

CLARIFICATION NOTICE NO 02/2026

ISSUED BY THE LEGAL SECTOR CHARTER COUNCIL (LSCC) ON
APPLICABILITY OF THE YOUTH EMPLOYMENT SERVICE (YES INITIATIVE)
ON 1 AUGUST 2026

Introduction

1. The purpose of Clarification Notice 01/2026 was to provide guidance on the applicability of the Youth Employment Service initiative (YES Initiative) issued under Code series 000, Statement 000 under the B-BBEE Codes of Good Practice on 28 August 2018, to the legal sector after the gazetting of the Legal Sector Code (LSC) on 20 September 2024.
2. From queries received by the Council, from stakeholders after the issuance of Clarification Notice 01/2026, it appears that some wording used in the Notice may be open to misinterpretation, necessitating further clarification.
3. Accordingly, **this Clarification Notice 02/2026 replaces Clarification Notice 01/2026.**
4. The LSC aligns with the objectives of the YES Initiative in relation to job creation for young people in the legal sector. The LSC introduces a list of sector-specific training and capacity-building initiatives. Measured Entities within the legal sector who are registered to participate in the YES Initiative are encouraged to

implement initiatives for young people that align with those in the LSC. This is to be separate and distinct from the Skills Development Element in LSC 300.

5. Young people represent a category of the Designated Categories provided for in the LSC. Most law graduates and people entering the profession are below the age of 35.
6. Paragraph 29.8 of the LSC refers to the YES Initiative and encourages LSMEs to employ young people in line with the aims of the Initiative, especially in professional capacities. Please note that the reference in the code to 'Youth Services Plan' should be read as 'Youth Employment Service' as in the first sentence.
7. The LSC recognises the challenges faced by young people in the legal profession, in particular young Black law graduates and legal practitioners. These include barriers to entry into the profession after graduation such as failure to obtain articles or pupillage, unemployment after completion of articles, and lack of skills especially in specialised areas of the law. These are the challenges the provisions in the LSC seek to address, and what LSMEs in the legal profession are encouraged to focus on when implementing YES..
8. Please note that this Clarification Notice does not substitute any of the provisions in Code series 000, Statement 000 issued on 28 August 2018 or any clarifications issued in connection with it by the Department of Trade, Industry, and Competition and LSMEs must comply therewith. This includes measurement principles as well as targets.
9. There shall be no double counting, that is, it is not permitted to count youth trained under the YES Initiative and then count the same training for points under the LSC 300 Skills Development element.

Recommended Sector Based YES Initiatives

10. LSMEs participating in the YES Initiative are encouraged to do the following when implementing YES:

10.1. A 12-month Workplace experience for unemployed law graduates;

10.2. A 12-month Employment of young attorneys who completed their articles but are unemployed thereafter; and

10.3. Absorption of young attorneys who are given a 12-month Employment opportunity.

Application

11. This Clarification Notice does not apply retrospectively and only applies to YES initiatives that commence within the measurement periods that begin after the date of Clarification Notice 01/2026 was issued, being 15 May 2026.

Queries

12. Queries relating to this Clarification Notice can be sent to the Legal Sector Charter Council at the following email address: info@lsc.org.za
