



NEDLAC CONNECT

NEDLAC NEWSLETTER MARCH 2025

As South Africa places its focus on water in March, let us never forget that water is a fundamental human right.



Introduction

The March 2025 edition of Nedlac Connect is being released at a pivotal moment for South Africa, as the country navigates complex challenges and opportunities. The new U.S. administration brings both potential hurdles and prospects for strengthened engagement.

By proactively collaborating with the U.S. on key issues such as trade, climate change, health, and governance, South Africa can enhance its global standing and advance its national interests. Successfully managing this evolving relationship will require diplomacy, strategic foresight, and cooperation.

As we look ahead, Nedlac remains steadfast in its mission to facilitate dialogue among labour, business, and government, ensuring that South Africa is well-positioned to adapt to global shifts and build a prosperous future for all.

Building a Resilient Future Together

As we step into 2025, the National Economic Development and Labour Council (Nedlac) continues to champion the spirit of collaboration among labour, business, government, and communities in South Africa. This year marks a pivotal moment in our collective journey as we strive to address the evolving challenges of our time and seize the opportunities that lie ahead.

The past few years have tested our resilience, but they have also demonstrated the power of social dialogue and partnership. Through the unwavering commitment of all social partners, we have made significant progress in advancing economic recovery, promoting decent work, and fostering social cohesion. Yet, as we look to the future, we recognise that the road ahead requires even greater unity, innovation, and determination.

In this edition of the NEDLAC Newsletter, we reflect on the milestones achieved in 2024, notably the Declaration of the NEDLAC Annual Labour School 20 – 22 January 2025, and the conclusion of the Nedlac Report on the Review of the Employee Share Ownership Plans/ Schemes. From driving sustainable economic growth and addressing unemployment to advancing climate resilience and ensuring equitable access to opportunities, our work remains rooted in the principles of inclusivity and shared prosperity.

2025 is a year of renewal and recommitment. It is a year to deepen our collaboration, strengthen our resolve, and take bold steps toward building a South Africa that works for all its people. Together, we can overcome challenges, unlock potential, and create a future defined by progress and hope.

We warmly welcome the appointment of our new Executive Director Mr Makhukhu Mampuru and extend our best wishes to our outgoing Executive Director Lisa Seftel.

Here's to a year of meaningful impact, transformative partnerships, and a brighter tomorrow.

Warm regards,

The NEDLAC Team

Final Nedlac Report on the Labour Law Reform Process by Governance Structures

Since April 2022, organised business, organised labour, and government, led by the Department of Employment and Labour, have been engaged in a substantive labour law reform process.

These negotiations have now concluded, resulting in 47 amendments to the Labour Relations Act (LRA), 13 amendments to the Basic Conditions of Employment Act (BCEA), two amendments to the National Minimum Wage Act (NMWA), and three amendments to the Employment Equity Act (EEA).

The social partners have also agreed to a new Code of Good Practice on Dismissals, consolidating the previous two codes of good practice on dismissals and dismissals for operational requirements while making special provisions for small businesses. This code has now been published for public comment.

The labour law reform process began with submissions on proposed changes from organised labour, business, and government.

These proposals aimed to address key concerns, including:

- Changes in the labour market;
- The need to facilitate job creation and retention while providing an enabling environment for small and medium-sized enterprises;
- Bottlenecks in existing systems and improving the efficiency of labour market institutions such as the CCMA and Labour Court; and
- Enhancing protections for atypical workers who are often unprotected under existing labour laws.





The Labour Court judge-president and the Essential Services Committee chairperson also proposed amendments to improve their respective functions.

While the different constituencies sought various, sometimes conflicting, outcomes from the process, the

negotiations—although challenging—were ultimately successful, thanks to the guidance of facilitators and support from legal drafters. Significant consensus was achieved on the following key changes:

Enhancing the efficiency of the CCMA, Labour Court, and Essential Services

Committee by:

- Increasing certainty on jurisdictional matters for disputes arising under different statutes;
- Limiting remedies available to high-earning employees and enabling arbitrators to conduct inquiries to expedite dispute resolution, thereby alleviating strain on the CCMA; and
- Introducing a fee for parties who unreasonably delay proceedings.
- Increasing severance pay provisions from one to two weeks per year of service;
- Strengthening protections for workers in non-standard employment arrangements, including sectoral determinations and the provision of organisational and bargaining rights;
- Updating retrenchment provisions to align with Labour Court rulings;
- Revising the scope of unfair labour practice disputes to exclude matters such as promotions;
- Restricting the validity of a certificate to protect socio-economic protest action to 24 months from the date of issue;
- Enhancing protections for on-call workers;
- Strengthening the BCEA to address the non-payment of pension and provident fund contributions by employers and

- Temporarily reducing worker protections for start-ups that fall under the jurisdiction of bargaining councils.

The social partners' mandates are documented in a Nedlac Report, which Nedlac's governance structures have processed. In accordance with Section 8 of the NEDLAC Act No. 35 of 1994, the report has been submitted to the Minister of Employment and Labour.

The Nedlac Report and draft amendment bills can be accessed on the Nedlac website at <https://nedlac.org.za/labour-market/>. The Amendment Bills will now be submitted to the State Law Adviser for vetting before proceeding to Cabinet and Parliament.

As part of the law reform process, emerging issues requiring future regulation in the labour market—such as heat stress resulting from climate change, the need for a just transition, and remote work—were considered. While no legislative amendments have been proposed at this stage, working papers have been developed with recommendations for the Department of Employment and Labour and social partners to take forward.

Employee Share Ownership Plans/Schemes (ESOPS)

The Nedlac Trade and Industry Chamber (TIC) established the Employee Share Ownership Plans/Schemes (ESOPS) Task Team in 2022, following its Strategic Session with the former Minister of Trade, Industry and Competition, Minister Ebrahim Patel. These plans are established by employers as a mechanism to allow workers to acquire shares in the companies where they work.



The strategic dialogue session recognised that ESOPS are a crucial vehicle to promote economic inclusion, socio-economic transformation and corporate governance in the firms. However, there are challenges adversely impacting on their effectiveness to realise their intended objectives in South Africa. Nedlac therefore commissioned a research study, through the ESOPS task team, to review the existing models of ESOPS, funding mechanisms and propose recommendations to improve the ESOPS outcomes nationally.

The research entailed a desktop study and engagements with social partners, and the relevant government entities such as the Industrial Development

Corporation (IDC), the Broad-Based Black Economic Empowerment (B-BBEE) Commission and the National Empowerment Fund (NEF). The Nedlac Report on the Review of the Employee Share Ownership Plans/ Schemes was concluded by the task team in October 2024, and provides detailed information on the engagements.

The study identified the following key challenges impacting on the effectiveness of the ESOPS:

- Meaningful participation of employees in the design, management and decision-making pertaining to ESOPS was limited.



- Most employees had limited understanding of the ESOPS, and this prevents both employees and employers from realising the full potential of ESOPS.
- The adoption of ESOPS by companies is generally low, and there is a perception by workers and unions that companies implement ESOPS to comply with the regulatory requirement, such as the B-BBEE.
- The vesting and lock-in periods are usually lengthy, and that eliminates any short-term benefit to employees and excludes workers that joined an employer after an ESOP was established.

While the task team initially aimed to provide definitive and concrete solutions for ESOPS, the study revealed that more work was needed to reach concrete solutions. Therefore, the task team concluded by identifying a broad roadmap for the way forward, with the following recommendations:

- National guidelines or a Code of Good Practice should be developed to ensure transparency, accountability, and effective conflict resolution.
- Regulations and legislative

amendments should be considered to support the establishment and functioning of ESOPs, such as B-BBEE and tax laws.

- The Private and Public Funding mechanisms should be explored to incentivize companies to adopt ESOPS.
- Comprehensive educational initiatives, as well as information-sharing and knowledge management mechanisms should be adopted and implemented to promote best practices to all stakeholders, including employees, employers and trustees.
- The structure of the ESOPS should be enhanced and simplified to ensure that there is transparency, clear documentation, increased employee involvement in the design and management of ESOPS.

Social partners agreed to further consider the proposed recommendations, through the TIC, with the view of initiating a supportive eco-system to enhance the implementation of ESOPS in South Africa.

NEDLAC Annual Labour School

The Annual NEDLAC Organised Labour School was held from 20 – 22 January 2025 under the theme “Building unity of workers to defend labour rights and advance decent work for all.”



Attended by COSATU, FEDUSA, NACTU, and SAFTU, the meeting demonstrated the collective resolve, strategic vision and unity of organised labour.

The gathering deliberated on the key socio-economic challenges facing workers at this current juncture, including the devastating impacts of austerity measures, an unemployment rate of 41.9% and higher for youth, entrenched levels of poverty and inequality, an ongoing high cost-of-living crisis, high interest rates,

climate change disruptions, including devastating floods in the absence of a just transition, endemic crime and corruption, and the future of and changing world of work.

The event provided an opportunity for labour to review the current juncture and the challenges facing the working class and people experiencing poverty, and to renew our commitment to protecting workers' rights and advancing their socio-economic interests.

The school was addressed by the Honourable Deputy President of the Republic Mr

Paul Mashatile; the Minister for Employment and Labour Ms Nomakhosazana Meth; the Minister of Transport Ms Barbara Creecy; the Deputy Minister of Health Dr Joe Phaahla; the Deputy Minister of Trade, Industry and Competition Mr Zuko Godlimpi; the Director for the ILO Country Office for Eswatini, Botswana, Lesotho and South Africa Mr Alexio Musindo; the Director of NEDLAC Ms Lisa Seftel; Senior Research Fellow at Africa Asia Dialogues Duma Gqubule; and the CEO of Proudly South Africa Mr Eustace Mashimbye.

Paul Bondi Resigns as a Business Constituency Convenor for The PFMPCC

Paul Bondi, Business Constituency Convenor of the Public Finance and Monetary Policy Committee since 2015, has submitted his resignation. Paul has devoted the past ten years to heading the Business Convenor Group with dedication, and believes it is now appropriate to transfer the leadership to a new generation. Paul will continue his membership within the Chamber's business constituency.

Paul has played a significant role in shaping business engagement on critical economic and fiscal matters over the years. His contributions encompass numerous policy domains, notably the national budget, the medium-term budget policy statement, and legislative procedures such as the Conduct of Financial Institutions Bill, the Public Procurement Bill, and the Carbon Tax Bill. He actively participated in key task teams addressing the Sugary Sweetened Beverages Levy, carbon tax, and unclaimed benefits in South Africa, ensuring business perspectives received strong representation.

Paul's contributions extend beyond the chamber to include valued membership on the Nedlac Management and Executive Committees; the latter committee represents the institution's apex decision-making body. His commitment to fostering constructive dialogue between government, industry, labour, and community representatives has been crucial to Nedlac's progress in fulfilling its mandate.

As he embarks on new opportunities, we extend our sincere gratitude for his years of dedicated service and wish him success in his future endeavours.

Paul's successor will be Lunga Maloyi, currently serving as Executive Director for Economic

Policy at Business Unity South Africa (BUSA). He formerly served as Industry Strategist for Government and Public Sector at Deloitte Africa. Lunga possesses experience within the public sector, having served in multiple roles at the Economic Development Department and the Gauteng Department of Economic Development. He possesses extensive experience in policy and strategy, with a proven track record in both the private and public sectors.



Tobacco Products and Electronic Delivery System Control Bill Dialogue Session and Tobacco Bill Engagements (TP&EDSC) Bill



The National Department of Health (NDoH) presented the Tobacco Products and Electronic Delivery Systems Control (TP&EDSC) Bill to the National Economic Development and Labour Council (Nedlac's) Trade and Industry Chamber (TIC) on 20 October 2021, and subsequently on 28 July 2022 with revisions. The NDoH initially planned further engagements at Nedlac, but due to unforeseen circumstances, the Bill was tabled in Parliament in 2023. On 03 September 2024, Business Unity South Africa (BUSA) requested that the Bill undergo a comprehensive review at Nedlac before moving forward in Parliament.

The Bill's prior submission to Parliament complicated Nedlac's attempt to

recall it for further consideration. Nedlac requested several escalations to government and parliamentary leaders, to enable the consultation with social partners. The Executive Director of Nedlac, Ms Lisa Seftel, and the Chairperson of the Portfolio Committee on Health, Dr Sibongiseni Dhlomo, endorsed a consultation process between Nedlac and the NDoH on the Bill. The consultation process also aimed to facilitate social partner engagement with the Bill. Parliament returned the Bill to Nedlac, requesting expedited consideration given its tabling and significant socio-economic implications. Under the Nedlac Act, social partners must review policies and legislation with socioeconomic consequences, such as the present Bill, before Parliament's consideration. Nedlac convened a task

force to address the TP&EDSC Bill, comprising representatives from the Trade and Industry Chamber (TIC) and the Development Chamber (DC).

The TP&EDSC Bill task force held dialogue sessions on the Bill on the 3rd and 12th of December 2024. The purpose of the dialogue sessions was to enable social partners to:

- Enhance the comprehension of the Bill's goals and ramifications.
- Disseminate information to enhance engagement with the Bill.

The dialogue session was chaired by the Executive Director, Ms. Lisa Seftel, and attended by members of the Trade and Industry Chamber, the Development Chamber and officials from the National Department of Health, and the Presidency.

Summary of findings and proposed recommendations:

- A key outcome of the dialogue session was the identification of context-specific development as a crucial requirement. A key discussion point concerned the crucial role of information exchange in collaborative social partnerships, notwithstanding existing contention. Furthermore, the speakers stressed the importance of viewing legislation as just one part of tobacco control.
- Consequently, it was determined that collaborative scientific exchange amongst social partners is necessary to enhance comprehension of the Bill's scientific underpinnings, specifically regarding:
 - The impact of vaping on health and illness including lung, heart disease and cancer,
 - The differentiation between combustible and non-combustible products,
 - The impact of vaping by youth and whether it is a gateway to smoking and the role of Electronic Nicotine Delivery Systems (ENDS) in harm reduction.

On 13 January 2025, the task team convened a science day to exchange the information.

Key Issues Emerging from the Dialogue Sessions

Key issues that surfaced during the dialogue included:

- the enforceability of tobacco regulations. Concerns about the capacity of the state to enforce existing tobacco regulations were prevalent. Social partners also acknowledged the reality of illicit cigarette sales as a significant enforcement concern, yet there was a question whether this issue should or could be directly addressed in the current bill.
- strategies for harm reduction and behavioural change. There was consensus that while these strategies might not be explicitly embedded in the current Bill, they are essential for long-term public health goals.
- the economic implications of tobacco regulation, particularly regarding employment and income opportunities, especially for informal traders. The consensus appeared to be that as the legislation is implemented, therefore, there is a need for support systems for individuals and industries that may

face adverse effects.

- Scientific collaboration to inform discussions. Further discussions that delve into the specifics of scientific research, which ultimately could foster a more informed decision-making process. Proposals were also made to create a shared platform for accessing studies conducted by various organizations.
- Product differentiation by considering the risk profile of individual products.

A dialogue session report was developed provides more details on the dialogue session.

A Nedlac Report would be developed at the conclusion of the TP&EDSC Bill Task Team engagements detailing areas for consideration, with recommendations, and for approval by all the relevant structures within Nedlac. The Nedlac Report would also indicate details on the areas of agreements and areas of disagreements where applicable. This should be done after all mechanisms for reaching agreements have been exhausted. Nedlac has committed to conclude engagements by 20 February 2025.

NEDLAC Welcomes its new Executive Director and Additions to the Team

Nedlac is pleased to announce the appointment of three key professionals to strengthen its leadership and operations. These appointments mark an exciting new chapter for Nedlac and its future.



Makhukhu Mampuru–Executive Director

Mr Makhukhu Mampuru has been appointed as the new Executive Director, bringing extensive experience in governance, strategic and policy planning. With a strong background in development management, financial planning, stakeholder management and advocacy. Mr Mampuru will lead the institution’s strategic direction and enhance economic growth, and social equity. With a distinguished career spanning 20 years, Mr. Mampuru has held key leadership roles as Deputy Director General for Business Regulation and Governance at the Gauteng Department of Economic Development, Chief Executive Officer at the Cradle of Humankind World Heritage Site & Dinokeng Projects, Head of Department at the Gauteng Department of Roads and Transport.

Before joining Nedlac, he served as Director-General in the Office of the Premier in Mpumalanga Provincial Government.



Buyi Vilakati – Human Resources Practitioner

Buyi Vilakati steps into the role of Human Resources Practitioner, where she will focus on payroll management, employee engagement, and workforce development. Ms Vilakati’s knowledge of recruitment strategies and employer branding will be vital in fostering a strong workplace culture.



Nosipho Javu – Administrator

Joining Nedlac as the new Administrator, Ms Nosipho Javu will be providing administrative support in the labour and development unit. Ms Javu possesses a combination of technical, organisational, and interpersonal skills to effectively manage operations in the department, which will enhance efficiency and support organisational goals.

In the Media

How new climate act, labour law can drive just transition

Increased average temperatures, climate variability, and extreme weather events are taking a toll on the environment and disproportionately affecting the lives and livelihoods of vulnerable communities.

Read more: https://storage.googleapis.com/marketiq/134FE59/LZU-1738391827849_13500C4.pdf

Source: Saturday Star

Date: 1 February 2025



SA's 'affordability crisis'

With the alarming findings of the latest Household Affordability Index (HAI) report painting a bleak picture of the financial crunch most working South Africans bear – average workers spend 57% of their monthly earnings on transport and electricity – labour and organs of civil society yesterday expressed extreme concern.

Read more: https://storage.googleapis.com/marketiq/134FE63/JRM-1739249580177_134FFD1.pdf

Source: The Citizen

Date: 11 February 2025



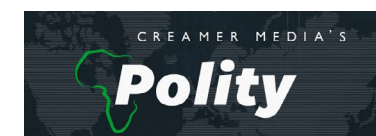
There is a new Bomb Squad in town

And they are as impressive as the Springbok Bomb Squad, the forceful team players who make all the difference in the later stages of a rugby match to help secure yet another World Cup victory for the Boks.

Read more: <https://www.polity.org.za/article/bringing-in-the-bomb-squad-at-home-affairs-2025-02-04>

Source: Polity.org.za

Date: 4 February 2025



Investing in the Green Economy: South Africa's Blueprint for Climate Leadership and Sustainable Development

South Africa is emerging as a leader in climate action and sustainable economic development, leveraging its green economy to tackle environmental challenges while driving inclusive growth. As the country prepares to host the G20 Summit in November 2025, President Cyril Ramaphosa has outlined a vision that integrates environmental stewardship, economic advancement, and social equity, positioning South Africa as a key player on the global stage.

Read more: <https://brandsouthafrica.com/176315/technology-innovations/investing-in-the-green-economy-south-africas-blueprint-for-climate-leadership-and-sustainable-development/>

Source: Brand South Africa

Date: 11 February 2025



LETTER: Reasons to be positive

With the advent of the government of national unity (GNU) at least we are seeing some rays of hope starting to emerge ("IMF urges SA to cut the red tape to boost growth and jobs", February 3). Though these rays of hope have not been fully translated into action, I am starting to feel positivity. The IMF did call for labour market flexibility and reforms in the regulatory environment. To this end at last year's state of the nation address the president did call for every department to have a look at what regulations are standing in the way of the development of small business. Hopefully this will be pursued again.

Read more: <https://www.businesslive.co.za/bd/opinion/letters/2025-02-05-letter-reasons-to-be-positive/>

Source: Business Live

Date: 5 February 2025



Good Governance Africa: Future of Sustainability Conference

South Africa's commitment to social dialogue through platforms like Nedlac is vital for navigating the complexities of climate action. By bringing together government, business, labour, and civil society, Nedlac can facilitate consensus-building, address social concerns, and ensure a just transition. The Future of Sustainability Conference will explore the power of multi-stakeholder collaboration in addressing the social and economic dimensions of climate change, fostering a more inclusive and equitable path towards sustainability. Get your ticket here: <https://qkt.io/FOS2025>

Read more: <https://www.facebook.com/100071193594039/posts/651532400563207/#channels>

Source: Good Governance Africa: Facebook

Date: 12 February 2025



Cosatu: Critical analysis of President Ramaphosa's State of the National 2025

The 2025 State of the Nation Address by President Cyril Ramaphosa comes as South Africa faces some of its most testing challenges. Cosatu welcomes its progressive commitments and are encouraged by progress achieved over the past year but remain extremely worried about the slow of implementation in many instances.

Read more: https://storage.googleapis.com/marketiq/134FE62/SYS-173916033107581_134FEC5.pdf

Source: Cape Times

Date: 10 February 2025



Another positive move to attract more tourists to SA

South Africa's imminent implementation of an Electronic Travel Authorisation (ETA) system, as announced in the State of the Nation Address (SoNA), will allow a full digital visa application process, ensuring a quick and effective turnaround time for travellers coming for short-term visits. This will help boost tourism numbers which have not yet recovered to pre-Covid-19 levels.

Read more: <https://www.polity.org.za/article/another-positive-move-to-attract-more-tourists-to-sa-2025-02-10>

Source: Polity.org.za

Date: 10 February 2025



Nedlac: Labour Reform Process

A comprehensive labour law reform process, spearheaded by the Department of Employment and Labour, has engaged organised business, organised labour, and government since April 2022. The conclusion of negotiations has yielded 47 amendments to the Labour Relations Act (LRA), 13 to the Basic Conditions of Employment Act (BCEA), 2 to the National Minimum Wage Act (NMWA), and 3 to the Employment Equity Act (EEA).

Read more: <https://rb.gy/zm3ksn>

Source: Nedlac Facebook

Date: 21 February 2025



NEDLAC AND PCC CALENDAR OF EVENTS SCHEDULE: MARCH 2025

March 03, 2025	LABOUR MARKET CHAMBER	Labour Market Chamber	10:00 – 13:00
March 03, 2025	PUBLIC FINANCE	National State-Owned Enterprise Bill Task Team	14:00-16:00
March 05, 2025	TRADE AND INDUSTRY CHAMBER	2nd Hand Motor Cycle Issue Meeting	09:00-12:00
March 06, 2025	TRADE AND INDUSTRY CHAMBER	National Transport Subsidy Policy Task Team	10:00 – 15:00
March 10, 2025	PUBLIC FINANCE	National State-Owned Enterprise Bill Task Team	14:00-16:00
March 11, 2025	TRADE AND INDUSTRY CHAMBER	Transnet Localisation Strategy - Nedlac Dialogue	10:00 – 13:00
March 13, 2025	TRADE AND INDUSTRY CHAMBER	National Transport Subsidy Policy Task Team	14:00-16:00
March 14, 2025	GOVERNANCE	Special Exco	10:00 – 12:30
March 17, 2025	TRADE AND INDUSTRY CHAMBER	Trade and Industry Chamber Convenors	15:00-16:00
March 20, 2025	TRADE AND INDUSTRY CHAMBER	National Transport Subsidy Policy Task Team	14:00-16:00
March 24, 2025	TRADE AND INDUSTRY CHAMBER	ESOPS implementation plan	10:00-12:00
March 26, 2025	PUBLIC FINANCE	Public Finance and Monetary Policy Chamber	10:00-12:00
March 27, 2025	TRADE AND INDUSTRY CHAMBER	Trade and Industry Chamber	10:00-15:00
March 27, 2025	TRADE AND INDUSTRY CHAMBER	National Transport Subsidy Policy Task Team	14:00-16:00

PCC CALENDAR OF EVENTS SCHEDULE: FEBRUARY/MARCH 2025

March 01, 2025	NDC CONSULTATION	Youth Consultation on SA's 2035 NDC Targets	09:00 – 14:30
March 03, 2025	NDC CONSULTATION	Civil Society Consultation on SA's 2035 NDC Targets	08:30 – 14:00
March 04, 2025	NDC CONSULTATION	Business Consultation on SA's 2035 NDC Targets	08:30 – 14:00
March 05, 2025	NDC CONSULTATION	Organised Labour Consultation on SA's 2035 NDC Targets	08:30 – 14:00
March 07, 2025	QUARTERLY COMMISSION MEETING	17th Meeting of the Presidential Climate Commission	14:00 – 16:00
March 13, 2025	WORKSHOP	Nelson Mandela Bay Climate Resilient Development Strategy Framework	10:00 – 13:00
March 17-18, 2025	CONFERENCE	2nd Annual PCC Modelling Community of Practice Conference	09h00-1700
March 18, 2025	WORKSHOP	Ecosystem-Based Adaptation Stakeholder Engagement	10h00-14h00
March 19, 2025	WORKSHOP	Three Sector Adaptation Readiness Synthesis Workshop	09h00-16h00
March 20, 2025	WORKSHOP	Just Adaptation and Resilience Investment Plan Workshop	10h00-13h00
March 27, 2025	ROUNDTABLE DISCUSSION	JET Platform UJ: Policy Roundtable Discussion	10h00-13h00



ABOUT US




The National Economic Development and Labour Council (Nedlac) is the vehicle by which Government, labour, business and community organisations seek to cooperate, through problem-solving and negotiation, on economic, labour and development issues and related challenges facing the country.

USEFUL LINKS

- ▶ [Nedlac Act](#)
- ▶ [Nedlac Constitution](#)

CONNECT WITH US AND SHARE YOUR VIEWS. WE WOULD LOVE TO HEAR FROM YOU.

YOU CAN CONTACT US ON:

-  info@nedlac.org.za
-  011 328 4200
-  14A Jellicoe Avenue
Rosebank Johannesburg

CONNECT WITH US ON SOCIAL MEDIA:

