



DIPLOMATIC IMMUNITIES AND PRIVILEGES (DIAP) CIRCULAR NO 05 OF 2026

The Department of International Relations and Cooperation (DIRCO) of the Republic of South Africa presents its compliments to Diplomatic Missions and International Organisations accredited to the Republic of South Africa and has the honour to remind all Foreign Missions of the adherence to the South African Labour Relations Act, 1995 (Act No 66 of 1995), and all regulations made under it with regard to Locally Recruited Personnel (LRP).

Diplomatic Missions, Consular Posts, International Organisations and persons conferred with diplomatic immunities are obliged to respect the laws and regulations of the Republic of South Africa as receiving State provided for in the Diplomatic Immunities and Privileges Act (DIPA), No 37 of 2001, which incorporates the Vienna Convention on Diplomatic Relations, 1961 and the Vienna Convention on Consular Relations, 1963, as well as the United Nations Conventions regulating immunities and privileges.

The Department is concerned about an increased number of cases referred to the Commission for Conciliation, Mediation and Arbitration (CCMA) at the Department of Labour by the local staff of Foreign Missions and the non-adherence to the CCMA processes. Affected missions are encouraged to provide responses to the CCMA through DIRCO whenever there are such requests and to adhere to the CCMA processes to find amicable resolutions at source to these labour matters. The role of DIRCO is to receive the complaints from the CCMA, to refer these to the relevant Foreign Missions and to relay the responses back the CCMA. The attendance of CCMA meetings does not infringe on the inviolability of the Foreign Missions nor the immunities of the accredited diplomat attending the meetings as it is not a court hearing where immunities would have to be waived.

In order to apply a predictable process to manage labour disputes lodged by Locally Recruited Personnel (LRP) against Foreign Missions, the Department and the CCMA have established guidelines for addressing such disputes as described in the Policy on the Management of Diplomatic Immunities and Privileges in the Republic of South Africa, Part 5. The Policy can be downloaded at:

http://www.dirco.gov.za/protocol/policy_dip_immun_privilege_2011a.pdf

The Department of International Relations and Cooperation (DIRCO) of the Republic of South Africa avails itself of this opportunity to renew to Diplomatic Missions and International Organisations accredited to the Republic of South Africa the assurances of its highest consideration.



PRETORIA
26 January 2026

**Diplomatic Missions and International Organisations
accredited to the Republic of South Africa
PRETORIA**