



## **NATIONAL ECONOMIC DEVELOPMENT AND LABOUR COUNCIL**

P.O.BOX 1775, SAXONWOLD, 2132 – 14A JELlicOE AVENUE, ROSEBANK 2196  
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### **PRESS RELEASE**

Attention News Editors/Business and Labour reporters

Date: September 06, 2021

### **Code of Good Practice: Protest Action to Promote or Defend the Socio-Economic Interests of Workers published**

Johannesburg, South Africa: A revised *Code of Good Practice: Protest Action to Promote or Defend the Socio-Economic Interests of Workers*, has been gazetted in terms of Section 203 of the Labour Relations Act 66 of 1995 (“LRA”).

“Nedlac is pleased that this Code has been finalised, after extensive deliberations in Nedlac and approval by the Executive Council of Nedlac”, said Lisa Seftel, Executive Director of Nedlac.

She further thanked the social partners at Nedlac for their constructive engagement on the Code which has led to an improved document to guide the processing of socio-economic disputes.

Section 77 of the LRA empowers Nedlac to address notices of protests referred to it by registered unions or federations, to promote or defend workers’ socio-economic interests. A process is set out in the Act while the Code seeks to provide guidelines as how the affected parties can implement this section including how to attempt to resolve matters before a socio-economic protest. The dispute resolution process may be undertaken through facilitation, conciliation or mediation.



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The Code seeks to:

- strengthen and promote the consideration of matters concerning the socio-economic interests of workers;
- recognise the importance of dialogue and worker participation in the consideration of these matters; and
- provide mechanisms to promote this dialogue.

The Code replaces the previous Code and a Nedlac Protocol. The key changes include:

- Integration of the previous Section 77 Protocol and Code setting out both the procedural and substantive requirements to be considered by Nedlac in a single document;
- Clarity on the composition, roles, functions, decision-making and reporting process of a Section 77 Standing Committee of Nedlac which is required to process applications which are received by Nedlac;
- Certainty in respect of definition of terms; and
- The introduction of proportionality, as enforced by the Labour Court, relating to the duration/nature of protests, and the importance of the disputed issues.

A copy of the code is available at <https://bit.ly/3wVUXXG>.

**-ENDS-**

***Issued by: FBI Communications on behalf of Nedlac***