

# Portfolio Committee on Employment and Labour

30 April 2026



Employment And Labour Minister  
Nomakhosazana Meth

On Thursday, 30 April 2026, the Department of Employment and Labour continued its presentations to the Portfolio Committee on Employment and Labour through its entities, following the session that started on Wednesday, 29 April 2026. The second day of proceedings focused on presentations by the CCMA, Productivity SA, and NEDLAC.

Minister Meth opened the second day of presentations on the Annual Performance Plans of the Department of Employment and Labour and its entities by situating the discussions within South Africa's broader national context.

**“We must ensure that freedom is not only political, but materially realised in the everyday lives of our people,”** she said, referencing the recent commemoration of Freedom Day and the start of Workers' Month.

While political freedom has been secured, she stressed that the responsibility of the democratic state is to ensure that this freedom translates into tangible improvements in the daily lives of citizens.

Minister Meth emphasised that the session's focus on key institutions, including Nedlac, Productivity SA and the CCMA, goes to the heart of South Africa's economic and labour market architecture. These entities, she said, play a central role in sustaining the country's social and economic stability, particularly at a time marked by global uncertainty, rising economic pressures and declining trust in institutions.

She highlighted the need for capable and credible institutions that can build consensus, stabilise labour relations, support enterprise development and manage social tensions in a manner that advances both economic growth and social justice.

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# THE ENTITIES PRESENTATIONS

## CCMA

Commission for Conciliation, Mediation and Arbitration

Commissioner Mpumelelo Nconco outlined the institution's legislative mandate, strategic alignment and performance targets during a presentation to the Portfolio Committee on Employment and Labour.

He indicated that the CCMA's strategy is aligned with the National Development Plan 2030 and the Medium-Term Development Plan (2024–2029), particularly in advancing inclusive economic growth, reducing poverty and building a capable and ethical state.

Performance targets for the 2026/27 financial year include resolving conciliation cases within 30 days, issuing arbitration awards within 14 days, and increasing the resolution of public interest disputes. The CCMA also aims to measure its impact through indicators such as jobs saved during retrenchment processes and improved return-to-work outcomes.

Mr Nconco emphasised that all targets are specific, measurable and time-bound, with delivery expected by 31 March 2027.

In terms of funding, the CCMA's total allocation for 2026/27 stands at approximately R1.088 billion, with around 70% directed to dispute resolution, underscoring its central role within the organisation's mandate. He noted that revenue and expenditure projections are balanced over the medium term.

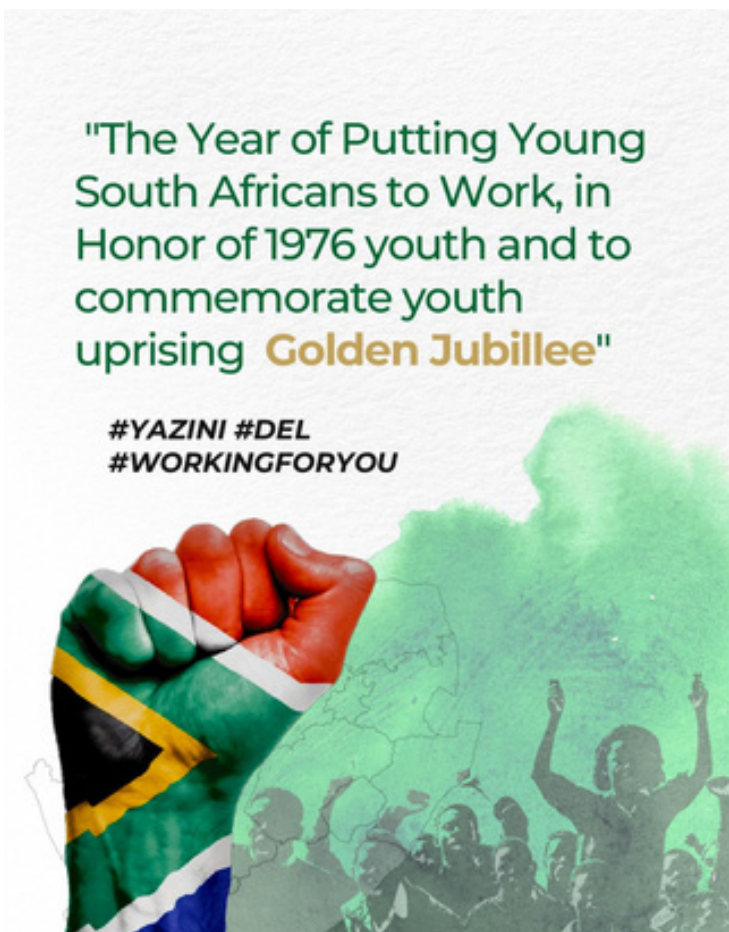
2026/27 APP PROGRAMME FUNDING ALLOCATION

| Programmes   | 2025/26                 | 2025/26                  | 2026/27         | Variance                                      | Variance %                                    | % Allocation per |
|--|-------------------------|--------------------------|-----------------|---|---|------------------|
|  | Approved Initial Budget | Approved Adjusted Budget | Proposed Budget | (Approved Adjusted Budget vs Proposed Budget) | (Approved Adjusted Budget vs Proposed Budget) | Programme        |
|  | R'000                   | R'000                    | R'000           | R'000   | %   | %                |
| PROGRAMME 1: Administration                        | 271,861                 | 296,913                  | 275,093         | (21,820)                                      | (7.3%)  | 25.3%            |
| PROGRAMME 2: Dispute Resolution                    | 751,939                 | 754,396                  | 794,78          | 40,384  | 5.4%  | 73.0%            |
| PROGRAMME 3: Proactive Labour Market Interventions | 12,835                  | 11,146                   | 11,051          | (95)  | (0.9%)  | 1.0%             |
| PROGRAMME 4: Essential Services Interventions      | 7,023                   | 6,936                    | 7,329           | 393   | 5.7%  | 0.7%             |
| TOTAL PROGRAMME FUNDING                            | 1,043,658               | 1,069,391                | 1,088,253       | 18,862  | 1.8%  | 100.0%           |

THE MOMENTUM - 2025/26-2029/30  
Empowering Progress, Embracing Change

ALIGNING THE CCMA STRATEGIC INTERVENTIONS TO DEL PRIORITIES (1/2)

| MTDP OUTCOMES   | DEL STRATEGIC PRIORITY   | CCMA OUTCOMES   |
|---|--|---|
| <ul style="list-style-type: none"> <li>Increased employment and work opportunities</li> <li>Reduced poverty and improved livelihoods</li> </ul> | <b>Strategic Priority 1:</b> Strengthen regulatory capabilities of the department  | 2.1 Improved compliance with legislation.   |
| <ul style="list-style-type: none"> <li>Increased employment and work opportunities</li> </ul>   | <b>Strategic Priority 2:</b> Coordination of employment interventions within government through collaborations, partnerships and co operations | 3.1 Improved workplace relations.<br>3.2 Effective collective bargaining support  |
| <ul style="list-style-type: none"> <li>An ethical, capable and professional public service</li> </ul>   | <b>Strategic Priority 3:</b> Good Corporate Governance   | 1.1 Maintained financial viability for organisational sustainability.<br>1.4 Stabilised ICT environment.<br>1.5 Optimised governance level. |
| <ul style="list-style-type: none"> <li>Digital transformation across the state</li> </ul>   | <b>Strategic Priority 4:</b> Improved service delivery   | 1.3 Transformed CCMA business operations  |



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## NEDLAC

National Economic Development and Labour Council

National Economic Development and Labour Council (Nedlac) Executive Director, Makhukhu Mampuru, outlined the institution's strategic priorities, programme focus and budget allocations, emphasising its central role in facilitating social dialogue and consensus-building in South Africa's policy environment.

Mr Mampuru indicated that Nedlac's presentation reflects a consolidation of its core functions, including its primary social dialogue mandate, the Presidential Climate Commission support function, and the National Dialogue process. He said that the institution has set ambitious performance targets, with the majority aimed at full (100%) achievement, signalling a deliberate effort to strengthen accountability and delivery.

In terms of funding, Nedlac's budget for the 2026/27 financial year is approximately R185.8 million, with a significant portion allocated to the National Dialogue and climate-related work. The budget is expected to decrease in the following year before stabilising over the medium term, reflecting the phased implementation of key programmes.

The National Dialogue initiative was identified as a major strategic undertaking, intended to develop a "people's compact" to guide South Africa's socio-economic renewal. The process will focus on broad-based participation, awareness campaigns, and the production of reports to inform national consensus and policy direction.



**Makhukhu Mampuru  
(NEDLAC) EXECUTIVE DIRECTOR**

**APP 2026/27 – Administration:**

| Outcomes  | Outputs  | Output Indicators  | 2026/27   | 2027/28   | 2028/29   |
|---|--|--|---|---|---|
| An ethical, capable and professional public service   | Nedlac role and activities are communicated effectively to social partners, stakeholders and the public  | Number of multimedia public information products developed and/or planned media engagements and/or events hosted per year communicating Nedlac's role and activities | 8 multimedia products or events (4 Nedlac, 4 PCC) completed (new indicator) | 8 multimedia products or events (4 Nedlac, 4 PCC) completed (new indicator) | 8 multimedia products or events (4 Nedlac, 4 PCC) completed (new indicator) |
|   |  |  |   |   |   |
|   |  |  |   |   |   |
|   |  |  |   |   |   |
|   |  |  |   |   |   |
| Output Indicators   | Annual Targets   | Q1   | Q2  | Q3  | Q4  |
| 3. Number of multimedia public information products developed and/or planned media engagements and/or events hosted per year communicating Nedlac's role and activities | 8 number of multimedia public information products developed and/or planned media engagements and/or events hosted per year communicating Nedlac's role and activities | 1 products/events delivered  | 3 products/events delivered   | 2 products/events delivered   | 2 products/events delivered   |

**Financial Resources: Budget Allocation: APP 2026/27**

| Programme/ Sub programme        | 2026/27 R'000  | 2027/28 R'000 | 2028/29 R'000  |
|---------------------------------|----------------|---------------|----------------|
| Administration                  | 35,068         | 33,798        | 35,552         |
| Core Operations                 | 20,742         | 21,480        | 22,277         |
| Capacity Building               | 5,130          | 5,335         | 5,549          |
| Presidential Climate Commission | 35,966         | 36,313        | 37,900         |
| National Dialogue               | 88,953*        | -             | -              |
| <b>TOTAL</b>                    | <b>185 859</b> | <b>96 926</b> | <b>101 278</b> |

| Outcomes  | Outputs  | Output Indicators  | 2026/27  | 2027/28  | 2028/29  |
|---|--|--|--|--|--|
| Social dialogue between organised business, labour, community and development interests and government facilitated on important socio-economic issues | Understanding of socio-economic issues enhanced through dialogues and similar platforms          | Percentage of dialogue reports submitted to attendees within 14 working days of convening the dialogue | 100% of dialogue reports submitted to attendees within 14 working days of convening the dialogue | 100% of dialogue reports submitted to attendees within 14 working days of convening the dialogue | 100% of dialogue reports submitted to attendees within 14 working days of convening the dialogue |
|   |  |  |  |  |  |
|   |  |  |  |  |  |
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# THE ENTITIES PRESENTATIONS

## Productivity SA

Productivity SA Acting CEO Amelia Naidoo presented the entity's 2026/27 Annual Performance Plan, outlining a strategic shift towards strengthening institutional capacity, enhancing enterprise competitiveness and scaling interventions to support job preservation and inclusive economic growth.

Key targets over the medium term include supporting 6,900 small, medium and micro enterprises (SMMEs), capacitating 13,000 entrepreneurs, workers and managers, and developing nearly 2,000 productivity champions to promote a culture of productivity. The organisation also plans to conduct 64 advocacy and awareness campaigns.

Through its business turnaround and recovery programme, Productivity SA aims to assist 425 enterprises in distress and preserve more than 21,000 jobs over five years. Additional outputs include the publication of research and statistical reports to inform policy and track productivity trends.

For the 2026/27 financial year, the entity plans to support 1,313 SMMEs, capacitate 2,500 individuals and assist 80 distressed enterprises, with an estimated 10,500 jobs expected to be impacted through its interventions.

The organisation is also strengthening strategic partnerships, including international collaborations and initiatives focused on industrialisation, quality improvement and decent work. Productivity SA has been designated as the coordinating entity for Kaizen initiatives in South Africa, further reinforcing its role in driving productivity improvements.

On the financial side, CFO Josias Moloto reported stable performance for the 2025/26 financial year. The entity fully utilised its R64 million parliamentary grant and generated additional revenue through partnerships and consulting services, resulting in a modest surplus of approximately R1.9 million.

For 2026/27, Productivity SA has projected a R191 million budget, which it expects to balance without a deficit. Funding will be directed primarily toward employee compensation, operational costs, and programme delivery.

Mr Moloto noted that the budget is expected to grow at an average rate of 4% annually, in line with inflation.

Despite ongoing budget constraints, Productivity SA emphasised its commitment to maintaining good governance, achieving an unqualified audit outcome, and strengthening internal capacity.



**BUDGET BY STRATEGIC OBJECTIVE**

| Strategic Objectives  | 2025-26        | 2026-27        | 2027-28        | 2028-29        |
|---|----------------|----------------|----------------|----------------|
| <b>Strategic Objective 1</b><br>Strengthen the institutional capacity of Productivity SA to deliver on its mandate and be financial sustainable (Admin) | 87 894         | 87 885         | 91 486         | 95 204         |
| <b>Strategic Objective 2</b><br>To improve productivity for sustained inclusive economic growth and competitiveness (IG)                                | 34 514         | 35 943         | 37 510         | 39 194         |
| <b>Strategic Objective 3</b><br>To support enterprise facing economic distress and initiatives aimed at preventing job losses (BT&R)                    | 55 069         | 58 412         | 60 959         | 63 696         |
| <b>Strategic Objective 4</b><br>Generation and dissemination of productivity related research and statistics(RIS)                                       | 8 736          | 9 199          | 9 595          | 10 021         |
| <b>Total Expenses for Strategic Objectives</b>  | <b>186 213</b> | <b>191 438</b> | <b>199 550</b> | <b>208 115</b> |





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