

# THE NATIONAL MINIMUM WAGE

INPUT REPORT | OCTOBER 2025



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Department:  
Employment and Labour  
**REPUBLIC OF SOUTH AFRICA**





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# THE NATIONAL MINIMUM WAGE

INPUT REPORT | OCTOBER 2025

## WRITTEN SUBMISSIONS ON THE REVIEW OF THE NATIONAL MINIMUM WAGE -PRE DELIBERATION REPORT FOR 2026 NMW ADJUSTMENTS

### PUBLISHER

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## EXECUTIVE SUMMARY

*The National Minimum Wage Input Report contains written inputs and proposals submitted to the Department of Employment and Labour by employer's/employers' representatives, employee's/trade union and interested parties, around the issues of the national minimum wages and other related conditions of employment for the National Minimum Wage Commission (NMWC). The NMWC is established in terms of Section 8 of National Minimum Wage Act, No. 9 of 2018. In terms of the Act, the Commission is tasked to review the national minimum wage annually and recommend adjustments; investigate and report annually to the Minister on the impact of the national minimum wage on the economy, collective bargaining and the reduction in income differentials and make such information available to the public. The National Minimum Wage Act requires that the Commission's review report should reflect on alternative views, including interest of the public. It is for this reason that the Commission sought submissions from the public.*

*Inputs on whether the National Minimum Wage should be adjusted and the extent of such an adjustment were received from employer organisations, employees' organisations, as well as other parties who have a stake in the national minimum wage. This report is based on thirty-five (35) written inputs received by the Department of Employment and Labour; from trade union (3), interested parties (7), employees' representatives (25). The submissions revealed that most employer organisations propose an increase that is linked to the Consumer Price Index (CPI). About three (3) employer organisations proposed a complete freeze or abolishment of the act while COSATU is proposing that the NMW be increased by CPI plus 3%. SADSAWU proposes the increase to account for rising food prices and other essentials, not just general inflation. UDWOSA states that the national minimum wage must be adjusted upwards, and such an adjustment must explicitly consider the rising costs of food and other essentials. The interested parties' views vary from complete scrapping of the NMW, to increasing it and to integrate a Health Impact Assessment into the annual wage review.*

*A survey questionnaire was attached to the government notice, the results of the survey are also shared in this report. A total of 437 respondents took part in the survey. The key findings of the survey reveal that most respondents who participated in the survey are from the Western Cape Province, accounting for 63%, followed by Gauteng at 10% and the Free State at 5.7%. Most respondents who took part in the survey represent the employer making up 66.6% and followed by employee representatives at 19%. Most respondents (42.8%) support a CPI linked increase. Seventeen point six (17.6 %) recommended a no increase, while 17.2% recommended a higher than inflation adjustment. 66.4% believe the wage is sufficient for living expenses, while 33.6% hold a differing view. The key concerns on the adjustment are centred around the following themes:*

- *The NMW is too low for employee but being unaffordable to employers*
- *The lack of enforcement and compliance of the NMW*
- *Regional and sectoral differences not considered*
- *Corruption being the real issue to be tackled instead of wages*
- *NMW affecting entry into the job market vs job losses due to NMW*
- *NMW fuels inflation*

*Almost two-thirds of responses were from agriculture employer organisations. The outcry to maintain the NMW at CPI linked level is echoed loudly. This is largely based on concerns around agriculture being a price taker instead of a price maker. The South African National Minimum wage is reported to be higher than that of its counterparts. The impact of load shedding still lingers while poor road infrastructure leads to fruit damage, reducing market value both locally and internationally. The agricultural sector is recovering from drought, greater temperature extremes and less winter rain have raised fire risks. The agricultural sector reports that employers in the sector already provide incentives above the National Minimum Wage (NMW). The steady increase in seasonal employment since the introduction of the NMW is a trend that continues to cause tension between local communities and migrant workers from other regions or neighbouring countries, with negative social consequences. The commercial agricultural sector is unfortunately not included in the EPWP (Extended Public Works Programme) in its current form. The private sector is partly being accommodated in the "Non-State Sector" whereby funds are allocated to non-profit organisations to implement the EPWP. Minimum wages are a barrier excluding new entrants to the job market while 21% of domestic workers have lost all employment, and 36% have lost some form of employment.*

# 1. INTRODUCTION

The National Minimum Wage (NMW) is the minimum amount of remuneration that an employer is required to pay wage earners for the work performed during a given period. It is a labour market policy that broadly seeks to protect workers against unduly low pay, while also striving to curb poverty and inequality.

The National Minimum Wage Commission (NMWC) is established in terms of Section 8 of National Minimum Wage Act, No. 9 of 2018. The commission comprises of representatives from organised labour, business, community and experts in the field of labour market and conditions of employment. In terms of the Act, the Commission is tasked to review the national minimum wage annually and recommend adjustments; investigate and report annually to the Minister on the impact of the national minimum wage on the economy, collective bargaining and the reduction in income differentials and make such information available to the public. The National Minimum Wage Act requires that the Commission’s review report should reflect on alternative views, including interest of the public. It is for this reason that the Commission sought submissions from the public, labour and business.

The NMWC gazetted a government notice on the 19th of August 2025, requesting for written inputs on the review of the national minimum wage in 2026. The notice was further advertised on the departmental website and social media platforms for extended visibility. The notice was also advertised on 75 community radio stations for maximum reach. A survey questionnaire was attached to the government notice, the results of the survey are also shared in this report. The following are the number of organisations that submitted their written submissions:

- Twenty-five (25) employer organisations
- Three (3) Trade unions
- Seven (7) Interested parties

The summary of the proposal is laid out below. The name of the organisation, proposal and rationale behind the proposal is laid out in a tabular format. The full submissions from the organisations are available upon request.

## 1.1 ORGANISATIONAL INPUTS

The table below gives a summary of the submissions submitted by the employer organisations, trade unions and interested parties. The table indicates the name of organisation, the proposal for the possible adjustment of the NMW and the rational given by the organisation.

| TABLE1:ORGANISATION    | SUBMISSION                                                                                                                                                                                                                                                                 | RATIONALE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Employer organisations |                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| 1. AGBIZ               | Agbiz supports a CPI-based NMW adjustment for 2026 Given the Act’s criteria and current conditions (moderate CPI, still-weak domestic demand, tariff headwinds), a CPI increase keeps the real floor stable without amplifying cost stress in labour-intensive industries. | <ul style="list-style-type: none"><li>• South Africa’s National Minimum Wage is already among the highest relative to median pay in the world.</li><li>• Above-inflation increases would not only outpace international practice, but also risk accelerating mechanisation.</li><li>• The official unemployment rate stood at 33.2% in Q2 2025, reflecting a persistently weak job market.</li><li>• United States imposed a 30% tariff on South African agricultural exports, creating a direct threat to jobs and margins across several value chains.</li><li>• South Africa’s agricultural minimum wage already stands at nearly 80% of the sector’s median wage, one of the highest “bite ratios” internationally. In contrast, competitors such as Peru, Brazil, and Chile who compete directly with South Africa in citrus, grapes, and wine maintain minimum wages at much lower ratios relative to median pay. Crucially, these countries also provide complementary policy support, such as robust biosecurity systems, export promotion incentives, and programmes to boost productivity.</li></ul> |



| TABLE1:ORGANISATION            | SUBMISSION                                                                                                                                                                                                                                                                                                                                      | RATIONALE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|--------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2. Agri Eastern Cape (Agri EC) | <ul style="list-style-type: none"> <li>Agri EC supports a CPI (only) increase for the 2026 -2027 period.</li> </ul>                                                                                                                                                                                                                             | <ul style="list-style-type: none"> <li>The Eastern Cape largest farming sector not only has been hit by outbreaks of Foot-and-Mouth and other animal health crises but also need to renegotiated export permits.</li> <li>The wool market has been under pressure since 2017 due to lack of international demand. The beef industry followed with relative low production prices (up to 35% less) over the last 4 – 5 years. This all contribute to a drop in farming income and a downturn in GDP (Gross Domestic Product) contribution from a provincial agriculture point of view.</li> <li>Labour is among the largest cost items for farming operations, particularly in labour-intensive subsectors such as horticulture.</li> <li>Farms are also absorbing escalating expenses in electricity, irrigation, logistics, compliance, and private security. In particular, the recent tariff increases on Eskom's lines, has resulted in electricity costs increase of more than 25%.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| 3. Agri Letaba                 | <ul style="list-style-type: none"> <li>Agri Letaba</li> <li>supports a fair and reasonable wage increase, but wage determinations must be based on sound</li> <li>economic insight, regional realities, and sector-specific pressures. We therefore propose an</li> <li>increase of 3.5% — aligned with the targeted inflation rate.</li> </ul> | <ul style="list-style-type: none"> <li>Unemployment in Limpopo has worsened, rising from 32.05% in 2024 to 48.6% in Q2 of 2025 (Stats SA).</li> <li>Direct labour costs are the largest single expense, accounting for ±25% of all farm</li> <li>expenses more than fuel (4%), fertilizer (3%), electricity (6%), and maintenance (5%)</li> <li>combined.</li> <li>Poor road infrastructure (potholes, damaged routes) leads to fruit damage, reducing market value both locally and internationally</li> <li>South African avocado growers have tried for over a decade to gain access to the US market. Technical issues are resolved, but lack of political will continues to block access, while competitor nations enjoy entry.</li> <li>Loadshedding and poor municipal electricity quality have negatively affected irrigation and</li> <li>orchard productivity, with long-term yield impacts.</li> <li>Farmers have incurred large capital costs to secure alternative energy.</li> <li>Local power supply is unstable, causing frequent equipment damage. Losses in the Letaba area over three years are estimated at R450 million.</li> <li>Recovering from drought, the industry now faces severe challenges from snaring, poaching, and livestock theft, forcing farmers to absorb unplanned and escalating security costs</li> <li>Greater temperature extremes and less winter rain have raised fire risks, requiring costly</li> <li>firefighting equipment and labour-intensive fire control.</li> </ul> |



| TABLE1:ORGANISATION                    | SUBMISSION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | RATIONALE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|----------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 4. Agriculture<br>Mpumalanga (Agri MP) | <ul style="list-style-type: none"> <li>Link wage adjustments to economic indicators: The minimum wage trajectory should be linked to agricultural GDP growth and sectoral profitability to ensure that adjustments are aligned with the sector's capacity.</li> <li>Use CPI-related adjustments: Adjusting for the Consumer Price Index (CPI) would stabilize labour costs, safeguard real wages, and reduce the need for drastic cost-cutting measures like retrenchments.</li> </ul>                                                                                                                                  | <ul style="list-style-type: none"> <li>Sudden disproportionate wage increases, without accounting for the sector's financial pressures, could lead to unintended consequences like farm closures and job losses, undermining the very goals they aim to achieve.</li> <li><b>Ongoing animal diseases:</b> Outbreaks of Foot and Mouth Disease, African Swine Fever, and avian influenza are placing severe strain on cash flow of farmers in Mpumalanga</li> <li><b>External shocks:</b> Producers are facing new tariffs on exports to the United States, impacting competitiveness.</li> <li><b>Rising costs of doing business:</b> Farmers are absorbing steep increases in electricity, logistics, compliance, and private security costs. Specifically, electricity costs have risen by more than 25%.</li> <li>The widening gap between wages and productivity in the sector. Between 2015 and 2024, <b>productivity per worker fell by 71.5%</b>, while <b>real wages increased by 43.9%</b>. This trend is eroding the global competitiveness of South African producers, especially in key export markets.</li> <li>Integrate wage policy with broader reforms: Prioritize improvements in infrastructure, logistics, and animal health systems. These foundational reforms will unlock productivity gains, creating the space for higher wages without undermining the viability of farming enterprises.</li> </ul>                                                                                                                                      |
| 5. AgriSA                              | <ul style="list-style-type: none"> <li>AgriSA recommends that the minimum wage trajectory be linked to indicators of agricultural GDP growth and sectoral profitability</li> <li>NMW policy be integrated with broader reforms in infrastructure, animal health, and logistics.</li> <li>The discussion on the national minimum wage must be situated within the broader goals of the AAMP. The Agriculture and Agro-processing Master Plan (AAMP) was developed as a social compact between government, industry, and labour to unlock inclusive growth, competitiveness, and employment within the sector.</li> </ul> | <ul style="list-style-type: none"> <li>Severe drought conditions induced by El Niño, combined with widespread outbreaks of Foot-and-Mouth Disease and other animal health crises.</li> <li>Farms are absorbing escalating expenses in electricity, irrigation, logistics, compliance, and private security.</li> <li>Recent tariff increases on Eskom's Ruraflex lines, has resulted in electricity costs increase of more than 25%.</li> <li>Field crops are expected to face declining margins as global prices soften and stock levels normalise. Livestock, the largest subsector, faces a growth trajectory that hangs in the balance due to the persistent weakness of South Africa's national animal health system, which continues to undermine productivity and restrict access to export markets.</li> <li>Some cost increases are the result of global price cycles, many stem from systemic weaknesses in South Africa's infrastructure and governance, such as unreliable power supply and deteriorating municipal services. In particular, the state of rural roads has an enormous cost implication on the movement of goods.</li> <li>These structural pressures mean that farmers operate on increasingly narrow margins. Any steep increase in wages risks pushing many enterprises beyond viability.</li> <li>Large-scale commercial producers, this may mean a shift towards mechanisation; for smaller and emerging black farmers, it may mean exiting farming altogether. Either outcome undermines inclusivity and job creation.</li> </ul> |



| TABLE1:ORGANISATION  | SUBMISSION                                                                                                                                                                                                                                                                                                                                                                                                                                                     | RATIONALE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
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| 6. Agri Western Cape | <ul style="list-style-type: none"> <li>Agri WC is of the opinion that given the current economic climate and market conditions, the minimum wage be capped at an <b>increase of not more than the inflation rate</b>, to avoid unintended adverse employment and/or welfare effects.</li> <li>The NMWC to take cognisance of the in-kind benefits that agricultural workers receive e.g. on farm housing, transport, sewerage and garbage disposal.</li> </ul> | <ul style="list-style-type: none"> <li>Above-inflation increase in the minimum wage without any mechanism to support and encourage businesses to create and/or retain jobs - such as increased tax incentives for job creation and/or reduced regulatory burdens.</li> <li>Although tax incentives such as the Employment Tax Incentive (ETI) – a cost-sharing mechanism with government which reduces employers' cost of hiring young people – have been put in place, there is still a perception that qualifying and complying with the ETI is onerous and restrictive.</li> <li>The commercial agricultural sector is unfortunately not included in the EPWP in its current form. The private sector is partly being accommodated in the "Non-State Sector" whereby funds are allocated to non-profit organisations to implement the EPWP.</li> <li>Agri WC therefore argues that the inflation rate of agricultural workers is less than that of low-income deciles in other industries.</li> <li>The local economy appears to be resilient to the different structural constraints that exist, it is not developing at a rate that will sustainably improve long-term employment prospects for South Africans as a whole.</li> <li>If the NMW is increased at an above-inflation rate once more, productivity will decrease.</li> <li>Increased NMW might eventually lead to increased mechanisation and job losses. Standard business practises simply do not allow for a combination of higher wages and lower output per said worker</li> <li>The RMB/BER Business Confidence Index (BCI)11 slipped further by one point to 39% in the third quarter of 2025, following a five-point decline in the second quarter of 2025.</li> <li>The Agbiz/IDC Agribusiness Confidence Index (ACI) fell for a second consecutive quarter by 2 points to 63 in Q3 2025</li> <li>Negative externalities, which include a pandemic, geopolitical tensions, animal diseases and several climate extremities.</li> <li>Western cape province faced further climate-related hardships, with parts of the region declared13 National Disaster areas due to flooding. The resulting damage to infrastructure and crops amounted to millions of rands in losses</li> <li>Load Shedding was only suspended in the second quarter of 2024. Although electricity supply has since improved, high electricity costs continue to burden the sector, especially energy-intensive sub-sectors.</li> </ul> |



| TABLE1:ORGANISATION                       | SUBMISSION                                                                                                                                                                                            | RATIONALE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|-------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 7. Cape Agri                              | <ul style="list-style-type: none"> <li>We propose that the NMW adjustment for 2026 should not exceed CPI (with CPI+1% being acceptable, provided this remains consistent and predictable).</li> </ul> | <ul style="list-style-type: none"> <li>Labour costs constitute between 40% and 45% of total operating expenses. Any substantial increase in the national minimum wage, combined with other rising costs such as energy, fuel, and fertilizers, will have a detrimental effect on our members.</li> <li>Our members already provide incentives above the National Minimum Wage (NMW).</li> <li>We have observed a steady increase in seasonal employment since the introduction of the NMW, a trend that continues to cause tension between local communities and migrant workers from other regions or neighbouring countries, with negative social consequences.</li> <li>Agriculture remains one of the few sectors still employing large numbers of unskilled labour. If compelled to pay significantly higher wages, producers may accelerate mechanisation or shift towards employing fewer, more skilled workers, which could worsen rural poverty.</li> </ul> |
| 8. COFESA (Confederation of Employers SA) | <ul style="list-style-type: none"> <li>Abolish minimum wages and wage determinations, refrain from any wage increases. It is inhumane.</li> </ul>                                                     | <ul style="list-style-type: none"> <li>Hinders entry of the jobless and the untrained to the job market. 'Minimum wages' are a heresy of PW Botha's apartheid regime in 1988 during a 'state of emergency' and bush warfare.</li> <li>Minimum wages are a crime against humankind discriminating against the untrained, the unemployed and the poor.</li> <li>Minimum wages are a barrier excluding new entrants to the job market. Unemployed they suffer from hunger and crime. Hungry they loot and protest to survive.</li> <li>This causes unemployment, poverty and hunger. It has no sound empirical basis and disregards consequences; a fit one, fits all concept, take it or leave it.</li> <li>21% of domestic workers have lost all employment, and 36% have lost some form of employment.</li> <li>Almost 8,000 South Africans had received permits to work in Canada.</li> </ul>                                                                       |



| TABLE1:ORGANISATION                          | SUBMISSION                                                                                                                                                                                                                                                                                                                                                                                                  | RATIONALE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|----------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 9. Consolidated Employers Organisation (CEO) | <ul style="list-style-type: none"> <li>Consolidated Employers Organisation (CEO) strongly recommends a measured, sector-sensitive framework that safeguards existing jobs, particularly in vulnerable industries, balances fair wage protection with business viability, and integrates wage policy into broader economic strategies that promote productivity, investment, and inclusive growth</li> </ul> | <p><b>Economic Pressures</b></p> <p>Whilst unemployment remains above 33%, with wide-spread job losses across key industries (manufacturing, transport, agriculture, and services). Over 480 businesses were liquidated in the first quarter of 2025 alone, with July alone accounting for 155 closures.</p> <p>The 30 % U.S. tariffs on South African exports further threaten industries, such as citrus, putting tens of thousands of jobs at risk.</p> <p><b>Impact on Employers and Employees</b></p> <p>SMMs which are the backbone of job creation, operate with limited financial buffers and cannot easily absorb higher wage costs.</p> <p><b>Socio-Economic Considerations</b></p> <p>The NMW has contributed to reducing wage inequality but cannot, on its own, lift households out of poverty and reliance on business alone to address entrenched inequality is unsustainable without broader government support and economic reforms</p> <p><b>Employment and Productivity Pressures</b></p> <p>Observed data from 2024 indicate that previous adjustments to the National Minimum Wage (NMW) resulted in meaningful improvements to the earnings of low-wage workers. While these increases contributed to enhanced income security, they were accompanied by modest reductions in hours worked and marginal negative impacts on employment.</p> |
|                                              |                                                                                                                                                                                                                                                                                                                                                                                                             | <p><b>Collective Bargaining in South Africa</b></p> <p>Recent developments among large enterprises operating under collective bargaining frameworks indicate significant economic pressures facing South Africa. For instance, ArcelorMittal South Africa, part of the Metal and Engineering Industries Bargaining Council (MEIBC), has confirmed the planned closure of its long steel operations in Newcastle and Vereeniging by September 2025, putting over 3,500 jobs at risk.</p> <p><b>Business Sustainability</b></p> <p>The sustainability of businesses, particularly small and medium-sized enterprises (SMEs) needs to be considered. While larger firms may, in some instances, have the capacity to absorb incremental increases in labour costs, the reality is that the majority of SMEs widely recognised by government and economists as the backbone of job creation in South Africa remain disproportionately vulnerable to such adjustments.</p>                                                                                                                                                                                                                                                                                                                                                                                             |



| TABLE1:ORGANISATION                                                           | SUBMISSION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | RATIONALE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|-------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 10. Consumer Goods Council Of South Africa (CGCSA)                            | <ul style="list-style-type: none"> <li>We respectfully urge the Commission to depart from the pattern of treating submissions as a tick box exercise and treat the 2026 NMW review with the gravity it deserves. The insights provided by our industry, rooted in the lived economic realities of businesses, must be genuinely considered. Failure to do so risks compounding the financial pressures faced by enterprises</li> <li>CGCSA advocates for a pragmatic, inflation-aligned, and evidence-based approach to the 2026 NMW adjustment.</li> <li><b>CPI Alignment:</b> Cap increases at or below projected consumer price index (CPI) rates for 2025-2026 to preserve purchasing power without triggering cost-push inflation.</li> <li><b>Sectoral Sensitivity:</b> Acknowledge the unique pressures faced by the consumer goods sector, including supply chain costs, retail margins, and consumer demand fluctuations, through tailored considerations or phased implementations.</li> <li><b>Impact Analysis:</b> Require thorough assessments of the adjustment's effects on employment levels, business viability, and consumer prices before finalising recommendations.</li> <li><b>Transparent Engagement:</b> Provide clear feedback on how stakeholder submissions, including ours, have shaped the Commission's report, rebuilding trust in the process.</li> </ul> | <ul style="list-style-type: none"> <li>The consultation process is being reduced to a procedural formality rather than serving as a meaningful platform for engagement</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                 |
| 11. East Cape Master Builders and Allied Industries Association (The MBA)     | <ul style="list-style-type: none"> <li>NMW should be CPI linked. Any higher annual increases will not be sustainable and will only result in job losses.</li> <li>We confirm our support for the adjustment of the National Minimum Wage to assist with the cost of living of existing employees as long as it is done in a manner which also takes into consideration the ability of employers to afford the increase whilst maintaining the sustainability of their business enterprises in a highly competitive environment.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | <ul style="list-style-type: none"> <li>It is essential to take the state of particular sectors or industries into account.</li> <li>Low levels of government infrastructure investment and the poor state of the economy have placed the Construction Industry under severe strain. Many businesses have succumbed during this time and those that remain are fighting for their survival.</li> </ul>                                                                                                                                                             |
| 12. Employers' Organisation for Hairdressing, Cosmetology, and Beauty (EOHCB) | <ul style="list-style-type: none"> <li>The personal care sector, comprising a significant number of micro and small enterprises (MSEs), respectfully submits that the prescribed national minimum wage increase for 2026 be set below the Consumer Price Index (CPI) inflation rate</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | <ul style="list-style-type: none"> <li>This recommendation is grounded in the acute economic challenges faced by MSEs operating within an almost stagnant South African economy, subdued consumers pending, and escalating costs of essential living, particularly food inflation and energy.</li> <li>Furthermore, the future exclusion of pension fund contributions from wage calculations creates financial disadvantages for MSEs undertaking social responsibilities, resulting in an uneven playing field compared to the wider SMME landscape.</li> </ul> |



| TABLE1:ORGANISATION           | SUBMISSION                                                                                                                                                                       | RATIONALE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
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| 13. Free State<br>Agriculture | <ul style="list-style-type: none"> <li>The highest number of respondents indicated an increase of 0.5% whereas the second highest number indicated an increase of 3%.</li> </ul> | <ul style="list-style-type: none"> <li><b>Input Costs:</b> Fuel, electricity, fertiliser, seed, and mechanisation costs have escalated well above inflation. It must also be taken into consideration that farmers are price takers and as such they cannot set the prices they receive for their produce, whereas the value chain is not in the same situation and can inflate their product prices</li> <li><b>Climate Volatility:</b> The year 2025 started as a record year for producers in crop production. A severe drought however impacted on the province after mid-January, and was followed by irregular and heavy rainfall patterns leaving the province with severe challenges that reduced yields, worsened grades and increased financial vulnerability exponentially. These impacts are not immediately experienced on the short term but tend to materialize after the harvest season.</li> <li><b>Infrastructure:</b> The Free State Province is well known (almost notorious) for its deteriorated rural road infrastructure. The heavy rains after the severe drought also contributed to exacerbate the problem. The roads are from a producer perspective, a nightmare with many input suppliers unwilling to travel the roads to deliver must needed inputs at the farm. The state of the roads also impacts on the farmer with increased costs on maintenance as well as breakages. This obviously also contributes to much higher transport expenditure for farmer employers who must absorb the additional production and transport costs and cannot give it through to the consumer.</li> <li>The Free State has one of the highest unemployment rates (Q2 2025: 38.5% and expanded unemployment rate 43.8%) in South Africa, particularly among youth and rural communities.</li> <li>Sharp or above-inflation adjustment to the NMW may unintentionally: Reduce the demand for labour, particularly seasonal workers. accelerate mechanisation, displacing low-skilled workers.</li> </ul> |



| TABLE1:ORGANISATION                       | SUBMISSION                                                                                                                                                                                                                                                                                                                                                                                                                       | RATIONALE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
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| 14. Gabs and Maps Multi-Purpose (Pty) Ltd | <ul style="list-style-type: none"> <li>• Temporary freeze or deferral of the 2025–2026 minimum wage increase for qualifying small mining subcontractors until contract rates are adjusted; OR</li> <li>• Conditional exemption, for 12 months based on proven unchanged revenue rates and financial distress.</li> <li>• Department-led engagement with mining majors to enforce fair cost pass-through in contracts.</li> </ul> | <ul style="list-style-type: none"> <li>• Our contracts have not had rate increases in over 24 months, while operational costs have risen sharply.</li> <li>• The proposed 2025 minimum wage increase is statutorily binding but commercially unfunded, pushing us into deeper financial loss and imminent risk of retrenchments.</li> <li>• Without relief, the unintended result will be SMME insolvencies, job losses in rural mining communities, and reduced transformation in supply chains dominated by a few mining multinationals.</li> </ul> <p><b>Key Facts:</b></p> <ul style="list-style-type: none"> <li>– No rate increase: Mining client has refused tariff adjustments since 2023 despite rising costs.</li> <li>– Costs up: Fuel +18%, PPE/compliance +22%, insurance +15%, wages (2024 increase) +9%, proposed 2025 wage +8.5%.</li> <li>– Margin collapse: From +12% (2022) to –7% (2024).</li> <li>– Two years of losses: Despite fulfilling service obligations in full.</li> <li>– 80% of workforce: Black female breadwinners in mining towns/villages</li> </ul> |
| 15. Hortgro                               | <ul style="list-style-type: none"> <li>• Hortgro therefore proposes that the 2025/26 NMW adjustment be set at CPI+1%.</li> </ul>                                                                                                                                                                                                                                                                                                 | <ul style="list-style-type: none"> <li>• In the deciduous fruit industry, multiple pressures continue to squeeze margins, including the effects of climate change, tariff increases, tighter pesticide regulations, electricity supply constraints and associated costs, port inefficiencies and rising input costs.</li> <li>• Plum producers face heightened risk with the imposition of a 30% tariff by the United States, which accounts for 12% of South Africa's plum export market.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |



| TABLE1:ORGANISATION                     | SUBMISSION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | RATIONALE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
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| 16. Indgro                              | <ul style="list-style-type: none"> <li>No NMW (as of 2025) increases to exceed the <u>then</u> prevailing CPI.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | <ul style="list-style-type: none"> <li>Increases have had several negative effects across the economy, businesses, employment, and youth job prospects.</li> <li>South Africa's economic growth has hovered around 1 (One) % annually, while population growth is about 1.5 (One. Five) %, leading to rising unemployment and economic strain.</li> <li>Above-CPI wage hikes have not translated into proportional productivity gains, contributing to sluggish GDP performance and reduced competitiveness</li> <li>Businesses, especially in low-margin sectors like contract cleaning, retail, and domestic work, have faced increased labour costs without matching revenue growth.</li> <li>Many employers have failed to meet the mandated wage levels, leading to partial compliance or illegal underpayment.</li> <li>Sectors like agriculture and domestic work have seen declines in employment due to affordability constraints.</li> <li>Employers are less willing to hire new staff, especially for low-skill roles, due to the high cost of compliance.</li> <li>Larger firms have turned to automation and outsourcing to manage costs, further reducing job opportunities.</li> <li><u>Disproportionate Impact:</u> Young people, who typically enter the workforce through entry-level or low-wage jobs, are most affected by reduced hiring and job cuts</li> </ul>                                                                                           |
| 17. KwaZulu-Natal<br>Agricultural Union | <ul style="list-style-type: none"> <li>Limit any increase to a maximum of 3.2% from a zero base. This reflects the maximum absorption capacity estimated by agricultural employers in 2025.</li> <li>It approximately aligns with headline CPI, ensuring fairness without exacerbating structural unemployment.</li> <li>Acknowledge agriculture as a unique sector: Consider sector-specific adjustments or exemptions, recognising agriculture's higher input inflation, time-lag effects, and vulnerability to international market forces, a motivation in this regard is further included in appendix</li> <li>Recognise the compounded effect of structural costs and export competition: Factoring in road infrastructure, energy tariffs, animal health failures, and compliance burdens is essential to assessing the sector's true ability to absorb wage costs.</li> </ul> | <ul style="list-style-type: none"> <li>We note that our past submissions have proven accurate in terms of their projections for agricultural employment trends. The expectation that higher NMW adjustments would result in stalled growth in agricultural employment has materialised.</li> <li>While the NMW has consistently outpaced CPI, employment in agriculture has stagnated since 2023.</li> <li>Wider knock-on effects of NMW increases have not been sufficiently accounted for in the Commission deliberations. Job losses or stagnation in agriculture reverberate across rural economies where most households rely on a single breadwinner.</li> <li>Employers reported that the main factors limiting them from hiring more staff were the cost of employment, dismissal/retrenchment complexity, compliance burdens, mechanisation as a cheaper alternative, and employment equity targets.</li> <li>Agricultural producers face escalating input costs—diesel, fertiliser, pesticides, herbicides, and electricity—all well above CPI. Producers cannot sustainably absorb wage increases that exceed their income growth. For several years we have submitted evidence of this squeeze, and the gap continues to widen.</li> <li>Export competitiveness and structural cost burdens must be taken into account. Our farmers face deteriorating rural road conditions, rising energy tariffs, unreliable municipal services, severe Foot And Mouth</li> </ul> |



| TABLE1:ORGANISATION                           | SUBMISSION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | RATIONALE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
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| 18. Nu Scotland Timber Sales                  | <ul style="list-style-type: none"> <li>The commission should consider measures to assist business in adjusting to change such as phase implementation, tax relief or targeted subsidies.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | <ul style="list-style-type: none"> <li>Increase in labour costs places additional strain on operations. This could freeze new hires and reduce working hours.</li> <li>Business forced to raise costs on goods and services and contribute to inflation.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| 19. Retail Association (RA)                   | <ul style="list-style-type: none"> <li>The RA's submission that when the NMW Commission considers its recommendations to the Minister that it specifically deals with a proportional increase for SD wages higher than the NMW earners and not to simply (as it has done in the past), recommend the <b>same percentage for SD employees who earn (because in the case of retail, having been prescribed minimum wages for 22 years) significantly higher than the NMW earners.</b></li> <li>It is simply not competent for the NMW Commission to recommend the same increase for retail employees as those employees who do not fall within the scope of an SD.</li> <li>The NMW Commission has a legal obligation to consider section 51 (3) of the BCEA and the RA urges the Chairperson of the NMW Commission to bring this to the attention of the Commissioners.</li> </ul> | <ul style="list-style-type: none"> <li>We have the highest unemployment rate in the world but this is ignored by the NMW Commission</li> <li>In previous years, the NMW Commission appears to rely heavily on the lack of empirical evidence of job losses due to the NMW to justify its recommendation.</li> <li>Significantly increasing the cost of labour will inevitably increase the cost of consumer goods (sold by retailers) which <b>will lead to higher inflation</b> which South Africa cannot afford.</li> <li>If inflation continues to increase, it will force employers to reduce the other possible services / benefits provided to workers including health and wellness services, transport allowances, provision of food while at work, bursaries for employees' dependents, staff discounts on purchases made at the store an employee works for etc which are not fully factored into the wage bill.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| 20. South African Table Grape Industry (SATI) | <ul style="list-style-type: none"> <li>SATI urges the NMW Commission to take cognisance of the in-kind benefits that table grape employees receive.</li> <li>SATI advocates for a medium-term target that reflects real-term growth and considers the broader economic implications. Given the export driven nature of the fruit industry.</li> <li>Above-inflation increases to the NMW would place more strain on the international competitiveness of the industry.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                 | <ul style="list-style-type: none"> <li>Firms, including table grape producers, confronted with rising minimum wages and production costs, must typically explore three primary strategies for cost mitigation. These options include Mechanisation, Labor Reduction and price Increases</li> <li>Given the price-take Limited control over export market prices prevents producers from fully passing on increased production costs to buyers. This squeezes profit margins and reduces competitiveness.</li> <li><b>EU Regulations:</b> The EU has adopted the New Vision for Agriculture and Food, which has the aim of substantially reducing the use of fertilisers and chemicals by 2030 as part of the larger objective of reaching carbon neutrality by 2050. This is likely to pose new challenges for South African agricultural exports to the EU</li> <li><b>AGOA and USA Tariffs:</b> Under the African Growth and Opportunity Act (AGOA), which allows duty-free entry for South African certain goods into the USA market, South Africa grew its trade with the USA with 35% of exports to the USA benefitting from the agreement. Table grapes also benefit from the arrangement. AGOA is set to expire on the 30th of September 2025</li> <li><b>Rising input costs:</b> Labour is the biggest input cost in a table grape production budget, contributing 55% of the direct production cost.</li> </ul> |



| TABLE1:ORGANISATION                | SUBMISSION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | RATIONALE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
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| 21. South African Wine             | <ul style="list-style-type: none"> <li>The 2026 National Minimum Wage adjustment <b>should not exceed CPI</b>.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | <ul style="list-style-type: none"> <li>Low and volatile commodity prices.</li> <li>Rising input costs (fuel, fertiliser/crop protection, labour, logistics).</li> <li>Climate-related risks such as drought, heat stress, and fires.</li> <li>Stiff global competition and shifting consumer preferences – the US 30% tariffs are another huge blow to deal with.</li> <li>Protect the livelihoods of workers and their families.</li> <li>Safeguard the more than 270,000 jobs sustained by the wine industry.</li> <li>Ensure the long-term health and competitiveness of a sector that anchors South Africa's rural communities and generates critical export earnings.</li> </ul>                                                                                                                                                                                                                       |
| 22. Taiwan Golden Tree Group (TGT) | <ul style="list-style-type: none"> <li><b>Moderate Adjustment:</b> That the NMW be increased by <b>no more than 4%</b>, consistent with inflation projections, to protect workers' real income without imposing undue cost pressures on employers.</li> <li>(b) <b>Phased Implementation:</b> For vulnerable sectors (agriculture, domestic work, and SMEs), a <b>phased adjustment over 12 months</b> should be considered to prevent job losses.</li> <li>(c) <b>Targeted Relief Measures:</b> <ul style="list-style-type: none"> <li>Expansion of the <b>Employment Tax Incentive (ETI)</b> to support youth employment.</li> <li>Simplified compliance support for SMEs to meet NMW obligations.</li> </ul> </li> <li>(d) <b>Review Mechanism:</b> Establish a <b>mid-year review process</b> to allow for adjustments should economic indicators (inflation or growth) deviate substantially.</li> <li>(e) <b>Skills Development Alignment:</b> Advocate for enhanced allocation of <b>Skills Development Levy (SDL)</b> to practical training, especially in sectors with growth potential.</li> </ul> | <ul style="list-style-type: none"> <li><b>Unemployment:</b> The official unemployment rate stands at <b>32.9% (Q1 2025)</b>, translating to approximately <b>8.2 million unemployed persons</b>, while the expanded unemployment rate remains at <b>43.1%</b>.</li> <li><b>Youth unemployment:</b> A severe concern at <b>46.1%</b>, with sub-categories showing <b>62.4% for ages 15–24</b> and <b>40.4% for ages 25–34</b>.</li> <li><b>Discouraged youth:</b> Approximately <b>1.9 million individuals aged 15–34</b> are no longer seeking employment.</li> <li><b>Inflation:</b> Headline CPI inflation is currently <b>2.7% (March 2025)</b>, with a forecast average of <b>4.3% for 2025</b>, remaining within the South African Reserve Bank's 3%–6% target range.</li> <li><b>GDP growth:</b> Revised downwards to <b>1.2% for 2025</b>, indicating limited economic recovery capacity.</li> </ul> |



| TABLE1:ORGANISATION | SUBMISSION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | RATIONALE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
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| 23. TLU SA          | <ul style="list-style-type: none"> <li>• A staggered wage system, where training and skill development are recognized.</li> <li>• The complete exemption of agriculture from the minimum wage framework.</li> <li>• Government to consider policies that stimulate productivity, sustain employment, and strengthen our agricultural industry, thereby ensuring food security and long-term economic stability.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                        | <ul style="list-style-type: none"> <li>• Productivity is not encouraged by a mandatory minimum wage: the hard-working and motivated worker is treated the same as one who is less committed.</li> <li>• The impact on farmers, both small-scale and large-scale, cannot be ignored. Many will be unable to afford the mandated wages, forcing them either to mechanize their operations or to reduce their workforce. This inevitably leads to higher costs of production, resulting in higher food prices. The cycle that follows is damaging: consumers face rising costs; smaller enterprises are squeezed out of existence; and overall employment opportunities decline.</li> <li>• We must therefore ask, for what purpose does the Government continue to enforce a minimum wage policy? Is it primarily to appease the unemployed, to gain political advantage, or to demonstrate alignment with global norms?</li> </ul> |
| 24. TLU SA Limpopo  | <ul style="list-style-type: none"> <li>• Freeze the NMW for 2026 to prevent further job losses and farm closures.</li> <li>• Link wage adjustments to CPI and sector-specific performance rather than blanket increases.</li> <li>• Introduce regional flexibility to reflect local economic realities.</li> <li>• Provide targeted support for smallholder and emerging farmers (subsidies, financing, tax relief).</li> <li>• Promote mechanisation and training programmes to balance efficiency and employment.</li> <li>• Improve infrastructure, energy reliability, and rural safety to reduce hidden costs.</li> <li>• Establish transparent, inclusive consultation mechanisms between government, labour, and agricultural organisations.</li> <li>• Consider skill- and performance-based wages rather than flat increases.</li> </ul> | <ul style="list-style-type: none"> <li>• Labour costs outpacing productivity, leading to dismissals and fewer opportunities.</li> <li>• Increased food prices and reduced food security.</li> <li>• Mechanisation replacing jobs, especially on small farms.</li> <li>• A strong sense of exclusion from national policy processes.</li> <li>• Financial pressure and reduced profitability.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| 25. VINPRO          | <ul style="list-style-type: none"> <li>• VINPRO recommends a maximum of <b>CPI National Minimum Wage increase for 2026</b>, and in doing so collectively protect jobs, support rural development, and ensure the long-term sustainability of an important industry like the wine industry.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | <ul style="list-style-type: none"> <li>• The wine industry context and landscape are well presented in the South Africa Wine submission and we will not repeat it in this submission.</li> <li>• (See South African Wine submission)</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |



| TABLE1:ORGANISATION | SUBMISSION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | RATIONALE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
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| TRADE UNIONS        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| 1. COSATU           | <ul style="list-style-type: none"> <li>In order to protect the value of the NMW, to reduce inequality and poverty as per the mandate of the NMW Act, COSATU is proposing that the NMW be increased by CPI plus 3% in 2026. With CPI at 3.3% plus an additional 3% to partially cushion the poor from high food, fuel, medical products, and water and electricity costs that are high above CPI. If CPI is 3.3% for July 2024 to July 2025, the NMW should thus be increased by 6.3% from R28.79 to R30.60.</li> <li>NMW adjustments should be affected from the 1st of January each year and thus should come into effect on 1 January 2026.</li> <li>A reasonable road map be facilitated and developed with government and labour for those sectors in the EPWP and CWP to incrementally narrow the gap and then equalise with the NMW over the medium-term expenditure framework, e.g. over the next 2 years.</li> <li>There are 2 options on determining the new threshold. Firstly, when the threshold was initially set, it was pegged at the salary of a deputy director in government. If this 'peg' is still applied, the threshold should be increased to R744 255.</li> <li>The second option is to adjust for inflation from the introduction of the threshold to date, which would increase the current threshold to R500 000</li> <li>These adjustments to commence from 1 January 2026.</li> <li>Research begin on setting a medium-term target for the NMW.</li> <li>The medium-term target for the NMW should be linked to a living wage, e.g. R9 500 per month.</li> <li>Where some employers applying for exemption fail to consult unions and workers as required by the Act.</li> <li>The Department of Employment and Labour (DEL) to publish all exempted employers on its website as required by the Act;</li> <li>To revive and advertise the NMW hotline to workers and unions.</li> <li>To link the NMW hotline to labour inspectors and for the labour inspectors to act on the reported violations; and</li> <li>For Treasury to block companies in violation of the NMW from state tenders as per the Nedlac Agreement and the 2023 Employment Equity Amendment Act.</li> <li>DEL to ensure all exemption applications have been engaged with affected unions and workers.</li> </ul> | <ul style="list-style-type: none"> <li>The NMW is raising the wages of more than 6 million impoverished workers, especially farm, domestic, construction, retail etc.</li> <li>It must also be borne in mind that the food basket, electricity, municipal rates and transport inflation is significantly higher. Many staple food items have experienced significant increases. In the last year from August 2024 to August, prices for food and non-alcoholic beverages rose by 5.2%.</li> <li>Eskom received an 18.65% increase for 2023 and a 12.74% increase for 2025. CPI for water supply and miscellaneous services was 7.1%, and CPI for electricity, gas and other fuels was 8.7% (year on year from July 2024 to July 2025 – CPI Stats SA).</li> <li>Household debt rose to 62.7% of disposable income in the first quarter of 2025</li> <li>Many workers have received zero or below inflation increases since 2020 with indications this trend will continue.</li> <li>It is indefensible that some sectors of the EPWP and CWP have not only failed to catch up with the NMW but have in fact seen the gap grow.</li> <li>COSATU remains deeply frustrated, disappointed and angered that the former Employment Conditions Commission and now the NMW Commission have failed to adjust the BCEA income threshold to recover the massive erosion it has suffered from repeated failures over 6 years to adjust it for CPI from 2014 to 2020.</li> </ul> |



| TABLE1:ORGANISATION                                                  | SUBMISSION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | RATIONALE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
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| 2. South African Domestic Service and Allied Workers Union (SADSAWU) | <ul style="list-style-type: none"> <li>The NMW should account for rising food prices and other essentials, not just general inflation.</li> <li>Recognise the gendered and racialised inequality faced by domestic workers.</li> <li>Include urgent measures for compliance and enforcement, including inspections in private houses.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | <ul style="list-style-type: none"> <li>Food insecurity is one of the clearest indicators of the inadequacy of the minimum wage. Despite working full-time, many domestic workers cannot afford enough food for themselves and their families.</li> <li>Non-compliance is another crisis. Research shows that 39% of domestic workers still earn below the legal minimum wage. Without stronger enforcement, any upward adjustment risks being meaningless in practice</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| 3. United Domestic Workers of South Africa (UDWOSA).                 | <ul style="list-style-type: none"> <li>See SERI submission below</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| INTERESTED PARTIES                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| 1. Casual Workers Advice Office (CWA0)                               | <ul style="list-style-type: none"> <li>This submission is made by the Campaign to Scrap the Labour Law Amendment Bills, a coalition of 42 organisations, including worker organisations, advice offices, trade unions, and community organisations.</li> <li>National Minimum Wage must be a Living Wage</li> <li>The Campaign calls on the Commission to enact <b>a guaranteed weekly or monthly minimum wage</b>, in addition to the hourly rate, and that this wage is a living wage. The introduction of such a guaranteed weekly or monthly minimum wage shall ensure that workers are not impoverished by reduced hours.</li> <li>The Campaign demands that the <b>NMW must be R12000 per month</b> as the national monthly minimum living wage.</li> <li><b>Strengthen regulation of seasonal contracts</b> to limit exploitative short-term hiring and provide greater employment security.</li> <li><b>Link the NMW to the Household Food Basket</b>, ensuring that wage levels reflect the real cost of living for working-class families.</li> <li>The Campaign demands that the setting of the amount must involve workers through a process of mass consultations with the R12 000 per month <b>put to a popular vote</b>.</li> <li>The Campaign calls on the National Minimum Wage Commission to <b>hold public hearings</b> ahead of the 2026 Review of the NMW. Public</li> <li>There must be improved access to UIF Benefits for Seasonal Workers and Zero-hour workers.</li> <li>The Department of Employment and Labour (DEL) must enforce the National Minimum Wage (NMW) more rigorously and <b>ensure compliance</b> with the conditions under which it is paid</li> </ul> | <ul style="list-style-type: none"> <li>Workers are still stuck in the cycle of cheap labour and the NMW, instead of lessening, has deepened the social and economic inequalities in South Africa, entrenching the system of capitalism further.</li> <li>Extremely Low level of the hourly NMW.</li> <li>The level of the NMW is totally inadequate to meet the needs of workers.</li> <li>Workers are perpetually trapped in cycles of indebtedness due to their inability to sustain themselves solely on their wages.</li> <li>The current UIF system assumes a system of permanent, full-time jobs, which doesn't work for people who work in agriculture seasonally or on zero-hour contracts. Employment is becoming increasingly precarious and insecure.</li> <li>Ineffective Inspectorate - rates of non-compliance have increased to their highest level since the introduction of the NMW introduction. However, the</li> <li>Commission provides not details of compliance or non-compliance and relies purely on an 'internal' department of employment and labour report.</li> <li>In its 2025 submission to the NMW Commission the Casual Workers Advice Office (CWA0) requested the Commission to make available, not only the numbers of non-compliance, but also to provide the names of non-complying employers. The Commission failed to provide this basic information.</li> <li>The inference we draw from this reluctance is that Commission is probably hiding the extent of the problem of non-compliance and does not want to expose the total ineffectiveness of enforcement agencies.</li> <li>Moreover, the NMW Commission's 2025 Report contains no recommendations on how enforcement of the NMW can be improved.</li> </ul> |



| TABLE1:ORGANISATION               | SUBMISSION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | RATIONALE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|-----------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                   | <ul style="list-style-type: none"> <li>• <b>Mandatory obligations on labour inspectors to consult</b> with and account to workers when workplace inspections are carried out.</li> <li>• <b>Restore and increase CCMA funding</b> to address backlogs, bottlenecks, and ensure timely access to justice for vulnerable workers.</li> <li>• Publish information on non-compliance, enforcement and exemptions</li> <li>• The Campaign calls on the NWM Commission to make available to the public all the actual written submissions and not restrict the information to the number of submissions received.</li> <li>• Make available information on Sectoral Determinations.</li> <li>• The Campaign calls on the NWM Commission to indicate whether the forestry, hospitality and taxi sectoral determinations are still in effect. It appears that these sectoral determinations have become outdated and have effectively ceased to exist.</li> <li>• <b>Review the Code of Good Practice on Dismissals</b> to ensure that vulnerable workers are not disproportionately exposed to arbitrary termination.</li> </ul> | <ul style="list-style-type: none"> <li>• Whilst the CCMA was given powers to deal with disputes of non-payment of the NMW, currently 76% of the country's workers do not have the right to representation at CCMA hearings. Only registered trade unions are allowed representation at the CCMA and trade unions present only 24% of the workforce. According to the NMW Commission 88% of the 5,4 million workers (i.e. 4,8 million) who covered by the NMW are not members of unions and therefore do not have representations at the CCMA.</li> </ul> |
| 2. Commission for Gender Equality | <ul style="list-style-type: none"> <li>• The CGE welcomes the need for an increase in the national minimum wage.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | <ul style="list-style-type: none"> <li>• An increase in the NMW therefore remains essential to keep up with the ever-changing economic climate, especially for the poor.</li> <li>• Studies and literature on this topic have shown that minimum wage adjustments in South Africa have not had large negative dis-employment effects in general</li> </ul>                                                                                                                                                                                               |



| TABLE1:ORGANISATION                                                                                                 | SUBMISSION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | RATIONALE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|---------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 3. Democratic Alliance                                                                                              | <ul style="list-style-type: none"> <li>The DA recommends leaving the existing minimum wage in place without increasing it further.</li> <li>Amending the National Economic Development and Labour Council Act (NEDLAC) to explicitly include job creation and poverty reduction as one of the council's objectives to ensure that these factors are appropriately considered in decisions concerning labour legislation and policy.</li> <li>Broadening the collective bargaining system so that it is more representative of bargaining parties and exempting Small, Medium and Micro Enterprises (SMMEs) from the administrative extension of bargaining council agreements. Collective agreements extended throughout an entire industry, including small businesses, compel these enterprises to implement the conditions contained in these agreements. This poses a financial challenge for small businesses since they cannot match the economies of scale of big businesses. Additionally, these agreements often do not consider the financial viability of smaller entities. Exempting SMMEs from these obligations will make it cheaper and easier to hire while allowing for company-level flexibility.</li> </ul> | <ul style="list-style-type: none"> <li>Raising the NMW amid record levels of unemployment risks hindering businesses from hiring additional workers, especially small businesses, which are the primary engines of job creation. Instead, priority should be placed on improving opportunities for job market access and expanding employment levels.</li> <li>The minimum wage is contributing to keeping South Africans unemployed. While it provides financial security to those already employed, it simultaneously <b>raises the barriers to employment for the unemployed.</b></li> <li>Comparison of 30 countries demonstrates that <b>South Africa's minimum wage levels are out of step with the rest of the world.</b> South Africa's minimum wage is 148 percent of the median wage, significantly higher than in 30 other reviewed countries. These 30 countries simultaneously have significantly lower unemployment rates than South Africa.</li> </ul> |
| 4. Socio-Economic Rights Institute of South Africa (SERI) and the United Domestic Workers of South Africa (UDWOSA). | <ul style="list-style-type: none"> <li>The national minimum wage must be adjusted upward, and such an adjustment must explicitly consider the rising costs of food and other essentials. In addition, ensuring fair wages is critical to protecting workers' dignity and livelihoods, as wages that do not meet the basic cost of living perpetuate cycles of poverty and inequality.</li> <li>The upward adjustment of the minimum wage should: <ul style="list-style-type: none"> <li>Reflect actual inflationary pressures, especially on essential goods and services critical to low-income households.</li> <li>Be benchmarked higher to address the gendered and racialized nature of labour market inequalities faced by Black women in domestic and farm work. For example, Black women in domestic work are often the heads of households and women farm workers often only have seasonal employment.</li> </ul> </li> </ul>                                                                                                                                                                                                                                                                                         | <ul style="list-style-type: none"> <li>Data tracking the affordability of food for low-income earners continues to indicate that households are subject to food insecurity and hunger.</li> <li>SERI's work with domestic workers and farm workers illustrates that many in this sector are not, in practice, receiving the prescribed minimum wage. This concern is underscored by recent research<sup>13</sup> that reveals that approximately 39% of domestic workers continue to earn below the national minimum wage. This indicates that in addition to upward adjustment to the national minimum wage, enforcement mechanisms are urgently needed</li> </ul>                                                                                                                                                                                                                                                                                                   |



| TABLE1:ORGANISATION                              | SUBMISSION                                                                                                                                                                                                                                                                                                                                                                                                                                                             | RATIONALE                                                                                                                                                      |
|--------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 5. St Peters, Youth Development And Bursary Fund | <ul style="list-style-type: none"> <li>The amount which the Commission will recommend to the Minister should therefore include all EPWP workers in terms of the NMW Act, 2018 (no exemptions). The other variations and exemptions applicable to EPWP workers as per the Basic Conditions of Employment Act, 1997, should remain in effect however with stringent controls in the rollout of EPWP phase 5 and compliance to EPWP Ministerial determination.</li> </ul> | <ul style="list-style-type: none"> <li>EPWP wage/s must be reviewed to be in line with the National Minimum Wage (discontinue wage rate exemptions)</li> </ul> |



| TABLE1:ORGANISATION                | SUBMISSION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | RATIONALE                                                                                                                                         |
|------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------|
| 6. World Health Organisation (WHO) | <ul style="list-style-type: none"> <li>Integrate a Health Impact Assessment (HIA) into the annual wage review process, conducted in collaboration with the Department of Health and other social partners.</li> <li>Align wage-setting with the National Development Plan (NDP) 2030 and Sustainable Development Goals (SDGs), particularly SDG 1 (No Poverty), SDG 3 (Good Health and Wellbeing), and SDG 10 (Reduced Inequalities).</li> <li>Apply equity- and gender-disaggregated analyses.</li> <li>Assess and report on the distributional impact of wage adjustments across sectors, provinces, and worker categories.</li> <li>Pay particular attention to low-wage and historically marginalized groups, including workers in agriculture, domestic work, retail, and hospitality.</li> <li>Community Health Workers (CHWs) should also be explicitly recognized under the NMW framework, as they represent a predominantly low-wage, female workforce providing essential health services at community level.</li> <li>Report explicitly on the gendered impacts of NMW adjustments.</li> <li>Align wage-setting with South Africa's obligations under the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and national commitments on gender equality.</li> <li>Frame NMW adjustments as part of South Africa's constitutional and international human rights obligations.</li> <li>Incorporate rights-based indicators in the annual reporting process.</li> <li>Establish an SDH monitoring dashboard to track impacts of NMW on key health-related indicators, including household food basket affordability, child nutrition and stunting, housing costs, transport-to-income ratios, and indebtedness. Use this data to assess whether wage adjustments are contributing to tangible improvements in population health and wellbeing.</li> </ul> | <ul style="list-style-type: none"> <li>NMW is not only an economic policy but also a determinant of health, equity, and human dignity.</li> </ul> |



| TABLE1:ORGANISATION             | SUBMISSION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | RATIONALE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|---------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 7. Women on Farms Project (WFP) | <ul style="list-style-type: none"> <li>• <b>Introduce a guaranteed weekly or monthly minimum income floor</b> in addition to the hourly rate, to ensure that workers are not impoverished by reduced hours.</li> <li>• <b>Strengthen regulation of seasonal contracts</b> to limit exploitative short-term hiring and provide greater employment security.</li> <li>• <b>Review the Code of Good Practice on Dismissals</b> to ensure that vulnerable workers are not disproportionately exposed to arbitrary termination.</li> <li>• <b>Restore and increase CCMA funding</b> to address backlogs, bottlenecks, and ensure timely access to justice for vulnerable workers.</li> <li>• <b>Link the NMW to the Household Food Basket</b>, ensuring that wage levels reflect the real cost of living for working-class families.</li> </ul> | <p><b>Short-Term Contracts and Reduced Hours</b></p> <ul style="list-style-type: none"> <li>• Seasonal contracts are increasingly shorter, with many women employed for only a few weeks at a time.</li> <li>• Employers further reduce costs by cutting women's working hours. While the NMW of <b>R28.79 per hour (2025)</b> sets a minimum hourly standard, reduced hours mean women often return home with less than half of what is required to sustain their households.</li> </ul> <p><b>Food Insecurity and Impact on Families</b></p> <ul style="list-style-type: none"> <li>• Women describe living on a <b>"hunger budget"</b>, unable to cover food, let alone transport, electricity, school-related, and healthcare costs.</li> <li>• Women speak movingly about their feelings of inadequacy and guilt by not being able to feed their children nutritiously. They routinely forego meals so that their children have limited household food.</li> <li>• The current NMW is calculated on an hourly basis which assumes stable hours of work; however, this is not the reality for women seasonal farm workers. Employers reduce women's working hours to such an extent that women are <b>pushed deeper into poverty</b>, while the employer is legally compliant because they are observing the hourly rate.</li> <li>• The absence of <b>weekly or monthly income guarantees</b> undermines the protective intention of the NMW Act.</li> </ul> |

**Table 1** above shows that most employer organisations propose an increase that is linked to the CPI. About three (3) employer organisations proposed a complete freeze or abolishment of the act while COSATU is proposing that the NMW be increased by CPI plus 3%. SADSAWU proposes the increase to account for rising food prices and other essentials, not just general inflation. UDWOSA The national minimum wage must be adjusted upward, and such an adjustment must explicitly consider the rising costs of food and other essentials. The interested parties' views vary from complete scrapping of the NMW, to increasing it and to integrate a Health Impact Assessment into the annual wage review.



## 2. SURVEY RESULTS

This section of the report will focus on the results of the survey ran during the call for proposals for the possible adjustment of the NMW 2026, the methodology employed and the graphical representation of the results.

### 2.1 RATIONALE FOR CONDUCTING THE STUDY

A survey of this nature enables the National Minimum Wage Commission (NMWC) to understand the changing needs and expectations of the public. The survey allows for quantifying and acquiring a graphical view of the concerns and proposals of the public, for more focused and concise data analysis.

### 2.2 AIMS AND OBJECTIVES

The following are the objectives of the study

- To determine the level of support for the adjustment of the NMW for 2026.
- To establish the existing concerns about the adjustment of the NMW.
- To establish the desired percentage increase from the respondents.
- Elicit information from respondents on whether they believe the national minimum wage is enough to cover basic living expenses.

### 2.3 RESEARCH METHOD

The methodology employed for this study was a mixed method design. A mixed method ensures that both qualitative and quantitative approaches are integrated to strengthen insights and understanding that might be missed when only a single approach is used (Greenstein, Roberts & Sitas, 2003).

### 2.4 SAMPLE AND SAMPLING STRATEGY

The sample of the study was drawn from any members of the public who were willing or volunteered to participate in the study. Since participation was based on willingness to volunteer one's time, a convenient sampling strategy was used (De Vos, Delport, Fouche & Strydom, 2005). Respondents who felt that they had anything to contribute to the study were invited to participate. A total of 437 respondents took part in the study.

### 2.5 DATA COLLECTION AND ANALYSIS

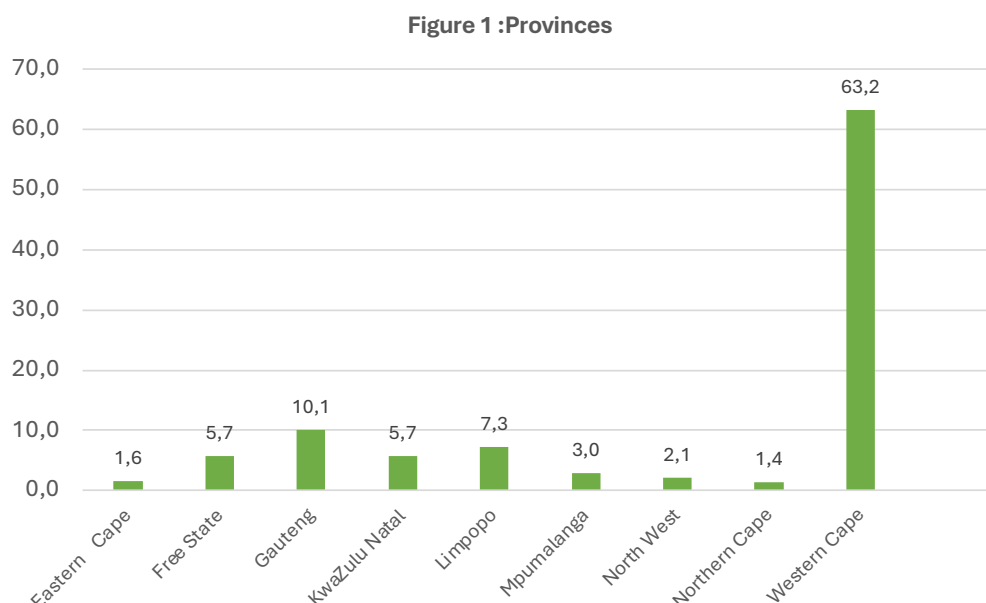
A survey link was designed by the ICT of the Department of Employment and Labour. The link was attached to the government notice. It was advertised in the departmental website and social media platforms of the department. The transcribed data was coded and further arranged into groups of emerging themes using thematic content analysis. Thematic content analysis refers to a process of searching text and counting recurring words or themes or refers to the process of identifying, organizing and categorizing the content of narrative text into emerging themes (Patton, 2015). Quantitative data was entered into an excel spreadsheet and data was analysed using descriptive analysis. The quantitative and qualitative results was further integrated and interpreted to provide a reflection of the information and give an analytical perspective of the findings.



## 3. RESULTS AND FINDINGS

This section of the report provides a graphic presentation of the quantitative and qualitative results of the study based on several variables; namely demographic, support for the NMW, concerns about the adjustment of the national minimum wage and the recommended percentage.

### 3.1 PROVINCIAL DISTRIBUTION



As depicted in figure 1, is the provincial presentation of the survey responses. A total of 437 observations across South Africa's nine provinces were received. The majority of observations were from Western Cape, with 276 (63.2%) observations, accounting for almost two-thirds of the entire sample. Northern Cape, Eastern Cape, and North West collectively contributed only 22 observations (5.1%).

### 3.2 SURVEY RESPONSES BY INDUSTRY

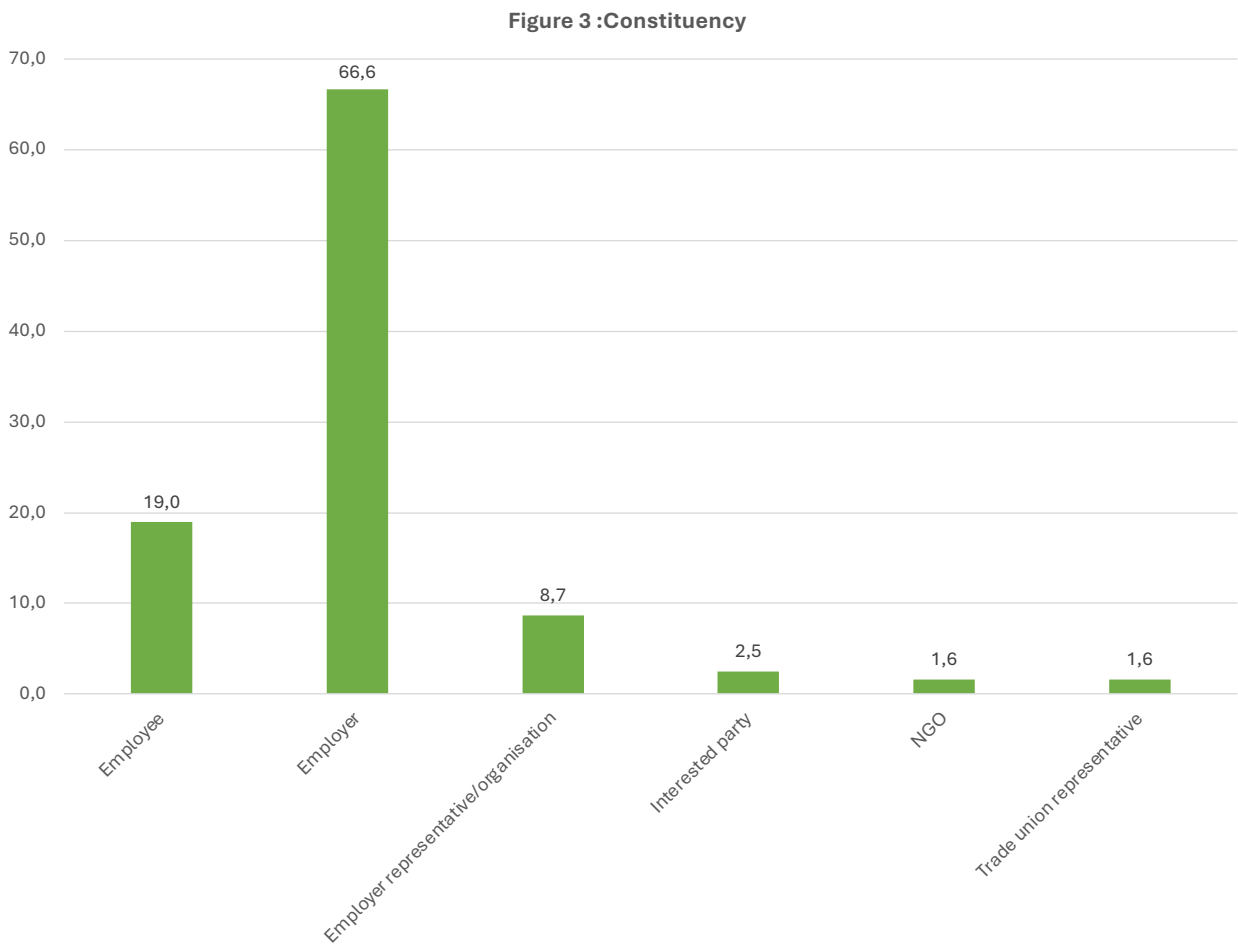
| INDUSTRY                   | FREQUENCY  | PERCENT    |
|----------------------------|------------|------------|
| Agriculture                | 288        | 65,9       |
| Mining                     | 8          | 1,8        |
| Manufacturing              | 15         | 3,4        |
| Electricity                | 2          | 0,5        |
| Construction               | 9          | 2,1        |
| Wholesale                  | 3          | 0,7        |
| Retail trade               | 23         | 5,3        |
| Motor trade                | 1          | 0,2        |
| Accommodation              | 10         | 2,3        |
| Food and beverage          | 10         | 2,3        |
| Transport                  | 4          | 0,9        |
| Warehouse                  | 5          | 1,1        |
| Financial intermediaries   | 2          | 0,5        |
| Insurance                  | 1          | 0,2        |
| Real estate                | 5          | 1,1        |
| Community, social services | 22         | 5,0        |
| Private households         | 29         | 6,6        |
| <b>TOTAL</b>               | <b>437</b> | <b>100</b> |

**Table 2** outlines the industry composition of the observations. Almost two-thirds of responses were from agriculture. Private households



(6,6%) were the second largest.

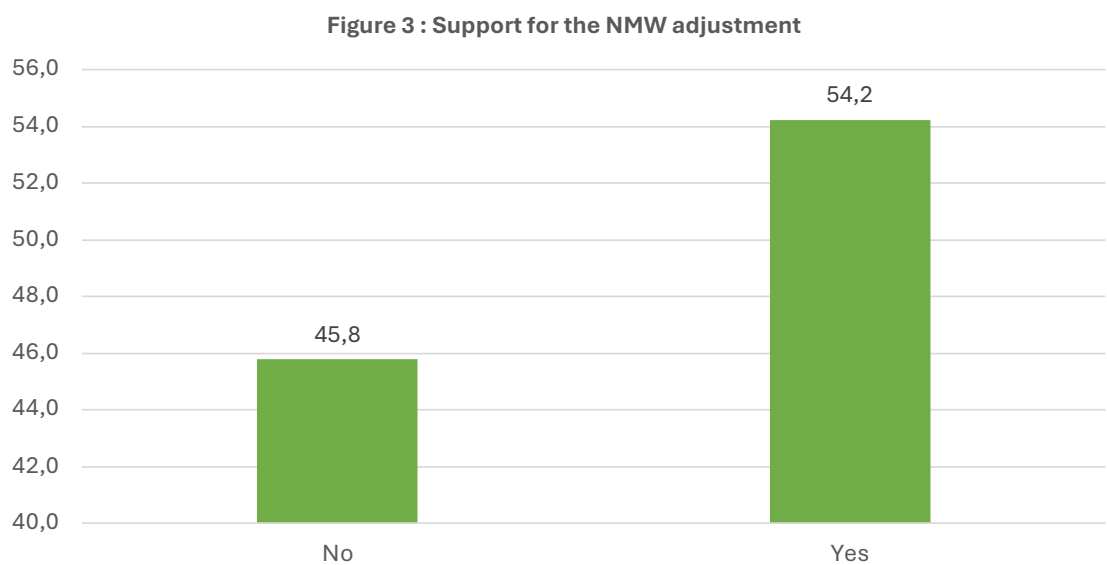
3.3 CONSTITUENCY



In order to achieve a nuanced understanding of stakeholder perspectives across the sample, respondents were afforded an opportunity to identify the constituency they represent. Table 3 represents the distribution of such constituencies. Data shows that the majority (66,6%) of responses were from employers, followed by employees (19%).

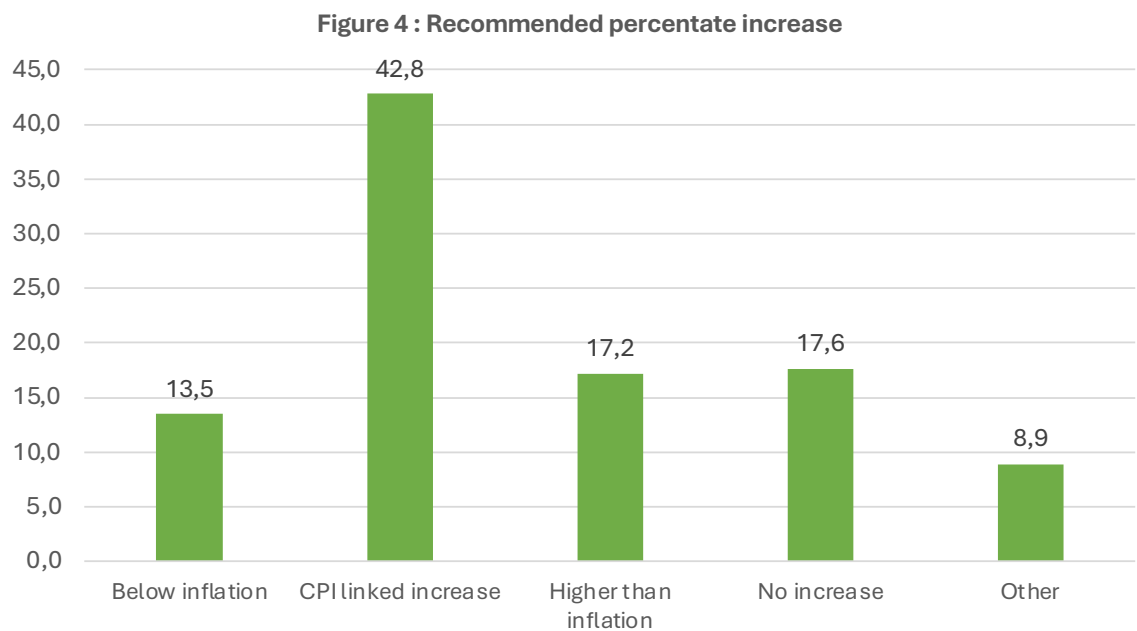


### 3.4 SUPPORT FOR THE ADJUSTMENT OF THE NMW 2026



It is evident that this data is mostly employer-centric, heavily skewed towards Western Cape, while underrepresented for other provinces. This provincial bias limits the reliability of any province-specific analysis. The data will likely disproportionately reflect Western Cape conditions, reflect agricultural dynamics and not be generalizable to the broader national context, thus it should be interpreted with caution. Overall, 54.2% of respondents support the introduction of a national minimum wage, while 45.8% oppose it.

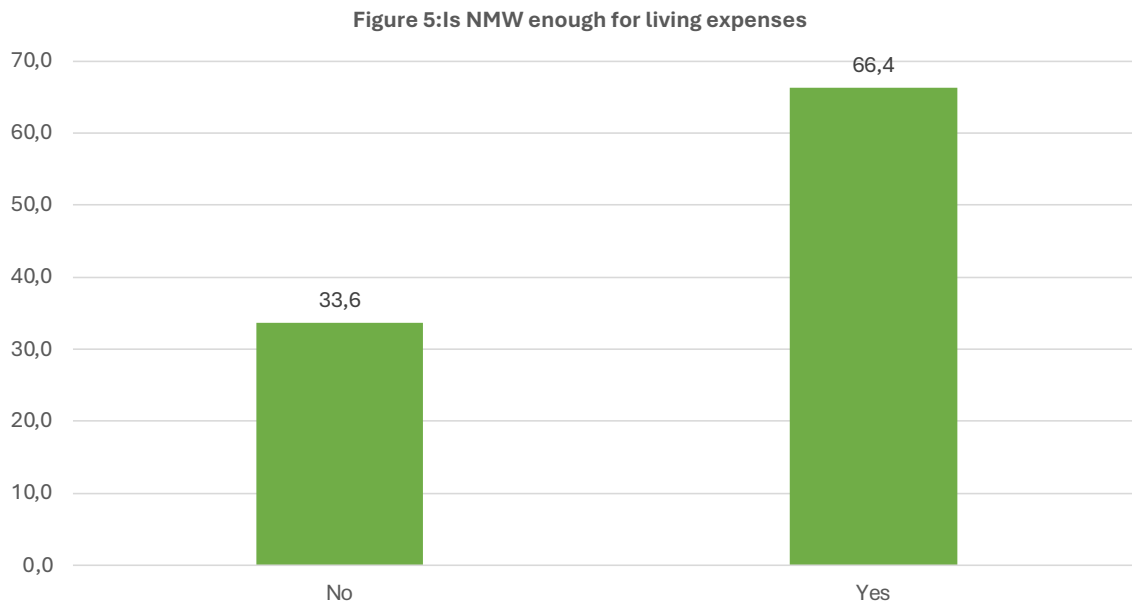
### 3.5 THE RECOMMENDED PERCENTAGE INCREASE



**Figure 4** shows that most respondents (42.8%) support a CPI linked increase. Seventeen point six (17.6 %) recommended a no increase, while 17 .2% recommend a higher than inflation adjustment.



### 3.6 IS THE NMW ENOUGH TO COVER BASIC LIVING EXPENSES?



**Figure 5** shows that the current national minimum wage in South Africa is R28.79 per hour, effective from March 1, 2025. Survey respondents were asked whether the current national minimum wage is sufficient to cover basic living expenses. The majority (66.4%) believed that the current national minimum wage is enough to meet basic needs, while 33.6% felt it is not sufficient.

### 3.7 SUPPORT FOR NATIONAL MINIMUM WAGE BY INDUSTRY

| INDUSTRY                   | SUPPORT FOR NATIONAL MINIMUM WAGE |             | TOTAL      |
|----------------------------|-----------------------------------|-------------|------------|
|                            | NO                                | YES         |            |
| Agriculture                | 52,8                              | 47,2        | 100        |
| Mining                     | 0,0                               | 100,0       | 100        |
| Manufacturing              | 13,3                              | 86,7        | 100        |
| Electricity                | 50,0                              | 50,0        | 100        |
| Construction               | 22,2                              | 77,8        | 100        |
| Wholesale                  | 0,0                               | 100,0       | 100        |
| Retail trade               | 13,0                              | 87,0        | 100        |
| Motor trade                | 0,0                               | 100,0       | 100        |
| Accommodation              | 60,0                              | 40,0        | 100        |
| Food and beverage          | 40,0                              | 60,0        | 100        |
| Transport                  | 50,0                              | 50,0        | 100        |
| Warehouse                  | 40,0                              | 60,0        | 100        |
| Financial intermediaries   | 0,0                               | 100,0       | 100        |
| Insurance                  | 100,0                             | 0,0         | 100        |
| Real estate                | 40,0                              | 60,0        | 100        |
| Community, social services | 27,3                              | 72,7        | 100        |
| Private households         | 58,6                              | 41,4        | 100        |
| <b>TOTAL</b>               | <b>45,8</b>                       | <b>54,2</b> | <b>100</b> |

**Table 3** shows that support and opposition of the national minimum wage vary significantly across industries. Industries such as mining, Wholesale, motor trade and financial intermediaries were unanimously in support of the national minimum wage, whereas insurance, accommodation private households and agriculture tended to be against the minimum. Data suggests that support for the national minimum wage tends to be strongest in formal, higher-revenue industries that can absorb wage increases, while it is weakest in labour-intensive, lower-revenue industries.



### 3.8 THE ADJUSTMENT OF THE NATIONAL MINIMUM WAGE CONCERNS

| TABLE 4: THEME                                          | DIRECT QUOTATION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|---------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>The NMW is too low</b>                               | <p>Household Food Basket for a family of 4 is ±R5,300/month (August 2025). This means that one worker's full minimum wage is already consumed by food alone</p> <p>The adjustment must at least keep pace with inflation (6%). However, to move closer to a living wage, I recommend. R30/hour in 2026(≈R5,850/month for 45 hours/week). A clear roadmap to reach R35/hour by 2028, aligned with living wage studies</p> <p>It's too low, today it can't even afford you the cost of water and electricity let alone rent and food etc</p>                                                                                                                                             |
| <b>The lack of enforcement and compliance</b>           | <p>Not all people are receiving minimum wage in ECD sectors. Those Crèches that are registered don't work about minimum wages, practitioners are qualified but no money there, their salaries are lower</p> <p>It is puzzling to see the mismatch that is happening on the salaries or wages of the people that work for NGOs VS government employees' salaries and benefits</p>                                                                                                                                                                                                                                                                                                       |
| <b>Regional and sectoral differences not considered</b> | <p>Why is a national wage needed and not based on cities?</p> <p>Sandton pays the same minimum wage as people in small towns where work is scarce, and people can't afford the minimum wage that leads to poverty.</p> <p>Businesses in rural areas or industries already under immense economic pressure</p> <p>Agricultural employers have strong grounds for concern. Wage increases that outpace inflation, in the absence of productivity gains, place undue pressure on a sector already struggling with energy, infrastructure, and trade-related challenges.</p> <p>Department of labour and agriculture should decide together because it has a direct impact on farmers.</p> |
| <b>The NMW delays entry into the labour market</b>      | <p>Workers miss out on on-the-job training opportunities that would have been paid for by reduced wages upfront but would have resulted in higher wages later.</p> <p>Youths who cannot find jobs must be supported by their families or by the social welfare system.</p>                                                                                                                                                                                                                                                                                                                                                                                                             |
| <b>The unaffordability of the NMW</b>                   | <p>The increase in the Minimum Wage to R28.79 for domestic workers is unnecessarily high. Many households are struggling to afford general household items because of their own significant low incomes. This affects the ability to retain domestic workers at an acceptable level.</p> <p>That's why we don't have gardeners and housekeepers anymore.</p> <p>Temporary employment becomes too expensive</p>                                                                                                                                                                                                                                                                         |
| <b>Job losses</b>                                       | <p>Employers may adjust the total hours of employment of their employees to offset wage increases, more frequently employers respond by reducing employment in response to a higher, and binding, minimum wage, even if this reduction is small on aggregate.</p> <p>I must retrench a lot of staff due to this ridiculous adjustment</p> <p>Will it be sustainable? Too big an increase will lead to job losses</p> <p>I don't need the state to tell me what to pay my employees. If you increase the rates, I retrench 2 employees. The state think they win. By doing this the state increases jobless people.</p>                                                                 |
| <b>Corruption is the real issue</b>                     | <p>The core issue, however, lies not in wages but in government's failure to tackle corruption, which remains the biggest drain on growth, and in its inability to create jobs or control the influx of illegal immigrants. Funds lost to corruption should instead be invested in sustainable job creation, infrastructure, and stronger economic management.</p>                                                                                                                                                                                                                                                                                                                     |
| <b>NMW affects entry into the job market</b>            | <p>How will it affect entrants to the job market, specifically new/recent graduates and will it promote job creation?</p> <p>The current minimum wage creates barriers to employment, as employers cannot hire below the minimum wage, even when unemployed individuals are willing to work for less. The minimum wage, therefore, locks these individuals out of the labour market and prevents them from gaining skills and work experience.</p>                                                                                                                                                                                                                                     |



| TABLE 4: THEME      | DIRECT QUOTATION                                                                                                                          |
|---------------------|-------------------------------------------------------------------------------------------------------------------------------------------|
| NMW fuels inflation | <i>The cost of goods will increase causing less customers to buy and indirectly causing job losses to try keeping the business afloat</i> |

**Table 4** above summarises some quotations from the respondents on the issues of concern and lays them out utilising thematic analysis. The key themes arising are the cost of the NMW for employee's vs employers, the lack of enforcement of and compliance to the NMW, the inflations caused by higher wages, the impact on the entry to the job market, the regional and sectoral differences not considered and the NMW affecting entry into the job market vs job losses due to NMW.

## 4. CONCLUSION

This report is based on thirty-five (35) written inputs received by the Department of Employment and Labour; from trade unions (3), interested parties (7), employees' representatives (25) and a total of 437 respondents who took part in the survey. A survey questionnaire was attached to the government notice, the results of the survey are also shared in this report.

### Employer organisations

Twenty-five (25) employer organisations submitted their written proposals, 18 of the organisations proposed a CPI based adjustment. The remaining seven called for abolishment or freezing of the adjustment and the linking of the adjustments to the Agricultural GDP.

The employer organisations outline several issues to consider in the adjustment of the NMW, they can be summarised as follows: The South African National Minimum wage is reported to be higher than that of its counterparts Chile, Brazil and Peru. The weak economy of South Africa means employers are operating on narrow margins, in the agricultural sector this could push the sector further into mechanisation. The wool market is under pressure due to the low demand internationally. Outbreaks of Foot and Mouth Disease, African Swine Fever, and avian influenza are placing severe strain on cash flow of farmers in Mpumalanga. Producers are facing new tariffs on exports to the United States, impacting competitiveness.

The impact of load shedding still lingers while poor road infrastructure (potholes, damaged routes) leads to fruit damage, reducing market value both locally and internationally. The agricultural sector is recovering from a drought, greater temperature extremes and less winter rain that have raised fire risks, requiring costly firefighting equipment and labour-intensive fire control. Labour is among the largest cost items for farming operations, particularly in labour-intensive subsectors such as horticulture. Farms are also absorbing escalating expenses in electricity, irrigation, logistics, compliance, and private security. In particular, the recent tariff increases on Eskom's lines, has resulted in electricity costs increase of more than 25%.

The agricultural sector reports that employers in the sector already provide incentives above the National Minimum Wage (NMW). The steady increase in seasonal employment since the introduction of the NMW is a trend that continues to cause tension between local communities and migrant workers from other regions or neighbouring countries, with negative social consequences. The commercial agricultural sector is unfortunately not included in the EPWP in its current form. The private sector is partly being accommodated in the "Non-State Sector" whereby funds are allocated to non-profit organisations to implement the EPWP. Although tax incentives such as the Employment Tax Incentive (ETI) – a cost-sharing mechanism with government which reduces employers' cost of hiring young people – have been put in place, there is still a perception that qualifying and complying with the ETI is onerous and restrictive.

Minimum wages are a barrier excluding new entrants to the job market while 21% of domestic workers have lost all employment, and 36% have lost some form of employment. SMMEs which are the backbone of job creation, operate with limited financial buffers and cannot easily absorb higher wage costs. Businesses, especially in low-margin sectors like contract cleaning, retail, and domestic work, have faced increased labour costs without matching revenue growth. The RMB/BER Business Confidence Index (BCI)<sup>11</sup> slipped further by one point to 39% in the third quarter of 2025, following a five-point decline in the second quarter of 2025. The Agbiz/IDC Agribusiness Confidence Index (ACI) fell for a second consecutive quarter by 2 points to 63 in Q3 2025.

### Trade Unions

COSATU proposes that the NMW be increased by CPI plus 3%. The reasons given by COSATU for the increase NMW are that it raises wages of more than 6 million impoverished workers, especially farm, domestic, construction, retail etc. The NMW should account for rising food prices and other essentials such as Eskom prices and household debt, not just general inflation. COSATU continues to be especially interested in the EPWP, CWP and the setting of the BCEA threshold for a reasonable roadmap to be developed. SADSAWU indicates food insecurity as one of the clearest indicators of the inadequacy of the minimum wage, this is evident in the domestic workers who cannot afford food despite being employed.



### **Interested parties**

There is a perception that the commission is hiding the real extent of non-compliance, hence it is not reporting on it. The interested parties' views vary from complete scrapping of the NMW, maintaining a living wage and not adjusting the NMW at all. The parties for the increase cite poverty as a reason for their stance. The level of the NMW is deemed to be totally inadequate to meet the needs of workers. An increase in the NMW remains essential to keep up with the ever-changing economic climate, especially for the poor and to improve food insecurity and hunger. It is also recommended that wage-setting be aligned with the National Development Plan (NDP) 2030 and Sustainable Development Goals (SDGs), particularly SDG 1 (No Poverty), SDG 3 (Good Health and Wellbeing), and SDG 10 (Reduce inequality within and among countries). The organisations against the increase cite the high rate of unemployment and the high setting of the NMW as reasons why the NMW should not be adjusted.

### **Survey results**

The objectives of the survey are as follows:

- To determine the level of support for the adjustment of the NMW for 2026.
- To establish the desired percentage increase from the respondents.
- Elicit information from respondents on whether they believe the national minimum wage is enough to cover basic living expenses
- To establish the existing concerns about the adjustment of the NMW.

The survey reveals the following findings:

- Fifty four percent (54%) of respondents endorse the wage adjustment, while 45.8% are not in support of the adjustment of the NMW.
- Most respondents (42.8%) support a CPI linked increase. Seventeen point six (17.6 %) recommended a no increase, while 17 .2% recommend a higher than inflation adjustment.
- Support and opposition of the national minimum wage vary significantly across industries. Industries such as mining, wholesale, motor trade and financial intermediaries were unanimously in support of the national minimum wage, whereas insurance, accommodation private households and agriculture tended to be against the minimum Data suggests that support for the national minimum wage tends to be strongest in formal, higher-revenue industries that can absorb wage increases, while it is weakest in labour-intensive, lower-revenue industries.
- The current national minimum wage in South Africa is R28.79 per hour, effective from March 1, 2025. Survey respondents were asked whether the current national minimum wage is sufficient to cover basic living expenses. The majority (66.4%) believed that the current national minimum wage is enough to meet basic needs, while 33.6% felt it is not sufficient.

The following were the key concerns about the adjustment of the NMW:

- The NMW is too low,
- The lack of enforcement and compliance
- Regional and sectoral differences not considered
- The NMW delays entry into the labour market
- The unaffordability of the NMW
- Job losses
- Corruption is the real issue
- NMW fuels inflation



## 4.1 LIMITATIONS OF THE SURVEY

- The sample size is not representative. Generalisations cannot be made to the entire population.
- The survey data showed a strong concentration of responses from and Agricultural sector in Western Cape, with a majority of inputs coming from employers. This bias limits the ability to generalize the findings into a national context. To address these limitations and to ensure a more inclusive understanding of stakeholder perspectives, it would be worthy to consider targeted focus groups in underrepresented provinces and industries in future research or stakeholder engagements. Focus groups offer the advantage of capturing nuanced, qualitative insights, that may be overlooked in a survey-based approach.

## 4.2 RECOMMENDATIONS

- The sustainability of businesses, particularly small and medium-sized enterprises (SMEs) needs to be considered. While larger firms may, in some instances, have the capacity to absorb incremental increases in labour costs, the reality is that the majority of SMEs widely recognised by government and economists as the backbone of job creation in South Africa remain disproportionately vulnerable to such adjustments.
- The discussion on the national minimum wage must be situated within the broader goals of the AAMP. The Agriculture and Agro-processing Master Plan (AAMP) was developed as a social compact between government, industry, and labour to unlock inclusive growth.
- The wage adjustments should be linked to economic indicators: The minimum wage trajectory should be linked to agricultural GDP growth and sectoral profitability to ensure that adjustments are aligned with the sector's capacity.
- The NMW Commission is urged to take cognisance of the in-kind benefits that Agricultural sector employees receive.
- A medium-term target that reflects real-term growth and considers the broader economic implications
- Targeted Relief Measures: Expansion of the Employment Tax Incentive (ETI) to support youth employment and simplified compliance support for SMEs to meet NMW obligations.
- Review Mechanism: Establish a mid-year review process to allow for adjustments should economic indicators (inflation or growth) deviate substantially.
- The Department of Employment and Labour to ensure exemption applications have been engaged with affected unions and workers and publish all exempted employers on its website as required by the Act.
- The NMW should recognise the gendered and racialised inequality faced by domestic workers.
- Enforcement should include urgent measures for compliance and enforcement, including inspections in private houses.
- The adjustment of the NMW should account for rising food prices and other essentials, not just general inflation.
- The National Minimum Wage must be a Living Wage.
- The Commission to enact a guaranteed weekly or monthly minimum wage.
- The NMW Commission to indicate whether the forestry, hospitality and taxi sectoral determinations are still in effect. It appears that these sectoral determinations have become outdated and have effectively ceased to exist.
- Review the Code of Good Practice on Dismissals to ensure that vulnerable workers are not disproportionately exposed to arbitrary termination.
- The NWM Commission to make available to the public all the actual written submissions and not restrict the information to the number of submissions received.
- The commission should make available information on Sectoral Determinations.
- The Campaign calls on the National Minimum Wage Commission to hold public hearings ahead of the 2026 review of the NMW.



- There must be improved access to UIF Benefits for Seasonal Workers and Zero-hour workers.
- Integrate a Health Impact Assessment into the annual wage review (Apply equity- and gender-disaggregated analyses and assess and report on the distributional impact of wage adjustments across sectors, provinces, and worker categories)
- EPWP wage/s must be reviewed to be in line with the National Minimum Wage (discontinue wage rate exemptions)
- The commission should introduce a guaranteed weekly or monthly minimum income floor

## 5. REFERENCES

De Vos, A.S., Strydom, H., Fouche, C.B. & Delport, C.S.L. (2005). Research at grass roots for the Social Sciences and Human Services Professions (3rd ed.). Pretoria: Van Schaik Publishers.

Greenstein, R., Roberts, B. & Sitas, A. (2003) Research Methods Training Manual. Unpublished

## ANNEXURE A: QUESTIONNAIRE

The Department of Employment and Labour would like to invite members of the public to participate in the study. The success of the survey will be achieved through your inputs and suggestions. Participation in the survey is voluntary and assures anonymity and confidentiality. Your views and those of others are extremely important and will be integrated in the report. You are therefore requested to participate and complete the questionnaire, which takes between 5 to 10 minutes.

### 1. Please select industry

- a) Agriculture, hunting, forestry and fishing
- b) Mining and quarrying
- c) Manufacturing
- d) Electricity, gas and water supply
- e) Construction
- f) Wholesale
- g) Retail trade
- h) Motor trade, repair of motor vehicles and motorcycles
- i) Repairs of personal and household goods
- j) Accommodation (Hotels, guest houses)
- k) Food and beverages (Restaurants and take away services)
- l) Transport
- m) Warehouse, storage and communication
- n) Financial intermediation
- o) Insurance
- p) Real estate and Business services
- q) Community, social and personal services
- r) Private household (Domestic and Gardening services)

### 2. Please state name or name of your organization

.....



### 3. Western Cape

Northern Cape

Eastern Cape

North West

Gauteng

Free State

Limpopo

Kwa-Zulu Natal

Mpumalanga

### 4. Which constituency do you represent?

Employee

Employer

Employer representative/Employer organisation

Trade union representative/Employee representative

Interested party

NGO

### 5. Do you support the adjustment of the NMW for 2026?

Yes, I do .....

No I do not

### 6. What are your concerns about the adjustment of the NMW?

.....

### 7. What is your recommended percentage increase?

CPI linked increase

No increase

Below inflation

Higher than inflation

Other

### 8. Please indicate the desired percentage.

.....

### 9. Do you believe the national minimum wage is enough to cover basic living expenses?

Yes .....

No



## ANNEXURE B: LIST OF COMMUNITY RADIO STATIONS

| Ekhephini Community Radio     | R6 000,00         |
|-------------------------------|-------------------|
| Engcobo Community Radio       | R6 000,00         |
| Ikhala FM                     | R6 000,00         |
| Khululeka FM                  | R6 000,00         |
| Radio Kingfisher              | R6 000,00         |
| Kumkani FM                    | R6 000,00         |
| Link FM                       | R6 000,00         |
| Kouga FM                      | R6 000,00         |
|                               | <b>R48 000,00</b> |
|                               |                   |
| Abusekho Ubunzima             | R6 000,00         |
| GNCR                          | R6 000,00         |
| HIT FM                        | R6 000,00         |
| ICORA                         | R6 000,00         |
| Izwi Lomzansi                 | R6 000,00         |
| Megazone                      | R6 000,00         |
| NN Community Radio            | R6 000,00         |
| Ugu Youth Radio               | R6 000,00         |
| Umgungundlovu Community Radio | R6 000,00         |
| Uthungulu Youth Radio         | R6 000,00         |
| Vutha FM                      | R6 000,00         |
|                               | <b>R66 000,00</b> |
|                               |                   |
| Commuter FM                   | R6 000,00         |
| Eastwave                      | R6 000,00         |
| EK FM                         | R6 000,00         |
| Eldos                         | R6 000,00         |
| Lekoa FM                      | R6 000,00         |
| Pheli FM                      | R6 000,00         |
| Poort FM                      | R6 000,00         |
| Radio Kansel                  | R6 000,00         |
| Rainbow FM                    | R6 000,00         |
| Star 919 FM                   | R6 000,00         |
| Tshwane FM                    | R6 000,00         |
| Umphakathi FM                 | R6 000,00         |
| VUT                           | R6 000,00         |
| Westbury                      | R6 000,00         |
|                               | <b>R84 000,00</b> |
|                               |                   |
| Kaboesna                      | R6 000,00         |
| Radio NFM                     | R6 000,00         |
| Riverside                     | R6 000,00         |
| Revival                       | R6 000,00         |
|                               | <b>R24 000,00</b> |



|                    |                    |
|--------------------|--------------------|
|                    |                    |
| 7441 fm            | R6 000,00          |
| Eden               | R6 000,00          |
| FMR                | R6 000,00          |
| MFM                | R6 000,00          |
| Namakwaland        | R6 000,00          |
| Radio Atlantis     | R6 000,00          |
| Overberg           | R6 000,00          |
| Radio 786          | R6 000,00          |
| Whalecoast         | R6 000,00          |
| WRFM               | R6 000,00          |
|                    | <b>R60 000,00</b>  |
|                    |                    |
| Inakekelo          | R6 000,00          |
| Kanyamazane        | R6 000,00          |
| Ligwa FM           | R6 000,00          |
| Mkhondo            | R6 000,00          |
| Moutse             | R6 000,00          |
|                    | <b>R30 000,00</b>  |
|                    |                    |
| Blouberg fm        | R6 000,00          |
| Makhado fm         | R6 000,00          |
| Mohodi fm          | R6 000,00          |
| Mokopane FM        | R6 000,00          |
| Mphahlele fm       | R6 000,00          |
| Tubatse Fm         | R6 000,00          |
| Univen             | R6 000,00          |
| Vhembe fm          | R6 000,00          |
| Radio Turf         | R6 000,00          |
|                    | <b>R54 000,00</b>  |
|                    |                    |
| Aganang FM         | R6 000,00          |
| Life Fm            | R6 000,00          |
| Madibeng FM        | R6 000,00          |
| Mafisa FM          | R6 000,00          |
| Mmabatho FM        | R6 000,00          |
| Bojanala FM        | R6 000,00          |
| Pulse FM           | R6 000,00          |
| Mahikeng FM        | R6 000,00          |
|                    | <b>R48 000,00</b>  |
|                    |                    |
| City Radio 89.2 FM | R6 000,00          |
| CUT FM             | R6 000,00          |
| KSFM               | R6 000,00          |
| Setsoto FM         | R6 000,00          |
| Thenga FM          | R6 000,00          |
|                    | R30 000,00         |
|                    | <b>R444 000,00</b> |









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