

**REPORT OF THE PUBLIC PROTECTOR IN TERMS OF SECTION 182(1)(b) OF THE
CONSTITUTION OF THE REPUBLIC OF SOUTH AFRICA, 1996 AND SECTION 8(1)
OF THE PUBLIC PROTECTOR ACT, 1994**



REPORT NO. 33 OF 2024/2025

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**INVESTIGATION INTO ALLEGATIONS OF ABUSE OF POWER AND/OR IMPROPER
CONDUCT AND BREACH OF THE EXECUTIVE ETHICS CODE PROMULGATED IN
TERMS OF SECTION 2(1) OF THE EXECUTIVE MEMBERS' ETHICS ACT, 1998 BY THE
PRESIDENT OF THE REPUBLIC OF SOUTH AFRICA, MR MC RAMAPHOSA**

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LIST OF ACRONYMS AND ABBREVIATIONS

ACRONYMS/ ABBREVIATION	DESCRIPTION
ANC	African National Congress
Constitution	The Constitution of the Republic of South Africa, 1996
DA	Democratic Alliance
EMEA	Executive Members Ethics' Act, 1998
Programme	Gauteng Labour Activation Programme
MEC	Member of the Executive Council
Public Protector Act	Public Protector Act, 1994
Public Protector Rules	Rules Relating to Investigations by the Public Protector and Matters Incidental thereto, 2018, as amended
The Code	Executive Ethics Code 2000, published by proclamation in Government Gazette: No 21399 Notice No 41 Regulation 6853

Executive Summary

- (i) This is a report of the Public Protector issued in terms of section 182(1)(b) of the Constitution of the Republic of South Africa, 1996 (Constitution) and section 8(1) of the Public Protector Act, 1994 (Public Protector Act), as well as Rule 40(b) of the Rules Relating to Investigations by the Public Protector and Matters Incidental thereto, 2018 as amended (Public Protector Rules) as promulgated under section 7(11) of the Public Protector Act.
- (ii) The report relates to an investigation into allegations of abuse of powers and/or improper conduct and breach of clause 2.1(a)-(d), 2.3(c), 2.3(d) and 2.3(f) of the Executive Ethics Code¹ (the Code) by that the President of the Republic of South Africa, Mr. MC Ramaphosa (the President).
- (iii) The investigation emanates from a complaint lodged by the leader of the Democratic Alliance (the DA), Mr John Steenhuisen (the Complainant) on 16 April 2024. In his letter of complaint, the Complainant requested an investigation in terms of section 4(1)(a) of EMEA into the conduct of the President stemming from the announcement he made on 14 April 2024, when he attended an African National Congress (the ANC) campaign event in Zandspruit, Gauteng ahead of the elections.
- (iv) In essence, the Complainant alleged that:
 - (a) On 14 April 2024, the President attended a campaign event which was held in Zandspruit, Gauteng as part of the ANC's official election campaign in the run-up to the 2024 National and Provincial Elections (the event);
 - (b) At the event, the President announced a government-driven jobs and skills programme in Gauteng. Subsequently, he posted a link on his "X" account;

¹ The Executive Members' Ethics Act provides for a Code of Ethics No. 21399 Notice No. 41 Regulation 6853.

to the Employment Services South Africa website, operated by the National Department of Employment and Labour, urging residents to “*visit their nearest school from 13-14 April 2024 or to register on the Employment Services South Africa website*” in order to participate on the programme;

- (c) As the President of the Republic and simultaneously the President of the ANC, that dual position does not entitle him to utilise the position of the former to benefit the ANC;
- (d) The conduct of the President at the event, and thereafter his activities on social media constituted a breach of the Executive Ethics Code;
- (e) The actions of the President as the executive head of the Republic have the potential to improperly benefit the interests of his political party and are thus in breach of his ethical and constitutional obligations;
- (f) The conduct has exposed the President to a situation where there exists a risk of conflict of interest arising between his position as President of the Republic and his position as the leader of the ANC; and
- (g) The actions by the President attempted to mislead the public that his political party, the ANC, is the provider of jobs. Whilst the ANC is the governing party, it is not the ANC, but the Gauteng Provincial Government, through the taxpayers, that is able to provide this programme.
- (h) The Complainant set out the following provisions of the Executive Ethics Code (the Code) that the President allegedly violated and stated that:

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- (aa) Clause 2.1(b)–(d) of the Code provides that members of the Executive must, to the satisfaction of the President or the Premier, as the case may be, perform their duties and exercise their powers diligently and honestly, fulfil all the obligations imposed upon them by the Constitution and law, act in good faith and in the best interest of good governance and act in all aspects in a manner that is consistent with the integrity of their office or the government;
- (bb) Clause 2.3(c) of the Code provides that members of the Executive may not act in a way that is inconsistent with their position;
- (cc) Clause 2.3(d) of the Code provides that members of the Executive may not use their position, or any information entrusted to them, to enrich themselves or improperly benefit any other person; and
- (dd) Clause 2.3(f) of the Code provides that members of the Executive may not expose themselves to any situation involving the risk of a conflict between their official responsibilities and their private interests.
- (i) Furthermore, the Complainant submitted that the President breached section 2(2)(a) and (b) of the Executive Members Ethics Act, 1998 which provides that *“the code of ethics must include provisions requiring Cabinet members, Deputy Ministers and MECs*
- (i) *at all times to act in good faith and in the best interest of good governance: and*
- (ii) *to meet all the obligations imposed on them by law; and*

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- (b) *include provisions prohibiting Cabinet members, Deputy Ministers and MECS from—*
- (i) ...
 - (ii) *acting in a way that is inconsistent with their office;*
 - (iii) *exposing themselves to any situation involving the risk of a conflict between their official responsibilities and their private interests;*
 - (iv) *using their position or any information entrusted to them, to enrich themselves or improperly benefit any other person;*
 - (v) ...”
- (v) On analysis of the complaint, the following issue was identified to inform and focus the investigation:
- (a) Whether the President of the Republic of South Africa breached the Executive Ethics Code when he allegedly announced the government-driven jobs and skills programme in Gauteng while attending an ANC campaign event, if so, whether such conduct constitutes a violation of section 96(1) and (2)(b) and (c) of the Constitution and amounts to a breach of Clause 2.1(a), (b), (c) and (d) and Clause 2.3(c), (d) and (f) of the Executive Ethics Code.
- (vi) On 03 March 2025, a Notice in terms of Rule 41(1) of the Public Protector Rules was issued to the Complainant, providing him with an opportunity to make submissions in relation to the proposed closure of the investigation. The Notice was also issued to the President for noting.
- (vii) On 05 March 2025, the Public Protector received a response from the Complainant dated 04 March 2025, stating that he does not wish to make any further submission in respect of the matter.
- (viii) Having considered the evidence uncovered during the investigation against the relevant regulatory framework, the following findings are made:

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- (a) **Whether the President of the Republic of South Africa breached the Executive Ethics Code when he allegedly announced the government-driven jobs and skills programme in Gauteng while attending an ANC campaign event, if so, whether such conduct constitutes a violation of section 96(1) and (2)(b) and (c) of the Constitution and amounts to a breach of Clause 2.1(a), (b), (c) and (d) and Clause 2.3(c), (d) and (f) of the Executive Ethics Code**
- (aa) The allegation that the President breached the Executive Ethics Code when he communicated the government driven jobs and skills programme in Gauteng while attending an ANC campaign event, is not substantiated.
- (bb) On 05 April 2024, the Department of Employment and Labour issued a media statement pertaining to the launch of the Hoi Hoi Gauteng Labour Activation programme.
- (cc) The launch of the programme was done by the Gauteng Provincial Government in partnership with the Department of Employment and Labour on 06 April 2024.
- (dd) On 07 April 2024, the Gauteng Provincial Government issued a statement confirming the launch of the programme.
- (ee) The President communicated the information during the ANC event / public gathering at Zandspruit on 13 April 2024 and at that time, the information was already out in the public domain.
- (ff) There is no evidence before the Public Protector to conclude that the statement by the president communicating what was previously communicated or announced by the Gauteng Provincial Government and in the public domain, was in violation of the provision of section 96 of the Constitution.
- (gg) Based on the standard imposed by the Code, the Public Protector finds that there is no basis upon which to conclude that the President breached clauses 2.1(b)to (d), 2.3(c), (d) and (f) of the Code.

1. INTRODUCTION

- 1.1. This is a report of the Public Protector issued in terms of section 182(1)(b) of the Constitution of the Republic of South Africa, 1996 (the Constitution), and section 8(1) of the Public Protector Act, 1994, (the Public Protector Act).
- 1.2. The report is submitted in terms of section 8(1) read with section 8(3) of the Public Protector Act, which empowers the Public Protector to make known the findings of an investigation to affected parties (including the Complainant) for such persons to note the outcome of the investigation:
- 1.2.1. Ms Thoko Didiza, Speaker of the National Assembly;
- 1.2.2. Mr MC Ramaphosa, President of the Republic of South Africa; and
- 1.2.3. Mr John Steenhuisen (the Complainant).
- 1.3. The report relates to an investigation into allegations that the President of the Republic of South Africa, Mr MC Ramaphosa, (the President) acted in breach of clause 2.1(a)-(d) and 2.3(c), (d) and (f) of the Executive Ethics Code (the Code), in relation to the announcement he made on 14 April 2024, when he attended an African National Congress (the ANC) campaign event in Zandspruit, Gauteng ahead of the elections.

2. THE COMPLAINT

- 2.1. The investigation emanates from a complaint lodged by the leader of the Democratic Alliance (the DA), Mr John Steenhuisen (the Complainant), on 16 April 2024. In his letter of complaint, the Complainant requested an investigation in terms of section 4(1)(a) of EMEA into the conduct of the President stemming from the announcement he made on 14 April 2024, when he attended an African National Congress (the ANC) campaign event in Zandspruit, Gauteng ahead of the elections.

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- 2.2. In essence, the Complainant alleged that:
- 2.2.1. On 14 April 2024, the President attended a campaign event which was held in Zandspruit, Gauteng as part of the ANC's official election campaign in the run-up to the 2024 National and Provincial Elections (the event);
- 2.2.2. At the event, the President announced a government-driven jobs and skills programme in Gauteng. Subsequently, he posted a link on his "X" account to the Employment Services South Africa website, operated by the National Department of Employment and Labour, urging residents to *"visit their nearest school from 13-14 April 2024 or to register on the Employment Services South Africa website"* in order to participate in the programme;
- 2.2.3. As the President of the Republic and simultaneously the President of the ANC, that dual position does not entitle him to utilise the position of the former to benefit the ANC;
- 2.2.4. The conduct of the President at the event, and thereafter his activities on social media constituted a breach of the Executive Ethics Code;
- 2.2.5. The actions of the President as the executive head of the Republic have the potential to improperly benefit the interests of his political party and are thus in breach of his ethical and constitutional obligations;
- 2.2.6. The conduct has exposed the President to a situation where there exists a risk of conflict of interest arising between his position as President of the Republic and his position as the leader of the ANC; and
- 2.2.7. The actions by the President attempted to mislead the public that his political party, the ANC, is the provider of jobs. Whilst the ANC is the governing party, it is not the ANC, but the Gauteng Provincial Government, through the taxpayers, that is able to provide this programme.

2.2.8. The Complainant further set out the following provisions of the Executive Ethics Code (the Code) that the President allegedly violated and stated that:

2.2.8.1. Clause 2.1(a)-(d) of the Code provides that members of the Executive must, to the satisfaction of the President or the Premier, as the case may be, perform their duties and exercise their powers diligently and honestly, fulfil all the obligations imposed upon them by the Constitution² and law, act in good faith and in the best interest of good governance and act in all aspects in a manner that is consistent with the integrity of their office or the government;

2.2.8.2. Clause 2.3(c) of the Code provides that members of the Executive may not act in a way that is inconsistent with their position;

2.2.8.3. Clause 2.3(d) of the Code provides that members of the Executive may not use their position, or any information entrusted to them, to enrich themselves or improperly benefit any other person; and

2.2.8.4. Clause 2.3(f) of the Code provides that members of the Executive may not expose themselves to any situation involving the risk of a conflict between their official responsibilities and their private interests.

2.2.9. Furthermore, the Complainant submitted that the President breached section 2(2)(a and (b) of the Executive Members Ethics Act, 1998 which provides that “*the code of ethics must—*

(a) *include provisions requiring Cabinet members, Deputy Ministers and MECs-*

(i) *at all times to act in good faith and in the best interest of good governance: and*

² Constitution of the Republic of South Africa, 1996

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- (ii) *to meet all the obligations imposed on them by law; and*
 - (b) *include provisions prohibiting Cabinet members, Deputy Ministers and MECS from—*
 - (i) *...*
 - (ii) *acting in a way that is inconsistent with their office;*
 - (iii) *exposing themselves to any situation involving the risk of a conflict between their official responsibilities and their private interests;*
 - (iv) *using their position or any information entrusted to them, to enrich themselves or improperly benefit any other person;*
 - (v) *...”*

3. POWERS AND JURISDICTION OF THE PUBLIC PROTECTOR

3.1. The Public Protector is an independent constitutional institution established under section 181(1)(a) of the Constitution to strengthen constitutional democracy through investigating and redressing improper conduct in state affairs.

3.2. Section 182(1) of the Constitution provides that:

“The Public Protector has the power, as regulated by national legislation –

- (a) *to investigate any conduct in state affairs, or in the public administration in any sphere of government, that is alleged or suspected to be improper or to result in any impropriety or prejudice;*
- (b) *to report on that conduct; and*
- (c) *to take appropriate remedial action”.*

3.3. Section 182(2) of the Constitution directs that the Public Protector has additional powers and functions prescribed by national legislation. The Public Protector’s powers are regulated and amplified by the Public

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- Protector Act which states amongst others that, the Public Protector has the powers to investigate and redress maladministration and related improprieties in the conduct of state affairs.
- 3.4. Section 3(1) of the EMEA directs that “the Public Protector must investigate any alleged breach of the code of ethics on receipt of a complaint contemplated in section 4”.
- 3.5. Section 3(4) of EMEA provides that “*When conducting an investigation in terms of this section, the Public Protector has all the powers vested in the Public Protector in terms of the Public Protector Act, 1994.*”
- 3.6. Section 4(1)(a) of EMEA, provides *inter alia* that, the Public Protector “...must investigate, in accordance with section 3, an alleged breach of the Code of Ethics on receipt of a complaint by the President, a Member of the National Assembly or a permanent delegate to the National Council of Provinces, if the complaint is against a Cabinet member or Deputy Minister...”
- 3.7. It is also important to note that the investigation, as envisaged in section 4(1) of EMEA, must relate to a breach of the Code by Cabinet members, Deputy Ministers and members of Executive Councils (MECs).
- 3.8. Paragraph 1 of the Code provides that “*member of the Executives means a Cabinet member, a Deputy Minister or a Member of a Provincial Executive Committee, and 'member' and 'Executive' have corresponding meanings.*”
- 3.9. Paragraph 2.1 of the Code encapsulates the general standards which the members of the Executive must comply with, to the satisfaction of the President or the Premier, whichever case is applicable.

- 3.10. In paragraph 11 of the ***Public Protector and Others v President of the Republic of South Africa and Others*** [2021] ZACC [19] the court denoted that:

“Section 3 empowers the Public Protector to investigate any breach of the code. The scheme that emerges from the reading of this provision is that the Public Protector’s power to investigate is subject to a formal complaint. This suggests that the scope of an investigation is determined by the breach of the code contained in the complaint. It is important to note that section 3 does not authorise the Public Protector to investigate a violation of the Act itself but limits her authority to investigating a breach of the code.”

- 3.11. The complaint was lodged by Mr John Steenhuisen who is a member of the National Assembly in terms of EMEA against the President who is a member of Cabinet and therefore the complaint falls within the purview and jurisdiction of matters that should be investigated by the Public Protector. The alleged breach of the Code is contained in the complaint and determines the scope of the investigation.

4. ISSUE IDENTIFIED FOR INVESTIGATION

- 4.1. Based on the analysis of the complaint, the following issue was identified to inform and focus the investigation:
- 4.1.1. Whether the President of the Republic of South Africa breached the Executive Ethics Code when he allegedly announced the government-driven jobs and skills programme in Gauteng whilst attending an ANC campaign event, if so, whether such conduct constitutes a violation of section 96(1) and (2)(b) and (c) of the Constitution and amounts to a breach of Clause 2.1(a), (b), (c) and (d) and Clause 2.3(c), (d) and (f) of the Executive Ethics Code.

5. THE INVESTIGATION

5.1. Methodology

5.1.1 The investigation was conducted in terms of section 182 of the Constitution, read with sections 3 and 4 of the EMEA and sections 6 and 7 of the Public Protector Act.

5.1.2 The Public Protector Act confers on the Public Protector the sole discretion to determine the format and procedure to be followed in conducting any investigation with due regard to the circumstances of each case, to investigate, report and take appropriate remedial action in response to alleged abuse of power and/or improper conduct in state affairs.

5.1.3 Section 182(2) of the Constitution allows for these powers to be supplemented by national legislation. While the primary source of the Public Protector's powers stem from the Constitution, the Public Protector Act and the EMEA supplement these powers.

5.2. Approach to the investigation

5.2.1. The approach to the investigation included an exchange of documentation between the Public Protector, the Complainant and the President.

5.2.2. All relevant documents and correspondence were obtained and analysed, and relevant laws and related prescripts were considered and applied throughout the investigation.

5.2.3. The investigation was approached using an enquiry process that seeks to determine:

(a) What happened?

(b) What should have happened?

(c) Is there a discrepancy between what happened and what should have happened and does that deviation amount to a breach of the Executive Ethics Code?

(d) In the event of a breach of the Executive Ethics Code, what remedial action should be taken?

5.2.4. The question regarding what happened is resolved through a factual enquiry relying on the evidence provided by the parties and independently sourced during the investigation. Evidence is evaluated and a determination is made on what happened based on a balance of probabilities. In this case, the factual enquiry principally focused on whether the alleged conduct by the President constitutes an abuse of power and/or improper conduct and a violation of the Constitution and breach of the Code.

5.3. **Key sources of information**

5.3.1. Media statement by the Department of Employment and Labour, dated 05 April 2024;

5.3.2. Media statement by the Gauteng Provincial Government, dated 07 April 2024;

5.3.3. Copy of the “X” post by the President, dated 13 April 2024;

5.3.4. Complaint letter, dated 16 April 2024;

5.3.5. Allegations letter from the Public Protector to the President, dated 06 August 2024;

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- 5.3.6. Letter from the Public Protector to Ms Thoko Didiza informing her of the investigation, dated 06 August 2024;
- 5.3.7. Acknowledgement letter from Ms Thoko Didiza to the Public Protector, dated 15 August 2024;
- 5.3.8. Letter from Mr Geoffrey Mphaphuli requesting extension of time, dated 29 August 2024;
- 5.3.9. Letter from the Chief Operations Officer (COO) of the Public Protector, Adv Nelisiwe Nkabinde, granting extension, dated 17 September 2025;
- 5.3.10. Response letter from Ms P Baleni on behalf of the President, dated 30 September 2024;
- 5.3.11. **Notice issued in terms of Rule 41(1) of the Rules Relating to Investigations by the Public Protector and Matters Incidental thereto, 2018, as amended**
- 5.3.11.1 A Notice dated 03 March 2025, was issued to the Complainant.
- 5.3.12. **Response to the Notice issued in terms of Rule 41(1) of the Public Protector Rules**
- 5.3.12.1 On 05 March 2025, a response dated 04 March 2025 was received from the Complainant.

6. THE DETERMINATION OF THE ISSUE IN RELATION TO THE EVIDENCE OBTAINED AND CONCLUSIONS MADE WITH REGARD TO THE APPLICABLE LAW AND PRESCRIPTS

6.1. Whether the President of the Republic of South Africa breached the Executive Ethics Code when he allegedly announced the government-driven jobs and skills programme in Gauteng while attending an ANC campaign event, if so, whether such conduct constitutes a violation of section 96(1) and (2)(b) and (c) of the Constitution and amounts to a breach of Clause 2.1(a), (b), (c) and (d) and Clause 2.3(c), (d) and (f) of the Executive Ethics Code

Common cause

6.1.1. On 13 April 2024, the President attended an ANC event held at Zandspruit, Gauteng Province.

6.1.2. After the event, the President posted a link on his “X” account to the Employment Services South Africa website which is operated by the National Department of Employment and Labour, urging residents to “*visit their nearest school from 13-14 April 2024 or to register on the Employment Services South Africa website*” to participate on the programme.

Issue in dispute

6.1.3. The issue for determination by the Public Protector is whether the President abused his powers or acted in breach of the general standards as outlined in the Ethics Code when he announced the government-driven jobs and skills programme in Gauteng while attending an ANC event.

Complainant's version

- 6.1.4. The Complainant alleged that on 14 April 2024, the President attended a campaign event that was held in Zandspruit, Gauteng as part of the ANC's official election campaign in the run-up to the 2024 National and Provincial Elections.
- 6.1.5. At the event, the President announced a government-driven jobs and skills programme in Gauteng and later posted a link on his "X" account to the Employment Services South Africa website which is operated by the National Department of Employment and Labour, advising people of Gauteng to visit their nearest school from 13-14 April 2024 or to register on the Employment Services South Africa website in order to participate in the programme.
- 6.1.6. As the President of the Republic and at the same time being the President of the ANC, it does not entitle him to use his position as the President of the country to benefit the ANC.
- 6.1.7. The conduct of the President at the event and his posting on his "X" account constituted a breach of the Executive Ethics Code and his conduct had the potential to improperly benefit the interests of his political party. The conduct has further exposed him to a possible conflict of interest between his position as the President of the Republic and as the leader of the ANC.
- 6.1.8. The actions by the President had the potential to mislead the public that the announced programme was driven by the ANC whereas it was the Gauteng Provincial Government.

Correspondence exchanged between the Public Protector and Ms Thoko Didiza, the Speaker of the National Assembly

6.1.9. On 06 August 2024, the Public Protector wrote a letter to Ms Thoko Didiza, the Speaker of the National Assembly (the Speaker) informing her of the investigation that was initiated based on the complaint received from the Complainant. The Speaker was also advised that the investigation will not be completed within 30 days as stipulated in section 3(2) of EMEA which provides that the Public Protector must submit a report on the alleged breach of the Code of Ethics within thirty days of receipt of the complaint and further advised the Speaker that the report will be submitted as soon as the investigation has been finalised.

6.1.10. On 15 August 2024, the Speaker acknowledged receipt of the correspondence and further noted the content of the letter.

Response from Ms Phindile Baleni, the Director General and Secretary of the Cabinet, dated 30 September 2024

6.1.11. On 06 August 2024, the Public Protector wrote a letter to the President, requesting him to respond to the Complainant's allegations. In a letter dated 30 September 2024, Ms Phindile Baleni, the Director General and Secretary of the Cabinet (Ms Baleni) in the Presidency responded on behalf of the President and stated that:

6.1.11.1. On 13 and 14 April 2024, the President addressed two (02) separate events. The first event was on 13 April 2024 in Zandspruit, and the second event was in Orange Farm on 14 April 2024. The address that is referred to by the Complainant was on 13 and not on 14 April 2024;

6.1.11.2. The President did not launch a labour activation programme on the day. The programme was launched by the Gauteng Government on 06 April

2024. Reference to the statement that was issued by the Gauteng Government reads as follows:

“On 06th April 2024, the Gauteng Provincial Government, under the leadership of Premier Panyaza Lesufi, launched the ambitious Hoi Hoi Gauteng Labour Activation project. Held in partnership with the National Department of Employment and Labour and spearheaded by Minister Thulas Nxesi, the initiative was unveiled at Nasrec, Johannesburg. This groundbreaking project promises to revolutionize the employment landscape in Gauteng, offering over 480, 000 job opportunities to its residents.

The Hoi Hoi Gauteng Labour Activation project is a testament to the commitment of both the provincial and national governments to address the pressing issue of unemployment in the region. With Gauteng being the economic hub of South Africa, this initiative is expected to not only provide much-needed employment but also stimulate economic growth and development in the province.

Premier Panyaza Lesufi expressed his optimism and enthusiasm about the project, stating, “The launch of the Hoi Hoi Gauteng Labour Activation project marks a new chapter in our efforts to combat unemployment and create opportunities for our people. This initiative is a reflection of our unwavering commitment to the prosperity and well-being of the residents of Gauteng”.

Minister Thulas Nxesi echoed Premier Lesufi’s sentiments, emphasizing the significance of collaboration between the provincial and national governments in tackling unemployment. He said, “The partnership between the Gauteng Provincial Government and the National Department of Employment and Labour is a testament to what can be achieved when we work together towards a common goal. The Hoi Hoi Gauteng Labour

Activation project is a prime example of how innovative and collaborative approaches can make a tangible difference in the lives of our people.”

The Hoi Hoi Gauteng Labour Activation project aims to target various sectors of the economy, including manufacturing, construction, tourism, and information technology, among others. By providing training, skills development, and employment opportunities, the initiative seeks to empower individuals and equip them with the tools they need to succeed in the workforce.

In addition to creating job opportunities, the project also focuses on promoting entrepreneurship and supporting small and medium-sized enterprises (SMEs) in Gauteng. By fostering a conducive environment for business growth and innovation, the initiative aims to drive economic expansion and create a sustainable future for the province.

The launch of the Hoi Hoi Gauteng Labour Activation project has been met with widespread acclaim and optimism from various stakeholders, including business leaders, community leaders, community organizations, and residents of Gauteng. With its ambitious goals and comprehensive approach to addressing unemployment, this initiative promises to be a game-changer for the province and serve as a model for other regions in South Africa.

Moreover, the Hoi Hoi Gauteng Labour Activation project represents a significant milestone in the ongoing efforts to combat unemployment and foster economic development in Gauteng. With the unwavering support and commitment of both the provincial and national governments, as well as the active participation of various stakeholders, this initiative has the potential to transform the lives of countless individuals and reshape the future of the province. To register and apply for jobs, job applicants should visit <https://essa.labour.gov.za/EssaOnline/WebBeans/>”.

6.1.11.3. The President used the event to share the information with the wider public. The programme was launched much earlier by the Gauteng Government, and it was already in the public domain. The statement which was issued ahead of the launch reads as follows:

“Minister Thulas Nxesi and Premier Panyaza Lesufi launch labour activation programmes at NASREC

05 April 2024

Minister of Employment and Labour in partnership with Gauteng Premier to launch 55 Labour Activation Programmes at NASREC to create employment opportunities in the province.

Employment and Labour Minister, Mr TW. Nxesi (MP) will in partnership with Gauteng Premier Mr P. Lesufi (MPL) and the Gauteng Provincial Government's Nasi Ispani project launch 55 labour activation programmes at the NASREC Expo Centre in Johannesburg on Saturday 06 April 2024.

The launch which will take place as a media breakfast session, forms part of a national roll-out plan that will see the creation of more than 700 000 employment opportunities across the country.

In the coming weeks two other phases will be launched in Gauteng, pursuant to implementing a total of 105 labour activation programmes in the province.

Members of the media are invited to the occasion which will take place as follows:

Date: Saturday 06 April 2024

Venue: Johannesburg Expo Centre (NASREC)

Time: 08:00

Journalists interested in covering the occasion are requested to RSVP by close of business on Friday, 05 April 2024 with Sean Mmatladi on Sean.Mmatladi@labour.gov.za or 072 120 5055.

For media enquiries contact:

Mr. Trevor Hattingh

UIF Director: Communications

Cell: 067 4104 099”.

- 6.1.11.4. The President posted a link on his “X” account to the Employment Services South Africa website, which is operated by the National Department of Employment and Labour, urging residents to “*visit their nearest school from 13-14 April 2024 or to register on the Employment Services South Africa website*” in order to participate in the programme. The post of the President reads as follows:

“Addressing a public meeting in Zandspruit, Gauteng has launched a labour activation programme which will see almost 500 000 skills training and job opportunities for people of all ages across the Gauteng province.

Residents are urged to visit their nearest school from 13-14 April 2024 or to register on the Employment Services South Africa website

<https://essa.labour.gov.za/EssaOnline/WebBeans/>”

- 6.1.11.5. From the post, it was evident that the President made it clear that the Gauteng Government have launched a labour activation programme which will see almost 500 000 skills training and job opportunities for people of all ages across the Gauteng Province;
- 6.1.11.6. The post did not in any way suggest that the programme was launched by the President;

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- 6.1.11.7. The posts in the President's personal account focus on a variety of topics which have already occurred and are of interest to the general public. It is appropriate for the President to draw attention to publicly known initiatives through social media;
- 6.1.11.8. Government related announcements are made through the appropriate government communications channels; and
- 6.1.11.9. The President's conduct does not amount to a violation of Clause 2.1(a)-(d), 2.3(c), (d) and (f) of the Executive Ethics Code.

Independently sourced information

Media statement by the Department of Employment and Labour

- 6.1.12. A copy of the media statement dated 07 April 2024 issued by the Department of Employment and Labour³ was independently obtained by the Investigation Team and reflects the following information:

"Minister of Employment and Labour in partnership with Gauteng Premier to launch 55 Labour Activation Programmes at NASREC

05 April 2024

Minister of Employment and Labour in partnership with Gauteng Premier to launch 55 Labour Activation Programmes at NASREC to create employment opportunities in the province.

Employment and Labour Minister, Mr TW. Nxesi (MP) will in partnership with Gauteng Premier Mr P. Lesufi (MPL) and the Gauteng Provincial

³ [Minister Thulas Nxesi and Premier Panyaza Lesufi launch labour activation programmes, 6 Apr | South African Government](#)

Government's Nasi Ispani project launch 55 labour activation programmes at the NASREC Expo Centre in Johannesburg on Saturday 06 April 2024.

The launch which will take place as a media breakfast session, forms part of a national roll-out plan that will see the creation of more than 700 000 employment opportunities across the country.

In the coming weeks two other phases will be launched in Gauteng, pursuant to implementing a total of 105 labour activation programmes in the province.

Members of the media are invited to the occasion which will take place as follows:

Date: Saturday 06 April 2024

Venue: Johannesburg Expo Centre (NASREC)

Time: 08:00

Journalists interested in covering the occasion are requested to RSVP by close of business on Friday, 05 April 2024 with Sean Mmatladi on Sean.Mmatladi@labour.gov.za or 072 120 5055.

For media enquiries contact:

Mr. Trevor Hattingh

UIF Director: Communications

Cell: 067 4104 099"

Media statement by the Gauteng Provincial Government

- 6.1.13. A copy of the media statement issued by the Gauteng Provincial Government and posted on its website on 07 April after the launch of the

Hoi Hoi Gauteng Activation programme on 06 April 2024⁴, was independently obtained by the Investigation Team and reflects the following:

“... The launch of the Hoi Hoi Gauteng Labour Activation project has been met with widespread acclaim and optimism from various stakeholders, including business leaders, community leaders, community organizations, and residents of Gauteng. With its ambitious goals and comprehensive approach to addressing unemployment, this initiative promises to be a game-changer for the province and serve as a model for other regions in South Africa.

Moreover, the Hoi Hoi Gauteng Labour Activation project represents a significant milestone in the ongoing efforts to combat unemployment and foster economic development in Gauteng. With the unwavering support and commitment of both the provincial and national governments, as well as the active participation of various stakeholders, this initiative has the potential to transform the lives of countless individuals and reshape the future of the province. To register and apply for jobs, job applicants should visit <https://essa.labour.gov.za/EssaOnline/WebBeans/>”.

Article by the Gauteng Provincial Government titled: “How to apply for 2024 Hoi Hoi Gauteng skilling intervention programme” dated 07 April 2024

- 6.1.14. The article informed members of the public that they could apply for jobs online or by visiting the nearest public school⁵.

⁴ <https://www.gauteng.gov.za/News/NewsDetails/%7B915a4c74-7202-46be-8c4f-e603cb02fbdb%7D>

⁵ https://schoolclick.co.za/how-to-apply-for-hoihoi-gauteng-abolova-basekasi-skilling-intervention-programme/#How_to_apply_for_2024_HoiHoi_Gauteng

President's post on "X" social media account, dated 13 April 2024

- 6.1.15. A copy of the social media "X" personal account post by the President was obtained which stated the following:

*"Addressing a public meeting in Zandspruit. Gauteng have launched a labour activation programme which will see almost 500 000 skills training and job opportunities for people of all ages across the Gauteng province.
(sic)*

*Residents are urged to visit their nearest school from 13-14 April 2024 or to register on the Employment Services South Africa website
<https://essa.labour.gov.za/EssaOnline/Web...>".*

Notice issued in terms of Rule 41(1) of the Rules Relating to Investigations by the Public Protector and Matters Incidental thereto, 2018, as amended

- 6.1.16 Rule 41(1) of the Public Protector Rules provides that when the Public Protector intends concluding an investigation by means of a closing report provided for in Rule 40(b), the Complainant shall be informed in writing accordingly and be given an opportunity to make representations in connection with the intended closure of the complaint within fourteen (14) days of delivery of the notification.
- 6.1.17 On 03 March 2025, a Notice in terms of Rule 41(1) of the Public Protector Rules was issued to the Complainant.
- 6.1.18 On 05 March 2025, the Public Protector received a response from the Complainant dated 04 March 2025, acknowledging receipt of the Notice and submitted that he does not wish to make any further representation in respect of the matter.

Applicable law

The Constitution, 1996

6.1.19 Section 96 of the Constitution provides that:

“(1) Members of the Cabinet and Deputy Ministers must act in accordance with a code of ethics prescribed by national legislation.

(2) Members of the Cabinet and Deputy Ministers may not-

- (a) ...*
- (b) act in any way that is inconsistent with their office, or expose themselves to any situation involving the risk of a conflict between their official responsibilities and private interests; or*
- (c) use their position or any information entrusted to them, to enrich themselves or improperly benefit any other person.*

Executive Members Ethics Act, 1998 (EMEA)

6.1.20 Section 1 of the EMEA provides that Cabinet means the Cabinet referred to in section 91(1) of the Constitution⁶.

6.1.21 Section 2(1) of EMEA provides that *“The President must, after consultation with Parliament, by proclamation in the Gazette, publish a code of ethics prescribing standards and rules aimed at promoting open, democratic and accountable government and with which Cabinet members, Deputy Ministers and MECs must comply in performing their official responsibilities”*.

⁶ Cabinet means Members of the Cabinet and Deputy Ministers.

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- 6.1.22 The Public Protector is empowered, in terms of section 3 of the EMEA, to investigate breaches of the Code when a complaint is made in terms of section 4 of the EMEA.
- 6.1.23 Section 4 of the EMEA provides that the Public Protector must investigate in accordance with section 3, an alleged breach of the Code on receipt of a complaint by the President, a member of the National Assembly or a permanent delegate to the National Council of Provinces, if the complaint is against a Cabinet Member or Deputy Minister.

The Executive Ethics Code

- 6.1.24 The general standards which the members of the Executive⁷ must comply with are contained in clause 2.1 of the Code, which provides that:

“2.1 Members of the Executive must, to the satisfaction of the President or the Premier, as the case may be-

- (a) perform their duties and exercise their powers diligently and honestly;*
- (b) fulfil all the obligations imposed upon them by the Constitution and law;*
- (c) act in good faith and in the best interest of good governance;*
- (d) act in all respects in a manner that is consistent with the integrity of their office or the government.”*

- 6.1.25 Clause 2.3(c) provides that Members of the Executive may not act in a way that is inconsistent with their position.

⁷ Member of the Executive means a Cabinet member, a Deputy Minister or a Member of a Provincial Executive Committee, and ‘Member’ and ‘Executive’ have corresponding meaning

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- 6.1.26 Clause 2.3(d) provides that Members of the Executive may not use their position, or any information entrusted to them, to enrich themselves or improperly benefit any other person.
- 6.1.27 Clause 2.3(f) provides that Members of the Executive may not expose themselves to any situation involving the risk of a conflict between their official responsibilities and their private interests.

Electoral Act 73 of 1998

- 6.1.28 The purpose of the Electoral Act is to ensure the right to free, fair and regular elections as provided in section 19(2) of the Constitution, 1996 and that there is no interference with such rights by persons in positions of power or public officials.
- 6.1.29 Section 96(1) of the Act provides that the Electoral Court has final jurisdiction in respect of all electoral disputes and complaints about infringements of the Code, and no decision or order of the Electoral Court is subject to appeal or review.

Schedule 2, Electoral Code of Conduct

- 6.1.30 Schedule 2 of the Electoral Act provides an Electoral Code of Conduct (the Code) aimed at promoting conditions that are conducive to free and fair elections and that create a climate of tolerance, free political campaigning, and open public debate.
- 6.1.31 Item 3(a) of the Code provides that every registered party and every candidate must comply with the Code;
- 6.1.32 Item 9(2)(a) of the Code provides that no person may offer any inducement or reward to another person-

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- (i) to join or not to join a party;
 - (ii) to attend or not to attend a public meeting, march, demonstration, rally or other public political event;
 - (iii) to vote or not to vote, or to vote or not to vote in any particular way; or
 - (iv) to refuse a nomination as a candidate or to withdraw as a candidate.

6.1.33 Item 9(2)(e) of the Code provides that no person may abuse a position of power, privilege or influence, including parental, patriarchal, traditional or employment authority to influence the conduct or outcome of an election.

Case Law

6.1.34 The Constitutional Court, in the matter of the *Public Protector and Others v President of the Republic of South Africa and Others*⁸ indicated that the provisions of the Executive Ethics Code dealing with conflict of interest appear not to be in line with EMEA. Section 2(1)(b) of the EMEA prescribes that the Code should prohibit members of the Executive from exposing themselves to a risk of conflict between their official responsibilities and their private interests. The Court also remarked that one way of avoiding this is for the member to recuse himself or herself from any matter where the member has a personal or private interest.⁹

The Court further set out the essential elements¹⁰ of exposing oneself to a conflict between official responsibilities and private interests as:

- (a) official responsibilities;
- (b) private interests;
- (c) the risk of a conflict between official responsibilities and private interests; and

⁸ (CCT 62/20) [2021] ZACC 19; 2021 (9) BCLR 929 (CC); 2021 (6) SA 37 (CC) (1 July 2021).

⁹ At para 22.

¹⁰ At para 66.

(d) a member's conduct that exposes him to that risk.

Analysis

- 6.1.35 The evidence before the Public Protector confirms that on 13 April 2024, the President attended an ANC election campaign in Zandspruit, Gauteng. At the event, the President communicated the jobs and skills programme that was launched by the Department of Employment and Labour in partnership with the Gauteng Provincial Government and also encouraged the public or gathered crowd to visit their nearest school or the Department of Labour website to register. He subsequently posted this information on his social media account.
- 6.1.36 The Complainant contended that the conduct of the President at the event, and thereafter his activities on social media constituted a breach of the Executive Ethics Code. Therefore, by communicating the labour activation programme during the ANC election campaign, the President attempted to mislead the public that his political party was the provider of jobs, whereas it was the Gauteng Provincial Government, through the taxpayers, that was able to provide this programme.
- 6.1.37 Clause 2.3(c) and (d) provides that Members of the Executive may not act in a way that is inconsistent with their position and may not use their position, or any information entrusted to them, to enrich themselves or improperly benefit any other person.
- 6.1.38 Whilst the evidence before the Public Protector indicates that the President announced the labour activation programme at the ANC election campaign in Zandspruit, however, the investigation also revealed that the information was already in the public domain in that, the Department of Employment and Labour issued a media statement dated 05 April 2024, inviting members of the media to the launch of 55 Labour Activation Programmes at NASREC on Saturday 06 April 2024. Interested journalists were

requested to confirm their attendance by close of business on Friday, 05 April 2024.

- 6.1.39 The investigation further established that on 07 April 2024, the Gauteng Provincial Government also posted a media statement on its website after the launch of the Hoi Hoi Gauteng Activation programme on 06 April 2024 and invited job applicants to visit the Department of Employment and Labour website to register. Therefore, the contention that the President's communication of the labour activation programme was an attempt to mislead the public that the ANC provided the opportunities and had the potential to improperly benefit the interests of his political party in breach of his ethical and constitutional obligations cannot be sustained.
- 6.1.40 The Complainant further contended that by sharing a government-funded programme during a political party campaign, the President portrayed this initiative as an achievement of the ANC which resulted in exposing himself to a situation involving the risk of a conflict between his official duties and private interests in violation of the provisions of the Executive Ethics Code. He argued that, as the President of the Republic and simultaneously the President of the ANC, that dual position does not entitle him to utilise the position of the former to benefit the ANC.
- 6.1.41 Section 2(1)(b) of the Act prescribes that the Code should prohibit members of the executive from exposing themselves to a risk of conflict between their official responsibilities and their private interests.
- 6.1.42 The Complainant seem to suggest that by sharing this information, there was a risk of conflict in that the President attempted to sway the voters to vote in a particular manner or in favour of the ANC and becoming the President of the Republic (private interest) and his constitutional obligation to act in good faith and in the best interest of good governance as President of the Republic (official responsibility).

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- 6.1.43 Ms Baleni from the Presidency in her response on behalf of the President averred that the President did not launch a labour activation programme on the day. The programme was launched by the Gauteng Government on 06 April 2024, the President used the event to share the information with the wider public. The programme was launched much earlier by the Gauteng Provincial Government, and it was already in the public domain.
- 6.1.44 In *Public Protector and Others v President of the Republic of South Africa and Others*, the Constitutional Court defined the essential elements as the risk of a conflict between official responsibilities and private interests.
- 6.1.45 The Court further held that under the Code, the duty to disclose is activated once a benefit is given to a member of Cabinet in his or her personal capacity. It bears emphasis that there must first be a benefit to a member of Cabinet for him or her to be obliged to make a disclosure in terms of the Code.
- 6.1.46 The contention that the President personally benefitted himself by promoting the ANC by attempting to pass a government initiative as the achievements of the political party he leads, thus bringing himself closer to being re-elected as the President of the country, will not withstand scrutiny. The argument seeks to link the election campaign and sharing of this information at Zandspruit Taxi Rank, with the outcome of the elections as exposing himself to a risk of a conflict of interest.
- 6.1.47 As per the Court judgment, the objective of the Code is the promotion of an open, democratic and accountable government and members of Cabinet are obliged to comply with the Code when performing their official responsibilities.
- 6.1.48 The Public Protector has the power in terms of section 182(a) of the Constitution, 1996 as regulated by national legislation to investigate any conduct in state affairs, or in the public administration in any sphere of

government, that is alleged or suspected to be improper or to result in any impropriety or prejudice, to report on that conduct and to take appropriate remedial action.

6.1.49 The Court held that *“this provision empowers the Public Protector to investigate any conduct in state affairs or in the public administration. This means the scope of the power is limited to state affairs and affairs of the public administration. There can be no doubt that the CR17 campaign was engaged in the affairs of the ANC, which is a political party. The fact that it was the ruling party at the relevant time did not make it a part of the public administration, but in this Court the EFF argued that as a ruling political party, the ANC “undoubtedly influences the direction of the State”. While this is true, it does not mean that the ruling party and the state become one entity. Ordinarily, political parties win elections on the basis of their policies and manifestos. This occurs worldwide. And once they assume power, they promote the policies that won them the elections. But the bright line separating the party from the state remains intact¹¹”*.

6.1.50 The question whether the ruling political party in our system is an integral part of the state and whether its affairs are state affairs, as contemplated in section 182(1) of the Constitution was settled in *Public Protector and Others v President*. The Court held that although the Constitution does not define “state”, it does define “organ of state” as any department of state or administration in all spheres of government, or any functionary or institution exercising a public power or performing a public function in terms of the Constitution or legislation. It is explicit from the definition that *organ of state* is a concept that extends beyond what the state as an institution means.

6.1.51 An organ of state can be a private company or an individual exercising public powers or performing public functions in terms of the Constitution or legislation. What is crucial is that the entity must exercise a public power

¹¹ At par. 103

or perform a public function¹². What turns an otherwise private entity into an organ of state is the exercise of a public power or the performance of a public function. This is vital in determining whether a particular conduct amounts to a state affair. There can be no state affair without the exercise of public power or the performance of a public function.

- 6.1.52 This is the dividing line between state affairs and private affairs. When a political party holds internal elections, it does not exercise a public power. Nor does it perform a public function in terms of the Constitution or legislation. Instead, it acts in terms of its constitution which constitutes a contract between it and its members. Therefore, its affairs do not fall within the scope of matters to be investigated by the Public Protector under section 182(1) of the Constitution¹³.
- 6.1.53 Evidently, President Ramaphosa addressed the gathering as the President of the ANC at the party-political election campaign at a taxi rank. Although the event was organised by the ANC, however, the message reached many would-be voters, who independently decide on their vote. Furthermore, South Africa is guided by democratic principles and an electoral system where citizens decide through the ballot the political party they will elect to lead the country. Therefore, even though a President of a political party may wish to be President of the country he may not succeed if the party failed to get majority votes at the elections.
- 6.1.54 The purpose of the Electoral Act is to ensure the right to free, fair and regular elections as provided in section 19(2) of the Constitution, 1996 and that there is no interference with such rights by persons in positions of power or public officials. Item 3(a) of the Code enjoins every registered party and every candidate to comply with the Electoral Code provided for in Schedule 2 of the Electoral Act. Furthermore, Item 9(2)(a)(vi) of the Code

¹² At par.105-106

¹³ At par. 107

prohibits any person from offering any inducement or reward to another person to *inter alia*, vote or not to vote in any particular way.

- 6.1.55 Furthermore, Item 9(2)(e) of the Code provides that no person may abuse a position of power, privilege or influence, including parental, patriarchal, traditional or employment authority to influence the conduct or outcome of an election.
- 6.1.56 Section 96(1) of the Act provides that the Electoral Court has final jurisdiction in respect of all electoral disputes and complaints about infringements of the Code, and no decision or order of the Electoral Court is subject to appeal or review. Therefore, the Complainant also had recourse before the Electoral Court regarding the alleged infringement of section 19(2) of the Constitution and Items 9(2) of the Code by the President.
- 6.1.57 Accordingly, the contention that the President exposed himself to a situation involving the risk of a conflict between his official responsibilities and private interests as contemplated by the Complainant, is not supported by evidence. No evidence was placed before the Public Protector to prove that the President benefitted in his personal capacity, or his political party, when he spoke about the labour activation programme, In the absence of that information, a conclusion to this effect cannot be drawn.
- 6.1.58 The evidence before the Public Protector indicates that when the President communicated the information relating to the labour activation programme at the ANC event / public gathering at Zandspruit on 13 April 2024, the information was already out in the public domain.
- 6.1.59 The invitation to register on the Department of Labour website was communicated prior to the President's address in Zandspruit and was open to all interested persons. It was not limited to members of any political party.

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- 6.1.60 A Notice in terms of Rule 41(1) of the Public Protector Rules was issued to the Complainant on 03 March 2025 to give him an opportunity to respond to the Public Protector's intention to close the matter. The Complainant did not make any further submissions to the Public Protector's Notice as contained in his response dated 04 March 2025.

Conclusion

- 6.1.61 Based on the information and evidence obtained during the investigation and the application of the legal framework to the facts of the matter, it can be concluded that the President did not announce the government-driven jobs and skills programme in Gauteng while attending an ANC campaign event, but he made a statement about the programme based on information that was already in the public domain.
- 6.1.62 The Department of Employment and Labour and Gauteng Provincial Government had already launched the jobs and skills programme on 06 before the President attended the event at Zandspruit on 13 April 2024.
- 6.1.63 The contention by the Complainant that the President abused his powers by announcing a government programme at a party-political event and, therefore violated the provisions of section 96(2) (b) and (c) of the Constitution in that he acted in a manner that is inconsistent with his office or exposed himself to any situation involving the risk of a conflict between his official responsibility and the interest of his political party, cannot be sustained.
- 6.1.64 Accordingly, the Public Protector finds no basis upon which to conclude that the President's statement during the party-political event and his post on his "X" account breached clauses 2.3(c), (d) and (f) of the Code.

7. FINDINGS

Having regard to the evidence, the regulatory framework determining the standard that should have been complied with by the President, the Public Protector makes the following findings:

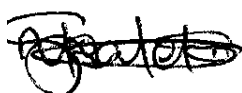
7.1. Whether the President of the Republic of South Africa breached the Executive Ethics Code when he allegedly announced the government-driven jobs and skills programme in Gauteng while attending an ANC campaign event, if so, whether such conduct constitutes a violation of section 96(1) and (2)(b) and (c) of the Constitution and amounts to a breach of Clause 2.1(a), (b), (c) and (d) and Clause 2.3(c), (d) and (f) of the Executive Ethics Code

- 7.1.1 The allegation that the President breached the Executive Ethics Code when he communicated the government-driven jobs and skills programme in Gauteng while attending an ANC campaign event, is not substantiated.
- 7.1.2 On 05 April 2024, the Department of Employment and Labour issued a media statement pertaining to the launch of the Hoi Hoi Gauteng Labour Activation programme.
- 7.1.3 The launch of the programme was done by the Gauteng Provincial Government in partnership with the Department of Employment and Labour on 06 April 2024.
- 7.1.4 On 07 April 2024, the Gauteng Provincial Government issued a statement confirming the launch of the programme.
- 7.1.5 The President communicated the information during the ANC event / public gathering at Zandspruit on 13 April 2024 and at that time, the information was already out in the public domain.

- 7.1.6 There is no evidence before the Public Protector to conclude that the statement by the president communicating what was previously communicated or announced by the Gauteng Provincial Government and in the public domain, was in violation of the provision of section 96 of the Constitution.
- 7.1.7 Based on the standard imposed by the Code, the Public Protector finds that there is no basis upon which to conclude that the President breached clauses 2.1(b) to (d), 2.3(c), (d) and (f) of the Code.

8. CONCLUSION

- 8.1 The Public Protector considers this matter as finalised and cannot take it further.



ADV Kholeka Gcaleka
PUBLIC PROTECTOR
REPUBLIC OF SOUTH AFRICA
DATE: 31 MARCH 2025

Assisted by: Adv E de Waal
Senior Manager: PII Inland