



12 February 2025

Minister Nomakhosazana Meth
Minister of Employment and Labour
Private Bag X 117

PRETORIA

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Per email: Thembinkosi.Mkalipi@labour.gov.za

Dear Minister Meth

**NEDLAC REPORT ON THE NEDLAC LABOUR LAW REFORM PROCESS:
LABOUR RELATIONS AMENDMENT, BASIC CONDITIONS OF EMPLOYMENT
AMENDMENT, EMPLOYMENT EQUITY AMENDMENT, AND NATIONAL MINIMUM
WAGE AMENDMENT BILLS**

The Nedlac Labour Market Chamber (Labour, Business and Government) tabled proposals for labour law reform. The chamber agreed to establish a task team to discuss their proposals and develop proposed legislative amendments where required. These proposals covered amendments to:

- a. The Labour Relations Act ("LRA") and associated Codes of Good Practice ("COGP")
- b. Basic Conditions of Employment Act ("BCEA")
- c. National Minimum Wage Act ("NMW"); and
- d. Employment Equity Act ("EEA")

The Task Team has engaged in the Amendment Bill and produced the Nedlac Report, which is attached. The Nedlac Management Committee meeting of November 29, 2024 mandated the Overall Convenors to approve the Nedlac Report. The report has been approved by the Government, Business and Labour Overall Convenors. The

community constituency has made a submission, which is attached to the Nedlac Report, as Annexure 7.

Copies of the Nedlac Report and the Revised Labour Relations, Basic Conditions of Employment, National Minimum Wage and Employment Equity Bills are attached for your kind attention.

Kind regards



LISA SEFTEL
EXECUTIVE DIRECTOR