

**International / Cross-
Border Labour Migration
(ICBLM) Management**

**For: The Joint Parliamentary PC
Committees**

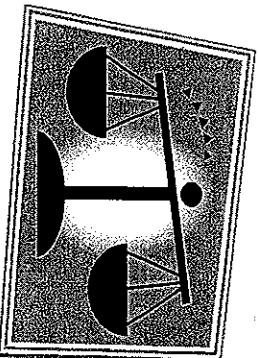
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**By
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Purpose of service

- **Globalization:**
 - For the S.A. economy to access scarce and critical skills internationally;

- Protectionist stance:**
 - To protect vulnerable S. African citizens against unfair competition for scarce employment opportunities within the country with foreign labour migrants.



Beneficiaries:

- S. African economically active citizens;
- S. African employers in need of foreign labour.

Types of work permits

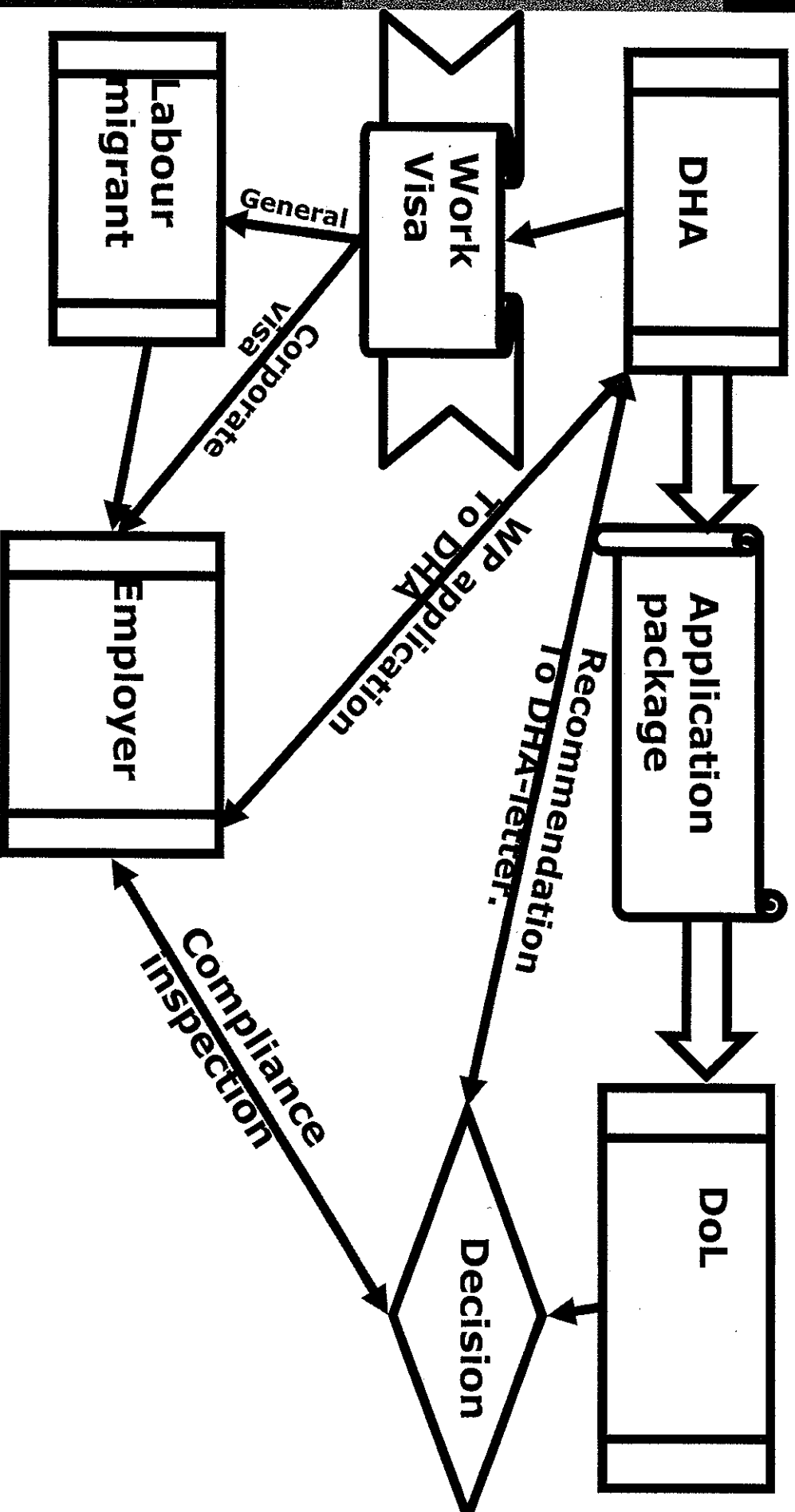
- **General Work permit s(19)(2)**(for individual);
- **Corporate permit s(21)(1)** (Group) corporate worker issued with Authorisation certificate;
- **Quota permit s(19)(1)**: migrants with scarce & critical skills;
- **Exceptional skills s(19)(4)** work permit.

Overview cont.

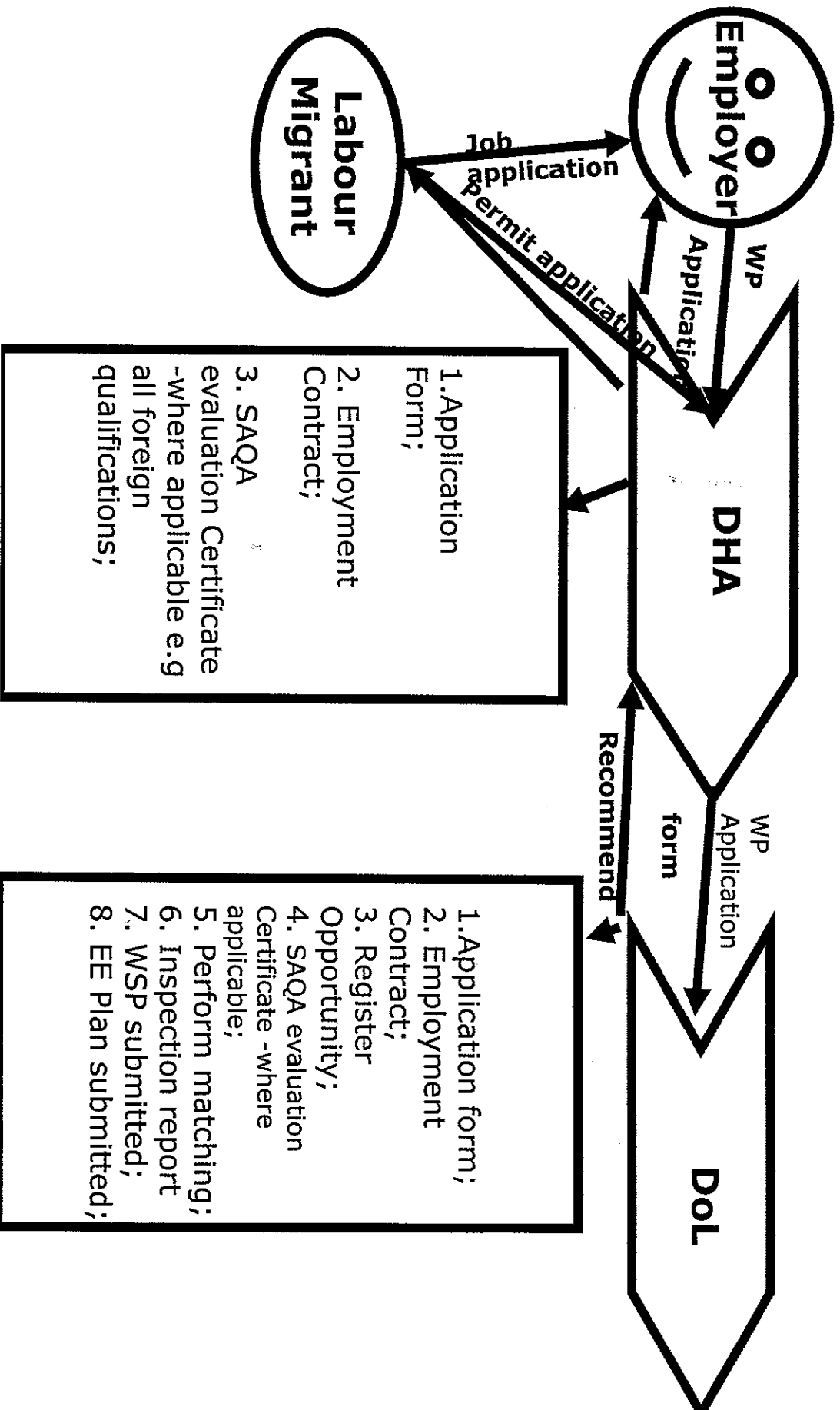
□ **DOL & DOHA Collaboration: General work & Corporate permits**

- Employer collects and completes application form at DHA;
- DHA submits permit application form to DOL, forms: (BI-1738-Gen. WP), (BI-1743-Corp. p), (BI-1739-Renewal) or BI-1740-status change);
- DOL registers vacancy on ESSA system;
- DOL matches opportunity to registered jobseekers;
- DOL inspects employer for labour legislation compliance;
- DOL considers & recommends for or against WP issuance;
- DHA issues/withholds general WP (individual) to labour migrant or corporate permit (group) to employer.

Work permitting system overview



Permitting Process Flow



Large Account Companies permits

- DHA nominates beneficiary companies through a selection panel;
- DHA submit the nominated companies list to DOL for recommendations/confirmations;
- DOL verifies the following legal compliances:
 - **Work place Skills Plans (WSP)** submission (HET);
 - Written evidence of **skills dev. Implementation** (HET);
 - **Employment Equity Plan (EEP)** submissions (LP & IR);
 - DOL confirms or adjusts the nomination list (PES).
 - DOL feeds back to DHA.