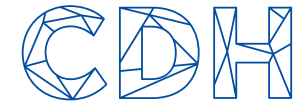


Employment Law

ALERT | 2 September 2024



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**EMPLOYMENT LAW
ALERT**

COSATU's nationwide protest: Monday, 7 October 2024

The Congress of South Africa Trade Unions (COSATU) has notified the National Economic Development and Labour Council (NEDLAC) of its intention to hold nationwide protests in all major metropolises.

The protest is scheduled to commence on 7 October 2024 at 00h00 and conclude at 23h59.

COSATU has urged all workers to participate in the socio-economic protests through various forms of action, such as marches and pickets.

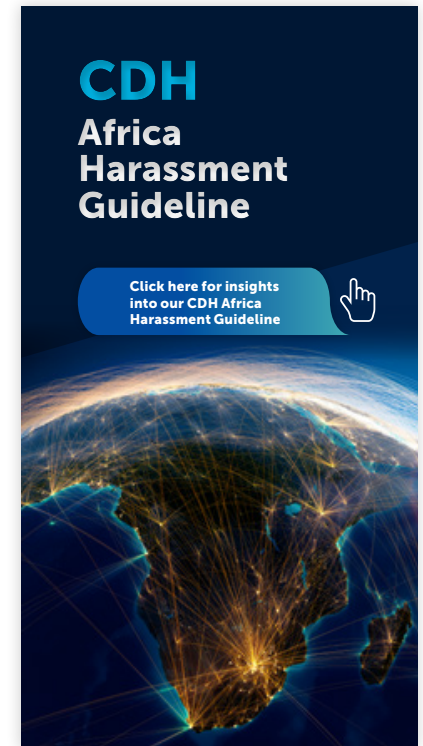
COSATU is *inter alia* demanding the protection of workers' rights as well as various socio-economic demands, including combating corruption, reversing austerity, improving public services and focusing on unemployment, poverty and the increasing costs of living.

The right to initiate protest action is a constitutional right enshrined in section 17 of the Constitution and regulated by the Regulation of Gatherings Act 205 of 1993. Section 77 of the Labour Relations Act 66 of 1995 (LRA) allows trade unions to protest to promote or defend workers' socio-economic interests.

NEDLAC has confirmed that all procedural requirements have been met, ensuring that the planned protest is protected under the LRA. The protest action is authorised in terms of section 77(2) of the LRA and people who engage in the protest action are afforded protection under the LRA, including protection against dismissal for participating in the protest action.

Employers should prepare for the impact of the nationwide protest by conducting a risk assessment, approving leave for 7 October 2024 where it is applied for, and implementing flexible working arrangements. It is crucial for employers to prioritise the safety of their employees and assets, considering the operational requirements of many businesses.

Hugo Pienaar and Shenade Hariram



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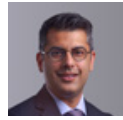
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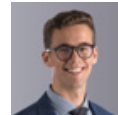
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Our BBBEE verification is one of several components of our transformation strategy and we continue to seek ways of improving it in a meaningful manner.

PLEASE NOTE

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