

Employment Law

23 July 2026



SOUTH AFRICA

- Update on the Labour Laws Amendment Bill and Employment Laws Amendment Bill

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Employment Law

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Update on the Labour Laws Amendment Bill and Employment Laws Amendment Bill

In early 2026, the Labour Relations Amendment Bill and Employment Laws Amendment Bill (Bills) were published for public comment. The Bills arose from the Labour Law Reform negotiation process that took place at the National Economic Development and Labour Council (NEDLAC) over a period of three years. The NEDLAC process culminated in proposed amendments to the Labour Relations Act 66 of 1995 (LRA), Basic Conditions of Employment Act 75 of 1997 (BCEA), National Minimum Wage Act 9 of 2018 (NMWA), Employment Equity Act 55 of 1998 (EEA) and Unemployment Insurance Act 68 of 2001 (UIA).

The CDH Employment and Labour Department previously prepared an [alert](#) and [guideline](#) on the amendments proposed by the Bills.

On 21 July 2026, the Director: Collective Bargaining at the Department of Employment and Labour (DEL), provided an update on the progress of the Bills. The key points from his address are set out below.

Public comment process and expected legislative sequencing

The public comment period for the Bills has closed and the DEL is currently consolidating and refining the inputs received during the public participation process.

The sequencing for the Bills is as follows:

- Following the consolidation of comments, the Bills are expected to be referred back to NEDLAC for finalisation. This referral is expected to take place after July 2026.
- Once finalised at NEDLAC, the Bills will be referred to the State Law Advisers for constitutional assessment.
- After the State Law Advisers' assessment, the Bills will be tabled before the two houses of Parliament (the National Assembly and the National Council of Provinces), which may also elect to conduct their own public engagement processes.

The Bills are expected to be promulgated in 2028.

Implications for employers

While the Bills are not expected to be promulgated until 2028, employers should take note that the proposed amendments to the LRA, BCEA, NMWA, EEA and UIA are wide-ranging and may have significant implications for employment practices and compliance obligations.

Accordingly, employers and other interested or affected parties are encouraged to begin considering the potential impact of these amendments on their operations and to engage with the legislative process during any further public participation opportunities.

We will continue to monitor developments in relation to the Bills and will provide further guidance as the legislative process progresses.

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BBBEE STATUS: LEVEL ONE CONTRIBUTOR

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.

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