



## Charter for South African Private Employment Agencies (PrEAs)

### VISION

All the actions and commitments set out below are in the pursuit of a shared vision of a globally competitive and compliant private employment industry which draws on human and financial resources of all South Africa's people, in order to achieve economic growth and development. This pledge to good governance, legal compliance and ethical behaviour adopted by CAPES, is a commitment to best practice standards.

The Charter is aligned to the International Labour Organisation's conventions and initiatives, to combat undeclared work, forced labour and promote quality jobs, forming part of the industry's drive towards protection and empowerment of workers, especially the most vulnerable and the achievement of a well-functioning labour market.

### SCOPE OF APPLICATION

This Charter applies to the South African Private Employment Services Industry.

1. We respect, promote and strive to realise the fundamental right of every individual to work and will protect their rights at work.
2. We shall promote equality of opportunity and treatment in access to employment, ensuring workers are treated without any unfair discrimination.
3. Private Employment Agencies shall not charge directly or indirectly, in whole or in part, any fees or costs for common and/or routine services prevalent in the industry in respect of matching offers of and applications for employment. Fees may, however, be charged for specialised and/or professional services that are not common to the core matching process but which enhance the said process of assisting work seekers in their job seeking activities.
4. We shall promote employment and advance the social and economic welfare of work seekers, by utilising the existing skills base and expanding the skills base in order to serve the needs of the labour market.
5. We shall ensure, in accordance with legislative requirements and practices the necessary measures to ensure adequate protection of work seekers and TES employees of PrEAs.
6. We shall take proactive measures to combat and eliminate any forms of forced or compulsory labour in our businesses (and its supply chain). Forced or compulsory labour shall mean all work or service which is exacted from a person under the menace of any unlawful penalty and for which the person has not offered himself voluntarily.
7. We shall take measures to ensure child labour is not used nor supplied by PrEAs.
8. We shall ensure that privileged information is treated appropriately so as not to infringe on work seekers or assignees' constitutional rights.
9. Legal compliance, practised with integrity, will be at the heart of the businesses culture.
10. We commit to a process of registration and monitoring to work in partnership with Government to ensure appropriate industry regulation, compliance and achievement of common objectives.

This Charter is underpinned by the CAPES Code of Professional Conduct for Private Employment Services which professionals practicing in the Private Employment Services industry are required to subscribe to.