



employment & labour

Department:
Employment and Labour
REPUBLIC OF SOUTH AFRICA

Private Bag X117, PRETORIA, 0001, Laboria House, 215 Francis Baard Street, PRETORIA,
Tel: (012) 309 4439, Fax: (012) 309 4848

Enquiries: Mr T Kadiaka
Tel. Direct: (012) 309 4439
Fax No: (012) 309 4848
Reference: LR 2/6/6/149/4

The Secretary
Bargaining Council for the Fishing Industry
P O Box 17
OBSERVATORY
7925

E-mail: gensec@bc4fi.co.za

Dear Sir/ Madam

LABOUR RELATIONS ACT, 1995: ANNUAL REVIEW OF REPRESENTIVITY OF THE COUNCIL

I refer to the LRA Form 3.20A completed by the Council on 12 September 2025.

Our investigation the representative position of the Council, I have satisfied myself that the Council is representative in respect of the scope of the Main Collective Agreement.

I hereby issue the attached certificate in terms of section 49(2) of the Act, which serves as sufficient proof that the Council was representative on 29 August 2025 and will be regarded as representative for the two years following the determination until 31 October 2027.

Yours sincerely

REGISTRAR OF LABOUR RELATIONS

DATE: 09/10/2025

Department of Employment and Labour • Departement van Indiensneming en Arbeid
Muhasho wa zwa Mishumo na Vhashumi • uMnyango Wezemisebenzi Nezabasebenzi • Ndzawulo ya Mintirho
Litiko Letekucasha Netebasebenti • UmNyango wezokuQatjha nezabaSebenzi • Kgoro ya Mešomo le Bašomi
Lefapha la Thiro le Basebetsi • Lefapha la Merero ya Ditiro le Badiri • ISebe lezeNgqesho nezabaSebenzi



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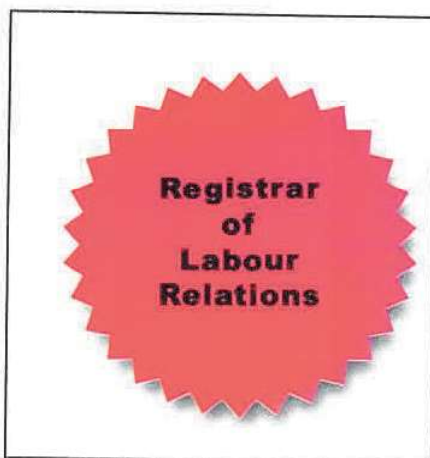
LRA Form 3.20A
Labour Relations Act 1995
Section 49(2)

CERTIFICATE OF REPRESENTATIVENESS OF PARTIES TO A COLLECTIVE AGREEMENT

Bargaining Council for the Fishing Industry

In terms of section 49(2) of the Labour Relations Act, 1995, I am satisfied that the parties to your Council's **Main Collective Agreement** are representative and will be regarded as such until 31 October 2027.

1. On 29 August 2025 there were 2 420 employees employed within the registered scope of the Collective Agreement.
2. On 29 August 2025 there were 362 members of the trade unions parties to the Collective Agreement who were employed within the registered scope of the Collective Agreement.
3. On 29 August 2025 there were 2 124 employees employed within the registered scope of the Collective Agreement by members of the employers' organisation party to the Collective Agreement.



Official stamp of Registrar

Date: 09/10/2025

Reference number: LR 2/6/6/149/4

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Registrar of Labour Relations