



employment & labour

Department:
Employment and Labour
REPUBLIC OF SOUTH AFRICA

i-DEAL



Employment and Labour Deputy Minister, Jomo Sibiya, with Department of Employment and Labour Chief Director, Provincial Operations for KwaZulu-Natal, Edward Mncedisi Khambula (green jacket) and Department's Provincial Chief Inspector, Mlungisi Zondi during a joint inspection blitz in Durban on M7 freeway. The inspection led to the arrest of seven people and focused on road, freight and logistics sector. It was one of build-up activities to the Presidential Imbizo held in Umgababa, KwaZulu-Natal.

1. Plans afoot to promote decent work and safety in the construction sector into a national movement
- 2. How to Identify a Legitimate Labour Inspector
3. Vaccine doses allocated to 9 African countries hardest hit by mpox surge
4. Brazil hands over the G20 Employment Working Group to South Africa during ILO-hosted event

DIARY OF EVENTS

DECEMBER

03 December 2024 = Compensation Fund hosts its exco meeting

04 December 2024 = Department's Labour Policy & Industrial Relations branch hosts its meeting

04 October 2024 = Supported Employment Enterprises hosts its exco

05 October 2024 = Supported Employment Enterprises hosts its management committee meeting

05 December 2024 = Compensation board meets

05 December 2024 = CCMA hosts its Exco meeting

05-06 December 2024 = Employment Services board meeting

10 December 2024 = Productivity SA Exco monthly meeting

11 December 2024 = UIF Exco meeting

12-13 December 2024 = Department's Inspection and Enforcement Services branch at head office hosts its Management Committee meeting

16 December 2024 = Day of Reconciliation (public holiday)

25 December 2024 = Christmas Day (public holiday)

26 December 2024 = Day of Goodwill (public holiday)

JANUARY

01 January 2025 = New Year's Day (public holiday)

13 January 2025 = CCMA hosts its Exco meeting

15 January 2025 = Employment Equity reporting season closes

17 January 2025 = National Economic Development and Labour Council holds its Manco meeting

19 January 2025 = Department's Labour Policy & Industrial Relations branch hosts its meeting

20 January 2025 = Unemployment Insurance Fund Exco meeting

22 January 2024 = Unemployment Insurance Fund Board meeting

24 January 2025 = National Economic Development and Labour Council convenes its Executive Committee meeting

24 January 2024 = Supported Employment Enterprises hosts its exco

28 January 2025 = Productivity SA exco monthly meeting

30 January 2025 = The Department hosts its Exco meeting

30 January 2025 = CCMA Governing Body holds its meeting

30 January 2025 = National Economic Development and Labour Council convenes its Manco meeting

30 January 2025 = ES Board Employment Schemes Subcommittee Meeting

31 January 2025 = Compensation Fund hosts its Manco meeting

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

10 February 2025 = CCMA hosts its Exco meeting

18 February 2025 = Productivity SA Exco monthly meeting

20 February 2025 = Department hosts its DEXCOM meeting

20 February 2025 = Department's Public Employment Services Branch Management Committee meeting

February 2025 = Finance Minister tables the National Budget before the National Assembly in Cape Town

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

EDITORIAL

The period of November and December is characterised by an increased hype of activities as the year draws to a close. We are currently in the midst of 16 Days of Activism for No Violence Against Women and Children Campaign. The Campaign takes place between 25 November and 10 December 2024 under the theme: "30 Years of Advancing Collective Action to End Violence Against Women and Children".

Despite this annual international campaign to highlight the scourge of violence against women and children, menace continues unabated at unprecedented rate. This year's campaign emphasises addressing the root causes of Gender Based Violence and Femicide (GBVF) by promoting positive masculinity, promoting gender equity, and creating economic opportunities for women and children.

While highlighting the scourge of GBVF, on December 1, we will be commemorating World AIDS Day. The day is commemorated annually as an opportunity to pay special attention to, as well as show solidarity for the global fight against HIV and AIDS – in recent years the attention seems to be diminishing.

However, we cannot tire to reinforce the message on the devastating socio-economic impact of the disease.

The 2024 World AIDS Day commemoration will take place under the theme **"EQUAL RIGHTS, EQUAL CARE"**. The theme is in line with the Global Theme, "Take the rights path: My health, my right!". This year's theme calls for equal and equitable access to healthcare that is dignified.

Globally, there is an estimated 38 million people that live with the virus. It is estimated that more than 35 million people have died of HIV or AIDS related illnesses over the past 40 years, making it one of the most destructive pandemics in history.

The World AIDS Day was first observed as a commemorative event on 01 December under the auspices of the World Health Organization.

It will be a shame to fail to highlight the promotion of awareness, accessibility, and inclusion as part of Disability Rights Awareness Month (DRAM) which started 3 November to 3 December. The theme for this year is: "Celebrating 30 Years of Democracy, creating a disability inclusive society".

The elated Acting Director General of the Department Mr. Viwe Mlenzana, said we conclude the November month with great news, as the Department has been honoured and conferred an award by the Chartered Institute of Audit Governance, Oversight and Leadership-South Africa (CIAGOL SA) for 2024 for supporting institutions in the category of Trail Blazers. The award is presented to an organisation that has transcended organisational boundaries to promote organisational growth, partnership, and engagement through action inspired and visionary leadership.

"Secondly, we are equally proud of our Chief Risk Officer, Ms Rangongo, being bestowed with an impact award for 2024, in the category of Trail Blazer. This being the highest honour that recognises a selfless leader whose lifetime active engagement in service delivery has had a significant, positive impact in the department and government at large. Her efforts are recognised by peers for having undertaken initiatives in her work to a greater benefit of the Provincial and Head offices she serves. This, indeed deserves a round of applause and recognition all round," Mr Mlenzana said.

#DEL "The Department of Employment and Labour working for you"

Teboho Thejane
Editor-in-Chief

We value your feed-back and contributions, please contact



Shadrack Mashalaba on (012) 309 4882
shadrack.mashalaba@labour.gov.za

Siyabulela Dzanibe on (012) 309 4334
Siyabulela.Dzanibe@labour.gov.za

CONTRIBUTORS

Shadrack Mashalaba
Lydia Ledwaba
Jason Lloyd
Hlanganisa Mbatha
Cebisa Siyobi

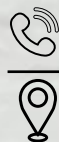
DESIGNER

Mulalo Mbango

PHOTOGRAPHERS

Cebisa Siyobi
Jason Lloyd
Hlanganisa Mbatha
Shadrack Mashalaba
Productivity SA
Lebogang Moloko

SUB-EDITOR: PETUNIA LESSING



CONTACTS AND SERVICE POINTS



Representatives from social partners who recently signed the Decent Work Movement Pledge in George, Western Cape to support labour rights and ethical business practices in the construction sector.

Plans afoot to promote decent work and safety in the construction sector into a national movement

Following the recent successful launch of the pilot project to promote decent work for all in South Africa's construction industry, plans are afoot to spread the initiative nationally in the new year.

The Department of Employment and Labour (DEL) working with social partners, the United Nations agency - the International Labour Organization (ILO); the Federated Employers Mutual Assurance Company (FEM); and the Department's entity Compensation Fund (CF) formed a partnership to support labour rights and ethical business practices in the construction sector.

The partnership culminated in the signing of a Decent Work Movement's Pledge, during the two-stop leg in the Western Cape (in Cape Town and George).

The initiative under the tagline: "Decent work is a movement, a movement for promoting labour rights and improving business productivity" - focuses on advancing labour rights, eliminating exploitative practices, and enhancing productivity in a sector vital to the country's economic growth.

The Decent Work Movement Pledge commits partners to:

1. Advocating for workers' rights to safe, secure, and compliant working conditions.
2. Facilitating effective workplace inspections to ensure decent work and compliant work environments acknowledging that "Inspection Protects

Workers, and that compliance is key to maintaining safety, dignity and productivity in the workplaces.

3. Promoting labour law compliance to protect workers from exploitative practices and to enhance labour productivity.

4. Contributing to building capacity through continuous learning, collaboration, and knowledge sharing to create decent and productive workplaces.

Department of Employment and Labour Chief Inspector: Occupational Health and Safety, Milly Ruiters said the partnership is built on four pillars - which are inspection, enforcement, capacity building, and advocacy.

ILO official, Jens Christensen said for every casualty or fatality statistic there is human life. Christensen said the construction sector needs to harvest a culture of communication and dialogue to prevent the incidence of injuries and casualties.

He said the Decent Work Movement was not only about having a job but the creation of proper and safe jobs that drive economic growth.

Department of Employment and Labour Inspector General, Aggy Moiloa said where there was will compliance was possible.

"Let's pause and think about the consequences of not complying," she warned.

By Shadrack Mashalaba



Urgent action needed as global diabetes cases increase four-fold over past decades

The number of adults living with diabetes worldwide has surpassed 800 million, more than quadrupling since 1990, according to new data released in *The Lancet* on World Diabetes Day.

The analysis, conducted by the NCD Risk Factor Collaboration (NCD-RisC) with support from the World Health Organization (WHO), highlights the scale of the diabetes epidemic and an urgent need for stronger global action to address both rising disease rates and widening treatment gaps, particularly in low- and middle-income countries (LMICs).

"We have seen an alarming rise in diabetes over the past three decades, which reflects the increase in obesity, compounded by the impacts of the marketing of unhealthy food, a lack of physical activity and economic hardship," said WHO Director-General Dr Tedros Adhanom Ghebreyesus.

"To bring the global diabetes epidemic under control, countries must urgently take action. This starts with enacting policies that support healthy diets and physical activity, and, most importantly, health systems that provide prevention, early detection and treatment."

The study reports that global diabetes prevalence in adults rose from 7% to 14% between 1990 and 2022. LMICs experienced the largest increases, where diabetes rates have soared while treatment access remains persistently low.

This trend has led to stark global inequalities: in 2022, almost 450 million adults aged 30 and older – about 59% of all adults with diabetes – remained untreated, marking a 3.5-fold increase in untreated people since 1990. Ninety per cent of these untreated adults are living in LMICs.

The study further reveals substantial global differences in diabetes rates, with the prevalence of diabetes among adults aged 18 and older around 20% in the WHO South-East Asia and the Eastern Mediterranean Regions. These two regions, together with the African Region, have the lowest rates of diabetes treatment coverage, with fewer than 4 in 10 adults with diabetes taking glucose-lowering medication for their diabetes.

WHO's commitment to global diabetes response

Addressing the soaring diabetes burden, WHO is also launching a new global monitoring framework on diabetes today. This product represents

a crucial step in the global response, providing comprehensive guidance to countries in measuring and evaluating diabetes prevention, care, outcomes and impacts.

By tracking key indicators such as glycaemic control, hypertension and access to essential medicines, countries can improve targeted interventions and policy initiatives. This standardized approach empowers countries to prioritize resources effectively, driving significant improvements in diabetes prevention and care.

WHO's Global Diabetes Compact, launched in 2021, includes the vision of reducing the risk of diabetes, and ensuring that all people who are diagnosed with diabetes have access to equitable, comprehensive, affordable and quality treatment and care.

The work undertaken as part of the Compact will also support the prevention of type 2 diabetes from obesity, unhealthy diet and physical inactivity. In addition, the same year, a diabetes resolution was endorsed at the World Health Assembly urging Member States to raise the priority given to the prevention, diagnosis and control of diabetes as well as prevention and management of risk factors such as obesity.

In 2022, WHO established five global diabetes coverage targets to be achieved by 2030. One of these targets is to ensure that 80% of people with diagnosed diabetes achieve good glycemic control. Today's release underlines the scale and urgency of action needed to advance efforts to close the gap.

The upcoming year 2025 presents a significant opportunity to catalyse action against the alarming rise in diabetes worldwide with the Fourth High-level Meeting of the United Nations General Assembly on the prevention and control of noncommunicable diseases (NCDs) to take place in September.

This meeting brings heads of states and governments together to set a powerful vision for preventing and controlling NCDs, including diabetes, through a collective commitment to address root causes and improve access to detection and treatment. By aligning efforts towards the 2030 and 2050 goals, this high-level meeting is a pivotal moment for strengthening global health systems, including primary health care and halting the rise in the diabetes epidemic. – **(Article sourced from WHO)**

DEL hosts a two-day Career Fair event in Bloemfontein

Free State province is one of provinces in the country that are deeply impacted by high unemployment rate.

As an effort towards curbing this high prevalence; the Department of Employment and Labour hosted a Careers Fair event on 24-25 October 2024 in Bloemfontein. The two-day session was hosted with the aim of creating opportunities for work seekers.

The Careers Fair, an initiative championed by the Public Employment Services branch created opportunities for work seekers and further provided a platform to interact with prospective employers.

With a basket of services on offer, job-seekers had an opportunity to register their CVs on the Employment System of South Africa database (ESSA), through which they can be matched with prospective recruiters.

Additional services provided to clients included; processing of Unemployment Insurance Fund applications, claims assessment, resolving UIF inquiries, processing of Occupational Injuries and Diseases claims and inquiries, and Inspection and Enforcement Services.

Cebisa Siyobi



Various services on offer for scores of clients attending the Career Fair event



Scores of job seekers attending Career Fair @ Dr Molemela Stadium, Bloemfontein



Western Cape Provincial Office and Beaufort-West Labour Centre officials during the Labour Centre's successful Employer Stakeholder Advocacy session held in Beaufort-West. The Employer Stakeholder Advocacy Session was held as part of Public Service Month.

The Western Cape took integrated services to far-flung areas

The Department of Employment and Labour's Beaufort-West Labour Centre recently hosted a successful employer stakeholder advocacy session as part of Public Service Month in Beaufort-West.

The Western Cape Province delivers services at 12 Labour Centres, 8 Satellite Offices, and 135 visiting points. The proposed plan for the 2024-25 financial year aims to provide services to the furthest parts of our service delivery areas to reach the remotely placed clients in places such as Beaufort-West and other areas.

September marks Public Service Month, an integrated strategic national event in the calendar of the Department of Public Service and Administration, in South Africa. Public Service Month is an integrated government-wide programme.

Public Service Month serves as a reminder of what it means to serve communities and to also look at the impact the government has, especially around issues of service delivery. As part of the Public Service Month, public servants are for example expected to roll up their sleeves and spring clean their service delivery points.

The officials of the Provincial Office and the Labour Centre capacitated the attendees during the employer stakeholder advocacy session with information on departmental services and addressed the questions participants had regarding services.

The employer session was preceded by build-up service delivery sessions in Murraysburg and Nelspoort.

During the build-up sessions all business units, namely: Public Employment Services (PES), Unemployment Insurance Fund (UIF), and Compensation Fund provided services to the surrounding communities.

The session was attended by participants from a wide range of organisations predominantly from various divisions of the Beaufort West Local Municipality, retail businesses as well as private non-formal businesses, non-profit organisations, and the hospitality sector.

Employers were provided with the opportunity to engage the departmental officials on matters that they required clarity on or concerns they have with DEL service delivery.

By Jason Lloyd

“

Now it is for me to continue to keep up the standard and to impart all my knowledge to the younger generation

”



Newly-appointed Director: Unemployment Insurance Fund (UIF) in the Mpumalanga Province, Ms. Evelyn Mokoena-Baholo. ... on the clock.

“This is a calling not just a career for me”, - Ms Baholo, new MP UIF Director

“Public Service to me is not just a career but a calling hence I get much fulfillment when a client comes to our offices and receives assistance on their claim,” said Ms. Evelyn Mokoena-Baholo.

The newly-appointed Director of the Unemployment Insurance Fund (UIF) in the Mpumalanga Province mentioned that “being client-centric is the way to go and it yields good results”.

“Naturally, I love assisting people even in my personal space, it is a bonus for me that my profession allows me to do so. Since our clients are the ones contributing to UIF monthly and when they come to our offices, they come to claim the money that they have contributed. So basically, we wouldn’t be here without them hence giving them the best service is a necessity,” Ms Mokoena-Baholo said.

She explained that being a good public servant requires one to be motivated by a sense of purpose and a desire to serve for the greater good.

“Our officials must have integrity, emotional intelligence, and a commitment to the Constitutional Values and Principles that underpin our democracy. Having all that creates officials that are able to deal with fraud and corruption, have adequate skills and accountability management and respect,” she said.

Her ethics boasts from four decades of experience in the public service.

Ms. Mokoena-Baholo has had an all-round experience in the government space, having started in the Department of Education in the 80s and later coming to the department as the Head of the Middelburg Labour Centre in 2000.

“After a couple of years in the department, I got to be the Inspection and Enforcement Services Business Unit Manager in 2004. Before the restructuring of the department then I was a Specialist: Employment Standard which got me exposure to the critical work of inspectors,” Ms Mokoena-Baholo said.

In her journey, she was transferred to be Deputy Director: of Labour Centre Operations (DDLCO) in Secunda in 2018 when its former DDLCO retired. In 2020, she was then transferred back to the Provincial Office as the Deputy Director: of UIF until her now promotion to director.

One thing Ms. Mokoena-Baholo exudes is the will to perform since arrival at Secunda Labour Centre they were not doing well in terms of performance but within three months the performance changed for the good.

“After a couple of months, we were able to turn things around and the Labour Centre ranked number four nationally. It was not a miracle because when I got there I focused on two aspects - staff morale and effective monitoring of work.”

Furthermore, she says UIF Mpumalanga has had clean audits since 2020 and during that time they did not have a director.

“What assisted me is that I have always operated with the mindset that we will run the unit like any other province that has a director. So, we are able to execute all our duties like work plans, monitoring of work and also identifying good performers at Labour Centers and having non-monetary awards in order to motivate the staff.”

The Director envisions a UIF that pays claims of clients in 72 hours upon receiving all documents and for all Labour Centres to be end-to-end offices, and be able to process all claims.

“Now it is for me to continue to keep up the standard and to impart all my knowledge to the younger generation as they have many innovational ideas of how we can achieve the greatness of UIF,” she said.

Ms. Mokoena-Baholo holds a National Diploma in Public Administration and Management, a National Higher Diploma in Public Administration and Management, a Public Service Operations Management, a Labour Relations Certificate, and a Safety Management Certificate from UNISA which were all funded by the department’s bursary scheme.

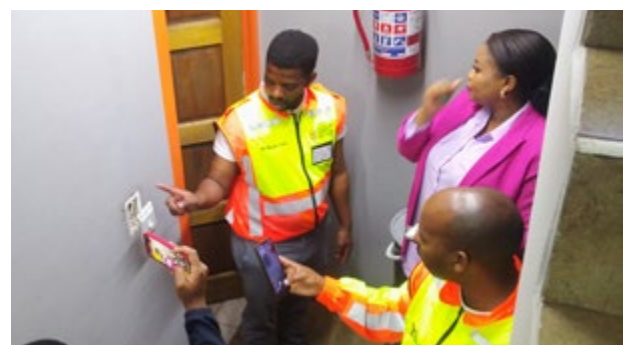
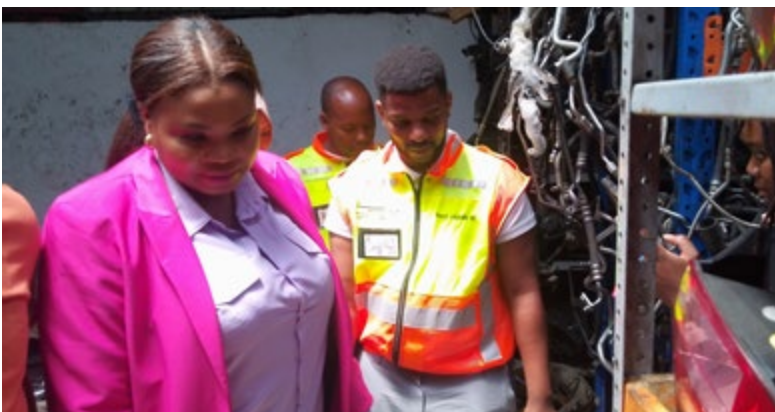
DEPARTMENT'S INSPECTION AND ENFORCEMENT SERVICES (IES) BRANCH INSPECTIONS – DURBAN

Department of Employment and Labour's Inspection and Enforcement Services (IES) branch recently conducted a multi-sector blitz inspections in Durban and surrounding areas. For the inspections the Department partnered with eThekwin Metro Police, South African Police Services (SAPS) and Department of Home Affairs (DHA).

The week-long inspection blitz of workplaces formed part of a programme of build-up activities towards the Presidential District Development Model (DDM)/Imbizo that was held on 08 November 2024 at Umgababa, South of Durban. .

The Department's IES in partnership with Metro and DHA conducted inspections in retail; hospitality and tourism; iron and steel; industrial areas; road, freight and logistics sectors. The inspections also focused on testing compliance with the National Minimum Wage (NMW); Basic Conditions of Employment Act (BCEA); Occupational Health and Safety (OHS) Act; Compensation for Occupational Injuries and Diseases (COID) Act; the Unemployment Insurance (UI) Act; and Sectoral Determination.

Alongside the inspections the department had lined-up an outreach programme to provide a basket of departmental services by Public Employment Services branch (registration of work seekers); Unemployment Insurance Fund (unemployment insurance processing); Compensation Fund (compensation for occupation injuries and diseases benefits processing). The outreach by DEL was conducted at uMnini Thusong Centre in Umgababa.



EMPLOYMENT AND LABOUR MINISTER 100 DAYS BRIEFING – CAPE TOWN LABOUR CENTRE

Employment and Labour Minister, Ms. Nomakhosazana Meth recently held a media briefing to unpack the Ministry First 100 Days in office. Minister Meth and the Deputy Ministers, Ms. Phumzile Mgcina and Mr. Jomo Sibiya, started their duties after the swearing-in ceremony on 3 July 2024 following their appointment in the administration of the Government of National Government.

Since their appointment, Minister Meth and the Deputy Ministers have appointed a Task Team to proactively address audit issues, accountability and transparency; have expanded the Temporary Employer/Employee Relief Scheme (TERS) budget from R400 million to R2.4 billion of the "Follow the Money" initiative; unveiled Operation Yazini – Know Your Ministry/Department Programme to bring services directly to communities, especially in remote areas; scaled-up inspections and enforcements; and announced a drive to recruit 20 000 inspectors.

The Ministry has met with different Departmental branches and entities. The Ministry has as part of stakeholder development met with Nedlac and met labour federations, business organisations and community organisations. In addition, Ministry has paid unannounced visits to various Labour Centres to observe services delivery; and appeared before Parliamentary Committees.

NB: The report on the Minister 100 days in office is available on the Department's website

100 DAYS
IN OFFICE

**REPORT ON THE MINISTERS
100 DAYS IN OFFICE**



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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 procedure 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 laws.



KZN PRESIDENTIAL DISTRICT DEVELOPMENT MODEL IMBIZO – UMGABABA, KWAZULU-NATAL

President Cyril Ramaphosa undertook the latest District Development Model (DDM) Oversight Visit to KwaZulu-Natal (KZN) in Umgababa, KwaZulu-Natal. The venue for the latest DDM Imbizo was at Umnini Sports Ground. The area of Umgababa is said to have a population of more than 83,990, with key issues including water, sanitation, crime, and unemployment.

A number of local municipal, key provincial and national departments were present during the Imbizo. The DDM Presidential Imbizo forms part of a holistic government service delivery and monitoring programme, using an integrated, district-based approach to address community needs. Build-up activities were held by various departments to address community needs before the main event including service provision at the local Thusong Centre.

During the Imbizo the community raised concerns in regards issues of lack of service from municipality; houses collapsing, criminality, lack of electricity, lack of work and problems linked to expanded public works programme, the cutting to education budget, security at schools, high food prices, unemployment, substance abuse problems, lack of roads, network connection concerns, lack of hospitals; inadequate grants, neglect of people with disability.





Department's Employment Counsellor, Neo Matolong.

Devoted to uplift those seeking employment: Neo's success story

"Positive attitude: Maintaining a supportive, encouraging and optimistic demeanour towards my clients" – these are the wise words of Neo Matolong as she takes us through her journey to becoming the best Employment Counsellor in the North West Province for the year 2022.

Ms Matolong was born and bred in the rural village of Taung in the North West province. She matriculated at Batlhaping High School and enrolled for a BA degree in psychology at Vista University (now part of the University of Johannesburg), after which she completed an honours degree in Industrial Psychology at the University of North West.

She also holds a Diploma in Project Management and, Master's in Management, and is currently busy with a Master's in Research Psychology, through the Department of Employment and Labour bursary fund.

Ms Matolong is currently working at the Mahikeng Labour Centre as an Employment Counsellor.

Her responsibility is to conduct assessments to identify clients' skills, strengths, and career aspirations. She provides guidance on career options, job search strategies, and employment opportunities and also assists clients in creating CVs and preparing for job interviews.

Ms Matolong says her reason for selecting Psychology as a career is based on the combination of skills, traits, and qualities that enable her to provide exceptional support and guidance to her clients regularly. These include the desire to help individuals improve their careers and assist them in the process of looking for employment; strong empathetic ability and the desire to understand and support others to change their lives positively and support individuals through career changes.

She stated that the aspects that assisted her in becoming the best performing Employment Counsellor in 2022 are: Empathy which is the ability to understand and relate to clients' experiences, challenges, and emotions; Active listening: fully engaging with clients and understanding their needs; Expert knowledge: up-to-date on job market trends, industry developments, and employment-related resources; Strong communication: effective at clearly conveying information, providing feedback, and negotiating with clients and stakeholders; Resourceful: connecting clients with relevant resources, services, and opportunities.

Positive attitude: Maintaining a supportive, encouraging, and optimistic demeanour towards my clients; Professional integrity: upholding ethical standards, maintaining confidentiality, and demonstrating a strong work ethic as per the requirement of HPCSA (Health Professions Council of South Africa). Other aspects are being patient: understanding that Employment Counselling is a process that takes time and effort; as well as being results-oriented: focused on achieving measurable outcomes and making a meaningful impact on clients' lives.

She derives pleasure in clients' success stories, seeing them achieve their career goals and overcoming their challenges motivates her to do her best when it comes to Employment Counselling.

She appreciates developing a strong relationship with clients and motivating them to have hope, that one day their dreams for a better life will come true. Assisting clients to reflect on their self-improvement and strengths which helps them improve their skills as well as receiving appreciation and feedback from clients on the services rendered fulfills her.

Ms. Matolong indicated that in the future, as an Employment Counsellor, she would like to accomplish the following: placement of more diverse clients such as marginalized communities, people with disabilities, and parolees, to be assisted to re-enter the job market and continuously improving services to achieve more job placement, client satisfaction and long term career success.

"The message I have for work-seekers is that they need to remember, that finding the right job is a journey. Do focus on building your strengths, learning from your weaknesses, and staying positive. Most importantly networking, upskilling, and seeking support from professionals such as Employment Counsellors can also boost chances of success. You are capable of achieving your career goals! Stay resilient, persistent, and open-minded, and know that the right opportunity will come your way. Keep pushing forward, and don't lose sight of your aspirations".

"Believe you can and you're halfway there" - Theodore Roosevelt.

We thank Ms. Matolong for such an inspirational and fulfilling story. May she continue to bring hope and transformation to those seeking guidance in their career paths.

All 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 at this link: 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 the Employment Counselling unit at Head Office in Pretoria).**

**DECENT WORK CAMPAIGN –
CAPE TOWN AND GEORGE**

The Department of Employment and Labour (DEL) working with social partners: the United Nations agency - International Labour Organization (ILO); the Federated Employers Mutual Assurance Company (FEM); and the Department's entity Compensation Fund (CF) formed a partnership to support labour rights and ethical business practices in the construction sector.

The Decent Work in Construction campaign initiated pilots through roadshows that took place in Cape Town and George on 30 October and 01 November 2024, respectively. The roadshows aimed to promote workers in the construction sector's right to a safe and healthy working environment.

During the campaign Department of Employment and Labour Inspector General, Aggy Moiloa led the signing of the Pledge by stakeholders to uphold worker's rights and ensure health and safety in the workplace in South Africa's construction sector.



THE 45TH NATIONAL PRODUCTIVITY SA AWARDS – MIDRAND

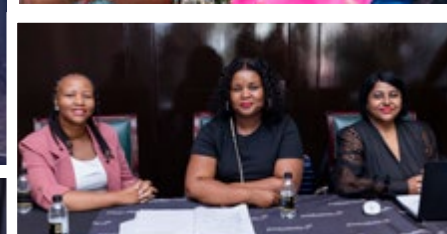
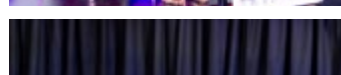
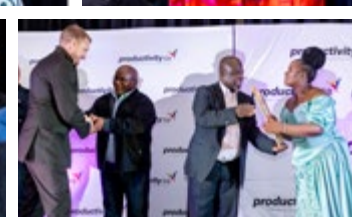
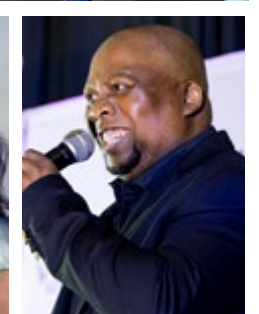
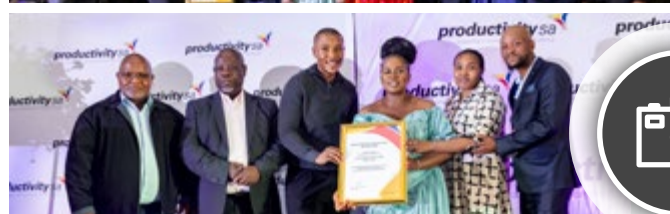
Productivity SA recently held its 45th awards at Gallagher Convention Centre to celebrate achievement and excellence.

Productivity SA Acting Chief Executive Officer, Amelia Naidoo said the productivity awards were about unlocking potential towards progress. Ms Naidoo said the awards event further recognised large and small businesses in their pursuit to promote productivity in their organisations.

The 2024 National Productivity Awards were held under the theme: "Productivity: The Power of Progress".

Employment and Labour Minister, Nomakhosazana Meth said the gathering was about recognising and celebrating businesses that have harnessed the power of productivity. She said businesses that have been rewarded have demonstrated resilience and adaptability.

The awards were conferred in: Business Turnaround and Recovery; Competitiveness Improvement Services; and Quality and Productivity Improvement - categories.



Vaccine doses allocated to 9 African countries hardest hit by mpox surge



The Access and Allocation Mechanism (AAM) for mpox has allocated an initial 899 000 vaccine doses for 9 countries across the African region that are hit hard by the current mpox surge. In collaboration with affected countries and donors, this decision aims to ensure that the limited doses are used effectively and fairly, with the overall objective to control the outbreaks.

The AAM principals from the Africa Centres for Disease Control and Prevention (Africa CDC), the Coalition for Epidemic Preparedness Innovations (CEPI), Gavi, the Vaccine Alliance (Gavi), UNICEF, and the World Health Organization (WHO) approved the allocation, following the recommendations of an independent Technical Review Committee of the Continental Incident Management Support Team for mpox. The decision was informed by country readiness and epidemiological data.

The 9 countries are the Central African Republic, Cote d'Ivoire, the Democratic Republic of the Congo, Kenya, Liberia, Nigeria, Rwanda, South Africa and Uganda. The largest number of doses – 85% of the allocation – will go to the Democratic Republic of the Congo as the most affected country, reporting four out of every five laboratory-confirmed cases in Africa this year.

These doses come from Canada, Gavi, the Vaccine Alliance, the European Union (Austria, Belgium, Croatia, Cyprus, France, Germany, Luxembourg, Malta, Netherlands, Poland, Portugal and Spain, as well as the European Union Health Emergency Response Authority), and the United States of America.

The outbreak of mpox, particularly the surge of the viral strain clade 1b, in the Democratic Republic of the Congo and neighbouring countries was declared a public health emergency of international concern by WHO and a public health emergency of continental security by Africa CDC in mid-August. This year, 19 countries in Africa have reported mpox, many of them newly affected by the viral disease. The epicentre of the outbreak remains the Democratic Republic of the Congo, with over 38 000 suspected cases and over 1000 deaths reported this year.

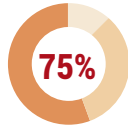
Vaccination is recommended as a part of a comprehensive mpox response strategy, focusing also on timely testing and diagnosis, effective clinical care, infection prevention, and the engagement of affected communities. Vaccines play an important role and are recommended to reduce transmission and help contain outbreaks.

In recent weeks, limited vaccination has begun in the Democratic Republic of the Congo and Rwanda. This allocation to the 9 countries marks a significant step towards a coordinated and targeted deployment of vaccines to stop the mpox outbreaks.

For most countries, the rollout of mpox vaccines will be a new undertaking. Implementing targeted vaccination requires additional resources. Partners of the mpox AAM, set up last month, are working to scale up the response. Further allocations of vaccines are expected before the end of the year. – **WHO**

NOMINATIONS FOR DIRECTOR-GENERAL CLOSED; NGOZI OKONJO-IWEALA CONFIRMED AS SOLE CANDIDATE

Ambassador Petter Ølberg of Norway, Chair of the General Council, informed WTO members on 9 November that no further nominations for the position of Director-General had been received by the deadline of 8 November and that the incumbent Director-General, Ngozi Okonjo-Iweala, is therefore the only candidate for the role. – **WTO**



75 percent of world trade

BRAZIL HANDS OVER THE G20 EMPLOYMENT WORKING GROUP TO SOUTH AFRICA DURING ILO-HOSTED EVENT

ILO Director-General oversaw the session during which the current Brazilian chairpersonship is passed to South Africa for the next year.

GENEVA (ILO News) - The Group of Twenty (G20) Employment Working Group (EWG) chairpersonship passed from Brazil to South Africa at a meeting during the 352nd sitting of the Governing Body. The G20 EWG also set its priorities for 2025 and reflected on its achievements this year during the meeting, which brought together representatives from Labour Ministries, international organizations, and social partners.

Under Brazil's leadership, significant milestones were achieved, including the adoption of a Labour and Employment Ministerial Declaration which emphasizes decent work, equitable growth, and just transitions across G20 economies. The Declaration also strengthened partnerships, such as the Equal Pay International Coalition (EPIC) and the introduction of the G20 Social Policy Portal.

As the incoming chair, South Africa shared its vision for 2025, prioritizing inclusive growth and youth employment, gender equality in the workforce, addressing inequality and a declining labour income share and implications for living standards and digitalization and an inclusive future of work.

"The commitment to creating formal jobs and promoting decent work stands as the most effective tool for achieving more equitable income distribution. We remain committed to supporting the Employment Working Group's crucial mission to shape a fairer, more inclusive future for all workers." ILO Director-General Gilbert F. Houngbo explained.

South Africa's vision and plans, coupled with the U.S. joining the Troika, will support deeper collaboration within the G20 on employment and addressing inequality.

The ILO also reaffirmed its support for the G20 initiatives, as well as its commitment and dedication to social justice. The G20 is a forum for international economic cooperation.

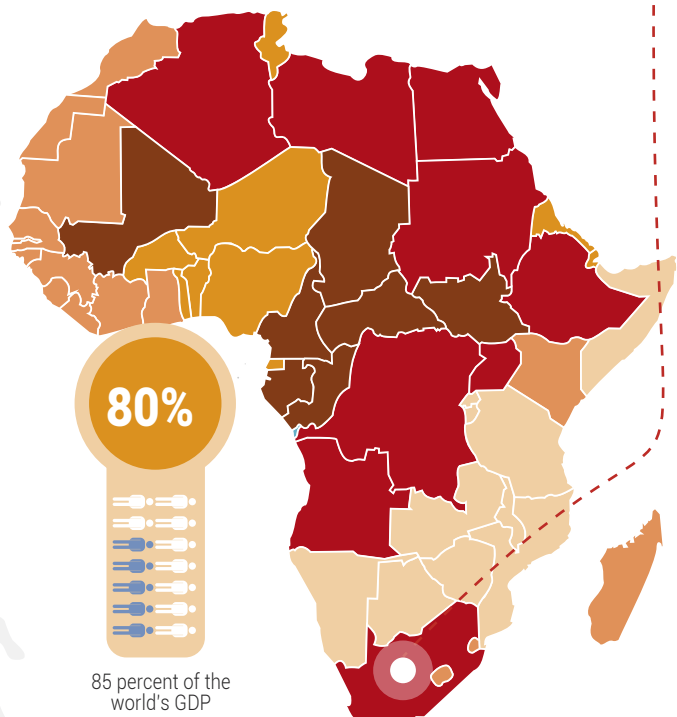
It brings together some of the world's largest economies to discuss major international economic issues and strengthen coordination on other issues of mutual interest. Its members represent around 85 percent of the world's GDP and more than 75 percent of world trade.

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.

The ILO is a key knowledge partner in several working groups, providing technical inputs to the G20 on policies that promote decent work and advance social justice. It conducts analysis and provides policy recommendations that support multilateral discussions on the labour and social dimension of economic and environmental policies.

In so doing, the ILO fulfils its Constitutional imperative to examine and consider all international economic and financial policies in light of the fundamental objective of social justice.

– (Article sourced from ILO)



EMPLOYMENT STANDARDS INSPECTORS' AWARDS – IN DURBAN

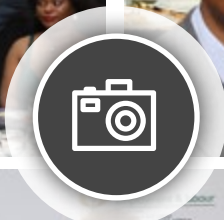
The Department of Employment and Labour's Inspection and Enforcement Services (IES) branch recently hosted an awards ceremony to reward the good work performed by labour inspectors. In recognition of their work the inspectors were bestowed with certificates of recognition and trophies.

The awards were graced by the presence of Employment and Labour Minister, Nomakhosazana Meth. They were held at Olive Convention Centre, in Durban.

The awards were conferred in various categories including: employment equity; statutory services; compensation for occupation injuries and diseases act; occupational health and safety; basic conditions of employment act; unemployment insurance act; national minimum wage;

The awards culminated with the announcement of Best Performing Provinces which were: Free State (1), North West (2) and Gauteng (3).

The awards were preceded by a three-day Employment Standards conference under the theme: "Advancing Social Justice through Effective Labour Inspections". The purpose of the conference was to discuss the importance of the labour inspectors' role on inspections with the aim of protecting vulnerable workers in different sectors of the South African labour market.



THE DEPARTMENT OF EMPLOYMENT AND LABOUR RECEIVE TRAILBLAZER AWARDS



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