

From the desk of **Jonathan Goldberg**  
CEO at Global Business Solutions  
Tel: 043 721 1030 Email: johnny@iafrica.co.za



2016... what a year! Brexit, then Donald Trump! All unpredicted worldwide economic events.

On the local front, the proposal of a minimum wage at a rate of R3500 per month with a number of unanswered questions including collective bargaining and sectoral determinations and the role they will play in this new dispensation. There is still a lot of water to flow under the bridge next year in regard to this matter.

What we expect on the employment front next year is some challenges on employment equity from the Department of Labour on compliance as well as the continuation of equal treatment cases and the development of that jurisprudence. We believe we are well positioned to help clients with equal pay so we can ensure that there are solutions to equal pay that do not necessarily cost organisations money.

Social media remains a hot topic with executives not only having to be careful what they themselves tweet and post in cyberspace, but this year we also saw how dramatic the impact can be on a particular brand when employees comment indiscriminately in their private capacity. For this reason, we will kick the New Year off with a focus on social media and the protective measures that each company should put in place.

We also look forward to engaging you next year at our Employment Conference on 20 April 2017, which will be another cracker event! Speakers like Professor Haroon Bhorat from the DPRU, Irvin Jim from NUMSA, Cameron Morajane from the CCMA and senior council Advocate Anton Myburgh (on dealing with strikes within our current labour law dispensation) have already confirmed. Come and join us for what we believe will be the Employment Law Conference of the Year.

Thank you for all your support this year. This is a great time of the year for you to spend with your family and loved ones. We wish you all the best for this festive season and hope to continue to be of service to you in 2017 and beyond.

Most of all, stay safe and return to work refreshed.

All the best  
Johnny and the Global Team

---

Goldberg, De Villiers & Myburgh (Pty) Ltd – Reg. No. 1993/092511/07  
Directors - Jonathan Goldberg B.Comm LLB MBA, Mphathi Mgqaliso B.Sc. M.Sc.MBA, Thembi Chagonda B.Soc.Sci, Diploma in Labour Law  
[www.globalbusiness.co.za](http://www.globalbusiness.co.za)

**East London** – Global House, 3 Pearce Street, Berea, 5241 | **Tel:** 043 7211030 | **Fax:** 043 7211027 | **Email:** johnny@iafrica.com  
**Johannesburg** – Harrow Court 2, Isle of Houghton, Boundary Road, Houghton, 2006 | **Tel:** 011 4833722 | **Fax:** 011 4831650 | **Email:** thembi@globalbusiness.co.za  
**Port Elizabeth** – 274 Cape Road, Newton Park, 6055 | **Tel:** 041 3640472 | **Fax:** 041 3630043 | **Email:** denver@globalbusiness.co.za  
**Cape Town** – 22<sup>nd</sup> Floor, ABSA Centre, 2 Riebeeck St, Cape Town, 8001 | **Tel:** 021 4181617 | **Fax:** 021 4181619 | **Email:** grant@globalbusiness.co.za  
**Durban** - 274 Cape Road, Newton Park, 6055 | **Tel:** 041 3640472 | **Fax:** 041 3630043 | **Email:** robyn@globalbusiness.co.za