



employment & labour

Department:
Employment and Labour
REPUBLIC OF SOUTH AFRICA

30 YEARS CELEBRATION OF FREEDOM & DEMOCRACY



INTRODUCTION

In 2024, South Africans mark 30 years since the historic election of Wednesday, 27th April 1994. The commemoration of this milestone is among the most important public events in South Africa's post-democratic history, and requires celebration, reflection and thought forward. The Government Communication and Information System (GCIS) in consultation with various role-players has developed a campaign concept and communication strategy to mark the 30 years of Freedom and Democracy.

The campaign to celebrate the 30 years of Freedom and Democracy aims to:

- a) Mobilise the country to celebrate the gains, achievements, and the milestone of 30 years of democratic rule and living in a free and democratic society.
- b) To highlight domestically and globally the achievements of the democratic government since 1994.
- c) To highlight and profile the progress of individuals, communities and the country which has been enabled by the democratic dispensation.

The Department of Employment and Labour, over the 30-year period, has contributed significantly to the upliftment of workers and other stakeholders in the country, through strengthening social protection, enhancing social partnerships, dispute resolutions and regulating the work environment into safer workspaces, amongst others. From integrating South Africa and the former homelands into a single labour dispensation and redefining the nature and content of labour administration in the country back in 1994-5, to currently having some of the most progressive policies and legislation in the world, including the Basic Conditions of Employment Act (BCEA) and the Occupational Health and Safety Act (OHSA). The Department is often used by other countries as a benchmark and as a learning organisation to improve employment standards and processes, and this is seen through the numerous memoranda of understanding signed between the Department and other countries.

It is therefore important that the Department and its entities commemorate this democratic milestone, through various activities and programmes, to provide a platform to communicate and commemorate the 30-year celebrations and the positive impact this has had on the rights of workers, including the most vulnerable, and other stakeholders.

BACKGROUND

The key challenges inherited by the democratic government included unemployment, poverty and inequality. The people of South Africa declared on 26 June 1955 that we shall be equal before the law. The Congress of the People in turn declared that all laws that discriminate on grounds of race, colour and belief shall be repealed. These aspirations placed equality, human dignity and human rights at the core of our democracy.

Employment Equity was introduced in South Africa to address extreme disparities in the distribution of labour market opportunities. A key indicator of these disparities was labour market segregation involving job reservation. These disparities were the direct legacy of past discriminatory laws, particularly laws that deliberately excluded certain groups of people from key decision-making positions and skills development opportunities in the workplace. A resultant feature of this exclusion was the gross under-representation of black people, women, and persons with disabilities in key areas of the labour market, including management, science and technology-based occupations.

Unfair discrimination practices in the workplace led to under-utilization of the greater portion of the productive population of South Africa. Although the country lacked skills in certain critical areas in the economy, many graduates nonetheless are either underemployed or unemployed; among these, the majority are Black people, females, and persons with disabilities. Although this country has one of the most diverse populations in the world, this did not translate into a strategic business advantage in the country. This has serious implications for the economic viability and efficiency of South Africa, which in turn undermines its development and sustained competitiveness in the global market.

Employment equity is therefore not only a moral and human rights imperative; it is also a pre-condition for this country's development, achievement, and sustainability of global competitiveness. While it is necessary to develop all human resources in a country, the achievement of employment equity requires proactive interventions that prioritise the development of the historically neglected populations.

The Employment Equity Act which was promulgated in October 1998, constitutes one of the key interventions by the Department introduced to give effect to the

Constitutional provisions relating to the achievement of equality in our country. It was enacted and regulations developed to respond to the requirements of Section 9 on equality in the Constitution of the Republic of South Africa, Act 108 of 1996. The interventions were to eradicate the continuing legacy of economic and social inequalities in South Africa. The purpose of the act was to achieve equity in the workplace by promoting equal opportunities and fair treatment in employment through elimination of unfair discrimination; and implementing affirmative action measures to redress the disadvantages in employment experienced by designated groups, to ensure their equitable representation in all occupational and levels in the workforce.

The Employment Equity Act was accordingly enacted to provide a framework for the elimination of systemic discrimination and inequality, to ensure active promotion of equality of opportunities in the workplace. It seeks in particular, to eradicate the legacy of labour market injustices under apartheid and the workplace consequences of patriarchy and discrimination against people with disabilities.

Early activities relating to the Act focused mainly on establishing the Commission for Employment Equity (CEE), interpretation of the Act and laying down the framework to guide the implementation of the various aspects of the Act, including identifying priorities to address immediate challenges.

This was one of the key critical changes brought about by the Department of Employment and Labour to the work environment.

THEME OF THE 30-YEAR CELEBRATIONS CAMPAIGN

The campaign focuses on 4 Pillars:

- We the people
 - Government of the people
 - Freedom for all
 - Festivities
1. **We the people:** South Africans will be afforded an opportunity to recall the momentous events leading up to 27 April 1994, reflect on the 30 years since the dawn of democracy, and the kind of South Africa they want by 2034.
 2. **Government of the people:** This pillar will profile the strides made by the various government administrations in pursuing the goals of a developmental state.

3. **Freedom for all:** This pillar profiles the successes of ordinary South Africans made possible by the democratic dispensation.
4. **The Festivities through National Days celebrations:** the Freedom Day celebration event will be held on 27 April 2024 and will mark the official launch day for the 30 years of freedom and democracy celebrations.

DEPARTMENTAL ENTITIES AND BRANCHES

The Department comprises of various entities, and branches within the Department, that will contribute to the 30-year celebrations. These are :

1. **Productivity South Africa**



whose mandate is to promote employment growth and productivity thereby contributing to South Africa's socio-economic development and competitiveness.

2. **Council for Conciliation, Mediation and Arbitration**



whose mandate is to advance economic development, social justice, labour peace and the democratisation of the workplace.

3. **Supported Employment Enterprises**



whose role is to promote and advance the employability of persons with disabilities who face obstacles, discrimination, and several barriers to equal opportunities in the labour market.

4. **National Economic Development and Labour Council**



to ensure effective public participation in the labour market and socioeconomic policy and legislation, and to facilitate consensus and cooperation between Government, labour, business and the community, in dealing with South Africa's socioeconomic challenges.

5. **Compensation Fund**



is mandated to provide social security to all injured employees and those who acquired workplace diseases



6. Unemployment Insurance Fund

Is mandated to register all employers and employees in South Africa and pay those who qualify for unemployment insurance benefits.

7. Labour Policy and International Relations branch - Facilitate the establishment of an equitable and sound labour relations environment, support institutions that promote social dialogue, promote South Africa's interests in international labour matters, conduct research, analysis and evaluation of labour policy and provide statistical data on the labour market.

8. Inspection and Enforcement Services branch - whose programme purpose is to realise decent work by regulating non-employment and employment conditions through inspection and enforcement to achieve compliance with all labour market policies.

9. Public Employment Services – whose purpose is to assist companies and workers to adjust to changing labour market conditions.

DEPARTMENTAL PROGRAMMES IN SUPPORT OF THE 30-YEAR CELEBRATIONS



EVENTS	TARGET AUDIENCE \ FOCUS	THEME	FORMAT	DATES
The Poultry Sector and our support to SMMEs in this sector.	<ul style="list-style-type: none"> • SMMEs and Cooperatives • Stakeholders from the poultry industry • DEL and its entities • Govt Depts, Entities and officials • Strategic Partners • Media • Civic society • Public • Organised Business • Organised Labour • Academia • Poultry farmers, • Anyone interested in learning more about the poultry sector. 	From Barriers to Breakthroughs: SMME Growth in the Poultry Market	Webinar	15 May
Launch of the 2023 WORLD COMPETITIVENESS Survey	<ul style="list-style-type: none"> • Launch the results of the 2023 World Competitiveness Survey. • Showcase the importance of productivity and competitiveness on World Productivity Day while highlighting the strides made in promoting SMME growth among marginalised groups. • This event will serve as a platform to celebrate achievements, share best practices, and inspire continued efforts towards building a more inclusive and prosperous entrepreneurial ecosystem. 	Empowering Diversity: Driving Productivity and Competitiveness in SMMEs	Physical	20 June

2.



EVENTS	TARGET AUDIENCE \ FOCUS	THEME	FORMAT	DATES
Provincial User Forums	User forums will be convened in provinces leading up to the DEL Annual Lecture, the forum will discuss the LRA, BCEA, and Minimum Wage.		Engagement with users	May 2024
Case Law Monitor	A national Case Law Monitor will be convened. The Case Law Monitor is attended by CCMA Commissioners.		Physical	May 2024

3.



EVENTS	TARGET AUDIENCE \ FOCUS	THEME	FORMAT	DATES
Domestic Workers Campaign	Domestic workers and their unions An area between Pretoria and Bronkhorstspuit	“Freedom for all” - The recognition and coverage of domestic workers on the COID Amendment Act	Community Imbizo - Domestic Workers Workshop together with stalls from Core Business Directorate and CCMA	4 or 11 May (Saturdays)
Injured Workers with Disabilities	Injured Workers with Disabilities <ul style="list-style-type: none"> Eastern Cape- Masters Artisan Academy in East London 	“Government of the people” - CF protecting vulnerable stakeholders	<ul style="list-style-type: none"> Facilities walk-about program with speeches Testimonies from beneficiaries 	21 or 22 May

	<ul style="list-style-type: none"> Buhle Farmers Academy in Delmas, Mpumalanga 	"Government of the people" - CF protecting vulnerable stakeholders	Delegation to attend a graduation ceremony of 30 Compensation Fund beneficiaries.	16 May
Youth Month Commemoration	<ul style="list-style-type: none"> University of Limpopo – 2nd or 3rd June 2024 Sefako Makgatho University- 12th or 13th June 2024 	Youth month celebrations	An open day with information stalls from both the CF and NSFAS.	2 or 3 June 12-13 June



4.

EVENTS	TARGET AUDIENCE \ FOCUS	THEME	FORMAT	DATES
High Impact Inspections & Effective Advocacy	<p>Employers, businesses, and employees</p> <p>Ensure that workers are made aware of their rights and be able to articulate such rights.</p> <p>Fishing sector - WC, EC, NC & KZN</p> <p>Agriculture & Construction - All Provinces – LP Lead Province</p> <p>Domestic Workers - All Provinces – WC Lead</p> <p>Hospitality - All Provinces – KZN Lead</p> <p>Agriculture - All Provinces – NW Lead</p>	To educate and monitor programmes that are being implemented by employers in the application of labour laws	High impact inspections in all 9 provinces	<p>15 -19 April</p> <p>22 – 24 April</p> <p>6 – 10 May 2024</p> <p>13 – 18 May</p> <p>20 - 24 May</p>

Effective advocacy seminars and Workers Day	Fishing Sector – WC Hospitality Sector – KZN Domestic Workers – WC Agriculture – NW, MP, LP, NC, FS		Advocacy Seminars	Week ending 19 April 2024
WORLD DAY for OHS	LIMPOPO Promotes the prevention of occupational accidents and diseases globally	Impact of climate change on occupational health and safety at work		29 April
EE Awards & Dinner	GAUTENG Rewarding and recognizing Employers that are compliant with Employment Equity Legislation.	To serve as a motivating factor to all employers to comply with EE Legislation		end of April
Labour Law lecture	Head Office Hosted with a view to obtain an overview of the current state of Labour Law in South Africa.			28 April – 01 May
Annual Labour Law Indaba	Gauteng			Before 20 May



5.

EVENTS	TARGET AUDIENCE \ FOCUS	THEME	FORMAT	DATES
Jobs, Careers Fairs, and service delivery initiatives	All unemployed including youth and people with disabilities Clients requiring Departmental services Kwa-Zulu Natal (Amajuba) Gauteng Western Cape (West Coast) Eastern Cape Northern Cape Kwa-Zulu Natal (Umlazi, Kwa Mashu) Limpopo	Job creation, counselling, taking services to clients	Physical at venues TBC	05 April 12 April 18-19 April 02-03 May 10 May 16-17 May 23-24 May



6. National Economic Development and Labour Council

Nedlac will be hosting between May and July 2024, a series of events for social partners to celebrate and reflect on 30 years of democracy and kickstart / focus areas for the seventh administration. These will be hybrid events which will result in a report to be approved by the Nedlac governance structures and handed over to government at the Annual Summit in September 2024.



7. SUPPORTED EMPLOYMENT ENTERPRISES

SEE plans to absorb into permanent employment 150 persons with disabilities, this number may look small considering the gravity of unemployment in the country, however, it will go a long way to ensure the alleviation of poverty and restoring dignity in those 150 families.

SEE will also collaborate with the Department and the PES branch to participate in all Careers and Jobs Fairs and service delivery outreach programmes. SEE is further partnering with various TVET Colleges in Gauteng and Western Cape to provide on-the-job training for youth in TVET colleges. Additionally, they are currently approaching businesses in various industries to outsource manual work that is not of core competency to them to SEE factories to further drive partnerships and employment creation for people with disabilities. SEE is also working with schools of excellence/special schools to develop relevant skills as part of education for employability for ease of employment of youth with disabilities in both sheltered and open labour markets.

8. LABOUR POLICY AND INTERNATIONAL RELATIONS (LP&IR)

The LP&IR branch will focus on Pillar 3 of the campaign – “Freedom for all” which profiles the successes of ordinary South Africans made possible by the democratic

dispensation. To this end, an inaugural lecture on Elijah Barayi will be held in May 2024 in Johannesburg, Gauteng, to celebrate the life and times of the iconic activist in the fight for justice, equality, and democracy. Elijah Barayi's life was a testament to the power of resilience, courage, and unwavering commitment to the pursuit of justice. From his humble beginnings in rural South Africa to his leadership role in the labour movement and the anti-apartheid struggle, Barayi dedicated himself wholeheartedly to the cause of freedom and equality. His legacy continues to inspire and motivate those who strive to build a more just and equitable world, reminding us that the struggle for justice is an ongoing journey that requires dedication, sacrifice, and unwavering resolve. Elijah Barayi may have left this world, but his spirit lives on in the hearts of all who believe in the possibility of a better future for humanity and this inaugural lecture will showcase this stalwart.

Preparations and planning for this are underway under the auspices of the LP&IR branch.



PLANNING FOR THE 30-YEAR CELEBRATIONS

The Director-General has appointed a task team to oversee the planning and logistical arrangements for the programmes and events to be rolled out by Department. Each branch and entity will assign two representatives to co-ordinate and input on their behalf. The team will ensure that all activities are planned and will include :

- Logistics including procurement, venues, transport etc.
- Security
- Events management

CALENDAR OF EVENTS

April 2024						
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
IES - EE Awards & Dinner – GP - TBC	1	2	3	4	5 PES Careers & Jobs Fair – KZN Amajuba	6
7	8	9	10	11	12 PES Careers & Jobs Fair – GP	13
14	15 IES inspections - Fishing sector - WC, EC, NC & KZN	16 IES inspections - Fishing sector - WC, EC, NC & KZN	17 IES inspections - Fishing sector - WC, EC, NC & KZN	18 IES inspections - Fishing sector - WC, EC, NC & KZN PES Careers & Jobs Fair – WC	19 IES inspections - Fishing sector - WC, EC, NC & KZN PES Careers & Jobs Fair – WC	20
21	22 IES inspections - Agriculture & Construction - All Provinces – LP Lead Province	23 IES inspections - Agriculture & Construction - All Provinces – LP Lead Province	24 IES inspections - Agriculture & Construction - All Provinces – LP Lead Province	25	26	27
28 IES - Labour Law lecture - GP	29 IES - Labour Law lecture - GP IES - World Day for OHS - LP	30 IES - Labour Law lecture - GP				

May 2024

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
CCMA - Provincial User Forums – dates TBC CCMA - Case Law Monitor – dates TBC	IES - Annual Labour Law Indaba before 20 May – dates TBC	LP&IR – Inaugural Elijah Barayi lecture – Wits – date TBC	IES - Labour Law lecture - GP	PES Careers & Jobs Fair - EC	PES Careers & Jobs Fair - EC	CF Domestic Workers Campaign (4 or 11 May TBC)
5	6 IES inspections - Domestic Workers - All Provinces – WC Lead	7 IES inspections - Domestic Workers - All Provinces – WC Lead	8 IES inspections - Domestic Workers - All Provinces – WC Lead	9 IES inspections - Domestic Workers - All Provinces – WC Lead Presidential Imbizo - NC	10 IES inspections - Domestic Workers - All Provinces – WC Lead PES Careers & Jobs Fair - NC	11 CF Domestic Workers Campaign (4 or 11 May TBC)
12	13 IES inspections - Hospitality - All Provinces – KZN Lead	14 IES inspections - Hospitality - All Provinces – KZN Lead	15 Productivity SA The Poultry Sector and our support to SMMEs in this sector. IES inspections - Hospitality - All Provinces – KZN Lead	16 CF Injured Workers with Disabilities - Buhle Farmers Academy in Delmas, MP IES inspections - Hospitality - All Provinces – KZN Lead PES Careers & Jobs Fair - KZN	17 IES inspections - Hospitality - All Provinces – KZN Lead PES Careers & Jobs Fair - KZN	18 IES inspections - Hospitality - All Provinces – KZN Lead
19	20 IES inspections - Agriculture - All Provinces – NW Lead	21 CF Injured Workers with Disabilities - Masters Artisan Academy (EC) – (21 or 22 TBC) IES inspections - Agriculture - All Provinces – NW Lead	22 CF Injured Workers with Disabilities - Masters Artisan Academy (EC) – (21 or 22 TBC) IES inspections - Agriculture - All Provinces – NW Lead	23 IES inspections - Agriculture - All Provinces – NW Lead PES Careers & Jobs Fair - LP	24 IES inspections - Agriculture - All Provinces – NW Lead PES Careers & Jobs Fair - LP	25

June - 2024

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1
2 CF Youth Month Commemoration - University of Limpopo (2 or 3 June TBC)	3 CF Youth Month Commemoration - University of Limpopo (2 or 3 June TBC)	4	5	6	7	8
9	10	11	12 CF Youth Month Commemoration - Sefako Makgatho University (either date TBC)	13 CF Youth Month Commemoration - Sefako Makgatho University (either date TBC)	14	15
16	17	18	19	20 Productivity SA Launch of the 2023 World Competitiveness Survey	21	22
23	24	25	26	27	28	29
30						