

2022 Code of Good Practice on the Prevention and Elimination of Harassment in the Workplace — South Africa

Gender Equality · Good practice · South Africa

Quality score: 52/100

Evidence strength: Moderate

Summary

South Africa's 2022 Code widens workplace harassment protections under the Employment Equity Act, aligning with ILO Convention 190, ratified 2021. Enforcement runs via the CCMA, but legal analysis finds fragmented law, capped damages and inconsistent rulings.

Key dimensions

Dimension	Score
Transferability / replicability	2/3
Impact on gender equality	0/1
Effectiveness	0/1
Efficiency	0/1
Evaluated outcomes	0/1
Sustainability	1/1
Achievement / evidence	1/1
Gender-mainstreaming embedding	1/1
Curator validation	1/1

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-09-02

[Department of Employment and Labour \(South Africa\)](#) — accessed 2026-09-02

[South African Government](#) — official notice — accessed 2026-09-02

[Dept. of Employment and Labour](#) — full Code text (PDF) — accessed 2026-09-02

[Daily Maverick](#) — critical legal analysis — accessed 2026-09-02

[ILO](#) — South Africa ratifies Violence and Harassment Convention — accessed 2026-09-02

[CCMA](#) — sexual harassment info sheet — accessed 2026-09-02

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