



employment & labour

Department:
Employment and Labour
REPUBLIC OF SOUTH AFRICA

I-DEAL

12

ISSUE: 2024



Department of Employment and Labour Senior Specialist: Occupational Health & Hygiene, Bulelwa Huna (left); together with Department's Inspection and Enforcement Services (IES) Inspector General, Aggy Moiloa; (middle) and Department's Chief Inspector: Occupational Health and Safety, Milly Ruiters (Right) during an Occupational Health and Safety (OHS) Underwater conference. The conference by the Department held at Two Oceans Aquarium in Cape Town was attended by the commercial diving industry experts and professionals and delved into commercial diving operations, remotely operated vehicle activities and application of OHS principles during the commercial diving operations.

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1. "Project 20 000" starting to take shape
 2. Acting DG is intending to visit various labour centres in different provinces
 3. Mr Khambula Retires from Public Service
 4. Wage inequality has declined in two-thirds of countries worldwide since start of 21st century
 5. Employment Equity (EE) Amendment Act comes into operation on 1 January 2025

DIARY OF EVENTS

JANUARY

- 01 January 2025** = New Year's Day (public holiday)
- 13 January 2025** = Commission for Conciliation Mediation and Arbitration (CCMA) hosts its Exco meeting
- 15 January 2025** = Employment Equity reporting season closes
- 17 January 2025** = National Economic Development and Labour Council (Nedlac) holds its Manco meeting
- 19 January 2025** = Department's Labour Policy & Industrial Relations (LP&IR) branch hosts its meeting
- 20 January 2025** = Unemployment Insurance Fund (UIF) Exco meeting
- 22 January 2025** = Unemployment Insurance Fund Board meeting
- 24 January 2025** = National Economic Development and Labour Council convenes its Executive Committee meeting
- 24 January 2025** = Supported Employment Enterprises (SEE) hosts its exco
- 28 January 2025** = Productivity SA exco monthly meeting
- 30 January 2025** = The Department hosts its Exco meeting
- 30 January 2025** = Commission for Conciliation Mediation and Arbitration Governing Body holds its meeting
- 30 January 2025** = National Economic Development and Labour Council convenes its Manco meeting
- 30 January 2025** = Employment Services (ES) Board Employment Schemes Subcommittee Meeting
- 31 January 2025** = Compensation Fund (CF) 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

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

20 February 2025 = Department hosts its DEXCOM meeting

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

21 February 2025 = National Economic Development and Labour Council holds its Manco meeting

26 February 2025 = Unemployment Insurance Fund's Investment Committee meeting

26 February 2025 = CCMA Governing Body meets

27 February 2025 = Compensation Fund Management Committee meeting

27 February 2025 = Productivity SA board meeting

27-28 February 2025 = Department's Inspection and Enforcement Services branch at head office hosts its Management meeting

28 February 2025 = National Economic Development and Labour Council convenes its Exco meeting

MARCH

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

EDITORIAL

As the year winds, the Department as well as the editorial team close yet another vibrant and active chapter which was characterised by lot of activities. The Year 2024 will undoubtedly be remembered for the unprecedented changes, especially on the political scene which saw the setting up of the Government of National Unity (GNU).

Once again, we should applaud the Department and its Entities for continuing to provide services to its clients amidst the dwindling financial resources.

One of the most concerning blights of 2024 has been the increase in the number of scams. In some of these scams, tricksters were using the department's name to dupe the public to fall for their tricks. Judging by the way things unfolded in 2024, things can get worse in the new year. It is therefore incumbent for us to once again appeal to the public and our clients to be always vigilant.

The unemployment rate has been a thorn in the flesh for Government and citizens alike during 2024. After the challenges encountered this year, we can only hope that 2025 will bring about a relief on the socio-economic problems faced by our beloved country.

As the year winds, we are also looking forward to a new chapter in 2025 as we will be playing a crucial role on the international arena. Next year will see South Africa officially assuming the chairpersonship of G20. All preparations are underway and if we go by the discussions and preparations taking place in different streams for hosting G20, one can simply say "we will be hosting with great finesse and distinction."

Internally, the Department's Project 20 000 - an initiative to enhance oversight and enforcement capacity of the Inspection and Enforcement Services (IES) branch will be in full swing.

From myself and the entire editorial team, we would like to take this moment to wish you, all our valued and loyal readership, a peaceful festive season. Take care – enjoy and also drive safely!

"May the African Sun shine on all of us as always"

#YAZINI (Know your Department)

Teboho Thejane
Editor-in-Chief

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CONTACTS AND SERVICE POINTS



Department of Employment and Labour's IES branch Inspector General, Aggy Moiloa ... a step at a time.

“Project 20 000” starting to take shape

The initiative to enhance the oversight and enforcement capacity of the Inspection and Enforcement Services is well underway and a number of milestones have already been achieved, so said IES Inspector General, Aggy Moiloa.

Addressing a recent Departmental Exco meeting held in Pretoria Ms Moiloa said: “Project 20 000 is not a small project. This recruitment project will far exceed the current total staff capacity of the Department. We need to manage the change carefully”.

Some of the achieved milestones enlisted by Ms Moiloa include:

- Appointment of Project manager - (FTMG Africa), a Corporate Advisory Service group
- Business plan reviewed
- The project plan being reviewed and finalised
- The project steering committee constituted
- Workstreams established

“Project 20 000” was first announced by Employment and Labour Minister, Nomakhosazana Meth, who disclosed that as part of building capacity of the Inspectorate - the Department will in the Medium-Term Expenditure Framework (MTEF) period increase the number of inspectors from 2,000 to 20,000. She said this expansion will enhance the Department's ability to conduct thorough audits and inspections across the country.

According to Ms Moiloa, the number of work streams established will

focus on areas such as Human Resource Management; training and development; financial modeling; procurement; change management; communications management; IES technical support, and Information and Communication Technology support.

Ms Moiloa said the formed Project Steering Committee plans to meet once a week. She said other deliverables outstanding were securing a sponsor, unlocking funds, and establishing governance structures. She emphasised the need for regular communication of the unfolding project.

NB: In another development(s), the IG announced during the Exco meeting that currently there were no Section 32 cases.

Section 32 is a formal inquiry ordered by the Chief Inspector when an incident that has originated from a workplace or in connection with the use of plant or machinery which has resulted, or in the opinion of the chief inspector could have resulted, in the injury, illness or death of any person.

Ms. Moiloa disclosed that there was a total of 392 incidents investigated by IES for section 31 investigation, 174 were finalised, and 218 are still active. She said 16 cases have been referred to the National Prosecution Authority for prosecution.

Some of the high-profile incidents still under investigation include the City of Johannesburg (Bree Street) explosion; the George building collapse; the explosion at the Polokwane Provincial Hospital; the Ballito wall collapse incident; and the Newcastle factory fire incident.

By Shadrack Mashalaba



(far left) Department of Employment and Labour Soweto Labour Centre Deputy Director: Labour Centre Operations, Jane Monoto; speaking with the Department's Acting Director-General, Viwe Mlenzana (far right), during a visit at the Soweto Labour Centre in October 2024.

Acting DG is intending to visit various labour centres in different provinces

The Department of Employment and Labour Acting Director-General, Viwe Mlenzana, has indicated that he would be visiting various labour centres in different regions across the country.

The Acting DG has pronounced his interest in visiting labour centres after a meeting and an oversight visit at the Soweto Labour Centre recently. Mlenzana and other senior managers of the Department of Employment and Labour also visited the Department's Thusong centre at Maponya Mall in Soweto and a new facility that will soon accommodate the Department's services.

According to Mr Mlenzana, the reason for the visits to labour centres was to get first-hand experience on what both the Department officials and clients are going through in the processing of service delivery.

"Firstly as leaders, it is important for us that we get a lived experience of what our clients go through there (at Labour Centres) daily. This will ensure that the decisions that we make are informed and based on lived reality on the ground. So, that's the first reason. The second reason is that prevailing dynamics are suggesting that we have to be responsive in the manner in which we service clients.

"In addition, we needed to come here to check the adequacy, the appropriateness of the facilities that we have. The third reason is that the portfolio committee (for Employment and Labour in Parliament) visited (the Soweto Labour Centre) and there are certain issues that they picked up, that required our attention, so we wanted then to give attention to those. Certainly, I intend to at least once a month to visit a couple of labour centres in different regions and different provinces," said the Acting DG.

The Acting DG said that through the visit to the Soweto Labour Centre, he has since established matters that were even surprising to him, on the first of his planned visits to various labour centres in various regions.

I was pleasantly surprised when I heard that the Labour Centre in Soweto has never had a visit from somebody at my level for a very

long time. I suspect that I'm happy that I did make a visit. The other issue that we have picked up is that the space, where we operate is not necessarily ideal and there are certain improvements that we need to make as far as space planning is concerned. We need to create a conducive working and service delivery environment, not only for our employees but also for our clients.

"Another observation is that, particularly in the Soweto Labour Centre in Orlando, there are some issues related to ventilation. We don't think that there is enough natural air that comes through, and perhaps that may require us to relocate elsewhere. Also, at the Thusong Centre, the space planning is poor and the lighting is poor and there is not enough space in fact to accommodate the client base that we have," he said.

The Department of Employment and Labour Parliamentary Portfolio Committee has identified the following reasons during their visit to the Soweto Labour Centre in October 2024: the ventilation issue, an allegation of an employee who had some disability, and the Department has to look at how to accommodate that employee.

They also raised the inadequacy of space in certain areas in Soweto that are underserved; the West of Soweto and the South of Soweto. And the influx in some of the Department's service points and for the Department to alleviate congestion.

The Soweto Labour Centre Deputy Director: of Labour Centre Operations, Jane Monoto, said the Department is looking at a standalone building, to render efficient services.

"The move is to ensure that the services are rendered in a bigger space. We are not changing the name and it will remain as Maponya Thusong.

"We're currently operating at the Thusong centre however we anticipate moving to the new office in December which means we should operate from the new office in January," said Ms Monoto.

By Siyabulela Dzanibe



The Department of Employment and Labour Explosives Sub-Directorate Deputy Director, Isaac Mohapi, addressed stakeholders during the Department's workshop in the Construction and Explosives Sector in Cape Town.

Employment and Labour hosts a successful three-day workshop in the construction and explosive sector

The Department of Employment and Labour has introduced critical changes in the Explosives Sector through the promulgation of the Explosives Regulations, 2024.

These regulations and the accompanying "Explosives Regulations, 2024 Radio Frequency Guidelines Document" introduced changes that necessitated the hosting of workshops for both the inspectors and external stakeholders.

The Department's Construction, Explosive, and Major Hazard and Installations (MHI) Directorate scheduled three workshops to achieve this objective. The first workshop was hosted in Gauteng on 24 July 2024. The second was hosted in Durban on the 23rd of August and the last of the three workshops was hosted in Cape Town on 14 November 2024.

The workshops were organised under the theme: "Explosives Regulations 2024 Answering the Call for Adaptation".

This is in line with the technological developments being unlocked by the Department's regulations. The workshops are intended to explain the changes introduced by the Explosives Regulations, 2024 and to outline new processes introduced by the Explosives Regulations, 2024 Radio Frequency Guidelines Document, (2024 RF Guidelines).

The Department's three-day activity by the Construction, Explosive, and MHI Directorate, was attended by various stakeholders such as the: SAPS, SANDF, Municipalities, Environmental Affairs, SANAS, CSIR, DMRE, Transnet, MBA Western Cape, labour representatives, Explosives Sector Employers (manufacturers, transporters, suppliers, consultants, AIA, Construction sector - (Civil Blasters, Construction Health and Safety Agents and employer organisations, and health and safety practitioners) among others.

The Department of Employment and Labour Explosives Sub-Directorate Deputy Director, Isaac Mohapi, said the Department specifically does advocacy on explosive regulations together with the element of blasting.

"Of the critical areas of this activity was to ensure that we expose our personnel to workplaces where explosives are manufactured to increase the depth of knowledge of inspectors within the Department. To this end, a visit to an explosives manufacturing facility was arranged for 40 OHS inspectors, who were joined by five members of the SAPS, on 12 November 2024.

"The majority of the inspectors who were part of this exercise had never been into an explosive facility. It was the first time they saw the production of the explosives and now they are beginning to understand the explosives. They can be able to enforce better, but we also need to give them formal training. That is why we had a full-day workshop with them," said Mohapi.

The Department invited an Approved Inspection Authority as one of the trainers, and we also had the CIE's office, which is the SAPS Explosive Unit within the SAPS to attend and provide training.

"One of the critical areas that we needed to provide training is the changes that we made since the publication of the explosive regulations in July 2024. They introduced a very new element that is taking the country forward in terms of its competitiveness because it allows radio frequency in the explosive environment something that was never allowed in the past. And for this to happen there is a lot of work that needs to be done that is very technical and that is much specialised.

"And that work will eventually need to be presented at our provincial offices for inspectors to apply their minds and to decide whether they could allow those radio frequency emitting devices to be used in those facilities. And for our inspectors to be able to do that they need proper training. Therefore, the training session served the purpose of actually achieving that objective of ensuring that our inspectors are properly trained, they understand the dynamics involved in the radio frequency and what information data that they should receive and feedback they should give to stakeholders," he said.

According to Mohapi, "Another important element that we had in our presentation is blasting, where there were issues for years in terms of notification for blasting. There are incidences where people could have been harmed".

"We are using this platform to advocate and we have invited the construction sector to attend and they understand what needs to be done where communities could be harmed because of the reckless use of the explosive devices," he said.

By Siyabulela Dzanibe

Mr Khambula Retires from Public Service

Retirement is a case of going away from stress, commute, alarm clock, and iron – so goes the saying. This may be what is in store for the Department of Employment and Labour, KwaZulu-Natal Chief Director: Provincial Operations (CD: PO) Edward Mncedisi Khambula.

Mr Khambula will be leaving the Department for retirement at the end of December 2024. He boasts 41 years in the public service having also worked for the Department of Health before joining the Department in 1986.

He says he came to the Department as an Inspector of Occupational Health and Safety (OHS) and progressed through the ranks of Senior Inspector: OHS; Principal Inspector: OHS; Control Inspector: OHS; then Deputy Director/Business Unit Manager: Inspection and Enforcement Services (IES) as from October 1996; Director: Unemployment Insurance Fund (UIF) in 2010 until 2014 when he transferred back to IES as Provincial Chief Inspector: IES in 2014 and subsequently Chief Director: Provincial Operations in 2022.

Mr Khambula was born in Umzimkulu a small rural town in the border of Eastern Cape and KwaZulu-Natal provinces. He has worked in the Eastern Cape; Northern Cape and KwaZulu Natal. He assumed the current position of CD: PO on 01 November 2022.

His main duties are to: Manage and provide strategic leadership to ensure effective and efficient service delivery across all the programmes of the Department at the Provincial and Labour Centre (viz: Public Employment Services; Unemployment Insurance Fund; Compensation Fund; Inspection and Enforcement Services; Labour Market Information and Statistics; Human Resources Management and Finance and Office Administration Services).

He matriculated at Mariazell High School and proceeded to Edendale Technical College, where he qualified for a National Diploma in Public Health; Technikon Natal where he also graduated in Public Health and Bachelor of Technology in Environmental Health, respectively. He also has a Bachelor of Administration majoring in Industrial Psychology and Public Administration obtained from Unisa; and has also done several courses with National School of Government and short courses.

A firm believer in ethical leadership, Khambula says: "Management decisions should be based on principles such as fairness, equality, honesty, respect, and accountability".

Asked how he had managed to hold the ship tightly amidst conflicting interests. He says he does this by clearly identifying and assessing priorities. He says proper resource planning; negotiating deadlines and delegating tasks to other managers are key to success.

"Heavy reliance on participatory management style is of fundamental importance as this contributes to the sharing of ideas, roles; and delegation. By open communication, active listening; and continuous performance reviews – I managed to develop more trust amongst the team and make everyone feel valued.

"Of course working extra hours is part and parcel of the senior managers' job to try and keep up with a long list of competing demands," he adds.

Mr Khambula says he leaves a mark for empathetic service delivery with the understanding of how vulnerable "our clients are". He argues that he leaves behind improved provincial performance levels; functional governance structures; increasing numbers of staff furthering their studies; additional satellite offices established; sound relations including stakeholder management; and mutual respect.

His message to his successor – is that he or she has to first try and understand how the organisation works prior to introducing drastic changes. He further says "strive for further capacitation of the service delivery units of the Department. Enhance stakeholder relations and partnerships".

Mr Khambula leaves an organisation in the province with improved performance and a cohesive management team.

In his next chapter, he says he is looking forward to rediscovering himself and pursuing his forgotten passions which include writing and reading books; training; subsistence farming, and spending quality time with family.

"I am thankful to the Department for all the wonderful opportunities and support given to me including study opportunities; overseas study tours; and promotions. There are lots of developmental opportunities in the Department that everyone can tap into to reposition him/herself for future progression within or outside the Department," he says.

By Shadrack Mashalaba

KwaZulu-Natal Chief Director: Provincial Operations, Edward Mncedisi Khambula soon to be former CD: PO ... redesigning his time.

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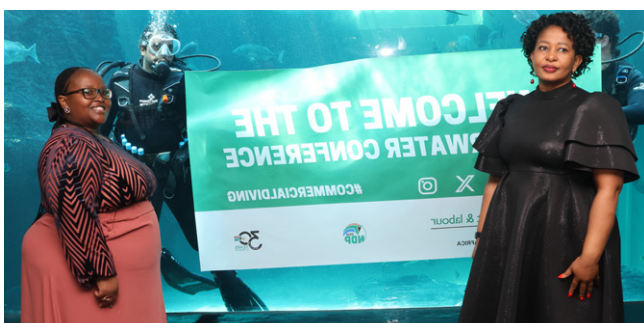
UNDERWATER OCCUPATIONAL HEALTH AND SAFETY (OHS) CONFERENCE – CAPE TOWN

The 2024 Underwater Occupational Health and Safety (OHS) Conference took place on 20 to 22 November 2024 at the Two Oceans Aquarium in Cape Town. The conference took place under the theme 'Exploring Technological Advancement and Ensuring Decent Work in the underwater World of Work'.

The conference follows on the heels of the recent launch of the OHS strategy and the signing of the safety accord in which stakeholders signed pledges to promote the health and safety of workers in the workplaces.

The underwater sector is one of most dangerous sectors experiencing multiple deaths due to lack of compliance to safety measures. The three-day conference enjoyed presentations and discussions amongst organisations that offer training in underwater diving, law enforcement in the sector, private organisations, and other interested parties.







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.



Labour Centre



CONTACTS AND SERVICE POINTS



Devoted to uplift those seeking for employment: Ajenthia's success story



Department of Employment and Labour Psychometrist, Ajenthia ... ditching numbers for people.

"My focus on both quantity and quality in my work brings me peace daily" - These are encouraging words of Ajenthia on what made her become one of the best-performing Employment Counsellors in the year 2022.

Ajenthia Naidoo is a Psychometrist registered with the Health Professions Council of South Africa. Her highest qualification is a Bachelor of Arts Honours (Industrial & Organisational Psychology). She is currently based at Bethlehem Labour Centre as an Employment Counsellor. She conducts various Employment Counselling sessions including psychometric assessments for clients.

Ms Naidoo said that she initially wanted to become a chartered accountant. However, after self-reflection, she realised that this would have brought good financial rewards only, but not self-fulfillment. She wanted a career where she would be working with people; not numbers or figures.

A career where, at the end of the day, she would have made an impact in people's lives. Hence she ended up studying Psychology and as they say "the rest is history". She then ended up in Public Service which allows her to fulfil this daily.

"Yes, my academic counterparts in private organisations may be earning more than me, but it is a decision I am quite content and happy with," said Ms Naidoo.

In the year 2022, both physical and virtual sessions, good relationships with various stakeholders in all her service areas, as well as monthly UIF Pay point visits at various service areas assisted her in becoming the best-performing Employment Counsellor in the Free State Province.

Ms Naidoo explained that she undertakes good work in the sense that her focus is not just on quantity but also on quality.

"Yes, we as Employment Counsellors are under pressure due to targets and the focus is on the numbers but we should never lose focus on the impact and difference we can make in people's lives daily.

"My focus on both quantity and quality in my work brings me peace daily," she said.

Ms Naidoo acknowledges that her clients motivate her to do her best every day. She adores the smile on their faces when she can assist them. The impact of her services on their lives is evident when they find employment opportunities and put bread and

butter on their families' tables. She believes that one is placed in a specific post for a reason. Therefore, she is motivated daily to serve and do her best in her current position. She believes that one cannot progress if they are not the best in what they are doing.

"I am a self-motivated individual who is not in competition with anyone but with myself" – said Naidoo. She is working on being the best version of herself daily and that motivates her. When she renders a service she feels that she is serving God. She is involved in selfless service daily not for her own benefit but for the impact and benefit of her dear clients. She believes that there is nothing greater than service to humanity.

Ms Naidoo mentioned that in the future her ideal accomplishment within the Public Employment Services Branch as an Employment Counsellor will be to assist in the reduction of the current high unemployment rate in the country.

"If we are all able to achieve this in our corners at various labour centres I think this will be a great accomplishment," emphasised her.

As an Employment Counsellor, she continues to strive daily to make a difference in the lives of her clients so that they may find employment opportunities and provide for themselves and their families.

"To my dear work-seekers: The message I have as an unemployed work-seeker myself at one stage is to never give up, to never lose hope, and to keep on going. Set goals for yourself, work hard, stay motivated and dedicated and you will achieve great things" said Ms Naidoo.

"The best way to love GOD is to "Love all, Serve all" - Sri Sathya Sai Baba (SSSB)

"Service to man is service to GOD" - (Swami Vivekananda)

"The hands that serve, are holier than the lips that pray" - Sri Sathya Sai Baba (SSSB)

We would like to thank Ms Ajenthia Naidoo for sharing with us the story behind her success as one of the Department of Employment and Labour's Employment Counsellors and wish that she continues to impact her community positively.

All work-seekers are more than welcome and encouraged to visit any of the Department of Employment and Labour's Labour Centres to receive Employment Counselling services.

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




[CLICK TO VIEW COUNSELLORS](#)

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

Contact Centre Number: 086 010 1018.

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Steel and Epoxy Coating: Expert craftsmanship meets industrial precision.
Polyester Coating: High-quality finishes for a variety of surfaces.
Linen and Garments: Tailored solutions for both personal and professional needs.

EXECUTIVE COMMITTEE (EXCO) MEETING – COMPENSATION FUND, KHORONI BOARDROOM

The Department's Exco had its November meeting in which a number of strategic issues impacting on operations came in for discussion. On top of the discussions were risk and audit matters.

Also under discussion was cementing interface between the office of the Acting Director General, the entities such as Compensation Fund, Unemployment Insurance Fund and Supported Employment Enterprises and the branches. There were discussions regarding progress made in professionalization of the Inspectorate. The Department was also gearing itself for its participation in the G20 Employment Working Group meetings of the G20 in 2025.

There were also discussions on the progress of Project 20 000, an initiative to increase the inspector from the current 2000 headcount to 20 000. On finances as at 31 October the department had discharged more than R2,2-billion of its over R3,8-billion of the budget. According to Exco the National treasury has no appetite to provide more funding.

The Exco discussed the Department's, CF, UIF and SEE organisation's Q2 performance and corrective measures to improve performance. There were also discussions on high level ICT matters.



PES BRANCH HOSTS NATIONAL EXCELLENCE AWARDS – KIMBERLEY, NORTHERN CAPE

The Public Employment Services hosted the National Excellence Awards on Friday, 29 November in Kimberley, Northern Cape.

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

Accepting the award, DDG Morotoba said: "I'm very humbled, as I am not a person who usually receives awards". There may be colleagues who did not achieve like we did, but we must take these awards not only for ourselves but on their behalf as well, he added.

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



"We can keep on improving all the time" – CS DDG advises communicators

Department of Employment and Labour Corporate Services Deputy Director-General (DDG), Bahumi Matebesi has urged communicators in the Department and its entities to be innovative amidst the dwindling financial resources and increased demands.

Matebesi said one of the uphill issues facing the public service was the lack of resources.

"We have got no resources, and these have been dwindling over time" and this calls for a different approach, "We need a serious rethink and be innovative on how we do things".

Matebesi was addressing the strategic session that brought together communicators from the department, Ministry, the provincial communication officers, including entities (Compensation Fund, Unemployment Insurance Fund, Productivity SA, Supported Employment Enterprises, National Economic Development

and Labour Council). The strategic session was held at Nedlac offices in Rosebank.

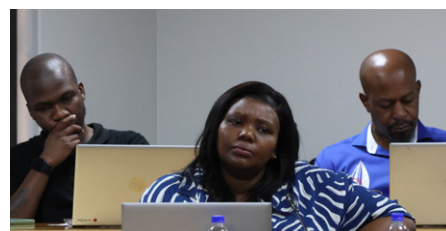
The purpose of the strategic session was to develop an integrated communication strategy for the next five years, as required by the Government Communication Information System from all government departments. A first draft strategy document has been completed and needs some fine-tuning before it goes through governance structures for approval.

The DDG emphasised during the session that in engagement with National Treasury on the subject of the spending review, was that there won't be any additional funding to be made available. She said: "We have to work with what we have. This calls for reprioritisation and channeling of funds where they are most needed".

(Shadrack Mashalaba)



Corporate Services Deputy Director-General (DDG), Bahumi Matebesi



WAGE INEQUALITY HAS DECLINED IN TWO-THIRDS OF COUNTRIES WORLDWIDE SINCE START OF 21ST CENTURY

Global real average wage growth has started to rise again as inflation progressively eases. Despite these positive outcomes, high levels of wage inequality remain, making it a pressing policy issue, ILO report finds.

GENEVA (ILO News) – A new report from the International Labour Organization (ILO) reveals that wage inequality has decreased in about two-thirds of all countries since 2000. Despite this positive trend, significant wage differentials persist worldwide.

The Global Wage Report 2024-25: Is wage inequality decreasing globally?, finds that since the early 2000's, on average, wage inequality, which compares the wages of high and low wage earners, decreased in many countries at an average rate that ranged from 0.5 to 1.7 per cent annually, depending on the measure used. The most significant decreases occurred among low-income countries where the average annual decrease ranged from 3.2 to 9.6 per cent in the past two decades.

Wage inequality is declining at a slower pace in wealthier countries, shrinking annually between 0.3 and 1.3 per cent in upper-middle-income-countries, and between 0.3 to 0.7 per cent in high-income countries. Moreover, even though wage inequality narrowed overall, decreases were more significant among wage workers at the upper end of the pay scale.

Real wages rose globally but regional differences persist

The report also finds that global wages have been growing faster than inflation in recent times. In 2023, global real wages grew by 1.8 per cent with projections reaching 2.7 per cent growth for 2024, the highest increase in more than 15 years. Such positive outcomes mark a notable recovery when compared to the negative global wage growth, of -0.9 per cent, observed in 2022, a period when high inflation rates outpaced nominal wage growth.

However, wage growth has been uneven across regions, with emerging economies experiencing stronger growth than advanced economies, the report finds. While advanced G20 economies registered a decline in real wages for two consecutive years (-2.8 per cent in 2022 and -0.5 per cent in 2023), real wage growth remained positive for both years in emerging G20 economies (1.8 per cent in 2022 and 6.0 per cent in 2023).

Regional wage growth patterns varied considerably. Wage workers in Asia and the Pacific, Central and Western Asia, and Eastern Europe experienced their real wage increases at a faster rate than those in other parts of the world, according to the report.

"The return to positive real wage growth is a welcome development," said ILO Director-General, Gilbert F. Houngbo. "However, we must not forget that millions of workers and their families continue to suffer from the cost-of-living crisis that has eroded their living standards and that wage disparities between and within countries remain unacceptably high."

Persistent wage inequality

Despite recent progress high levels of wage inequality remain a pressing issue. The report shows that globally, the lowest-paid 10 per cent of workers earn just 0.5 per cent of the global wage bill, while the highest-paid 10 per cent earn nearly 38 per cent of this wage bill. Wage inequality is the highest in low-income countries, with close to 22 per cent of wage workers there classified as low-paid.

Women and wage workers in the informal economy are more likely to be among the lowest paid. This finding reinforces the need for targeted actions to close wage and employment gaps and ensure fair wages for all wage workers.

Wage inequality is relevant in all countries and regions. Globally, however, one in every three workers is a non-wage worker. In most low- and middle-income countries the majority are self-employed workers, who can only find opportunities to earn a living in the informal economy. It is for this reason that the report broadens its analysis to include the self-employed in the case of low- and middle- income countries. As a result, measured labour income inequality increases significantly in these regions, as compared to that measured based only on wages from wage workers.

"National strategies to reduce inequalities require strengthening wage policies and institutions," says Giulia De Lazzari, ILO Economist and one of the main authors of the report. "But equally important is to design policies that promote productivity, decent work and the formalization of the informal economy."

Strengthening wage policies to reduce inequality

The study emphasizes the need for targeted policies to foster inclusive economic growth.

The report concludes that reducing wage inequality requires both strong wage policies and structural support for equitable growth. By addressing these challenges countries can make real progress toward reducing wage gaps and promoting fair, sustainable, economic growth for workers worldwide.

Key ILO recommendations include:

Setting wages through social dialogue: wages should be set and adjusted through collective bargaining or agreed minimum wage systems involving governments, workers and employers.

Taking an informed approach: wage-setting should take into account both the needs of workers and their families and economic factors.

Promoting equality, and equal opportunity of treatment and outcomes: wage policies should support gender equality, equity and non-discrimination.

Using strong data: decisions should be based on reliable data and statistics.

Addressing root causes of low pay: national policies should reflect each country's specific context and address the causes of low pay such as informality, low productivity and the under-valuing of jobs in sectors such as the care economy.

– (Article sourced from ILO)



WHO Investment Round: culminating moment at G20 Summit as leaders pledge

The first-ever Investment Round of the World Health Organization (WHO) reached a culminating moment during the G20 Leaders' Summit in Rio de Janeiro, chaired by the President of Brazil, H.E. Luiz Inácio Lula da Silva.

GENEVA (ILO News) – A new report from the International Labour Heads of state and government at the G20 voiced strong support for a sustainably funded WHO, additional financial pledges were announced, and incoming G20 Chair South Africa pledged to maintain a focus in 2025 on sustainably financing the Organization.

The support was reflected in the G20 Rio de Janeiro Leaders' Declaration which said: "We reiterate the central coordinating role of the World Health Organization (WHO) in the global health architecture, supported by adequate, predictable, transparent, flexible and sustainable financing. We support the conducting of the WHO Investment Round as an additional measure for financing the WHO activities."

The Investment Round is raising funds for WHO's strategy for global health, the Fourteenth General Programme of Work, which can save an additional 40 million lives over the next four years. The Investment Round has succeeded in shifting WHO's funding model so that it is more predictable, flexible and resilient.

With the pledges received from Australia, Indonesia and Spain at the Leaders' Summit, WHO has now received pledges of US\$ 1.7 billion. Including other signed funding agreements and expected funding from partnerships, WHO has funding of US\$ 3.8 billion for the next four years.

This means that WHO has raised 53% of the US\$ 7.1 billion funding needed, successfully increasing predictability as compared to 2020, when WHO had only 17% of funding secured for its previous strategy. WHO, Member States and partners will continue efforts to cover the remaining gap so the Organization can deliver on the strategy for 2025–2028.

The Investment Round has also successfully broadened WHO's donor base, improving its funding resilience. Since its launch in May, there have been 70 new pledges from Member States, and philanthropic and private sector donors, 39 of which are contributing voluntary funds for the first time. This is making WHO's funding more diversified and thus marks a milestone in the Organization's evolution.

Seven of these new donors are low-income countries and 21 are middle-income countries, representing a shift in WHO's funding base. This shift also demonstrates broad-based recognition of the need to invest in health and in WHO.

Forty-six donors have so far pledged more flexible funding, compared to 35 in the last four years, increasing the ability of WHO to use the funds where they are most needed.

Overall, the Investment Round means that WHO can work more efficiently, better plan the implementation of its Strategy and respond even better to crises. It is expected that a number of other governments and donors will pledge to the Investment Round in the coming months.

Quotes:

President of Brazil, H.E. Luiz Inácio Lula da Silva, said: "The World Health Organization represents humanity's greatest ideals. Investment over the next four years will be repaid many times over in well-being gained. It will set the foundation for future generations."

The Chancellor of the Federal Republic of Germany, Olaf Scholz, said: "The work of the WHO benefits all of us. It needs reliable financing from a broad base. Every contribution counts."

President of France, Emmanuel Macron, said: "The World Health Organization deserves our support, as our unique common, universal, compass to global health. It is the only organization technically and politically able to coordinate our global action, and edict universal norms and advice in the field of health."

"As part of this Investment Round, WHO is bringing to life a new Academy, open to all health practitioners around the world, to tackle one of the key investment priorities identified during the COVID crisis, which is human capacity in the health sector. In a nutshell, investing in WHO is investing in the strengthening of our response capacity to health crises and in particular to pandemics."

President of South Africa H.E. Cyril Ramaphosa, who will Chair the G20 Presidency in 2025, said: "We are proud to carry the baton on from Brazil and continue to spotlight the importance of WHO and the need for sustainable financing towards the goal of health for all."

"The WHO Investment Round is about mobilizing the predictable, flexible funding WHO needs to save lives, prevent disease and make the world a healthier and safer place," said Dr Tedros Adhanom Ghebreyesus, WHO Director-General.

"I thank President Lula for his strong support for WHO and for hosting the culmination of the Investment Round during the G20 Leaders' Summit, and I thank all donors for their contributions. I am grateful to President Ramaphosa for carrying the baton for sustainable financing for WHO into South Africa's G20 Presidency next year."

– (Article sourced from ILO)

Acting Director-General visited the Cape Winelands-based Labour Centres to discuss and address service delivery and operational issues



Mr. Viwe Mlenzana (second from right), Acting Director-General of the Department of Employment and Labour, recently visited the Cape Winelands-based Labour Centres (Paarl and Worcester) in the Western Cape to address service delivery and operational matters. He was accompanied by Adv. Malixole Ntleki (right) and Mr Steven Gounden (left) from the DG's office in Pretoria as well as Mr Mawele Ntamo (second from left), Western Cape provincial head of the department.

In an effort to familiarize himself with service delivery and operational matters, Mr. Viwe Mlenzana, Acting Director-General (ADG) of the Department of Employment, became the first DG or ADG on 08 November 2024 to visit the Cape Winelands-based Labour Centres in the Western Cape since 1994.

The two Labour Centres based in Paarl and Worcester are led by Advocate Adele Bezuidenhout and Mr. Marius Murray respectively. The region also has two satellite offices which are based in Ceres and De Doorns.

Mr Mlenzana was accompanied by the Western Cape provincial head of the department Mr. Mawele Ntamo and two senior officials in the DG's office based in Pretoria, Mr. Steven Gounden and Advocate Malixole Ntleki.

The Cape Winelands region represents the heart of the agricultural sector in the Western Cape. The region is faced with seasonal unemployment whereby people are unemployed at certain times of the year due to the end of the farming season.

The volumes of Unemployment Insurance Fund (UIF) claims increase dramatically at this time which has a direct impact on the department's operations. The unemployed farm workers are considered to be among the most vulnerable and rely on the UIF payments during the off-season. The department is therefore committed to prioritize the processing of UIF claims.

Mr Ntamo said the Cape Winelands region is an active area with stakeholders as well as a vibrant organized labour movement due to the large hub of farmworkers in the region.

He highlighted the 2012 farm workers strike which formed a wave of strikes and protests by agriculture workers in the Western Cape that ultimately led to the revision of the National Minimum Wage which was increased by 52%.

In his opening remarks, Mr Mlenzana said the intention for the visit was to have a discussion and walk about to observe how the operations work on the ground in the Labour Centres. The initial plan was to visit both labour centres, but the visit to the Worcester Labour Centre was postponed until further notice due to lack of time.

Mr Mlenzana indicated that he has observed over time that certain aspects of operations need improvement. This was the main reason why the development of operations committee (OPSCO) came about. OPSCO is a meeting consisting of the nine Chief Directors: Provincial Operations (CDPOs), two Commissioners of the two Funds, Deputy Director General for Public Employment Services (PES) and the Inspector General (IG).

According to Mr Mlenzana, the whole idea is to drive the focus of the customer related issues.

"All projects that are done must seek to make the lives of clients better and we should think twice about why we are doing this project. We need to do things to improve our services and improve the livelihoods of clients. Many clients are distressed, because they have lost income and or are on maternity leave or injured and require assistance and support. The client is in a vulnerable state to begin with. If you do not have passion for people you will find it difficult to achieve this. We have however been employed to serve.

"However, the idea of today's visit is not to break you down, but to come and assist and support you. The Head Office needs to serve you at the provincial level. You are the ones that have to face the difficulties and clients. We appreciate the work that you do and understand the difficulties you are faced with," he said.

The two Labour Centre Managers' presentations focused on service delivery and operational issues. It provided an understanding of the service delivery and operational challenges at the labour centres and also at satellite offices and what type of support they require from both the provincial and head offices.

Jason Lloyd



THE DEVELOPMENT OF AN EFFECTIVE OHS MANAGEMENT SYSTEM FOR THE COMMERCIAL DIVING SECTOR SHOULD BE PRIORITISED

The value of an effective occupational health and safety (OHS) management system in the commercial diving industry was one of the main discussion points at the Department of Employment and Labour's Occupational Health and Safety (OHS) Underwater Conference which was recently held in Cape Town.

The conference, which was held at the Two Oceans Aquarium in Cape Town, aimed to share good practices and experiences amongst stakeholders in order to implement effective preventative measures and to explore areas for commercial diving technical cooperation among the different stakeholders.

The Department of Employment and Labour plays a key role in ensuring that there is economic growth in the diving industry, hence the certification of the diving schools as well as the development of the training standards.

The Department is a member of the International Diving Regulatory and Certification Forum (IDRCF). This ensures that the class II South African diving qualification is recognized internationally, therefore local diving schools attract a number of local and international learners.

The assembly was held under the theme: ***"Exploring technological advancement and ensuring Decent Work in the Underwater World of Work"***.

During her closing remarks at the conference, Ms Aggie Moilola, Inspector General of the Department of Employment and Labour, noted that the first thing that jumped out for her was the value of an effective occupational health and safety (OHS) management system in the commercial diving industry.

"Several speakers spoke about this to say that, there is no replacement for a management system that is of value. It is not just a tick box exercise or an issue of malicious compliance, but a system that is going to work, not only for you, but for the sector and for everyone around you," she said.

According to Ms Moilola, the second thing that jumped out was the

hierarchy of controls.

"I have known this hierarchy for a few years now and the emphasis is always being that the last on that hierarchy is PPE - people, procedures and plant (equipment). Sometimes there is a tendency of flipping the triangle on its head and PPE becomes the first when it should exactly be the last resort. So, we can never afford to take short cuts. The road that is littered with shortcuts almost always leads to some one of the other kinds of disaster, because short cuts are never meant to be taken," The IG said.

She emphasized the importance of planning, as well as learning and updating your management system, as it is not a final document. Ms Moilola also put the spotlight on the value of regulations or a legal framework that is viable that evolves with time.

"We don't live in a perfect world. Regulations and policies have their fair share of weaknesses. There is no way that you will come up with a perfect law. There will always be gaps hence we always review the laws," argued Ms Moilola.

According to Ms Moilola, the cooperation between the various stakeholders in the commercial diving industry is of crucial importance.

"One of the other things that really sprung out for me is that we need to have many more conversations, particularly amongst stakeholders who are driving the same agenda," she said.

Other hazards present in commercial diving such as physical, chemical, biological, ergonomics and psychosocial that are not always be considered were also discussed.

Furthermore, the conference also discussed the technological advancement of the commercial diving industry. It was emphasized that it is time to move towards a paperless system as this will ensure that divers are able to update their dive logs to keep them safely.

Jason Lloyd



DDG PES, Sam Morotoba (second from left) receiving a special award from PES Management and CDPOs for his contribution to the Branch.

PES Branch hosts the National Strategic Planning Session in Kimberley

On Friday 29 November, the Public Employment Service (PES) branch concluded a three-day National Strategic Planning Session in Kimberley, Northern Cape. The objective of the session was to align goals, resources, and strategies to enhance the delivery and effectiveness of employment services

This year's session hosted under the theme: "Inclusive Growth Through Employment Creation" - set the tone for the branch to take stock of what has been done over the past five years and also pave a way forward in establishing clear, measurable goals and priorities for improving access to employment, addressing unemployment, and fostering skills development.

Outlining the purpose of the session, Chief Director Public Employment Services Ms Esther Tloane said, "it is imperative that all stakeholders adopt an integrated approach and take accountability in realising that unemployment is everyone's responsibility".

The session also brought together the think tanks that provided insight and analysis on critical topics such as; Strengthening Labour Migration Governance in South Africa.

Dr Wiseman Magasela who formed part of the panel discussion said, "with the world aggressively competing for skills, nearly all countries are trying to build global competitive advantage in different critical economic sectors, as such there is a need for governments to adapt

their labour migration policies to the evolving job market".

Some of the best practices for governments would be the employment of qualified and skilled foreign nationals, he added.

Further discussions on Active Labour Market Employment Schemes revealed that some of the factors exacerbating unemployment are: youth have to navigate structural barriers to access the labour market, the skilling system is not producing work ready young people for the labour market, low growth in labour-absorbing sectors, poor education outcomes and mismatch between skills supply and demand, and limited opportunities for self-employment.

Concluding the session, Public Employment Services Deputy Director General (DDG), Sam Morotoba said, "PES' future is uncertain and not guaranteed unless we improve and claim the strategic position in the employment space. As the Public Employment Services branch we need to mobilize additional resources to support new policies and to develop system and our internal capacity".

DDG Morotoba urged PES officials to promote and protect the PES brand's reputation, also calling for the continued use of international experiences, expertise and resources to develop extra capacity.

Cebisa Siyobi

SOUTH AFRICA-USA LABOUR WORKING GROUPS MEETING – LABORIA HOUSE, PRETORIA

Members of the United States of America (USA) delegation who visited the Department of Employment and Labour head office in Pretoria 09 December on a two-day engagement. The US delegation visit was part of a South Africa-USA Labour Working Group meeting to cement relations.

Department's International Relations Directorate Director: Kgomotso Letoaba said the visit is anchored by a Memorandum of Understanding signed in 2011. He said with South Africa having assumed the chair of G20 the country was looking forward to work closely with the USA.

USA Director-Enforcement Programs, Occupational Safety and Health, Scott Ktcham said the interaction and experience had been pleasant.

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



International Relations Directorate Director: Kgomotso Letoaba



USA delegation



Ms Judith Nemadzinga-Tshabalala announced as new Deputy Minister of Employment and Labour

Ms Judith Nemadzinga-Tshabalala has been appointed the Deputy Minister of Employment and Labour. Ms Nemadzinga-Tshabalala has been serving in the national executive as the Deputy Minister of Mineral and Petroleum Resources.

According to the Presidency the changes to the national executive are effective immediately.

Ms Nemadzinga-Tshabalala has served as Deputy Minister of Water and Sanitation from March 2023 to 2024. She was a Member of the National Assembly of South Africa since 2019 - and previously from 2011 to 2014. The Department of Employment and Labour (DEL) warmly welcomes Deputy Minister Judith Nemadzinga-Tshabalala. We are excited to have her join us and look forward to her valuable contributions as we continue to strive for excellence in our mission to support and protect the workforce of South Africa. Welcome, Deputy Minister!



Ms Judith Nemadzinga-Tshabalala has been appointed the Deputy Minister of Employment and Labour.



CLOSING OF DEL OFFICES COUNTRYWIDE

Public Notice:

The Department of Employment and Labour (DEL) offices will close at 10:00 on 24 December 2024.

All DEL offices will be closed from 27 December to 31 December 2024.

Regular office hours will resume on 2 January 2025.



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

Employees from Risk Management at Laboria House in Pretoria commemorated the annual International Anti-Corruption Campaign on December 9, 2024. In support of the initiative, the Risk Management team invited departmental employees to educate and encourage them to fight against corruption. Employees were also encouraged to pledge against corruption.

The theme for this years' campaign is: *Uniting with Youth Against Corruption: Shaping Tomorrow's Integrity.*



EMPLOYMENT AND LABOUR CONDUCTED NATIONWIDE HIGH IMPACT BLITZ INSPECTIONS – MPUMALANGA

The Department of Employment and Labour conducted nationwide high impact blitz inspections on 02 to 06 December 2024 in the agriculture sector. Inspectors were hard at work looking into compliance with OHSA, BCEA, UIF, and COIDA. The Department was joined by the Department of Home Affairs, and the South African Police Service in order to assist with the issues of foreign workers. Though some farm owners were found to be compliant, a larger portion of the inspected farmers were in contravention of a number of labour legislation. Arrests were made instances where foreign workers failed to produce their legal documents.

It was also discovered that in some of the farms, there are no ablution facilities as workers had to relieve themselves in the bushes.

Farm workers were educated on their rights at works and encouraged to contact a labour Inspector by visiting any labour centre closest to them to report any contravention. #Yazini #DEL #Workingforyou



By Lebogang Molok

The Public Employment Services programme is an essential component of South Africa's efforts to combat unemployment and promote inclusive economic growth

The Public Employment Services (PES) programme of the Department of Employment and Labour (DEL) is a cornerstone initiative aimed at assisting workplaces and work-seekers to adjust to changing labour market conditions and enhancing employability in South Africa.

The programme's multifaceted approach includes registering job vacancies, facilitating the placement of work seekers, and providing specialized services to vulnerable groups such as people with disabilities, youth, and women. Promoting productivity, facilitating employment of foreign nationals, and regulating private employment agencies.

One of the standout features of the PES programme is its commitment to inclusivity and support for marginalised groups. The programme facilitates the transfer of subsidies to designated organisations to promote the employment of people with disabilities, youth, and women. This targeted support is crucial in creating a more equitable job market and ensuring that all individuals have access to employment opportunities.

Moreover, the PES programme plays a vital role in regulating private employment agencies and Temporary Employment Services, ensuring that these entities operate fairly, and transparently and that vulnerable worker seekers are protected from possible abuse. This regulatory oversight helps maintain a balanced and just labour market, protecting both employers and employees.

The Public Employment Services programme is an essential component of South Africa's efforts to combat unemployment and promote inclusive economic growth. Its comprehensive services and regulatory functions make it a valuable asset in the nation's labour market landscape.

The PES programme faces several challenges in its mission to enhance employability and reduce unemployment in South Africa and is in the process of developing innovative ways to address them. One significant challenge is the coordination of various projects. With multiple public and private bodies involved in implementation, ensuring seamless coordination can be difficult. PES is now working with the Programme Management Office in the Presidency to coordinate youth interventions through the National Pathway Management Network. PES has developed a Draft National Employment Policy that also proposes other intervention measures aimed at coordinating employment initiatives.

Additionally, fair recruitment practices are sometimes hard to maintain, which can undermine employment initiatives. As part of addressing this problem, an Employment Services System of South Africa (ESSA) was developed to register and place work seekers in employment irrespective of political, race, region, sex, and religious affiliation. A National Labour Migration Policy and an Employment Services Amendment Bill were also developed to ensure that employment of foreign nationals does not undermine local employment initiatives.

Another challenge that has to do with promoting employment in issues is the social and informal economy, the new era of the fourth industrial revolution, and Artificial Intelligence. A large portion of the labour force operates within these sectors, making it challenging for PES to provide adequate support and services. These groups require specialised support, which is already putting a strain on the programme's resources and capacity.

Despite these challenges, the PES programme remains a vital component of South Africa's labour market strategy, continually working to overcome these obstacles and better serve the nation's workforce.

Individuals can access Public Employment Services (PES) in several ways:

1. **Online Portal:** You can register and access services through the Employment Services of South Africa (ESSA) online portal available on the Department of Employment and Labour's website. Simply visit www.labour.gov.za and click on "Online Services".
2. **Department Offices:** You can visit any of the Department of Employment and Labour's offices across the country. Staff at these offices can assist with registration and provide information on available services.
3. **Contact Centre:** For assistance, you can contact the PES call centre at the Department of Employment and Labour. They can provide guidance and support for accessing various services.

- **For Public Employment Services/ Inspection and Enforcement Services:** 0860 101 018/ pescontactcentre@labour.gov.za / pes@labour.gov.za
- **For Employment Equity (EE):** ee@labour.gov.za
- **For Labour Registration:** registrar.labourrelations@labour.gov.za
- **Web Self-Service Ticketing System:** The Department has also introduced the Web Self-Service Ticketing System (WSSTS) which will aid in further speeding up client service inquiries. The system is available on the Department's website at <https://www.labour.gov.za/online-tools/Pages/default.aspx>.

NB: For general DEL services, please visit a DEL office nearest to you.

Operating Monday to Friday, 07:30 16:00

These options make it convenient for individuals to utilise the PES programme and benefit from its employment support services.

The Department of Employment and Labour working for you.

By Petunia Lessing

Employment Equity (EE) Amendment Act comes into operation on 1 January 2025

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President Cyril Ramaphosa has signed the proclamation notice giving effect to the start date of implementation of the Employment Equity (EE) Amendment Act, No 4 of 2022 – this will come into operation on 1 January 2025.

In terms of the signed notice which has since been gazetted on 28 November 2024, small businesses that employ less than 50 employees would no longer be bound to comply with Chapter III of the Employment Equity Act, 1998 (EEA) for example, in relation to the submission of their EE reports starting from 2025 EE Reporting period.

The signing of this policy instrument will enable small businesses to focus on growing their businesses to create jobs.

The implication of the signing of the amended EE Act means that with the deadline for submission of EE reports on 15 January 2025, employers must use the current legislation (EEA) to comply with the reporting requirements as per section 21 of the EEA.

The use of new legislation will be applicable when designated employers report on their 2025 EE reporting cycle starting on 1 September 2025.

The EE amendments were initiated back in 2019 when the

Department and Commission for Employment Equity (CEE) started sector engagements with the intention of setting of sector EE targets to give workplace transformation an impetus.

The main objectives of the Employment Equity Amendment legislation was:

- To reduce the regulatory burden for small employers – that is, those employers that employ between 1 to 49 Employees, who will be excluded from complying with the provisions of Chapter III of the EE Act;
- To empower the Minister to regulate the sector specific numerical EE targets;
- To promulgate Section 53; and
- To strengthen compliance, including the issuing of EE compliance certificates for business doing business with the State.

The EE Amendment Bill was assented into law on 6 April 2023 by President Cyril Ramaphosa. The new legislation will allow employers to comply with own set annual EE targets towards the achievement of the five-year sector EE targets.

Employment Equity Amendment Act, No. 4 of 2022

Employment Equity Amendment Act, No. 4 of 2022

All employers are still required to comply with Chapter II of the Act, which deals with the prohibition of unfair discrimination based on race, gender, disability, sexual orientation, pregnancy, religion, marital status, age, sex, HIV status and other grounds as per section 6(1) of the Employment Equity Act.

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30 YEARS

Employment Equity Amendment Act, No. 4 of 2022

The Employment Equity Amendment Act comes into effect on 1 January 2025. We are positive that the regulatory flexibility of the Employment Equity Amendment Act will strengthen compliance, including the issuing of Employment Equity compliance certificates.

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Employment Equity Amendment Act, No. 4 of 2022

"The Employment Equity amendments will promote and protect the Constitutional right of equality and the exercise of true democracy for black people (Africans, Coloureds and Indians), women and people with disabilities irrespective of their race and gender. – Minister Nomakhasazana Meth

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Employment Equity Amendment Act, No. 4 of 2022

Criteria for designated employers (50 or more employees):

- ✓ Submit Annual Employment Equity Report (EEA2 & EEA4 forms);
- ✓ Comply with own Annual Employment Equity Targets towards the 5-year Sector EE Target;
- ✓ Comply with the National Minimum Wage (NMW) / exemption granted not to pay NMW in the last 12 months;
- ✓ Must not have CCMA unfair discrimination award/ Labour Court judgement in the last 12 months.

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Employment Equity Amendment Act, No. 4 of 2022

The Employment Equity Amendment legislation will lessen the administrative requirements on small business employers who have between one and forty-nine employees to enable them to focus on growing their businesses and create jobs. These employers will no longer have to comply with Chapter Three of the Employment Equity Act, in relation to the submission of Employment Equity reports and plans.

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#YAZINI

30 YEARS

Employment Equity Amendment Act, No. 4 of 2022

The Employment Equity Amendments are a game changer and a catalyst for addressing the persistent disparities and inequalities in employment, occupation and income experienced by the majority of employees within the national labour market, as a result of apartheid and other discriminatory laws and practices.

Employment Equity amendments will bridge the equity gaps through the promotion of diversified and inclusive economic development, which is broadly representative of our people.

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#YAZINI

30 YEARS

Employment Equity Amendment Act, No. 4 of 2022

"The Employment Equity amendments will bridge the equity gaps through the promotion of diversified and inclusive economic development, which is broadly representative of our people. The Department is at an advanced stage in finalising the regulations on equity targets that must be applied by companies in different sectors of the economy." – Minister Nomakhasazana Meth

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Employment Equity Amendment Act, No. 4 of 2022

CRITERIA FOR ISSUING OF EE CERTIFICATE OF COMPLIANCE

The following criteria has been prescribed to enable all employers to access the EE Certificate of Compliance to do business with any organ of state (Automated process on EE System and there will be no manual Certificates issued).

Criteria for non-designated employers (1-49 employees):

- ✓ Comply with the National Minimum Wage (NMW) / exemption granted not to pay NMW in the last 12 months; and
- ✓ Must not have CCMA unfair discrimination award in the last 12 months

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The Employment Equity Amendment Act ensures that the Minister has legal powers to regulate 5-year sector Employment Equity targets; however, employers will still set their own annual targets towards reaching the regulated 5-year sector targets.

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This is vital to ensure the equitable representation of suitably qualified people from the designated groups. Furthermore, the amended Act promulgates the implementation of Section 53, which has been part of the Employment Equity Act since inception in 1998, but was never brought into effect because there was no clear criteria, systems and processes prescribed for the assessment of compliance.

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The Employment Equity Amendment Act is a positive step forward, which when implemented as expected, will benefit both employees and employers. We hope that the new amendments to Employment Equity will impact positively on job creation and the unemployment rate." – Minister Nomakhasazana Meth

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