



Deem Performers in the Performance of Advertising, Artistic,
and Cultural Activities in South Africa as Employees

23 January 2026 — March 2026

Public participation

– report with all public comments

<https://dearsouthafrica.co.za/creative-employment/>

Report: Public Participation on the Proposed Deeming of Performers as Employees
Project: Basic Conditions of Employment Act (BCEA) – Gazette No. R. 7020
Date: March 2026
Compiled for: The Department of Employment and Labour; Industry Stakeholders; The Public

1. Executive Summary

Between January and February 2026, a public participation campaign was conducted regarding the Department of Employment and Labour’s intention to deem performers in the advertising, artistic, and cultural sectors as “employees” for specific statutory purposes.

The campaign recorded **794 formal submissions**. The data reveals an overwhelming opposition to the blanket nature of the proposal, with 87.6% of participants rejecting the amendment in its current form. While the intent to protect vulnerable workers is acknowledged, the creative workforce expresses grave concerns regarding the economic viability, tax implications, and operational flexibility of the South African film and advertising sectors.

2. Participation Statistics

Overall Sentiment:

- **Oppose (No I do not):** 696 (87.6%)
- **Support (Yes I do):** 54 (6.8%)
- **Neutral / Not Fully Support:** 44 (5.6%)

Participant Profiles:

- **Self-Employed / Freelancers:** 288
- **Employed Individuals:** 192
- **Unemployed / Gig Seekers:** 90
- **Business Owners / Producers:** 84



3. Primary Public Concerns

Participants were asked to identify the most significant risk associated with the proposed labour law changes:

1. Industry Job Losses (52.7%):

The leading concern is that increased compliance costs and payroll administration will drive international productions to rival “film-friendly” territories, leading to mass local unemployment.

2. Loss of Income & Tax Deductions (38.4%):

Freelancers strongly argue that reclassification would strip them of their ability to deduct legitimate business expenses (commissions, travel, equipment) from their taxable income, resulting in a significant reduction in net take-home pay.

3. Loss of Flexibility (8.9%): Participants note that the “short-burst” nature of creative work is incompatible with the rigid hours and overtime limits of the BCEA.

4. Analysis of Legal Critique and Platform Engagement

During the participation window, the platform received a formal and valuable critique from Adrian Galley, a legally trained professional in the entertainment industry. His contribution provides an important legal counterpoint to the prevailing industry sentiment.

• **Critique of Campaign Framing:**

Mr. Galley argued that the campaign presented a “false binary” by suggesting a choice between freelance work and full-time employment. He clarified that the Gazette is a “targeted tool” intended to “deem” performers as employees only for specific purposes under select labour statutes, rather than a blanket reclassification.

• **Contestation of Tax Impacts:**

He explicitly disputed the claim that freelancers would automatically lose tax deductions, labelling such warnings as “factually or legally incorrect” and “needlessly alarmist”.

• **Intent of the Legislation:**

From his perspective, the provision is designed to protect those in “disguised employment” who are currently denied basic rights like minimum wage and injury cover despite working in employment-like conditions.



Platform Response:

In the interest of facilitating a balanced and informed debate, Mr. Galley was invited to provide a detailed “clause-by-clause analysis” of the Notice to help refine the public’s understanding of these legal nuances. Despite this invitation, no further response or detailed analysis was received. The platform maintains that the campaign was not “one-sided,” as it accurately captured the deeply held economic and operational fears of 794 individuals—concerns that persist regardless of the underlying legal technicalities of “deeming provisions”.

5. Media and Civil Society Alignment

The public comments reflect a broader national discourse where the desire for social protection is in direct conflict with the fear of industry contraction.

- **Pro-Reform Advocacy (SAGA):**
The **South African Guild of Actors (SAGA)** has been the primary proponent of the amendment, viewing it as a “long overdue revolution” for worker dignity. This aligns with the **6.8%** of participants who welcomed the end of what they described as “cheap source of labour” for international abuse.
- **Operational Nuance (PMA & Agents):**
Groups like the **Personal Managers Association (PMA)** have historically highlighted the “prejudice” caused by the lack of alignment between the Department of Labour and SARS. This is reflected in the **5.6%** of “neutral” submissions that support protection in principle but fear the practical tax and autonomy consequences.
- **The “Industry in Crisis” Narrative:**
The **52.7%** majority concerned with job losses aligns with recent media reports of “Save SA Film Jobs” protests. This movement characterizes the industry as being in a state of “haemorrhage” due to frozen projects and a lack of state support, viewing new regulatory burdens as an existential threat.



6. Qualitative Themes: The Human Impact

The message data reveals that this is more than a legal debate; it is a question of identity and survival:

- **The Global Market:**

“Please research HOW FILM INDUSTRIES GLOBALLY OPERATE. You will kill our already haemorrhaged industry”.

- **Neurodiversity and Autonomy:**

Several participants noted that project-based work is essential for neurodivergent individuals who “thrive on project-based work” and for whom 9-to-5 frameworks are detrimental to mental health.

- **Administrative Barriers:**

Small business owners noted that the admin required to process hundreds of short-term freelancers as employees would be “far too great to encourage business growth”.

7. Conclusion

The report finds that while the Department’s intent to protect vulnerable workers is a noble goal, the **method of implementation** is viewed as a threat to the South African creative economy. The overwhelming majority of the 794 participants advocate for a more nuanced framework—one that protects workers on long-form productions without destroying the freelance model that sustains the advertising and film industry.

The public’s mandate is clear: Labour protection must not come at the cost of the very jobs being protected.

... ends

Robert Hutchinson, founder, DearSouthAfrica.co.za

All public comments are included below.



	Submitted	support	concern	top-concern	message	first-name	status
support:	Count (All):						
▼ No I do not	696						
	2026-02-18 11:28:12	No I do not	All of the above	Industry Job Losses		Filipa	self-employed
	2026-02-18 11:23:58	No I do not	All of the above	Industry Job Losses		Kirsten	business owner
	2026-02-18 11:21:56	No I do not	Industry Job Losses			Joshua	employed individual
	2026-02-18 11:21:54	No I do not	Industry Job Losses			Joshua	employed individual
	2026-02-18 11:13:27	No I do not	All of the above	Industry Job Losses	Our industry exists only because of freelancing. The amount of admin required for employee status to be granted to every freelancer, that in our industry work on multiple projects every month, is far to great to encourage business growth and interest from international investors, local startups; future filmmakers. People can't afford to operate as full/part time employers. Please research HOW FILM INDUSTRIES GLOBALLY OPERATE. You will kill our already haemorrhaged industry if you continue with this bill.	Dino	self-employed
	2026-02-18 11:11:15	No I do not	All of the above	Loss of Income & Tax Deductions		Justine	business owner
	2026-02-18 11:09:19	No I do not	Loss of Income & Tax Deductions			Angela	employed individual
	2026-02-18 11:06:45	No I do not	All of the above	Loss of Income & Tax Deductions		Gary	
	2026-02-18 11:06:36	No I do not	Industry Job Losses			Sonwabile	unemployed individual
	2026-02-18 11:05:07	No I do not	Loss of Income & Tax Deductions			Marcus	self-employed
	2026-02-18 10:59:01	No I do not	All of the above	Industry Job Losses		Lulutho	employed individual
	2026-02-18 10:58:01	No I do not	Industry Job Losses			Byron	employed individual
	2026-02-18 10:55:56	No I do not	All of the above	Industry Job Losses		Alexandre	self-employed
	2026-02-18 10:50:46	No I do not	Industry Job Losses		This will lead to the loss of hundreds if not thousands of jobs in South Africa. Clients will move swiftly to the use of AI generated models and faces and talent. My company will most certainly close, with the loss of 18 permanent jobs, and work for around 400 of our models.	Linda	business owner
	2026-02-18 10:50:10	No I do not	All of the above	Industry Job Losses		Wendy	business owner
	2026-02-18 10:48:05	No I do not	Industry Job Losses			Boris	self-employed
	2026-02-18 10:48:01	No I do not	All of the above	Loss of Income & Tax Deductions		Owen	self-employed
	2026-02-18 10:45:55	No I do not	Other		Lack of factual recognition and lack of autonomy. This will definitely drive away business and compromise businesses who will be forced to shut down creating massive job losses.	Claire	business owner
	2026-02-18 10:45:23	No I do not	All of the above	Industry Job Losses		Shavina	employed individual
	2026-02-18 10:44:41	No I do not	All of the above	Loss of Income & Tax Deductions		Nicky	business owner
	2026-02-18 10:37:46	No I do not	All of the above	Industry Job Losses		Cathleen	employed individual
	2026-02-18 10:35:52	No I do not	All of the above	Loss of Income & Tax Deductions		Wendy	business owner
	2026-02-18 10:34:25	No I do not	Industry Job Losses			Shanay	
	2026-02-18 10:31:54	No I do not	Loss of Income & Tax Deductions			Jaun	employed individual
	2026-02-18 10:26:03	No I do not	All of the above	Industry Job Losses		Saskia	employed individual
	2026-02-18 10:24:02	No I do not	All of the above	Loss of Income & Tax Deductions		George	business owner
	2026-02-18 10:20:32	No I do not	All of the above	Industry Job Losses	The industry is already under strain with the DTIC not paying out, this will further sink our industry by making us internationally unattractive through higher production (read: crew!) costs. The foundation of the film industry is how flexible and agile we are and this will strip us of that!	Stephan	self-employed
	2026-02-18 10:19:38	No I do not	Loss of Income & Tax Deductions		Loss of international clients to this industry in SA which will reduce income to many households Loss of tax revenue to government	Caroline	self-employed
	2026-02-18 10:12:18	No I do not	All of the above	Industry Job Losses		Graeme	
	2026-02-18 10:11:15	No I do not	All of the above	Loss of Income & Tax Deductions		Parveen	employed individual
	2026-02-18 10:09:10	No I do not	Loss of Income & Tax Deductions			Brendon	
	2026-02-18 10:09:10	No I do not	All of the above	Industry Job Losses		LOUIS	
	2026-02-18 10:00:30	No I do not	All of the above	Industry Job Losses		Eli	
	2026-02-18 09:51:40	No I do not	All of the above	Loss of Income & Tax Deductions		Sharné	self-employed

	2026-02-18 09:47:55	No I do not	All of the above	Industry Job Losses	The nature of freelancers'/independent contractor's work is a few days, a few weeks, sometimes even half days going from one production to another. It will be nightmare for producers to calculate benefits - an added administrative and financial burden on already struggling producers who will have to employ additional staff to manage this burden. It will increase the cost of productions with mostly small business production companies already struggling to secure sufficient funding for productions. Most performers are already well paid comparative to employees in other sectors, which accounts for the freelance nature of their work. They will lose tax benefits applicable to independent contractors (can't have it both ways). This will administratively and financially negatively impact the number of projects going into production, which will mean less work not just for Performers but for the entire industry value chain. Less work is less money for all. Furthermore, this would be so out of line with international industry practices that it will be another (on top of dtic rebate challenges) serious deterrent for international studios shooting their productions in SA, risking the billions they bring in foreign direct investment, thousands of jobs for cast, crew, and the entire industry support system, invaluable skills transfer and significant tax contributions. It is a very bad and ill-considered idea which will do the industry, and/especially Performers, infinitely more harm than good. And next, crew will want the same (why should Performers get preferential treatment) then the industry will collapse entirely. If government is serious about wanting to assist Performers, it should sit with industry to find alternative solutions to provide a 'safety net' system for Performers. There are many viable options - which wouldn't harm the industry and work opportunities for all - as this bad idea would!	Trish	self-employed
	2026-02-18 09:47:39	No I do not	All of the above	Loss of Income & Tax Deductions		saffron	unemployed individual
	2026-02-18 09:47:39	No I do not	All of the above	Loss of Income & Tax Deductions		saffron	unemployed individual
	2026-02-18 09:43:20	No I do not	All of the above	Loss of Income & Tax Deductions		Dominic	
	2026-02-18 09:41:58	No I do not	All of the above	Industry Job Losses		Abby	self-employed
	2026-02-18 09:41:04	No I do not	All of the above	Industry Job Losses		Claire	employed individual
	2026-02-18 09:37:12	No I do not	All of the above	Industry Job Losses	In the advertising industry, actors are employed for one or two day jobs. They are short term and the idea of trying to add on employment laws onto these types of contracts does not work. They do not fall under the same rules and ideas of longer term acting contracts, they need to be separated and treated differently. To try and enforce these types of rules onto these kind of contracts would be incredibly difficult to monitor and maintain. Short term one day jobs would have to extend longer due to rules around number of hours, that would mean higher costs for client more likelihood of these jobs not going ahead or using AI and jobs being lost at a time when the industry is already suffering. Rules around holiday pay etc also makes no sense.	Emma	employed individual
	2026-02-18 09:33:48	No I do not	Industry Job Losses			Nolan	business owner
	2026-02-18 09:30:22	No I do not	All of the above	Loss of Income & Tax Deductions		Peta	self-employed
	2026-02-18 09:25:46	No I do not	All of the above	Industry Job Losses		Vivian	
	2026-02-18 09:25:36	No I do not	Loss of Income & Tax Deductions			George	self-employed
	2026-02-18 09:23:24	No I do not	All of the above	Industry Job Losses	Im a film degree holder, i graduated 11 years ago..i have more than 10 years experience, worked in various departments and have network of contacts but i dont have consistent work.Im broke with a bond to pay and family to support. I did everything i was meant to...the government tells you to study then cant provide work. I have a R500 000.00 tertiary education, PROVIDED BY MY SINGLE MOM WHO WORKED 2 JOBS AND TOOK OUT LOANS FOR ME TO HAVE, along with the 2 part time jobs i had to assist her. i got my degree, couldn't find work for 5 YEARS.Finally something gave and i got in on longform project then started a family , bought a house which at the time seemed like a good thing ..little did i know. When you finally find work yourself its in inconsistent...someone with a degree and 10years exp should be well on their way career wise..not broke depressed & contemplating of career changes every year.	Jarrood	unemployed individual
	2026-02-18 09:20:49	No I do not	Loss of Income & Tax Deductions			Kirsten	self-employed
	2026-02-18 08:29:20	No I do not	All of the above	Industry Job Losses		Lee-ann	self-employed
	2026-02-18 07:19:38	No I do not	All of the above	Loss of Income & Tax Deductions		Helene	self-employed
	2026-02-18 06:03:32	No I do not	All of the above	Industry Job Losses	Reclassifying all performers and crew as standard employees would seriously harm South Africa's film, advertising, and creative industries because the sector depends on flexible, short-term freelance work rather than permanent employment. Productions hire specialised crew only for specific projects, sometimes for just a few days, and forcing every role into traditional employment structures would increase administrative burdens, labour costs, and legal risk for producers. This would make local productions more expensive and far less competitive internationally, likely pushing foreign clients to film in other countries with more flexible systems. At the same time, freelancers would lose important tax benefits and the freedom to work across multiple projects and companies, reducing earning opportunities and slowing down an industry that relies on adaptability, speed, and collaboration to survive.	Melinda	self-employed
	2026-02-18 05:21:52	No I do not	All of the above	Industry Job Losses		Carla	self-employed
	2026-02-18 00:26:40	No I do not	All of the above	Loss of Flexibility		Margot	self-employed
	2026-02-17 23:02:59	No I do not	All of the above	Industry Job Losses		Brandon	self-employed
	2026-02-17 23:01:16	No I do not	Loss of Income & Tax Deductions			Chris	self-employed
	2026-02-17 22:05:04	No I do not	All of the above	Loss of Income & Tax Deductions		Bongi	employed individual
	2026-02-17 21:47:24	No I do not	Loss of Flexibility		Stop messing in business you do not understand. If you want to understand don't hire a lawyer or accountant or appoint a junior minister to report back because guess what, they too do not understand. If you need information and education hire / consult with experts within the industry who can properly advise.	Christian	business owner
	2026-02-17 21:38:01	No I do not	All of the above	Loss of Flexibility		Jonathan	
	2026-02-17 21:28:46	No I do not	Loss of Income & Tax Deductions			L	self-employed
	2026-02-17 21:28:35	No I do not	All of the above	Loss of Income & Tax Deductions		Marisa	
	2026-02-17 21:13:46	No I do not	Industry Job Losses			Masi	unemployed individual
	2026-02-17 20:35:08	No I do not	Industry Job Losses			Nicola	self-employed

					<p>Here is a more expert, industry-aware rewrite that reflects the current realities and concerns within the South African film sector:</p> <p>_____</p> <p>Under the current conditions facing the South African film industry, this proposal is simply not feasible. We are already operating within a highly fragile ecosystem — marked by inconsistent government support, ongoing uncertainty around incentives, infrastructure strain, and rising operational costs.</p> <p>If additional labour pressures or regulatory burdens are introduced at this stage, it will significantly undermine our global competitiveness. International productions choose South Africa based on cost efficiency, skilled crews, favourable exchange rates, and production reliability. Once that balance shifts, producers will simply redirect their budgets to alternative territories offering more financial certainty and stability.</p> <p>The result would be fewer incoming productions, reduced foreign spend, and ultimately widespread job losses across the value chain — from crew and cast to suppliers, post-production facilities, and service providers. In an industry that is already working hard to recover and sustain itself, we cannot afford policy or cost structures that push productions away.</p>		
	2026-02-17 20:29:34	No I do not	All of the above	Industry Job Losses	This is not just about labour — it is about protecting the long-term viability of South Africa as a globally competitive filming destination.	Lezelda	self-employed
	2026-02-17 20:28:06	No I do not	All of the above	Industry Job Losses		Lindi	business owner
	2026-02-17 20:24:14	No I do not	All of the above	Loss of Income & Tax Deductions		Michelle	unemployed individual
	2026-02-17 20:20:28	No I do not	All of the above	Industry Job Losses		Genee	business owner
	2026-02-17 20:18:19	No I do not	Industry Job Losses			Keri	
	2026-02-17 19:58:20	No I do not	All of the above	Loss of Income & Tax Deductions		Taryn	employed individual
	2026-02-17 19:54:36	No I do not	All of the above	Loss of Income & Tax Deductions		Hayley	self-employed
	2026-02-17 19:41:33	No I do not	All of the above	Industry Job Losses		Pierre	self-employed
	2026-02-17 19:26:46	No I do not	All of the above	Loss of Income & Tax Deductions		Tony	self-employed
	2026-02-17 18:52:40	No I do not	All of the above	Industry Job Losses		kirk	self-employed
	2026-02-17 18:48:42	No I do not	Loss of Income & Tax Deductions			Brigid	business owner
	2026-02-17 18:46:42	No I do not	All of the above	Loss of Income & Tax Deductions		Paul	business owner
	2026-02-17 18:26:07	No I do not	Industry Job Losses		This does not accurately reflect industry realities for our teams	Lauren	employed individual
	2026-02-17 18:19:14	No I do not	All of the above	Loss of Income & Tax Deductions		Meliscka	
	2026-02-17 18:13:44	No I do not	Other			Lara	employed individual
	2026-02-17 18:12:22	No I do not	All of the above	Loss of Income & Tax Deductions		Sally	self-employed
	2026-02-17 17:59:46	No I do not	All of the above	Industry Job Losses		Roberto	self-employed
	2026-02-17 17:50:39	No I do not	All of the above	Loss of Income & Tax Deductions	As a freelancer in the industry I choose to determine how and when I want to work. I determine my income. If wanted to be regulated I would have stayed in a normal 9-5 job. I enjoy being in control of my working conditions..	Michael	business owner
	2026-02-17 17:48:27	No I do not	Loss of Income & Tax Deductions			Michael	business owner
	2026-02-17 17:46:56	No I do not	All of the above	Loss of Income & Tax Deductions	Government obsession with control and overreach has GOT to stop. Filmmakers from abroad won't want to come to SA anymore, things are just getting more and more strangled in red tape and regulation... enough!	Ingrid	self-employed
	2026-02-17 17:44:34	No I do not	Industry Job Losses			Lebogang	
	2026-02-17 17:43:38	No I do not	Industry Job Losses			Kerryn	unemployed individual
	2026-02-17 17:41:04	No I do not	Loss of Income & Tax Deductions			Cara	employed individual
	2026-02-17 17:37:21	No I do not	All of the above	Industry Job Losses	Our industry has already been crippled by the incompetence and corruption of the DTI when dealing with film incentives, added to the faltering economy, the echoes of Covid and the US writers and actors strike. Our entire industry functions like a gig economy much like the construction industry - some jobs require on a few crew and others require hundreds of crew cast and suppliers for short periods ranging from a few days to several months (mostly the international productions as local ones can rarely afford the time). No company on earth can afford to have hundreds of idle employees on their payroll when work is project-based and the economy so uncertain. If you implement this it will only add to our already unacceptable levels of unemployment. I can't see how anyone with half a brain would even consider it.		
	2026-02-17 17:33:39	No I do not	All of the above	Loss of Flexibility	Yes, our industry has issues, but a far better solution would be a film provident fund or a benefit scheme designed for the gig economy.	Kirsty	business owner
	2026-02-17 17:33:11	No I do not	All of the above	Industry Job Losses		Milandi	self-employed
	2026-02-17 17:30:09	No I do not	All of the above	Industry Job Losses	Many professionals intentionally choose to operate as independent contractors for the flexibility and the ability to work across multiple clients simultaneously. Forcing employee status removes this autonomy and harms small businesses and agencies.	Afrika	unemployed individual
	2026-02-17 17:30:09	No I do not	All of the above	Industry Job Losses	Many professionals intentionally choose to operate as independent contractors for the flexibility and the ability to work across multiple clients simultaneously. Forcing employee status removes this autonomy and harms small businesses and agencies.	Riana	
	2026-02-17 17:30:09	No I do not	All of the above	Industry Job Losses	Many professionals intentionally choose to operate as independent contractors for the flexibility and the ability to work across multiple clients simultaneously. Forcing employee status removes this autonomy and harms small businesses and agencies.	Riana	
	2026-02-17 17:28:34	No I do not	All of the above	Industry Job Losses		Debbie	business owner
	2026-02-17 17:28:12	No I do not	Industry Job Losses			Keri	employed individual
	2026-02-17 17:24:39	No I do not	All of the above	Industry Job Losses		Renee'	employed individual

	2026-02-17 17:19:16	No I do not	Industry Job Losses			Rob	self-employed
	2026-02-17 17:17:33	No I do not	All of the above	Industry Job Losses	I am OPPOSED to this as it would make all the freelancers in our industry employees, losing the ability to claim their taxes back against their income and a logistical nightmare for clients and production companies.	Kim	employed individual
	2026-02-17 17:17:01	No I do not	All of the above	Industry Job Losses		Mishka	unemployed individual
	2026-02-17 17:14:07	No I do not	Industry Job Losses			Damien	self-employed
	2026-02-17 17:11:01	No I do not	All of the above	Loss of Income & Tax Deductions		Vanessa	self-employed
	2026-02-17 17:04:56	No I do not	All of the above	Industry Job Losses	The industry is working fine. We could do with government offering a rebate.	Chris	self-employed
	2026-02-17 17:02:34	No I do not	All of the above	Loss of Income & Tax Deductions		Zulfa	unemployed individual
	2026-02-17 16:59:25	No I do not	All of the above	Industry Job Losses		Mickey	unemployed individual
					The film industry does not operate like a traditional workplace. It never has, anywhere in the world. Commercial productions hire freelance independent contractors for short bursts, often 1 to 5 days. These are project-based engagements, not permanent jobs. Applying conventional employment rules designed for long-term employment simply does not fit the reality of how our industry works. Capping shooting days at 12 hours is completely unrealistic. Film production is driven by light, weather, location access and performance. You cannot tell the sun to set earlier. Restricting hours in this way will dramatically increase costs and make South Africa uncompetitive. If these proposals go ahead, production will leave. International work will go elsewhere. Even South African brands will shoot offshore. This won't protect jobs, it will destroy them.		
	2026-02-17 16:58:58	No I do not	All of the above	Industry Job Losses	South Africa has built a globally respected, flexible production industry. Over-regulating it without understanding how it functions risks collapsing one of our most successful export sectors.	Colin	business owner
	2026-02-17 16:54:11	No I do not	All of the above	Industry Job Losses		Chuanne	self-employed
	2026-02-17 16:46:37	No I do not	All of the above	Loss of Income & Tax Deductions	There is a huge difference between being hired for a movie/series that is a permanent job and over a long period of time. TV commercials and stills advertising cannot fall under the same umbrella. This will kill our industry. Government please don't be so short sighted. This will completely stop all work into this country, hence no money for you either!	Daniel	self-employed
	2026-02-17 16:44:51	No I do not	All of the above	Industry Job Losses		Janice	self-employed
	2026-02-17 16:43:20	No I do not	Industry Job Losses		I find that the loss of autonomy for an independent contractor to regulate both hours working conditions and income taxable total will be a serious detriment to the entire Freelance independent contractor work force in film.	Jane	self-employed
	2026-02-17 16:42:26	No I do not	All of the above	Industry Job Losses		Sindiso	self-employed
	2026-02-17 16:39:40	No I do not	All of the above	Industry Job Losses		Ann	
	2026-02-17 16:39:04	No I do not	Loss of Income & Tax Deductions			Malcolm	self-employed
	2026-02-17 16:38:10	No I do not	Loss of Income & Tax Deductions			Caroline	unemployed individual
	2026-02-17 16:38:09	No I do not	Loss of Income & Tax Deductions			Caroline	unemployed individual
	2026-02-17 16:36:25	No I do not	All of the above	Loss of Income & Tax Deductions		Ashleigh	
	2026-02-17 16:35:31	No I do not	All of the above	Loss of Income & Tax Deductions	I am a production designer. I need to spend money to get a job. My expenses are tax deductible. I pay for a website, an agent. I sometimes work from my home office/studio and therefore a certain portion of my home expenses are deductible. I get hired to do a job which is never much longer than a few months. I am not a permanent employee.	FRANCINE	unemployed individual
	2026-02-17 16:34:21	No I do not	All of the above	Industry Job Losses		Devi	
	2026-02-17 16:33:42	No I do not	All of the above	Industry Job Losses		Rohard	self-employed
	2026-02-17 16:33:34	No I do not	Loss of Income & Tax Deductions		If independent contractors are reclassified as employees, they won't be able to deduct important work-related expenses from their taxes. As a result, I would take home less money overall. I am already paying so much tax	Maria	self-employed
	2026-02-17 16:33:19	No I do not	All of the above	Industry Job Losses		BENNY	unemployed individual
	2026-02-17 16:31:23	No I do not	All of the above	Industry Job Losses		Bianca	self-employed
	2026-02-17 16:27:07	No I do not	All of the above	Industry Job Losses		Kerry	employed individual
	2026-02-17 16:26:48	No I do not	All of the above	Loss of Income & Tax Deductions	DONT TRY AND FIX WHAT ALREADY WORKS THE GOVERNMENT MAKES 25% PAYE FROM EACH AND EVERY CREW MEMBER ON EACH AND EVERY JOB. WHY WOULD YOU SAY GOODBYE TO THAT BILLION RAND INDUSTRY MONEY!!	JANINE	business owner
	2026-02-17 16:26:43	No I do not	Industry Job Losses			Flatela	self-employed
	2026-02-17 16:25:23	No I do not	All of the above	Loss of Income & Tax Deductions		Jéan	unemployed individual
	2026-02-17 16:23:54	No I do not	Industry Job Losses			Mia	self-employed
	2026-02-17 16:23:06	No I do not	All of the above	Industry Job Losses	If this legislation goes through, the film industry will experience more job losses as shoot day hours will be curtailed and it will simply become too expensive to shoot in SA (for both international jobs and local jobs).	Linda	business owner
	2026-02-17 16:22:45	No I do not	All of the above	Loss of Income & Tax Deductions		Kalvin	self-employed
	2026-02-17 16:21:50	No I do not	All of the above	Loss of Income & Tax Deductions		Ashraf	employed individual
	2026-02-17 16:21:01	No I do not	All of the above	Loss of Income & Tax Deductions	The legislation does not properly distinguish between different types of creative work. A freelancer doing a short voice-over job is not the same as an actor tied to a long-term television contract. Treating all creatives as employees would actually harm freelancers by limiting how much they can earn through rigid working-hour and overtime rules. It would also mean creatives lose important tax deductions for real business costs such as agent commissions, travel, auditions, and wardrobe, which would significantly reduce their take-home income. On top of this, the added compliance and payroll costs for production companies could make South Africa less competitive on a global level.	Andrea	self-employed
	2026-02-17 16:14:31	No I do not	All of the above	Loss of Flexibility	We are freelance and this is the opposite of that. It will have dire implications for all the talent that work in this industry.	Tracey	self-employed

					To deem us as employees would be politically and economically incorrect. We are freelancers who work on a contractual basis and we don't have a say in whether we can work for an entire year or not.		
	2026-02-17 16:14:25	No I do not	All of the above	Industry Job Losses	How we have been functioning in the tax realm as freelancers has been perfectly fine. Our hours are long but it is the nature of what we do. Committing us to 8 hours a day will strangle the flexibility that Cape Town crew and producers have to offer. These changes would drastically affect my chances of having a future in this industry.	Richard	self-employed
	2026-02-17 16:13:08	No I do not	All of the above	Industry Job Losses		Yvette	self-employed
	2026-02-17 16:09:55	No I do not	All of the above	Loss of Income & Tax Deductions		Nawaal	self-employed
	2026-02-17 16:08:23	No I do not	All of the above	Industry Job Losses		Phillip	employed individual
	2026-02-17 16:07:36	No I do not	Industry Job Losses			Calvin	self-employed
	2026-02-17 16:01:47	No I do not	Loss of Income & Tax Deductions			Marc	self-employed
	2026-02-17 15:57:39	No I do not	All of the above	Loss of Flexibility		JP	employed individual
	2026-02-17 15:57:36	No I do not	All of the above	Industry Job Losses		Gail	employed individual
	2026-02-17 15:57:33	No I do not	All of the above	Industry Job Losses		Gail	employed individual
	2026-02-17 15:57:31	No I do not	Industry Job Losses			Thembalet hu	unemployed individual
	2026-02-17 15:55:41	No I do not	Loss of Income & Tax Deductions		The industry is in trouble and can't sustain any further disruption to the laws, we need to easily engage freelancers for commercial filming and manage workflow and budgets to ensure sustainability. Changing freelance talent to 'employees' will further force work away from South Africa and towards other countries and options such as AI or computer generated advertising routes.	Cat	business owner
	2026-02-17 15:54:25	No I do not	All of the above	Industry Job Losses		Nicola	business owner
	2026-02-17 15:50:31	No I do not	All of the above	Industry Job Losses		Suzanne	
	2026-02-17 15:49:45	No I do not	Industry Job Losses		This will create - loss of jobs loss of foreign income to South Africa	Judy	self-employed
	2026-02-17 15:47:19	No I do not	All of the above	Loss of Income & Tax Deductions		Sam	self-employed
	2026-02-17 15:47:09	No I do not	All of the above	Industry Job Losses	Creating road blocks and friction to business in the form of legislation only ever harms an industry.	Joel	employed individual
	2026-02-17 15:45:30	No I do not	All of the above	Industry Job Losses	Govormant should creat jobs not destroy a whole industry. They should mind their own business.	wade	self-employed
	2026-02-17 15:44:57	No I do not	All of the above	Loss of Income & Tax Deductions		Zakhele	unemployed individual
	2026-02-17 15:44:15	No I do not	All of the above	Industry Job Losses	As an industry under immense pressure from all sectors, it cannot afford to endure further pressure brought about by unnecessary labour changes from the government. Crew who work in the advertising production sector have a mutualistic working relationship with their employers and have done so for many years. The introduction of crew losing their freelance status will not only cripple them financially, but also result in an increase in costs, making the production sector in South Africa unaffordable, resulting in a massive loss of employment.	GAVIN	business owner
	2026-02-17 15:44:12	No I do not	All of the above	Industry Job Losses		Francis	self-employed
	2026-02-17 15:44:06	No I do not	All of the above	Loss of Income & Tax Deductions		Gary	self-employed
	2026-02-17 15:42:58	No I do not	Loss of Income & Tax Deductions			kerry	self-employed
					The Film Industry - all over the world - does not operate like the corporate sector and can in no way be categorised as such on any level. Crew and Cast are hired to work on projects, sometimes more than on one job at a time according to their expertise, experience and availability.		
					The nature of the Film Industry - all over the world - means that any crew or cast member often works between 12 and 16 hours per day for several days on commercials or up to 12hours per day for five or six days a week on long form projects all of which are of a short-term duration meaning that, at the completion of said project, the crew or cast member can either go on to another job or not have work for a few days or weeks with most averaging sporadic employment for between five to eight months of any given year.		
	2026-02-17 15:42:10	No I do not	All of the above	Industry Job Losses	Being essentially self-employed, crew and cast are paid wages in line with the fact that they have to take care of their own needs in terms of pension schemes and medical aids which is part and parcel of being an adult in the Film Industry.	Ann	self-employed
	2026-02-17 15:41:57	No I do not	All of the above	Loss of Income & Tax Deductions		Sulet	unemployed individual
	2026-02-17 15:41:18	No I do not	Loss of Income & Tax Deductions			Joao	
	2026-02-17 15:39:11	No I do not	Loss of Income & Tax Deductions			Hulelte	employed individual
	2026-02-17 15:38:56	No I do not	All of the above	Industry Job Losses		Kate	self-employed
	2026-02-17 15:38:46	No I do not	All of the above	Loss of Income & Tax Deductions		Stefano	employed individual
	2026-02-17 15:38:12	No I do not	All of the above	Industry Job Losses		Rousseau	employed individual
	2026-02-17 15:37:24	No I do not	All of the above	Industry Job Losses		Erica	self-employed
	2026-02-17 15:37:02	No I do not	All of the above	Loss of Flexibility		Adrian	unemployed individual
	2026-02-17 15:34:52	No I do not	All of the above	Loss of Flexibility		Angelica	business owner
	2026-02-17 15:34:20	No I do not	All of the above	Industry Job Losses		Joanne	self-employed
	2026-02-17 15:29:02	No I do not	All of the above	Loss of Flexibility		Dominic	self-employed
	2026-02-17 15:28:18	No I do not	All of the above	Loss of Income & Tax Deductions		Lezille	self-employed
	2026-02-17 15:26:04	No I do not	All of the above	Loss of Flexibility		Kim	business owner
	2026-02-17 15:16:34	No I do not	All of the above	Industry Job Losses	An industry that thrives in flexibility will be bound in a straight jacket! Why kill the golden goose that makes the entire country money!! This makes no sense !	Emma	self-employed

	2026-02-17 15:07:07	No I do not	All of the above	Loss of Income & Tax Deductions	It's simply not practical, it will cause an admin nightmare for talent, agencies and production houses.	Paul	retired
	2026-02-17 14:59:52	No I do not	All of the above	Industry Job Losses	I appreciate the intention to protect vulnerable workers, but I don't agree with applying a blanket employee classification to all performers and crew in the creative sector. The advertising, artistic, and cultural industries operate on a project-based model that depends on flexibility. Treating every freelancer as a standard employee risks undermining the very structure that allows these industries to function efficiently. A one-size-fits-all approach does not reflect the diversity of working arrangements in the sector. Many professionals actively choose freelance status because it allows them to work across multiple productions, manage their own schedules, and structure their income in ways that suit the cyclical nature of creative work. Removing this flexibility could reduce opportunities rather than expand them. There are also significant economic implications. Increased compliance costs, reduced tax efficiency for independent contractors, and more complex administrative requirements may discourage both local and international productions from operating in South Africa. This would ultimately harm job creation, limit industry growth, and reduce South Africa's competitiveness as a global production destination. Worker protection is essential, but policy should be targeted and nuanced rather than universal. A framework that distinguishes between vulnerable workers and genuinely independent professionals would better balance protection with sustainability for the creative economy.	Shannon	self-employed
	2026-02-17 14:50:47	No I do not	All of the above	Industry Job Losses	It would ruin our industry	Charlie	
	2026-02-17 14:50:47	No I do not	All of the above	Industry Job Losses	It would ruin our industry	Charlie	
	2026-02-17 14:48:56	No I do not	Loss of Income & Tax Deductions		As a production house How do you manage the admin Employing a person for 2 days on a shoot Then doing uif and leave ? Can accumulated leave be used for overtime Ill terminate the Employee after 2 dats from my payroll software And reinstate him if i use him on the next project On code 3601 they cant claim any expenses	Yoli	business owner
	2026-02-17 12:47:22	No I do not	All of the above	Industry Job Losses	I am deeply against this amendment. The film industry in south Africa is already having a tough time at the moment. An amendment like this could basically kill the industry which would create hundreds of thousands of unemployed individuals which I would be one of. I implore you to listen to the disagreeing voices our livelihood that we have had for so long depends on it.	Siyabulela	
	2026-02-17 10:32:45	No I do not	All of the above	Industry Job Losses	What you are offering is not the solution. Instead of classifying as employees, why don't you suggest a union. Look at what works for the same industry in other countries, and apply the same here. What you are suggesting will benefit no one.	Nina	unemployed individual
	2026-02-17 10:32:28	No I do not	All of the above	Loss of Income & Tax Deductions	These are only a few of the many concerns that have to be considered when changing policy on such a unilateral level across an entire industry. Freelancers lose the flexibility to work on multiple productions • Income potential is reduced due to restrictive work hours, with lowering of rates due to production houses now having to cover UIF, "annual leave" etc • Legitimate business expenses (travel, agents, training, wardrobe, marketing) may no longer be tax deductible • Production costs will rise significantly, potentially driving away more service jobs and reducing local opportunities. • Production companies, agencies and suppliers will struggle to operate • International productions may choose more competitive countries • Job opportunities in South Africa could decline	Moray	business owner
	2026-02-17 10:28:29	No I do not	All of the above	Loss of Income & Tax Deductions	These are only a few of the many concerns that have to be considered when changing policy on such a unilateral level across an entire industry. Freelancers lose the flexibility to work on multiple productions • Income potential is reduced due to restrictive work hours, with lowering of rates due to production houses now having to cover UIF, "annual leave" etc • Legitimate business expenses (travel, agents, training, wardrobe, marketing) may no longer be tax deductible • Production costs will rise significantly, potentially driving away more service jobs and reducing local opportunities. • Production companies, agencies and suppliers will struggle to operate • International productions may choose more competitive countries • Job opportunities in South Africa could decline	Moray	
	2026-02-17 09:21:31	No I do not	All of the above	Industry Job Losses		Ammaar	employed individual
	2026-02-17 08:19:09	No I do not	All of the above	Industry Job Losses		Aletta	retired
	2026-02-17 08:06:16	No I do not	All of the above	Industry Job Losses		Sydney	self-employed
	2026-02-17 07:56:31	No I do not	All of the above	Industry Job Losses		Malcolm	self-employed
	2026-02-17 07:54:59	No I do not	All of the above	Industry Job Losses		Vetbooi	employed individual
	2026-02-17 07:54:58	No I do not	All of the above	Industry Job Losses		Vetbooi	employed individual
	2026-02-17 07:15:05	No I do not	All of the above	Industry Job Losses		Tobie	business owner
	2026-02-17 07:08:26	No I do not	All of the above	Industry Job Losses	With the industry experiencing substantial decline since 2020 we have yet to get to a place of stability and affordability. Most of us are breadwinner supporting big families thanks to incoming service work that invests in South Africa. South Africa's unemployment rate is a national disaster and given this, south african can not afford to produce enough funding for our local economy. Deeming Independent contractors as employees will add to the national crisis of unemployment as we lose incoming work and local funds will decline even further. Filmmakers already aid substantially to the Economy and making freelancers employers will decline the economic improvement made thus far. So please, we do not agree with being employees.	Jada	self-employed
	2026-02-17 00:59:54	No I do not	All of the above	Loss of Income & Tax Deductions		Peter	unemployed individual
	2026-02-17 00:08:01	No I do not	All of the above	Industry Job Losses		Nicci	self-employed
	2026-02-16 23:37:32	No I do not	All of the above	Loss of Flexibility		Bonita	
	2026-02-16 21:29:28	No I do not	All of the above	Industry Job Losses		Susan	employed individual
	2026-02-16 21:22:14	No I do not	All of the above	Loss of Income & Tax Deductions		Sunette	
	2026-02-16 21:13:49	No I do not	Industry Job Losses		Employers are at the point to rather end nice to have positions and let employees go that is only a financial burden- aka mor unemployment Driven by governance International companies already move on and out! This is not received positively Cheers to the GNU	Lian	self-employed
	2026-02-16 20:37:02	No I do not	Loss of Flexibility		The industry has never been structured in a way that is viable to the masses and this creates a work force that is unmatched and creates individuals with great skill to become leaders in our industry. Hence we are subcontracted as the flow of work is also never certain by doing so we create a gap and loss of income where we spend less of our own countries money and more from contractual obligations from abroad. The simple truth is if individuals want to become full time employees the SABC and local film industries have those options.	Kyle	self-employed
	2026-02-16 20:16:22	No I do not	All of the above	Loss of Income & Tax Deductions		Yvonne	self-employed

	2026-02-16 20:06:21	No I do not	All of the above	Loss of Income & Tax Deductions		Pax	employed individual
	2026-02-16 20:06:19	No I do not	All of the above	Loss of Income & Tax Deductions		Pax	employed individual
	2026-02-16 19:54:27	No I do not	All of the above	Industry Job Losses	The major issue is that current employment laws in South Africa are so terrible, discriminatory, and covered in red tape. That any benefits that this bill suggested would be dwarfed by cons.	Michael	
	2026-02-16 19:52:48	No I do not	Other		Changing this policy to try and squeeze out more taxes from the freelance sector is unethical. Putting more bureaucratic hoops and hurdles onto an already stressed industry will only push more international work away. No one will shoot here if they have to support UIF and jump the hoops of working under the definitions of employees. Don't change what is already working.	Marco	business owner
	2026-02-16 19:44:12	No I do not	All of the above	Industry Job Losses	Again an overreach by government. Instead of letting the principles of a free market economy work, government is trying to force certain aspects of the working relationships. In doing so they are exacerbating unemployment. If the government is serious about protecting employment, they need to get rid of minimum wage. There are a lot of people who are unemployed but are willing to work for less than minimum wage just to earn a living, but government prohibits them from working for less than minimum wage. In doing so the unemployment rate is escalating rapidly.	Hill	business owner
	2026-02-16 19:36:36	No I do not	All of the above	Industry Job Losses		Rahma	employed individual
	2026-02-16 19:06:58	No I do not	All of the above	Industry Job Losses		Armand	unemployed individual
	2026-02-16 19:04:31	No I do not	Industry Job Losses			Maria	self-employed
	2026-02-16 19:04:30	No I do not	Industry Job Losses			Maria	self-employed
	2026-02-16 18:58:40	No I do not	Industry Job Losses			Maria	business owner
	2026-02-16 18:54:01	No I do not	All of the above	Loss of Income & Tax Deductions	As freelance workers we are lucky to work 5 months of the year, if that. There is a ceiling to what we can earn and in reality we are earning the same, if not less, than we did 10 years ago. We can't keep up. We already live on the edge and deducting more earnings from us is not sustainable.	Josie	self-employed
	2026-02-16 18:18:27	No I do not	Loss of Income & Tax Deductions			Corrie Andre	
	2026-02-16 18:02:04	No I do not	All of the above	Industry Job Losses		Francois	
	2026-02-16 18:00:06	No I do not	Loss of Income & Tax Deductions			Margueritte	self-employed

					<p>Dear Acting Deputy Director General,</p> <p>I am writing to formally submit my comment regarding Gazette Notice R7020 (23 January 2026), which proposes deeming all performers in advertising, artistic and cultural activities as employees under multiple labour statutes.</p> <p>I have worked in the South African film industry for over a decade in multiple capacities, including Childminder, Art Department Coordinator, Production Manager, and Line Producer. I service both local and international productions, including documentary series for CNN and BBC, global stills campaigns (including Speedo), and more than 23 international television commercials directed by award-winning international directors.</p> <p>While I support worker protection where genuine long-term employment relationships exist, I am deeply concerned that a blanket reclassification of all performers and crew as employees does not reflect the structure of the film and advertising sector, which is inherently project-based and freelance-driven.</p> <p>An average international television commercial filmed in South Africa carries a minimum production budget of approximately R3 million.</p> <p>On a single job, the economic impact includes:</p> <ul style="list-style-type: none"> - Hotel spend of approximately R55,000 or more - Catering costs (on-set and restaurant bookings) of approximately R100,000 - Security services - Transport companies and drivers - Equipment rental houses (camera, lighting, grip) - Cherry pickers, cranes, and rigging specialists - Special effects teams - Printing companies - Hardware suppliers (data storage and technical supplies) - Art department suppliers, prop houses, shopfitters - Wardrobe and prosthetic specialists <p>Each production activates a wide chain of secondary and tertiary industries. Film production is not an isolated creative activity. It is a multiplier industry that stimulates hospitality, tourism, logistics, construction, retail, and technical sectors simultaneously.</p> <p>South Africa competes globally as a service destination. Our appeal is built on competitive costs, skilled freelance crews, operational agility, and flexible project-based hiring. If every short-term engagement is reclassified into a full employment structure, production costs and administrative burdens will increase significantly. International producers will not absorb these increases — they will relocate to alternative territories.</p> <p>The consequence will not only be reduced freelance income. It will be fewer international productions, reduced foreign revenue inflow, job losses across multiple sectors, contraction in hospitality and support industries, and long-term reputational damage to South Africa as a service destination.</p> <p>There is a fundamental difference between a performer engaged on a long-term television contract and a freelancer working a two-day commercial shoot. The proposed approach does not meaningfully distinguish between these fundamentally different engagements.</p> <p>Worker protection is essential. However, forcing an employment model onto independent professionals operating short-term project businesses risks destabilising an entire economic ecosystem.</p> <p>I respectfully request that the Department:</p> <ol style="list-style-type: none"> 1. Reconsider a blanket deeming provision. 2. Engage directly with industry bodies and service production companies. 3. Develop a differentiated framework that protects vulnerable workers without undermining the freelance project model. 4. Conduct a formal economic impact assessment before implementation. <p>The South African film industry generates foreign revenue, supports thousands of indirect jobs, and positions the country competitively in the global creative economy. Regulatory reform should strengthen that ecosystem, not unintentionally dismantle it.</p> <p>Thank you for the opportunity to submit this representation.</p> <p>Kind regards, Layla Walters 076 157 5243 Laylafilmproduction@gmail.com</p>	Layla	self-employed
	2026-02-16 17:39:37	No I do not	All of the above	Loss of Income & Tax Deductions			
	2026-02-16 17:28:47	No I do not	All of the above	Loss of Income & Tax Deductions		Michelle	unemployed individual
	2026-02-16 17:25:01	No I do not	Loss of Flexibility			Simone	self-employed
	2026-02-16 17:24:27	No I do not	All of the above	Industry Job Losses		Jared	employed individual
	2026-02-16 17:21:37	No I do not	Loss of Flexibility		Freelancers already pays the biggest amount of tax and now government building a draft of butchering them into financial kamakazi outta the industry?!!! No thanks ??	Johan	self-employed
	2026-02-16 17:20:46	No I do not	Loss of Income & Tax Deductions			Elani	self-employed
	2026-02-16 17:18:23	No I do not	All of the above	Loss of Income & Tax Deductions		Albert	unemployed individual
	2026-02-16 17:17:55	No I do not	Industry Job Losses		We are going to drive our international productions away as this is going to lower our output but up our budgets. We need to remain competitive as a territory and we should and cannot be classed as full time employees.	Vanessa	self-employed
	2026-02-16 17:12:51	No I do not	Industry Job Losses			Anthony	
	2026-02-16 17:12:24	No I do not	All of the above	Industry Job Losses	The film industry has adjusted and developed its working conditions over many year to be not only compliant with international norms but somewhat competitive. For the department of labour to take this industry that relies heavily on intrnational cooperation and compliance and suddenly apply the same working conditions of salaried employees onto contractors that sometime work a one day contract is not only ill-informed its highly concerning because it puts our industry in jeopardy. For decisions like this to be made without consultation or communication with the actual industry and workers it affects is tyrannical and we are asking for some level headed mediation to take place before the entire industry in jeopardised and international investments are chased away for good - The government has already corrupted the rebate system that has caused a severe shortage of work, passing these laws would be putting nails into the coffin of what was once a vibrant industry with opportunity for all peoples of South Africa regardless of race , creed, background or education. Please reconsider passing this bill	Jon-Luke	self-employed
	2026-02-16 17:10:51	No I do not	Industry Job Losses			Howard James	business owner
	2026-02-16 17:09:45	No I do not	All of the above	Industry Job Losses	Please do not classify us all as full time employees, as this is NOT the case. I was without work for 7 months because of jobs that were driven to other countries to shoot (other than SA) because of lack of incentives. Our industry cannot afford to drive work and incentives away, our free lance crew will not survive it	Angela	self-employed
	2026-02-16 16:59:36	No I do not	All of the above	Loss of Income & Tax Deductions		Andrew	unemployed individual
	2026-02-16 16:59:14	No I do not	Loss of Flexibility		Doesn't work for the film industry that's project based. Must have the option of doing a independent contract.	Danielle	self-employed

	2026-02-16 16:55:53	No I do not	Loss of Income & Tax Deductions			Sian	employed individual
	2026-02-16 16:52:31	No I do not	Industry Job Losses			Justin	self-employed
	2026-02-16 16:49:40	No I do not	All of the above	Industry Job Losses		Liam	self-employed
	2026-02-16 16:46:56	No I do not	All of the above	Loss of Income & Tax Deductions		David	
	2026-02-16 16:41:44	No I do not	All of the above	Loss of Income & Tax Deductions		Craig	self-employed
	2026-02-16 16:41:38	No I do not	All of the above	Industry Job Losses		Reinhardt	self-employed
	2026-02-16 16:40:28	No I do not	Loss of Income & Tax Deductions		Standard labour protections, such as regulated working hours and limits on overtime, do not protect short-form production workers; they simply cap what they can earn. Freelancers often maximise their income by working intensively over short periods across multiple productions	Simon	self-employed
	2026-02-16 16:38:42	No I do not	All of the above	Industry Job Losses		Mayra	employed individual
	2026-02-16 16:37:56	No I do not	All of the above	Loss of Income & Tax Deductions		Michael	business owner
	2026-02-16 16:36:51	No I do not	All of the above	Loss of Income & Tax Deductions	It is to be taken into consideration that an artist has sometimes a job and often not, thus he has no regular income.	Peter	retired
	2026-02-16 16:17:29	No I do not	All of the above	Loss of Income & Tax Deductions		Nadia	self-employed
	2026-02-16 16:17:29	No I do not	All of the above	Loss of Income & Tax Deductions		Nadia	self-employed
	2026-02-16 16:12:43	No I do not	Loss of Flexibility			Norbert	retired
	2026-02-16 16:04:26	No I do not	All of the above	Industry Job Losses		Saskia	self-employed
	2026-02-16 15:48:06	No I do not	All of the above	Loss of Income & Tax Deductions	Earning potential would be capped. This is also costly in time and money towards production companies.	Tsholofelo	self-employed
	2026-02-16 15:45:15	No I do not	All of the above	Loss of Income & Tax Deductions	The idea behind this has merit, but it has been designed without the nuances of the industry in mind. Making performers standard employees will collapse the film industry, not better it. We thrive on the flexibility of being freelancers and this is why our clients come to South Africa to film.	Robyn	self-employed
	2026-02-16 15:41:53	No I do not	All of the above	Loss of Flexibility		Kim	
	2026-02-16 15:15:31	No I do not	All of the above	Industry Job Losses	It will cripple what is left of the film industry and leave most of the industry jobless or living off scraps	Daniel	employed individual
	2026-02-16 15:12:36	No I do not	All of the above	Industry Job Losses		Shan	
	2026-02-16 15:09:15	No I do not	All of the above	Loss of Income & Tax Deductions		Nicole	employed individual
	2026-02-16 15:08:02	No I do not	All of the above	Loss of Income & Tax Deductions		Claribel	self-employed
	2026-02-16 15:07:07	No I do not	All of the above	Loss of Income & Tax Deductions		Dax	self-employed
	2026-02-16 15:05:31	No I do not	All of the above	Industry Job Losses		Maricia	employed individual
	2026-02-16 15:04:52	No I do not	Loss of Income & Tax Deductions		Reclassifying independent contractors as employees means they will no longer be able to deduct crucial business expenses incurred to generate their income. This includes travel to auditions, agent commissions, wardrobe, self-tapes, and training—resulting in a material reduction in their net income. I do not feel this amendment will work for freelance crew working job to job. Some contracts are as short as 1-3 months.	Kelly	employed individual
	2026-02-16 14:54:57	No I do not	All of the above	Industry Job Losses		Calsea	employed individual
	2026-02-16 14:46:40	No I do not	All of the above	Industry Job Losses		Hannah	employed individual
	2026-02-16 14:44:56	No I do not	Loss of Income & Tax Deductions			Alexander	
	2026-02-16 14:42:44	No I do not	All of the above	Industry Job Losses		Ally	self-employed
	2026-02-19 14:11:55	No I do not	All of the above	Loss of Income & Tax Deductions		Christia	unemployed individual
	2026-02-19 14:09:14	No I do not	All of the above	Industry Job Losses		Mark	unemployed individual
	2026-02-19 14:05:17	No I do not	All of the above	Loss of Income & Tax Deductions		Fran	self-employed
	2026-02-19 14:05:16	No I do not	All of the above	Loss of Income & Tax Deductions		Fran	self-employed
	2026-02-19 14:01:48	No I do not	Industry Job Losses			Miche	self-employed
	2026-02-19 14:01:47	No I do not	All of the above	Industry Job Losses		Vincent	
	2026-02-19 13:58:56	No I do not	All of the above	Loss of Income & Tax Deductions		Rochelle	self-employed
	2026-02-19 13:58:06	No I do not	All of the above	Industry Job Losses		Candice	
	2026-02-19 13:56:40	No I do not	All of the above	Loss of Income & Tax Deductions		Eric	

	2026-02-19 13:54:58	No I do not	All of the above	Loss of Income & Tax Deductions		Kelly	self-employed
	2026-02-19 13:54:47	No I do not	All of the above	Loss of Income & Tax Deductions		Brandon	self-employed
	2026-02-19 13:49:21	No I do not	All of the above	Loss of Income & Tax Deductions		Leah	self-employed
	2026-02-19 13:40:55	No I do not	Loss of Income & Tax Deductions		As freelancers in the industry, many of us are already struggling to survive as it is. Being categorised as employees will take away our tax return benefits, which will no doubt be the final financial blow to so many, from all different backgrounds. The past year has been incredibly challenging, work has been slow due to the mismanagement of the DTIC. For thousands of workers, income tax returns are one of the only remaining forms of financial relief preventing severe hardship. If freelancers are reclassified as employees and lose access to these returns, it will directly lead to widespread financial ruin, unemployment, and homelessness. This change would not only destroy livelihoods but also severely damage the economy. The South African film industry employs hundreds of thousands of people, many from previously disadvantaged communities, and many who are the sole breadwinners in their households. Without consistent work and financial support, countless families will be unable to afford basic necessities such as food and housing within months.	Courtney	employed individual
	2026-02-19 13:38:28	No I do not	Loss of Income & Tax Deductions			Shahra	
	2026-02-19 13:33:56	No I do not	All of the above	Loss of Income & Tax Deductions		Kurt	
	2026-02-19 13:32:37	No I do not	All of the above	Industry Job Losses		Liam	employed individual
	2026-02-19 13:22:18	No I do not	Loss of Income & Tax Deductions			Chardenw ay	employed individual
	2026-02-19 13:20:18	No I do not	All of the above	Industry Job Losses		Leon	employed individual
	2026-02-19 13:13:56	No I do not	All of the above	Loss of Flexibility		Mel	
	2026-02-19 13:11:07	No I do not	All of the above	Loss of Income & Tax Deductions	This ammendment would make it impossible for performers to earn enough to live. It would be devastating for the entire entertainment industry/community.	Sage	unemployed individual
	2026-02-19 13:09:19	No I do not	All of the above	Industry Job Losses		Lesley	unemployed individual
	2026-02-19 13:07:25	No I do not	Loss of Income & Tax Deductions			Anton	self-employed
	2026-02-19 13:04:20	No I do not	Loss of Income & Tax Deductions		South African artists in the industry have suffered enough over the years through government limitations, Covid & international strikes. Enough is enough. Art & storytelling is vital to this country and to this world. Artists must be remunerated fairly. Period.	Jessica	employed individual
	2026-02-19 13:03:31	No I do not	All of the above	Industry Job Losses		Robyn	self-employed
	2026-02-19 12:56:00	No I do not	All of the above	Loss of Income & Tax Deductions		Werner	self-employed
	2026-02-19 12:55:56	No I do not	All of the above	Industry Job Losses	I appreciate the fact that you want to bring meaningful change to our industry, but this is not the way. If ANY ammendment should be made, it should be made by consulting actual industry professionals and leaders in the industry who are actively working and who will be impacted by these decisions. Please take time to consult with these types of people and create legislation that is curated and independently crafted to suit the needs, rights and uniqueness of South African freelancers and creatives. Don't simply take our rejection of this broad and vague legislation as a sign that we are happy the way things are, but take the time to find a better and more curated solution to our problems.	Tjaart	self-employed
	2026-02-19 12:49:04	No I do not	All of the above	Loss of Income & Tax Deductions		Luandri	self-employed
	2026-02-19 12:16:36	No I do not	All of the above	Industry Job Losses		Karen	employed individual
	2026-02-19 12:16:24	No I do not	All of the above	Industry Job Losses	While labour protections are appropriate for individuals working regular hours on long-form productions (like daily soap operas) , applying these same rules to professionals engaged for shoots lasting only a few hours or days does not reflect the operational reality of the sector	Naledi	employed individual
	2026-02-19 12:09:00	No I do not	All of the above	Loss of Income & Tax Deductions		Stephan	employed individual
	2026-02-19 11:45:34	No I do not	Loss of Flexibility	Loss of Flexibility		Tasneem	business owner
	2026-02-19 11:43:52	No I do not	Loss of Income & Tax Deductions			Graham	unemployed individual
	2026-02-19 11:43:19	No I do not	Industry Job Losses			Robert	self-employed
	2026-02-19 11:23:20	No I do not	All of the above	Industry Job Losses	We already have a huge lack of jobs in this country which is a crisis. Doing this will just add to the unemployment rates and cause more crime which affects all aspects our beautiful country flourishing!	Maggie	self-employed
	2026-02-19 11:18:08	No I do not	All of the above	Loss of Income & Tax Deductions		Thaakirah	
	2026-02-19 11:15:44	No I do not	All of the above	Industry Job Losses		Josh	self-employed
	2026-02-19 11:10:58	No I do not	All of the above	Industry Job Losses		Janine	
	2026-02-19 10:59:20	No I do not	Industry Job Losses		Freelancers work on a project to project basis across all departments - for both long and short format productions in the film industry. Enforcing all crew as full time employees will limit the job opportunities available to us, drive up costs of productions and in turn make South Africa a less competitive filming destination for the international partners in the industry.	Melanie	self-employed
	2026-02-19 10:57:07	No I do not	All of the above	Loss of Income & Tax Deductions		Michaela	self-employed
	2026-02-19 10:54:05	No I do not	All of the above	Industry Job Losses		Megan	unemployed individual
	2026-02-19 10:45:57	No I do not	All of the above	Loss of Income & Tax Deductions		Abigail	
	2026-02-19 10:35:45	No I do not	All of the above	Loss of Flexibility	Many professionals intentionally choose to operate as independent contractors for the flexibility and the ability to work across multiple clients simultaneously. Forcing employee status removes this autonomy and harms small businesses and agencies.	Megan	employed individual
	2026-02-19 10:28:43	No I do not	All of the above	Industry Job Losses		Zayd	business owner

	2026-02-19 10:27:55	No I do not	All of the above	Industry Job Losses	Freelancers have the right and option to choose as to whether they wish to take on a project or not. They are not covered by UIF so if they don't work they don't get paid, they don't claim UIF so less pressure on that Government Department. They are taxed heavily due to the SARS tax brackets and pay SDL of which they can never claim or utilize. Should the government wish to take this industry and classify it under normal BCEA terms then that completely denies freelancers the right and freedom of choosing jobs as they wish. No casting agency will be able to survive keeping freelancers on full time basis having to pay all the deductions etc. No production company will be willing to start deducting and paying UIF for freelancers that aren't currently under contract on a job not matter whether it is a long format or 2 day commercial. The idea of trying to classify freelancers as normal workers is the same as trying to classify seasonal workers as full time employees. The option of people being able to be freelancers is that they have the right to choose jobs and work as many times as they can during the year. A full time employee works for one company only so the BCEA works for them to cover them legally. Freelancers are covered by the Commercial Producers Association which regulates their working conditions same as the BCEA. Should the government intervene within this industry anymore than it has with the DTI the industry will definitely cease to exist and how many more unemployed people does SA need? The country itself is already battling and internationals coming to the country to shoot commercials / features / TV series etc. bring revenue into the country. Should this industry start to be regulated that revenue will fall away - does SA need the loss of revenue?	Danny	self-employed
	2026-02-19 10:01:47	No I do not	All of the above	Industry Job Losses	As a professional model working on a freelance basis, I am concerned that reclassifying performers as employees will reduce work opportunities, limit flexibility, and negatively impact the creative industry. The freelance structure allows models to work across multiple agencies and clients, and supports international productions choosing South Africa. This change may reduce income opportunities and drive productions to other countries. I support protecting workers, but the current freelance model is essential for the sustainability of our industry.	Welisson jr	employed individual
	2026-02-19 09:52:45	No I do not	All of the above	Loss of Income & Tax Deductions		Garmai Tiny	self-employed
	2026-02-19 09:50:18	No I do not	All of the above	Industry Job Losses		Kelly	employed individual
	2026-02-19 09:46:49	No I do not	All of the above	Industry Job Losses	If this law passes, it will essentially be the final nail in the coffin of the film and commercial industry in South Africa. This is must not happen. It's consequences would be devastating.	Tom	employed individual
	2026-02-19 09:45:03	No I do not	Industry Job Losses		Clients will use and abuse this and also our models will not be able to claim back a single expense against their income. The whole point of the industry is to portray realism for years we have been trying to be inclusive of what is real and what's not real within the industry and now we using AI as form of deceiving the real deal. That's just cruel as only minority benefits on AI.	SONIA	employed individual
	2026-02-19 09:44:24	No I do not	All of the above	Industry Job Losses		Kyra	employed individual
	2026-02-19 09:43:30	No I do not	All of the above	Industry Job Losses		Sian	unemployed individual
	2026-02-19 09:39:15	No I do not	All of the above	Industry Job Losses		Patience	business owner
	2026-02-19 09:24:35	No I do not	All of the above	Loss of Income & Tax Deductions		Caleb	self-employed
	2026-02-19 09:23:16	No I do not	All of the above	Loss of Income & Tax Deductions		Jabulile	self-employed
	2026-02-19 09:23:11	No I do not	Industry Job Losses			Jacques	Non-profit
	2026-02-19 09:22:52	No I do not	Industry Job Losses			Wilma	business owner
	2026-02-19 08:54:19	No I do not	All of the above	Industry Job Losses		Catherine	unemployed individual
	2026-02-19 08:54:18	No I do not	All of the above	Industry Job Losses		Catherine	unemployed individual
	2026-02-19 08:54:07	No I do not	All of the above	Industry Job Losses		Caleb	student
	2026-02-19 08:44:49	No I do not	All of the above	Loss of Income & Tax Deductions		Daniel	unemployed individual
	2026-02-19 08:36:50	No I do not	All of the above	Loss of Flexibility	The system currently works fine, why adjust it	Jonathan	self-employed
	2026-02-19 08:19:32	No I do not	All of the above	Industry Job Losses		William	self-employed
	2026-02-19 08:19:32	No I do not	All of the above	Industry Job Losses		William	self-employed
	2026-02-19 08:04:10	No I do not	All of the above	Loss of Flexibility		Imke	unemployed individual
	2026-02-19 07:58:49	No I do not	All of the above	Loss of Income & Tax Deductions	Loss of income and tax is the major concern. How do you permanently employ people for contract work? How do I continue my other business if permanently employed? The salary will be extremely low! Flexibility of work is a reason I chose the industry. At the moment I'm my own boss choosing when I can work! There is absolutely no benefit in changing this, the only one who benefits is the government.	Quintin	
	2026-02-19 07:53:21	No I do not	All of the above	Industry Job Losses		Riaan	business owner
	2026-02-19 07:41:34	No I do not	All of the above	Industry Job Losses		Karien	self-employed
	2026-02-19 07:35:40	No I do not	All of the above	Loss of Income & Tax Deductions		Charlotte	self-employed
	2026-02-19 07:20:10	No I do not	All of the above	Loss of Flexibility		Rolf	self-employed
	2026-02-19 07:17:09	No I do not	All of the above	Loss of Income & Tax Deductions		Kirstin	self-employed
	2026-02-19 07:16:21	No I do not	All of the above	Industry Job Losses		Sandi	business owner
	2026-02-19 07:08:29	No I do not	All of the above	Industry Job Losses	I just wanted to add my voice here because this is something that deeply affects many of us working project-to-project in the film and creative industries. While I understand the intention behind protecting workers, it's important that any changes recognise the unique nature of freelance work. Many of us rely on flexibility, the ability to manage our own tax structures, and the project based model that makes South Africa an attractive destination for international productions. A blanket classification as full time employees could unintentionally reduce opportunities, limit earning potential, and discourage productions from coming here which ultimately impacts livelihoods across the board. I strongly encourage everyone to read through the information, understand how it may affect you personally, and submit your comments before the deadline. It's crucial that our industry speaks with nuance and clarity so that any policy decisions reflect the realities on the ground.	David	employed individual
	2026-02-19 06:48:20	No I do not	All of the above	Industry Job Losses	I am against this amendment because it is going to create more job scarcity & that is going to affect our economy	Pamela	self-employed
	2026-02-19 06:34:18	No I do not	Loss of Income & Tax Deductions			Björn	self-employed

	2026-02-19 06:31:01	No I do not	All of the above	Loss of Income & Tax Deductions		Gcobani	self-employed
	2026-02-19 06:25:43	No I do not	All of the above	Loss of Income & Tax Deductions		Storm	self-employed
	2026-02-18 23:45:02	No I do not	All of the above	Industry Job Losses		Quanita	employed individual
	2026-02-18 23:41:45	No I do not	Industry Job Losses			Andiswa	employed individual
	2026-02-18 23:23:28	No I do not	All of the above	Industry Job Losses		Youvani	self-employed
	2026-02-18 23:21:55	No I do not	All of the above	Loss of Income & Tax Deductions		Samukelisi we	unemployed individual
	2026-02-18 23:16:08	No I do not	All of the above	Industry Job Losses		Gareth	self-employed
	2026-02-18 23:13:56	No I do not	All of the above	Loss of Flexibility	Being a freelance, creative means freedom to choose your hours, your pay, and the overall structure of your life and career. Making this full-time or employee based would absolutely diminish the value of it and hinder those in the creative space.	Dionne	employed individual
	2026-02-18 23:01:56	No I do not	Loss of Income & Tax Deductions			Lexi	employed individual
	2026-02-18 22:34:51	No I do not	Loss of Income & Tax Deductions			Akahlulwa	employed individual
	2026-02-18 22:21:22	No I do not	All of the above	Loss of Income & Tax Deductions		Ronell	retired
	2026-02-18 22:19:58	No I do not	Loss of Income & Tax Deductions			Tebogo	student
	2026-02-18 22:08:03	No I do not	All of the above	Loss of Income & Tax Deductions		Gina	self-employed
	2026-02-18 21:15:35	No I do not	All of the above	Industry Job Losses		Jana	employed individual
	2026-02-18 21:05:13	No I do not	All of the above	Loss of Income & Tax Deductions		Kate	employed individual
	2026-02-18 21:00:46	No I do not	Loss of Income & Tax Deductions			Lauren	business owner
	2026-02-18 20:56:16	No I do not	All of the above	Loss of Income & Tax Deductions	A TV commercial or stills advertising job is not a full-time role. Forcing freelancers into employee status may limit earning potential, as employee regulations cap working hours, overtime, and flexibility. In addition, increased compliance and payroll requirements could make South Africa less attractive to international productions. This may result in fewer productions, fewer castings, and fewer booking opportunities locally. This law could reduce flexibility, lower your take-home pay, and put freelance careers at risk.	Shelley	self-employed
	2026-02-18 20:44:52	No I do not	Other			Chelsea	employed individual
	2026-02-18 20:36:54	No I do not	All of the above	Loss of Income & Tax Deductions		Denton	employed individual
	2026-02-18 20:34:58	No I do not	All of the above	Loss of Income & Tax Deductions		Kaiden	student
	2026-02-18 20:34:40	No I do not	All of the above	Loss of Income & Tax Deductions		Andrew	self-employed
	2026-02-18 20:34:05	No I do not	All of the above	Loss of Income & Tax Deductions		Michaela	self-employed
	2026-02-18 20:28:12	No I do not	All of the above	Loss of Income & Tax Deductions		Ashley	
	2026-02-18 20:06:22	No I do not	All of the above	Industry Job Losses		Natasha	
	2026-02-18 20:03:33	No I do not	All of the above	Loss of Income & Tax Deductions		Priyanka	
	2026-02-18 19:46:51	No I do not	All of the above	Industry Job Losses		Nokuthula	student
	2026-02-18 19:36:02	No I do not	Loss of Income & Tax Deductions			Marlon	self-employed
	2026-02-18 19:27:07	No I do not	All of the above	Loss of Income & Tax Deductions	Creative professionals argue the legislation fails to recognize the difference between a freelancer doing a two-hour voice-over session and an actor on a five-year television contract. A blanket "employee" status will actually harm gig workers by capping their earning potential through strict overtime and working-hour limits. Furthermore, classifying creatives as employees means they will lose legitimate tax deductions for vital business expenses like agent commissions, travel, auditions, and wardrobe—resulting in a massive cut to their net income. Finally, the heavy compliance and payroll costs placed on production companies risk making South Africa uncompetitive globally. Reclassifying independent contractors as employees means they will no longer be able to deduct crucial business expenses incurred to generate their income. This includes travel to auditions, agent commissions, wardrobe, self-tapes, and training—resulting in a material reduct Many professionals intentionally choose to operate as independent contractors for the flexibility and the ability to work across multiple clients simultaneously. Forcing employee status removes this autonomy and harms small businesses and agencies.	Jennifer	
	2026-02-18 19:04:37	No I do not	Industry Job Losses			Brad	employed individual
	2026-02-18 18:55:06	No I do not	All of the above	Loss of Income & Tax Deductions		Carla	self-employed
	2026-02-18 18:32:36	No I do not	All of the above	Loss of Income & Tax Deductions		Nkateko Mercy	business owner

	2026-02-18 18:22:46	No I do not	All of the above	Loss of Income & Tax Deductions		Ross	
	2026-02-18 18:19:25	No I do not	Loss of Income & Tax Deductions			Nqobile Riana	self-employed
	2026-02-18 18:08:22	No I do not	All of the above	Loss of Income & Tax Deductions	Commercial acting is not my full time career as jobs are very sporadic.	Sonja	
	2026-02-18 18:07:35	No I do not	Loss of Income & Tax Deductions			Jamie	employed individual
	2026-02-18 18:02:19	No I do not	All of the above	Loss of Flexibility		Justin	self-employed
	2026-02-18 18:02:07	No I do not	Industry Job Losses			Samuel	self-employed
	2026-02-18 18:01:39	No I do not	Loss of Income & Tax Deductions			Kirstin	unemployed individual
	2026-02-18 17:54:37	No I do not	All of the above	Loss of Income & Tax Deductions	Stating freelancing as a full time job is ridiculous. Many of us struggle to even book 1 job a month and end up waiting 90 days to receive a payment. This is not a full time job and does not come with a monthly salary. It's not even a stable job.	Lauren	
	2026-02-18 17:35:33	No I do not	Other			Donisha	employed individual
	2026-02-18 17:32:07	No I do not	All of the above	Industry Job Losses		Tess	employed individual
	2026-02-18 17:20:47	No I do not	Industry Job Losses		Lower Income potential Loss of legitimate tax deductions More reasons for international work to not come to our country	Michael	unemployed individual
	2026-02-18 17:20:46	No I do not	Industry Job Losses		Lower Income potential Loss of legitimate tax deductions More reasons for international work to not come to our country	Michael	unemployed individual
	2026-02-18 17:16:04	No I do not	Loss of Flexibility			Matt	business owner
	2026-02-18 17:12:58	No I do not	All of the above	Industry Job Losses	As a performer, I worry this could reduce work instead of protecting it. Our industry survives on short-term, flexible projects. If every booking becomes full employment, many producers will just hire less to manage cost and risk. That means fewer opportunities, especially for upcoming talent. We need protection, yes, but not at the cost of losing jobs.	Zipho	self-employed
	2026-02-18 17:10:33	No I do not	All of the above	Industry Job Losses	Film, theatre, television, performances are all short term projects - they all have a start date and an end date. It is a terrible idea for freelancers will be called employees with all of the benefits that full time employees are entitled to. I am a business owner in the film sector but will close my business if I cannot contract freelance crew for short term projects. I am not in a position to have a full time employed crew as we are not able to work year round. This will be devastating for all of the people that I regularly contract to freelance in my business. This ARTISTIC CREATIVE field can never be viewed as a regular job, that is the same on each project. We need to be able to do short term projects with freelance crew.	Gigi	business owner
	2026-02-18 17:09:27	No I do not	All of the above	Industry Job Losses		Charly	
	2026-02-18 17:05:04	No I do not	All of the above	Loss of Income & Tax Deductions		Lungelo	self-employed
	2026-02-18 17:02:18	No I do not	All of the above	Industry Job Losses	I'm not in agreement with what is planned	Tammy	employed individual
	2026-02-18 16:49:58	No I do not	All of the above	Loss of Income & Tax Deductions		Sibongile	unemployed individual
	2026-02-18 16:49:56	No I do not	All of the above	Industry Job Losses		John	
	2026-02-18 16:44:38	No I do not	Industry Job Losses			Nicole	
	2026-02-18 16:38:57	No I do not	All of the above	Industry Job Losses		Sebastian	self-employed
	2026-02-18 16:34:00	No I do not	All of the above	Industry Job Losses		Max	self-employed
	2026-02-18 16:22:17	No I do not	All of the above	Industry Job Losses		Yasmine	
	2026-02-18 16:20:28	No I do not	All of the above	Industry Job Losses		Kate	self-employed
	2026-02-18 16:15:13	No I do not	All of the above	Industry Job Losses		Zaahid	employed individual
	2026-02-18 16:11:53	No I do not	All of the above	Loss of Income & Tax Deductions		Dumisani	
	2026-02-18 16:10:29	No I do not	Loss of Income & Tax Deductions			Aqeelah	self-employed
	2026-02-18 16:10:03	No I do not	All of the above	Loss of Income & Tax Deductions		Josiah	self-employed
	2026-02-18 16:08:22	No I do not	Loss of Income & Tax Deductions			Belinda	unemployed individual
	2026-02-18 16:01:02	No I do not	All of the above	Industry Job Losses		Sarah- Leigh	employed individual
	2026-02-18 15:59:32	No I do not	All of the above	Industry Job Losses		Elsebe	student
	2026-02-18 15:59:27	No I do not	Industry Job Losses			PelePele	employed individual
	2026-02-18 15:51:33	No I do not	All of the above	Loss of Income & Tax Deductions		Demi	employed individual
	2026-02-18 15:47:31	No I do not	All of the above	Industry Job Losses		Brett	employed individual
	2026-02-18 15:46:02	No I do not	All of the above	Loss of Income & Tax Deductions		Malaika	self-employed
	2026-02-18 15:43:49	No I do not	All of the above	Loss of Income & Tax Deductions		Andrea	employed individual
	2026-02-18 15:43:19	No I do not	All of the above	Industry Job Losses		Gareth	self-employed
	2026-02-18 15:41:29	No I do not	Loss of Income & Tax Deductions			Thozama	employed individual

	2026-02-18 15:38:39	No I do not	All of the above	Industry Job Losses		Petra	employed individual
	2026-02-18 15:36:57	No I do not	Loss of Income & Tax Deductions			Limé	employed individual
	2026-02-18 15:36:56	No I do not	Loss of Income & Tax Deductions			Limé	employed individual
	2026-02-18 15:35:33	No I do not	Other		the international modelling industry will be completely destroyed , models filling a role on a once off commercial for a day is NOT and employee , and employed by whom ? the agent? , the local PC ? , local AD agency ? , foreign PC? , foreign AD agency ? are they completely mad ? the Cape town industry has taken such a knock in recent years as it is are they trying to destroy it completely ? maybe for the Egoli's and Isidingo series that run for years on end but Definitely NOT to include the commercial industry where a model or actor goes to set for a day or 2 , advertising market will be destroyed , next they will just use AI to not have to deal with this insane kind of garbage , the man proposing this is a tired old series star clueless on the Cape Town commercial market and the devastation his foolish idea will cause , 10's of 1000's stand to end up jobless when his foolish idea has killed the industry dead , the visa situation is bad enough stop adding fuel to the fire	Lyn	
	2026-02-18 15:35:16	No I do not	All of the above	Industry Job Losses		Delphine	business owner
	2026-02-18 15:33:57	No I do not	All of the above	Loss of Flexibility		Malakiwe	unemployed individual
	2026-02-18 15:28:17	No I do not	All of the above	Industry Job Losses		Anneke	retired
	2026-02-18 15:21:50	No I do not	All of the above	Loss of Flexibility		melanie	self-employed
	2026-02-18 15:19:03	No I do not	Loss of Income & Tax Deductions		Classifying models as full-time employees fundamentally misunderstands the gig-based nature of the industry and would restrict the very freedom that allows models to build successful careers. Unlike traditional employees who serve a single boss, models thrive on the ability to work with multiple agencies and clients simultaneously to diversify their portfolios and income streams; mandatory employment would likely force exclusivity, limiting models to one agency's roster and capping their earning potential. Furthermore, shifting to employee status would strip models of the ability to deduct significant business expenses—such as travel, coaching, and portfolio development—from their taxable income, ultimately resulting in lower net earnings and fewer opportunities for new talent to enter the market.	Masana	employed individual
	2026-02-18 15:13:32	No I do not	All of the above	Industry Job Losses		Hazel	employed individual
	2026-02-18 15:11:43	No I do not	All of the above	Loss of Flexibility	It is simply impossible to do Modelling work as a full time employee, it is a ridiculous idea.	Teddy	self-employed
	2026-02-18 15:03:56	No I do not	All of the above	Industry Job Losses		Mikail Gia	
	2026-02-18 15:02:22	No I do not	Industry Job Losses			Patrick	unemployed individual
	2026-02-18 15:01:13	No I do not	Industry Job Losses			Benele	unemployed individual
	2026-02-18 14:59:41	No I do not	All of the above	Loss of Income & Tax Deductions		Armand	employed individual
	2026-02-18 14:57:03	No I do not	All of the above	Loss of Income & Tax Deductions		Yolokazi	unemployed individual
	2026-02-18 14:56:12	No I do not	Industry Job Losses			Mitchelle	employed individual
	2026-02-18 14:54:22	No I do not	Loss of Income & Tax Deductions			Sune	employed individual
	2026-02-18 14:54:04	No I do not	All of the above	Industry Job Losses		Quinton	business owner
	2026-02-18 14:53:52	No I do not	Loss of Income & Tax Deductions			Azola	employed individual
	2026-02-18 14:53:43	No I do not	All of the above	Loss of Income & Tax Deductions		Audrey	employed individual
	2026-02-18 14:53:08	No I do not	Industry Job Losses			Emile	self-employed
	2026-02-18 14:52:56	No I do not	All of the above	Industry Job Losses		Chane	
	2026-02-18 14:52:31	No I do not	All of the above		Standard labour protections, such as regulated working hours and limits on overtime, do not protect short-form production workers; they simply cap what they can earn. Freelancers often maximise their income by working intensively over short periods across multiple productions.	Nieshaad	employed individual
	2026-02-18 14:52:31	No I do not	Loss of Income & Tax Deductions		It should not be deemed any individual who is not working full time for modeling and just odd jobs to be considered as an employee, especially since their income is not guaranteed.	Nicholle	employed individual
	2026-02-18 14:52:25	No I do not	All of the above	Industry Job Losses		Chante	self-employed
	2026-02-18 14:52:17	No I do not	Loss of Income & Tax Deductions			Billy	unemployed individual
	2026-02-18 14:52:05	No I do not	Loss of Income & Tax Deductions			Angelique	unemployed individual
	2026-02-18 14:51:52	No I do not	All of the above	Loss of Income & Tax Deductions		Wendy	self-employed
	2026-02-18 14:51:08	No I do not	Loss of Income & Tax Deductions			Tayla	employed individual
	2026-02-18 14:49:17	No I do not	All of the above	Industry Job Losses		Karabo	student
	2026-02-18 14:48:46	No I do not	All of the above	Industry Job Losses		gia	student
	2026-02-18 14:48:45	No I do not	All of the above	Industry Job Losses		gia	student
	2026-02-18 14:48:34	No I do not	All of the above	Loss of Flexibility		Jess	employed individual
	2026-02-18 14:48:29	No I do not	All of the above	Loss of Income & Tax Deductions		Shanice	employed individual
	2026-02-18 14:48:11	No I do not	All of the above	Industry Job Losses		Wendy	employed individual
	2026-02-18 14:42:42	No I do not	All of the above	Industry Job Losses		Nosipho	employed individual
	2026-02-18 14:42:03	No I do not	All of the above	Industry Job Losses		Chris	self-employed
	2026-02-18 14:41:58	No I do not	All of the above	Loss of Flexibility		Bayanda	employed individual
	2026-02-18 14:40:40	No I do not	Loss of Income & Tax Deductions			Amanda	employed individual

2026-02-18 14:38:20	No I do not	Industry Job Losses				SIBUSISO	unemployed individual
2026-02-18 14:33:17	No I do not	Industry Job Losses		Introducing heavy payroll administration and compliance burdens will drastically increase production costs. This makes the local industry less competitive and risks encouraging international productions to bypass South Africa entirely.		Larissa	employed individual
2026-02-18 14:31:12	No I do not	All of the above	Loss of Income & Tax Deductions			Ryan	
2026-02-18 14:27:08	No I do not	All of the above	Industry Job Losses	This will be detrimental to an already struggling film industry and, subsequently, to the South African economy. The film industry is my sole source of income; if we are unable to bring jobs in, I will effectively become unemployed.		Kelly	employed individual
2026-02-18 14:26:19	No I do not	All of the above	Industry Job Losses	South African labour laws do not provide the flexibility that the film industry requires in order to function.		Ennia	employed individual
2026-02-18 14:21:20	No I do not	All of the above	Loss of Income & Tax Deductions			Wicus	employed individual
2026-02-18 14:20:18	No I do not	All of the above	Industry Job Losses			Chloe	self-employed
2026-02-18 14:17:02	No I do not	All of the above	Industry Job Losses			Jiajun	employed individual
2026-02-18 14:15:07	No I do not	All of the above	Industry Job Losses			Lee	employed individual
2026-02-18 14:11:32	No I do not	All of the above	Loss of Income & Tax Deductions			Jessica	self-employed
2026-02-18 14:11:30	No I do not	All of the above	Industry Job Losses			Teri-Lin	business owner
2026-02-18 14:09:48	No I do not	All of the above	Loss of Income & Tax Deductions			Federico	business owner
2026-02-18 14:05:05	No I do not	All of the above	Industry Job Losses			Angela	self-employed
2026-02-18 13:57:32	No I do not	All of the above	Industry Job Losses			Raymond	employed individual
2026-02-18 13:47:23	No I do not	All of the above	Industry Job Losses			Martin	employed individual
2026-02-18 13:47:20	No I do not	All of the above	Industry Job Losses			Mila	employed individual
2026-02-18 13:33:29	No I do not	All of the above	Loss of Flexibility			Alpha	employed individual
2026-02-18 13:14:03	No I do not	All of the above	Industry Job Losses			Barry	self-employed
2026-02-18 13:05:30	No I do not	Industry Job Losses				Vickus	self-employed
2026-02-18 13:00:59	No I do not	All of the above	Loss of Flexibility			Stef	business owner
2026-02-18 12:57:13	No I do not	All of the above	Industry Job Losses			Chanel	employed individual
2026-02-18 12:56:06	No I do not	All of the above	Industry Job Losses			Marle	self-employed
2026-02-18 12:54:08	No I do not	Industry Job Losses		We already have a decline in clients coming to work in South Africa in the advertising industry should this be put in place we would not have clients in our sector.		George	self-employed
2026-02-18 12:52:58	No I do not	All of the above	Industry Job Losses			Cisca	
2026-02-18 12:47:02	No I do not	All of the above	Industry Job Losses			Gavin	
2026-02-18 12:43:53	No I do not	All of the above	Loss of Income & Tax Deductions			Talia	employed individual
2026-02-18 12:40:46	No I do not	All of the above	Loss of Income & Tax Deductions			Samantha	
2026-02-18 12:40:39	No I do not	All of the above	Industry Job Losses			Jessics	
2026-02-18 12:34:27	No I do not	All of the above	Loss of Flexibility			Siseko	
2026-02-18 12:34:27	No I do not	All of the above	Loss of Flexibility			Siseko	
2026-02-18 12:25:10	No I do not	All of the above	Loss of Income & Tax Deductions			Merlin	unemployed individual
2026-02-18 12:20:51	No I do not	All of the above	Loss of Income & Tax Deductions			Zayne	
2026-02-18 12:19:59	No I do not	All of the above	Industry Job Losses			Ramon	self-employed
2026-02-18 12:18:09	No I do not	All of the above	Loss of Flexibility			Derek	self-employed
2026-02-18 12:14:43	No I do not	All of the above	Industry Job Losses			Tali	unemployed individual
2026-02-18 12:14:06	No I do not	Industry Job Losses				Kudakwahse	self-employed
2026-02-18 12:13:18	No I do not	Industry Job Losses				Naomi	employed individual
2026-02-18 12:13:16	No I do not	Industry Job Losses				Naomi	employed individual

					<p>South Africa's creative industries function through a project-based model that reflects the operational realities of global film, television and advertising production. Each production assembles specialised freelancers and independent contractors for defined periods according to unique technical and creative needs. This structure is not designed to evade labour protections, but to enable flexibility, entrepreneurship and efficient deployment of scarce skills.</p> <p>At a sector level, the proposed blanket approach risks introducing significant compliance and payroll burdens that could reduce South Africa's competitiveness in an already fragile production environment. The local industry relies heavily on agility and cost efficiency to attract international projects, while production incentives — a key economic driver — are themselves under pressure due to administrative and funding challenges. Additional regulatory complexity may unintentionally discourage investment, reduce production volume, and ultimately limit employment opportunities across the value chain, from performers to crew and supporting industries.</p> <p>Importantly, a universal employee model may not deliver the intended protections for workers it seeks to support. Many freelancers operate as small businesses, manage their own professional expenses, and rely on flexible earning structures that do not align with traditional employment frameworks.</p> <p>Freelancers already contribute statutory deductions such as Unemployment Insurance Fund (UIF) and Skills Development Levy (SDL) through qualifying engagements, yet many freelancers struggle to access corresponding benefits or skills development support when needed. This highlights that the core challenge lies in improving access to existing systems and aligning benefits with project-based work, rather than changing classification alone.</p> <p>The question is not whether creatives deserve protection — they do. The question is whether a law designed for factories and offices should be applied unchanged to an industry built on projects, entrepreneurship, and flexibility. A more balanced solution would be to develop a sector-specific framework that strengthens protections for vulnerable workers while preserving the flexibility that allows the creative economy to grow and compete internationally. If policy does not reflect how creative work is actually made, the unintended consequence will be fewer productions, fewer jobs, and fewer opportunities for the very people the legislation seeks to protect.</p>		
2026-02-18 12:12:21	No I do not	All of the above	Industry Job Losses		Liezl	self-employed	
2026-02-18 12:11:55	No I do not	Industry Job Losses			Jane	employed individual	
2026-02-18 12:09:40	No I do not	All of the above	Loss of Flexibility	We need to protect performers and freelancers in the creative industry. But this is not a solution I can support. It lacks industry knowledge and the nuances that come with working in this industry. Further consulting should be undertaken before passing any changes.	Jared		
2026-02-18 12:07:02	No I do not	All of the above	Industry Job Losses		Erica	business owner	
2026-02-18 12:04:23	No I do not	All of the above	Industry Job Losses		Ryno	employed individual	
2026-02-18 12:01:30	No I do not	All of the above	Loss of Income & Tax Deductions		sheila	business owner	
2026-02-18 11:59:58	No I do not	Loss of Income & Tax Deductions			Adebisi		
2026-02-18 11:56:57	No I do not	Loss of Income & Tax Deductions			Stephanie		
2026-02-18 11:56:21	No I do not	Loss of Income & Tax Deductions			Charleen		
2026-02-18 11:55:52	No I do not	Other			Sharne	employed individual	
2026-02-18 11:53:22	No I do not	Other			Mihle		
2026-02-18 11:53:00	No I do not	Loss of Income & Tax Deductions			Warren		
2026-02-18 11:52:30	No I do not	Loss of Income & Tax Deductions			Khaya	unemployed individual	
2026-02-18 11:51:18	No I do not	All of the above	Industry Job Losses		Bruno		
2026-02-18 11:51:18	No I do not	All of the above	Industry Job Losses		Taryn		
2026-02-18 11:50:40	No I do not	Industry Job Losses			Lyn	employed individual	
2026-02-18 11:50:33	No I do not	All of the above	Loss of Income & Tax Deductions		Chadlee	student	
2026-02-18 11:49:29	No I do not	Loss of Income & Tax Deductions			Amo	employed individual	
2026-02-18 11:49:13	No I do not	All of the above	Industry Job Losses		Aaieshaa	employed individual	
2026-02-18 11:42:44	No I do not	All of the above	Industry Job Losses		Sarah	self-employed	
2026-02-18 11:42:02	No I do not	All of the above	Loss of Income & Tax Deductions		James	self-employed	
2026-02-18 11:30:51	No I do not	All of the above	Industry Job Losses		Ien	self-employed	
2026-02-20 15:08:38	No I do not	All of the above	Loss of Flexibility		Arthur (Bernie)		
2026-02-20 15:03:53	No I do not	Loss of Income & Tax Deductions			Lindy	self-employed	
2026-02-20 14:55:19	No I do not	Loss of Income & Tax Deductions			Aza Aluthe	employed individual	
2026-02-20 14:50:28	No I do not	All of the above	Loss of Income & Tax Deductions		Pieter	self-employed	
2026-02-20 14:40:47	No I do not	All of the above	Industry Job Losses		Ian	unemployed individual	
2026-02-20 14:30:51	No I do not	Loss of Income & Tax Deductions			Katinka	self-employed	
2026-02-20 14:26:07	No I do not	Loss of Income & Tax Deductions			Conan	business owner	
2026-02-20 14:26:00	No I do not	Loss of Income & Tax Deductions			Conan	business owner	
2026-02-20 14:22:25	No I do not	All of the above	Industry Job Losses	As a performer and film worker in already over saturated underpaid environment the tax increase would leave thousands on the edge of homelessness as both parties would not be able to fund and hire work for those who are otherwise jobless	Raphaela		
2026-02-20 14:19:50	No I do not	All of the above	Loss of Flexibility		Sebastian	self-employed	
2026-02-20 14:13:35	No I do not	All of the above	Industry Job Losses		Janice	self-employed	

2026-02-20 14:05:55	No I do not	All of the above	Loss of Income & Tax Deductions	Film workers are freelance employees, we do not have any and I mean any of the benefits that come with full time employment. No retirement plans, no job security, no unemployment benefits, we work approximately half the year, and being taxed on the tables as if we earn our daily rates everyday is crippling as it is. If the government is concerned about how much SARS pays out to us it's because we are overtaxed, the money is due to us, it's not a gift or being conned out of SARS. We are not permanently employed, it would be a disaster if we are taxed as if so. We are the last vestige of the tax payers left in this country. I for one will leave if this comes into play. I will go to a country where art and artists are valued and supported. Most of us do not have that luxury and will be condemned into utter poverty. How does this build a nation?	Danielle	self-employed
2026-02-20 13:58:28	No I do not	Industry Job Losses			Erin	student
2026-02-20 13:50:10	No I do not	Loss of Income & Tax Deductions		As a freelancer income is sporadic and needs to be managed and stretched between jobs. Turnover tax helps a lot to keep tax rates low and allow me as an artist to survive. Changing my classification to an employee will disqualify me from Turnover tax. The added admin will also put off many clients who do not want to deal with employment related issues. Many in the industry will lose work. It will also discourage me from hiring other freelancers onto jobs	Frans	self-employed
2026-02-20 13:45:28	No I do not	Other			Roxanne	
2026-02-20 13:44:55	No I do not	All of the above	Industry Job Losses	As we are independent workers we don't have constant work thus we might not work for months or in this case for many a few years cause of bad management by the Department of Trade and Industry this losing immense work in the country cause of the ineffectiveness and incompetence thus at a time with zero income hence unemployed	Zureta	self-employed
2026-02-20 13:44:53	No I do not	All of the above	Industry Job Losses	As we are independent workers we don't have constant work thus we might not work for months or in this case for many a few years cause of bad management by the Department of Trade and Industry this losing immense work in the country cause of the ineffectiveness and incompetence thus at a time with zero income hence unemployed	Zureta	self-employed
2026-02-20 13:42:35	No I do not	All of the above	Industry Job Losses	The move is classic socialist strategy. We are and have never been employed by the government.	Bradley	
2026-02-20 13:41:21	No I do not	All of the above	Industry Job Losses		Theuns	
2026-02-20 13:40:30	No I do not	All of the above	Loss of Income & Tax Deductions		Theuns	self-employed
2026-02-20 13:33:11	No I do not	All of the above	Industry Job Losses		Vjorn	
2026-02-20 13:30:12	No I do not	All of the above	Industry Job Losses	The freelancers and artists are in a choke hold - no incentive no work no funding no support and by having this law come into effect - it's another nail in the coffin for all creative workers.	Cheryl	unemployed individual
2026-02-20 13:19:11	No I do not	Loss of Income & Tax Deductions		We want to be recognised as labour but we don't want to pay the extra taxes as we don't get work everyday so can not pay what would be as a wage if we did work every day. What would be nice is if we had a 6 day week film set job that paid every week and was regulated and we could get the benefit of unemployment or workmans compensation.	Craig	unemployed individual
2026-02-20 13:19:06	No I do not	All of the above	Loss of Income & Tax Deductions		Bianca	self-employed
2026-02-20 13:15:08	No I do not	All of the above	Industry Job Losses		Nicola	
2026-02-20 13:04:20	No I do not	All of the above	Industry Job Losses		Janine	unemployed individual
2026-02-20 13:00:16	No I do not	All of the above	Industry Job Losses	This would have significant negative implications and another big hurdle for our shrinking and struggling film industry. The admin alone on this costs money and time and would be another costs that we are trying to fight to get jobs into South Africa. Filming in SA is getting increasingly harder, which means less and less client are coming here to spend their money in our beautiful country. International studios may reconsider South Africa's competitiveness relative to other territories. Instead of putting another 'landmine' in front of us The concern is not about resisting worker protection — the industry already operates within strict safety, contractual, and compliance frameworks — but about preserving a structure that allows flexibility while still safeguarding fair labour practices.	Helmke	self-employed
2026-02-20 12:57:38	No I do not	All of the above	Industry Job Losses		Leisel	business owner
2026-02-20 12:55:20	No I do not	All of the above	Loss of Flexibility		Libbi	business owner
2026-02-20 12:10:02	No I do not	All of the above	Industry Job Losses	If all freelancers were automatically classified under the Basic Conditions of Employment Act, the National Minimum Wage Act, and the Labour Relations Act, the implications could be significant: Production budgets would need to absorb additional statutory costs. The current independent contractor tax framework would be disrupted. Administrative complexity would increase across short-term projects. International studios may reconsider South Africa's competitiveness relative to other territories. The concern is not about resisting worker protection — the industry already operates within strict safety, contractual, and compliance frameworks — but about preserving a structure that allows flexibility while still safeguarding fair labour practices. A more nuanced solution, developed in consultation with industry bodies and labour representatives, would likely serve both objectives: protecting vulnerable workers without undermining the viability of a sector that supports thousands of jobs and contributes significantly to the economy.	Marisa	
2026-02-20 12:10:02	No I do not	All of the above	Industry Job Losses	If all freelancers were automatically classified under the Basic Conditions of Employment Act, the National Minimum Wage Act, and the Labour Relations Act, the implications could be significant: Production budgets would need to absorb additional statutory costs. The current independent contractor tax framework would be disrupted. Administrative complexity would increase across short-term projects. International studios may reconsider South Africa's competitiveness relative to other territories. The concern is not about resisting worker protection — the industry already operates within strict safety, contractual, and compliance frameworks — but about preserving a structure that allows flexibility while still safeguarding fair labour practices. A more nuanced solution, developed in consultation with industry bodies and labour representatives, would likely serve both objectives: protecting vulnerable workers without undermining the viability of a sector that supports thousands of jobs and contributes significantly to the economy.	Marisa	
2026-02-20 11:58:05	No I do not	All of the above	Loss of Income & Tax Deductions		Bheki	
2026-02-20 11:58:04	No I do not	All of the above	Loss of Income & Tax Deductions		Bheki	
2026-02-20 11:56:00	No I do not	Other		While I support the protection of performer rights for long-term productions (such as television series), as an advertising agency founder the proposed changes are a blunt instrument and prohibitive administrative burden for agencies contracting gig workers or talent for specific productions. My agency produces thousands of advertising materials each year, utilising thousands of actors, models, voice artists, camera crew and associated freelance professionals. These workers are well remunerated for the work they do for both local and foreign advertising campaigns, and the industry is a thriving source of income for many. To classify someone hired to do a specific short-term job as an employee is an incorrect assessment of their role as many are literally contracted for just a few hours. The administrative burden attached to complying with formal employment regulations would be unaffordable, cumbersome and impractical - both to the company and the individual. Practical solutions to issues experienced by performers involved in long-term productions or series need to be dealt with as evidence suggests they have been taken advantage of by unscrupulous parties. However, conflating these issues with an industry-wide gig economy that works would lead to serious consequences for the sustainability and affordability of the creative industry.	Andrew	business owner
2026-02-20 11:53:51	No I do not	All of the above	Loss of Income & Tax Deductions		Nkosana	self-employed
2026-02-20 11:38:29	No I do not	All of the above	Industry Job Losses	We all have a certain frequency of work that comes in. Some more than others granted. Not having the tax returns kick back in the winter is like not getting your 13th cheque after a year of toiling.	Christy	employed individual

	2026-02-20 11:21:27	No I do not	All of the above	Loss of Income & Tax Deductions		Wayne	business owner
	2026-02-20 11:13:05	No I do not	All of the above	Loss of Income & Tax Deductions	Most regulations and bills really do not consider the South African working citizen. The state of our nation is disheartening to say the very least. Our government does not care for the needs and the rights of the people. Performers and Creatives have found a way to make means and live and regulating their employment structure and income means that less people have access to opportunities and disposal income that feeds back into the economy. Some are creating employment through their creative work. We don't need one more thing that will make it challenging for us to thrive as a country.	Senzi	employed individual
	2026-02-20 11:08:00	No I do not	Industry Job Losses			Demi	employed individual
	2026-02-20 10:51:53	No I do not	Loss of Income & Tax Deductions		Job losses	Sean	self-employed
	2026-02-20 10:42:00	No I do not	Loss of Income & Tax Deductions			Phillip	employed individual
	2026-02-20 10:30:03	No I do not	All of the above	Industry Job Losses	Many thousands of people employability has been affected by / since covid, and therefore we depend on the film industry for jobs , income and being able to financially support ourselves in whatever way.. trying to gain some sense of dignity back. On the flipside, it also allows for the flexibility of people, being who they are , not to be judged bcoz of diversity in looks and demographic... not having to fit into or conform to the norm of the corporate world and other industries bcoz the don't fit the narrative of what's required to survive in those sometimes / most often toxic work environments.	Gayle	unemployed individual
	2026-02-20 10:14:49	No I do not	Industry Job Losses			Juliet	self-employed
	2026-02-20 10:13:27	No I do not	Industry Job Losses			Deneil	self-employed
	2026-02-20 09:46:18	No I do not	All of the above	Industry Job Losses		Lisa	self-employed
	2026-02-20 09:03:39	No I do not	Industry Job Losses			Anya	employed individual
	2026-02-20 08:58:46	No I do not	All of the above	Loss of Income & Tax Deductions		Tyla-Rae	unemployed individual
	2026-02-20 08:41:44	No I do not	All of the above	Industry Job Losses		Julie	business owner
	2026-02-20 08:13:27	No I do not	Industry Job Losses			Warren	employed individual
	2026-02-20 07:33:48	No I do not	Loss of Income & Tax Deductions			Sakhile	self-employed
	2026-02-20 07:16:39	No I do not	All of the above	Loss of Income & Tax Deductions		Nicci	self-employed
	2026-02-20 07:13:13	No I do not	Loss of Flexibility			Craig	self-employed
	2026-02-20 07:03:03	No I do not	All of the above	Industry Job Losses		Sianne	self-employed
	2026-02-20 06:38:32	No I do not	All of the above	Loss of Flexibility		Michael	business owner
	2026-02-20 06:03:31	No I do not	All of the above	Loss of Flexibility		Catherine	
	2026-02-20 05:48:41	No I do not	All of the above	Industry Job Losses		Sive	employed individual
	2026-02-20 04:53:06	No I do not	All of the above	Loss of Income & Tax Deductions		Riley	self-employed
	2026-02-20 02:56:15	No I do not	All of the above	Loss of Income & Tax Deductions		Mark	self-employed
	2026-02-19 23:36:32	No I do not	Loss of Income & Tax Deductions		As a freelancer this new law makes a blanket statement that all workers in the film and media industry work under the same conditions which is not the reality. It will reduce employment opportunities for all freelancers / independent contractors as it will drive up production costs ultimately driving foreign film investment out of South Africa and cripple our industry. This will affect everyone and ultimately weaken it causing mass unemployment across the industry, especially for freelancers that make the bulk of their money from various clients during peak season (summer months) that allows them to sustain themselves during the quieter months when work is scarce or nonexistent. I am genuinely concerned for my livelihood.	Jarrod	unemployed individual
	2026-02-19 23:23:42	No I do not	All of the above	Loss of Income & Tax Deductions		Milan	employed individual
	2026-02-19 23:16:03	No I do not	All of the above	Loss of Flexibility	It is difficult to choose a reason as they are all just as important. This is not a 9 to 5 normal, 5 days a week job. It demands a lot of sacrifice, long hours, over short periods, with long breaks in between. The government has no understanding of the industry. If they did, they would not be trying to implement these changes.	Meryl	
	2026-02-19 22:59:26	No I do not	Industry Job Losses			Christopher	unemployed individual
	2026-02-19 22:53:13	No I do not	All of the above	Loss of Income & Tax Deductions		Mark van Hoff	self-employed
	2026-02-19 22:31:04	No I do not	Industry Job Losses			Debra	business owner
	2026-02-19 22:20:11	No I do not	All of the above	Loss of Income & Tax Deductions		Minette	employed individual
	2026-02-19 22:02:51	No I do not	Other			Justice-tosomba	employed individual
	2026-02-19 21:59:54	No I do not	All of the above	Loss of Income & Tax Deductions		Gaye	self-employed
	2026-02-19 21:56:42	No I do not	All of the above	Loss of Income & Tax Deductions		Alison	employed individual
	2026-02-19 21:46:08	No I do not	All of the above	Industry Job Losses		Juanita	employed individual
	2026-02-19 21:28:47	No I do not	All of the above	Industry Job Losses		Monwabisi	unemployed individual
	2026-02-19 21:12:37	No I do not	Loss of Income & Tax Deductions			Hester	student

	2026-02-19 20:54:07	No I do not	All of the above	Loss of Income & Tax Deductions		Charmaine	
	2026-02-19 20:43:25	No I do not	All of the above	Loss of Income & Tax Deductions	<p>1. Erosion of Operational Flexibility: The creative sector relies on a project-based model. Forcing "employee" status onto short-term crew and freelancers creates an administrative burden that doesn't align with the rapid-fire nature of production cycles.</p> <p>2. Negative Financial Impact on Workers: Many high-level freelancers operate as small businesses. Reclassification would limit their ability to claim essential business-related tax deductions, effectively resulting in a significant decrease in take-home pay.</p> <p>3. Increased Production Costs: The overhead associated with permanent employment benefits will inevitably drive up local production budgets. This risks making our local industry less competitive compared to international filming destinations.</p> <p>4. Autonomy: A significant portion of the creative workforce chooses independent contracting specifically for the freedom to work across multiple projects and set their own rates—a right that would be curtailed under standard employment contracts.</p> <p>Recommendation: Instead of a blanket reclassification, I urge the Department to consider a sector-specific framework. This could involve strengthening "Dependent Contractor" protections without stripping away the flexibility and tax benefits that allow the creative economy to flourish.</p>	Ananda	self-employed
	2026-02-19 20:20:36	No I do not	All of the above	Loss of Income & Tax Deductions		Kwanele	employed individual
	2026-02-19 20:09:32	No I do not	All of the above	Loss of Income & Tax Deductions		Francesca	self-employed
	2026-02-19 20:09:31	No I do not	All of the above	Industry Job Losses	The industry relies on flexibility - increased Govt regulation will chase away production. South Africa competes with dozens of countries for this work - most are currently a lot more competitive. Crew and actors / models working in advertising are very well compensated and taken care of. Rates range from R1,000 to R25, 000 per day. Crew and talent are transported, insured, fed etc. Even they agree which is why they are supporting producers! They know that if Govt does this they will be far worse off than they are currently.	Bobby	employed individual
	2026-02-19 19:59:01	No I do not	All of the above	Loss of Income & Tax Deductions		Zonya	
	2026-02-19 19:36:33	No I do not	Loss of Income & Tax Deductions			Afika	unemployed individual
	2026-02-19 19:13:14	No I do not	Loss of Income & Tax Deductions			Meghan	self-employed
	2026-02-19 19:13:12	No I do not	Other	Loss of Income & Tax Deductions		Ancois	
	2026-02-19 18:25:16	No I do not	All of the above	Loss of Income & Tax Deductions		Kim	self-employed
	2026-02-19 18:17:15	No I do not	All of the above	Industry Job Losses		Angelique	self-employed
	2026-02-19 17:53:02	No I do not	All of the above	Industry Job Losses	As a production company, I am not in a position where I can employ individuals on a permanent basis. We work from project to project and need to hire the necessary individuals for those projects - our company would cease to operate if he could not employ freelancers and had to use permanent employees. The film industry cannot sustain itself if this is passed and many people will be without work.	Bianca	business owner
	2026-02-19 17:44:35	No I do not	All of the above	Loss of Flexibility		D	
	2026-02-19 17:42:46	No I do not	All of the above	Loss of Income & Tax Deductions		Georgia	self-employed
	2026-02-19 17:28:34	No I do not	All of the above	Industry Job Losses		Lelanie	
	2026-02-19 17:25:02	No I do not	All of the above	Industry Job Losses		Zaakirah	employed individual
	2026-02-19 17:23:16	No I do not	All of the above	Industry Job Losses		Jade	employed individual
	2026-02-19 17:19:13	No I do not	All of the above	Industry Job Losses		Courtney	employed individual
	2026-02-19 17:19:07	No I do not	All of the above	Industry Job Losses		Kayley	
	2026-02-19 17:14:40	No I do not	Loss of Flexibility			Zerina Sumayya	employed individual
	2026-02-19 17:01:30	No I do not	All of the above	Loss of Income & Tax Deductions		Lindsay	business owner
	2026-02-19 16:53:36	No I do not	All of the above	Loss of Income & Tax Deductions		Sunny	employed individual
	2026-02-19 16:48:43	No I do not	All of the above	Loss of Income & Tax Deductions	My tax deductions are essential in sustaining me during periods when work in the entertainment industry is scarce. As a freelancer, I often need to work after hours as I also have a day job. While this agreement may work well for full-time soap opera actors, young performers need the flexibility to build a diverse repertoire and gain experience across different types of work. Diversification is crucial for growth in our industry. To maintain my career as a freelance actress, I am heavily dependent on being classified as a contract worker. Not everyone has the opportunity to be employed as a full-time soap opera actor, and this classification allows us to continue working sustainably within the industry.	Zandelle	self-employed
	2026-02-19 16:47:13	No I do not	All of the above	Industry Job Losses		Nell	
	2026-02-19 16:42:06	No I do not	Loss of Income & Tax Deductions		I think that 1)The Dept of Trade and Industry needs to sort out the rebates issue first Douthat we can bring money into the country instead of chasing it away. 2)We should be allowed to unionise as freelancers.This is how other countries look after their crews.	Andrea	self-employed
	2026-02-19 16:33:25	No I do not	All of the above	Loss of Income & Tax Deductions		Gerard	self-employed
	2026-02-19 16:26:13	No I do not	All of the above	Loss of Flexibility		Conner	self-employed
	2026-02-19 16:25:53	No I do not	Loss of Income & Tax Deductions			Mon Cheri	employed individual
	2026-02-19 16:22:15	No I do not	Loss of Income & Tax Deductions	Loss of Income & Tax Deductions		Neo	self-employed

2026-02-19 15:55:59	No I do not	Industry Job Losses			Ashley	self-employed
2026-02-19 15:54:21	No I do not	All of the above	Loss of Income & Tax Deductions		Miguel	unemployed individual
2026-02-19 15:53:42	No I do not	All of the above	Industry Job Losses		Jarrad	self-employed
2026-02-19 15:50:33	No I do not	All of the above	Industry Job Losses		Cameron	employed individual
2026-02-19 15:47:01	No I do not	Other		From a advertising agency point of view : Legal uncertainty around who the "employer" is - is it the agency or the client? Increased costs and administrative burdens for short-term, project-based work Reduced work opportunities for performers as the clients will reduce shoots due to legal risk. This seems like a one-size-fits-all approach that does not reflect industry realities and destroy the flexible, project-based nature of the creative sector.	Adeshia	business owner
2026-02-19 15:37:56	No I do not	All of the above	Loss of Income & Tax Deductions		Bishneen	self-employed
2026-02-19 15:37:20	No I do not	Industry Job Losses			Yaaseen	self-employed
2026-02-19 15:31:03	No I do not	All of the above	Industry Job Losses		Lunga	unemployed individual
2026-02-19 15:29:55	No I do not	Loss of Flexibility			Geraldo	employed individual
2026-02-19 15:15:07	No I do not	All of the above	Industry Job Losses		Oustin	self-employed
2026-02-19 14:49:20	No I do not	All of the above	Industry Job Losses	I strongly disagree with the proposal to deem performers and freelance crew as Employees. It makes no sense at all to put an already struggling Industry under further pressure. We rely heavily on flexibility to accommodate and service our clients, taking that away would be foolish, and drive business away.	Monique	self-employed
2026-02-19 14:26:22	No I do not	Loss of Income & Tax Deductions			JEANETTE	employed individual
2026-02-19 14:22:02	No I do not	All of the above	Industry Job Losses		Ra'naa	Non-profit
2026-02-19 14:20:17	No I do not	All of the above	Loss of Income & Tax Deductions	Actors are freelancers, we independently put in our work and rely heavily on job-to-job income. If our income is capped, we will struggle even more in an industry that is already grappling with a loss of work and an unsupportive environment that treats the Arts as unimportant. We pay our taxes and do not deserve to be penalized for a chosen career that falls outside standard government regulations for typical work environments. I strongly disagree with this proposal, as it will further damage our struggling industry and jeopardize our livelihoods.	Wendy Acton	
2026-02-19 14:18:59	No I do not	All of the above	Industry Job Losses	Reclassifying independent contractors as employees means they will no longer be able to deduct crucial business expenses incurred to generate their income. This includes travel to auditions, agent commissions, wardrobe, self-tapes, and training—resulting in a material reduction in their net income.	Shane	self-employed
2026-02-19 14:13:40	No I do not	Loss of Income & Tax Deductions			Mark	self-employed
2026-02-27 13:23:04	No I do not	All of the above	Industry Job Losses		Victoria	employed individual
2026-02-27 12:18:12	No I do not	Loss of Income & Tax Deductions			Lauren- Leigh	

	2026-02-27 09-03-03	No I do not	Other	<p>I agree with what was said in the following statement. I write to formally object to the Department's stated intention to reclassify all performers and crew engaged in advertising, artistic, and cultural activities as standard "employees" under South African labour law.</p> <p>While we acknowledge and support the goal of protecting vulnerable workers, a blanket reclassification of all freelancers as employees would have severe unintended consequences for the creative sector, the broader economy, and the very individuals the proposal aims to protect.</p> <p>1. The Creative Sector Is Project-Based by Nature</p> <p>Film, advertising, television, theatre, and cultural productions operate on short-term, project-based cycles. Productions assemble highly specialised teams for defined periods — sometimes days or weeks — and then disband once the project concludes.</p> <p>This flexibility is not a loophole; it is the structural foundation of the industry.</p> <p>Imposing a rigid employment model under the Basic Conditions of Employment Act, the National Minimum Wage Act, and the Labour Relations Act would fundamentally alter this model. The administrative and financial burden associated with formal employment contracts, leave accrual, dismissal procedures, and compliance requirements would make short-term engagements significantly more complex and expensive.</p> <p>Producers — particularly in advertising and international film — may simply choose to relocate projects to jurisdictions with more flexible labour frameworks.</p> <p>2. Reduced Opportunities for Freelancers</p> <p>Paradoxically, reclassification intended to "protect" freelancers could reduce the number of opportunities available to them.</p> <p>Employers faced with increased compliance costs and legal exposure are likely to:</p> <ul style="list-style-type: none"> Hire fewer people per production Consolidate roles Shift work offshore Automate where possible <p>Freelancers who rely on multiple short-term contracts across the year may find themselves excluded from work altogether if employers become reluctant to engage temporary personnel under a full employment regime.</p> <p>For many professionals, freelance work is not a fallback — it is a deliberate, skilled, and sustainable career choice.</p> <p>3. Loss of Independent Contractor Tax Structure</p> <p>Independent contractors structure their financial lives differently from salaried employees. They:</p> <ul style="list-style-type: none"> Manage irregular income streams Invest in their own equipment and training Carry professional risk Deduct legitimate business expenses <p>Forcing reclassification may eliminate essential tax deductions and financial flexibility that allow freelancers to remain viable. This could result in lower net earnings and reduced economic mobility for individuals who are already navigating income volatility.</p> <p>4. International Competitiveness at Risk</p> <p>South Africa has built a strong reputation as a competitive destination for international film and advertising productions due to:</p> <ul style="list-style-type: none"> Skilled freelance crews Cost competitiveness Operational flexibility Efficient turnaround times <p>A sudden and rigid employment mandate risks undermining that competitiveness. In a globally mobile industry, productions can — and do — relocate quickly in response to regulatory changes.</p> <p>The economic ripple effects would extend beyond performers and crew to include:</p> <ul style="list-style-type: none"> Equipment rental companies Post-production facilities Hospitality and tourism Local small businesses supporting productions <p>5. A One-Size-Fits-All Approach Is Inappropriate</p> <p>The core flaw in the proposal is its blanket nature. Not all freelancers are vulnerable or misclassified employees. Many operate as independent professionals by choice, negotiating their own rates and managing their own schedules.</p> <p>Existing legal frameworks already allow for the identification and correction of abusive labour practices. Rather than presuming all freelance work is exploitative, the Department should focus on:</p> <ul style="list-style-type: none"> Targeted enforcement against genuine misclassification Clear criteria distinguishing employees from independent contractors Sector-specific consultation before legislative overhaul <p>Broad reclassification risks solving a narrow problem with an overly expansive intervention.</p> <p>6. Respect for Professional Autonomy</p> <p>Freelancers are not a problem to be fixed. They are entrepreneurs, creatives, technicians, and specialists who choose autonomy over permanence.</p> <p>Government intervention should protect against coercion and exploitation — not eliminate voluntary contractual freedom between consenting adults in a professional marketplace.</p> <p>Conclusion</p> <p>We respectfully urge the Department to reconsider this proposal in its current form.</p> <p>Protecting vulnerable workers is an important objective. However, imposing a universal employee classification on an inherently flexible, project-based industry will likely:</p> <ul style="list-style-type: none"> Reduce work opportunities Increase production costs Undermine international competitiveness Diminish freelancer autonomy Harm the very sector it intends to safeguard <p>We request meaningful consultation with industry stakeholders and a more nuanced, evidence-based approach before proceeding with regulatory changes of this magnitude.</p> <p>South Africa's creative economy is a source of innovation, employment, and international recognition. It should be strengthened through thoughtful policy — not constrained by inflexible regulation.</p>	Stephen	self-employed
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				<p>Dear Minister and Esteemed Officials,</p> <p>I write to formally object to the Department's stated intention to reclassify all performers and crew engaged in advertising, artistic, and cultural activities as standard "employees" under South African labour law.</p> <p>While we acknowledge and support the goal of protecting vulnerable workers, a blanket reclassification of all freelancers as employees would have severe unintended consequences for the creative sector, the broader economy, and the very individuals the proposal aims to protect.</p> <p>1. The Creative Sector Is Project-Based by Nature</p> <p>Film, advertising, television, theatre, and cultural productions operate on short-term, project-based cycles. 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Reduced Opportunities for Freelancers</p> <p>Paradoxically, reclassification intended to "protect" freelancers could reduce the number of opportunities available to them.</p> <p>Employers faced with increased compliance costs and legal exposure are likely to:</p> <ul style="list-style-type: none"> Hire fewer people per production Consolidate roles Shift work offshore Automate where possible <p>Freelancers who rely on multiple short-term contracts across the year may find themselves excluded from work altogether if employers become reluctant to engage temporary personnel under a full employment regime.</p> <p>For many professionals, freelance work is not a fallback — it is a deliberate, skilled, and sustainable career choice.</p> <p>3. Loss of Independent Contractor Tax Structure</p> <p>Independent contractors structure their financial lives differently from salaried employees. 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Rather than presuming all freelance work is exploitative, the Department should focus on:</p> <ul style="list-style-type: none"> Targeted enforcement against genuine misclassification Clear criteria distinguishing employees from independent contractors Sector-specific consultation before legislative overhaul <p>Broad reclassification risks solving a narrow problem with an overly expansive intervention.</p> <p>6. Respect for Professional Autonomy</p> <p>Freelancers are not a problem to be fixed. They are entrepreneurs, creatives, technicians, and specialists who choose autonomy over permanence.</p> <p>Government intervention should protect against coercion and exploitation — not eliminate voluntary contractual freedom between consenting adults in a professional marketplace.</p> <p>Conclusion</p> <p>We respectfully urge the Department to reconsider this proposal in its current form.</p> <p>Protecting vulnerable workers is an important objective. However, imposing a universal employee classification on an inherently flexible, project-based industry will likely:</p> <ul style="list-style-type: none"> Reduce work opportunities Increase production costs Undermine international competitiveness Diminish freelancer autonomy Harm the very sector it intends to safeguard <p>We request meaningful consultation with industry stakeholders and a more nuanced, evidence-based approach before proceeding with regulatory changes of this magnitude.</p>		
2026-02-27	No Ldo	All of the	Industry Job	South Africa's creative economy is a source of innovation, employment, and international recognition. It should be		

	2026-02-27 08:28:33	No I do not	Loss of Income & Tax Deductions		Freelancers in the creative industry already struggle, why make it even harder for us?	Suzette	self-employed
	2026-02-26 17:33:40	No I do not	Industry Job Losses			Azachume	student
	2026-02-26 11:05:54	No I do not	All of the above	Industry Job Losses		Canaan	self-employed
	2026-02-25 12:46:18	No I do not	All of the above	Loss of Income & Tax Deductions		Samantha	employed individual
	2026-02-25 12:41:50	No I do not	All of the above	Loss of Income & Tax Deductions		Merle	self-employed
	2026-02-25 12:36:07	No I do not	All of the above	Loss of Income & Tax Deductions		Lisa	self-employed
	2026-02-24 23:28:48	No I do not	Loss of Income & Tax Deductions			Emma	self-employed
	2026-02-24 11:59:15	No I do not	Other			Sonja	self-employed
	2026-02-24 10:22:17	No I do not	Industry Job Losses		The proliferation of AI has already placed human performers at significant risk. Imposing additional barriers to enlisting human talent, while well intentioned; will not yield a positive result.	Luca	employed individual
	2026-02-24 08:13:59	No I do not	Industry Job Losses			Dené	employed individual
	2026-02-23 22:55:12	No I do not	All of the above	Industry Job Losses		Siobhan	
	2026-02-23 22:04:15	No I do not	All of the above	Industry Job Losses		Nikki	self-employed
	2026-02-23 15:50:36	No I do not	All of the above	Loss of Income & Tax Deductions		Gideon	employed individual
	2026-02-23 15:02:33	No I do not	Loss of Flexibility		Standardisation across an industry with no standard hiring practice does not make sense.	James	self-employed
	2026-02-23 14:49:43	No I do not	Loss of Income & Tax Deductions			Janene	self-employed
	2026-02-23 14:43:02	No I do not	All of the above	Loss of Flexibility		Jordy	business owner
	2026-02-23 14:39:52	No I do not	All of the above	Loss of Income & Tax Deductions		Melanie	
	2026-02-23 14:39:51	No I do not	All of the above	Loss of Income & Tax Deductions		Melanie	
	2026-02-23 12:39:43	No I do not	All of the above	Loss of Income & Tax Deductions		Naazi	business owner
	2026-02-23 11:25:27	No I do not	All of the above	Loss of Income & Tax Deductions	Introducing heavy payroll administration and compliance burdens will drastically increase production costs. This makes the local industry less competitive and risks encouraging international productions to bypass South Africa entirely. The crew will not be able to claim the UIF, nor workers comp as they are both dysfunctional & not working, Productions will move to using AI crowd scenes rather than hire extras. The additional paperwork for small companies like me will most likely get me to financially immigrate myself & my company to countries like Estonia whom are much friendlier for small business	Sherene	business owner
	2026-02-23 09:09:55	No I do not	All of the above	Loss of Income & Tax Deductions	I have been a freelance artist for the past 49 years. I am a screenwriter, translator, actress, radio drama director and voice artist. I function as all of these in a working week. I provide a service. I have expenses in providing my services. Some jobs take a few hours, some a few days, some a few weeks. There is no way I can be considered an employee of any of the companies from which I gather an income. This is how this industry functions. It is on it's knees already, thanks to the DTIC. The proposed legislation will finally kill it.	Amor	self-employed
	2026-02-23 09:04:52	No I do not	All of the above	Loss of Income & Tax Deductions		Gail	self-employed
	2026-02-23 07:38:02	No I do not	All of the above	Industry Job Losses		Amy	employed individual
	2026-02-22 23:05:47	No I do not	All of the above	Loss of Income & Tax Deductions		Roberto	employed individual
	2026-02-22 20:44:17	No I do not	Industry Job Losses			Luyanda	unemployed individual
	2026-02-22 19:25:54	No I do not	All of the above	Industry Job Losses		Hozeira	employed individual
	2026-02-22 17:59:57	No I do not	Loss of Income & Tax Deductions			Jolene	self-employed
	2026-02-22 17:51:06	No I do not	All of the above	Loss of Income & Tax Deductions		Jo	business owner
	2026-02-22 14:42:23	No I do not	All of the above	Loss of Income & Tax Deductions		Palesa	unemployed individual
	2026-02-22 13:30:18	No I do not	All of the above	Loss of Income & Tax Deductions		Taya	employed individual
	2026-02-22 12:25:43	No I do not	All of the above	Industry Job Losses		Thandi	employed individual
	2026-02-22 11:17:37	No I do not	Loss of Income & Tax Deductions			Vanessa	
	2026-02-22 11:13:53	No I do not	All of the above	Loss of Income & Tax Deductions		Bonginkosi	unemployed individual
	2026-02-22 10:54:34	No I do not	Loss of Income & Tax Deductions			Lise-Marie	
	2026-02-22 10:03:38	No I do not	All of the above	Loss of Income & Tax Deductions		Monre	employed individual

	2026-02-22 09:59:06	No I do not	All of the above	Industry Job Losses		Siyabonga	business owner
	2026-02-22 09:47:33	No I do not	All of the above	Loss of Income & Tax Deductions		Jessica	employed individual
	2026-02-22 06:53:59	No I do not	All of the above	Loss of Income & Tax Deductions		Wade	business owner
	2026-02-21 21:49:58	No I do not	All of the above	Industry Job Losses	I feel like this industry helped a lot of people, some studied for the craft, others were born with it and they only had to answer to their director's and agencies. To now change that model, will that not come with bo "you just have matric, you must have experience and or you must have a degree". Things are tough out here. Freelancing offers hope to those that are otherwise marginalised by education or age instead of being recognized for their craft. It's tough out here. Why does the govt insist on doing things old school when it's clear as daylight that things have changed and govt should be flexible. Not hard headed.	Nthabs	business owner
	2026-02-21 21:11:32	No I do not	All of the above	Industry Job Losses	Stop trying to meddle with the industry tgat is already on its knees and fix the Public broadcaster and create more jobs!!! Please ??	Sonia	self-employed
	2026-02-21 18:50:50	No I do not	Industry Job Losses			Basetsana	business owner
	2026-02-21 16:38:27	No I do not	All of the above	Industry Job Losses	The job market is already tough as it is, putting this in place will make earning potential, employment and freelance autonomy exponentially harder. Rather, listen to our voices, the ones on the ground working these jobs, boosting the economy and contributing with our taxes. Doing this essentially cuts the already struggling industry off at knees.	Thina	self-employed
	2026-02-21 14:27:44	No I do not	All of the above	Industry Job Losses	This is a gig economy - most people are employed on short term projects both by choice and by necessity. If this law would pass, it would kill the industry. The same was passed in California and the industry is almost entirely at a standstill two years later.	Eugen	business owner
	2026-02-21 12:16:40	No I do not	All of the above	Loss of Flexibility		Edwin	self-employed
	2026-02-21 09:03:18	No I do not	All of the above	Loss of Income & Tax Deductions		Bognahn	employed individual
	2026-02-21 08:30:51	No I do not	All of the above	Loss of Income & Tax Deductions		Patricia	employed individual
	2026-02-21 08:23:00	No I do not	All of the above	Loss of Income & Tax Deductions		Robert	self-employed
	2026-02-21 07:56:38	No I do not	All of the above	Industry Job Losses		Jennifer	employed individual
	2026-02-21 07:40:07	No I do not	Industry Job Losses			Debbie	business owner
	2026-02-21 07:27:17	No I do not	All of the above	Industry Job Losses	Local producers are already under pressure, making TV and film on limited budgets. Crew and cast have the choice to accept or reject work conditions. I'd rather, if they have issues with the work conditions, that they can report violating producers somewhere.	Anna	business owner
	2026-02-20 23:57:32	No I do not	All of the above	Loss of Flexibility	Many creatives choose to function independently for the flexibility and the ability to work with multiple clients at any point. This allows faster business ad income growth, as most in the industry can and, do manage multiple projects with ease. Forcing employee status removes this growth potential and harms small businesses because it limits the fast-pased, adapt-as-you-go instustry to that of a coperate function.	Alice	self-employed
	2026-02-20 23:52:45	No I do not	All of the above	Industry Job Losses		Alex	self-employed
	2026-02-20 22:58:14	No I do not	Loss of Income & Tax Deductions			Jeanie	self-employed
	2026-02-20 22:43:44	No I do not	All of the above	Loss of Income & Tax Deductions		Zozo	employed individual
	2026-02-20 21:46:07	No I do not	All of the above	Industry Job Losses		Johan	self-employed
	2026-02-20 21:43:18	No I do not	All of the above	Industry Job Losses		Mandy	self-employed
	2026-02-20 21:17:01	No I do not	All of the above	Loss of Income & Tax Deductions		Hamilton	self-employed
	2026-02-20 21:13:44	No I do not	Loss of Flexibility			Dumisa	employed individual
	2026-02-20 20:34:49	No I do not	Industry Job Losses			Dani	business owner
	2026-02-20 18:39:20	No I do not	All of the above	Industry Job Losses		Christiaan	
	2026-02-20 18:32:34	No I do not	Loss of Income & Tax Deductions			Gareth	business owner
	2026-02-20 18:24:08	No I do not	All of the above	Loss of Income & Tax Deductions		Conway	unemployed individual
	2026-02-20 17:34:14	No I do not	Industry Job Losses		Government clearly has no advisors that have brains. Job losses one of the few reasons. I guess government is looking for money to fill their pockets!	Herbert	retired
	2026-02-20 17:06:12	No I do not	All of the above	Loss of Income & Tax Deductions		Martez	business owner
	2026-02-20 16:52:31	No I do not	All of the above	Industry Job Losses	I would like to respectfully express my concern regarding the proposed legislation to classify creatives as full-time employees. As a freelance model, my work is project-based and depends on flexibility. The current freelance structure allows creatives to manage variable income, deduct legitimate business expenses, and participate in both local and international opportunities. I am concerned that this change may unintentionally reduce earning potential, limit flexibility, and impact the competitiveness of South Africa's creative industry. I respectfully ask that the unique nature of freelance work be carefully considered before implementing such changes.	Gabriela	
	2026-02-20 16:16:34	No I do not	All of the above	Industry Job Losses		Andrew	
	2026-02-20 16:11:02	No I do not	All of the above	Industry Job Losses		Petra	unemployed individual
	2026-02-20 16:04:36	No I do not	All of the above	Loss of Income & Tax Deductions	This system will not work for me as I am sometimes unemployed for weeks or months at a time. I rely heavily on my tax returns each year to get by financially. The commercial season is only 5-6 months of the year if we are lucky.	Craig	self-employed
	2026-02-20 16:02:15	No I do not	Loss of Income & Tax Deductions			Nsuku	self-employed
	2026-02-20 15:49:38	No I do not	All of the above	Industry Job Losses	We need royalties as actors here! We don't need any other laws to be changed other than those!	Dino	unemployed individual

	2026-02-20 15:39:36	No I do not	All of the above	Loss of Income & Tax Deductions			Nina	employed individual
	2026-02-20 15:22:08	No I do not	All of the above	Industry Job Losses			melissa	unemployed individual
	2026-03-12 07:13:35	No I do not	All of the above	Loss of Income & Tax Deductions	<p>The purpose of modelling and acting is to be independant.</p> <p>For any artist who travels, work and establish him or herself, it is critical of his/her survival to only pay tax on the work done.</p> <p>This current tax scheme allows the artist to pay his fair share to the government regardless to where he/she works, and again, the basis is for his tax return is on the work done on the moment of the contract.</p> <p>The idea of being taxed as an full time employee brings then a double tax on his earnings and therefore jeopardise his/her chance of having a form of decent income for it's work. I would the exact same problem for all employees in the country if they had to pay their income taxes twice.</p> <p>The South African film industry is a significant economic driver, contributing over R7 billion to the GDP in total economic impact (direct, indirect, and induced) as of recent estimates. The sector has demonstrated high growth potential, attracting over R5 billion in foreign investment by late 2024, with every R1 spent on production generating approximately R2.50 for the local economy.</p> <p>Make the employee regulation on performers will terminate this country's income, cripple the tourism industry in process and decimate the reputation of South Africa internally and around the world for any filming or advertising business investments.</p>		Didier	self-employed
	2026-03-11 10:31:50	No I do not	Loss of Income & Tax Deductions				Nazlie	employed individual
	2026-03-11 10:22:02	No I do not	Industry Job Losses	Industry Job Losses	<p>Creative professionals argue the legislation fails to recognize the difference between a freelancer doing a two-hour voice-over session and an actor on a five-year television contract. A blanket "employee" status will actually harm gig workers by capping their earning potential through strict overtime and working-hour limits. Furthermore, classifying creatives as employees means they will lose legitimate tax deductions for vital business expenses like agent commissions, travel, auditions, and wardrobe—resulting in a massive cut to their net income. Finally, the heavy compliance and payroll costs placed on production companies risk making South Africa uncompetitive globally.</p>		Mercy	
	2026-03-10 05:58:21	No I do not	Industry Job Losses				Athos	business owner
	2026-03-09 13:14:23	No I do not	Loss of Income & Tax Deductions				Mary-Jane	self-employed
	2026-03-09 11:14:31	No I do not	Loss of Income & Tax Deductions				JADE	employed individual
	2026-03-09 10:34:53	No I do not	Industry Job Losses				Claire	employed individual
	2026-03-08 09:50:43	No I do not	Loss of Flexibility		<p>I oppose the Department of Employment and Labour's proposal to reclassify all performers and crew engaged in advertising, artistic, and cultural productions as standard employees under South African labour legislation.</p> <p>While the objective of protecting vulnerable workers is commendable, the proposed blanket reclassification risks causing significant unintended consequences for a sector that operates fundamentally on flexible, project-based engagements.</p> <p>1. Misalignment with the Nature of the Creative Economy</p> <p>The film, advertising, and performing arts sectors operate predominantly through short-term, project-based contracts involving a highly mobile workforce. Performers, technicians, designers, and production specialists often work on multiple productions across different producers within short timeframes.</p> <p>Applying a rigid employment framework under the Basic Conditions of Employment Act and the Labour Relations Act to all such engagements disregards the operational realities of the creative industries.</p> <p>These sectors function more akin to professional services industries where independent contractors provide specialised skills on a per-project basis. Attempting to impose a permanent employer-employee structure onto inherently temporary engagements risks undermining the flexibility that enables the industry to function efficiently.</p> <p>2. Economic Impact on Production and International Competitiveness</p> <p>South Africa has become a globally competitive filming destination due to its skilled workforce, favourable exchange rates, and operational flexibility. International productions often rely on the ability to contract experienced freelancers quickly and efficiently.</p> <p>Mandatory classification of all performers and crew as employees—combined with compliance obligations under the National Minimum Wage Act and other employment statutes—would significantly increase administrative complexity and production costs.</p> <p>International studios and advertising agencies operate in a highly competitive global environment. If production costs and regulatory burdens increase substantially in South Africa, productions are likely to relocate to alternative filming destinations that maintain more flexible engagement frameworks.</p> <p>This would directly affect employment opportunities across the broader production ecosystem, including set construction, equipment rental, hospitality, transport, and post-production services.</p> <p>3. Impact on Freelancers and Independent Professionals</p> <p>Many professionals in the creative sector deliberately choose freelance status due to the autonomy and financial advantages it offers. Independent contractors typically structure their finances to accommodate irregular work patterns, including managing tax deductions related to equipment, training, and business expenses.</p> <p>Reclassifying freelancers as employees may remove legitimate deductions currently permitted under the Income Tax Act for independent contractors operating as small businesses.</p> <p>Rather than protecting creative professionals, the proposal could reduce their income flexibility, restrict their ability to work across multiple productions simultaneously, and limit entrepreneurial opportunities within the sector.</p> <p>4. Risk of Reduced Opportunities for Emerging Talent</p> <p>A substantial portion of the creative workforce consists of emerging artists, technicians, and crew members entering the industry through short-term engagements and project-based opportunities.</p> <p>If production companies are required to assume full employment obligations for every engagement, many may reduce hiring or rely on smaller core teams. This would inevitably limit entry-level opportunities for new talent seeking to build experience and industry networks.</p> <p>The unintended effect may therefore be reduced participation and fewer career pathways within South Africa's creative industries.</p> <p>5. The Need for a Sector-Specific Regulatory Framework</p> <p>The challenges associated with worker protection in the creative sector are real and deserve careful policy consideration. However, these concerns would be better addressed through a targeted, sector-specific framework developed in consultation with industry stakeholders.</p> <p>Many jurisdictions recognise the unique nature of creative work and have implemented hybrid regulatory models that provide worker protections without eliminating freelance contracting.</p> <p>A collaborative approach involving industry bodies, unions, producers, and government would be more likely to produce balanced legislation that protects vulnerable workers while preserving the economic viability of the sector.</p> <p>Conclusion</p> <p>The proposed blanket reclassification of all performers and crew as employees under the Basic Conditions of Employment Act, the Labour Relations Act, and the National Minimum Wage Act fails to recognise the fundamentally project-based nature of the creative industries.</p> <p>Rather than strengthening the sector, the proposal risks increasing production costs, undermining international competitiveness, reducing freelance opportunities, and ultimately driving film and advertising productions away from South Africa.</p> <p>For these reasons, I respectfully oppose the proposed reclassification and urge the Department to pursue a consultative process aimed at developing a sector-appropriate regulatory framework that balances worker protection with the operational realities of the creative economy.</p>		Eddie	
	2026-03-07 03:15:20	No I do not	All of the above	Industry Job Losses			Vonani	employed individual
	2026-03-05 09:20:36	No I do not	Loss of Income & Tax Deductions				Heidi	
	2026-03-04 13:44:23	No I do not	All of the above	Loss of Flexibility			Armand	employed individual

	2026-03-02 17:42:47	No I do not	All of the above	Loss of Flexibility			Setjhaba	Non-profit
	2026-03-02 10:30:07	No I do not	All of the above	Industry Job Losses			Heather	retired employed individual
	2026-03-01 05:34:07	No I do not	Industry Job Losses				Nawaal	
	2026-02-28 09:39:24	No I do not	All of the above	Industry Job Losses	When labour gets expensive, entrepreneurs, the major creator of jobs, will make other plans. Today you can hardly distinguish computer graphics from people. And it's much more economical.		André	business owner
▼ Not fully	44							
	2026-02-18 11:25:30	Not fully	All of the above	Loss of Income & Tax Deductions			Daniel	business owner
	2026-02-18 11:04:50	Not fully	All of the above	Loss of Income & Tax Deductions			Evangelos	unemployed individual
	2026-02-18 10:25:59	Not fully	Loss of Flexibility		Not all freelancers do long term contracts, however an accumulation of smaller productions make up their income, however they incur costs for self marketing and incur costs which cannot fall under a blanket assumption they are employees and lose the right for cost tax rebates. However , they do also need protection from exploitation and Labour law rights in South Africa. In addition, every freelancer get NO UIF benefit or retirement option unless personally financed . This needs change.		Di	self-employed
	2026-02-18 09:40:52	Not fully	All of the above	Loss of Income & Tax Deductions	We cannot apply a blanket approach to all freelancers and actors in commercial production in South Africa. Most of the time, crew are engaged only for specific tasks such as tech reces, shoot days, and occasionally post-production. These engagements are short-term and do not qualify as full-time employment. Treating them as such could negatively affect their tax filings and income reporting. The same applies to actors — they are typically required only for wardrobe calls and shoot days, which is not long enough to be considered full-time employment.		Ayanda	employed individual
	2026-02-18 09:20:01	Not fully	All of the above	Industry Job Losses			Nurdah	self-employed
	2026-02-17 19:04:19	Not fully	All of the above	Industry Job Losses			Andrico	self-employed
	2026-02-17 18:14:50	Not fully	All of the above	Industry Job Losses			John	self-employed
	2026-02-17 18:09:34	Not fully	All of the above	Loss of Flexibility			Tyler	self-employed
	2026-02-17 17:43:51	Not fully	All of the above	Loss of Flexibility			Tracy	unemployed individual
	2026-02-17 16:55:04	Not fully	All of the above	Industry Job Losses			Suzi	business owner
	2026-02-17 16:08:24	Not fully	All of the above	Industry Job Losses			Samuel	
	2026-02-17 06:47:24	Not fully	All of the above	Industry Job Losses			Joe	self-employed
	2026-02-16 18:54:48	Not fully	Loss of Income & Tax Deductions		My concern is the loss of flexibility as well. Perhaps it is time for a union to be formed that is working hand in hand with the dept of labour to assist performers.		Lesego	self-employed
	2026-02-16 17:23:17	Not fully	All of the above	Loss of Income & Tax Deductions	Reclassifying independent contractors as employees means they will no longer be able to deduct crucial business expenses incurred to generate their income. This includes travel to auditions, agent commissions, wardrobe, self-tapes, and training—resulting in a material reduction in their net income.		Adriaan	self-employed
	2026-02-16 17:13:08	Not fully	All of the above	Loss of Flexibility	Many performers and crew choose to be freelancers for many reasons. Some of these reasons come to light in what our concerns would be if this bill is passed as is but what is not mentioned is the mental health of the freelancer. This is an industry made up of a lot of neurospicy people and them neurospicy folks they thrive on project based work. It is even sometimes recommended by healthcare professionals for them to be freelancers to contribute and cope in this world. Forcing a whole workforce in a freelance industry to become employees would contribute to mental health problems for many of these people. Please don't take away the sanity I find in being a freelancer. But also please don't stop trying to create fair and better working condition for everybody out there.		Janel	
	2026-02-16 17:02:38	Not fully	All of the above	Loss of Income & Tax Deductions	Whereas some Performers working on long form contracts or in virtually permanent positions MAY benefit from employee status, most freelancers, including daily performers and crew members will surely suffer under the limitations imposed by full employment status. Removing the option to deduct costs incurred for work purposes from tax would be a major loss for crew and performers who are in a mid-range earning bracket. Also, the administrative challenges, increased cost and sheer time factor of managing many short-term and daily performers on film shoots & commercials will definitely deter international productions, who mostly work on short turnaround times and flexibility when running jobs. Rather than enforcing employee status on those who it really doesn't apply to, I would prefer to see legislation improved in terms of offering protections for freelancers and independent contractors, like in other freelance industries globally. Performers and film crew should have the choice to remain independent contractors if it suits their working conditions better, just like other industries.		Christy	self-employed
	2026-02-16 16:43:39	Not fully	All of the above	Industry Job Losses			jeremy	employed individual
	2026-02-16 14:53:04	Not fully	Industry Job Losses				Molefi	employed individual
	2026-02-19 14:11:22	Not fully	Industry Job Losses				Serge DISTEL	self-employed
	2026-02-19 14:01:05	Not fully	All of the above	Industry Job Losses			Rocco	self-employed
	2026-02-19 10:02:05	Not fully	Loss of Income & Tax Deductions				Janice	employed individual
	2026-02-19 09:57:51	Not fully	All of the above	Loss of Income & Tax Deductions			Ndiphiwe	self-employed
	2026-02-19 09:56:52	Not fully	All of the above	Industry Job Losses			Jade	self-employed
	2026-02-19 09:41:25	Not fully	Loss of Income & Tax Deductions				Sena	self-employed
	2026-02-19 00:10:32	Not fully	All of the above	Loss of Income & Tax Deductions			Phelokazi	unemployed individual
	2026-02-18 23:28:28	Not fully	All of the above	Loss of Flexibility			Rebecca	self-employed
	2026-02-18 22:51:40	Not fully	All of the above	Industry Job Losses			Michelle	employed individual
	2026-02-18 21:28:05	Not fully	Loss of Flexibility		For the advertising sector - the standard ACA contract covers overtime, payment, working hours, working conditions, travel arrangements etc for shooting days required. While the suggested reforms sound appropriate and I am sure a welcome amendment for any long form workers, I am unsure how applicable they would be for short term advertising work. My feeling is that the standard ACA contract protects both the performer and the agency/agent. I would be interested to hear the input of agents regarding this however. Perhaps they have a different view from that of agencies and feel that there are areas that need reviewing?		Michelle	employed individual
	2026-02-18 15:09:23	Not fully	Industry Job Losses				Joshua	employed individual
	2026-02-18 14:07:42	Not fully	Loss of Income & Tax Deductions		I rely fully on my tax returns to get me through the winter! I am happy to pay higher tax purely for that reason		Shane	self-employed

	2026-02-18 13:34:39	Not fully	All of the above	Loss of Income & Tax Deductions		Zanru	
	2026-02-18 12:33:53	Not fully	Loss of Income & Tax Deductions			Pascale	self-employed
	2026-02-18 11:39:01	Not fully	Industry Job Losses			Martina	
	2026-02-20 14:32:23	Not fully	All of the above	Loss of Income & Tax Deductions		Nicola	self-employed
	2026-02-20 11:27:00	Not fully	All of the above	Loss of Income & Tax Deductions	This is not only about performers i don't understand why this only state them they don't make the film industry alone,without crew film and television is non-existent.....The people that ARE MOST VULNARABLE IS THE CREW,ACTORS CAN GO ONLINE AND SEEK DONATIONS BECAUSE THEY ARE KNOWN,BUT CREW MEMBERS ARE SCREWED AS THEY AIN'T IN THE LIME LIGHT THEREFORE ARE NOT SO WELL KNOWN BECAUSE THEY ARE "BEHIND" THE SCENES CREATING MAGIC!!!!!!!!!!!!STAND UP FOR CREW MEMBERS THEY ARE BLEEDING JUST AS MUCH IF NOT MOST.....	Tshwano Utlanang	unemployed individual
	2026-02-19 22:19:15	Not fully	All of the above	Industry Job Losses		Calvin	self-employed
	2026-02-19 20:50:43	Not fully	Loss of Income & Tax Deductions			Jana	
	2026-02-19 19:49:02	Not fully	Other		We do need protection for crew, because some productions really treat crew bad, but it cannot be a blanket statement. It requires a lot of work and the Department of Labour should use their money and set up proper structures to protect the workers in the industry, with participation from the film and television workers.	Louiza	self-employed
	2026-02-19 18:12:57	Not fully	All of the above	Loss of Flexibility	Given the covid pandemic, the creative sector faced a deep systemic shock. Those that managed to survive were able to do so because they were able to exercise other skills or perhaps were able to receive some support. Ultimately, as we don't necessarily receive royalties in most cases (which would somewhat help to create a basic stipend or basic income for creative professionals) - being flexible allows us to explore other more lucrative paths as we intersect with a broad range of adjacent industries that require our skills. Perhaps there could be more of a push for corporates to outsource their creative work instead of trying to employ the entire production staff. What would be more effective is having a strong creative admin team that can handle some of the common hurdles that exist when working with freelancers because that is often the weakest point. And we should also agree on basic minimum wage levels and working hours that are fair for a clear and defined scope of work.	Siyabonga	self-employed
	2026-02-19 17:43:51	Not fully	Other		The measures are unequal to the problem. Rights can be afforded by defining independent contractor properly, to address the loopholes, instead of adding redundant complexity making it difficult to comply.	Thomas	self-employed
	2026-02-19 16:00:33	Not fully	All of the above	Loss of Income & Tax Deductions		Elyle	self-employed
	2026-02-22 16:20:55	Not fully	Loss of Flexibility			Thando	self-employed
	2026-02-21 07:01:19	Not fully	All of the above	Loss of Flexibility		Niki	employed individual
	2026-02-27 21:34:41	Not fully	All of the above	Loss of Income & Tax Deductions		Jennifer	employed individual
▼ Yes I do		54					
	2026-02-18 08:52:39	Yes I do	Industry Job Losses			Leonard	unemployed individual
	2026-02-18 08:22:04	Yes I do	All of the above	Industry Job Losses	It's difficult to stay within an industry whe work is inconsistent. The job requires you to be an independent contractor but doesn't support this type of business model	Kate	self-employed
	2026-02-17 20:49:28	Yes I do	Loss of Flexibility		Working conditions on South African productions need serious intervention from government, because production companies are not capable of self-regulation. Unreasonable hours are worked routinely in the name of "the budget". The proposal by the Departement of Employment and Labour is a step in the right direction. I am concerned about how implementing the proposal will practically work for freelancers who currently work for over 20 diffirent clients on 40 - 50 diffirent "jobs" throughout the year. I urge the Departement to have workshops with the industry and design a framework that would be tailor made for this industry.	Hendrik	self-employed
	2026-02-17 19:14:01	Yes I do	Industry Job Losses			Anton	self-employed
	2026-02-17 19:00:39	Yes I do	Loss of Flexibility			Jonathan	self-employed
	2026-02-17 18:04:44	Yes I do	All of the above	Industry Job Losses		Nicola	business owner
	2026-02-17 17:47:56	Yes I do	All of the above	Industry Job Losses		Elizabeth	unemployed individual
	2026-02-17 17:45:23	Yes I do	All of the above	Industry Job Losses		Ndoh E	unemployed individual
	2026-02-17 17:17:10	Yes I do	Industry Job Losses			Kristan	unemployed individual
	2026-02-17 15:57:51	Yes I do	Industry Job Losses			Isabella	self-employed
	2026-02-17 15:30:56	Yes I do	All of the above	Industry Job Losses		Frank	business owner
	2026-02-17 07:15:43	Yes I do	All of the above	Loss of Income & Tax Deductions	The creative sector has been the key drive of making people happy. The advertising sub-section I love to be creative. The creative industry needs Labour Government Gazette. The basic salary is needed to help workers to be able to afford living standards in South Africa. The employment benefit will assist creative employees to be like other employees from different industries	Moses Thabang	employed individual
	2026-02-17 06:04:50	Yes I do	All of the above	Industry Job Losses	The industry is capable of generating revenue and government under SARS can benefit through tax contribution.	Thabo	unemployed individual
	2026-02-16 22:20:39	Yes I do	All of the above	Loss of Income & Tax Deductions		Sabelo	self-employed
	2026-02-16 17:22:57	Yes I do	All of the above	Loss of Income & Tax Deductions	Creditors are calling and already been in credit bureaus judgement since June last year no job . Very hungry we need grant also even 350 will help . It's been bad my bond is 3 month in arrears.	Richard	unemployed individual
	2026-02-16 17:09:16	Yes I do	All of the above	Industry Job Losses		Jabulani	self-employed
	2026-02-16 16:39:22	Yes I do	Industry Job Losses			Mikaeel	self-employed

	2026-02-16 15:40:03	Yes I do	No concern, I Support the Gazette		- The Gazette is only looking at performers. - The employee deeming is only for certain provisions of the LRA, BCEA, NMW and COIDA. - the deeming provisions are a bottom protection and not a ceiling - rates in the country are mostly above minimum wage anyway - with the minimum protections from the deeming provisions it still allows the industry specific Sectoral Determination to be facilitated by the Minister as sector specific rules (As per SD 10 for Children working in the industry who are deemed to be employees of the specific provisions - they are not employees for all legislation) - Tax legislation is not labour legislation - SARS guidelines are separate. Already freelancers who work more than 22hrs per week are deemed to be employees for the purposes of tax in the Note 17 of the Film and TV Guidelines - the wild west of the industry needs regulation and the DEL will be implementing what they see as necessary, so we need to guide them on what that needs to look like. - many industry bodies and practitioners have not made submissions for a Sectoral Determination previously, so the DEL have decided to protect workers. The industry needs to engage the department, otherwise we will not have a say in how the protections of workers will be enforced.	Carlynn	self-employed
	2026-02-16 15:22:17	Yes I do	All of the above	Industry Job Losses		Samkelo	self-employed
	2026-02-19 12:04:52	Yes I do	All of the above	Loss of Income & Tax Deductions		Thato	self-employed
	2026-02-19 09:48:10	Yes I do	Other		Although I agree with the legislation, it must be further discussed on how to distinguish between long-form and short-form productions. A lot of crew are exploited heavily and hopefully this will reduce that exploitation. A loss of taxable expenses does not effect 99% of crew and seems only an issue for cast. Crew's earning potential is already capped so that again is mainly for cast. I think you will find most crew will embrace this change with open arms but are weary of the impacts it may have on bringing about more productions and inviting internationals to shoot here. We must be careful not to lump cast concerns and crew concerns together as the 2 groups are treated vastly different and have incredibly different needs/stresses.	Chanel	employed individual
	2026-02-19 09:37:16	Yes I do	All of the above	Industry Job Losses		Candice	employed individual
	2026-02-19 03:22:02	Yes I do	All of the above	Industry Job Losses	No I do not support the amendment	Banele	employed individual
	2026-02-18 22:18:27	Yes I do	Industry Job Losses			Thomas	unemployed individual
	2026-02-18 18:47:42	Yes I do	Industry Job Losses			Emerentia	employed individual
	2026-02-18 18:47:41	Yes I do	Industry Job Losses			Emerentia	employed individual
	2026-02-18 17:42:22	Yes I do	Industry Job Losses			Tristan	unemployed individual
	2026-02-18 17:24:17	Yes I do	Loss of Income & Tax Deductions	Industry Job Losses		Llewellyn	unemployed individual
	2026-02-18 12:40:32	Yes I do	All of the above	Industry Job Losses		Jonathan	employed individual
	2026-02-18 11:30:31	Yes I do	Loss of Income & Tax Deductions			Pamella	employed individual
	2026-02-20 14:51:28	Yes I do	All of the above	Loss of Income & Tax Deductions		Aza Aluthe	employed individual
	2026-02-20 12:07:15	Yes I do	Industry Job Losses			Daniella	self-employed
	2026-02-20 06:24:28	Yes I do	Industry Job Losses			Mishqoh	
	2026-02-19 23:08:49	Yes I do	Industry Job Losses			Ronwin	self-employed
	2026-02-19 21:56:52	Yes I do	All of the above	Loss of Income & Tax Deductions		Faried	self-employed
	2026-02-19 20:21:01	Yes I do	All of the above	Industry Job Losses		Surisa	self-employed
	2026-02-19 16:59:13	Yes I do	All of the above	Industry Job Losses		Magdalena	self-employed
	2026-02-19 16:59:13	Yes I do	All of the above	Industry Job Losses		Yamkela Theo	unemployed individual
	2026-02-19 16:55:48	Yes I do	Industry Job Losses			Frank	unemployed individual
	2026-02-19 16:43:54	Yes I do	Industry Job Losses			Lihle	employed individual
	2026-02-19 16:37:23	Yes I do	Industry Job Losses			Chloe	unemployed individual
	2026-02-19 16:04:07	Yes I do	All of the above	Loss of Income & Tax Deductions		Tiro	self-employed
	2026-02-19 15:57:46	Yes I do	All of the above	Loss of Income & Tax Deductions		Kenwyn	self-employed
	2026-02-19 15:56:44	Yes I do	All of the above	Industry Job Losses		Gomolemo	employed individual
	2026-02-19 15:53:05	Yes I do	Industry Job Losses		Introducing heavy payroll administration and compliance burdens will drastically increase production costs. This makes the local industry less competitive and risks encouraging international productions to bypass South Africa entirely.	Zikhona	unemployed individual
	2026-02-19 15:41:32	Yes I do	All of the above	Loss of Income & Tax Deductions		Felix	self-employed
	2026-02-19 14:32:35	Yes I do	Industry Job Losses			Marco	employed individual
	2026-02-25 18:52:11	Yes I do	All of the above	Industry Job Losses		Nicole	employed individual
	2026-02-25 17:08:02	Yes I do	All of the above	Loss of Income & Tax Deductions		Samuel	employed individual
	2026-02-23 11:31:46	Yes I do	All of the above	Industry Job Losses	We need stable jobs that pay monthly income that are not deemed as seasonal but are staple jobs .	Khanya	
	2026-02-23 09:45:04	Yes I do	No concern, I Support the Gazette		I support the Department's intention to extend basic labour protections to performers, but I strongly object to this campaign's misleading framing. The proposal does not "ban freelancing" or force creatives into permanent 9-to-5 jobs. It is a notice of intention to deem performers in advertising, artistic and cultural activities as employees for specific purposes under the Basic Conditions of Employment Act, National Minimum Wage Act, Compensation for Occupational Injuries and Diseases Act, and certain Labour Relations Act provisions. It targets disguised employment and ensures a baseline of rights (hours, rest, leave, minimum wage, injury cover and fair fixed-term rules) where people are already working like employees but are labelled "independent contractors" to deny them protections.	Adrian	self-employed
	2026-02-20 23:57:26	Yes I do	All of the above	Industry Job Losses		Jodie	
	2026-02-20 15:34:09	Yes I do	All of the above	Industry Job Losses		Peter	unemployed individual

	2026-02-27 21:48:14	Yes I do	No concern, I Support the Gazette	We're tired of South Africans being used as a cheap source of labour for the ROW to abuse. Tough on them if they have to pay us more. The global movies and entertainment market was valued at approximately USD 100.38 billion in 2023 and is projected to reach over USD 140–169 billion by 2030, driven by streaming and digital content. We need to stop short selling ourselves for the global elite to abuse, we are worth much more than what we get paid.	Stacy	employed individual
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