



Employment and Labour Minister, Ms Nomakhosazana Meth (in yellow doek) during the signing of contracts with 12 partner organisations that participated in the Labour Activation Programme (LAP) managed by the Unemployment Insurance Fund (UIF). The contracts valued at R651 - million aim to create 350 000 jobs. The contracts were signed recently in Khayelitsha, Western Cape Province. LAP is the Department's job creation programme.

1. South Africa to play host to G20 Employment Working Group (EWG) technical meetings
- 2. Compliance in the Agriculture/farming sector – a tale of woe
3. Devoted to uplift those seeking for employment: Tanganedzani's success story ...
4. Economic recovery is losing steam, new ILO report says



# DIARY OF EVENTS

## FEBRUARY

- 04 February 2025 = Unemployment Insurance Fund Exco meeting
- 04 February 2025 = Compensation Fund Exco meeting
- 06 February 2025 = Unemployment Insurance Fund's Labour Activation Programme Committee meeting
- 06 February 2025 = Joint Sitting of Parliament for the Presidential State of the Nation Address (SONA) – at 19:00
- 10 February 2025 = CCMA hosts its Exco meeting
- 18 February 2025 = Productivity SA Exco monthly meeting
- 18-21 February 2025 = G20 - First Employment Working Group (EWG) meeting in the Gqeberha, Eastern Cape Province
- 19 February 2025 = Finance Minister tables the National Budget before the National Assembly in Cape Town
- 20 February 2025 = Department hosts its DEXCOM meeting
- 20 February 2025 = Department's Public Employment Services Branch Management Committee meeting
- 20 February 2025 = World Day of Social Justice. Led by the international Labour Organization (ILO) the day aims to improve inclusive and effective governance of work, ensuring employment opportunities and lifelong learning, reforming institutions for fairer labour market outcomes, and extending social protections across peoples' lifetimes.
- 21 February 2025 = National Economic Development and Labour Council holds its Manco meeting
- 26 February 2025 = Unemployment Insurance Fund's Investment Committee meeting
- 26 February 2025 = CCMA Governing Body meets
- 27 February 2025 = Compensation Fund Management Committee meeting
- 27 February 2025 = Productivity SA board meeting
- 27-28 February 2025 = Department's Inspection and Enforcement Services branch at head office hosts its Management meeting
- 28 February 2025 = National Economic Development and Labour Council convenes its Exco meeting

## MARCH

- 04 March 2025 = Compensation Fund hosts its Exco meeting
- 10-20 March 2025 = The International Labour Organization (ILO) hosts the 353rd Session of the Governing Body in Geneva, Switzerland
- 14 March 2025 = Department's Labour Policy & Industrial Relations branch hosts its meeting
- 18 March 2025 = Productivity SA Exco monthly meeting
- 21 March 2025 = Human Rights Day (public holiday)
- 25 March 2025 = UIF board meets
- 26 March 2025 = CCMA Exco meeting
- 26 March 2025 = Supported Employment Enterprises hosts its Manco meeting
- 26 March 2025 = Department's Public Employment Services (PES) Branch Management Committee (BMC) meeting
- 27 March 2025 = Compensation Fund hosts its Manco meeting
- 27 March 2025 = Compensation Fund board meets
- 27-28 March 2025 = CCMA Labour Conference
- 28 March 2025 = National Economic Development and Labour Council holds its Manco meeting

## APRIL

- 08-11 April 2025 = G20 - 2nd Employment Working Group (EWG) meeting
- 18 April 2025 = Good Friday (national holiday)
- 21 April 2025 = Family Day (national holiday)
- 27 and 28 April 2025 = Freedom Day (national holiday)
- 28 April 2025 = World Day for Safety and Health at Work 2025. The day was initiated to promote and discuss the importance of having a safe, and healthy work environment. It was declared by the International Labour Organization (ILO) to promote the prevention of occupational accidents and diseases globally. The 2025 World Day for Safety and Health at Work will focus on the impacts of digitalisation and artificial intelligence (AI) on workers' safety and health.



**employment & labour**

Department:  
Employment and Labour  
REPUBLIC OF SOUTH AFRICA

*Teboho Thejane*

**We value your feed-back and contributions, please contact**



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# 2025

HAPPY  
NEW YEAR

## EDITORIAL

The year (2025) has just begun, it is very new as it is still in its first month. The word new is significant in this regard – as it refers to something that replaced another, for instance year 2024 is no longer with us, or it no longer exist, as we now have the new year.

Indeed, 2025 promises to be a year of the new!

The editorial team wishes to welcome all and sundry. Similarly to yesteryear (2024), the new year promises to be a hive of activity.

This year will see South Africa fully assuming the Presidency/Chair of G20, placing the country under global spotlight. South Africa's term as the G20 chair will conclude in a Summit, which will be held in Gauteng from 27–28 November 2025. South Africa's G20 Presidency theme is Solidarity. Equality. Sustainability.

Several workstreams are expected to host a dozen of meetings and the Department of Employment and Labour will play a key role in the organisation of Employment Working Group (EWG) stream with at least four meetings expected to be hosted which will culminate in a ministerial meeting.

As announced last year, one of Department's flagship initiatives in 2025 is expected to be Project 20 000 – an initiative to enhance oversight and enforcement capacity of the Inspection and Enforcement Services (IES) branch.

For the Department and its Entities, it promises to be a demanding year as the quest to provide quality services continues.

We once again, like to appeal to the public and our clients to always be vigilant, against recurring frauds/scams on different platforms using the Department and its Entities' names. If unsure seek advice before acting.

Our website and social media platforms carry all relevant body of knowledge that will and can assist you our valued readership on how to contact us and how to spot legitimate post by the department and identify report scammers as well.

*Teboho Thejane*  
Editor-in-Chief



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## South Africa to play host to G20 Employment Working Group (EWG) technical meetings

The South African government under the tutelage of Department of Employment and Labour is set to host at least four of Group of Twenty (G20) Employment Working Group (EWG) technical meetings in 2025.

The Group of Twenty chairpersonship/presidency was recently passed from Brazil to South Africa in November 2024.

As the incoming chair, South Africa will prioritise issues such as: food security, inclusive growth and youth employment, gender equality in the workforce; addressing inequality and a declining labour income share; digitalisation, platform work, and inclusive future of work.

The theme of EWG is: "Living and working in an unequal world: ensuring Decent Work and decent lives". This theme aligns with that of South African G20 Presidency of: "Solidarity, Equality, Sustainability".

The G20 has some 16 working groups and the EWG is one of them. The EWG is expected to host its meetings in February, April, June, July. The EWG technical committee meetings will culminate in the Labour and Employment Minister's meeting in August. During its Presidency South Africa is expected to host 130 meetings of various working groups during its Presidency.

The first meeting of EWG is expected to be held in the Eastern Cape Province.

In the EWG the Department is set to partner with a number of knowledge partners in the form of – International Labour Organization, Nedlac, International Social Security Association, Organisation for Economic Co-operation and Development, World Bank, New Development Bank, African Regional Labour Administration Centre, United Nations International Children's Emergency Fund, and representatives from the academic institutions.

Through its chairpersonship South Africa will also invite a number of African and other international countries.

Founded in 1999 in response to several world economic crises, the G20 is a forum for international economic cooperation. It brings together some of the world's largest economies to discuss major global economic issues and strengthen international financial stability, climate change mitigation and coordination on other issues of mutual interest.

Its members represent around 85 percent of the world's gross domestic product and more than 75 percent of world trade.

Together, they account for around two-thirds of the world's population. The G20 is made up of 19 countries, the European Union and the African Union.





# Compliance in the Agriculture/farming sector – a tale of woe



A recent joint multi-departmental team led by the Department of Employment and Labour (DEL) inspectors has found that the Occupational Health and Safety (OHS) Act was the most contravened labour law within the Agriculture/farming sector.

The Department's Inspection and Enforcement Services (IES) branch on the 2-6 December embarked on a joint multi-departmental team in partnership with the Department of Home Affairs and South African Police Services (SAPS) to conduct integrated national high-impact blitz inspections of the Agricultural/farming sector.

A Joint High Impact inspections in the Agriculture sector report found that the OHS Act was the most contravened labour law

The IES branch has flagged the sector as being high risk and problematic – hence the blitz inspections to test compliance with all the pieces of legislation that are enforced mainly by the DEL.

According to the Department a total of 2 041 employers were inspected. Of those inspected a total of 1 109 (54,3 percent) were found to be compliant while a total of 932 were non-compliant. The blitz inspections found that there were 75 408 South African nationals employed by the affected establishments, and foreign nationals number 5 088.

The inspections yielded the arrest of 54,3 percent of undocumented/illegal foreign nationals, mostly in the Western Cape.

The outcome of the blitz resulted in 1 146 notices issued – these were as follows:

- OHS notices: 459
  - o Prohibitions notices: 2
  - o Contravention notices: 455
  - o Improvement notices: 2
- Compliance orders: 687
  - o Compliance Order – Compensation for Occupational Injuries and Diseases Act (COIDA): 151
  - o Compliance Order (UI): 252
  - o Compliance Order (BCEA/ NMWA/ SD13): 284

A total of R7 136 754.53 of monies was enforced. An amount of R1 318 473.23 was recovered on behalf of affected employees during this period. The bulk of the money (R5 818 281.30) was enforced with regards to noncompliance with COIDA.

The issues flagged in regard to notices/compliance orders relate to: contravention of Facilities Regulations (provision of sanitary facilities, provision of soap, provision of toilet paper, provision of hand drying facilities, provision of showers, facilities for safe keeping, etc.); General Safety Regulations (first aid requirements, provision of waterproof clothing, high-visibility clothing, chemical-resistant clothing, low temperature clothing, chain mail garments, etc.); Regulations for Hazardous Chemical Agents (no training for workers working with hazardous chemical agents, no risk assessment, no medical surveillance, etc.); and compliance with Driven Machinery Regulations.



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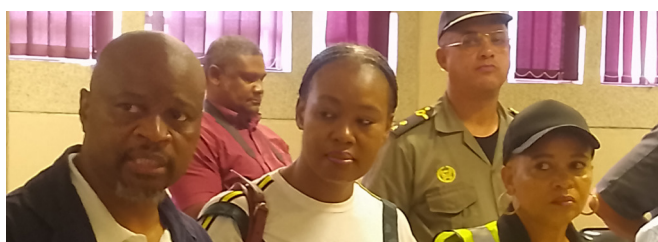
# INSPECTION AND ENFORCEMENT SERVICES RAID INSPECTIONS – WESTERN CAPE

Employment and Labour Minister Ms Nomakhozazana and Deputy Minister Jomo Sibiya led an intergovernmental raids/blitz inspections in Cape Town and surrounding areas. The raid inspections focused in the Hospitality and Wholesale and Retail sectors (retails shops, restaurants, pubs, and night clubs). The four-day inspections culminated with two-day night inspections.

The day-and-night inspections/raids were also graced by the attendance of Small Business Development Minister, Stella Ndabeni-Abrahams. These resulted in the issuing of compliance orders, the arrest of undocumented foreign nationals and employers who were abetting and aiding the hiring of illegal immigrants.

The integrated inspections were conducted by the Department of Employment and Labour in partnership with: Department of Home Affairs, City of Cape Town Environmental Health, Border Management Authority, South African Police Services, Metro Police, Liquor Board, Law Enforcement in the City of Cape Town. The inspections focused on enforcement of various legislations ranging from: Unemployment Insurance Fund Act; Basic Conditions of Employment Act; Occupational Health and Safety Act; Compensation for Occupation Injuries and Diseases Act; Foodstuffs, Cosmetics and Disinfectants Act; Immigration Act; and Criminal Procedure Act.

The inspections focused on areas such as: Claremont, Wynberg, Ottery, Constantia, Houtbay and Camps Bay.





# MINISTER OF EMPLOYMENT AND LABOUR Ms METH SIGNED CONTRACTS TO STIMULATE JOBS – DADASE'S LIFESTYLE, KHAYELITSHA

Employment and Labour Minister, Ms. Nomakhosazana Meth and Deputy Minister, Jomo Sibiya recently signed contracts with 12 Labour Activation Programme (LAP) partner organisations in the Western Cape, aimed at stimulating job creation in the Province.

The contracts were signed as part of the Labour Activation Programme (LAP), the Department's flagship job creation initiative managed by the Unemployment Insurance Fund. During the signing LAP partners in the Western Cape signed their pledges committing to the absorption of thousands of job seekers in key sectors of the economy including retail, customer service, hospitality, agriculture, tourism, manufacturing, transportation, food delivery, mining, and information communication and technology.





## EMPLOYMENT AND LABOUR MINISTER, MS METH TAKES INTEGRATED SERVICE DELIVERY PROGRAM TO WESTERN CAPE

Employment and Labour Minister, Ms Nomakhosazana Meth recently led an integrated service delivery drive of the Department in the Western Cape. The Integrated Service Delivery Program to provide a wide spectrum of services rendered by the department was held at Khayelitsha Mall in the Western Cape.

Minister Meth used the initiative to engage members of the public visiting the Mall on Department's services and also distributed a number of pamphlets on services.

The four-day activity focused on provision of services of Compensation Fund, worker registration services by Public Employment Services (PES), Unemployment Insurance Fund enquiries and payments, Inspection and Enforcement Services.



## EMPLOYMENT AND LABOUR MINISTER DEPUTY MINISTER, SIBIYA PARTICIPATES IN A JOB SEEKERS REGISTRATION AND ENGAGEMENT SESSION – KHAYELITSHA

Employment and Labour Minister Deputy Minister, Jomo Sibiya recently engaged on a job seekers registration and engagement session with the community of Khayelitsha attended mainly by the youth. The event was held at Christian Fellowship Church in Khayelitsha.

Deputy Minister, Sibiya highlighted the need for the Department to regularly visit indigent communities such as Khayelitsha to provide service delivery. Sibiya said the Department needs to ease the burden of the community and bring services closer to the community.

He challenged the community of Khayelitsha to take advantage of opportunities when such are presented.





# International migrants are vital force in the global labour market



International migrants are playing a crucial role in the global economy and made up 4.7 per cent of the total global labour force in 2022, with most employed in high-income countries and in key sectors such as services, notably care provision.



**GENEVA (ILO News)** – International migrants continue to play a vital role in the global labour market, accounting for 4.7 per cent of the labour force in 2022, according to the latest report by the International Labour Organization (ILO).

The ILO Global Estimates on International Migrant Workers, indicates that 167.7 million migrants were part of the labour force of their destination countries in 2022. Of these, 102.7 million were men and 64.9 million were women (rounded figures). This represents an increase of more 30 million since 2013, an increase that was mainly observed between 2013-2019.

The majority of migrants in the labour force were concentrated in high-income countries, which accounted for 68.4 per cent of the total (114.7 million people), followed by 17.4 per cent (29.2 million) in upper-middle-income countries.

## Regional distribution

The majority of migrants in the labour force were concentrated in Northern, Southern, and Western Europe; Northern America; and the Arab States. The share of migrants in the labour force living in Northern, Southern, and Western Europe increased from 22.5 per cent in 2013 to 23.3 per cent in 2022. In contrast, the share of migrants in the labour force of Northern America and the Arab States experienced slight declines.

## Labour market inclusion

Of the 167.7 million migrants in the labour force in 2022, 155.6 million were employed, while 12.1 million were unemployed. Significant gender disparities persisted, as migrant women had an employment-to-population ratio of only 48.1 per cent, compared to 72.8 per cent for migrant men.

Migrants faced a higher unemployment rate (7.2 per cent) compared to non-migrants (5.2 per cent), with migrant women (8.7 per cent) experiencing higher unemployment levels than men (6.2 per cent). This disparity may be driven by factors such as language barriers, unrecognized qualifications, discrimination, limited childcare options, and gender-based expectations that restrict employment opportunities, particularly for women.

## The importance of care and services

A significant proportion of migrants – 68.4 per cent – were employed in the services sector, compared to 51.5 per cent of non-migrants. This trend was largely driven by the global demand for care and domestic work, particularly among women. 28.8 per cent of migrant women and 12.4 per cent of migrant men were employed in care economy, compared to 19.2 per cent of non-migrant women and 6.2 per cent of non-migrant men.

## Addressing the needs of migrant workers

The report underscores the complexities of labour migration and the key need for targeted policies to support international migrants. These include improving access to decent work opportunities and enhancing the protection of migrant workers. With the majority of migrants employed in high-demand sectors, ensuring equitable access to employment opportunities for fostering sustainable development and inclusive labour markets is a policy priority, it says.

"Migrant workers are indispensable in addressing global labour shortages and contributing to economic growth," said ILO Director-General, Gilbert F. Houngbo. "Ensuring their rights and access to decent work is not only a moral imperative but also an economic necessity." – (Article sourced from ILO).





# New WHO report reveals governments deprioritizing health spending

The 2024 Global Health Expenditure Report by the World Health Organization (WHO) shows that the average per capita government spending on health in all country income groups fell in 2022 from 2021 after a surge in the early pandemic years.

The report entitled, "Global spending on health Emerging from the pandemic" has been published in alignment with the Universal Health Coverage (UHC) Day campaign marked annually on 12 December. The campaign's focus for 2024 is on improving financial protection for people everywhere to access health services they need.

Government spending on health is crucial to delivering UHC. Its deprioritization can have dire consequences in a context where 4.5 billion people worldwide lack access to basic health services and 2 billion people face financial hardship due to health costs.

"While access to health services has been improving globally, using those services is driving more and more people into financial hardship or poverty. Universal Health Coverage Day is a reminder that health for all means everyone can access the health services they need, without financial hardship," said Dr Tedros Adhanom Ghebreyesus, WHO Director-General.

## Who's paying for healthcare?

Protecting people from financial hardship due to out-of-pocket health costs is fundamental to achieving health for all. Yet, WHO's report shows that out-of-pocket spending remained the main source of health financing in 30 low- and lower middle-income countries. In 20 of these countries, more than half of total health spending in the country was paid for by patients out of their pocket, which contributes to the cycle of poverty and vulnerability.

The challenges posed by the lack of financial protection for health are not limited to lower-income countries. Even in high-income countries, out-of-pocket payments lead to financial hardship and unmet need, particularly among the poorest households. Most recent health accounts data show that in over a third of high-income countries, more than 20% of total health spending was paid out-of-pocket.

On the occasion of UHC Day, WHO is calling on leaders to make UHC a national priority and eliminate impoverishment due to health-related expenses by 2030. Effective strategies to strengthen financial protection include minimizing or removing user charges for those most in need, including people with low incomes or chronic conditions, adopting legislation to protect people from impoverishing health costs and establishing health financing mechanisms through public funding to cover the full population.

Public funding needs to budget for an affordable package of essential health services – from health promotion to prevention, treatment, rehabilitation and palliative care – using a primary health care approach.

## Lessons from the pandemic

During the COVID-19 pandemic in 2020–2022, public spending on health – mainly via government health budgets – enabled health systems to respond quickly to the

emergency. This reflects the advantage of government budgets in financing public health functions, in particular population-based public health interventions, versus other health financing schemes, during times of health emergencies. Government funding ensured that more people were protected and more lives were saved.

Emerging from the pandemic, countries are at a crossroads. Governments face difficult decisions as they work to strengthen the resilience of health systems against future health threats while addressing their populations' healthcare needs in a challenging economic environment.

## Twenty-five years of WHO tracking global health spending

The key to making better choices on future health investments is timely and reliable evidence on the level and pattern of health spending. For 25 years the WHO Health Expenditure Tracking programme has had a major influence on how critical information on health spending is compiled and reported at the country level and globally.

Among its most notable achievements are the establishment of the Global Health Expenditure Database – the world's richest source of health expenditure data covering more than 190 countries since 2000 – and the Global Health Expenditure Report, which has been published annually since 2017. These global public goods drive informed policymaking, transparency and accountability worldwide.

## WHO and partners advance efforts for UHC impact

The UHC Partnership is WHO's flagship initiative on international cooperation for UHC, which brings WHO and partners together to support concrete actions to achieve UHC. It is funded by the European Union, Belgium, Canada, the French Ministry for Europe and Foreign Affairs, Germany, Irish Aid, the Government of Japan, and the United Kingdom – Foreign, Commonwealth & Development Office. – **(Article sourced from WHO)**





Department of Employment and Labour Lephalale-based  
Employment Counsellor, Tanganedzani Takalani ... a guiding light.

**I wish to see a  
community that is  
employable**

## Devoted to uplift those seeking for employment: Tanganedzani's success story ...



"The journey of looking for a job is a very difficult one and sometimes schools do not prepare people for that," says Ms. Tanganedzani Takalani who is passionate about attending to the clients of the Department of Employment and Labour who are seeking employment.

Ms Tanganedzani is an Employment Counsellor based in Lephalale Labour Centre. She holds an Honours Degree in Bachelor of Psychology and Masters of Arts in Psychology from the University of Venda and currently studying a Diploma of Public Administration and Management at the University of South Africa (UNISA). She is a Registered Counsellor with the Health Professions Council of South Africa (HPCSA).

Her work in the department involves: providing Employment Counselling services to unemployed and employed work-seekers focusing on special groups programmes including youth, women, persons with disabilities and small businesses. She also conducts psychometric assessments.

Furthermore, she is working with other stakeholders in taking services to communities, providing career guidance to work-seekers who still want to further their studies, assisting work-seekers to use the Department's self-help services (KIOSKs), conducting interview preparation for work-seekers going for interviews and work ethics sessions to referred candidates for employment.

Ms Tanganedzani mentioned that she chose to study psychology because she has a passion for helping people and acknowledges that the best way to help people and understand how they feel and act is by understanding human behaviour through studying Psychology. She stated that she has a very warm and welcoming personality and most of all, a big heart for human kind.

In July 2022, she went to Lephalale Labour Centre after moving from 2 labour centres (Christiana and Temba). This helped her to best understand how to work with different stakeholders and work-seekers. She was able to identify the stakeholders that she could work with and organise work-seekers sessions in rural areas.

They had an influx of walk-in clients who were coming to the office to submit their CVs because Lephalale is a mining town and with promising job opportunities, so she was working in a pro-active way, grouping work-seekers in the boardroom and providing them with Employment Counselling sessions to make sure that they are employable.

When asked what motivates her to do her best when it comes to Employment Counselling, Ms Tanganedzani mentioned that the journey of looking for a job is a very difficult one and sometimes schools do not prepare people for that. This job

has motivated her to do her best in helping everyone to prepare for the journey.

In all of her sessions, she makes sure that her clients are equipped with all information regarding looking for a job and she makes sure that even if she won't be with them 24/7, they are able to be independent by knowing exactly what they need to do. To be where she is today, she was once assisted by other people and she wishes to do the same for others.

"I wish to see a community that is employable" Ms Tanganedzani says. She is currently working with a few TVET colleges around her area to prepare students for the world of work and says the greatest reward of her job is to help someone to a point where they get employed and empowered.

Her last message for work-seekers: "Due to mining activities happening around the Lephalale area, a lot of people drop out of school. I hope to see a change in my clients. They should be more passionate, have faith and improve their situations by furthering their studies, improve their self-esteem, and lastly they must make sure they apply for jobs. Above all, they should always know that I am available to help them and they are welcome to come to my office".

We are pleased to share Ms Tanganedzani's success story and we appreciate her very much. We wish her the best with her future endeavours.

Work-seekers are more than welcome and encouraged to visit any of the Department of Employment and Labour's labour centres to receive various Employment Counselling services.

The Department of Employment and Labour's Employment Counsellors' contact details are found through this link:

[https://www.labour.gov.za/DocumentCenter/Publications/Public%20Employment%20Services/Department%20of%20Employment%20and%20Labour%20Employment%20Counselling%20Unit%20Contact%20Details\\_Updated.pdf](https://www.labour.gov.za/DocumentCenter/Publications/Public%20Employment%20Services/Department%20of%20Employment%20and%20Labour%20Employment%20Counselling%20Unit%20Contact%20Details_Updated.pdf)

Alternatively, one may search for the list of the Department's Employment Counsellors' contact details on the Internet.

- **Contact Centre Number:** 086 010 1018 – (Ms Ledwaba – is an Admin Clerk from the Department's Public Employment Services (PES) branch in Employment Counselling unit at Head Office in Pretoria).

by Lydia Ledwaba



## SOUTH AFRICA-USA LABOUR WORKING GROUP MEETINGS TO SOLIDIFY RELATIONS

Following the recent visit by a delegation from the United States of America (USA) Department of Labour with counterparts in South Africa - the two countries want to give impetus to their existing Memorandum of Understanding, so said Department of Employment and Labour, Deputy Director: Bilateral and Multilateral Relations, Kgomotso Letoaba.

Mr Letoaba said: "We need to meet regularly and work on our MoU implementation. We also want to use our Chair of G20 in 2025 to give life to the MoU following a lull".

Members of the United States of America delegation including staff from its Johannesburg Consulate visited the Department of Employment and Labour head office in Pretoria in December on a two-day engagement. The US delegation's visit was part of a South Africa-USA Labour Working Group meeting to cement relations.

South Africa and USA have a Memorandum of Understanding signed in 2011, said Mr Letoaba. He said with South Africa having assumed the chair of G20 the country was looking forward to work closely with the USA.

USA Director-Enforcement Programs, Occupational Safety and Health, Scott Ketcham said the US was looking forward to partner with South Africa in public employment services initiatives. Mr Ketchum said the US was also willing to extend its hand and invite South African labour inspectors to be trained at its Chicago Technical Academy.

The US delegation has expressed an interest in learning more about the Return to Work programme administered by the Department's entity, Compensation Fund – the initiative facilitates the return of injured workers to employment.

The visiting party also visited the department's entities - the Unemployment Insurance Fund, the Compensation Fund in Pretoria and also the Supported Employment Enterprises (SEE) factory in Johannesburg. The delegation also engaged with the Department business branches like the Inspections and Enforcement Services (IES), Public Employment Services (PES).

It also held discussions on bilateral cooperation, SA's G20 preparations, and lessons from US. – (Shadrack Mashalaba)





# PES BRANCH HOSTS NATIONAL EXCELLENCE AWARDS – KIMBERLEY, NORTHERN CAPE

The Public Employment Services (PES) branch hosted the National Excellence Awards in Kimberley, Northern Cape recently.

The awards, held annually, are aimed at recognizing and rewarding exceptional performance exhibited by officials and overall achievement by the branch. The gala event was attended by PES officials from all provinces. The session concluded on a high note as senior managers from the division and various Chief Director: Provincial Operations from different provinces awarded a special award to DDG Sam Morotoba for his immense contribution to the branch and his continued recognition of the contribution made by the PES Client Service Officers to the branch.

Awards conferred also included: Northern Cape PES Branch - awarded for best province for 2023-2024 Financial Year.







# Economic recovery is losing steam, new ILO report says



**Geopolitical tensions, the rising costs of climate change, and unresolved debt issues are putting labour markets under pressure, according to the International Labour Organization.**

**GENEVA (ILO News)** - The global economy is slowing down, making it harder for labour markets to recover fully, according to the newly-released, World Employment and Social Outlook: Trends 2025.

In 2024 global employment grew in line with the labour force, keeping the unemployment rate steady at 5 per cent, the report says. However, youth unemployment showed little improvement, remaining high at 12.6 per cent. Informal work and working poverty returned to pre-pandemic levels, and low-income countries faced the most difficulties in creating decent jobs.

## Challenges to recovery

The report points to challenges such as geopolitical tensions, the rising costs of climate change and unresolved debt issues, which are putting labour markets under pressure. Economic growth stood at 3.2 per cent in 2024, down from 3.3 and 3.6 per cent in 2023 and 2022, respectively. A similar level of growth is expected in 2025, although a gradual deceleration is expected to set in over the medium term.

Although inflation has decreased, it remains high, reducing the value of wages, the report finds. Real wages have only increased in some advanced economies, and most countries are still recovering from the effects of the pandemic and inflation.

## Labour force participation is declining, especially among young people

Labour force participation rates have dropped in low-income countries while increasing in high-income nations, mainly among older workers and women, the report finds. However, gender gaps remain wide, with fewer women in the workforce, limiting progress in living standards. Among young men participation has fallen sharply, with many not in education, employment or training (NEET). This trend is especially pronounced in low-income countries, where NEET rates for young men have risen by nearly 4 percentage points above the pre-pandemic historical average, leaving them vulnerable to economic challenges.

NEET rates in low-income countries rose in 2024, with young men reaching 15.8 million (20.4 per cent) and young women 28.2 million (37.0 per cent), marking increases of 500,000 and 700,000 respectively from 2023. Globally, 85.8 million

young men (13.1 per cent) and 173.3 million young women (28.2 per cent) were NEET in 2024, up by 1 million and 1.8 million respectively from the previous year.

## The global jobs gap amounts to 402 million

The global jobs gap - the estimated number of people who want to work but do not have a job - reached 402 million in 2024. This includes 186 million unemployed people, 137 million who are temporarily unavailable to work, and 79 million discouraged workers who have stopped looking for jobs. While the gap has been gradually narrowing since the pandemic it is expected to stabilize over the next two years.

## New opportunities in green and digital sectors

The study identifies potential for job growth in green energy and digital technologies. Renewable energy jobs have grown to 16.2 million worldwide, driven by investment in solar and hydrogen power. However, these jobs are unevenly distributed, with nearly half based in East Asia.

Digital technologies also offer opportunities, but many countries lack the infrastructure and skills to fully benefit from these advancements, the report notes.

## Innovative solutions

The ILO Director-General, Gilbert F. Houngbo, stressed the urgent need for action. "Decent work and productive employment are essential for achieving social justice and the Sustainable Development Goals. To avoid exacerbating already strained social cohesion, escalating climate impacts, and surging debt, we must act now to tackle labour market challenges and create a fairer, more sustainable future," he said.

## The report makes some recommendations to address current challenges:

- Boost productivity: invest in skills training, education and infrastructure to support economic growth and job creation.
- Expand social protection: provide better access to social security and safe working conditions to reduce inequality.
- Use private funds effectively: low-income countries can harness remittances and diaspora funds to support local development.

– (Article sourced from ILO) .



## GREEN RIDERS – “RIDE4JOBS” INITIATIVE – MOUILLE POINT, CAPE TOWN

Employment and Labour Minister, Ms. Nomakhosazana Meth and Deputy Minister, Jomo Sibiya played host during the unveiling of the Green Riders – “Ride4Jobs” initiative. The initiative is another partnership by the Department to encourage South African youth to participate in the motorcycle delivery service economy.





# RISK MANAGEMENT UNIT INTERNATIONAL ANTI-CORRUPTION CAMPAIGN – LABORIA HOUSE, PRETORIA

Employment and Labour Minister, Nxesi recently held a no-holds barred employment equity (EE) Act amendment engagement session and service delivery campaign with the community of Mitchells Plain at the Portlands Indoor Centre.

The Minister along with a delegation of Departmental officials addressed the community on the EE amendments, workplace equity, affirmative action, unemployment and service delivery issues.

Minister Nxesi has been on a national campaign to interact with communities and has previously visited Gqeberha, Chatsworth. The Minister will be visiting more communities over the next few months.





# Year-End Awards Report 2024

## Date: December 12, 2024

### Supported Employment Enterprises Bloemfontein



The year-end awards ceremony was held on December 12, 2024, at our factory, to recognize and reward the outstanding achievements and contributions of our employees. The event was a huge success, with a large turnout of employees, management, and special guests.

#### Perfect Attendance Awards

A total of 18 factory workers received certificates and medals for achieving perfect attendance throughout the year 2024. This remarkable achievement demonstrates their commitment, dedication, and responsibility towards their work.

#### Special Bravery Awards

Five factory workers were honoured with special award certificates for their bravery and resilience during difficult times in 2024. It was an honour to acknowledge and express our love and support for these remarkable individuals.

#### Employee of the Year 2024

The highlight of the ceremony was the announcement of the Employee of the Year 2024 award, which went to Mrs. Juanita Maria Van Vreden. Mrs. Van Vreden has consistently demonstrated exceptional performance, dedication, and leadership throughout the year. Her outstanding contributions have made a significant impact on our organization, and she is a shining example of our company's values.

Unarine Ramaru



**employment & labour**

Department:  
Employment and Labour  
REPUBLIC OF SOUTH AFRICA