

04 August 2025

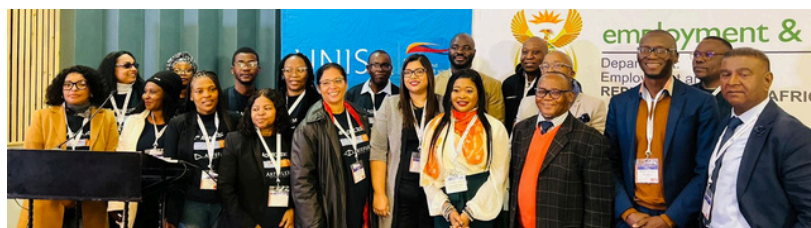
# Deputy Minister Nemadzinga-Tshabalala at the 4<sup>th</sup> African operations Management Conference in Muldersdrift.

Employment and Labour Deputy Minister, Honourable Judith Nemadzinga-Tshabalala, Today 04 August 2025, delivered a keynote address at Glenburn Lodge in Muldersdrift, hosted by University of South Africa (UNISA), under the theme: "A Government Perspective on Industry 4.0, Industry 5.0, and the Future of Sustainable Operations."

In her address, Deputy Minister stressed that digital transformation is not merely about adopting new technologies, but about rethinking governance, service delivery, and economic participation in a human-centred and ethical way. The Deputy Minister highlighted the transformative power and complex implications of the Fourth and Fifth Industrial Revolutions (4IR and 5IR). She framed digital transformation not just as a technological evolution, but as a moral and developmental imperative that must be guided by ethics, inclusion, and sustainability.

"The South African government is responding through progressive policies such as the Medium-Term Development Plan (2024-2029), aimed at fostering a capable, ethical, and developmental state," she said.

Looking ahead, the Deputy Minister underlined Industry 5.0's potential to rehumanise industrial progress. Unlike its predecessor, 5IR prioritises collaboration between humans and machines, environmental stewardship, circular economy practices, and sustainable development. She pointed out that South Africa sees 5IR as a tool to achieve "people-planet-prosperity" goals, placing inclusivity and resilience at the heart of industrial strategy.



**"Innovation should benefit all, not just the privileged. Technology needs to be guided by values, not just algorithms." - Deputy Minister Nemadzinga Tshabalala.**

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