

**Ministry**

**Employment & Labour**

**Republic of South Africa**

Private Bag X499, PRETORIA, 0001. Laboria House 215 Schoeman Street, PRETORA Tel: (012) 392 9620 Fax: 012 320 1942

Private Bag X9090, CAPE TOWN, 8000. 120 Plein Street, 12th Floor, CAPE TOWN Tel: (021) 466 7160 Fax 021 432 2830

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**NATIONAL ASSEMBLY**

**WRITTEN REPLY**

**QUESTION NUMBER: 1127 [NW1314E]**

**1127. Mr M Bagraim (DA) to ask the Minister of Employment and Labour:**

With respect to the second item on the list of external stakeholder's threats on page 46 of the Annual Performance Plan of the Commission for Conciliation, Mediation and Arbitration (CCMA) for 2021-22, (a) who are the civil society organisations that the CCMA is referring to and (b) what are the reasons that the CCMA perceives them as posing a threat to its independence? NW1314E

**REPLY:**

1. The CCMA has noticed an emerging trend where political parties with established labour desks/advice offices are representing parties in CCMA processes, making use of the expanded representation provision as per CCMA Rule 25(6). This trend is likely to continue as worker representativity across various workplaces is declining with vulnerable workers seeking or forming new associations to assist them.
2. The participation of political parties in CCMA processes may be perceived as political interference by the public, posing a risk to the perceived objectivity and independence of the CCMA