

GEO NEWSLETTER

A Festive Message to Our GEO Members Wishing You Strength, Peace and Prosperity in 2026



As we reach the close of another eventful year, the Guardian Employers Organisation extends its warmest Christmas and festive season wishes and sincere appreciation to all our valued employer members. The festive season offers us a moment to pause, reflect, and acknowledge the partnerships and shared achievements that continue to define the GEO community. This year has brought significant developments in South African labour law, requiring employers to adapt with agility and insight. Among the most notable were:

- The Constitutional Court's decision in *Van Wyk v Minister of Labour*, reshaping parental leave entitlements and ushering in a new era of shared maternity and paternity leave. Employers have begun preparing policies that reflect greater equality and flexibility in the workplace.
- Adjustments to BCEA earnings thresholds and sectoral determinations, impacting overtime eligibility, working hours, and benefits.
- Continued refinement of the Code of Good Practice on the Prevention and Elimination of Harassment, reinforcing employer obligations to create safe and respectful working environments.

Through every change, you - our members - have remained committed to lawful, fair, and progressive employment practices. Your willingness to seek guidance, attend workshops, and implement best-practice policies has strengthened not only your organisations, but the broader labour-relations landscape.



Celebrating GEO Successes in 2025

This year, the GEO has again stood firmly beside its members, delivering outcomes we can proudly celebrate:

- Numerous successful awards in the CCMA and Bargaining Councils, protecting employers from unfounded claims and ensuring fair process.
- Key victories in the Labour Court, upholding sound disciplinary decisions and clarifying important principles for all employers.
- The continued delivery of prompt, practical advice to members, helping to prevent disputes before they arise.

These achievements belong not only to the GEO, but to every employer who trusted us, collaborated with us, and remained committed to doing things the right way.

A Message of Gratitude

As Chairman, I extend my deepest thanks to our dedicated team:

- Our officials, whose expertise and tireless representation remain a cornerstone of the organisation.
- Our administrative staff, who quietly ensure that every call, document, and deadline is handled with precision.
- Our management team, whose leadership has guided us through another demanding year with professionalism and purpose.

Your commitment has directly contributed to the success and stability of our members, and your achievements in litigation and dispute resolution stand as a testament to your skill and passion.

Looking Ahead to 2026

The year ahead will no doubt bring new challenges and further legislative evolution, but with our united efforts, the GEO will continue to provide steadfast support, clarity, and strength to all employer members.

May this festive season bring rest, joy, and quality time with loved ones. We wish you a peaceful Christmas and joyful festive season, and a prosperous 2026 filled with growth, stability, and ongoing success.

Thank you for your loyalty, trust, and partnership.

We look forward to walking the journey ahead with you.

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