



employment & labour

Department:
Employment and Labour
REPUBLIC OF SOUTH AFRICA

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Dear Sir/Madam

I am writing to formally request the submission of the LRA 9.2 forms, as mandated by the statutory act referenced in Section 205 (3) (a) (b) of the Labour Relations Act 66 of 1995:

(a) An employer is required to maintain a record of the prescribed details of any strike, lockout, or protest action involving its employees.

(b) An employer must submit those records in the prescribed manner to the registrar.

The Labour Relations Act imposes a duty on employers to document any strike activity involving their employees and to present such information upon request. It is imperative that the attached LRA 9.2 form is submitted within seven days following the completion of the strike, lockout, or protest action. In the event that a strike, lockout, or protest action occurs across multiple workplaces of a single employer, a separate form must be completed for each respective workplace.

As per the definition provided by the International Labour Organisation (ILO), a strike is identified as a temporary cessation of work initiated by one or more groups of employees with the intention of expressing or enforcing demands or in support of other employees articulating complaints or demands. It is also essential to note that workers who participate directly in a strike are those who cease to work, while those involved indirectly are employees of the companies linked to the strike or independent contractors associated with the group affected who are unable to work as a result of the strike.

Thank you for your immediate attention to this critical issue

Yours faithfully

Directorate: Labour Market Information and Statistics

Date: 18 June 2025