THE DEPARTMENT OF EMPLOYMENT AND LABOUR BUDGET VOTE 2025 (*** DAY OF BUDGET VOTE 31

FACTS ON DEL'S INSPECTION ENFORCEMENT SERVICES (IES), COMMISSION FOR CONCILIATION, MEDIATION AND ARBITRATION (CCMA), AND SUPPORTED EMPLOYMENT ENTERPRISES (SEE)

- 1. INSPECTION AND SERVICES (IES)
- ENFORCEMENT
- 1.1 Role of Inspectorate
- Importance: Preventing the haemorrhaging of jobs.
- Focus: Decent work agenda to prevent job losses.
- 1.2 Key Legislation
- Basic Conditions of Employment Act (BCEA)
- National Minimum Wage Act (NMWA)
- Occupational Health and Safety Act (OHSA)
- Compensation of Injuries and Diseases Act (COIDA)

- o OHSA: 107,808
- o Employer Audits (UIA & COIDA): 30,053
- Enforced Amount for various legislations: R101,386,541
- Recovered on behalf of vulnerable workers in the form of underpayment of wages and salaries (Effectively, that was money that went to the pockets of the employees. A demonstration that the Inspectorate is serious about making a real difference in the lives of the workers of our country): R78,669,849
- 1.4 Compliance Levels (2024-2025)
- BCEA & NMWA: 89%
- OHSA: 65%
- Employer Audits (UIA & UICA): 40%
- Unemployment Insurance Act (UIA)
- 1.3 Inspection Statistics (2024-2025)
- Total Inspections: 310,798
 - o BCEA & NMWA: 168,884

- Employment Equity Act: 38%
- COIDA 31%
- Nationally, for all labour legislation, compliance was at an average of 500/

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1.5 High Impact Blitz Inspections

- Sectors: Hospitality, Construction, Agriculture, Textile and Clothing, Chemical, Wholesale and Retail.
- **Collaborations:** Department of Home Affairs, SAPS, Bargaining Councils, Municipal Law Enforcers.

1.6 Advocacy Sessions and Education in the form of Seminars and Conferences

- Initiatives: 16 large-scale advocacy sessions.
- Goal: Increase knowledge of self-regulation and compliance.
- 1.7 Innovations and Capacity Building (IES)
- Intern Inspectors (To magnify the visibility of inspectors): Aim to onboard 20,000 within 5 years.
- Data-Driven Inspections: Focus on high-risk areas.

2 SUPPORT FOR PERSONS WITH DISABILITIES (SEE)

- Supported Employment Enterprises (SEE): Employs over 1,000 people with disabilities, with the potential to grow to 3,000.
- **Public Procurement:** Encourage 5% budget allocation for procurement from SEE.
- Call To Action: Each organ of state, to commit to spending (at the very least) 5% of its office furniture, school furniture, textiles, and hospital linen, etc, budget on the SEEs. If public procurement is meant to address inequality and empower vulnerable groups of our society, then

3 COMMISSION FOR CONCILIATION, MEDIATION AND ARBITRATION (CCMA)

- Mandate: Creating an enabling Labour dispute resolution, advance economic development, social justice, labour peace, and the democratisation of the workplace
- Strategic Plan (2025-2030): Resource optimisation, adaptation & Resilience, user experience.
- 2025/26 Focus: Dispute resolution, economic resilience, and digital transformation to improve service efficiency and accessibility.
- **Performance** (2024/25): 90% target achievement, 30,581 jobs saved, 193,069 case referrals.



• Financial Management: 6.3% budget reduction, R28.4 million surplus.



it must boldly include disability empowerment in its design and execution. SEEs provides such an opportunity!!

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3.1 Impact on the Labour Market

• The organisation surpassed its service delivery targets, reaching over 208,000 users in vulnerable sectors and saving 47% (30581 out of 64919) of jobs under threat through retrenchment processes.



• Labour market interventions were highly successful, with 185 targeted initiatives implemented and a 100% satisfaction rating from nearly 4,800 participants.



- The CCMA's Labour Advice Web Tool saw over 118,000 new users in its efforts to support small businesses and compliance.
- At the same time, TERS preserved more than 13,000 jobs at a cost exceeding R1.4 billion, the highest recorded in five years.

 The total number of National Minimum Wage Act (NMWA) and Basic Conditions of Employment Act (BCEA) referrals (excluding severance pay) was recorded at 57,437. A total of 54,809 were BCEA referrals, and 1,628 were NMWA referrals. In comparison, the combined total number of BCEA and NMWA referrals received in the 2023/2024 year was 53,609. The increase in these referrals significantly contributed to the CCMA case load and negatively impacted the case disbursement budget.

3.2 Revenue Generation

• **Strategies:** Retain surplus funds, increase revenue from investments and services, and reduce operational costs.

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In the 2024/2025 financial year, the CCMA recorded a total of 193,069 case referrals, compared to the 2023/2024 financial year's total of 188,619. This represents a year-on-year increase of 2%.

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