processes, managing production costs and refining the entity's future operating model.

Overall audit outcome comparison

← **Prior year adverse opinion** →

← **2025/2026 Qualification opinion** →



Receivables from Exchanges transactions – Trade Debtors

- Unreconciled debtors' balances
- Historical transactions
- Inadequate supporting documents

EXCO emphasised the importance of adopting a sustainable approach that balances SEE's production activities with its broader developmental, employment and service delivery mandate. The Committee further called for improved financial visibility, including enhanced reporting on cash-flow trends and financial sustainability indicators, to support informed decision-making and strengthen governance oversight.

Audit Action Plan Development, AAP Governance, Approval and Monitoring Pathway



Across all matters considered, EXCO reiterated that plans and commitments must translate into measurable action and tangible results. The Committee reinforced the need for disciplined execution, accelerated implementation, accountability and continuous improvement across all areas of the Department's work.

The discussions reflected the Department's ongoing commitment to strengthening organisational performance, enhancing governance, improving service delivery and ensuring that interventions deliver meaningful outcomes for workers, employers, beneficiaries and communities

The discussions reflected the Department's ongoing commitment to strengthening organisational performance, enhancing governance, improving service delivery and ensuring that interventions deliver meaningful outcomes for workers, employers, beneficiaries and communities.

In closing, the Acting Director-General expressed appreciation to EXCO members, presenters, officials and the Secretariat for their commitment, constructive engagement and diligence throughout the meeting. She noted that the value of the meeting would ultimately be measured not only by the quality of discussion, but by the Department's ability to implement agreed actions with urgency, improve service delivery outcomes and advance its strategic priorities through decisive and effective execution.

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Stakeholders Advance Dialogue on Productivity at 2026 NEDLAC Symposium

The Department of Employment and Labour participated during the National Economic Development and Labour Council (NEDLAC's) Symposium which took place on 03 September 2026 at Protea Hotel Fire and Ice, Pretoria. Taking place as a precursor to the annual NEDLAC Summit, the 2026 leg of this premium social dialogue platform sought to promote conversation, consensus-building, and collaborative problem-solving among government, labour business, and community constituencies.

Productivity at the core of discussions

The symposium brings together participants from across Southern Africa to share experiences, best practices and policy innovations aimed at strengthening regional cooperation on productivity, decent work and social dialogue.

South Africa continues to face significant socio-economic challenges, including slow economic growth, high unemployment, inequality and poverty. Addressing these challenges requires collaborative approaches that promote inclusive economic growth, quality employment and social cohesion.

Against this backdrop, the 31st NEDLAC Annual Summit provides a platform for Government, Labour, Business and the Community constituency to consider how emerging technologies, particularly Artificial Intelligence (AI), can be harnessed to support inclusive growth, decent work and shared prosperity. The discussions recognise AI's growing impact on industries, labour markets, governance and social development, while emphasising the importance of effective social dialogue in ensuring that technological advances benefit society broadly.

Setting the tone for productive dialogue

Acting Deputy Director-General Sipho Ndebele welcomed delegates to the 2026 NEDLAC Symposium and highlighted the interconnectedness of productivity, decent work and social dialogue, which formed the foundation of the symposium under the theme: “Advancing Productivity and Decent Work through Social Dialogue in Southern Africa.”

He emphasised that decent work is essential to attracting and retaining talent, while meaningful social dialogue is critical to achieving sustainable productivity and inclusive economic growth.

Mr Ndebele noted that these three pillars cannot be considered in isolation. A productive economy requires a productive workforce, while a productive workforce depends on workers being treated with dignity and having access to decent work.

He stressed that an often-overlooked component of workplace dignity is having a voice. Social dialogue provides that voice by creating a platform through which workers' perspectives and experiences can be translated into practical strategies and solutions.

Against the backdrop of rapid automation, technological change and shifting demographics, Ndebele argued that the intersection of productivity, decent work and social dialogue presents an important opportunity for Southern Africa. Investing in people and ensuring that their voices are heard should not be regarded as a cost, but as a critical investment in long-term productivity, resilience and economic sustainability.



Sipho Ndebele

Acting Deputy Director-General
(Labour Policy and International Relations)

“

You cannot have a productive economy without a productive workforce. You cannot have a productive workforce without treating people with dignity.

”



Judith Nemadzinga-Tshabalala
Employment and Labour Deputy Minister

“PRODUCTIVITY IS NOT A STATISTIC RESERVED FOR ECONOMISTS. IT IS THE FOUNDATION ON WHICH DECENT JOBS ARE CREATED, BUSINESSES REMAIN COMPETITIVE AND THE PROMISE OF SOCIAL JUSTICE BECOMES A REALITY.”

Productivity Must Translate into Decent Work and Shared Prosperity

Deputy Minister of Employment and Labour Judith Nemadzinga-Tshabalala called for stronger social dialogue and regional cooperation to ensure that productivity gains translate into decent work, inclusive growth and shared prosperity across Africa.

Delivering her keynote address at the 2026 NEDLAC symposium held under the theme “Advancing Productivity and Decent Work through Social Dialogue in Southern Africa,” Deputy Minister said productivity should not be regarded merely as an economic statistic, but as a foundation for job creation, business competitiveness, improved livelihoods and sustainable development.

She said the policy, financing and implementation nexus was critical to translating government commitments into tangible improvements in people’s daily lives.

She further highlighted key challenges facing Southern Africa, including youth unemployment, skills mismatches, informality, digitalisation, the green transition and the need for more productive and decent jobs.

She cautioned that productivity gains do not automatically result in shared prosperity and stressed that social dialogue must be central to ensuring inclusive outcomes. “Meaningful engagement between government, labour, business and the community constituency can strengthen policymaking by incorporating diverse experiences and ensuring greater ownership and effective implementation”, she expressed.

Shifting towards the African diaspora, Deputy Minister linked the discussions to AU Agenda 2063, international labour standards and the UN Sustainable Development Goals, particularly commitments to productive employment, decent work and the formalisation of informal economic activity.

Strengthening Regional Cooperation on Productivity and Decent Work

Discussions at the symposium were enriched by a full-day programme of panel discussions, bringing stakeholders together to examine key productivity and decent work challenges in Southern Africa, including unemployment, youth exclusion, skills gaps, informality, digitalisation and the green transition. Panellists shared national experiences on productivity challenges, institutional arrangements, employment strategies and social dialogue processes. Discussions highlighted the role of social dialogue institutions in strengthening productivity ecosystems by building consensus, identifying constraints, monitoring implementation and ensuring that productivity gains contribute to decent work.

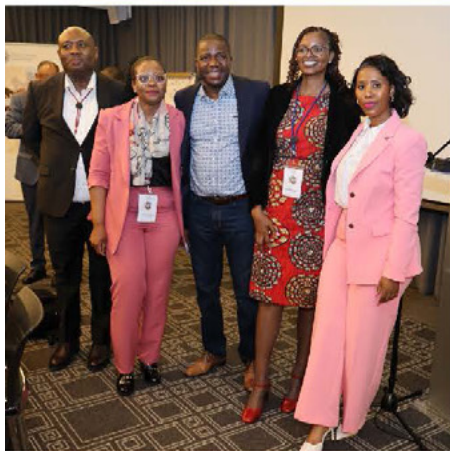
The panels also explored enterprise-level productivity and skills transitions, with practical examples from SMEs, sector bodies and workplace cooperation initiatives, including approaches supporting youth employment, vulnerable groups, the green economy and digital transformation.

The symposium concluded with discussions on data, accountability and regional cooperation, identifying opportunities for technical support, peer learning and stronger mechanisms to sustain social dialogue and collaboration across the SADC region and beyond.



NEDLAC SYMPOSIUM IN-PICTURES





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page 6

“LET ME BE A CHILD”: IN MTHATHA, YOUNG VOICES RISE ABOVE THE RAIN



As the rain fell steadily over Mthatha on **Friday, 18 September 2026**, beneath the grey Eastern Cape sky, there was no dampening the spirit of the children gathered at Mthatha Stadium for the **National Day Against Child Labour** commemoration. Their voices rose above the weather.

Learners from Mandela Park JP School opened the occasion with a stirring rendition of the National Anthem, setting the tone for a day in which children would not simply sit and listen, they would sing, speak, dance, tell stories and perform sketches that gave life to the theme **“Let Me Be a Child.”**

Despite the rain, the children remained in high spirits. Their laughter, movement and performances brought warmth to a wet Mthatha morning and offered a powerful picture of what childhood should be: a time to express, to learn, to play, to discover talents and to dream.

Yet beneath the colour and energy of the performances was a serious message. Throughout the programme, learners took to the stage to speak for children whose experience of childhood may look very different.

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Among them was Ave Imibongo Mbambi from Zimbabwe Valley, whose words reduced the issue of child labour to one striking image:

“Let me hold a book, not a brick.”

She spoke of education as a pathway out of poverty and shared her dream of a South Africa where no child is required to work, where children are able to enter classrooms and remain in school, where boys and girls enjoy equal opportunities, and where children are fed, free to play and free to dream.

Her call, **“Let us choose school books over child labour”** was echoed in different ways by other learners who also used the platform to interpret the theme and remind the adults gathered at the stadium what was at stake.



The storytelling, dancing and sketches were therefore more than entertainment between speeches. They were part of the message itself.

On a day dedicated to ending child labour, the children of Mthatha showed the audience what society is being asked to protect: **their voices, their creativity, their education, their dreams and their right to experience childhood.**

Because when children themselves have to ask society to allow them to be children, we have to listen.



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Minister of Employment and Labour Nomakhosazana Meth

Minister of Employment and Labour Nomakhosazana Meth picked up on the message the children had already carried throughout the day, reminding those gathered that children should not only be spoken about when society discusses child labour, **they must be heard.**

Speaking directly to the learners, she said: “Your voices matter. Your education matters. Your safety matters. And your dreams matter.”

Behind the performances and youthful energy of the day, however, was a sobering reality. Minister Meth highlighted that the 2019 Survey of Activities of Young People estimated that approximately **571,000 children between the ages of seven and 17 were engaged in child labour in South Africa** a figure also recorded by Statistics South Africa.

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While South Africa has laws, policies and programmes aimed at protecting children, she cautioned that **“policies and laws alone will not protect a child.”** These commitments, she said, have to translate into action in schools, workplaces, homes and communities.

Her message was ultimately one of shared responsibility: keeping children in school, supporting vulnerable families, ensuring employers comply with the law and enabling communities to recognise exploitation and speak out when children are at risk.

“It is a responsibility that belongs to all of us,” Minister Meth said.

That call for collective action sits at the centre of this year's commemoration, which brings together government, social partners, civil society and communities around awareness, enforcement, education and collaboration in the fight against child labour.

As the programme moved towards its conclusion, the Minister returned to the words that had followed the children throughout the rainy Mthatha morning: **“Let Me Be a Child.”**

Her challenge was simple that those words should become more than a slogan on a banner. They should become a commitment carried from Mthatha Stadium into homes, schools, workplaces and communities.

A commitment to let children learn.

To let them play.

To protect them.

To let them dream.

And, above all, to let them be children.

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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



Celebrating
OUR LIVING CULTURAL
HERITAGE: STRENGTHENING
THE TIES THAT BIND US
Unite 2 Celebrate Heritage



LIVING HERITAGE, PASSING DOWN GENERATIONAL KNOWLEDGE

Minister Nomakhosazana Meth Leads Strategic Audit Review as DEL and its Entities Commit to Stronger Controls and a Unified Turnaround Plan

The Department of Employment and Labour and its entities have reaffirmed their commitment to strengthening governance, improving audit outcomes and accelerating institutional reforms following a high-level Audit Outcomes and Governance Review Session led by Employment and Labour Minister Nomakhosazana Meth virtually on 23 September 2026.



The strategic engagement brought together executive leadership from the Department of Employment and Labour, Unemployment Insurance Fund (UIF), Compensation Fund (CF), Commission for Conciliation, Mediation and Arbitration (CCMA), Supported Employment Enterprises (SEE), National Economic Development and Labour Council (NEDLAC) and Productivity SA. The meeting was introduced and facilitated by Acting Director-General Jacky Molisane.

The session formed part of the Department's ongoing efforts to drive accountability, enhance governance and ensure that audit action plans deliver measurable improvements across the Employment and Labour Portfolio.

Reflecting on Audit Performance Across the Portfolio

Opening discussions, Executive Management reflected on the Annual Reports and audit outcomes that had previously been presented during the Institutional Year-End Management (IYM) meeting held on 23 July.

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





LIVING HERITAGE, PASSING DOWN GENERATIONAL KNOWLEDGE

Participants were reminded that during that engagement, annual performance results and management reports had been presented before the Auditor-General of South Africa (AGSA) had completed its audit process. The review session therefore provided an opportunity for branches and entities to highlight any adjustments made after the finalisation of audit processes and to reflect on the impact of AGSA's findings on reported performance.

The discussion highlighted the critical link between organisational performance, governance systems and audit outcomes, reinforcing the importance of ensuring that annual reports, audit findings and corrective actions are considered as part of one integrated accountability framework.

Minister Challenges Leadership to Move Beyond Compliance

Throughout the engagement, Minister Meth consistently called for a more deliberate and accountable approach to addressing audit findings.

The Minister emphasised that audit action plans should not be treated as compliance exercises developed after audit reports are issued, but as strategic management tools designed to address root causes, strengthen controls and prevent recurring findings.

findings and instead focus on decisive interventions capable of producing sustainable improvements.

The Minister cautioned against repeatedly presenting new plans without demonstrating how previous commitments were implemented and monitored.

Strengthening Governance and Accountability

Internal Audit highlighted concerns regarding the implementation of audit action plans across the organisation.

The review revealed that many action plans are often developed in response to audit findings but are not always monitored rigorously throughout the year. It was noted that implementation rates remain low in some areas and that management reporting does not always provide a sufficiently detailed reflection of actual progress.

Internal Audit recommended the establishment of a dedicated governance structure below Executive Committee level to monitor the implementation of audit action plans, validate evidence and provide assurance before matters are escalated to Executive Management.

The proposal received strong support from both Executive Management and the Minister.

"WE MUST MOVE BEYOND COMPLIANCE AND TOWARDS A CULTURE OF ACCOUNTABILITY, CONTINUOUS IMPROVEMENT AND CLEAN GOVERNANCE."

— Minister Nomakhosazana Meth

She questioned recurring weaknesses that continue to appear year after year despite the existence of corrective action plans and urged management to focus on understanding where implementation had failed.

A recurring theme throughout the discussions was the need for management to stop normalising audit

business units accountable for commitments made.

Long-Standing Challenges Require Decisive Action

The review session also focused on several recurring challenges affecting audit outcomes, including

The consensus was that governance structures need to move beyond reporting and play a more active role in verifying implementation, assessing effectiveness, and holding



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financial management, claims administration, receivables management, procurement compliance, ICT modernisation and data integrity.

The Minister challenged the notion that recurring audit findings should be accepted as “permanent” organisational issues.

Instead, Minister encouraged executives to focus on practical solutions and measurable interventions that would ultimately eliminate repeat findings.

Discussions around receivables between the Department and entities highlighted efforts underway to improve payment processes, strengthen verification mechanisms and accelerate recoveries through revised processes and improved coordination.

Executives stressed that while some challenges have existed for several years, significant work is underway to improve controls and strengthen accountability across affected areas.

Technology Modernisation Remains Central to Reform

Technology and systems modernisation emerged as a major area of focus.

Executive leadership reflected on the impact of legacy systems, delayed implementation projects and data management weaknesses on audit outcomes.

The Office of the Chief Information Officer provided updates on key modernisation initiatives designed to replace outdated systems, improve data integrity, strengthen cybersecurity and enhance disaster recovery capabilities.

Minister Meth raised concerns regarding repeated implementation delays and shifting timelines, emphasising the importance of realistic planning, transparent reporting and stronger project governance.

There was broad agreement that successful digital

transformation remains essential to improving service delivery, strengthening governance and reducing audit risks over the long term.

Encouraging Progress Across Entities

Despite concern over several recurring audit issues, the meeting also celebrated notable achievements across the Employment and Labour Portfolio.

Supported Employment Enterprises (SEE) reported a significant improvement in its audit outcome, moving from an adverse audit opinion to a qualified audit opinion. The achievement was attributed to focused interventions aimed at resolving historical financial reporting issues, improving governance processes and strengthening internal controls.

The progress demonstrated that sustained implementation of corrective actions can produce meaningful improvements in governance performance.

Productivity SA reported continued stability, maintaining an unqualified audit opinion while addressing remaining compliance matters relating mainly to supply chain management processes.

NEDLAC similarly maintained an unqualified audit opinion, recording only a single material compliance finding and demonstrating continued progress in strengthening governance controls.

CCMA Maintains Gold Standard

One of the standout achievements highlighted during the session was the performance of the CCMA.

For the fifth consecutive year, the CCMA maintained an unqualified audit opinion with no material findings, a remarkable achievement that drew praise from both Executive Management and Minister Meth.

The Minister described the achievement as an example of what is possible when governance, accountability and internal controls are consistently applied.



LIVING HERITAGE, PASSING DOWN GENERATIONAL KNOWLEDGE

The CCMA's sustained success was recognised as a benchmark for excellence within the Employment and Labour Portfolio.

A New Coordinated Turnaround Strategy

Responding to concerns raised throughout the session, Acting Director-General leadership committed to implementing a strengthened governance and monitoring approach aimed at improving audit outcomes across the Department and its entities.

The Acting Director-General announced that a dedicated technical committee would be established to drive the implementation of audit action plans across DEL, UIF, the Compensation Fund and other entities. The committee will focus on the expedited implementation of corrective actions, provide ongoing oversight and ensure that progress is regularly reviewed.

In addition, audit action plan implementation will become a standing agenda item at Executive Committee meetings, creating a structured mechanism for accountability and intervention where implementation delays occur.

The Minister welcomed the commitment and stressed the importance of developing a comprehensive, integrated audit action plan that covers the entire Employment and Labour family rather than fragmented plans developed in isolation.

She emphasised that when the Department and its entities report on governance and audit performance, they must do so as one integrated institution.

A Clear Message Going Forward

In closing the session, Minister Meth acknowledged the challenges facing the Department and its entities but called on leadership to approach governance reform with urgency and determination.

"We are not doing well at all. It is not something to be proud of. We need to be hands-on and collectively steer the ship in the right direction," the Minister remarked.

She urged all branches and entities to work together in developing a comprehensive, practical and implementable audit action plan capable of addressing recurring weaknesses and changing the trajectory of audit outcomes across the portfolio.

The session concluded with a collective commitment from executive leadership to strengthen accountability, improve monitoring mechanisms and ensure that audit findings are translated into sustainable institutional improvement.

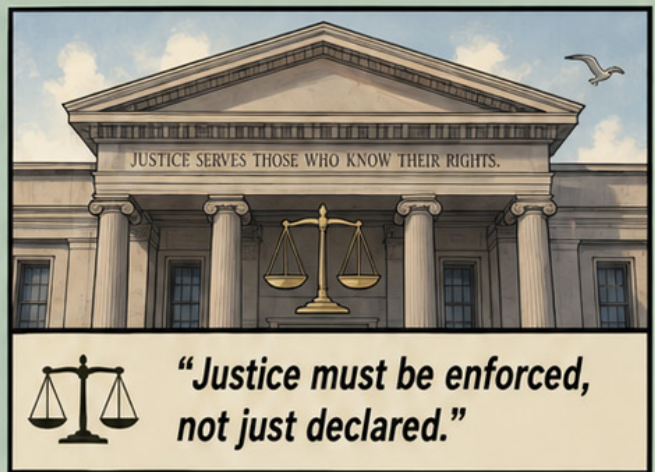
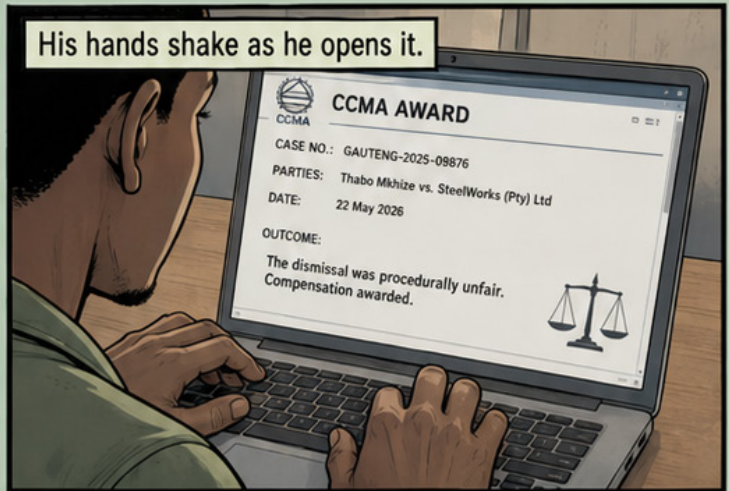
The message from the review was clear: Employment and Labour is determined to move beyond compliance and towards a culture of accountability, assurance, continuous improvement and clean governance.

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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.



THABO'S STORY

Episode 8: The Inspectorate Steps In

Synopsis: After reporting his employer's non-compliance, Thabo is surprised when a labour inspector arrives unannounced. What begins as an investigation reveals more workplace violations.

Thabo reports the non-compliance.

I need to report this. It's not right, and it has to stop.

A labour inspector arrives unannounced.

I'm a labour inspector. I'm here to conduct an inspection.

The investigation begins.

We'll review your records, talk to employees, and check your workplace conditions.

More violations emerge.

PAYSLIP

Basic Salary	R 4 000.00
Deductions	R 500.00
Net Pay	R 3 500.00

UNDERPAYMENT

EMPLOYMENT CONTRACTS

MISSING

VIOLATIONS IDENTIFIED:

- Underpayment of wages
- Missing employment contracts
- Unsafe working conditions

CAUTION
UNSAFE CONDITIONS

The employer now faces serious consequences.

Based on what we've found, compliance action may follow. You'll need to correct these issues, and we'll monitor your progress.



EDUCATIONAL INSIGHT

Inspectors enforce:

- Basic Conditions of Employment Act
- Labour Relations Act compliance.

They can:

- Issue compliance orders
- Investigate workplace practices.



Inspectors may uncover:

- Underpayment
- Lack of contracts
- Unsafe conditions

“Accountability protects fairness.”

Look out for the October publication for Episode 9: The Outcome

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COMMUNICATING IN ONE VOICE**

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