



THE DEPARTMENT OF EMPLOYMENT AND LABOUR MEET WITH THE CITY OF TSHWANE TO ENHANCE LABOUR LAW ENFORCEMENT

Deputy Minister Jomo Sibiya calls for stronger intergovernmental collaboration

The Department of Employment and Labour has reaffirmed its commitment to strengthening intergovernmental collaboration as a key strategy to improve labour law enforcement, protect workers from exploitation, and stimulate inclusive economic growth.

Addressing a strategic engagement with the Executive Mayor of the City of Tshwane, Dr Nasiphi Moya, in Pretoria on Monday, 21 July 2026, Deputy Minister (DM) Jomo Sibiya said closer cooperation between the Department, municipalities, the Department of Home Affairs and the South African Police Service (SAPS) would significantly improve the effectiveness of inspections and enforcement operations.

"The work of the Department of Employment and Labour cannot be completed by the Department alone. It requires coordinated action across all spheres of government to ensure that employers comply with labour laws while protecting the rights of workers," said Deputy Minister Sibiya.

Deputy Minister Sibiya said government institutions could no longer operate in isolation if they were to effectively address complex labour market challenges, particularly the exploitation of workers, non-compliance with labour legislation and the employment of undocumented foreign nationals. He emphasised that labour legislation is designed not only to regulate employment relationships but also to safeguard workers' rights through fair working conditions.



Deputy Minister Jomo Sibiya

DM Sibiya stressed that the Department's ultimate objective is not to shut down businesses, but to achieve sustained compliance with labour laws while protecting employment opportunities for South Africans.

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Deputy Minister Sibiba explained that municipalities play a critical role in enforcing business licensing requirements and by-laws, making their participation essential during workplace inspections. He said that closer collaboration could enable government to address unsafe business premises, non-compliant establishments and other regulatory shortcomings more effectively.

DM Sibiba said the Department remained concerned about employers who deliberately recruit undocumented foreign nationals to exploit cheap labour while avoiding compliance with legislation such as the National Minimum Wage Act, the Unemployment Insurance Act and the Compensation for Occupational Injuries and Diseases Act (COIDA). He warned that forthcoming legislative amendments would strengthen enforcement measures and introduce harsher penalties for employers found violating labour and immigration laws

Deputy Minister encouraged the City of Tshwane to embed labour law compliance requirements into its procurement and tender processes to ensure that companies doing business with government meet their obligations towards employees. He said government should not award contracts to businesses that undermine workers' rights through non-compliance with labour legislation.

Beyond enforcement, DM Sibiba said the Department is expanding its advocacy programmes to educate employers about legal obligations before resorting to punitive measures. He highlighted ongoing engagements with the hospitality sector and Chinese-owned businesses in Newcastle as examples of collaborative compliance initiatives that have produced positive results while preserving economic activity and jobs.

A United Front for Safer Workplaces and Decent Jobs

Executive Mayor of the City of Tshwane, Dr Nasiphi Moya, said the City is reviewing and strengthening its informal trade and township economy bylaw to better regulate the sector while promoting inclusive economic participation. She explained that the revised bylaw expands its scope beyond street trading to include businesses such as car washes and spaza shops, while remaining aligned with the Immigration Act regarding the participation of refugees and other eligible foreign nationals.

Dr Moya said that the City believes it is among the first metropolitan municipalities to introduce such measures and welcomed the Department's input to ensure the bylaw is legally sound and supports sustainable job creation.

Dr Moya described the engagement with the Department as timely and valuable, saying the City often implements innovative initiatives without the benefit of national support. She welcomed the opportunity to strengthen collaboration with the Department of Employment and Labour to improve enforcement, enhance compliance, and create sustainable employment opportunities for the people of Tshwane.

"We are looking to build partnerships that will help us maximise job creation, improve compliance and support inclusive economic growth across the City of Tshwane."



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