



100 DAYS
IN OFFICE

**REPORT ON THE MINISTERS
100 DAYS IN OFFICE**



employment & labour

Department:
Employment and Labour
REPUBLIC OF SOUTH AFRICA



National Economic
Development and
Labour Council





employment & labour

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REPORT ON THE MINISTERS 100 DAYS

Publisher

Department of Employment and Labour
Chief Directorate of Communication
Private Bag X117
Pretoria
0001

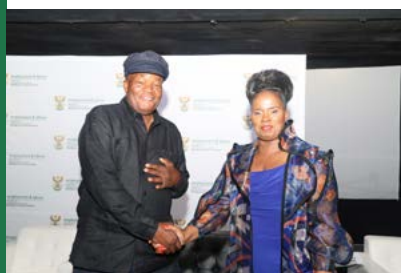
Editing, Layout and Design, Photography and Distribution
Subdirectorate of Media Production
Design Studio



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Minister Preamble

Your Excellency, Mr. President, Cyril Ramaphosa

It is with great honour and a profound sense of responsibility that we present this preamble to our Department's report, marking the first 100 days of our tenure under the Government of National Unity (GNU). Since we commenced office in July 2024, we have been unwavering in our commitment to advancing our nation's socio-economic development, aligning our efforts with the visionary principles you have championed for South Africa's future.



MS N METH

Minister of Employment and Labour

Championing Transformation and Progress

The Department of Employment and Labour is at the forefront of our country's economic revitalisation and social transformation. Recognising our pivotal role, we have ensured that our strategies and actions resonate with the GNU's core values of transparency, accountability, integrity, and good governance. These principles have been the bedrock of our approach as we tackle the persistent challenges of poverty, inequality, and unemployment that have long beset our nation.

From the moment of our swearing-in on 3 July 2024, we have sought to provide clear vision and decisive action. We promptly engaged with parliamentary processes, presenting our 2024/2025 Annual Performance Plan and Budget Vote, thereby reaffirming our commitment to accountability and strategic alignment with national priorities.

Understanding the urgency of our mission, we have supported the journey towards comprehensive labour law reforms that

seek to modernise regulations and protect workers' rights in a rapidly evolving economic landscape. Launching Project 20,000, we are enhancing our inspectorate capacity by recruiting 20,000 interns, providing valuable employment opportunities for our youth while strengthening regulatory enforcement.

In spearheading economic empowerment and job creation, we have committed R13.6 billion through the Labour Activation Programme to 117 projects aimed at assisting over 477,000 beneficiaries. Additionally, we established a landmark partnership with the Small Enterprise Development Agency (SEDA) and the Small Enterprise Development and Finance Agency (SEFDA), valued at over R7.2 billion. This collaboration is designed to support 7,200 small enterprises and aspiring entrepreneurs, projected to create approximately 262,000 jobs, thereby bolstering our nation's economic resilience.

On the international stage, we have represented South Africa in global forums such as the BRICS and G20 Labour and Employment

Ministers Meetings. Advocating for policies that address youth unemployment and promote labour mobility, these engagements have enhanced our nation's influence and fostered international collaboration.

Ensuring good governance and financial stewardship has been a priority. We have established a dedicated Task Team to proactively address audit issues, accountability and transparency, ensuring integrity and efficiency within the Department. Recognizing the critical need to preserve jobs, we expanded the Temporary Employer/Employee Relief Scheme (TERS) budget from R400 million to R2.4 billion, aiming to save at least 18,000 jobs by 31 March 2025. Our commitment to transparency is further demonstrated through the intensified efforts of the "Follow the Money" initiative, auditing and verifying R65 billion in COVID-TERS payments, with R1.2 billion recovered to date.

Community engagement and service delivery have been at the heart of our initiatives. We launched Operation Yazini – Know Your Ministry Programme to bring services directly to communities, especially in remote areas. Declaring every Friday as "DEL Friday," we have criss-crossed the length and breadth of our country emphasising accessibility and responsiveness, visiting numerous communities and partnering with traditional leadership and the private sector. Engaging with our social partners through NEDLAC strong relationships and initiatives that seek to meet the needs of all South Africans have been fostered.

Vision

Every endeavour undertaken by the Department reflects our unwavering dedication to realising the vision for a prosperous, inclusive, and equitable South Africa. We are steadfast in building a capable, ethical, and developmental state. Our green shoots lay a solid foundation for transformative change, and we are poised to sustain this momentum.

Looking Ahead with Determination

As we forge ahead, we pledge to continue focusing on advancing inclusive economic growth by creating an environment conducive to job creation and supporting enterprises of all sizes. We aim to reduce poverty and inequality by implementing targeted programs that address the needs of the most vulnerable, ensuring that economic growth translates into improved living standards for all citizens. Enhancing service delivery remains a priority, leveraging technology and improving institutional capacity to provide efficient and effective services. Upholding good governance is paramount, as we maintain the highest standards of integrity and transparency, strengthening our governance frameworks and excelling in financial management practices.

Expression of Gratitude

We take this opportunity to express our profound gratitude for your exemplary leadership and the confidence you have placed in us to lead this critical Department. I am equally appreciative of the Deputy Ministers for their unwavering support and to the Acting Director-General and all staff members whose dedication has been instrumental in laying a strong foundation thus far.

It is with humility and optimism that we present this report which reflects and encapsulates our commitment and early accomplishments. We will continue to strive towards a brighter future for all citizens of our beloved nation.

We remain at your service and steadfast in our shared mission..

I thank you.

MS N METH

Minister of Employment and Labour

Date: _ October 2024

Foreword

The Department of Employment and Labour, as part of the economic cluster, plays a crucial role in supporting the economic growth of our country. Recently, Statistics South Africa (StatsSA) reported that unemployment increased by 0.8% in the last quarter, which is a setback in our strategic fight against unemployment.



Ms P MGCINA

Deputy Minister of Employment and Labour

One of the key factors in boosting productivity and enhancing performance levels within the Department is the cultivation of a high-performance, ethical culture. The Department must leverage technology and digital trends to augment its performance, especially given the constraints of a limited budget. Technologies such as virtual reality and Generative AI can play a significant role in improving our systems.

However, in the 2023/24 FY, there was minimal investment in technology and digital initiatives. The Auditor General South Africa (AGSA) raised concerns regarding procurement issues in securing departmental technologies, but the Department is taking the necessary steps to modernize its legacy systems. Securing advanced technologies can enhance productivity and support the development of an ethical culture of performance.

In the FY under review 2024/25, the Department will apply consequence management. The outcomes from FY

2023/24 will be reflected in the Department's strategy, ensuring that necessary corrective actions are taken to enhance both the financial performance and overall position of the Department.

The Department, in collaboration with its implementing agencies also known as Public Entities— Unemployment Insurance Fund (UIF), Productivity South Africa, the National Economic Development and Labour Council (NEDLAC), and the Compensation Fund (CF)—is on track to improve service delivery to citizens by focusing on their needs. Our entities are under pressure to deliver better performance for citizens at a low cost, all within a high-stakes, often opaque environment of unprecedented change.

Furthermore, the Department continues to strengthen its core mandate by reinforcing inspections across various sectors, as mandated by the Employment Equity Act of 1998, the Occupational Health and Safety Act of 1993, the Basic Conditions of Employment Act of 1997, the Employment Service Act of



2024, the Labour Relations Act of 1995, and the National Minimum Wage Act of 2018. In the 2023/24 FY, the Department conducted 12 421 inspections across various provinces to promote equity in the labour market and a total of xxx inspections to enforce the various pieces of legislation. In the current FY, the Department aims to place technology at the center of enforcement to increase the number of inspections.

MS P MGCINA

Deputy Minister of Employment and Labour

Date: _ October 2024

Foreword

The year 2024 marks thirty (30) years of democracy in South Africa. As we celebrate this great milestone and the gains in as far as workers' rights are concerned, we continue to draw inspiration and strength to do our work from



MR J SIBIYA

Deputy Minister of Employment and Labour

the Freedom Charter, which declared that "there shall be work and security" and that "All who work shall be free from exploitation and protected against unfair labour practices".

The increasing unemployment rate suggests that, the Department of Employment and Labour and its family of entities, need to pay more attention on interventions that are aimed at employment creation, in the 7th administration. A whole of government approach and deliberate involvement of the private sector in creating decent jobs becomes our utmost priority. Through the role and leadership that South Africa plays in the International arena, we should be able to carefully draw lessons and approaches from countries which are, to a large degree, similar to South Africa. The challenge of Youth unemployment, as an example, requires a new way of thinking, a holistic and coherent government approach with a deliberate effort to mobilise all role-players and sectors to contribute. The focus on unemployment

does not, in any way, negates the critical responsibility to regulate the labour market through policies and programmes that were developed in consultation with social partners, lest we risk the reversal of the hard-earned gains of the past two decades.

The achievement of a clean audit remains a goal that we need to achieve working together with the administration and oversight structures. The question of good governance remains key, as we exercise oversight. Functional audit and risk management committees to manage all risks including fraud and corruption are also of paramount importance. In the year to come, there has to be an effort to augment the capacity to conduct forensic investigations whilst capacitating the current team to be able to deal with all matters as flagged by the various bodies and those that the department is processing.

There are observable service delivery challenges in the Labour Centres where the public interfaces with the department and its



entities. These challenges are due to system failures, physical as well as human resources capacity shortages. There are plans in place to address these challenges and we shall work together in our respective roles & responsibilities to ensure that the situation improves drastically. Batho Pele principles need to be complied with; service standards set must be achieved and improved over time to reduce the turnaround time of delivering the much needed services to the citizens of South Africa, these must be communicated to the public and adhered to at all times. There is a need for a greater focus on this area of work alongside the current plans and endeavours to improve the systems, ICT and related infrastructure that is intended to ensure continued quality service delivery to the citizens throughout the Republic of South Africa. There are sixty - six projects that are registered with the Department of Public Works and Infrastructure to further increase the delivery of Department of Employment and Labour services to all communities including those in rural and remote areas.

The task ahead requires hard work and a resolve to wholeheartedly serve so as to deal with the challenge of high unemployment (especially amongst the youth), defend and not reverse the hard-earned freedoms and liberties.

MR J SIBIYA

Deputy Minister of Employment and Labour

Date: _ October 2024



Background

During the appointment of Cabinet by President Cyril Ramaphosa, Minister Meth was appointed as Minister of Employment and Labour with Deputy Minister Mgcina and Deputy Minister Sibiya as her two deputies. Following these appointments, the Minister and Deputies commenced with their duties at Employment and Labour in July 2024. The Minister and Deputy Ministers prioritised various key initiatives in the Department for service delivery in their first 100 days and were involved in these, even at an operational level. Some of the key initiatives were to make the Department more visible, more access to services rendered by the Department and improve legislative compliance, taking services to communities and to improve the Department's image.

As part of the Ministry's 100 Days Programme, the Department of Employment and Labour (DEL), along with its entities and funds, implemented various projects and activities over a 100-day period. The initiative aimed to enhance the profile of the Department through the "YAZINI" project, know your Ministry, which is intentionally aimed to market, and advertise DEL services, making them more visible, well-known and accessible to the general public. The first 100 days' campaign in office took a direct and interactive information-sharing campaign which gives credence to participatory democracy. Focus was principally a heightened period of engagements and making the DEL more known to its clients across all provinces, this between the DEL Ministry, Administrators, Officials and citizens through ongoing dialogues.

In line with this approach, the DEL Ministry

resolved that the DEL would undertake at least a minimum of ten 100-day Public Participation engagements (now re-defined as outreach programmes) with the public, to re-introduce, market and communicate the core mandate of the department and reach to make the public aware of the services of the DEL and its entities and funds.

It is our conviction that Face-to-face communication with clients contributes positively to changing perceptions and attitudes by providing accurate information directly to communities.

The Ministry took firm decisions on concrete actionable plans which build a concrete foundation for the implementation of the DEL YAZINI campaign. Operation YAZINI prioritises access and elevates service delivery to a higher level by reaching out and making DEL more visible to the community.

It became critical that all DEL, inclusive of its funds and entities, to roll up their sleeves and work together to ensure that DEL is made more visible, and the DEL 100-Day in Office campaign also served as one platform in driving our collective communication developmental agenda.

We aligned ourselves with the affinities of the national development pan (NDP) vision 2030 on its three pillars which is:

- Eradicate absolute poverty
- Reduce unemployment rate
- Significantly reduce inequality



The DEL YAZINI 100-Day Campaign provides an opportunity for the DEL Ministry to mobilise strategic partners and communities to actively participate in fast-tracking the implementation of the National Development Plan 2030 (NDP), the Government of National Unity (GNU) Statement of Intent (SOI) the Medium Term Development Plan 2024-2029 (MTDP) and the Seven Pillars that underpin the Minister of Employment and Labour's social contract with the people of South Africa and Performance Agreement with the President of the Republic of South Africa. The DEL YAZINI 100-Day Campaign sought to know and understand the challenges faced by the community so as to devise tailor made and targeted solutions.

The campaign further, served as an opportune platform to showcase tangible development programmes by the DEL to stimulate both growth and job creation.

The 100-Day campaign was instrumental as a platform in raising awareness about job opportunity programmes such as LAP, ESSA, SEE, Productivity SA, etc. the communal socio-economic spinoffs as derived by participants and communities at large. Especially documenting interactions with stakeholders and our valued clients alike.

Chief amongst all the YAZINI 100-Day campaign

was to provide a platform to engage face-to-face, plan, acknowledge progress and forge mutual partnerships with communities – giving expression to the DEL Core mandate and NDP *'Our future – make it work'*.

Furthermore, we deliberately created platform to juxtapose progress towards the NDP 2030

and MTDP 2024-2029 and people's experience on the DEL services – participants' or beneficiaries' voices. Above all a conduit to collectively contrive key actions to accelerate implementation towards a shared vision 2030. This integrated comprehensive 100-day programme put in

place was to improve service delivery and the visibility of the Department of Employment and Labour (DEL). This was a robust strategic campaign that is well-positioned to enhance the performance and visibility of the DEL and will continue well into the future during the tenure of the 7th Administration.

The programme articulated the immediate priorities and programmes of the Minister, Deputy Ministers, and the Department that were to be addressed in the 100 days in office.

A key aspect of the 100 Days Programme was to improve service delivery across the department and take services to the people an exercise that we passionately and successfully achieved The

programme/campaign addressed challenges, managed to remove performance bottlenecks, and offered support and an enabling environment to all programmes for the effective and efficient delivery of departmental services.

We also managed to a great degree to make the DEL more visible and known for the services it offers. As our aim is to improve departmental performance, service delivery, and client service, take services to the people, and market a range of services offered by the Department.

At the end of it all, our immediate and long-term output is to achieve improved DEL Service Delivery.

We set ourselves a path to specifically achieve the following goals:

- *Remodelling to serve better*
- *Growing South Africa Together*
- *Leaving no one behind*
- *Batho Pele Revitalisation – walking the talk*
- *Walking to put the people first.*

Our mission as DEL was therefore to empower communities and enrich lives through our services. This we drove through our communication and marketing integrated campaign strategy and plan which is designed to support DEL's 100-day programme and increase visibility and awareness of its services among the target audience. It's a comprehensive plan that covers all aspects of communication and marketing, from key messaging and strategic emphasis to tactical planning.

In support of these initiatives there have been numerous operational activities including high impact (Blitz) inspections; enforcement and compliance raids targeting the hospitality sector and road and freight sectors, as well as businesses such as car manufacturing and food

production. Additional activities included taking services to the people through intergovernmental and multi-sector collaboration which targeted the most remote and rural areas of the country.

This report highlights the activities and success of the first 100 days in office of the Minister and Deputy Ministers of the Department of Employment and Labour.

The 100 day programme emanated from the two meetings of the Minister accompanied by the Deputy Ministers with the DEL Management Team, inclusive of all Public Entities (CCMA, Productivity SA, NEDLAC, UIF, SEE & CF) in Pretoria on the 9th and 12th July 2024. The Minister of Employment and Labour, Ms Nomakhosazana Meth conceived the Minister's first 100 Days Programme to articulate hers and the Deputy Ministers' (Ms Phumzile Mgcina and Mr Jomo Sibiya) priorities through outputs that drive the mandate of the Department of Employment and Labour and the entities. The Minister and the Deputy Ministers have assumed their duties with Employment and Labour on 9th July 2024. Fundamental principle that will define their first 100 Days Programme will be improvement of service delivery across the department and massification of "Taking Services to the People" through Operation Yazini (Know your Ministry).

The first 100 Days Programme comprises a range of issues cross-cutting different programmes in the whole Department and its Public Entities and some are aligned with Departmental/ Government Priorities.

An integrated first 100 Days Programme/ Implementation Plan has also been developed to highlight major outputs, the performance indicators, major activities, time frames, responsible persons and available budget.

LEGISLATIVE AND POLICY MANDATES

The Department administers the following legislation:

Serial No	Legislation	Purpose
1	Labour Relations Act, 66 of 1995 (LRA), as amended	The Labour Relations Act (LRA), Act 66 of 1995 aims to promote economic development, social justice, labour peace and democracy in the workplace
2	Basic Conditions of Employment Act, 75 of 1997 (BCEA), as amended	<p>The purpose of this Act is to advance economic development and social justice by fulfilling the primary objects of this Act which are:</p> <ul style="list-style-type: none">a. To give effect to and regulate the right to fair labour practices conferred by section 23(1) of the Constitution by:<ul style="list-style-type: none">i. Establishing and enforcing basic conditions of employmentii. Regulating the variation of basic conditions of employmentb. To give effect to obligations incurred by the Republic as a member state of the International Labour Organisation
3	Employment Equity Act, 55 of 1998 (EEA), as amended	<p>The purpose of the Act is to achieve equity in the workplace, by</p> <ul style="list-style-type: none">a. Promoting equal opportunity and fair treatment in employment through the elimination of unfair discriminationb. Implementing affirmative action measures to redress the disadvantages in employment experienced by designated groups, to ensure their equitable representation in all occupational categories and levels in the workforce
4	Unemployment Insurance Act, 30 of 2001, as amended (UIA)	The Act empowers the Unemployment Insurance Fund to register all employers and employees in South Africa for unemployment insurance benefits

Serial No	Legislation	Purpose
5	Occupational Health and Safety Act, 85 of 1993 (OHSA)	The Occupational Health and Safety Act aims to provide for the health and safety of persons at work and for the health and safety of persons in connection with the activities of persons at work and to establish an advisory council for occupational health and safety
6	Compensation for Occupational Injuries and Diseases, Act 130 of 1993 (COIDA)	To provide for compensation for disablement caused by occupational injuries or diseases sustained or contracted by employees in the course of their employment, or for death resulting from such injuries or diseases; and to provide for matters connected therewith
7	National Economic Development and Labour Council Act, 35 of 1994 (NEDLAC)	To provide for the establishment of a national economic, development and labour council; to repeal certain provisions of the Labour Relations Act, 1995; and to provide for matters connected therewith
8	Employment Services Act 4 of 2014	To provide for public employment services, their governance and functioning, including the registration of private employment agencies
	Skills Development Act 97 of 1998 subsections 22 - 24	To provide for transitional arrangements with regard to regulation of private employment agencies
9	Employment Services Amendment Bill (ESAB).	To foster implementation and institutional concerns that underscore demand-side policy that can promote full, productive and freely chosen employment.
10	Unemployment Insurance Contributions Act, 4 of 2002	To provide for the imposition and collection of contributions for the benefit of the Unemployment Insurance Fund; and to provide for matters connected therewith

Serial No	Legislation	Purpose
11	National Minimum Wage Act, Act 9 of 2018	<p>The National Minimum Wage Act 9 of 2018 aims: To provide for a national minimum wage</p> <p>To establish the National Minimum Wage Commission</p> <p>To provide for the composition and functions of the National Minimum Wage Commission</p> <p>To provide for the review and annual adjustment of the national minimum wage</p> <p>To provide for exemption from paying the national minimum wage</p> <p>To provide for matters connected therewith</p>

SERVICE DELIVERY SITES OF THE DEPARTMENT

The Department render services at 9 Provincial Offices, 125 Labour Centres, 32 Satellite Offices, 43 Thusong Service Centres and 443 Visiting Points across the country. The Department uses its fleet to provide services at satellite offices and visiting points. The provincial breakdown is as follows:

- In the Eastern Cape, the Department delivers services at 16 Labour Centres, 5 Satellite Offices and 79 visiting points. The self-help kiosks are situated at the following Labour Centres: East London, Komani, Butterworth, Gqeberha, Makhanda, Cradock, Graaff Reinet, EmaXesibeni and Mthatha. The Youth Employment Centre is at Mdantsane and the province has two Mobile Employment Centres.
- In the Free State, the Department deliver services at 11 Labour Centres, 3 Satellite Offices, 4 Thusong Service Centres and 67 visiting points. In the Free State the self-help kiosks are at the following Labour Centres: Bethlehem, Bloemfontein, Ficksburg, Harrismith, Phuthadithjaba and Welkom. The province also has one mobile bus for services.
- In Gauteng, the Department delivers services at 26 Labour Centres, 1 Satellite Office and 5 visiting points. Only 12 of the Labour Centres have self-help kiosks set-up. The province also has access to two Mobile Employment Centres.
- In KwaZulu-Natal, the Department delivers services at 16 Labour Centres, 5 Satellite Offices, 14 Thusong Service Centres and 44 visiting points. The province has 7 Labour Centres set-up with self-help kiosks at the following: Durban, Estcourt, Pietermaritzburg, Newcastle, Richards Bay, Verulam and Vryheid. The 2 Employment Centers are at Durban and Newcastle. The province also has two mobile busses viz. 1



- X UIF Bus and 1X PES Bus. Both busses have computers installed with all DEL programmes (CF/UIF/PES/IES services).
- In Limpopo, the Department delivers services at 13 Labour Centres, 7 Satellite Offices, 7 Thusong Service Centres and 20 visiting points. Limpopo have 21 self-help kiosks and 2 busses to take services to the clients. The self-help kiosks are at the following Labour Centres: Polokwane, Seshego, Lebogakgomo, Modimolle, Lephalale, Mokopane, Makhado, Thohoyandou, Tzaneen, Giyani, Groblersdal, Phalaborwa and Jane Furse. Self-help kiosks are also at the following Satellite Offices: Bela-Bela, Thabazimbi, Mookgopong, Musina, Hoedspruit and Burgersfort.
- In Mpumalanga, the Department delivers services at 14 Labour Centres, 2 Satellite Offices, 10 Thusong Service Centres and 21 visiting points. Self-help Kiosks are at the following Labour Centres: Mashishing, Mbombela, Malelane, Barberton, Mkhondo, Bethal and Standerton. The province also has one bus for mobile services.
- In the Northern Cape, the Department delivers services at 7 Labour Centres, 3 Thusong Service Centres and 89 visiting points. The Northern Cape self-help kiosks are based in: Kimberley, Kuruman, Springbok and Upington. The Youth Employment Centre is stationed at De Aar. The province also has one bus for mobile services.
- In the North West Province, the Department delivers services at 10 Labour Centres, 6 Thusong Service Centres and 25 visiting points. The province has 24 self-help kiosks and access 2 busses to take services to the clients.

- In the Western Cape, the Department delivers services at 12 Labour Centres, 8 Satellite Offices and 93 visiting points. The WC has 6 self-help kiosks and 1 Employment Centre at the following Labour Centres: Bellville, Cape Town, Mossel Bay, Oudtshoorn, Paarl, Vredenburg and Worcester. The province also has one bus for mobile services.
- The Department is currently rolling out Kiosks to the remaining Labour Centres, Youth Employment Centres and have other applications such as employment services available on internet and e-gov. The unemployed clients of the Department can also access U-Filing via ABSA and Capitec Bank without any data costs to them.

Vision

The Department of Employment and Labour strives for a labour market which is conducive to investment, inclusive economic growth, employment creation and decent work.

Mission

Promote employment and regulate the South African labour market for sustainable economic growth through:

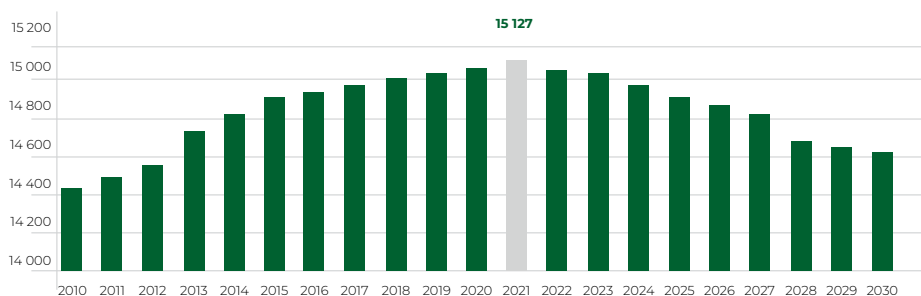
- Promote investment
- **Appropriate** legislation and regulations
- Inspection and enforcement
- Protection of **worker** rights
- Provision of employment services
- Promoting equity
- Provision of social protection
- Promote social dialogue



Introduction and Problem Statement

For the last 14 years, South Africa had a population of over 14 million young people between the ages of 15 and 29. The number set to peak in 2021, reaching 15.1 million.

Population between the ages of 15 and 29



Source: NDP 2030, 2012

The diagnosis above, still presents a tremendous opportunity - but it also constitutes a serious risk, given that joblessness mirrors age and race fault lines.

Young black people account for two-thirds of the unemployed below the age of 35. Unemployment rates are highest in the 15- to 24-year-old group (46.6 percent in 2008) and second highest among 25- to 34-year-olds (26.2 percent). For black youth, the unemployment rate is 65 percent. If youths fail to get a job by 24, they are unlikely to ever get formal employment.¹⁰ Unresolved, this trend poses the single greatest risk to social stability.

Government needs to apply a “youth lens” to policies to expand opportunities, enhance capabilities and provide second chances. It is in this context that the Department of Employment and Labour, in the Seventh Administration and under the stewardship of Minister Meth and Deputy Minister Mgcina and Sibiya is doubling its effort and deploying resources to give effect to its employment mandate since 2019. Source: NDP 2030, 2012



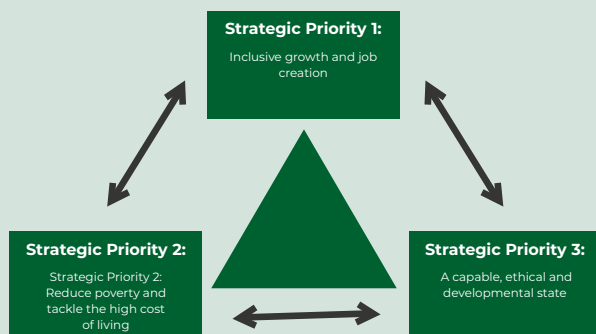
INTERVENTIONS AND SOLUTIONS

NDP VISION 2030, GNU SOI, MTDP PRIORITIES AND THE SEVEN PILLARS IN THE MINISTER'S PERFORMANCE AGREEMENT

The outcome of the general elections on 29 May 2024 saw the formation of the Government of National Unity (GNU). A Statement of Intent (SOI) bounds the GNU and lays the foundational principles and minimum programme of priorities. FOSAD on 10 June, and 1 & 11 July 2024 approved the draft Medium Term Development Plan (MTDP) which was a proposal for the first GNU Cabinet Lekgotla's consideration.

A Cabinet Lekgotla held on the 13 - 14 July 2024 agreed on a minimum Programme of Priorities and approved that this be translated into the draft MTDP 2024-2029 as a more detailed plan. The MTDP will thus serve as the 5-year medium-term plan for the 7th Administration of the Government. It also serves as the implementation framework for the National Development Plan (NDP): Vision 2030, the existing long-term plan for South Africa towards 2030. Following the **Opening of Parliament Address** on 18 July 2024, the President announced and confirmed the Strategic Priorities for the 7th Administration of Government.

The three Strategic Priorities are the Key Driving Forces and the dynamic factors that help determine the trajectory of the nation towards its desired or planned-for future.



SEVEN PILLARS: EXECUTIVE AUTHORITY PERFORMANCE AGREEMENT

MEDIUM TERM DEVELOPMENT PLAN (MTDP) 2024-2029

STATEMENT OF INTENT (SOI): GOVERNMENT OF NATIONAL UNITY (GNU)

NATIONAL DEVELOPMENT PLAN (NDP)

KEY ACHIEVEMENTS UNDER THE THREE KEY MTDP PRIORITIES AND SEVEN STRATEGIC PILLARS

STRATEGIC PRIORITY 1 AND PILLAR 1: INCLUSIVE GROWTH AND JOB CREATION

Government of National Unity
Statement of Intent

Rapid, inclusive and sustainable
economic growth, the promotion of fixed
capital investment and industrialization,
job creation,

National Development Plan
Objectives

Ch3. Economic growth and employment
ch4. Economic infrastructure
Ch6. An integrated and inclusive rural economy

Chapter 3 of South Africa's National Development Plan (NDP), vision 2030 *Economic Growth* and Employment, emphasizes that achieving full employment, decent work and sustainable livelihoods is the only way to improve living standards and ensure a dignified existence for all South Africans. Rising employment, productivity and incomes are the surest long-term solution to reducing inequality. Similarly, active steps to broaden opportunity for people will make a significant impact on both the level of inequality and the efficiency of the economy. *Source: NDP 2030, 2012*

The goal of the Department in tandem with the NDP, GNU-SOI and the MTDP 2024-2029 is decent work and sustainable livelihoods. This requires that every family has an acceptable standard of living

within their reach. This in turn means that the economy must generate sufficient economic opportunities and a supportive system of social protection and services, along with respect for human rights and growing solidarity. In an attempt to contribute to employment creation and reduction of unemployment in the country, the Department of Employment and Labour has conceptualized the following of high impact projects that will contribute to employment over the next five years.

PRIORITY PROJECT 1: NATIONAL COMPLIANCE DRIVE – PROJECT 20,000

As we reflect on Minister Meth, Deputy Ministers Mgcina and Sibiyi's first 100 days in office, we are compelled to acknowledge the decisive and transformative leadership the Executive Authority has provided to the Department of Employment and Labour (DEL). The National Compliance Drive – Project 20,000, aimed at recruiting, training, and deploying

20,000 Intern Inspectors over five years, stands as a flagship initiative under the tenure of our political principals. This initiative not only addresses the Department's mandate of regulating the labour market and enforcing labour laws, but also aligns with President Ramaphosa's broader vision for an inclusive and equitable economy.

Leadership by the Executive Authority has focused on expanding the Department's capacity to address the evolving nature of work in South Africa, responding to both formal and informal sectors. Project 20,000 is rooted in this vision, reflecting the President's drive for social compacting, economic inclusion, and addressing youth unemployment. This report outlines the key achievements of Project 20,000 and its contribution to Minister Meth's broader strategic pillars that underpin her social contract with the people of South Africa and her Performance Agreement with the President of the Republic of South Africa, national imperatives, and the Government of National Unity's (GNU) goals.





MINISTER OF EMPLOYMENT AND LABOUR'S SEVEN STRATEGIC PILLARS

Minister Meth, since assuming office, has outlined seven strategic pillars that have guided her work, the work of the Deputy Ministers and that of the Department of Employment and Labour (DEL) since assuming office, and Project 20,000 is central to advancing each of these pillars:

- **PILLAR 1: Job Creation and Youth Empowerment** - The recruitment of 20,000 young South Africans as intern inspectors is a direct contribution to addressing youth unemployment and skilling previously unemployed individuals for meaningful work.
- **PILLAR 2: Decent Work and Social Protection:** The extension of the reach of labour inspections to the informal and gig economy sectors, the project promotes decent work principles, ensuring that all workers are afforded the social protections they deserve.
- **PILLAR 3: Compliance and Enforcement** - The increase in inspector capacity will significantly improve compliance with key labour laws, ensuring safer, more equitable workplaces.

- **PILLAR 4: Capacity Building** - The project builds capacity within the DEL, particularly the inspectorate, which has been historically under-resourced. This supports the Department's mandate and enhances its ability to regulate the labour market effectively.
- **PILLAR 5: Service Delivery** - Project 20,000 will streamline the Department's inspection services, leading to more efficient and effective enforcement of labour laws, reducing non-compliance, and improving worker protections.
- **PILLAR 6: Technological Advancement** - The equipping of inspectors with advanced tools such as tablets and digital systems, the project ensures that the DEL stays abreast of global best practices in labour inspections.
- **PILLAR 7: Public-Private Partnerships (PPP)** - The project facilitates collaboration with key social partners, labour organizations, and private sector players, fostering a shared commitment to improving labour market outcomes.

The Case for Transformation: Changing Labour Market Dynamics

The labour market is undergoing profound changes, with increasing prominence of the gig economy, platform workers, and the informal sector. This shift demands that the DEL, alongside the Unemployment Insurance Fund (UIF) and Compensation Fund (CF), evolves to meet new challenges and opportunities. In line with the National Development Plan (NDP) and the Presidential Employment Stimulus (PES), Project 20,000 directly addresses the gaps in labour law enforcement and social protection for vulnerable workers, particularly in sectors that have traditionally been excluded from formal regulations.

The Minister has recognised that the informal sector, which includes hawkers, domestic workers, e-hailing drivers, and platform workers, requires urgent intervention to align with Decent Work principles. Project 20,000 is a transformative initiative that will extend the reach of social protections to these sectors, thereby protecting the rights and livelihoods of millions of South Africans. This project is an essential component of the Fourth Industrial Revolution (4IR) strategy, ensuring the Department is technologically prepared to face emerging labour market challenges.

Project 20,000: Key Objectives and Strategic Outcomes

Project 20,000 is designed to increase the DEL's capacity for enforcement through the deployment of 20,000 Intern Inspectors. The project's overarching objectives are aligned with national priorities and the Economic Reconstruction and Recovery Plan (ERRP). Its key outcomes include:

- **Job Creation and Youth Empowerment** - Over the next five years, 20,000 young South Africans will be recruited, trained, and deployed as Labour Inspectors. This initiative directly supports the President's employment creation targets and empowers unemployed youth with critical job skills and experience.
- **Labour Law Compliance** - Through the expanded inspectorate, compliance with critical labour laws—such as the Basic Conditions of Employment Act (BCEA), Compensation for Occupational Injuries and Diseases Act (COIDA), and Employment Equity (EE) Act—will be improved across sectors. Employers will be held accountable for their obligations, ensuring safer workplaces and fair treatment of workers.
- **Revenue Generation for UIF and CF** - Ensuring higher compliance rates, the

project will boost revenue for the UIF and CF, ensuring these funds can continue to support South Africa's social safety net. This aligns with Minister Meth's focus on sustainable revenue generation for the Department and its entities.

- **Informal Sector Inclusion** - In line with the Decent Work Agenda, Project 20,000 will extend social security coverage to workers in previously underserved sectors, including domestic workers, gig economy participants, and platform workers. This represents a significant policy shift towards inclusivity and social justice.
- **Improved Inspection Capacity** - The annual recruitment of 4,000 intern inspectors will significantly enhance the Department's capacity to conduct more inspections across all sectors, addressing the growing demand from stakeholders for safer workplaces and compliance to labour laws.

Alignment with the Government of National Unity (GNU) and Presidential Initiatives

Project 20,000 is a direct response to the President's call for increased labour market regulation and social protections, particularly in light of the economic challenges posed by the COVID-19 pandemic and rising unemployment. It is a concrete step towards fulfilling the Presidential Employment Stimulus, which focuses on job creation, capacity building, and the protection of vulnerable workers.

Additionally, this project supports the GNU's broader goals of creating a fair, equitable, and inclusive economy, ensuring that social protections extend to the informal sector. The collaboration between the DEL, social partners, and labour unions demonstrates the government's commitment to a social compact that prioritizes the welfare of workers.

Legislative and Policy Framework

Project 20,000 is underpinned by the legal mandates set forth in key pieces of legislation, including the Basic Conditions of Employment Act, Employment Services Act, and Labour Relations Act. These legal frameworks provide the foundation for the appointment and deployment of intern inspectors, ensuring that the project operates within South Africa's established labour law regime.

Moreover, the project aligns with international best practices as prescribed by the International Labour Organization (ILO) and other global bodies that advocate for Decent Work and social protection.

Political Impact and Strategic Importance

Politically, Project 20,000 signals the Department's and Minister Meth's strong commitment to the President's vision of an inclusive, fair economy where every worker is protected under the law. The initiative reflects the DEL's readiness to meet both national and international labour standards, positioning South Africa as a leader in labour law enforcement across the continent.

The Minister's leadership, as the political head of the Department during her first 100 days, has demonstrated a commitment to swift and decisive action that brings tangible results.

Project 20,000 is not just a policy; it is a visible, impactful intervention that creates jobs, protects vulnerable workers, and ensures that South Africa's labour market remains fair, inclusive, and compliant.

Conclusion

As we conclude the first 100 days of Minister Meth's tenure, Project 20,000 stands as a testament to her strategic vision and leadership. The alignment with the President's priorities, the

GNU's goals, and Minister Meth's seven strategic pillars, ensures that the project is set to bring about a long-term, sustainable transformation of the labour market. Through this initiative, the Department under the Leadership of the Minister and the Deputy Ministers has not only demonstrated commitment to addressing South Africa's immediate challenges but has also laid the foundation for a more just, inclusive, and equitable society.

This project will ensure that the Department of Employment and Labour continues to play a pivotal role in South Africa's socio-economic development, safeguarding workers, promoting compliance, and contributing to national goals.

Project 20,000 is a cornerstone of the Minister and the Deputy Minister's achievements during the first 100 days in office, setting the stage for continued success and alignment with the broader goals of the Government of National Unity and the President's vision for South Africa's future.

PRIORITY PROJECT 2: LABOUR ACTIVATION PROGRAMME

The Department considered 333 projects recommended by the adjudication committee. The total number of entities approved is 115 and 6 entities signed funding agreement.

Since the Minister and Deputy Ministers were appointed, the following beneficiaries were assisted.

Approved Entities	Number of new Learners assisted and funded
Simama	987
Veb cele	935
Lulaway	524
Sadico	4,000
Blu train	575
NTG	200
TOTAL	7,221

The increase in the budget for the Temporary Employer/Employee Relief Scheme (TERS) from R400 million to R2.4 billion is a strategic decision by the Department to preserve jobs and mitigate the economic impact of distress in vulnerable sectors. This substantial adjustment reflects the Department's commitment to job retention, particularly given the rising demand for TERS support across various industries. To date, TERS has successfully saved 1,101 jobs across eight companies that qualified for assistance. However, the scope of job retention through this scheme is expected to grow significantly, with a potential to save over 8,000 jobs based on current applications recommended for approval. These applications alone require nearly R1 billion, underscoring the essential role of TERS in preventing job losses on a larger scale.

Employers participating in TERS benefit from a significant subsidy from the Department, covering up to 75% of employees' salaries up to the applicable UIF ceiling amount. This substantial support not

only alleviates the financial strain on businesses but also sustains employees' incomes and contributions to the Unemployment Insurance Fund (UIF), providing a vital safety net during periods of economic hardship.

Additionally, the Department has approved a partnership with the Small Enterprise Development Agency (SEDA), now restructured as the Small Enterprise Development and Finance Agency (SEDFA). This partnership, valued at R1,248,660,000, is jointly funded by the UIF, contributing 50% (R624,330,000). The project's objective is to identify, capacitate, and support 7,200 small enterprises and aspiring entrepreneurs, strengthening economic resilience by fostering sustainable business growth and employment opportunities.

The Minister and Deputy Ministers have, within the first 100 days, made considerable strides in advancing the Labour Activation Programme (LAP) under the Unemployment Insurance Fund (UIF), a cornerstone initiative designed to address the structural challenges of unemployment while enhancing national employability and economic resilience.

The achievements outlined in this report demonstrates how the Department under the leadership of the Minister and her two Deputy Ministers has navigated complex socio-economic challenges and forged collaborative partnerships to yield measurable results, especially in advancing the Labour Activation Programme and creating sustainable employment pathways.

Labour Activation Programme Initiative - Strategic Achievements

The Labour Activation Programme (LAP), initiated by the UIF, represents the Department's flagship intervention in fostering sustainable employment and reducing the long-term effects of unemployment on vulnerable groups, particularly

youth and women. The LAP initiative reflects the Department's commitment to the core principles of job creation, socio-economic transformation, and inclusive growth, which aligns with the President's broader vision for a prosperous South Africa.

Mobilising Strategic Partnerships for Job Creation

The UIF issued a nationwide call for prospective partners to assist in driving employment initiatives. This strategic invitation, aimed at mobilising public-private partnerships, drew an overwhelming response from the nation's service providers. To date, 333 service providers have been approved under the LAP Project to provide both training and employment opportunities for a minimum of 24 months to participants. These service providers, operating across various sectors, have become critical enablers of sustainable job creation and skills development.

In a further development, 17 additional service providers have now been approved, collectively translating into 68,000 new permanent jobs. This initiative is emblematic of the Department's commitment to expanding job opportunities, with a focus on sectors that will drive long-term economic recovery and industrial competitiveness.

Creating Pathways to Permanent Employment

The LAP's success lies in its focus on creating permanent employment for participants, providing not just temporary relief but sustainable livelihoods. The service providers approved under the initiative are mandated to provide participants with tangible job opportunities that last at least 24 months, ensuring that the skills and training imparted lead to meaningful, long-term employment. This structural approach, which aligns with President Ramaphosa's commitment

to the creation of two million jobs by 2030, also addresses the mismatch between education and employment in South Africa, particularly among youth.

The 68,000 permanent jobs created through this programme reflect the early success of the initiative and mark a significant step towards contribution to reducing unemployment, particularly in previously disadvantaged communities. These outcomes are consistent with the Department's mandate to promote decent work, reduce poverty, and facilitate socio-economic mobility for all South Africans.

Alignment with Presidential and Government Initiatives

Executive Authority leadership has ensured that the Labour Activation Programme is not only in line with the NDP's vision of a just and equal society but also supports the Economic Reconstruction and Recovery Plan (ERRP), a key initiative of the Ramaphosa administration aimed at reviving the South African economy post-COVID-19. The ERRP places emphasis on job creation, skills development, and youth employment—three key areas where the LAP is making a significant impact.

Furthermore, the programme aligns with the Government of National Unity's (GNU) vision of inclusive growth and social cohesion. By targeting vulnerable groups such as youth, women, and the long-term unemployed, the LAP serves as a mechanism for economic redress and equity, in line with Minister Meth's commitment to building a more equitable labour market.

Minister's Seven Strategic Pillars - Integration into the LAP

The Minister and Deputy Minister's vision for the Department is grounded in the Minister's Seven Strategic Pillars, which have been central to the success of the LAP:

- **Pillar 1: Job Creation and Economic Growth** – The creation of 68,000 jobs directly aligns with this pillar, supporting the national objective of economic expansion through human capital investment.
- **Pillar 2: Skills Development and Training** – The LAP is providing structured training, enabling participants to acquire skills that meet current market demands, ensuring that beneficiaries are well-equipped for the evolving labour market.
- **Pillar 3: Stakeholder Collaboration** – The Minister has reinforced the importance of collaboration with both private and public sector stakeholders, a cornerstone of the LAP's success.
- **Pillar 4: Economic Inclusion** – The targeting of marginalised groups, including women and youth, the LAP promotes greater social and economic inclusion.
- **Pillar 5: Institutional Strengthening** – Through robust governance and oversight mechanisms, the Department ensures that service providers are held to the highest standards of accountability and transparency.
- **Pillar 6: Compliance and Governance** – The LAP ensures adherence to UIF protocols, probity audits, and strict compliance requirements, reinforcing good governance.
- **Pillar 7: Social Protection** – The programme complements South Africa's social protection framework by creating job opportunities that provide financial stability to vulnerable groups.

Supporting the National Development Plan and Beyond

The LAP's alignment with the National Development Plan (NDP) has been integral to its framework, specifically in achieving the goal of reducing unemployment. The Department

has taken decisive actions to restore dignity and economic opportunities through training and employment initiatives echo the long-term vision of the NDP, which seeks to create a dynamic, entrepreneurial, and globally competitive workforce.

The UIF's investments in human capital development, supported by the strategic partnerships with the private sector, reflect a model of best practice for public employment programmes globally. This commitment to strategic and operational excellence also ensures that the Labour Activation Programme will remain a pillar of South Africa's economic resilience, even beyond 2030.

Conclusion

The Minister and the Deputy Ministers' first 100 days in office have set a clear and bold direction for the Department of Employment and Labour. By driving the Labour Activation Programme with a focus on permanent job creation, sustainable development, and skills enhancement, the Executive Authority has demonstrated unwavering commitment to reducing unemployment and aligning with national priorities. The LAP's success in creating 68,000 permanent jobs is not only a testament to the efficacy of the programme but also serves as a powerful reflection of the renewed strategic thrust by the Department to fulfil its Employment mandate.

As South Africa continues on the path to economic recovery, the Department's achievements in the first 100 days of the Seventh Administration represent a significant contribution to President Ramaphosa's Economic Reconstruction and Recovery Plan and the broader objectives of the National Development Plan. These successes position the Department of Employment and Labour as a key driver of national socio-economic transformation.

PRIORITY PROJECT 3: ASSISTANT TEACHER PROGRAMME

Recruitment of 140,000 Teacher Assistants under the Labour Activation Programme (LAP)

The Department committed R 4, 013 billion to support the Presidential Youth Employment initiative. The Presidency identified the Basic Education Employment Initiative (BEEI) under the DBE for the funding and the IDC is the implementing agency of the BEEI and the Department of Basic Education is the host of the Teacher Assistants.

The Executive Authority, since assuming office, have committed to revitalising and transforming the Labour Activation Programme (LAP) in alignment with the Presidential Youth Employment Stimulus (PES) and the priorities set by the Government of National Unity (GNU). A key achievement during the Minister's and Deputy Minister's first 100 days in office is the recruitment of 140,000 teacher assistants, an initiative that reflects the overarching goals of reducing youth unemployment and enhancing educational outcomes across the country.

This significant milestone is a direct outcome of the Presidential Employment Stimulus, with the Presidency being the lead applicant and DEL acting as a primary stakeholder in its implementation. The delivery of this achievement underscores the Department's commitment to the Seven Ministerial strategic pillars set out at the start of the tenure of the Executive Authority, while also fulfilling the Department of Employment and Labour's (DEL) mandate to support economic recovery and foster job creation.

Strategic Alignment

Alignment with the President's Initiatives

The recruitment of teacher assistants under the Basic Education Employment Initiative (BEEI) is a core component of President Cyril Ramaphosa's Presidential Youth Employment Stimulus. This initiative seeks to combat youth unemployment by providing meaningful work opportunities for young South Africans, aligning with the President's vision of inclusive economic recovery and youth empowerment.

The employment of 140,000 young people in schools across South Africa, the Minister and her Deputies have ensured that this initiative supports social cohesion and skills development, both critical components of the President's broader agenda for economic transformation. Moreover, this project directly responds to the Economic Reconstruction and Recovery Plan (ERRP), which focuses on creating jobs and addressing structural inequalities.

Government of National Unity (GNU) Priorities

The GNU has emphasised the need for collaborative governance in addressing the socio-economic challenges that South Africa faces. The LAP initiative, managed through a multi-party collaboration between the Presidency, the Industrial Development Corporation (IDC), and the Department of Basic Education (DBE), exemplifies this spirit of partnership.

The Department's approach, under the stewardship of the Minister and Deputy Ministers, to the 140,000 teacher assistant recruitment demonstrates the importance of multi-stakeholder collaboration in achieving national developmental goals. It also reflects the GNU's focus on decentralizing the impact of public employment programs, ensuring that all provinces benefit equally from national efforts to

reduce unemployment and boost education.

Minister's 7 Strategic Pillars: Assistant Teacher Programme

The success of the 140,000 teacher assistants' recruitment aligns closely with Minister's seven strategic pillars, which include:

- 1. Enhanced Service Delivery** - The swift and efficient recruitment process, which met and exceeded initial targets, demonstrates the Seventh Administration's commitment to delivering on the promises made to South Africa's youth and educational system.
- 2. Human Capital Development** - The initiative not only creates employment but also fosters skills development. Teacher assistants receive training that enhances their employability, contributing to long-term human capital growth.
- 3. Building Stakeholder Relations** - The Minister's ability to foster cooperation between the DEL, IDC, DBE, and Presidency has been crucial in ensuring the success of the program, strengthening partnerships within government and across sectors.
- 4. Technology Advancement** - The implementation of modern, Employment Services System for South Africa (ESSA) recruitment mechanisms ensured that 70% of the recruits were former UIF contributors, demonstrating a commitment to efficiency and digitisation as well as re-absorption of the unemployed into the labour market.
- 5. Social Justice and Inclusion** - This initiative prioritises the inclusion of women and youth, with over 64% of beneficiaries being female, demonstrating a commitment to gender equity within the workforce.

DEL's Mandate and the Labour Activation Programme

The Department of Employment and Labour holds a critical mandate to foster employment and ensure that the South African labour market remains vibrant and inclusive. The Labour Activation Programme (LAP) is designed to bridge the gap between unemployment and employability by providing young people with the opportunity to gain work experience.

The recruitment of 140,000 teacher assistants marks a key milestone in the LAP's objectives. These assistants not only provide critical support to the country's education system but also benefit from on-the-job training that equips them with skills that enhance their future employability. The initiative also adheres to DEL's strategic goals by emphasizing job creation in a sector that has the potential to transform society.

Achievements within the first 100 Days of the Seventh Administration

1. Multi-party Funding Agreement Finalisation

Executive Authority leadership has driven the successful near-finalization of the Multi- Party Funding Agreement between DEL, IDC, DBE, and the Presidency. All legal teams are currently resolving the final details of this agreement, which is critical to securing the continuity of this initiative.

2. Recruitment Milestone

The recruitment process for 140,000 teacher assistants is near completion, with all provinces successfully engaging in the process. This is a monumental achievement for the LAP, as it ensures that every region, from urban centers to rural communities, benefits from this initiative.

3. Partnership with the IDC

The Industrial Development Corporation (IDC)

has played a pivotal role in fund management and project implementation, with Minister overseeing the disbursement of R4.013 billion for this initiative. The funds ensure that stipends and training costs for the assistants are adequately covered.

4. Department of Basic Education

The Department has been committed by the Minister and Deputy Ministers to emphasise inclusivity and this has resulted in a highly diverse beneficiary pool. The majority of recruits are youth under the age of 35, and the program has far exceeded the national targets for women's participation, with 64% of teacher assistants being female.

The Way Forward: Sustaining the Momentum

As we move forward, the next steps will be critical in maintaining the momentum built during these first 100 days:

- **Finalising the Multi-Party Agreement** - Once the remaining legal details are resolved, DEL will proceed with full-scale implementation of this initiative, with the teacher assistants set to begin their duties in schools across the country.
- **Skills Development and Training** - Focus will shift toward enhancing the training programs provided to the teacher assistants, ensuring they are equipped with the necessary skills to support learners and, in turn, create sustainable livelihoods for themselves.
- **Monitoring and Evaluation** - DEL will implement a rigorous monitoring framework to assess the impact of the LAP initiatives, ensuring that the objectives of the program are met, and that the beneficiaries receive continued support to transition into permanent roles where possible.

Conclusion

The Seventh Administration, in leadership and commitment has, in the first 100 days been instrumental in driving forward one of the largest youth employment initiatives in South Africa's history. The recruitment of 140,000 teacher assistants not only fulfills the mandate of the Presidential Youth Employment Stimulus but also demonstrates the Department of Employment and Labour's commitment to sustainable job creation, social justice, and service delivery.

This achievement not only elevates the status of the Department but also positions this Seventh Administration as a leadership aligned with the President's and GNU goals of ensuring that South Africa moves forward in addressing unemployment, particularly among its youth.

PRIORITY PROJECT 4: TRUST FORMATION

Catalysing Employment through Strategic Trust Formation

This report highlights the significant accomplishments by the Department in the first 100 days of the Seventh Administration in office, with a central focus on the Department of Employment and Labour's (DEL) innovative initiative to establish a Trust aimed at creating 150,000 sustainable jobs. This bold move aligns seamlessly with His Excellency the President's vision for economic revitalization, as outlined in the National Development Plan and the Economic Reconstruction and Recovery Plan.

It also resonates with the Government of National Unity's commitment to socio-economic transformation and inclusive growth. The Trust initiative embodies the Minister's seven strategic pillars and reinforces the DEL's mandate to promote employment, protect workers' rights, and contribute to a resilient and thriving economy.

Introduction

Upon their appointment, Minister Meth and Deputy Ministers Mgcina and Sibiya recognized the urgent need to address the persistent challenge of unemployment, exacerbated by global economic headwinds and the lingering effects of the pandemic. Demonstrating decisive leadership, the Executive Authority mobilized the DEL to explore innovative solutions that would complement existing job creation initiatives, thereby accelerating employment opportunities and fostering economic inclusion.

The Formation of the Employment Creation Trust

Vision and Objectives

1. The DEL, under the visionary guidance of the Minister and her Deputies, proposed the formation of the Employment Creation Trust (ECT), a strategic vehicle designed to:
2. Facilitate the creation of 150,000 jobs within the next two years across key sectors such as manufacturing, agriculture, renewable energy, and technology.
3. Leverage public-private partnerships, drawing on investments, expertise, and innovation from the private sector to amplify impact.
4. Support entrepreneurship and SMEs, recognizing them as pivotal engines of job creation and economic diversification.
5. Enhance skills development and vocational training, aligning workforce capabilities with the demands of the Fourth Industrial Revolution.

Strategic Alignment

The Employment Creation Trust (ECT) is intricately aligned with:

The President's Initiatives:

- **National Development Plan 2030:** Contributing to the goal of reducing unemployment to 14% by 2020 and 6% by 2030.
- **Economic Reconstruction and Recovery Plan:** Stimulating job creation through infrastructure investment, industrial growth, and transformation.

Government of National Unity's Objectives:

- **Inclusive Economic Growth** - Ensuring that economic progress benefits all segments of society.
- **Social Cohesion and Nation-Building** - Reducing inequality and fostering unity.

The Minister's Seven Strategic Pillars:

1. **Economic Empowerment and Transformation** - Driving policies that promote equitable economic participation.
2. **Innovative Employment Strategies** - Implementing cutting-edge solutions to job creation challenges.
3. **Strengthening Social Partnerships** - Collaborating with labour unions, business communities, and civil society.
4. **Prioritising Youth and Women's Employment** - Targeting programs to uplift historically disadvantaged groups.
5. **Skills Development and Education** - Enhancing the quality and relevance of training programs.
6. **Protecting Labour Rights** - Upholding laws that ensure fair labour practices and safe working environments.

7. **Promoting Good Governance and Accountability** - Ensuring transparency in all departmental initiatives.

Collaborative Legal Framework

Recognising the complexities involved in establishing the Employment Creation Trust (ECT), the Minister initiated a collaborative effort between the National Treasury's legal unit and the DEL's legal team. This partnership focuses on:

1. **Ensuring Legal Compliance** - Adhering to national legislation, financial regulations, and international best practices.
2. **Establishing Robust Governance Structures** - Implementing oversight mechanisms to guide the Trust's operations and ensure ethical governance and the integrity of the Trust.
3. **Financial Integrity and Accountability** - Setting up transparent financial management and accounting systems to safeguard public funds.

Stakeholder Engagement and Support

The Minister, supported by the Deputy Ministers has actively engaged with a broad spectrum of stakeholders to build support for the Employment Creation Trust (ECT):

- **Private Sector Engagement** - Secured preliminary commitments from major corporations and industry associations to participate in the Trust's initiatives.
- **Labour Unions and Civil Society** - Garnered support from unions and NGOs, emphasising the Trust's potential to improve livelihoods.
- **International Partnerships** - Explored collaborations with international development agencies for technical assistance and funding opportunities.



Expected Outcomes and Impact

The Employment Creation Trust (ECT) is poised to deliver transformative outcomes:

1. **Significant Reduction in Unemployment** - Direct creation of 150,000 jobs, with multiplier effects potentially generating additional employment opportunities.
2. **Economic Stimulus** - Increased consumer spending and investment, contributing to GDP growth.
3. **Workforce Development** - A more skilled and adaptable workforce, better equipped to meet future economic challenges.
4. **Social Development** - Enhanced social stability through poverty alleviation and reduced income inequality.

Conclusion

The Minister's and Deputy Minister's first 100 days in office have been marked by decisive action, strategic vision, and a commitment to addressing one of the nation's most pressing challenges. The formation of the Employment Creation Trust (ECT) exemplifies dedication to innovative policymaking and collaborative governance. This initiative not only advances the DEL's mandate but also reinforces the government's broader objectives of economic recovery and inclusive growth.

Programme: Public Employment Services



Achievements during the first 100 days of the New Ministry

The purpose of the Public Employment Services Branch (PES) is to assist work seekers to adjust to changing labour market trends.

During the first 100 days of the Minister in Office, that Public Employment Services Branch and the Employment Services Board, vigorously embarked on catalytic activities that can lay a solid foundation for the strengthening of the

Employment Mandate of the Department, whilst at the same time continuing to serve desperate work seekers and employers trying to seek new talent

In line with the Departments employment mandate, PES assisted the Minister to engage in initiatives that support job creation, improve employability, and enhancing the efficiency of the labour market. These interventions covered the policy space and partnerships with various role players, discharging the Employment Services Act legislative mandate in the registration, matching jobseekers with suitable job opportunities, providing career guidance and counselling services and placement into employment.

National Employment Policy

In keeping with the top priority of Government on Inclusive Growth and Job Creation, the Ministry is

finalizing work that was initiated during the Sixth Administration to develop the South Africa's first ever National Employment Policy that is aligned and anchored on C122 of the International Labour Organisation Employment Policy Convention, 1964 (no. 122).

The policy is intended to enhance the Department's role in the effective co-ordination, supporting economic growth, and promoting social inclusion. The policy will also give meaning and shape to the employment mandate role that was bestowed on the Department.

The Ministry has concluded a review of the final Draft NEP with 09 Pillars that was produced after consultation with the Economic Cluster Department Departments. The Draft NEP will be released for Public Consultations as soon as the necessary approvals are obtained from the government Clusters and Cabinet.

National Labour Migration Policy

The National Labour Migration Policy is one of the 09 Pillars of the NEP and the Ministry has also reviewed work done to date. The NLMP dates back to the 5th administration and is in line with the C097 and C143 International Labour Organisation Migration for Employment Revised Convention. Work in this area will also ensure we move towards achieving the United Nations Global Compact for Migration Goals. The Policy is intended to assist the labour market, to manage better, the inflow of foreign nationals to work in South Africa and the management of the outflow of South Africans to work in other countries through negotiated Bi-lateral Agreements that protects their rights, working standards and welfare.

This work will complement the work currently underway in the Department of Small Business Development to ensure that we create more employment for South Africans in the sector. It

will also complement the work of the Department of Home Affairs as they review Immigration Act, the Citizenship Act and the Refugees Act.

The NLMP has already gone through extensive public consultations and was revised several times. We received a final approval on the NLMP and report from NEDLAC during August 2024. We have also received the final Socio-Economic Impact Assessment System from the Presidency and will be presenting the final draft to the Clusters and Cabinet to seek approval to release it as South Africa's National Labour Migration Policy.

Employment Services Amendment Bill

The Employment Services Amendment Bill seeks to realise the objectives of the National Labour Migration Policy and to further strengthen the current Sections 08 and 09 of the Act that we found to be inadequate in managing employment of foreign nationals in the South African Labour Market.

The Amendment Bill provides the Minister with additional powers to set quotas to limit employment of foreign nationals in various workplaces. The Bill also contains administration amendments to other sections of the Act such as fines, enforcement, regulations for private employment agencies and administration of the Supported Employment Enterprises.

The Bill was published for comment with the policy back in February 2022 and was extensively revised after Public consultations and the NEDLAC negotiations. The Bill is in its final stages of receiving the final SEIAS certificate from the Presidency and the State Law Advisors before it is tabled in Cabinet for referral to Parliament.

Coordination of Employment Schemes

Government and the Private Sector has been

involved in various Active Labour Market Programs to support employment for some years, despite our current high levels of unemployment. Employment Schemes also form part of the Pillars of the NEP and the Minister of Employment and Labour is responsible for setting Minimum working standards for all these Programs.

You may be aware that the Department of Labour, and the then Department of Manpower had hundreds of these programs until 2009, when the 5th Administration transferred Skills Development to the Higher Education and Training Department. You may also be aware, that since then, the Department's Unemployment Insurance Fund has embarked on Labour Activation Programs, partly to respond to the vacuum that was created using the cumulative surpluses that were building up.

DEL commissioned two studies to review the impact and effectiveness of these programs, their impact on employment creation and poverty alleviation. The one was done by the Nelson Mandela University whilst the other was done by the Human Sciences Research Council.

We convened a colloquium session with all implementers of these programs during September 2024, to share the findings and recommendations of the two studies. The next steps included the Employment Services Board developing a Framework using these Recommendations to serve as a guideline for good practices and minimum standards to achieve decent work in ALMP.

I am aware that the National Treasury has also commissioned GTAC to also do a review of these programs with the ultimate aim of informing Cabinet with regard to their future funding and will align our initiatives so as to achieve better coordination.

Fulfilling legislative obligations in terms of the Employment Services Act, 2014

The creation of a registry of the unemployed is of paramount importance, to be able to execute its mandate. In this regard a total of 303,826 work seekers were registered by end of September 2024.

Many of these work seekers have barriers to employment that limit their ability to access work. The employment counsellors and employment practitioners assisted 93 630 work seekers, with advice on overcoming barriers, everything from career interest assessments, how to overcome stress, preparing for interviews, compiling CV's and even professional psychometric assessments for those employers that require it.

All of these services are free of charge to the public and employers alike. The PES services are offered at all 126 labour centres spread throughout the country, in local districts and municipalities, through online services and 14 state of the art mobile service centres. Even though jobs are scarce, more than 38 942 employment opportunities registered by employers were provided to work seekers on the ESSA system and a total of 16 732 were successfully placed into these jobs. The table below highlights the provincial distribution of the PES activities during the 100 days.

ESSA Province	Work seekers registered	Counselling conducted	Opportunities registered	Placement
Eastern Cape	30,683	11,193	5,975	2,713
Free State	18,572	8,933	3,727	1,986
Gauteng	66,330	16,539	6,454	2,341
KwaZulu Natal	43,579	14,901	5,906	2,385
Limpopo	23,688	11,203	3,968	2,077
Mpumalanga	19,973	12,431	1,999	418
Northern Cape	12,028	4,948	3,353	1,491
North West	20,500	8,512	2,869	1,650
Western Cape	39,300	4,970	4,532	1,671
Online	29,173	0	159	0
Total	303,826	93,630	38,942	16,732

Creating learning and earning opportunities in Partnership with the Presidential Youth Employment Initiative (PYEI).

The PES Branch boasts the largest number of employment psychologists in the country, the majority of whom are registered with the Health Practitioners Council of South Africa. With funding received from the Presidential Youth Employment, the Branch was able to recruit and offer earning and learning opportunities to 335 unemployed young psychology graduates that are currently assisting in strengthening service delivery to hundreds of other unemployed work seekers affected by the psycho social effects of unemployment. The Branch is currently spending more than R 2.4 million per month to supporting this graduate employment initiative whilst they get valuable experience at DEL Labour Centres until 31st March 2025. The table below highlights the distribution of the interns.

PROVINCE	NO OF INTERNS 01 OCTOBER 2024	SEPTEMBER EXPENDITURE
Eastern Cape	42	312,926.46
Free State	30	223,518.90
Gauteng	62	461,938.44
KwaZulu Natal	40	298,025.20
Limpopo	34	253,321.42
Mpumalanga	36	268,222.68
Northern Cape	25	186,265.75
North West	31	230,969.53

PROVINCE	NO OF INTERNS 01 OCTOBER 2024	SEPTEMBER EXPENDITURE
Western Cape	32	238,420.16
TOTAL	332	2,473,608.54

European Education For Employment (E4E) Employability Roll-Out

The Ministry appreciates the continued support that the Department continues to receive from the European Union through its Employability for Employment programme (E4E). The Ministry is aware that this program, that amongst other funded the current mobile units comes to an end during July 2025 and has since encouraged officials to renegotiate its continuation.

The E4E is a joint intervention supporting DEL; DHET and DBE employment initiatives aimed at assisting young people to transition from learning to work.

During the last phase of this program, DEL has identified two (2) main deliverables. The first includes a Jobs World Concept. Site visits have been conducted in Gqeberha and Ethekwini, in partnership with the, Supported Employment Enterprises (SEE) factories. The second major deliverable is the development of a mobile app for PES. These programs will be unveiled early next year and will target the unemployed and learners.

Support to the President's youth employment National Pathway Management Network

The Department continues to fund the Presidency's National Pathway Management Network that brings together the Public and Private Networks together to assist young people to access employment. This network supports Harambee that is assisting the Department with the coordination of these initiatives and funding for Innovative projects that are generating solutions to youth unemployment.

The Department has concluded an agreement with the Industrial Development Corporation (IDC), to the value of about R140 million, to establish an innovation fund. The focus of the Fund is on supporting interventions that will stimulate demand for labour, reduce barriers that hinder labour market entry and facilitate links to appropriate opportunities. The Innovation Fund calls on suitably qualified organisations to pilot novel approaches and/or scale existing viable concepts that will connect young people to earning opportunities.

The IDC will be making announcement on the successful applicants as soon as they complete application assessments and verification of applicants. Preference will be given to initiatives that target economically marginalised areas such as rural areas, peri-urban areas, townships, and identified poverty nodes.

Jobs / Career Fairs and taking services to the people

As part of the Minister's 100 Days Program, the following events were organised to support the Minister's Campaign:

Taking services to the people held on the 25 th September, Lillian Ngoyi Sports, KwaZakhele, Gqeberha Centre to render services and exhibitions

Taking services to the people of uMgungundlovu District Municipality. Residents of Umngeni Local Municipality especially those located at Mpophomeni village and the surroundings were part of this service delivery campaign.

During these events the Branch provided employment services and registration on its ESSA system.

Further fairs are planned for Secunda in Mpumalanga and Rustenburg in the North West and the Free State

Re-imagining the Design of Public Employment Services in the context of the changing nature of work.

To gear up for the implementation of the MTDP, the Minister has noted the Partnership that is currently underway with the World Bank to redesign the service offering of the PES Branch in line with international developments and practices.

The World Bank is currently undertaking a functional review of South Africa's current Public Employment Services and its operational model to assist it to align with the changing world of work: This will involve, inter alia

- Adapting PES to a client-centred and future-oriented perspective
- Based on global evidence and experience of PES systems (including in high unemployment contexts) how to manage labour migration.
- to provide options for DEL to boost its "employment" mandate of providing quality services to employers and work-seekers that face multiple barriers, in the challenging South African context of high unemployment.

Supporting Employment of People with Disabilities

The Department takes pride in supporting the plight of people with disabilities to become active citizens in the economy of the country. This is done through the promotion of their Employment Equity Act to promote their integration in the Labour Market. The Department also provides assistive devices and other support services to those injured at work through the Compensation Fund and its other two licenced bodies namely the Federated Mutual Association and Rand Mutual association.

The Department has other two internal programs aimed at addressing the plight of people with disabilities.

The first is a network of 13 Supported Employment Enterprises established in terms of the Employment Services Act that are currently located in 08 provinces and employ more than 1200 people. They have the capacity to can take an additional 2 000. The Department is working towards establishing one in Mpumalanga. These factories employ people with mental challenges mainly from special schools and produce linen, steel and wood products such as school furniture. The Department is currently lobbying other Departments of Health and education to support these factories and to increase their employment prospects.

The second is a subsidy to people employed in private organisations that employ people with disabilities. We have released a call for proposals to support another round of 10 organisations during the next three years effective from 1st April 2025. To date we have received 150 applications and are currently in the process of evaluation and verification. The Department will make an announcement on the successful applicants during February 2025.

INSPECTION AND ENFORCEMENT SERVICES INITIATIVES DURING THE 100 DAYS



Introduction

The IES Branch embarked on some project to support the minister's first 100 days in office. The services targeted where had the following Features:

Improved and heightened visibility of Labour Inspectors

Regulation of all Employment Laws to promote worker rights and an improved working environment.

High impact blitz raids were conducted from the 17-20 September 2024. These raids were national and coordinated. The following departments and entities were largely part of the raids:

- Department of Home Affairs
- South African Police Services (SAPS)
- Bargaining Council of the Hospitality Sector

The following legislation was enforced:

- Basic Conditions of Employment Act

- National Minimum Wage Act
- Occupational Health and Safety Act
- Compensation of Occupational Injuries and Diseases Act
- Unemployment Insurance Act

The impact of inspections and enforcement activities.

The work done around actual inspections had the following impact:

Dealing with non-standard of employment that renders workers vulnerable such as casual labour.

Contributing to job preservation through ensuring that people that are in employment are enabled to enjoy protection of their rights.

Enhance increased productivity. Workers who are exposed to compliant workplaces display higher productivity levels and contribute to the growth of the companies, which in turn enhances economic growth.

The regulatory environment enables the Department to address the shillings in the labour market, viz: unemployment, poverty and inequality. Pieces of legislation such as the Basic Conditions of Employment, Minimum Wage and Employment Equity are some of the legislation that contribute towards dealing with those socio-economic challenges,

The Department is able to enact the Decent Work Agenda through its inspectorate by enforcing social security related prescripts, mainly through the regulation of the Unemployment Insurance Act and the Compensation of Occupational Diseases.

The enforcement of Occupational Health and Safety Act puts the Department in a position where it is able to honor its international

obligations. In 2022, the ILO pronounced OHS as a fundamental right.

Statistics of the inspections and enforcement activities carried out during the first **100 days**;

The following work was done:

- Number of national inspections conducted: **17 662**
- Number of non-compliant workplaces: **5494**
- Number of compliant workplaces: **12 195**
- Number of workplaces issued with enforcement notices: **5494**
- Total Monies enforced: **R24 266 758. 77**

The following sectors were inspected during the 100 days:

Agriculture
Chemical
Community
Construction
Contract cleaning
Domestic
Electricity
Finance
Food & Beverage
Government
Hospitality
Iron & Steel

Further activities conducted within the 100 days:

EVENT	DATE	DETAILS
Employment Standard Conference	8-10 October 2024	<p>The conference took place in Durban and was attended by around 450 Employment Standard Inspectors from all the Provinces as well as officials from Head Office</p> <ul style="list-style-type: none">• In attendance were also the following:• Organized Labour (Federations)• Academia
		<ul style="list-style-type: none">• International Labour Organisation• UIF <p>The theme of the conference was: Advancing Social Justice through effective labour inspections</p> <p>The main aim of conferences of this nature is as follows:</p> <ul style="list-style-type: none">• Capacity building and development of inspectors.• The inspectorate also gets an opportunity to receive feedback from social partners such as organized business and Labour.• These conferences are utilized to strengthen collaborations which also assist in extending the impact and reach of the Labour Inspectors.• It is an opportunity to build public and private• partnerships to amplify our service delivery.

EVENT	DATE	DETAILS
OHS Conference on the Construction Sector	14 -15 October 2024	<ul style="list-style-type: none"> • The conference took place in Boksburg and was attended by around 550 people. 200 were OHS Inspectors from all the Provinces as well as officials from Head Office and 350 were external stakeholders who are role-players in the space of OHS • In attendance were also the following: <ul style="list-style-type: none"> • Organized Labour • Academia • International Labour Organization • CF • Practitioners, agents, professionals and consultants in the field of Health and Safety • The theme of the conference was: Enhancing compliance in the Construction Sector <p>The main aim of conferences of this nature is as follows:</p> <ul style="list-style-type: none"> • Capacity building and development of inspectors. • The inspectorate also gets an opportunity to engage with various role players in the space of OHS and be exposed to good and best practice in the field. • There is also the strengthening of collaborations which also assist in extending the impact and reach of the Labour Inspectors. • It is an opportunity to build public and private partnerships to amplify our service delivery. • Discussions also focused on latest trends and developments in the OHS space which is one of the essential matters towards improved compliance in the construction sector.

EVENT	DATE	DETAILS
Breakfast Session (for signing of the OHS Prevention Accord and launching of the OHS Strategy 2024-2029)	16 October 2024	<p>The session took place in Boksburg and was attended by the following:</p> <ul style="list-style-type: none"> • Organised Labour • Organized Business • FEM • RMA • ILO • CF • DEL <p>The event was centred around the signing of the OHS Prevention Accord and the launching of the OHS Strategy 2024 – 2029</p> <ul style="list-style-type: none"> • The objectives of the Prevention Accord are as follows: • Promoting safe and healthy working environments • Development and maintaining of best practices in safety and health • Mitigating and eliminating incidence, diseases and fatalities. • The Prevention Accord enabled social partners to commit to the following: • Upholding safety principles • Proactivity in dealing with injuries and diseases • Promoting awareness around health and safety

EVENT	DATE	DETAILS
Breakfast Session (for signing of the OHS Prevention Accord and launching of the OHS Strategy 2024-2029)	16 October 2024	<ul style="list-style-type: none"> • Participate in processes around the development of an enabling policy and legislative environment • Improve tripartite relations • Institutionalize compliance and improvements around OHS <p>Through the signing of the Accord, the DEL was able to</p> <p>resuscitate an exercise that was last carried out in 2002.</p>

NEDLAC INITIATIVES DURING THE 100 DAYS



Annual Nedlac Summit under the theme ***"Celebrating and reflecting on 30 years of Nedlac"***. The Summit marked a significant reflection on 30 years of Nedlac's existence and its contribution to addressing socio-economic issues in South Africa. It was attended by 300 people and was also broadcasted on social media platforms for access to members of the public. A total number of 15 media houses attended the event.

The key note address was done by Deputy President, Paul Mashatile while Director-General of the ILO, Mr Gilbert F. Hounbo provided a message of support.

Nedlac, in collaboration with the International Labour Organisation (ILO), convened an Information Sharing Symposium on Social Dialogue on 05 September 2024, in a hybrid approach.

The session provided a platform for the social dialogue institutions of South Africa, Algeria and Senegal to share their experiences with other African countries including Botswana, Lesotho, eSwatini, Namibia and Zimbabwe. The participants shared detailed information about their individual mandates, responsibilities, organisational compositions, functional duties, and structural frameworks. This comprehensive understanding of each institution gained from the Symposium left the participants feeling well-informed and prepared for future collaboration.

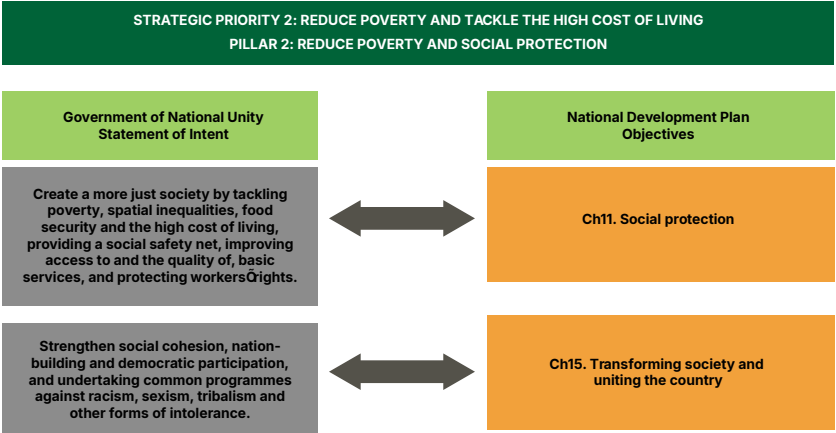
The following Bills, Policies and Regulations were considered during the 100 days :

Bill	Policies	Regulation
Social Services Practitioners Bill	Expanded Public Works Policy	Second Amendment of the Immigration Regulations on the Immigration Act of 2002
	National Labour Migration Policy	

The labour law task team made significant progress in finalizing amendments to labour legislation. 67 amendments were made to 42 sections of the LRA while nine sections of the BCEA were amended, three of the Employment Equity Act and three of the National Minimum Wage Act.

The thrust of Government proposals was geared to ensure labour laws remain relevant and responsive to the changes and challenges in the labour market, that is among other things: unemployment, poverty and inequalities; seek what business and labour can sacrifice for job creation without compromising job security; and what can be done to help small business thrive and create employment.

KEY ACHIEVEMENTS UNDER THE THREE KEY MTDP PRIORITIES AND SEVEN STRATEGIC PILLARS



SEVEN PILLARS: EXECUTIVE AUTHORITY PERFORMANCE AGREEMENT

MEDIUM TERM DEVELOPMENT PLAN (MTDP) 2024-2029

STATEMENT OF INTENT (SOI): GOVERNMENT OF NATIONAL UNITY (GNU)

NATIONAL DEVELOPMENT PLAN (NDP)

Chapter 11 of South Africa's National Development Plan (NDP), vision 2030, ***Social Protection***, accords a central role to social protection in addressing the critical challenges of eradicating poverty and reducing inequality. Social protection contributes to ensuring that no-one slips below a minimum standard of living, as well as a more transformative and developmental role of moving towards a more inclusive growth path and to ensure more inclusive development outcomes. In keeping with addressing the multi-dimensionality of poverty and inequality, in the South African context, social protection is an umbrella concept that brings together:

- Social security which draws on section 27 of the constitution to address income dimensions of poverty and contribute to ensuring a standard of living below which no-one falls.
- Measures to address capability poverty: support to early childhood development and investments in children;
- Labour market activation policies and measures that foster productive inclusion of the under- and unemployed – public employment programmes;
- Protective measures for nutritional and food security;
- Developmental social welfare interventions to address (i) economic and social exclusion; (ii) ensure that families and individuals are able to access services, entitlements, and potential economic and social opportunities; and (iii) developmental social services to reach out and provide care to the vulnerable such as those affected by HIV, women & children abuse, disabled etc.

The NDP vision for social protection is that by 2030 everyone should enjoy an adequate standard of living. Enabling this vision includes defining the social protection floor and implementing interventions to ensure:

- All children are safe and have access adequate nutrition, health care, education and social welfare;
- The vulnerable (aged, children and persons with disability) enjoy rights guaranteed by the Constitution;
- The unemployed working age have access to income support;
- Universal access to basic services;
- Wage and income earners are enabled to make provision for retirement through mandated savings, social security and adequate social welfare;
- The state should play a primary role in ensuring the attainment of this vision (NDP, 2012).

UIF CLAIMS BACKLOG PROCESSED DURING THE 100 DAY CAMPAIGN



The Unemployment Insurance Fund faced some challenges on the claims backlog due to unavailability of the system supported by the external service provider.

The UIF through the Minister took a decision to open all the Labour Centres across the country on weekends. This initiative assisted to significantly reduce the UIF claims backlog across the nine provinces. The table below showcases the positive spinoff of the extra opening hours by the Department. Whilst the Department would ideally want to process 100% of applications received, incomplete applications and wrong documentation attached make it difficult for all applications to be processed within the official turnaround time of 15 working days at a target of 92% of valid claims.

APPLICATIONS STATUS (JULY – SEPTEMBER 2024):

ITEM	NUMBER
Applications received	142 789
Applications processed	134 403
Application paid	R116 963 993.70
% Processed	94%

COMPENSATION FUND CLAIMS PROCESSED DURING THE 100 DAYS CAMPAIGN

- A total of 54 515 claims were received between 01 April 2024 and 31 September 2024, of which 91% (49 500) were adjudicated within 25 working days of receipt against a target of 90%.
- Of the 490 100 invoices received, 95% (463 571) were finalized within 25 working days.
- A total number of 671 260 in total claims received payment of benefits, of which 99.88% (670 425) was paid within 10 working days.
- The number of benefits paid amounts to R2 889 618 164.95 (R2.9 Billion)

Background

Subsequent to the occupation of office by the 7th Administration, the Minister of the Department of Employment and Labour took strides to engage with the department's various stakeholders. The Compensation Fund participated in these engagements by hosting a series of engagement targeting employers, medical service providers and the farming community.

Following the Presidential signing into ascent the amendments of the Compensation for Occupational Injuries and Diseases, the compensation fund embarked on robust engagements to educate and inform stakeholders about these important changes as well as CF Processes.

This report provides feedback on the effectiveness of stakeholder engagements undertaken by the Compensation Fund during the Minister's 100 Days in Office.

The following engagements were conducted between the 9th July to 11th October 2024:

- Mpumalanga Medical Service Providers Service Delivery Day. 23 August 2024, 08h00- 15h00
- Mpumalanga Medical Service Providers Networking Session. 23 August 2024, 18h00- 20h30
- Farmworkers workshop, Eastern Cape, Jeffreys Bay (Hankey) 29 August 2024
- Farm workers and employers' workshop, Eastern Cape, Jeffreys Bay (Patensie) 30 August 2024
- Retail and Warehousing Breakfast Networking Session, Gauteng, Johannesburg, 27 September 2024

- Kwa-Zulu Natal Medical Service Providers Lekgotla and Panel Discussions, in Umhlanga on the 28 September 2024

The Eastern Cape Provincial Labour Market Information System (LMIS) Unit conducted a client satisfaction survey to assess the quality of CF services and to identify areas of improvement.

FINDINGS

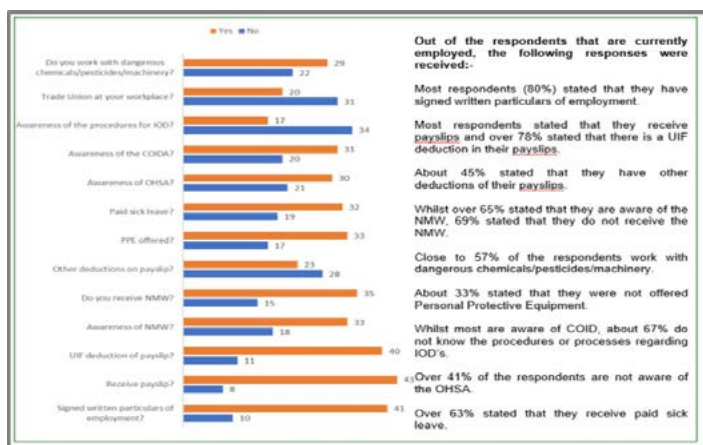
Sociodemographic profile

87 Clients were sampled and the figure below provides the sociodemographic profile of the serviced clients.

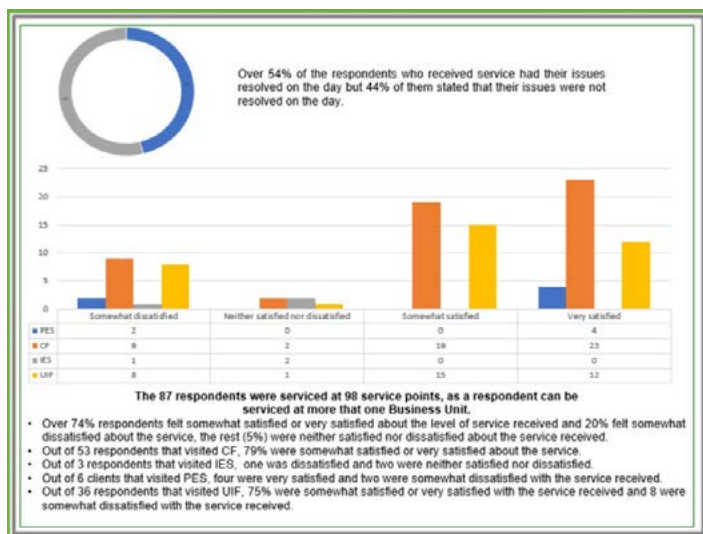
Sociodemographic profile of the sample of CF serviced clients.



Findings on testing of knowledge of labour laws



Level of satisfaction with DEL-CF Services



KWA-ZULU NATAL MEDICAL SERVICE LEKGOTLA AND PANEL DISCUSSION

Of the sampled clientele serviced by the CF and trained in Labour Laws, findings, show that an average 7% of the delegates were not satisfied with the overall training and rated it fair. An average of 93% of the delegates stated that the event was value adding, of good quality, the structure was effective and they are willing to attend future events planned by the CF, therefore rating the event good and very good respectively.

Discussion revealed that the Act was clear and unambiguous however, SOPs operation procedures need to be reviewed as there were cumbersome resulting in complex and unnecessary requirements that are not supported by medical based evidence and not in line with the act. There are also frequent changes in requirements which are not communicated and cause confusion in processing. Delayed payments were also the reason that compelled practitioners to opt into surrendering their claims to third parties as non-payment impact negatively on their overhead. It transpired that providers would be more than willing to deal with the Fund directly if requirement were reviewed and aligned to medical practice.

The issue of visibility of CF officials, consultation when reviewing gazette was a great concern.

KZN Lekgotla Recommendations:

- Review the forms as there is too much repetition in requirement creating an administrative burden
- Increase visibility of CF officials
- Customer care and officials to respond to calls and correspondence
- Improve consultation when reviewing gazettes as association that are consulted

do not have providers that do the workers a specially on the doctors.

- System challenges need to be addressed
- Frequent engagements also encouraged as this will keep providers updated of changes and requirements

Challenges and Recommendations

At the Kwa-Zulu Natal Medical Services Providers Lekgotla and Panel Discussion; medical service providers indicated that they were not aware of their COIDA compliance obligations to register with the Fund. The CF explained the compliance obligations and requirements in terms of the COID Act. These clients have committed to register with the Fund and maintain their compliance obligations.

Recommendations

The CF will roll out planned Employer Services OPEN Days in all targeted cities to support employers on service requests and compliance obligations.

Conclusion

The Compensation Fund will continue engaging stakeholders and clients beyond the 100 days of the Minister in Office to ensure maximum reach. The impact of these engagements is evident in the improvement of claims adjudication, medical invoice processing and benefits payment

EMPLOYMENT EQUITY: ACHIEVEMENTS DURING THE 100 DAYS

Chapter 15 of South Africa's National Development Plan (NDP), vision 2030, Transforming Society and Uniting the country finds expression in South Africa's Constitution. The Constitution of the Republic of South Africa is a social compact. The essence of this compact can be found in Chapter 2

of the Constitution, which declares that “everyone is equal before the law and has the right to equal protection and benefit from the law” and, in the following clause, that the country may pass laws that protect or advance people disadvantaged by unfair discrimination. These two clauses form the nub of the complex compromise that brought democracy and freedom in 1994. In trying to navigate this complex challenge, the following markers are useful:

- South Africa belongs to all who live in it and we seek to build a society where opportunity is not defined by race or gender, class or religion.
- Some form of redress is essential to help solve the problem of unequal opportunity. There is broad acceptance of the logic that without correcting the wrongs of the past, we cannot unite around common goals. Interventions have included affirmative action, black economic empowerment, progressive taxation, preferential procurement and land reform.
- Removing the shadow of apartheid means developing the capabilities of the historically disadvantaged to take advantage of the opportunities that democracy, openness and the economy afford. This means that education, training and skills development are critical, as is work experience, because it affords the opportunity to learn, progress, earn an income, access credit and make a home. Other basic services such as health, water, sanitation, public transport, safety and social security are all vital to address deprivation.

Resolving these divisions will take necessary processes, because a united and cohesive society is a critical precondition for peace, security and prosperity. To that end, Employment Equity Act, 55 of 1998 (EEA), as amended seeks

to achieve equity in the workplace, by

- Promoting equal opportunity and fair treatment in employment through the elimination of unfair discrimination.
- Implementing affirmative action measures to redress the disadvantages in employment experienced by designated groups, to ensure their equitable representation in all occupational categories and levels in the workforce.

The LP&IR branch successfully conducted 18 National Employment Equity workshops and roadshows in 9 provinces during the 100 days.

Objectives of the EE Workshops/ Roadshows

18 EE workshops/ Roadshows were conducted in all 9 provinces in partnership with the CCMA and the ILO Office in Pretoria, primarily to raise awareness; educate and disseminate information to the labour market stakeholders on the following key topics:

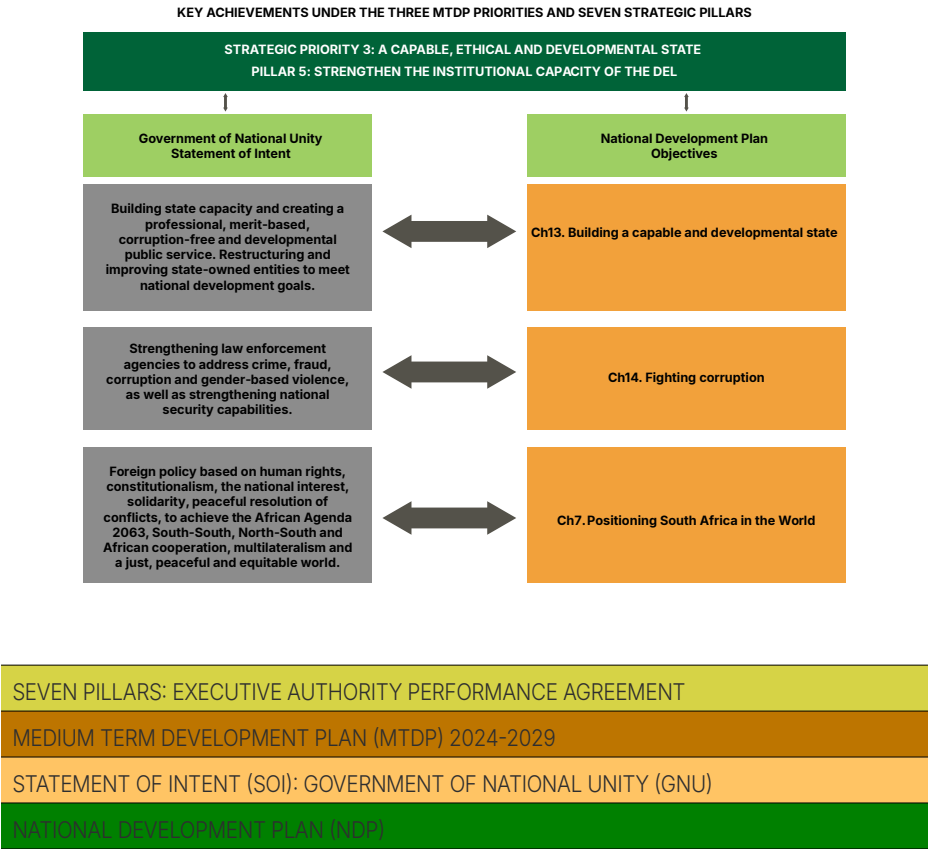
- International Labour Standards ratified by South Africa in relation to the elimination of unfair discrimination in the world of work;
- Topical unfair discrimination cases on different types of Harassment; disability; racial discrimination; equal pay for work of equal value handled by both CCMA and the various Labour Courts, including the constitutional Court;
- EE Status of the labour market as reflected in the 24th Commission for Employment Equity Annual Report (2023-2024 Annual EE Report);
- Update on the EE Amendments and proposed Sector EE targets; and
- Update on the 2024 EE Reporting cycle.

Rational and Target Audience

The pace of transformation of the labour market is at a snail pace and most workplaces are still struggling to eliminate unfair discriminatory employment policies and practices. This is evident in the EE statistics published by the CEE in its EE Annual Report, which is the only source of data available to measure the transformation of the labour market.

Again, the number of unfair discrimination disputes referred to the CCMA is a clear indication of the high level of unfair treatment and discrimination practices faced by employees in various workplaces.

It is against this backdrop that these workshops serve as critical communication vehicles to raise awareness and educate employers; employers’ organizations; trade unions; HR managers and practitioners; EE Consultative Forum representatives; academics; and civil society on their fundamental rights to equality and equity.



Chapter 13 of South Africa's National Development Plan (NDP), vision 2030, *“Building a Capable State”*, asserts that:

"If South Africa, as a nation, will have the ability to address the twin challenges of poverty and inequality, a state is needed that is capable of playing a transformative and developmental role. This requires well run and effectively coordinated state institutions staffed by skilled public servants who are committed to the public good and capable of delivering consistently high-quality services for all South Africans, while prioritising the nation's developmental objectives. This will enable people from all sections of society to have confidence in the state, which in turn will reinforce the state's effectiveness."

PRIORITY PROJECT : STRENGTHENING THE INSTITUTIONAL CAPACITY OF DEL BY ADVANCING ICT INFRASTRUCTURE THROUGH PROJECT CONNECT

In the transformative first 100 days of Minister Meth's, Deputy Ministers Mgcina's and Sibiya's tenure at the Department of Employment and Labour, significant advancements have been achieved in modernising the department's Information and Communication Technology (ICT) infrastructure. Central to these achievements is Project Connect, a visionary initiative aimed at revolutionising the IT infrastructure for the Unemployment Insurance Fund and the Compensation Fund. This report details the strides made in the first 100 days of the Seventh Administration and the strengthening of the ICT Governance and Infrastructure Task Team, and how these efforts align seamlessly with the Presidential initiatives, the Government of National Unity's objectives, the Minister seven strategic pillars and the Department's core mandate.

Introduction

The Minister and the Deputy Ministers assumed office with a clear mandate: to enhance service delivery, promote good governance, and drive economic growth through innovation and technology. Recognising the pivotal role of ICT in achieving these goals, the Executive Authority prioritised the modernisation of the department's ICT infrastructure. Project Connect emerged as a cornerstone initiative, designed to create a robust, secure, and integrated ICT environment that would propel the department into a new era of efficiency and effectiveness.

Project Connect: Revolutionising ICT Infrastructure Objectives

- 1. Enhance Connectivity** - Improve network infrastructure to ensure seamless communication across all departmental entities.
- 2. Modernise Systems** - Upgrade legacy IT systems to state-of-the-art platforms that support current and future needs.
- 3. Strengthen Security** - Implement advanced cybersecurity measures to protect sensitive data and ensure compliance with national regulations.
- 4. Promote Integration** - Develop an ICT architecture that fosters interoperability and data sharing among different systems and entities.

Formation of the ICT Governance and Infrastructure Task Team

To ensure the sustainable success of Project Connect, the Executive Authority spearheaded the establishment of the ICT Governance and Infrastructure Task Team. This multidisciplinary team is tasked with:

- 1. Developing a Governance Framework** - Establishing policies and standards that guide ICT initiatives across all entities.

2. **Leveraging Synergies** - Identifying and harnessing the capacities and capabilities of various entities to avoid duplication and optimize resource utilisation.
3. **Ensuring Alignment** - Aligning ICT strategies with national policies, including the President's initiatives and the Government of National Unity's objectives.
4. **Driving Innovation** - Encouraging the adoption of best practices and innovative solutions to address emerging challenges.

Outcomes of the Task Team

1. **Standardisation** - Create a unified ICT policy framework adopted by all entities, promoting consistency and compliance.
2. **Resource Optimisation** - Achieve a cost savings of 20% through shared services and joint procurement initiatives.
3. **Enhanced Collaboration** - Foster a culture of collaboration within the Department and its public Entities and with other public and private sector organisations, leading to innovative solutions and improved service delivery.

Alignment with National Initiatives and Strategic Pillars

The DEL's initiatives in the seventh administration are not only transforming the Department but are also contributing significantly to broader national goals.

Presidential Initiatives

- **Fourth Industrial Revolution (4IR)** - Project Connect aligns with the President's vision of embracing the 4IR by digitizing government services and promoting technological innovation.
- **Economic Recovery and Growth** - Improving efficiency and reducing operational costs,

will ensure that the Department contributes to the national economic recovery plan.

Government of National Unity Initiatives

- **Inclusive Development** - Ensuring that ICT advancements benefit all citizens, particularly marginalised communities, through improved access to services.
- **Public Sector Reform**: Enhancing transparency, accountability, and efficiency within the public sector.

Minister's Seven Strategic Pillars

1. **Innovation and Technology Adoption** - Embracing cutting-edge technologies to modernise departmental operations.
2. **Service Delivery Excellence** - Enhancing the quality, accessibility, and efficiency of services to the public.
3. **Good Governance and Accountability** - Strengthening governance structures and promoting ethical practices.
4. **Human Capital Development** - Investing in staff training to build a competent and technologically adept workforce.
5. **Stakeholder Engagement** - Fostering partnerships with the public and private sectors, academia, and international organisations to enhance capacity.
6. **Policy and Regulatory Enhancement** - Updating policies to reflect the changing technological landscape.
7. **Economic Empowerment** - Leveraging ICT to create job opportunities and support small and medium enterprises (SMEs).

Department of Employment and Labour's Mandate

- **Employment Creation** - Facilitating job creation through improved services and support for businesses.

- **Labour Market Stability** - Providing reliable data and efficient dispute resolution mechanisms.
- **Social Protection** - Ensuring that workers have access to essential services and benefits.
- **Mobile Accessibility** - Developing mobile applications to increase accessibility for citizens in remote areas.

Impact on Service Delivery and Stakeholder Benefits

- **Improved Access** - Citizens will experience faster and more reliable access to services, reducing waiting times by 35%.
- **Enhanced Employee Productivity** - Staff efficiency is envisaged to increase due to better tools and systems, leading to a 25% boost in productivity.
- **Business Support** - MSME's will benefit from streamlined processes, making it easier to comply with labour regulations and access government programs.

Best Practices and Future Outlook: Adoption of Best Practices

- **Agile Project Management** - Utilising agile methodologies for faster and more flexible project delivery.
- **User-Centric Design** - Developing systems with a focus on user experience to enhance satisfaction.
- **Continuous Improvement** - Implementing feedback mechanisms to continually refine and improve services.

Future Initiatives

- **E-Government Services** - Expanding online services to reduce the need for physical visits and paperwork.
- **Artificial Intelligence (AI) and Analytics** - Leveraging AI for data analysis to inform policy decisions and predict labour market trends.

Conclusion

Under the Minister and Deputy Ministers' decisive leadership, the Department of Employment and Labour has made remarkable progress in a short period. The successful implementation of Project Connect and the strategic formation of the ICT Governance and Infrastructure Task Team demonstrate a clear commitment to modernisation, efficiency, and service excellence. These achievements not only reflect positively on the Department but also advance the national agenda set forth by the President and the Government of National Unity.

The Department is presented with an opportunity to be a model for other government entities, showcasing how targeted investments in ICT can yield significant dividends in governance and service delivery. The Executive Authority's efforts have undoubtedly strengthened the Department's capacity to fulfill its mandate and contribute to the nation's socio-economic development.

The DEL remains steadfast in the commitment to drive innovation, enhance service delivery, and promote economic empowerment through strategic ICT initiatives. The achievements of the past 100 days are a testament to what is possible with visionary leadership and collaborative effort. As we look to the future, the Department is poised to continue its trajectory of excellence, contributing to a developmental state and inclusive nation in line with the NDP 2030 vision.

PRIORITY PROJECT : UNBUNDLING PROJECT REPORT

In the first 100 days as the Minister and Deputy Ministers of Employment and Labour, Minister

Meth and Deputy Ministers Mgcina and Sibiba have advanced a transformative agenda that aligns with the National Development Plan (NDP) and the Government of National Unity (GNU) vision. At the core of this progress is the Unbundling Project, aimed at transitioning the Unemployment Insurance Fund (UIF) and Compensation Fund (CF) into fully autonomous, operationally efficient entities. This ambitious restructuring of the Department of Employment and Labour is a testament to the Executive Authority's commitment to enhance governance, accountability, and service delivery across critical social safety nets, in line with the Department of Employment and Labour's mandate.

The achievements over the first 100 days in office have laid the foundation for systemic change, furthering national priorities of economic inclusivity, job creation, and social security. Through a deliberate focus on governance reform, operational efficiency, and institutional modernisation, the Unbundling Project reflects the Department's alignment with the Minister's 7 Strategic Pillars:

- Strengthened Governance and Accountability
- Enhanced Labour Market Efficiency
- Robust Social Security and Protection
- Technology-Led Innovation
- Capacity Building and Skills Development
- Stakeholder Engagement and Collaboration
- Fiscal Prudence and Sustainability
- Strategic Alignment with the President's Initiatives

The Unbundling Project is not just a structural change but a pivotal reform that strengthens the social security framework in South Africa. It is anchored in the President's Thuma Mina call to action, aligning DEL with the Economic Reconstruction and Recovery Plan (ERRP),

and supporting the GNU's broader mandate to revitalise public institutions. The Minister's emphasis on good governance and social protection speaks to the heart of the NDP vision and GNU Statement of Intent of creating a developmental state that delivers meaningful services to its citizens.

Achievements in the Unbundling Project

Phase I: Stabilisation (Ongoing)

Executive Authority leadership in the initial Stabilisation Phase has been critical in addressing immediate operational challenges while laying the groundwork for long-term success.

The Minister has driven swift and decisive action in the following areas:

- 1. Governance Reforms** - Legislative amendments are well underway to establish independent boards for both the UIF and CF, which will allow them to function as fully-fledged Schedule 3A public entities. By delegating executive authority and improving governance structures, the DEL is ensuring a future where these funds are accountable, transparent, and better managed.
- 2. Operational Efficiency** - The Executive Authority has overseen the implementation of high-impact interventions to reduce turnaround times for UIF claims processing and streamline workflows in both the UIF and CF. This has significantly improved service delivery, especially for the unemployed and those dependent on social security.
- 3. Stakeholder Engagement and Buy-In** - Understanding the importance of transparency, the Minister has launched a comprehensive stakeholder engagement campaign, ensuring that labour unions, employers, and the public are kept informed. This strategic communication fosters trust and builds momentum for the broader unbundling efforts.

4. **Customer-Centric Service Delivery** - A renewed focus on customer care is central to the Minister's vision. Efforts to improve service levels at the frontline, such as in Labour Centres, have been intensified, ensuring citizens receive timely responses and effective support.

Phase 2: Repurposing (18 Months)

Under the stewardship of the Executive Authority, the Repurposing Phase has already begun to reshape both funds by reimagining their structures and operations in alignment with the Department's overarching mandate. Key milestones include:

1. **Legislative and Policy Reforms** - The Department has initiated critical amendments to UIF and COIDA legislation, empowering the independent boards and granting them autonomy to execute their mandates efficiently. These reforms, driven by her strategic vision, lay the groundwork for long-term financial and operational sustainability.
2. **Capacity Building and Skills Development** - Recognising the importance of skills in achieving long-term success, the Minister and Deputy Ministers has launched an extensive upskilling programme. This initiative ensures that staff within both the UIF and CF are equipped with the necessary capabilities to manage complex operational demands, particularly in the areas of fund management, ICT, and actuarial sciences. Partnerships with a few Academic Institutions have been concluded with signed MoU's for capacity building.
3. **Strategic Investments and Financial Sustainability** - The Minister has directed a thorough review of both funds' investment strategies, ensuring that future growth is guided by responsible financial stewardship. Her focus on long-term fiscal prudence will allow the funds to continue fulfilling their

mandates without undue financial strain.

4. **Modernisation Blueprint** - To align with the fourth industrial revolution and ensure the funds are future-ready, a comprehensive digital transformation blueprint has been developed. This initiative will modernise processes, reduce bottlenecks, and ultimately deliver a faster, more reliable service to South African citizens.

Phase 3: Modernisation (24 Months)

Though this phase will unfold over the next two years, the Department was forced to think into the future by laying the groundwork for digital innovation and a culture of continuous improvement within both the UIF and CF. Anticipated milestones include:

1. **Automation of Processes** - The vision for the future includes the automation of all major processes, from claims handling to benefits distribution. This will significantly enhance the agility of both funds, reducing processing times and improving service quality.
2. **Full Governance and Oversight** - The creation of robust governance frameworks, coupled with the establishment of independent boards, will ensure that the UIF and CF operate with enhanced oversight and accountability. This governance overhaul will be critical in ensuring that the funds meet their objectives and serve the public with the utmost integrity.
3. **Technological Innovation** - The Department bogged down by aged ICT infrastructure has prioritised modernisation of its ICT infrastructure which will see the development of integrated, data-driven systems that enable proactive service delivery. Citizens will benefit from online self-service platforms that streamline their interactions with the UIF and CF, ensuring faster claims processing and more responsive services.

Impact on Service Delivery

The achievements outlined above reflect a broader strategic vision that the Minister and Deputy Ministers have brought to the Department of Employment and Labour. Executive Authority leadership in transforming the UIF and CF speaks directly to commitment to enhanced service delivery. The unbundling process will significantly improve the responsiveness of both funds, providing faster relief to the unemployed and injured workers. These reforms, once fully realised, will ensure the funds are fit-for-purpose, financially stable, and capable of delivering on their core mandate: to protect and uplift vulnerable South Africans.

Moreover, these achievements are key to the President's Economic Reconstruction and Recovery Plan (ERRP), which prioritises job creation, economic inclusivity, and social protection. By advancing the unbundling of UIF and CF, the Executive Authority has positioned DEL at the forefront of national efforts to safeguard South Africa's socio- economic future.

Conclusion

In their first 100 days, Minister Meth, Deputy Ministers Mgcina and Sibiba have demonstrated visionary leadership in driving the Unbundling Project, making substantial progress towards transforming the UIF and CF into efficient, transparent, and accountable entities. The strategic vision for unbundling the UIF and CF is aligned with national priorities and the Government of National Unity's call for greater institutional reform it also has set a high standard for public service delivery.

The stabilisation of operations, enhancing governance, and driving digital transformation, fulfils the 7 Strategic Pillars of the Minister's Performance Agreement but also positions South

Africa's social security frameworks to better meet the needs of its people. As the project moves forward, departmental efforts will ensure that the UIF and CF emerge as exemplary public institutions, fully aligned with the MTDP vision of a capable state delivering services efficiently and effectively.

Achievements within these first 100 days reaffirm the Seventh Administration's dedication to building a better South Africa, where economic resilience, social protection, and efficient governance are at the forefront of government priorities. The Unbundling Project sets a clear example of how the Department of Employment and Labour is transforming to better serve the people of South Africa.

PROJECT : STRENGTHENING GOVERNANCE AND ENHANCING ACCOUNTABILITY

In the first 100 days of their tenure, Minister Meth, Deputy Ministers Mgcina and Sibiba have demonstrated unwavering commitment to advancing the Department of Employment and Labour's mandate. Through strategic initiatives aligned with the President's vision and the Government of National Unity's priorities, the leadership has focused on enhancing governance, promoting transparency, and fostering inter-governmental collaboration. Key among these achievements is the establishment of the Project Governance (Audit Task Team) to address material irregularities that have resulted in persistent negative audit outcomes for the Department and its public entities. The second project within this stable is the initiation of an Inter-Governmental Relations Business Unit to streamline cooperative governance in the Director General's Office.

Introduction

The Executive Authority assumed office with a clear vision: to fortify the Department of Employment and Labour as a pillar of ethical governance and effective service delivery. Recognizing the challenges posed by material irregularities and the need for cohesive action across government tiers, the department has been led to take decisive steps to implement reforms that reflect best practices and international standards.

The Seven Strategic Pillars

1. **Strengthening Governance and Accountability** - Implementing robust oversight mechanisms. Enhancing audit and risk management processes.
2. **Establishment of the Project Governance (Audit Task Team)**

Purpose and Rationale

The Audit Task Team was established to proactively address material irregularities that undermine the Department's integrity and effectiveness. Recognizing that such irregularities can erode public trust and impede service delivery, the Task Team's mandate includes:

- **Identifying Irregularities** - Conduct thorough audits to uncover non-compliance and malpractices.
- **Implementing Corrective Actions** - Recommend and oversee the implementation of remedial measures.
- **Strengthening Controls** - Enhance internal controls to prevent future irregularities.

Key Activities and Initiatives

1. Comprehensive Risk Assessment
2. Evaluate all departmental projects and processes.

3. Prioritise high-risk areas for immediate attention.
4. Policy and Procedure (Standard Operating Procedures and Business Processes) Review.
5. Analyse existing policies for gaps and weaknesses.
6. Develop new guidelines to tighten controls.
7. Capacity Building Workshops.
8. Train staff on compliance, ethics, and governance.
9. Introduce e-learning modules for continuous education.

Stakeholder Engagement

- Collaborated with the Auditor-General's office.
- Consulted with external experts on best practices.

Achievements to Date

- Improved Audit Outcomes
- Preliminary reports indicate a reduction in audit findings.
- Enhanced compliance with financial management regulations.

Recovery of Funds

- Identified and initiated recovery of misappropriated funds.
- Redirected resources to critical programs.
- Increased Transparency
- Published audit summaries to inform stakeholders.
- Established a whistle blower hotline for reporting irregularities.

Impact and Future Plans

- Restoring Public Trust.
- Demonstrated commitment to accountability.
- Positive feedback from civil society and the business community.

Ongoing Monitoring

- Plans to institutionalise the Audit Task Team as a permanent unit.
- Regular reporting to the Minister and Parliament.

PROJECT: ESTABLISHMENT OF THE INTER-GOVERNMENTAL RELATIONS BUSINESS UNIT

Purpose and Rationale

The Inter-Governmental Relations (IGR) Business Unit was initiated to enhance coordination among various government levels, ensuring that employment and labour policies are implemented uniformly and effectively.

Objectives

- Strategic Alignment with other Departments that are supportive of the mandate of the DEL.
- Harmonise policies across national, provincial, and local governments.
- Align departmental initiatives with broader government strategies.

Implementation of Collaborative Programs

- Develop joint initiatives to address unemployment and skills shortages and conduct blitz inspections.
- Share resources and expertise to maximize impact.
- Policy Advocacy and Dialogue
- Facilitate discussions on legislative reforms.

- Represent the Department in inter-governmental forums.

Key Activities

- Participate in relevant Inter-Governmental Forums
- Host the inaugural IGR Summit with representatives from all provinces.
- Established working groups on key issues such as youth unemployment and informal sector regulation.
- Forge Memoranda of Understanding (MoUs) for common vision and collaborative work
- Sign MoUs with other departments to formalize collaboration.
- Joint action plans to address cross-cutting challenges.

Information Sharing Platforms

- Developed an online portal for sharing data and best practices.
- Regular newsletters and bulletins to keep stakeholders informed.

Expected Outcomes

- Enhanced Service Delivery
- Coordinated efforts leading to more effective programs.
- Reduced duplication and wastage of resources.
- Policy Coherence
- Uniform application of labour laws and regulations.
- Streamlined processes benefiting employers and employees alike.
- Strengthened Relationships
- Improved communication and trust between government entities.
- A unified approach to tackling national priorities and challenges facing the nation.

Government of National Unity Initiatives

- **Promoting Social Cohesion** – The Minister's initiatives foster unity by encouraging collaboration among government departments, social partners, and stakeholders.
- **Enhancing Service Delivery** – The emphasis on inter-governmental relations aims to eliminate silos, ensuring that services reach all citizens effectively.

The Seven Strategic Pillars

1. **Promoting Decent Work and Employment Growth** – Initiatives to support small and medium enterprises (SMEs). Programs to upskill the workforce for emerging industries.
2. **Fostering Social Dialogue**: Engaging with trade unions, employers, and civil society. Hosting forums to address labour market challenges.
3. **Advancing Labour Market Policies** – Reviewing and updating legislation to reflect current realities. Implementing Policies to encourage inclusive employment practices.
4. **Enhancing Skills Development** – Partnerships with educational institutions. Apprenticeship and internship programs for youth.
5. **Promoting Occupational Health and Safety** – Strengthening regulations and enforcement. Awareness campaigns on workplace safety. Protecting Workers' Rights – Ensuring fair labour practices and compliance with labour laws.
6. **Facilitating Labour Relations** – Mediating disputes and promoting harmonious industrial relations.

Conclusion

The first 100 days have set a transformative agenda for the Department of Employment and Labour. There is a renewed commitment to ethical governance, effective service delivery, and collaborative action. By addressing material irregularities through the establishment of the Project Governance (Audit Task Team) and enhancing inter-governmental relations, Executive Authority leadership has laid a solid foundation for sustained progress.

These efforts not only align with the NDP and MTDP vision and the Government of National Unity's priorities but also position the Department as a leader in promoting transparency, accountability, and socio-economic development. The Departments reimagined strategic approach will ensure that the Department remains responsive to the needs of all South Africans, fostering an inclusive economy and a fair labour market.

PROJECT : TURNAROUND STRATEGY FOR THE COMPENSATION FUND

In an era where economic recovery and social justice are central to the government's agenda, the Minister and the Deputy Ministers have emerged as key drivers of reform within the Department of Employment and Labour. Within the first 100 days in office, the Executive Authority has initiated a strategic overhaul of the Compensation Fund (CF), focusing on addressing long-standing operational inefficiencies, financial instability, and service delivery challenges.

This report provides a detailed account of achievements during the 100 day period, framed within the context of the President's Economic Reconstruction and Recovery Plan (ERRP) and the overarching objectives of the Government of National Unity (GNU). The turnaround strategy is closely aligned with the principles outlined

in the National Development Plan (NDP) 2030, emphasizing a capable state, good governance, and the social protection of workers.

The transformation of the Compensation Fund is premised on a five-pillar strategy that seeks to restore financial sustainability, improve claims processing, enhance the Fund's technological capacity, upskill its workforce, and sharpen its investment focus. The strategy is designed not only to address internal inefficiencies but also to ensure that the Compensation Fund meets its mandate of providing adequate compensation to injured workers while contributing to national priorities.

The Five-Pillar Turnaround Strategy

The Compensation Fund's transformation is guided by five strategic pillars, each of which directly supports the broader government agenda and ensures alignment with the President's vision for a more efficient and effective public sector.

1. Enhancing Revenue Collections through Partnership with public and private sector organisations

The cornerstone of Minister Meth's financial recovery plan for the Compensation Fund is the strategic partnership with the South African Revenue Service (SARS). This partnership represents an innovative approach to revenue collection, leveraging SARS's proven capacity to boost compliance and streamline financial processes. Key achievements under this pillar include:

2. Significant Increase in Compliance Rates

The collaboration with SARS is expected to raise employer compliance rates from the current 33% to over 80%, generating up to R12 billion in additional revenue annually. This enhancement in revenue collection will provide the Compensation Fund with

the financial stability necessary to meet its obligations to workers and address the revenue shortfalls identified in the Auditor-General's report.

3. Data Integrity and Fraud Reduction

SARS's robust database of employers will allow for a comprehensive data cleansing of the Fund's records. This will eliminate outdated and duplicate entries, improving the accuracy of compliance monitoring and reducing the incidence of fraud, which has been a persistent issue for the Fund.

4. Cost Efficiency and Resource Optimisation

Transferring revenue collection responsibilities to SARS, will ensure that the Compensation Fund will be able to reduce its audit costs from R50,000 per employer to approximately R7,300. This represents a cost saving of R500 million over three years, reflecting Minister Meth's commitment to fiscal prudence and responsible governance.

5. Strategic Alignment

This initiative is fully aligned with President Ramaphosa's fiscal sustainability objectives and supports the NDP's vision of building a capable state. Minister Meth's innovative approach in partnering with SARS demonstrates her commitment to modernising public service delivery while ensuring the long-term financial sustainability of the Compensation Fund.

Optimising Claims Processing through a Third-Party Administrator Model

The Compensation Fund's claims processing system has long been a source of inefficiency, leading to delays in payments and a backlog of unprocessed claims. The Executive Authority has initiated the implementation of a Third-Party Administrator (TPA)

Model, which draws inspiration from the successful models used by medical aid schemes. The key objectives of this pillar are:

1. Expediting Claims Processing

The introduction of a TPA will streamline the claims process, reducing the turnaround time for payments and addressing the backlog. This ensures that workers receive their rightful compensation without unnecessary delays, reflecting the Fund's commitment to serving its beneficiaries efficiently.

2. Financial Oversight and Risk Mitigation

The TPA model will enhance financial oversight by establishing clear protocols for managing claims, reducing the risk of fraudulent claims and duplicate payments. This reform directly addresses concerns raised by the Auditor-General, particularly around financial mismanagement and revenue understatements.

3. Improved Service Delivery

The adoption of a model that centralises and automates key aspects of claims processing, the Compensation Fund will be better positioned to deliver on its mandate of providing social protection to injured workers. This improvement will also restore public confidence in the Fund's ability to function as an efficient and accountable institution.

Strategic Alignment

This initiative supports the Department's focus on improving service delivery and aligns with the GNU's objective of enhancing social protection for South Africa's workforce. It also reflects the NDP's call for a responsive and agile public service that can meet the evolving needs of citizens.

Upskilling Employees for Enhanced Institutional Capacity

Sustainable reform within the Compensation Fund depends not only on systems and processes but also on the skills and capacity of its workforce. The Department, has placed a strong emphasis on upskilling employees as part of the broader institutional transformation effort. Key initiatives include:

1. Comprehensive Training Programs

A series of capacity-building workshops and training programs are being implemented to equip Compensation Fund employees with the technical skills required to operate new systems, manage compliance, and handle claims more efficiently. This training will ensure that the workforce is adaptable and prepared for the operational changes introduced by the other pillars of the strategy.

2. Leadership Development

DEL has prioritised leadership development within the Fund to foster a culture of accountability, excellence, and innovation. By investing in the development of future leaders, the Compensation Fund will build a resilient and capable management team, ensuring that reforms are implemented effectively and sustained over the long term.

Strategic Alignment

This pillar aligns with the MTDP Priorities of creating a capable state, as outlined in the NDP 2030. The Minister's focus on human capital development also supports the GNU's broader objective of enhancing institutional capacities across the public sector.

Advancing Technology for Operational Efficiency and Security

DEL has recognised the critical role of technology in transforming the Compensation Fund into

a more efficient and secure entity. Under her leadership, significant advancements are being made to modernise the Fund's technological infrastructure. Key developments include:

1. IT System Integration with key Departments

The full integration of the Compensation Fund's IT systems with key Departments will enable seamless data sharing and coordination, improving operational efficiency and ensuring that compliance and revenue collection are handled in a coordinated manner.

2. Automation of Key Processes

Automation is being introduced into claims processing and compliance monitoring, reducing the need for manual interventions, increasing accuracy, and accelerating service delivery.

This will allow the Fund to respond more quickly to the needs of its beneficiaries, reducing wait times and improving overall service delivery.

3. Enhanced Cybersecurity

Upgraded cybersecurity measures are being implemented to protect the Compensation Fund's sensitive data from external threats and unauthorized access. This will address a key concern raised in the Auditor-General's report regarding the Fund's vulnerabilities to cyberattacks and fraud.

Strategic Alignment

This pillar aligns with President Ramaphosa's emphasis on modernizing public services through the use of technology. The Department's focus on digital transformation supports the NDP's goal of a technologically advanced public sector, capable of delivering efficient and transparent services.

Repurposed and Sharpened Focus on Investments

A more disciplined and strategic approach to managing the Compensation Fund's investments is critical to ensuring its financial sustainability. Under Minister Meth's leadership, the Fund is adopting a repurposed investment strategy that focuses on maximizing returns while ensuring compliance with best practices. Key elements of this strategy include:

1. Improved Investment Oversight

The Fund's investment portfolio is being restructured to prioritize long-term financial stability. This includes addressing the concerns raised by the Auditor-General regarding poor investment performance and risk management.

2. Maximising Returns for Social Good

The revised investment strategy ensures that the Compensation Fund's resources are allocated in a manner that balances financial returns with the social mandate of providing compensation to injured workers. This dual focus on financial performance and social impact reflects the Executive Authority's commitment to prudent financial management.

Strategic Alignment

This pillar supports the MTDP priorities for sound financial governance and reflects the Executive Authority's focus on ensuring that the Compensation Fund is financially sustainable. The sharpened focus on investments also aligns with the NDP's call for responsible fiscal management across public institutions.

Addressing the Auditor-General's Findings

The Auditor-General's 2024 report identified several critical issues within the Compensation Fund, particularly around revenue collection,

financial management, and IT vulnerabilities. The CF turnaround strategy directly addresses these findings through targeted reforms:

1. Revenue Understatements

The partnership with key government institutions will ensure accurate and comprehensive revenue reporting, addressing concerns around non-compliance and revenue understatements.

2. Fraud and Mismanagement

Improved data integrity, stricter compliance monitoring, and the introduction of the TPA model will mitigate the risk of fraud and financial mismanagement.

3. IT Security

The integration of advanced cybersecurity measures will protect the Fund's systems from external threats, addressing the IT vulnerabilities identified in the Auditor-General's report.

These reforms demonstrate a committed approach to addressing governance challenges and ensuring that the Compensation Fund operates in line with national standards of accountability and transparency.

Conclusion and Next Steps

The Minister and Deputy Ministers' first 100 days in office have been marked by decisive action and a clear vision for transforming the Compensation Fund into a financially sustainable, efficient, and accountable institution. Executive Authority leadership has laid the foundation for long-term success, ensuring that the Fund is well-positioned to meet its mandate and contribute to national priorities.

The next steps in the implementation of the turnaround strategy include:

Finalising the Partnership with key government institutions that support our vision - Completing

legal frameworks and system integrations to fully operationalize the revenue collection partnership.

Piloting the Third-Party Administrator Model - Launching the claims processing pilot to assess its impact and ensure scalability.

Technology and Workforce Development - Continuing the rollout of IT systems and training programs to build capacity and improve service delivery.

FIGHT AGAINST FRAUD AND CORRUPTION

Chapter 14 of South Africa's National Development Plan (NDP), vision 2030, "Promoting Accountability and fighting corruption", articulates the country's vision towards corruption:

The NDP vision for 2030 is a South Africa which has zero tolerance for corruption, in which an empowered citizenry have the confidence and knowledge to hold public and private officials to account and in which leaders hold themselves to high ethical standards and act with integrity. This South Africa has a resilient anti-corruption system in which anti-corruption agencies have the resources, credibility and powers to investigate corruption, and their investigations are acted upon.

FOLLOW THE MONEY PROJECT

The Unemployment Insurance Fund initiated a project called "Follow the money" in order to follow every COVIDTERS cent that was paid to the employees through the employers.

The core objective of the project is:

- To ensure that COVIDTERS funds reached the intended beneficiaries at the right time;
- To ensure that COVIDTERS funds were not abused or misused by the employers.

FRAUD CASES IDENTIFIED BY FOLLOW THE MONEY:

CASES IDENTIFIED	NUMBER OF CASES
Suspected Fraud	31 Cases
Cases presented in court	10 Cases
Cases currently in court- In Progress	21 Cases

During phase 1, thirty-one (31) fraud cases were identified and ten (10) cases were presented to the court and they were all finalized with the highest convictions being 20-year direct imprisonment.

CASES IDENTIFIED	NUMBER OF CASES
Suspected Fraud	65 Cases
Cases presented in court	30 Cases
Cases currently in court- In Progress	35 Cases

During phase 2, sixty-five (65) fraud cases were identified and thirty (30) cases were presented to the court and other cases are still in progress and will be reported upon finalization.

Chapter 7 of South Africa's National Development Plan (NDP), vision 2030, ***“Positioning South Africa in the World”***, explores vast opportunities for South Africa on the world stage:

“The shift of global power towards developing countries provides South Africa with an opportunity to maximise its regional and international influence over the next 20 to 30 years. Policy-making should be driven by the objectives set out at the inaugural meeting of the National Planning Commission in May 2011: to grow the economy, reduce poverty and improve the quality of life of all South Africans. Government’s global and regional policy-making stance should be South Africa- centric. Policy-making should improve the country’s functional integration in the region, on the continent, among developing countries - especially with key states like Brazil, India and China - and in the world, with measurable outcomes.”

INTERNATIONAL LABOUR MATTERS

South Africa's strategic involvement in both the G20 and BRICS enhances its capacity to shape labour market policy in a global context. The G20, encompassing approximately 85% of global GDP, brings together the world's largest economies, bridging both developed and emerging markets. Similarly, with the recent BRICS expansion to include additional partner countries, the bloc now represents 35% of global GDP, surpassing the G7's share of 30%, positioning South Africa at the nexus of two critical economic groupings.

During this reporting period, under the leadership of Minister Meth, the Department of Employment and Labour actively contributed to discussions in G20 and BRICS meetings led by Brazil and Russia, as well as the 5th ordinary session of the Specialised Technical Committee on Social Development, Labour and Employment. These engagements yielded valuable outcomes, including enhanced knowledge

exchange, skills development initiatives and collaborative support for bolstering labour standards and social protection frameworks. Key dialogues emphasized the necessity of strategies in lifelong learning, vocational guidance, regulation of platform employment and the extension of social support systems. The G20 meetings produced a forward-looking declaration endorsing labour market advancement through quality work, decent employment and safe working environments.

On youth empowerment, the exchanges introduced South Africa to apprenticeship models and youth programs from partner nations, which present frameworks adaptable for addressing the country's high youth unemployment. Collaborative initiatives in education and training continue to be pivotal, aiming to close the skills gap and strengthen employability across sectors. In the sphere of labour standards and social protection, BRICS engagements have facilitated South Africa's alignment with international norms, while supporting policies on vocational guidance and platform employment regulation. A crucial component of these discussions has been the advancement of social protection systems to safeguard vulnerable workers, especially within informal sectors. At the BRICS forum, Minister Meth foregrounded South Africa's proactive approach in these domains, aligned with the endorsed priorities of the bloc.

As the nature of work transforms, forums have underscored innovation and digital transformation. South Africa's engagement with partner countries opens pathways to technology transfer and digital skills training, essential for a competitive, modernized workforce. Exposure to advanced economies in the G20 and BRICS also allows South Africa to leverage emerging technologies, including automation, artificial intelligence which are central to the Fourth Industrial Revolution (4IR) transition and will underpin new high-skill

job creation.

In addition, South Africa has provided updates on its BRICS-led initiative, the Productivity Ecosystem for Decent Work Platform, which focuses on integrating principles of decent work with productivity enhancement.

Africa Leadership and Regional Integration

South Africa's active participation in regional and continental multilateral fora amplifies its influence on global issues impacting the African continent, particularly youth unemployment and migration. Collaborating with the G20, BRICS, and the African Union enhances South Africa's ability to foster labour mobility and infrastructure improvement across Africa, driving economic stability and regional labour market development for shared prosperity.

PARLIAMENT AND CABINET MATTERS IN THE FIRST 100 DAYS

Sworn in and Straight Away into the Work

The swearing in of Ministers and Deputy Ministers took place on the 3rd of July 2024 at the Cape Town International Convention Centre (CTICC). Soon after Minister Meth was sworn in as Minister of Employment and Labour she hit the ground running, in that, she had to attend the Portfolio Committee on Employment and Labour meeting to present the 2024/2025 Annual Performance Plan (APP) of the Department. This happened on the 9 July 2024.

Budget Vote 31 – Employment and Labour

On the 11th July 2024, Minister Meth had to present the Budget Vote 31 of Employment and Labour to the Mini-Plenary of the National Assembly. Amongst matters that the Minister stated in her budget speech, she said, "having just taken

office, the Deputy Ministers and I, have hit the ground running to ensure continuity and service delivery. In partnership with our stakeholders we will ensure that important work of the department is on a path to improvement, focus will be on strategic and operational deliverables”.

It is our collective resolve with the Deputy Ministers to take the Department to higher heights in relation to coordinating job creation, initiatives, interventions and innovations, that are found in various departments, spheres of government and public agencies.

ACCOUNTING IN PARLIAMENT

Minister Meth had already orally replied to questions in the National Assembly. This happened on the 18 September 2024. One of the questions that she replied to was related to one of our Labour Laws, namely Employment Equity Act. Where she had this to say, “In order to give effect to the Equality clause in the employment sphere, the Employment Equity Act, 1998 (EEA) was enacted. Consistent with section 9 of the Constitution (Equality clause), section 6(1) of the EEA prohibits any unfair treatment and discrimination directly or indirectly against any person, inclusive of job applicants based on race, gender, disability or on any of the prohibited grounds listed in the Constitution.

Employment Equity Act's objectives are to achieve equality in the workplace by promoting equal opportunity and fair treatment through the elimination of unfair discrimination;

and implementing affirmative action measures to redress the disadvantages in employment experienced by the designated groups to ensure their equitable representation across each occupational levels of the workforce. The designated groups are defined as black people (i.e. African, Coloured and Indian); women of all racial groups; and persons with disabilities

irrespective of their race and gender.”

Committees of Parliament

In these 100 days, it has given the Minister pleasure to share views with the Portfolio Committee. In one of the engagements with the Portfolio Committee this is what the Minister had to say, “the Statement of Intent of the Government of National Unity (GNU) was characterised by several principles, transparency, accountability, integrity and good governance.”

The message conveyed among others was that, as Committees of Parliament conduct oversight on the Executive and the Department, they will be met with transparency, accountability, integrity and good governance, principles that Minister Meth, Deputy Ministers and the Department of Employment at large have already extended to all stakeholders and the South African society as a whole.

The first meeting of Minister Meth with the Portfolio Committee on Employment and Labour, was on the day that this Portfolio Committee was being constituted, on Tuesday, 9 July 2023. As the Portfolio Committee got constituted in the morning of that day, in the afternoon Minister Meth, Deputy Minister Mgcina and Deputy Minister Sibiya met with the committee members at Committee Room 2, 120 Plein Building. The meeting was for the presentation of 2024/2025 Annual Performance Plan (APP) of the Department of Employment and Labour.

Among Portfolio Committee meetings that would then follow are those that were considering 2023/2024 Third Quarterly Performance Report (3rd QPR) of the DEL Portfolio. Minister and Deputy Minister Mgcina were present in such a meeting on the 18 September 2024 which was considering 3rd QPR of DEL, NEDLAC, UIF, CF ANUIF, NEDLAC and CCMA.

Cabinet Work

CCMA is one of the best performing entities of the Department of Employment and Labour. Minister Meth does not only wish this may be permanently the case for years to come, but she is ensuring that indeed it becomes the case. There are persons that have been brought together by virtue of their diverse skills, expertise, capabilities and knowledge to be the Governing Body of CCMA. Minister Meth has taken those names to the Cabinet and requested it to approve a new Governing Body of CCMA that must start on the 1st of December 2024 and the Cabinet has agreed.

Good Governance and the Public Purse

Minister Meth, Deputy Minister Sibiya and Deputy Minister Mgcina on Tuesday of 3 September 2024 met with the Office of the Auditor General led by Ms Kgabo Komape, Business Leader, Auditor General South Africa. This meeting was at the Employment and Labour Western Cape Provincial Office in Cape Town.

The Office of the Auditor General packaged a report and presented it to the Executive Authority, the report was on audited performance outcomes of the DEL Portfolio in the past three years. This was done to bring to speed and impress upon the newly appointed

Executive Authority the importance of the role of political leadership in effective oversight and financial accountability.

Deputy Minister Mgcina and Deputy Minister Sibiya were present in the Portfolio Committee the next day, that is on the 4th of September 2024 when the Office of the Auditor General was presenting to the Portfolio Committee on Employment and Labour audited performance outcomes of the DEL portfolio, as Minister Meth was attending a Cabinet meeting.

HEAD OFFICE AND PUBLIC ENTITIES: INTERNAL AND EXTERNAL COMMUNICATION AND ICT

CS – Communication / ICT	Minister of Employment and Labour, Nomakhosazana Meth introduces email for escalation of complaints!	July 2024	ICT is still working on this email but was waiting for go ahead from COS
CS - Communication	Already done (Mhlobo Wenene, Radio 702, already done in July..) .. New Room Africa 18th July, at 4.00pm; NEDLAC SUMMITT – interview by SABC NEWS - 6 September 2024, 24 September Qgeberha – Agriculture blitz – Radio interviews and SABC NEWS- interviews with Minister and 25 September Media briefing and radio interviews 11 October 2024 Pietermaritzburg taking services to the people Radio interviews. Media statements, snippets, voice notes for all the activities in the 100 days –All material placed on exchange, social media platforms as well GCIS platforms	July – September 2024	Completed as planned
CS- Communication	DEL contact poster – All the numbers for enquiries QR code– showing all addresses of DEL and responsibilities managers in all regions.	July 2024	Completed as planned and placed on the website.

CS – Communication / ICT	Minister of Employment and Labour, Nomakhosazana Meth introduces email for escalation of complaints!	July 2024	ICT is still working on this email but was waiting for go ahead from COS
CS- ICT	ICT is going to pilot a programme called Co-Pilot Capabilities for Minister to instantly access all departmental information while engaging with stakeholders (this is an administrative assistance capability)	Mid to end of August 2024	Scheduled for Thursday the 31st October to be launched at HQ Laboria. Business units UIF and CF will be part of the launch. This will be a pilot launch.
CS - ICT	Software Defined Wide Area Network – to address the slow network and accessibility issues in the labour centres. Creating fluidity of information while clients are transacting -	By Third week September 2024	There are delays in this project as the increase of the bandwidth within labour centres is in progress and envisaged to be concluded by end of the financial year 24/25

ANNEXURE1

Provincial Reports

The provincial offices of the Department have also intensified their operations that focussed on the key initiatives identified by the Minister. The following represent the operations conducted:

KWAZULU-NATAL PROVINCE: 100 DAYS REPORT

High-Impact Blitz Raids:

Government Buildings Blitz:

In August and September 2024, inspections were conducted to assess compliance with the Occupational Health and Safety Act (OHSA). A total of 315 government departments were visited, with 310 found non-compliant. Contravention notices were issued accordingly.

Restaurant Sector Blitz:

From 17 to 20 September 2024, 535 restaurants were inspected during the high-impact blitz programme. The following were the findings:

1. **BCEA:** 133 employers were found non-compliant, while 125 were compliant.
2. **OHSA:** 142 employers were found non-compliant, while 69 were compliant.
3. **COIDA:** Of the 76 inspections, 68 employers were found non-compliant

Compliance Rates:

- Overall compliance rate: 48%
- BCEA compliance rate: 48%
- OHSA compliance rate: 32%
- COIDA compliance rate: 11%

Ministerial Blitz:

From 7 to 10 October 2024, the KZN Inspectorate conducted inspections as part of build-up activities for the Minister's visit. The outcomes of the inspections were as follows:

	Inspected	Compliant	%	Not Compliant	%
BCEA	71	34	47,90%	37	52,10%
COIDA	61	6	9,80%	55	90,20%
OHSA	95	25	26%	70	74%
UIA	72	24	33,30%	48	66,70%
Total	299	89	29,80%	210	70,20%

UNEMPLOYMENT INSURANCE FUND

Programme	Date	Place	Clients assisted	Amount paid
Taking services to the people Mall Campaigns	26 August 2024	Kokstad Regional Mall	99	R 330 957.49
	27 August 2024	Harding Corner Mall	88	R 326 610.35
	28 August 2024	UMzimkhulu Mall	86	R 213 002.10
	29 August 2024	UMzimkhulu Mall	39	R 64 440.19
Taking services to the people Mass retrenchment EPWP	27 – 30 August 2024	Durban Moses Mabhida Stadium	1160	R 9240676.62

Programme	Date	Place	Clients assisted	Amount paid
Mass retrenchment project Natal Pepper Ladysmith	16 – 20 September 2024	Ladysmith	147	R 350 513.05
	17 September 2024	Ladysmith	157	R 282 779.08
	18 September 2024	Ladysmith	191	R 243 474.24
	19 September 2024	Ladysmith	183	R 307 512.04
	20 September 2024	Ladysmith	62	R 27 651.44

Programme	Date	Place	Clients assisted	Amount paid
Ministers Visit Build Activities	30 September 2024	Mafunze /Vulindlela Hall	29	NIL
	01 October 2024	Ncwadi Hall	54	NIL
	02 October 2024	Mpolweni Hall	40	NIL
	03 October 2024	Swayimane Hall	44	NIL
	04 October 2024	Mpendle / Vezokuhle Hall	43	R40260.00

Programme	Date	Place	Clients assisted	Amount paid
	11 October 2024	Howick / Elijah Zuma Hall	125	R69089.84

PUBLIC EMPLOYMENT SERVICES

Date	Activity	Targeted Audience	Place/Venue	Office	Number Of Attendees
16 Aug 2024	Community Outreach	Unemployed	Bayview Community Centre	KZN - Prospecton	223
21 Aug 2024	LAP Induction	Unemployed	Mavuso Tribal Court (oPhongolo)	KZN - Vryheid	38
21 Aug 2024	LAP Induction	Unemployed	Cliffdale Hall	KZN - Vryheid	60
21 Aug 2024	LAP Induction	Unemployed	Phansi Komzamba (oPhongolo)	KZN - Vryheid	39
22Aug 2024	Employer Session	Employers	Base Major Boardroom	KZN - Pietermaritzburg	18
23 Aug 2024	Community Outreach	Unemployed	Lotus Primary School (Chatsworth)	KZN - Prospecton	77
27 Aug 2024	Employer Session	Employers	Bilanyoni Hall	KZN - Vryheid	9
02 Sept 2024	Youth Session	Work Seeker services	Phoenix	KZN – Verulam	23
05 Sept 2024	Community Outreach	Workseekers	Estcourt	KZN – Estcourt	200
05 Sept 2024	Advocacy Session	PWD	Richards Bay	KZN – NRB	9
06 Sept 2024	Special Program	SMME	Durban	KZN – Durban	26
06 Sept 2024	Special Program	SMME	Pinetown	KZN – Pinetown	29

Date	Activity	Targeted Audience	Place/Venue	Office	Number Of Attendees
09 Sept 2024	Special Program	Retrenched	Richards Bay	KZN – NRB LC	7
10 Sept 2024	Job Hunting Skills	Work-seeker services	Harding	KZN – Kokstad	31
11-12 Sept 2024	Taking Services to the Public UIF open day	Unemployed work seekers	Empangeni	KZN – R/Bay	70

Date	Activity	Targeted Audience	Place/Venue	Office	Number Of Attendees
12 Sept 2024	Advocacy Campaign	Youth, Unemployed	Durban	KZN - Durban	50
13 Sep 2024	Public Service Fair	Unemployed Under-employed	Vulamehlo Department of Justice	KZN – Port Shepstone	115
17 Sept 2024	Special Programs	PWD	Verulam	Verulam LC	11
18 Sept 2024	Special Programs	Tertiary Institution	FET	Richards Bay	22
18 Sept 2024	Special Program	Retrenchment	Stanger	KZN – Stanger	23
18 Sept 2024	Career Exhibition	Work - seeker	Melmoth Town hall	KZN - Ulundi	440
18 Sept 2024	Employers Session	Employers	Town Hall Boardroom-Melmoth	KZN Ulundi	22

Date	Activity	Targeted Audience	Place/Venue	Office	Number Of Attendees
19-20 Sept 24	Taking Services to the public	Unemployed work seekers/UIF applicant	Ixopo/ Underberg	KZN Richmond	41
23 Sept 2024	Employer Session	Employers	Boardroom Newcastle L/C	KZN - Newcastle	14
26 Sept 2024	Career Exhibition	Unemployed Under - employed	Zungu Traditional Council (Nxesane Area)	KZN Ulundi	48
26 Sept 2024	Career Exhibition	Unemployed Under - employed	Abaqulusi – Vryheid	KZN - Vryheid	74
26 Sept 2024	Employer Session	Employers	Sibongile Community Hall Library	KZN - Dundee	8
27 Sept 2024	Taking Services To The People	Community Outreach	Umlazi	KZN – Prospecton LC	77
27 Sept 2024	Advocacy Campaign	Employers Unemployed Under-employed	Stanger	KZN – Stanger LC	66
04 Oct 2024	Career Exhibition	Unemployed Under - employed	Richmond Sports Complex	KZN - Richmond LC	155

Date	Activity	Targeted Audience	Place/Venue	Office	Number Of Attendees
11 Oct 2024	100 Days Minister's Event	Unemployed Employers	Mpophomeni – Elijah Zuma Community	KZN - Pietermaritzburg	673 Work-seekers 39 Stakeholders 84 representatives

GAUTENG PROVINCE

Key initiatives performance stats/Metrics				
#	Initiative	Performance (Statistic)	Challenge	Mitigation
Ministerial Inspection -				
1.	1.1 Ministerial Inspection conducted at 6 employers on the 31 July 2024: Nostimos by Mythos (Waterfall); The Grill (Bedfordview); Kream Restaurant (Monte Casino); Soul Souvlaki (Bedfordview), Lupa Osteria Bedfordview, Bigmouth (Mandela Square), Nomad Restaurant (Monte Casino).	Inspections Conducted at the following establishments: <ul style="list-style-type: none"> Nostimos by Mythos (Waterfall); The Grill (Bedfordview); Kream Restaurant (Monte Casino); Soul Souvlaki (Bedfordview), Lupa Osteria Bedfordview, Bigmouth (Mandela Square), Nomad Restaurant (Monte Casino). 	<ul style="list-style-type: none"> Non-Compliance to Labour laws by employers - NMWA, UIA, UICA, OHSA, COID 	<ul style="list-style-type: none"> Non-complying employers were Issued with appropriate Notices in lieu of securing compliance Gauteng IES to continue monitoring sustain compliance

Key initiatives performance stats/Metrics				
#	Initiative	Performance (Statistic)	Challenge	Mitigation
2.	2.1 Presidential Imbizo build –up Blitz inspection in the Hospital industry	<ul style="list-style-type: none"> • Inspection by multi-disciplinary team conducted at the following establishments; • Silverback and silver - 20 Aug 2024 • Royal Villa guest house • - 22 Aug 2024 	<ul style="list-style-type: none"> • Non-compliance to labour laws by employers - NMWA, UIA, UICA, OHSA, COID 	<ul style="list-style-type: none"> • Non Complying employers issued with Notices to secure compliance

Key initiatives performance stats/Metrics				
#	Initiative	Performance (Statistic)	Challenge	Mitigation
		<ul style="list-style-type: none"> Central Lodge Boksburg 22 Aug 2024 Sunset executive Lodge – 22 Aug 2024 Northmead Lodge guesthouse - Spur Springs gate – 21 Aug 2024 Mcdonald Tsakane mall – 21 Aug 2024 The Croc guesthouse - 22 Aug 202 		

Key initiatives performance stats/Metrics				
#	Initiative	Performance (Statistic)	Challenge	Mitigation
3.	3.1 IPSM inspection - Sept 2024 : Temba Catchment are outreach Inspections (18)	<ul style="list-style-type: none"> The following 18 establishments were inspected in the Temba area; Raduim Engineer Nestle South Africa Academy Brushware SAMCA LA Construction National Ceramic industries Glen Carol Unica iron and steel KLT automotive & tabular Product SA Makopo Engineers Harvest group Sectonal Poles Modular mast and Towers Blue trading Alley Blue ribbon Forgeweld engineer 	<ul style="list-style-type: none"> Non-compliance by most employers – NMWA, UIA, UICA, OHSA, COID Poor Employer cooperation Leaking of Inspection focus to targeted employers 	<ul style="list-style-type: none"> Issued Notices to non- complying employers Memo of inspection issue by the PCI as a form of Notice of inspection issued Name of targeted employers to only be communicated during briefing session

Key initiatives performance stats/Metrics				
#	Initiative	Performance (Statistic)	Challenge	Mitigation
		<ul style="list-style-type: none"> • AMI Steel and pipe • Moretele Magistrate • Court 		
4.	4.1 Inspection with DEL Portfolio Committee on 4 Farms in the Bronkhorstspuit area	<p>Inspection was conducted at the following Farms on the 10 Oct 2024;</p> <ul style="list-style-type: none"> • Country Mushroom • In 2 food • Moria Poultry farm • Clear Water farms 	<p>Non-compliance to labour law by employers in the following:</p> <ul style="list-style-type: none"> • Section 4 (5) of the NMWA • UIA, UICA, • OHS and OHSA regulations , • COVID 	<ul style="list-style-type: none"> • Notices were issued to secure employer compliance • Gauteng IES to monitor sustained improvement

Key initiatives performance stats/Metrics				
#	Initiative	Performance (Statistic)	Challenge	Mitigation
Service delivery outreach				
5.	5.1 Temba service delivery outreach (IPSM) - 02 – 06 Sept 2024	<ul style="list-style-type: none"> • Clients serviced = 1399 • Total UI clients = 747 • 179 employer service enquiries • 110 Declaration update • 232 Assessors enquiries • 203 Payments enquiries • 23 Applications received • IES inspections conducted • = 58 • (OHS=23; EAS =19; EAS COID = 13 + BCEA = 3) • Compliance = 4 Companies (<ul style="list-style-type: none"> • Poor government wide approach to IPSM events 	<ul style="list-style-type: none"> • Strengthening of IGR platform and coherent approach to IPSM going forward

Key initiatives performance stats/Metrics				
#	Initiative	Performance (Statistic)	Challenge	Mitigation
			<ul style="list-style-type: none"> • IES Non Compliance noted – 54 • (OHS-23, EAS:UI-18, - EAS:COID-12 BCEA) • Total PES clients service = 575 • 2 Counsellors 10g sessions conducted for 125 • Workseekers 	

Key initiatives performance stats/Metrics				
#	Initiative	Performance (Statistic)	Challenge	Mitigation
6.	6.1 Kagiso Mall Service outreach (IPSM) -16 to 20 Sept 2024	<ul style="list-style-type: none"> • UI clients served = 518 • UI application = 204 • UI Payments = 314 • PES Clients served = 969 • Work-seeker registered = 774 • Modification = 195 • COID service client served • = 26 • IES service = 53 • Blitz inspection = 22 • OHS Inspection - 31 	<ul style="list-style-type: none"> • No enough covered space to support planned services • System performance 	<ul style="list-style-type: none"> • Integrated planning to inform resourcing • ICT to improve support

Key initiatives performance stats/Metrics

#	Initiative	Performance (Statistic)	Challenge	Mitigation
7.	7.1 Hebron Mall service delivery Outreach (IPSM)– 25 to 27 Sept 2024	<ul style="list-style-type: none"> • Total Clients serviced = 976 • Total UI Client = 510 • UI applications = 31 • UI Payments = 158 Total IES Inspections conducted = 6 • 19 UI Cases received + • Finalised = 19 • Monies recovered and fines = R80 0085.46 • National Minimum Wage Monies + Fines = <p>R 143 224.97</p>	<ul style="list-style-type: none"> • Operational demarcation of DEL and geographic realities (GP/NW dichotomy) • Attitude of employers to compliance to labour legislation (especially as it relate to hiring of undocumented foreign nationals) 	<ul style="list-style-type: none"> • Client led service to guide provision of services • Benefit of inter-governmental collaboration (SAPS+ immigration) in tackling ICBLM optimal compliance

Key initiatives performance stats/Metrics				
#	Initiative	Performance (Statistic)	Challenge	Mitigation
		<ul style="list-style-type: none"> • Total PES clients served = 441 • 441 Work seekers registered • Total COID clients served = 16 • COID enquiries = 14 • Company registration = 2 		

Key initiatives performance stats/Metrics				
#	Initiative	Performance (Statistic)	Challenge	Mitigation
Innovative outreach to peripheral areas : Use of Both UI + PES Bus				
8.	8.1 UI Buss service delivery to peripheral areas	<p>The following services were provided service using UI bus;</p> <p>Total of 13488 clients were serviced by the UI bus from the following visiting points: Evaton, Jabulani mall, Phumlani mall, Tsakane mall,</p> <p>Olivenhoutbosch plaza</p> <p>1439 UI applications were facilitated from these UI bus visit</p> <p>390 UI Payment facilitated</p> <p>1557 UI payment voucher created</p>	Contract end of the of the UI Bus	Catchment area offices to look at efficient appropriate options - using IGR platform
9.	9.1 PES service delivery to peripheral areas	PES bus serviced 1518 clients in the designated service points	Allocated drivers and appropriate staffing	Facilitate appointment of PES Buss drive and appropriate staff

FREE STATE

Inspection and Enforcement Services

Performance Stats and Metric

Legislation	Actual Inspected	Compliant	Not Compliant
BCEA	3 661	3 354	307
COIDA	260	120	140
EE	58	25	33
OHS	3 313	2 538	775
UI	490	244	246
TOTAL	7 782	6 281	1 501

Inspections by Sector

Sector	Actual Inspected	Compliant	Not Compliant
Agriculture	2 203	1 912	291
Chemical	70	55	15
Community	1 421	1 138	283
Construction	318	252	66
Contract cleaning	25	17	8
Domestic	386	340	46
Electricity	45	26	19
Finance	197	197	0
Food & Beverage	156	103	53
Government	189	134	55
Hospitality	536	371	165
Iron & Steel	186	134	52
Manufacturing	193	128	65
Private Security	133	114	19
Transport	39	14	25
Wholesale	1 658	404	1 254

Money Enforced per Legislation

Legislation	Money Enforced
NMW	R4,169,645.03
COIDA	R3,078,045.31
UI	R9162.98

Blitz Inspections Conducted

Hospitality blitz conducted on the 17 to 20 September:

- 69 Workplaces Inspected
- 42 Complaint
- 27 Not Complaint
- 12 Foreign Nationals were undocumented and arrested

Prohibition Notice

- 42 workplaces were served with Prohibition Notices
- 4 Government Sector
- 38 Private
- Advocacy/Stakeholder Engagement
- 22 Advocacy and Stakeholder Engagements held

MPUMALANGA

Inspection and Enforcement Services

Employed by Industry FY 2024/25

Industry	Inspection Conducted	Non - compliant	Compliant	% Compliant
Agriculture & Forestry	210	50	160	76
Mining	75	10	65	87
Manufacturing	135	40	95	70
Utilities/ Electricity & Gas	13	5	8	62
Construction	483	143	340	70
Wholesale & Retail/Trade	2 130	738	1 392	65
Transport/ Road Freight	90	35	55	61
Finance intermediate	115	26	89	77
Community& Social Services	1 308	301	1 007	77
Domestic	63	8	55	87
Chemical	14	4	10	71
Contract Cleaning	62	19	43	69
Iron & Steel	195	50	145	74
Food and Beverages	10	2	8	80
Engineering and Maintenance	31	12	19	61
Private Security	45	9	36	80
Hospitality	494	158	336	68
Totals	5 473	1 610	3 863	71

Money Enforced per Legislation

Legislation	Money Enforced
NMWA/BCEA	R 1 136 959.96
UIA/ UICA	R 65 941.96
COIDA	R 2 551 718.25
Total	R 3 754 620.17

Blitz Inspections Conducted

Area	Dates/ Months
Mkhondo/ Mbombela & Surroundings	10 – 21 June 2024
Middelburg/Hendrina & Surroundings	15 – 19 July 2024
Secunda & Surroundings	9-13 September 2024 25-27 September 2024

Inspections by Legislation

Legislation	Inspection	Non-Compliance	Compliance	% Compliance
BCEA/ NMW	549	226	323	59
COID	170	125	45	26
OHSA	417	270	147	35
UIA/UICA	163	117	46	28
TOTAL	1 299	738	561	43

Public Employment Services

- 37 323 of work-seekers registered on Employment Services of South Africa
- 6 887 employment opportunities registered on the Employment Services South Africa
- 20 953 registered work-seekers provided with employment counselling
- 3 136 registered employment opportunities filled by registered work-seekers

PES Outreach		
Internal and External Stakeholder	Stakeholders in Attendance	Dates
	PES, UIF, COID, IES, AND NYDA	30 September 2024
	PES, UIF, COID, IES, AND ABSA	01 October 2024
	PES, UIF, COID, IES, ABSA AND NYDA	02 October 2024

PES Services Rendered	Work Seekers Registered	
	Number Of CV /Essa= 30	30 September 2024
	Number Of CV /Essa= 95	01 October 2024

	Number Of CV/ Essa = 443	02 October 2024
	TOTAL = 568	
	Work Seekers Provided with Employment Counselling	
	CV writing, job hunting and method of application = 23	30 September 2024
	CV writing, job hunting, essa online and career guidance = 73	01 OCTOBER 2024
	CV writing, job hunting, essa online and career guidance =315	02 OCTOBER 2024
	TOTAL = 411	

Unemployment Insurance Fund

Initiatives

General Operations:

Ordinary, Illness, Maternity and Adoption Benefits for claimants amounted:

Benefits	
Month 1	R102 754 294 10
Month 2	R98 139 673,20
Month 3	R107 433 251.40
Total	R308 327 218.70

Operational Challenges and Mitigations

Challenges Faced	Solutions
Claims complete at face value but with incorrect/outstanding information allocated to assessor	Supervisors verification of claims for completeness and correctness prior to allocation to assessors
Claims received at visiting points not scanned to Vo on the same day .	Procurement of mobile scanning devices for visiting points/part time offices
Duplicate payments of discrepancies causes delays to complete payments	The system to be reconfigured that it blocks the duplicate claims and payment.
Delays in processing the payments due to error messages-payment not found on SIYAYA – calls had to be logged to fix the problem	ICT to reconfigure the system

Compensation Fund

Key initiatives launched	Challenges and Mitigations
<p>Adjudication committee established and meet on a monthly basis rotating per region.</p> <p>Provincial medical team forum that meets once a quarter to assess the performance and resolve outstanding issues as well as training one another.</p> <p>Quarterly management meeting</p> <p>Collaborating with other provinces e.g. Limpopo for skills and knowledge transfer.</p>	<p>Unpaid pensions- a spreadsheet is compiled and send to head office to release payment</p> <p>Slow network- calls are logged with IT.</p> <p>CompEasy system challenges- calls are logged through the super-user to CompEasy support.</p> <p>Shortage of staff due to the structure- effective communication and team work.</p> <p>Untraceable employers- a need to collaborate with IES</p> <p>Shortage of vehicle/cars CF- non processing centres are assisting at some point</p>
<p>Continuous motivating and encouragement to staff by way of creating a THEME for the year.</p> <p>Training</p> <p>Awareness on being principled and discipline and,</p> <p>Being transparent</p>	

Labour Activation Programme

Increase in the number of beneficiaries participating in Employability Programmes			
Activities	Achievement	Reason for variance	Corrective Measure
Finalise MOA with a partners.	No MOAs finalised with partners.	Awaiting probity audit outcomes and new approved partners to sign funding contracts	Legal services to fast track outstanding finalisation of the contracts
Verification of recruited.	Total Q2 = 770 verifications of the recruited done		
	2024 July: 270 (Veb Cele) 136 Farm Management 134 New Venture Creation		
	2024 August: 500 (SADICO)		
Implementation kick-off meetings.	2024 September: no kick-off meetings implemented for this reporting period	None	

Vulnerable groups participating in employability programmes			
Activities	Achievement	Reason for variance	Corrective Measure
Verification of recruited.	<p>Total Q2 = 770 verifications of the recruited done</p> <p>2024 July: 270 (Veb Cele)</p> <p>136 Farm Management 134 New Venture Creation</p> <p>2024 Aug: 500 (SADICO)</p> <p>2024 Sept: 0 Vulnerable groups:</p> <p>80% Vulnerable group - Veb Cele</p> <p>90% Vulnerable group - SADICO</p>	Awaiting probity audit outcomes and new approved partners to sign funding contracts	Legal services to fast-track outstanding finalisation of the contracts

Funded projects monitored			
Activities	Achievement	Reason for variance	Corrective Measure
Compile a list of all funded projects (HQ).	Monitoring plans compiled monthly	None	N/A
Compile a monitoring plan (HQ & PO)	Scheduled monitoring visits implemented = 7 2x new monitoring 5x follow-up monitoring		
Schedule monitoring visits and make travelling arrangements to monitor (HQ & PO).	2024 July: 2x Employability 12/07/2024 - Rothe Plantscapers 15-19/07/2024 - Netcampus 2024 Aug: 2x BT&R		
Monitor projects (HQ & PO).	15/08/2024 - Monteviro-Imvelo (New) 15/08/2024 - Gladtidings Interior (New)		
Compile monitoring reports (HQ & PO).	2024 Sept: 3x Employability 02-05/09/2024 - Rothe (workplaces) 04/09/2024 - SADICO 2024 Sept: 1x BT&R 06/09/2024 - Times Ten Trading Monthly monitoring reports compiled and submitted		

LIMPOPO

The Limpopo Provincial Office undertook the following activities in implementing the mandate of DEL:

Inspection and Enforcement Services (IES)

The IES branch undertook a number of inspections and advocacies in different sectors with the objectives of:

- Increased awareness
- Heightened visibility
- Improved compliance levels
- Improvement in the level of partnerships with various key stakeholders and role- players through conducting joint inspections in various areas of responsibility.
- Improved interaction with vulnerable workers in the sectors that matter most as identified by the provinces.
- To explore areas for cooperation among the different stakeholders.

Department of Employment and Labour together with the South African Polices Services and the Department of Home Affairs jointly conducted inspections in the hospitality Sector as follows:

Total workplaces inspected	Time period	No of arrests	No of undocumented migrants	Areas of none compliance	Challenges
89	18 to 24 September 2024	19	20	National minimum wage Act. Occupational Health and Safety Act.	-Foreign national escaping. - Employers refusing to open for inspectors. -Lack of cooperation from employers.

DEL in the same period conducted inspections on the BCEA, COIDA and UIA as follows:

Q2 Projects	Employer	Number inspected	Number compliant	No of non-complaint
16-20 September 2024	Vanetia Mina	141	126	15
18-20 September 2024	Amanda Belt	45	39	6
16-20 September 2024	Two Rivers Burgersfort	166	125	41
5-8 August 2024	Thavhani Mall	64	38	26
24-26 July 2024	Sefateng Mine	77	43	34
15-17 October 2024	Medupi Eskom	253	191	62
26-30 August 2024	Jane furse Project	164	31	134
Total		910	593	318

*NB: OHS inspections were only conducted at Medupi Eskom

Advocacies were conducted as follows:

Event	Area	Date
Northam Platinum	Thabazimbi	05-Aug-24
Zz2 Mooketsi	Tzaneen	30-Aug-24
Phaudi	Moletjie	05-Sep-24
Nlc Workshop	Khoroni	13-Sep-24
Venetia Platinum	Musina	09-Sep-24
Public Works	Ephriam Mogale Municipality	05-Sep-24
Amanda Belt	Thabazimbi	10-Sep-24
Medupi Eskom	Lephalala	03-Oct-24

The Business Unit: Beneficiary Services (UIF)

The Business Unit: Beneficiary Services in Limpopo engages in regular “Taking Services to the People” programmes regularly. The main aim of this programme is to ensure that UIF services reach the clients in the most convenient way possible. This is achieved by sending the Rapid Response Team from the Provincial office to the various areas as per the need. The Deputy Directors: Labour Centre Operations across the various labour centres in the province conduct a need analysis frequently send support requests to provincial office. The requests are triggered by many challenges including mass retrenchments.

“Taking Services to the People” Overview

The province undertakes services to the people programmes in various facets. This is by responding to mass retrenchments or identifying areas that are inundated with clients and visit the said sites regularly to assist clients.

Visiting Points

The province has adopted three visiting points and sends a team every week in order to assist clients. The areas are Marble Hall, which is a visiting point for Groblersdal Labour Centre, Bochum, which is a visiting Point for Seshego Labour Centre; and Mhlaletse, which is in the care of LebowaGomo.

The impact of clients assisted at visiting points is as follows: -

- Applications: 998
- Declarations: 432
- Claims created: 1050
- Payments: 975

Mass Retrenchments

In attending to mass retrenchment, the approach is generally to attend to prospective applicants within the vicinity of the previous employer and this requires the assistance of various stakeholders including the employers.

The impact of support provided due to mass retrenchments is as follows: -

- Applications: 415
- Declarations: 427
- Claims created: 430

SIYAYA/VO Dis-Integration

The de-integration of Siyaya and Virtual Office has been put into effect as of August 19, 2024. This process has changed how applications will be received and subsequently handled. For all benefits,

the Department is now accepting manual applications and continuation forms for payments (COB) and UI 19. The labour centres subsequently saw an increased influx of clients and the directorate saw it fit to disperse the provincial office staff to the various labour centres to provide support.

The impact of support provided due to mass retrenchments is as follows: -

- Applications: 1 678
- Declarations: 1 717
- Claims created: 1 748
- Payments: 2 068
- Enquiries: 2 810

2.3 Makhado Labour Centre has been closed due to non-compliance with OHS Directives and as such the officials are operating from the Makhado Show Ground. Below is the impact of the support: -

- Applications: 1 512
- Declarations: 1 533
- Claims created: 1 748
- Payments: 1 916
- Enquiries: 2 471

2.4 As per directive to extend services to the public on Saturdays, below was the impact: -

- Applications: 435
- Declarations: 44
- Claims created: 50
- Payments: 328
- Enquiries: 655
- Scanning: 161

2.5. Impact of Provided Support

A summarised statistical overview of the impact of the support provided.

Services Rendered						
Venue	Dates					
	(2024)	Applications	Declarations	Assessor	Payments	Enquiries
Bochum	July – Sept	399	377	156	328	-
Marble Hall	July – Sept	32	0	83	38	-
Mohlaletse	Till September	292	-	281	602	-
Burgersfort	19 - 23 August	53	22	0	32	67
Makhado	August - Sept	1 512	1 533	1 748	1 916	2 471
Tzaneen	August	445	0	0	636	342
Modimolle	August	71	71	75	316	24
Amanduult	July	260	260	260	-	-
BBI Packers	September	155	155	155	129	
Modimolle	September		44	17	72	10
Polokwane	September	422	0	0	184	629

The Public Employment Services (PES)

The Public Employment Services continually strives to also take services to the people by visiting very remote areas in the province to reach the disadvantaged work seekers. They have embarked on the following programs

Date	Place	No. Attended	Purpose
16/07/2024	Mankodi Community Hall	65	Community Outreach
18/07/2024	Jerusalema Tribal Office	120	Career Exhibition
18/7/2024	Tayoob Hall	53	Employer Session
19/07/2024	Waterburg TVET Business Centre	63	Career Exhibition

Date	Place	No. Attended	Purpose
22/07/2024	Waterburg TVET	114	Community Outreach
26/07/2024	Mukumbani Tribal Office	68	Work Seeker Session
26/07/2024	Sehlakwane	152	Work Seeker Session
02/08/2024	Bela-Bela Multi-Complex Hall	13	Employer Session
02/08/2024	Waterberg TVET College	109	Career Exhibition
05/08/2024	Mogalakwena Mine	14	Employer Session
06/08/2024	Mogalakwena Mine	16	Employer Session
07/08/2024	Mogalakwena Mine	35	Employer Session
07/08/2024	Samancor-Boardroom Steelport	17	Employer Session
14/08/2024	Tshwane University of Technology	199	Career Exhibition
20/08/2024	Apel Moshate	94	Work Seeeker Session
20/08/2024	Ga Nchabeleng Moshate	101	Work Seeeker Session
21/08/2024	Xipungu Village	23	Work Seeeker Session
26/08/2024	Samancor: Tubatse Ferrocrome	26	Employer Session
27/08/2024	Botshabelo Community Hall	52	Career Exhibition
28/08/2024	Mazeli Farm-Ga Machaba	4	Employer Session
03/09/2024	Moeding SASSA Paypoint	46	Work Seeker Session
09/09/2024	SEDA Offices	16	Employer Session
17/09/2024	Bochum Taxi Rank Hall	25	Employer Session
18/09/2024	Letaba TVET College	208	Career Exhibition
19/09/2024	Mutshetshe Presidential School	33	Employer Session

Summary of events

Nature of event	Total No of session	Total No of attendees	Period
Employer Session	10	217	16 July 2024 to 19 September 2024
Career Exhibition	6	751	
Work Seeker Session	6	484	
Community Outreach	2	179	

COIDA-Compensation Fund (CF)

The Compensation Fund embarked on a service delivery initiative by holding advocacy session and offering CompEasy training, systems support to public hospitals, private doctors. The visits were as follows;

Date	Event	Organisation/Area	Focus
02/08/2024	SANRAL Invitation Stakeholder engagement	-Bela-Bela Multi-purpose Centre.	COIDA services advocacy
06/08/2024		-Dept. of Education – Mopani District	
07/08/2024	Women entrepreneur awards (Department of Agriculture)	Bela-Bela Multi-purpose Centre	COIDA services Advocacy
21/08/2024	Department of Education Stakeholder session	-Mokopane South Primary School -Burgersfort Junior Secondary school	COID & OHS Services to Principals Advocacy session
05/09/2024	MSP-Dr Ramonyai Stakeholder engagement	-Capricorn District	CompEasy Training/ System related challenges Advocacy session
06/09/2024		-Kruger National Park – Punda Maria	

Date	Event	Organisation/Area	Focus
10/09/2024	Stakeholder engagement	Kruger National Park- Phalaborwa	Advocacy Session
11/09/2024	MSP training	Tshilidzini Hospital	COIDA services advocacy
13/09/2024	Stakeholder engagement	Du Roi –Tzaneen	COIDA Services Advocacy on Comp easy related challenges
14/09/2024	MSP training	Dr Molepo, Tzaneen Wound Care and Dr Revelas	COIDA service training on System related issues & switching of invoices

Western Cape

The Honourable Minister of Employment and Labour, Ms Nomakhosazana Meth made an unannounced visit at the Mitchell Plain Labour Centre on the 06th of October 2024. Minister outlined the purpose of the unannounced visits at service delivery points to include the following:

- To ensure that the service provided meet the agreed service standards and protocols.
- To enhance accountability among staff and to encourage them to maintain consistent performance and adhere to policies.
- To help identify problems and inefficiencies that may not have been reported and allow timely interventions and improvements.

The Mitchells Plain Labour Centre is located in the hub of the Mitchells Plain township and extends its services to the surrounding communities of Khayelitsha, Nyanga, Philipi and Gugulethu. Mitchells Plain fall within City of Cape Town Metropolitan Municipality and is believed to be one of the South Africa's largest township. It is located in the Cape Flats on the False Bay coast between Muizenberg and Khayelitsha.

On the day the Minister joined the queues and interacted with clients who raised the following issues:

- Delayed UIF payments.
- The suspension of the online platforms and that now clients are now subjected to long queues.
- Confusing feedback messages from USSD platform.
- No shelter for the big numbers of clients visiting centre.

A total of 607 clients were attended on the day and are broken down as follows:

- Clients receiving UIF payments: 330
- Clients for UIF applications: 277

In summary, the Minister in her own words was encouraged by the positive feedback received from clients. Of note was the queue marshalling conducted by staff, immediate feedback to clients and that contributed to the improvements in service delivery. Whilst the staff raised with the Minister the need to increase capacity at the labour centre and the overhaul of the IT systems in particular the UIF claims processing systems.

Eastern Cape

Taking Services to the People: 25 September 2024

Total Clients Attended to- 1025	
PES	ESSA - 950
	Employment Counselling – 592
	Mobile Employment Centre - 201
UIF	No of clients attended to - 243
	Ex mine workers - 21
	New applications – 92
	Claims approved – 30
	Enquiries – 28
	Number paid – 120
	Rand value of payments: R224 504
CF	No of clients attended to – 28
IES	No of clients attended to - 2
Stakeholders That Participated In Taking Services To The People	
Stakeholders & Clients That Visited Stalls	Stakeholders & Clients That Visited Stalls
MERSETA = 120	DCS = 30
SASSETA = 137	IEC = 150
KHETHA (DHET) = 300	ABSA = 24
DOE = 35	AVBOB = 5

Total Clients Attended to- 1025	
SEDA = 35	FNB = 7
DPW = 28	ECHS = 200
NDP = 65	DOT = 92

Inspection and Enforcement Services:

Date	No. of	Area and Sectors	Stakeholders	Actions Taken inspections
16 -20 September 2024	59 36% compliance	Mbizana (Lusikisiki Labour Centre) Construction, Funerals and Wholesale & Retail	DEL	19 x Contravention notices issued 21 X Compliance issued
16 – 20 September 2024	96 inspections were conducted 88.5% compliance	Kouga (Kariega Labour Centre) Agriculture, Forestry, Wholesale & Retail, Construction, Domestic, Hospitality and Iron & Steel.	DEL	None
16 – 20 September 2024	65 inspections were conducted Level of compliance 91%	Gqeberha Hospitality, Construction, Wholesale & Retail, Private Security , Chemicals; Iron and steel, Doctors and Logistic	DEL & SAPS	06 contravention notices issued

Date	No. of	Area and Sectors	Stakeholders	Actions Taken inspections
18 September 2024	<p>Road and Freight roadblock and Compliance inspections</p> <p>04 companies were inspected and only 02 companies were found to be complaint</p> <p>02 non – complaint</p> <p>56 vehicles were stopped including 12 trucks and truck drivers were interviewed.</p>	Gqeberha Swartkops	<p>Department of Transport Traffic Officers SAPS</p> <p>DEL Officials Immigration Officers</p>	<p>56 vehicles were stopped including 12 trucks and truck drivers were interviewed.</p> <p>02 compliance orders were issued</p> <p>02 contravention notices</p> <p>06 illegal immigrants were taken in for verification</p>

Date	No. of	Area and Sectors	Stakeholders	Actions Taken inspections
17 – 20 September 2024	<p>Inspections: Hospitality Sector Restaurants</p> <p>126 inspections were conducted</p> <p>66 employers were found to be complaint</p> <p>60 Employers were found to be non-compliant 52% level of compliance</p>	<p>Graaf Reinet Mthatha East London Gqeberha Qonce Makhanda</p> <p>Kwa Maqoma Butterworth Mdantsane</p>	<p>Immigration Officers Department of Employment and Labour</p>	<p>FINDINGS:</p> <p>Risk assessment not conducted</p> <p>No first aider</p> <p>No health and safety representative</p> <p>No contract of employment</p> <p>Non provision of pay slips</p> <p>Action taken</p> <p>25 contravention notices were issued 35 compliance orders were issued</p> <p>02 Prohibition notices were served</p> <p>07 illegal immigrants' employees were arrested by Home</p> <p>Affairs 01 employer was arrested for contravening the Immigration Act</p>

R 602 784.06 was found to be owed in non-compliance with the NMW

Inspection and Enforcement Services: High Impact Inspections (26 September)

Inspections Conducted	Compliant	Non-Compliant	Enforcement notices served
04 Automotive Sector Farming Sector Manufacturing (Steel) Sector Fishing Sector	0	04	04

NORTHERN CAPE

Date	Place/Event	Inspections and Enforcement Services			
23-04/09/ 2024	Hartswater Area Taking Services to People: Whole & Retail	Complaints		33	
		Inspections		134	
		Compliant		68	
		Non-compliant employers		66	
		Legislation	Actual	Compliant	Not Compliant
04/10/2024	Ministerial Hospitality Blitz in Kuruman.	BCEA	29	19	10
		COID	8	0	8
	Upington and Kimberley	UI	19	3	16

Date	Place/Event	Unemployment Insurance Fund	
09/08/2024	Pofadder " Commemoration of the Women's day"	Enquiries	44
		Payments	R 12 298.44

23-	Hartswater area "Taking Services	Enquiries	324
27/09/2024	to the people"	New applications	143
and 04-			
05/10/2024			
		Payments	119
		Amount Paid	R 736 232.35

PES

Date	Activity	Target Audience	Place / Venue	Office	No. of Attendees
2024/08/01	LAP Induction	Unemployed	Springbok	NC: Kimberley	45
2024/08/02	LAP Induction	Unemployed	Upington	NC: Kimberley	79
2024/08/15	Community Outreach	Unemployed	Strydenburg	NC: Kimberley	28
2024/08/15	Students/ Work Seekers	Unemployed	Kimberley: Sol Plaatje University	NC: PO	116
2024/08/21	Employer Session	Employers	Vioolsdrift	NC: PO	6
2024/08/22	Work Seeker Drive	Unemployed	Bergsig : Springbok	NC: PO	52

Date	Activity	Target Audience	Place / Venue	Office	No. of Attendees
2024/09/02	Community Outreach	Unemployed	Kathu	NC: Kuruman	172
2024/09/03	Community Outreach	Unemployed	Pampierstad	NC: Kimberley	193
2024/09/18	Employer Session	Unemployed	Keimoes	NC: Upington	14
2024/09/18	Community Outreach / Exhibition	Unemployed	Sutherland : High School	NC: Calvinia	81
2024/09/19	Community Outreach	Unemployed	Petrusville	NC: De Aar	7
2024/09/25	Community Outreach	Unemployed	Victoria- West Community hall	NC: De Aar	52
23-26/9/2024	Taking Services to the people	Unemployed	Hartswater	NC: PO	425
And 04-05/10/2024					
Total					1 270

NORTH WEST

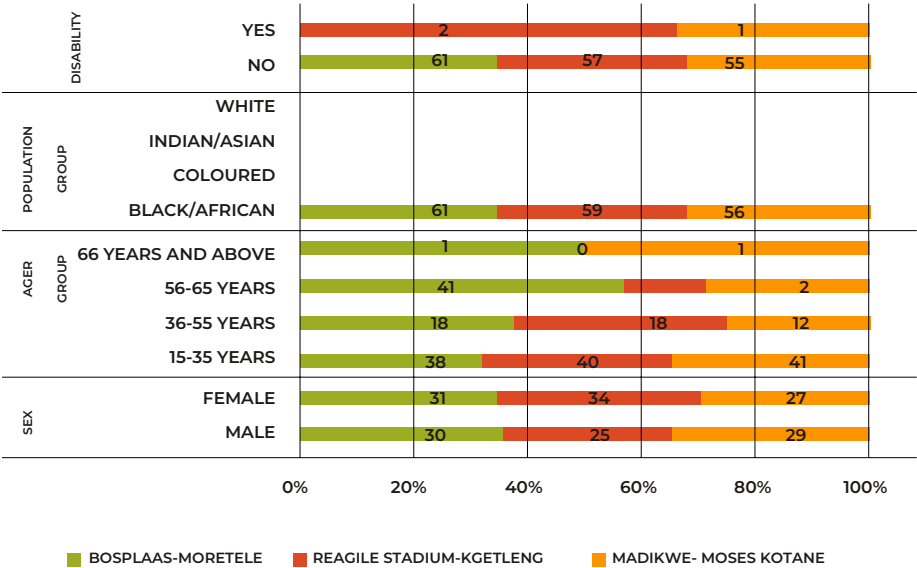
<p>PES: Work-seekers Registration</p> <ul style="list-style-type: none"> a. PES services, advocated to 1 138 people <ul style="list-style-type: none"> • ESSA forms distributed: 1 029, returned 555 & out 506 outstanding to be submitted to relevant stakeholders Mogwase, Brits and Rustenburg Labour Centres <p>Employer Counselling</p> <ul style="list-style-type: none"> • Advocated services: to 784 work-seekers in total for an informal counselling session • Type of services provided: Information sharing on counselling • Work-seekers ESSA online registration • Job Hunting Skills • CV writing • Opportunity searching • Labour Market information • Re-motivating long term unemployed work-seekers • How to complete job application forms & follow – up on applications <p>Employer Services</p> <ul style="list-style-type: none"> • No employers' / work places at Segakwaneng Village, there are all too far • Number of opportunities sourced: 17 • Number of opportunities identified: 25, from the 26 Stakeholders that attended the Thuntsha Lerole 	<p>The department will continue to do more Career Exhibitions, Advocacies, Mall Activations & to visiting point</p>
<p>To note: The Segakwaneng Village is in deep rural areas of Mogwase, too far from any Town / Shopping Centre around Mogwase for ES to canvass for employment opportunities & placement</p>	

<p>UIF</p> <ul style="list-style-type: none"> • Claims assessed - 37 • Payments paid - 14 • Payment continuation forms collected - 7 • UI19 captured – 299 • Declaration old period closed - 3 • General UIF enquiries (after resignation / termination of contract, if registered by employer for UIF, death benefits, etc.) - 59 <p>To Note:</p> <ul style="list-style-type: none"> • Number of clients served - 112 	<p>The department will continue to do more Advocacies, Mall Activations & to visiting point</p>
<p>CF</p> <p>a. Advocated services:</p> <ul style="list-style-type: none"> • Walk-in clients enquiries 57 • Employer verification 36 • New claims received 16 • Benefits identified 12 • Referred for inspection 8 • RMA 8 • Info session 5 • Recommendations finalised 6 • Outstanding documents 9 Benefits processed <p>TTDs 11</p> <p>PDs 4</p>	

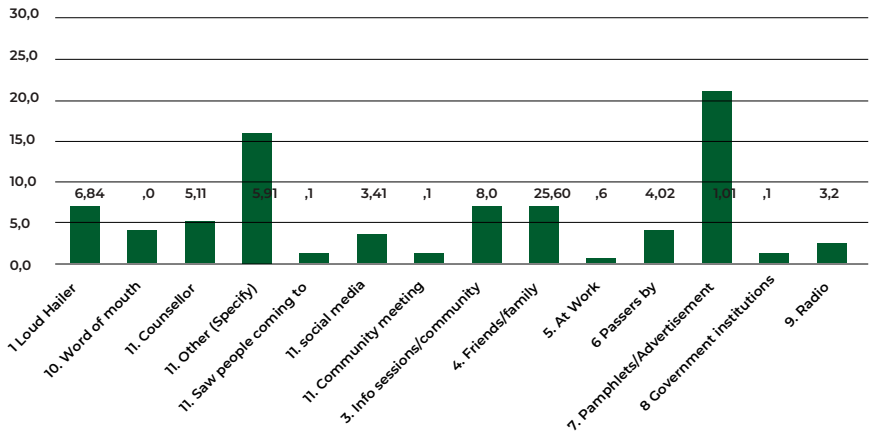
IES	
a. Number of employers inspected 77	
b. Contraventions 24	
a. Compliance order 0	
b. Non-compliant employers 53	

Demographics	Bosplaas-Moretele		Reagile Stadium-Kgetleng		Madikwe-Moses Kotane	
Sex	Frequency	Per cent	Frequency	Per cent	Frequency	Per cent
Male	30	49%	25	42%	29	52%
Female	31	51%	34	58%	27	48%
Total	61	100%	59	100%	56	100%
Age group	Frequency	Percent	Frequency	Percent	Frequency	Per cent
15 - 35 years	38	62%	40	68%	41	73%
36 - 55 years	18	30%	18	31%	12	21%
56 - 65 years	4	7%	1	1%	2	4%
66 years and above	1	1%	0	0%	1	2%
Total	61	100%	59	100%	56	100%
Population group	Frequency	Per cent	Frequency	Percent	Frequency	Percent
Black/African	61	100%	59	100%	56	100%
Coloured	0	0	0	0	0	0
Indian/Asian	0	0	0	0	0	0
White	0	0	0	0	0	0
Total	61	100%	59	100%	56	100%
Living with disability?	Frequency	Percent	Frequency	Percent	Frequency	Percent
NO	61	100%	57	97%	55	98%
YES	0	0	2	3%	1	2%
Total	61	100%	59	100%	56	100%

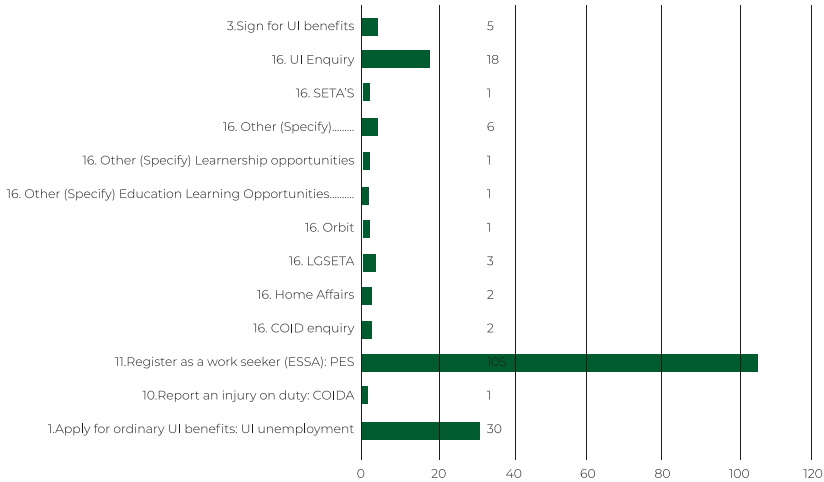
Customer satisfaction survey profile



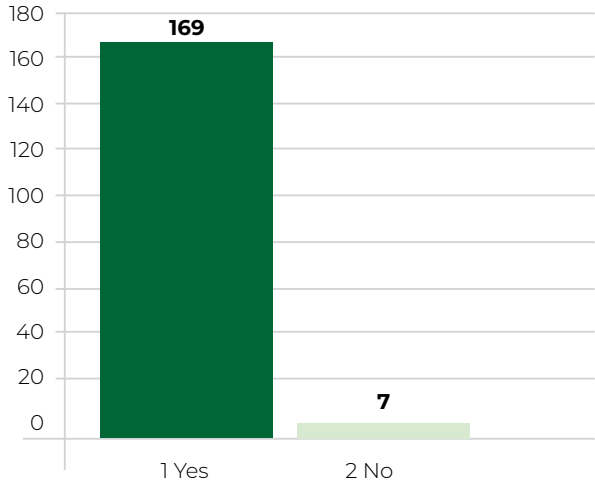
How did you find out about event?



Services you came for...



Were you satisfied with the service received?



DEL Second Quarter Performance for the 2024/2025 Financial Year

The total number of Key Performance Indicators for this Financial Year is thirty-three (33). There were twenty-five (25) planned targets for the Second quarter and of these, twenty- two (22) were Achieved at (88%) and three (3) were Not Achieved at (12%). This quarter has seen a decrease in the overall level of performance as compared to the previous quarter which performed at 95%.

Branch	Annual Planned Indicators	Indicators with Targets for Q2	Achieved	Not Achieved	Overall % Achievement
Administration	13	12	9	3	75%
Inspections and Enforcement Services	4	4	4	0	100%
Public Employment Services	6	4	4	0	100%
Labour Policy and Industrial Relations	10	5	5	0	100%
Overall Performance	33	25	22	3	88%

