



Providing businesses with new legislative developments and strategic insights to enhance business resilience and growth.

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BROAD-BASED BLACK ECONOMIC EMPOWERMENT

Department of Communications and Digital Technologies

The Minister of Communications and Digital Technologies published the *Proposed Policy Direction to the Independent Communications Authority of South Africa on Broad-Based Black Economic Empowerment (B-BBEE)* and invited public comment on the direction until 22 June 2025.

The proposed policy aims to ease regulatory obstacles to investment in reliable broadband and to ensure access to the internet.

These proposed amendments relate to Equity Equivalent Investment Programmes as alternative initiatives to black ownership, which had received wide media coverage, especially in light of Starlink's application to operate in South Africa.

EMPLOYMENT EQUITY

Sectoral Numerical Targets and Employment Equity Regulations

In addition to the new Employment Equity Amendment Act (EEAA) (Act No. 4 of 2022) becoming effective on 1 January 2025, the final *5-Year Sectoral Numerical Targets* for the 18 industries or national economic sectors were published together with the *Employment Equity Regulations, 2025*, effective from 15 April 2025.

These publications are of importance as the Employment Equity Reporting season commences on 1 September 2025. The final targets differ from the previous versions published because the drafts had received wide criticism.

There has been some pushback from the business community in the form of court challenges to the above amendments as reported in the media.

However, until the court concludes on the opposing legal action, the EEAA, Sectoral Targets and Regulations remain effective and compulsory for designated employers.

Employment Equity Public Register

The *Employment Equity Public Register* published in May 2025 by the Department of Employment and Labour lists the designated employers that reported for the 2024 reporting cycle.

The Minister of
Communications and
Digital Technologies
published the *Proposed
Policy Direction to the
Independent
Communications
Authority of South Africa
on Broad-Based Black
Economic Empowerment
(B-BBEE)*

LABOUR RELATIONS

Registration and deregistration of Trade Unions

The Department of Employment and Labour announced the registration of several trade unions and cancelled the registration of multiple other trade unions. The cancellation means that these organisations are removed from the *Register of Trade Unions*.

Trade Union	Registration date of Trade Union	Cancellation date of Trade Union's registration
All Sectors and Allied Workers Union of South Africa	23 May 2025	
South African Workers Union Ya Bashumi	16 May 2025	
South Africa is Not For Sale Workers Union	9 May 2025	
Metal Mining and Allied Workers Union of South Africa	17 March 2025	
South African Labour Activists Trade Union	17 February 2025	
BAWASI Agricultural Workers Union of South Africa		31 March 2025
Democratic Union of Security Workers		17 March 2025
Hospitality Catering and Farm Workers Union		20 February 2025

LABOUR RELATIONS *(continues)*

Bargaining Council *Collective Agreement* information

Listed below are the Bargaining Council *Collective Agreements* that have been extended and/or were extended to Non-Parties:

Bargaining Council <i>Collective Agreements</i>	Date on which <i>Collective Agreements</i> were extended to Non-Parties	Date on which <i>Collective Agreements</i> were extended / renewed
The <i>Main Collective Agreement</i> of the National Bargaining Council for the Clothing Manufacturing Industry	31 August 2028	
The <i>Main Collective Amending Agreement</i> of the National Bargaining Council for the Road Freight and Logistics Industry	28 February 2027	
The <i>Main Collective Amending Agreement</i> of the Furniture Bargaining Council	30 April 2028	
The <i>Amending Administrative Collective Agreement</i> of the Motor Industry Bargaining Council	31 August 2025	
The <i>Conditions of Employment Collective Agreement</i> and the <i>Wage and Task Grade Collective Agreement</i> of the Bargaining Council for the Civil Engineering Industry	31 August 2025	
The <i>Main Collective Agreement</i> of the Bargaining Council for the Food Retail, Restaurant, Catering and Allied Trades	28 February 2026	
The <i>Collective Bargaining Fee Collective Agreement</i> of the Furniture Bargaining Council		30 April 2026

The <i>Registration and Administration Expenses Collective Agreement</i> and the <i>Dispute Resolution Collective Agreement</i> of the Metal and Engineering Industries Bargaining Council		April 2026
The <i>Dispute Resolution Levy and Registration of Employers Collective Agreement</i> of the National Bargaining Council for the Wood and Paper Sector		March 2026
The <i>Main Collective Agreement</i> of the Bargaining Council for the Furniture Manufacturing Industry of the Western Cape		30 September 2025

The extension of the various Bargaining Council *Collective Agreements* to Non-Parties means that other employers and employees working in the same or a similar industry are also bound by the provisions of the applicable *Collective Agreement* until the date specified in the *Government Gazette*.

Bargaining Council developments

Bargaining Council for the Furniture Manufacturing Industry of the Cape Provinces

The Bargaining Council for the Furniture Manufacturing Industry of the Western Cape resolved to change its name to the Bargaining Council for the Furniture Manufacturing Industry of the Cape Provinces with effect from 6 March 2025.

RECENTLY PUBLISHED ARTICLES

For ease of reference, please find below a summary with links to our recently published blogs.

- [Flammable Liquid Safety: Key Practices for South African Businesses \(17 July 2025\)](#)
- [Workplace Safety Procedure: A Strategic Imperative for South African Businesses \(13 June 2025\)](#)
- [Maintaining a Letter of Good Standing while managing a large Workmen Compensation Bill \(15 May 2025\)](#)
- [Working at heights, fall protection & ladder safety \(25 April 2025\)](#)
- [Employment Equity Act: Anomalies between national and provincial EAP targets \(2 April 2025\)](#)
- [Affirmative action requirements set by the Employment Equity Act \(EEA\) \(19 March 2025\)](#)
- [Employer duties imposed by the EEA and sanctions for non-compliance \(6 March 2025\)](#)
- [Amended Employment Equity Act: Compliance Requirements for Designated and Non-Designated Employers \(27 February 2025\)](#)

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