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**Department of Employment and Labour to partner with FEDHASA** to roll out a national advocacy on compliance



Employment and Labour Minister, Nomakhosazana Meth (centre); together with Employment and Labour Deputy Ministers, Judith Nemaizinga-Tshabalala and Jomo Sibiya during the recent Group of 20 (G20) First Employment Working Group (EWG) meeting held in Gqeberha, South Africa. The 1st G20 EWG meeting focused on the theme of Inclusive Growth and Youth Employment and, Social Security and Digitalisation for an Inclusive Future of Work. At least four meetings will be held in 2025 culminating in the Labour and Employment Ministers (LEMM).

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**ILO Director-General calls for placing decent work** at the heart of automation and AI adoption

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**51<sup>st</sup> ARLAC Governing Council calls for** inclusive policies to tackle informality and promote decent work

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**ILO Director-General calls for inclusive** labour market reform amid global challenges

# DIARY OF EVENTS



## 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

**27 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 meeting

**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 in the Eastern Cape

**18 April 2025** = Good Friday (national holiday)

**21 April 2025** = Family Day (national holiday)

**27 (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.

**29 April 2025** = Department's Public Employment Services (PES) Branch Management Committee (BMC) meeting

## MAY

**01 May 2025** = Worker's Day (national holiday)

**08-09 May 2025** = Department's Inspections and Enforcement Branch (IES) branch hosts an Annual Employment & Labour Law Indaba at the Birchwood Hotel & OR Tambo Conference Centre in Boksburg, Gauteng

**22 May 2025** = Department's Public Employment Services (PES) Branch Management Committee (BMC) meeting

**29-30 May 2025** = 3rd Employment Working Group (EWG) meeting in Geneva, Switzerland



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

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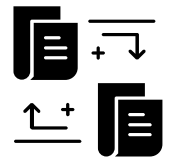
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Employment and Labour  
REPUBLIC OF SOUTH AFRICA



**G20** SOUTH  
AFRICA  
2025





# EDITORIAL

As we wind down the month of February 2025, it will undoubtedly go down as a monumental one on many fronts.

At the time of writing this editorial, the Department had just completed the hosting of a successful, historic and the first Group of 20 (G20) Employment Working Group (EWG) meeting in Gqeberha. The four-day and 1st EWG meeting under South Africa's Presidency placed the spotlight on addressing issues of inclusive growth, youth employment, gender equality, income inequality and the impact of digitalisation on the future of work.

The meeting was the first in a series of G20 EWG meetings that will be held during the year under the theme: "Living and Working in an Unequal World: Ensuring Decent Work and Decent Lives".

Another notable initiative was the hosting of a joint seminar by the Department together with the Federated Hospitality Association of Southern Africa (FEDHASA) – a discussion to ensure compliance and the betterment of the hospitality industry. It is encouraging to see a business organization putting its foot forward to march in a

collaborative effort with Government – in a unique partnership.

It is worth noting, that FEDHASA has admitted that it acknowledged challenges, but working towards solutions – towards achieving a vision for an industry that is proudly compliant, thriving sustainability and successful.

Another mentionable, milestone achieved is the realisation by Employment and Labour Minister, Ms Nomakhosazana Meth following last year's promise that she finally announced that recruitment to the "Project 20 000" is open.

The Project is part of building capacity of the Inspectorate and will see the recruitment of the first cohort of 10 000 trainee inspectors. During the two-year internship programme participants will in the first year be occupied with administrative work, and in the second year will be deployed to conduct inspections and enforcements.

As the Department we are bracing ourselves for a number of good things to unfold in the employment and labour front.

*Teboho Thejane*  
Editor-in-Chief

# Department of Employment and Labour partner with FEDHASA to roll out national advocacy on compliance



“ Our goal is to see this industry self-regulating ”

Employment and Labour Deputy Minister, Jomo Sibiya (centre); Western Cape Province Acting Specialist Inspector, Cebo Kutuka (Left) and Eastern Cape Specialist Inspector, Lubabalo Kwatsha, during a groundbreaking Department collaborate advocacy with the Federated Hospitality Association of Southern Africa (FEDHASA) to educate the sector about labour law compliance. The seminar was held in Milnerton, a seaside town north of Cape Town.

The Department of Employment and Labour is to collaborate with the Federation Federated Hospitality Association of Southern Africa (Fedhasa) to roll out a national advocacy session on compliance with labour legislation.

Employment and Labour Deputy Minister, Jomo Sibiya said by hosting advocacy with FEDHASA – the first of its kind, “we will now roll out the initiative nationally”.

The hospitality sector has in recent months been hogging headlines for failure to comply with labour laws. Furthermore, the Department’s Inspections and Enforcement Services (IES) branch has identified the Hospitality Sector as one of the most vulnerable sectors in the country which is supported by a number of complaints lodged at Labour Centres across the country.

To deal with this situation Inspection and Enforcement Services of the Department

and the Federated Hospitality Association of Southern Africa (Fedhasa) collaborated by hosting a breakfast session on the importance of compliance with labour legislation.

Both parties have committed to replicate the advocacy and stakeholder engagement session nationally with the Hospitality Sector starting in the Western Cape to highlight the importance of compliance with labour legislation.

Deputy Minister Sibiya said the Department was intent on building the hospitality sector, “This sector will collapse if tourists do not flock into the country,” he implored stakeholders from engaging in self-destructive tendencies.

“Let us build and protect the economy. This journey that we have begun is a taste of more collaborations. We want to have more sessions of this nature with FEDHASA to ensure enforcement and compliance take place.

“Our goal is to see this industry self-regulating,” he said, “dialogue matters to us. Tourism is one of our strategic sectors to grow the economy. As Government, we cannot do everything on our own. We are also reforming several policies to align with changes in the labour market”.

He said: “It is true that the sector has some challenges. There are establishments where owners are not doing what they are supposed to do”.

The advocacy focused on: the general state of the sector; the National Minimum Wage Act; the Basic Conditions of Employment Act; the Occupational Health and Safety; the Employment Equity Act; the Unemployment Insurance Act; the Compensation for Occupational Injuries and Diseases Act; and employment of foreign nationals in the sector.

By Shadrack Mashalaba

## DEL to undergo domain name change



The Department of Employment and Labour (DEL) is set to undergo a domain name change to reflect the new name of the organisation.

In May 2019 President Cyril Ramaphosa announced the reconfiguration of a number of departments and the former Department of Labour was one of them. The Department was renamed the Department of Employment

and Labour (DEL) to focus on compliance enforcement and coordinate all government efforts to create jobs and reduce unemployment.

A recent Departmental Exco meeting was told of the proposed name conversion and this will have an implication for the organisational web address and personal e-mail addresses. The proposed name will be ... @del.gov.za

# South Africa's first G20 Employment Working Group Meeting quotable quotes

South Africa held the first G20 Employment Working Group (EWG) meeting focusing on labour and employment issues, including technical sessions.

The meeting, convened under the theme: "Living and Working in an Unequal World: Ensuring Decent Work and Decent Lives" is aligned with South Africa's G20 Presidency theme of: "Solidarity, Equality, Sustainability".

The first EWG meeting focused on two key priorities:

- Inclusive Growth and Youth Employment – Reduce youth (not in employment, education or training) (NEET) rates through job-rich growth, skills development, youth entrepreneurship and strengthened labour market institutions.
- Social Security and Digitalisation for an Inclusive Future of Work – **Ensuring fair work in the digital economy by addressing AI, platform work and social protection expansion.**

The First G20 EWG meeting was held from 18 to 21 February 2025 at the Boardwalk Hotel, Casino & Convention Centre in Gqeberha, South Africa. It was attended by representatives from G20 member countries and experts from leading local and global institutions, including the International Labour Organization (ILO), International Social Security Association (ISSA), Organisation for Economic Co-operation and Development (OECD) and the World Bank, will present research on two critical topics: youth transitions to decent work and the impact of digitalisation on social security.

Below is what the key speakers said at the meeting:

"As we assume the G20 Presidency, we do so with a clear vision and a transformative agenda. Our priorities are rooted in recognising that the challenges of the 21st century — climate change, inequality, unemployment, and technological disruption — require coordinated and collective action," – **Employment and Labour Minister, Nomakhosazana Meth**

"Building on the Brisbane Goal, which expires in 2025, we will work to close the gender gap in labour force participation, enforce equal pay legislation and address the barriers women face in the workforce. The gap between the rich and the poor continues to widen within and between countries, and a shrinking labour income share threatens social cohesion. We will address inequality and the declining labour income share, through advocating for policies that ensure fair wages and better income distribution. This includes promoting progressive taxation, strengthening social protection systems, and supporting collective bargaining rights for workers," – **Employment and Labour Minister, Nomakhosazana Meth**

"South as the first African nation to host the G20 Presidency is committed in advancing Africa's priorities. The African continent is the next frontier of global growth and productivity, with an unparalleled

natural resource endowment and the youngest population in the world. The African Continental Free Trade Area (AfCFTA), among other things, presents an opportunity to potentially transform the continent's economic and social fortunes," – **Employment and Labour Minister, Nomakhosazana Meth**

"One of the most pressing challenges facing SA is youth unemployment. High number of NEET is a crisis that demands bold and innovative action," – **Eastern Cape Province Premier, Oscar Lubabalo Mabuyane**

"The L20 firmly believes that a New Social Contract — founded on jobs, rights, wages, social protection, equality, and inclusion — is essential in addressing the issues the G20 Presidency seeks to tackle. We are living and working in an unequal world, and change is long overdue. The world of work has the potential to address many root causes of inequality, if the right policies are in place. Every worker deserves the right to a decent living," – **Cosatu President Zingiswa Losi on behalf of Labour 20 (L20)**

"To achieve (Decent Jobs & Just Transition), we need:

- More decent jobs, backed by investments in job-rich, climate-friendly sectors such as sustainable infrastructure, the green economy, digital economy, care economy, and public services.
- Opportunities for young people, who continue to experience the highest levels of unemployment.

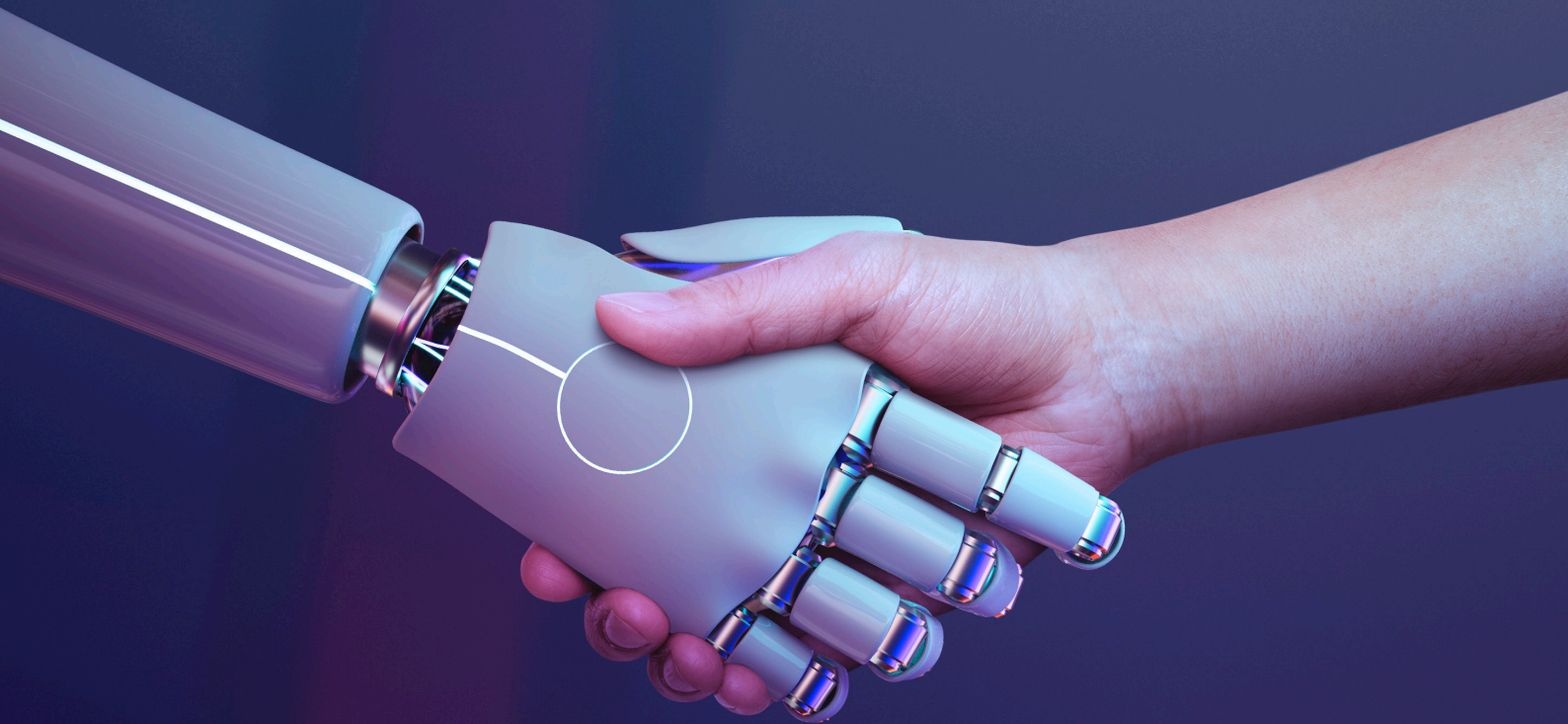
The formalisation of over 2 billion informal jobs worldwide to bring stability and security to workers," – **Cosatu President Zingiswa Losi on behalf of Labour 20 (L20)**

"Gender equality must remain a priority. Closing employment and wage gaps, advancing decent work for women, and eradicating gender-based violence and harassment are non-negotiable. Minimum living wages, universal social protection, and reduced working hours are key tools to advancing gender equity," – **Cosatu President Zingiswa Losi on behalf of Labour 20 (L20)**

"The L20 welcomes the G20's commitment to addressing inequality and ensuring living wages, unionisation, and collective bargaining," – **Cosatu President Zingiswa Losi on behalf of Labour 20 (L20)**

"Some of the forces that destroy jobs could be under our control, some are out of our control like structural issues," – **School of Economics, Development Studies & Tourism - Nelson Mandela University, Professor Ronney Ncwadi**

"COVID-19 pandemic and other crises have shown, the capacity of social security systems to deliver adequate services and support to the population during extreme events is a key asset for societies and economies," – **International Social Security Association (ISSA) expert, Raul Ruggia-Frick**



# ILO DIRECTOR-GENERAL CALLS FOR PLACING DECENT WORK AT THE HEART OF AUTOMATION AND AI ADOPTION

ILO Director-General, Gilbert F. Houngbo, highlighted the likely positive impact of AI on job creation while cautioning against potential challenges in the labour market.

PARIS (ILO News) – International Labour Organization (ILO) Director-General, Gilbert F. Houngbo, called for a human-centred approach to artificial intelligence (AI) that enhances workplace productivity and worker well-being at the AI Action Summit in Paris on 10 February.

Drawing on ILO data, the Director-General noted that AI stands to have a net positive impact on employment.

“While jobs are being lost, many new jobs can be created. We expect that the gap between jobs destroyed and created will be in favour of the latter,” he explained.

The challenge, Houngbo told the attendees at the Summit, lies in the quality of the new jobs that AI will help create, and the impact on existing inequalities within the labour market. The Director-General drew particular attention to the fact that women are more likely to be affected by automation than men, posing a risk of widening the gender pay gap.

Houngbo urged attendees to pay closer attention to the quality of AI-created employment, to ensure that jobs in the AI sector are decent and secure. He emphasized the need to invest significantly in developing tailored skills that would benefit the global workforce and prevent disparities in AI’s fast-paced progress in shaping the future of work.

“We need to ensure that AI benefits all, through greater investments in upskilling and reskilling, including by the public sector, to ensure we can overcome the digital divide,” he recommended. Houngbo further called for greater social dialogue. “Only through social dialogue can workers, employers and governments come together to tackle the complex issues surrounding AI and employment and ensure that all work is decent work.”

The ILO is at the forefront of research and discussion about the impact of AI on the world of work. Its recently launched ILO Observatory on Artificial Intelligence and Work in the Digital Economy deepens data research to better understand what the future of work will look like in a digital era. It aims to support governments and social partners through the digital transformation in the world of work.

– (Article sourced from ILO)

# PROCESS TO FOLLOW IF YOU ARE UNHAPPY WITH A BENEFIT STATEMENT

The Government Employees Pension Fund (GEPF) sends an Estimation of Benefits statement to its active members once a year.

This initiative aims to keep members abreast of the current standing of their pension funds. The statement provides a summary of the estimated pension benefits based on the available information at a specified date during the member's membership of the Fund.

It includes personal and employment details, and the potential pension benefits upon exit. It is important to note that these figures are preliminary estimates that are calculated based on the information available to the GEPF at the time. The estimates will undergo verification at the time of the member's actual exit from the Fund.

Should you not be in agreement with the content of your Estimation of Benefits statement, it is advisable to first gain a comprehensive understanding of the document's purpose and the information it conveys. The statement offers a snapshot of your estimated pension benefits, based on the most recent data the GEPF has. Bear in mind that provisional figures are provided, which will be confirmed when you eventually exit the Fund.

In the event of perceived discrepancies or if you believe that the GEPF or your employer has not adhered to the Fund's rules or the applicable legislation, you must send a letter to the GEPF or your employer, pointing out what they failed to do and then allow the employer 30 days to address the issues that you identified. If your issues are not addressed you can submit a complaint to Government Employees Pension Ombud (GEPO).

Any complaint submitted to GEPO must be in writing. This means that no complaints may be submitted over the telephone or verbally. However, GEPO will still be able to assist any person over the phone or in-person on how to write and submit a complaint. Complaints can be lodged through the post, via email, on the GEPO website, by fax or in-person at the GEPO offices.

The GEPF respects the privacy and personal information of its members and pensioners and therefore subscribes to the provisions of the Protection of Personal Information Act 4 of 2013. Visit [www.gepf.co.za](http://www.gepf.co.za) to view the GEPF Privacy Policy and Privacy Statement.



## INVESTMENT STRATEGY: HOW THE GEPF GROWS MEMBERS' MONEY

**More often than not, members of the GEPF hear half-truths about the state of the pension fund's financial soundness.**

GEPF members and pensioners are often told that their pension fund is in the red and could go bankrupt at any time, which may ultimately lead to them not getting their pensions when they retire. The truth is that the GEPF has grown from a R127 billion fund in 1996 to a R2.3 trillion fund in 2023, which is a clear indication that it is in good health.

The GEPF is a long-term investor that operates according to long term investment objectives. This is considered when formulating the investment strategy of the Fund. The Fund follows a liability driven approach, which means that Asset Liability Management (ALM) must be conducted to determine the optimal assets that will match the Fund's long-term liabilities. The Fund then develops a Strategic Asset Allocation (SAA) plan - not to be confused with the airline. The SAA indicates which asset classes and limitations exist for the GEPF to achieve its required growth and ensure that its liabilities are met in the long-term. The GEPF must project at least 40 years into the future to make a determination of its long-term objectives.

It must be noted that the Government Employees Pension Law (GEP Law) requires the Fund to conduct an actuarial valuation every three years. Furthermore, the GEP Law requires that the Fund is at least 90% funded. The most recent valuation done was as at 31 March 2021, which revealed that it was 110.1% funded. This means that the Fund has more than enough assets to cover its actuarial liabilities in full. For every R1.00 of liability, we have R1.10 available, thus the Fund meets all its obligations currently.

– (Articles sourced from GEPF)



## Supported Employment Enterprises (SEE) careers fair - N'dabeni, Cape Town

The Department of Employment and Labour (DEL), through the Supported Employment Enterprises (SEE), hosted a careers fair at the N'dabeni factory in Cape Town on 04 February 2025. The event was targeted at Persons with Disabilities (PwD) who are also workseekers in order to promote job opportunities with the SEE as the leading employer for PwDs.

The Department invited various stakeholders including of government departments, institutions or higher learning, and partnering private sector organisation's to exhibit programmes and products that they have on offer.

The Career Fair took place as part of DEL's integrated service delivery build-up programme towards the State of the Nation Address #SONA2025 which took place recently.



## Department of Employment and Labour work seeker opportunities workshop - Ravensmead, Cape Town

The Department of Employment and Labour hosted a work seeker opportunities workshop in Ravensmead, Cape Town on 05 February 2025. The workshop took place in order to expose work seekers about the opportunities available in the Department through the Public Employment Services work seeker registrations and skills development programmes.

Various stakeholders were invited to avail opportunities that they have at their disposal. Furthermore, the initiative was a display of strategic partnerships by the Department in contributing to social cohesion and development in South Africa.

The Career Fair took place as part of DEL's integrated service delivery build-up programme towards the State of the Nation Address #SONA2025 which took place recently.



# How to Identify a Legitimate Labour Inspector



Identifying a legitimate labour inspector is crucial to avoid falling victim to scams. Here are some key points to help you verify the authenticity of a labour inspector.

## 1. Identification Card:

Genuine labour inspectors carry an official identification card. This card features the Departmental Logo and the inspector's details.

## 2. Uniform

Inspectors wear trademark uniforms that are easily recognisable.

## 3. No Immediate Fines

Legitimate inspectors do not issue spot fines. If non-compliance is found, they follow a specific procedures of issuing relevant notices such as a compliance order or a contravention notice.

## 4. No Payments Required

Inspectors will never ask for payments for services, either made directly to them or into their bank accounts. All services provided by the Department are free of charge.

## 5. Verification

If in doubt, you can verify the inspector's credentials by contacting the nearest Department of Employment and Labour office.

## 6. Reporting Suspicious Activity

Report any suspicious visits or requests to the South African Police Service (SAPS) or the Department's nearby offices.

## RIGHTS AND DUTIES OF LABOUR INSPECTORS

Labour inspectors have specific rights and duties to ensure compliance with labour laws, these include the following:

### 1. Right of Entry

Inspectors have the right to enter any workplace or premises where they believe work is being conducted.

### 2. Conduct Inspections

They can conduct both announced or unannounced inspections to monitor compliance with labour laws.

### 3. Investigate Complaints

Inspectors investigate complaints related to contraventions of labour legislation.

### 4. Issue Notices

They can issue prohibition, contravention, direction and compliance notices to employers who do not comply with labour laws.

### 5. Collect Evidence

Inspectors can collect evidence, including taking samples and seizing documents or articles that may serve as evidence.

## TYPES OF INSPECTIONS

### 1. Scheduled Inspections

These are risk based and planned inspections based on factors such as accident trends, the

presence of hazardous substances, or the use of dangerous machinery.

### 2. Unscheduled Visits

Unscheduled visits can occur in response to complaints or requests from workers, employers, or the public. These visits are often unannounced to ensure that genuine working conditions are observed.

### 3. Random Visits

Random visits are conducted to ensure ongoing compliance and to deter non-compliance. These visits are not pre-planned and can happen at any time.

## BASIC CONDITIONS OF EMPLOYMENT ACT (BCEA) ON INSPECTORS AND INSPECTIONS

The BCEA outlines the roles and responsibilities of labour inspectors:

### 1. Monitoring Compliance

Inspectors monitor compliance with the BCEA and other labour laws by conducting inspections and investigations.

### 2. Enforcement

They enforce labour laws by issuing notices and taking legal action against non-compliant employers.

### 3. Proactive Inspections

Inspectors conduct proactive inspections, including Blitz inspections, to ensure compliance with labour legislation.

### 4. Advocacy and Education

They conduct advocacy campaigns to educate employers and employees about their rights and responsibilities under labour law.



# Devoted to uplift those seeking employment: Melidah's success story



**Department of Employment and Labour's Employment Counsellor, Sekgena Melidah Mamakwa ... the happiest are the givers and not takers.**

The following is a chronicle of being dedicated to enhancing employability in the lives of the Department of Employment and Labour's clients and it tells about one of our Employment Counsellor's pronounced achievements.

Sekgena Melidah Mamakwa is an Employment Counsellor based at eMalahleni Labour Centre in Mpumalanga and is registered with the Health Professions Council of South Africa as a Psychometrist. She acquired a degree in Higher Education (1998), Bachelor of Arts Honours (1999), Master of Psychology Academic Thesis in 2000 as well as Master of Employee Assistant Program in 2013 from the University of Pretoria. She is also registered with the Association for Supportive Counsellors and Holistic Practitioners (ASCHP).

Ms. Mamakwa's day-to-day duties in the eMalahleni Labour Centre involve presenting the following topics to clients: Curriculum Vitae writing skills, job interview skills, how to market yourself, dealing with unemployment, setting a goal, motivational sessions, Social media and youth, retrenchment counseling, counseling for parolees (job hunting), Psychometric assessment for recruitment and selection as well as Job readiness and ethics.

When asked what motivated her to select Psychology as a career, Ms Mamakwa stated that helping people gives her meaning in life. While she was studying for her Higher degree in Education which made her become a school teacher, Psychology was compulsory as a module for first-year students, so she fell in love with it and took it to Masters' level.

She believes that Education and Psychology are closely related. It is all about empowering human beings to the best ability and contributing to individuals as well as the community. She uses both professions in her career.

"Naturally I have compassion for people, whether I get recognised or not. Helping and being in touch with other people is satisfying to me. I give unemployed people hope. I am a hard worker, I feel bad to idle at work and waiting for my salary. I have been doing this for the past 20 years of my career. After all, I am getting paid to do the best", this is Ms Mamakwa's response after being asked what she believes has made her to become the best Employment Counsellor in her province for the year 2022.

Ms Mamakwa's greatest wish for her career in the future is for every person she has helped to get an employment opportunity. She explains that it is stressful to see sad faces due to unemployment. She wishes that there can be enough employment opportunities in the country for work-seekers to opt for.

Work-seekers residing in and around eMalahleni should be aware that Ms Mamakwa is in the office for them and they are welcome to go visit her or contact her on her official cell phone number (as listed under Mpumalanga on the link provided below), so she may work together with them in the journey of looking for employment:



We would like to thank Ms. Melidah Mamakwa for sharing such an empowering and encouraging story with us and we wish her all of the best in the future as an Employment Counsellor.

**Department of Employment and Labour centre contact 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**

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# Group of 20 (G20) First Employment Working Group (EWG) meeting - Gqeberha, Eastern Cape

South Africa under the tutelage of Department of Employment and Labour hosted the Group of 20 (G20) First Employment Working Group (EWG) meeting held at the Boardwalk Hotel, Casino & Convention Centre in Gqeberha, South Africa. The 1st G20 EWG meeting focused on the theme: Inclusive Growth and Youth Employment and, Social Security and Digitalisation for an Inclusive Future of Work.

Employment and Labour Minister, Nomakhosazana Meth; together with Employment and Labour Deputy Minister's, Judith Nemadzinga-Tshabalala and Jomo Sibiya attended the event. Minister Meth delivered the keynote address

in which she highlighted the growing problem of youth unemployment.

The EWG meeting was attended by 18 countries. The meeting focused on the presentations of Joint Paper on Fostering Youth Transitions to Decent Work; Unemployment, Labour Market Dynamics and Inclusive Growth in South Africa; Joint Paper on Social Security and Digitalisation for an Inclusive Future of Work; Presentation of G20 Social Protection Policy Portal; Digital Bridges Project - Innovation Challenge on Digital Skills Development for Youth Not in Education, Employment, or Training (NEET); Socio-Economic Transformation and Inequality in G20 Countries: Lessons and Implications for Youths; Presentation on Labour Regulation and Platform Work in South Africa

The next meeting of G20 EWG - whose mandate is to address labour, employment and social issues for strong, sustainable, balanced and job-rich growth for all - is in April 2025.





# G20

SOUTH AFRICA 2025

Solidarity

Equality

Sustainability



See more photos

# 51<sup>st</sup> ARLAC Governing Council calls for inclusive policies to tackle informality and promote decent work

The 51<sup>st</sup> African Regional Labour Administration Centre (ARLAC) Governing Council Meeting for Ministers Responsible for Labour/ Employment/ Manpower issues in Africa and High-Level Symposium on 'Innovative approaches to tackling informality and promoting transitions towards formality to promote decent' has closed in Lusaka, Zambia from 11 to 13 February 2025 with a call for governments to enact inclusive policies to ensure inclusion of innovative approaches and priorities enforcement of decent work standards.

The closing ceremony which was held at Mulungushi International Conference Centre was graced by Zambia's Vice-President Mrs. W.K Mutale Nalumango.

Addressing the delegates, Vice-President Nalumango urged governments to enact inclusive policies and allocate resources for labour market reforms to ensure inclusion of innovative approaches and priorities enforcement of decent work standards.

"Addressing the shared labour market challenges requires a united effort. In response to these challenges, Zambia, as a proud member of ARLAC, is implementing and advocating for the following strategies that can be adapted across the region: simplifying registration processes to encourage formalization," she said.

"Tax rebates and provision of start-up loans for Small and Medium Enterprises (SMEs) to help formalize their operations; leveraging digital tools to provide informal workers access to financial services, markets, and regulatory compliance, such as the Government Service Bus (GSB), mobile money services and e-banking."

The Vice-President added that her government was strengthening partnerships between industries and education providers to align curricula with labour market demands and expanding Technical and Vocational Education and Training (TVET) programmes to address emerging skills gaps.

She further urged governments to build strong national productivity organisations to catalyse economic transformation initiatives, promote positive attitudes towards work and support enterprise sustainability efforts aimed at achieving economic growth.

"We call upon employers to invest in workforce development, adopt fair employment practices, and support transitions to formal employment; workers' organisations to champion the voices of vulnerable workers, particularly in the informal sector; as well as development partners and ARLAC to continue providing technical expertise, financial support, and platforms for regional cooperation," said Vice-President Nalumango.

Meanwhile, ILO Assistant Director General and Regional Director for Africa Ms. Fanfan Rwanyindo Kayirangwa urged ARLAC Governing Council to employ innovative approaches in tackling informality in Africa.

In a speech read by ILO Country Office Director for Zambia, Malawi and Mozambique Mr. Wellington Chibebe, Ms. Kayirangwa further urged governments to embrace youths and emerging opportunities in technology advancement as they deal with informality in Africa.

"Let us to join forces to innovate around addressing particularly informality in Africa. We need to create more and better jobs, embrace the youthful energy of our beautiful continent and the emerging opportunities in technology advancement and in our responses to climate change," she said. "We must be bold to decide and act, engage in whole of government and whole of society approaches to do better by and for ourselves."

And Zambia's Minister of Labour and Social Security, Mrs. Brenda Tambatamba asked member States to continue providing financial and technical support to ARLAC, stating that the Harare-based centre was faced with financial and operational constraints.

Chairing the High-Level Symposium on 'Innovative approaches to tackling informality

and promoting transitions towards formality to promote decent' moderated by ILO Country Office Director for Zimbabwe and Namibia - Ms. Philile Masuku and presented by ILO Informal Economy Specialist - Ms. Annamarie Kiaga, Mrs. Tambatamba said ARLAC has contributed greatly towards strengthening labour administration systems on the African continent.

"Notwithstanding this solid record of its achievements, ARLAC continues to operate under acute financial and technical constraints. As a contribution to ameliorating the foreseen challenges of our organisation, allow me to suggest, for your consideration in this meeting, that the once-off contribution of USD 2,000 you made towards the celebration of the Golden jubilee of ARLAC be converted into a permanent additional member countries' contribution towards the reinforcement of our efforts to enhance ARLAC's capacity to deliver on its mandate," she said.

The meeting drew participation from Zambia's Minister of Labour and Social Security, Mrs. Brenda Tambatamba, Zimbabwe's Minister of Public Service, Labour and Social Welfare, who is also ARLAC chairperson Mr Edgar Moyo, Retired Major General Pius Mokgware, Minister of Labour and Home Affairs for Botswana, as well as Lesotho's Minister of Employment and Labour Tseliso Makhosi.

Others were; South Africa's Deputy Minister of Employment and Labour, Judith Nemaizinga-Tshabalala, ILO Decent Work Team (DWT) Director for Eastern and Southern Africa - Mr. Alexio Musindo, ILO Country Office Director for Zimbabwe and Namibia - Ms. Philile Masuku, ILO Informal Economy Specialist - Ms. Annamarie Kiaga; South Africa High Commissioner to Zambia - His Excellency Saad Cachalia, Zimbabwe Ambassador to Zambia - Her Excellency Charity Charamba, Zambia's Permanent Secretaries of Labour, Principal Secretaries of Labour, Employers and Workers' organisations representatives, Chief Executive Officers from various private and parastatal organizations, as well as the academia.

(ILO News)

# ILO Director-General calls for inclusive labour market reform amid global challenges



**At the second Global Labour Market Conference, ILO Director-General Gilbert F. Hougbo highlights the urgent need for collective action to tackle decent work deficits and foster equitable opportunities worldwide.**

**RIYADH (ILO News)** – Global labour markets have made significant progress, with unemployment rates at historically low levels, improved job quality, and increased formal employment. These positive developments underscore the resilience of the world of work and the effectiveness of policies aimed at fostering economic growth and stability.

However, persistent inequalities remain a challenge, requiring urgent action to ensure that the benefits of this progress are shared equitably, said ILO Director-General Gilbert F. Hougbo at the second Global Labour Market Conference (GLMC) in Riyadh, Saudi Arabia.

In his address to the conference on Thursday, Hougbo emphasized the need to advance social justice through decent work. He highlighted the importance of addressing challenges facing the global labour market, including rising unemployment among young people, persistent decent work deficits, and the disproportionate impact of these issues on women, youth, and other vulnerable populations.

Hougbo noted that digitalization, climate action, just transition efforts, and demographic changes are fundamentally reshaping the world of work, creating both opportunities and challenges. He also underscored the compounded pressures of global crises, such as armed conflicts, extreme weather events, and political instability, on jobs and livelihoods.

“It is important that we address ways to foster an inclusive labour market that works for all people, based on decent work and social justice principles,” Hougbo said in his address. “We must act collectively and be ready to learn from each other. There is no single recipe; there is no magic bullet.”

Prioritizing structural improvements to labour markets is key, Hougbo said, including investing in education and skills training to meet the evolving demands of AI-driven industries and the green economy. The Director-General also stressed the need to work collectively toward fostering equitable access to opportunities, building effective social protection systems, and ensuring that efforts to achieve sustainable and just transitions are inclusive.

He further highlighted the significance of social dialogue as an essential mechanism for addressing labour market challenges, noting the importance of collaboration among governments, employers, and worker representatives. He urged conference participants to engage with the Global Coalition for Social Justice, an ILO-led platform aimed at facilitating international cooperation and concrete actions to strengthen social justice globally.

Hougbo concluded his address by commending the Government of Saudi Arabia for hosting the GLMC and fostering international dialogue on the future of work. “It is through initiatives like this that we can advance our collective goal of realizing Decent Work and Social Justice,” he said.

In addition, the ILO Director-General participated in the GLMC’s Ministerial Roundtable and held bilateral meetings with some of the over 40 labour ministers attending the conference, including Saudi Arabia’s Minister of Human Resources and Social Development, Ahmad bin Sulaiman AlRajhi.

During the meeting, AlRajhi and Hougbo signed a memorandum of understanding to expand and deepen the programme of cooperation between the Ministry and the ILO, ensuring the effective implementation of the many reforms undertaken in Saudi Arabia and addressing decent work gaps in the Kingdom.

**(Article sourced from ILO)**

# DEL SONA build-up inspections blitz - Cape Town

The Department of Employment and Labour in the Western Cape set about conducting blitz inspections in Cape Town metro and surrounding areas as part of a build-up activities leading to the State of Nation Address (SONA).

The Departmental inspections formed part of an integrated service delivery initiatives. The Department through the entity - Supported Employment Enterprises (SEE) hosted a career fair for people with disability at N'dabeni in Cape Town. The programme included the

hosting of an integrated Taking Services to the People initiative at Mitchells Plain Labour Centre (to process UIF, COID queries, work seeker registration) and a Public Employment Services (PES) branch opportunity workshop and work seeker registration at Global Wisdom Centre in Ravensmead.

The Department's inspection blitz was focused on Hospitality, Construction, Wholesale & Retail sectors. It concentrated in Constantia, Cape Town central business district, Sea Point and Green Point. The inspections revealed low levels of non-compliance with occupational health and safety, the Unemployment Insurance Act, non-registration with the Compensation for Occupation Injuries and Diseases Act, failures to make declarations, and failure to keep documents.



## State of Nation Address (SONA) 2025 - Cape Town

Employment and Labour Minister Nomakhosazana Meth together with Deputy Minister's Jomo Sibiya and Judith Nemaizinga-Tshabalala attended the SONA address delivered by President Cyril Ramaphosa in Cape Town recently.

The President told the gathering of a multipolar world in which new countries are emerging to play a greater role in global affairs - "We are seeing intensifying competition over trade, technology and influence in global institutions".

He announced that Government had adopted the Medium Term Development Plan, which sets out a clear and ambitious programme for the next five years. Mr Ramaphosa said the actions contained in the Medium Term Development Plan will advance South Africa's three strategic priorities:

- Firstly, to drive inclusive growth and job creation.
- Secondly, to reduce poverty and tackle the high cost of living.
- Thirdly, to build a capable, ethical and developmental state.

"Our most urgent task is to grow our economy so that we can create jobs, reduce poverty and improve the lives of all South Africans," he said.

# The Unbundling Revolution: How it's defining the Department of Employment and Labour



**Simon Nkhabelane, Director: Management Advisory Services in the Human Resources Management with Bahumi Matebesi, Deputy Director-General: Corporate Services during the Reconfiguration and Unbundling processes workshop held in Pretoria to deal with mapping and design focus issues.**

The Project Management Office (PMO) from the office of the Director General and Government Technical Advisory Centre (GTAC) as part of the Reconfiguration and Unbundling processes, are conducting a series of mapping and design focus workshops, with the different Directorates of the Department of Employment and the Labour and the Funds.

The workshops are focusing on the reconfiguration process, highlighting key aspects and anticipated impacts.

The first of the series of workshops was held on the 26th of February 2025 at the Blade in Pretoria, with team from GTAC and PMO engaging Corporate Services Directorate, which includes Human Resources, Finance, Legal Services, Communication, Risk and Audit Services.

The reconfiguration and unbundling processes of DEL are structured around specific objectives. At the essence of this transformation lies the examination of current structures, their effectiveness, and the identification of necessary changes.

## **The primary goals of the workshops include:**

1. **Confirming Current Functions:** Assessing the existing purposes and functions of various directorates within DEL and the Funds.
2. **Identifying Change Needs:** Exploring potential modifications in the various Directorates to fit an unbundled DEL model.
3. **Detailing Service Operation Models:** Outlining how the Directorates will operate within the newly-structured DEL.
4. **Decentralized Support Strategies:** Developing the most effective ways to handle decentralized support for the reconfigured department.

These workshops are designed to engage DDG's, Chief Directors and Directors in a comprehensive discussion about redefining how services are delivered, ensuring that all voices are heard and considered in shaping the future of DEL.

The GTAC and PMO led workshops will unfold over a series of full-day sessions at various DEL offices. Each session will focus on different aspects of the reconfiguration, enabling an in-depth exploration of critical themes.

Among the primary areas of emphasis will be the Service Delivery Models: A detailed look at the existing service delivery model based on the use of the Labour Centres supplemented by associated sub-level services delivery sites such as the satellite offices, services centres and mobile Labour Centres.

Through this structured approach, these workshops not only aim to consolidate current information but also to generate innovative solutions reflecting the realities of a decentralized workforce.

As the workshops progress into focused work streams involving the DEL, Compensation Fund (CF), and Unemployment Insurance Fund (UIF), Continuous collaboration with all stakeholders, will ensure that diverse perspectives contribute to sound decision-making.

**By Tinyiko Masingi**

# Reconfiguration and unbundling process workshops - Pretoria

The Department's Corporate Services branch - as part of the Reconfiguration and Unbundling processes recently hosted the Government Technical Advisory Centre (GTAC) and the Department's Project Management Office (PMO) to conduct mapping and design focus workshops with the different directorates of the unit.

The Department of Employment and Labour (various branches) with its funds, the Unemployment Insurance Fund (UIF) and Compensation Fund (CF) will be having these workshops facilitated by GTAC and PMO.

The day-long workshop sessions will discuss and redefine how services are delivered, ensuring that all voices are heard and considered in shaping the future of DEL. The workshops will also focus on progress on the Reconfiguration and Unbundling Project, discussion on mandate, discussion on possible changes.



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