



## MEMORANDUM TO: DIRECTORS / PROPERTY MANAGER – N4 GATEWAY

**FROM:** *Office of the Chairperson – Soil of Africa Community Organization*

**DATE:** 28 July 2025

**SUBJECT:** Urgent Call for Local Empowerment, Employment Equity, and Legal Compliance at N4 Gateway

To the Esteemed Directors and Senior Management of N4 Gateway,

On behalf of the people of **Mamelodi and Nellmapius**, and with the full moral authority vested in us as community representatives, **Soil of Africa Community Organization** submits this memorandum not as a request, but as a **formal declaration of concern and action**—in defence of economic dignity, lawful conduct, and human equity.

We approach you with the resolve of a people who have long been denied their fair share in the prosperity rising around them.

### **Demands and Immediate Concerns**

#### **1. Employment of Local Citizens**

We demand that a minimum of **45% of the workforce** within the N4 Gateway precinct be constituted by residents of **Mamelodi and Nellmapius**. This reflects a call for equity and local development—not a favour, but a rightful share.

#### **2. Allegations of Undocumented Labour**

It has come to our attention that **undocumented foreign nationals** may be employed within your facilities. If these allegations are untrue, we request **verified documentation** proving the legal employment status of all workers, in accordance with South African law.

#### **3. Exclusion of Established Local Residents**

The **informal settlement adjacent to N4 Gateway** predates your establishment. It is indefensible that none of its residents have benefited from the job opportunities that emerged on their doorstep. This must be rectified immediately.

#### **4. Local Business Engagement**

We insist that N4 Gateway actively **subcontract and engage local businesses** from Mamelodi and Nellmapius. Please provide a full list of such partnerships as evidence of your commitment to inclusive development.

#### **5. Submission of Community CVs**

On **28 July 2025**, during our peaceful community demonstration, we will submit **CVs of skilled and unemployed local residents**. We demand that these candidates be given immediate and fair consideration for employment.



## Legal Foundation for Our Demands

We stand not only on moral ground, but also on the legislative foundation of the Republic of South Africa:

- **Labour Relations Act (No. 66 of 1995)** – Promotes fair labour practices and the right to employment.
- **Basic Conditions of Employment Act (No. 75 of 1997)** – Guarantees decent working conditions for all.
- **Employment Equity Act (No. 55 of 1998)** – Requires transformation and affirmative action in employment.
- **Immigration Act (No. 13 of 2002)** – Forbids employment of individuals without legal documentation.
- **Broad-Based Black Economic Empowerment Act (No. 53 of 2003)** – Supports empowerment of local and black-owned businesses.
- **Municipal Systems Act (No. 32 of 2000)** – Affirms community rights in local economic development.

## Demand for Immediate Response

We request a formal written response within 72 hours of receipt of this memorandum.

**Failure to respond will result in daily picketing, sustained community mobilization, and escalation of action through all available legal and civic channels.**

Let this serve as a **final and formal call for accountability, inclusion, and justice.**  
The time for inaction has passed. The people are awake.

## Acknowledgement of Receipt

**Date:** 28 July 2025

**Received By Director or (N4 Gateway Representative)**

Name \_\_\_\_\_ Surname \_\_\_\_\_ Signature \_\_\_\_\_

Hanged by Soil of Africa Chairperson

Name \_\_\_\_\_ Surname \_\_\_\_\_ Signature \_\_\_\_\_