



employment & labour

Department:
Employment and Labour
REPUBLIC OF SOUTH AFRICA

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Dear Sir/Madam

In accordance with section 205 (3) (a) (b) of the Labour Relations Act 66 of 1995 (LRA); (a) An employer must keep a record of the prescribed details of any strike, lock-out or protest action involving it's employees, (b) An employer must submit those records in the prescribed manner to the registrar.

Labour Relations act places a duty on the employers to keep records of any strike activity involving their employees and to submit such information on demand. The employer must submit the attached LRA 9.2 form within seven days of the completion of the strike, lockout or protest action. If a strike, lockout or protest action occurs in more than one workplace of a single employer then a separate form must be completed for each workplace.

Subject to the International Labour Organisation (ILO): A strike is a brief suspension of work that is initiated by one or more groups of employees with the intention of expressing or enforcing demands, or to support other employees in expressing complaints or demands. It also said that workers who participate in a strike directly are those who stop working; workers indirectly involved in a strike are those who work for the companies involved or are independent contractors in the group that is involved but who are not able to work as a result of the strike.

Thank you for your immediate attention to this critical issue

Yours faithfully

Mhlengi Makhubela

Directorate: Labour Market Information and Statistics

Date: 08/10/2024