



DEPARTMENT OF
EMPLOYMENT AND LABOUR
AT A GLANCE



DEPARTMENT OF EMPLOYMENT AND LABOUR **AT A GLANCE**

INTRODUCTION

This document gives a summary of the Department of Employment and Labour's environment. It contains the Department's mission statement, aim or mandate, legislation under the custody of the Department, key results areas, and structure.

MISSION STATEMENT

Our Vision

The Department of Employment and Labour will strive for a labour market that is conducive to investment, economic growth, employment creation and decent work.

Our Mission

Regulate the South African labour market economy for a sustainable economy through:

- Appropriate legislation and regulations
- Inspections, compliance monitoring and enforcement
- Protection of human rights
- Provision of employment services
- Promoting equity
- Social and income protection
- Social dialogue.

Our Values

- We treat employees with care, respect and dignity
- We respect and promote:
 - Client centred service
 - Accountability
 - Integrity and ethics
 - Learning and development
- We live Batho Pele Principles
- We live the principles of the Department's Service Charter
- We inculcate these values through our performance management system.

MANDATE

The mandate of the Department is: To regulate the labour market through policies and programmes developed in consultation with social partners, which are aimed at:

- Improved economic efficiency and productivity
- Creation of decent employment
- Promoting labour standards and fundamental rights at work
- Providing adequate social safety nets to protect vulnerable workers
- Sound labour relations
- Eliminating inequality and discrimination in the workplace
- Enhancing occupational health and safety awareness and compliance in the workplace

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- Give value to social dialogue in the formulation of sound and responsive legislation and policies to attain labour market flexibility for competitiveness of enterprises which is balanced with the promotion of decent employment.

LEGISLATION UNDER THE CUSTODY OF THE DEPARTMENT

To effectively deliver on its mandate, there are at least eight pieces of legislation that assist the Department:

- Occupational Health and Safety Act, 1993 (OHSA)
- Compensation for Occupational Injuries and Diseases Act, 1993 (COIDA)
- National Economic Development and Labour Council Act, 1994 (NEDLACA)
- Labour Relations Act, 1995 as amended (LRA)
- Basic Conditions of Employment Act, 1997 as amended (BCEA)
- Employment Equity Act, 1998 (EEA)
- Unemployment Insurance Fund Act, 2001, as amended (UIFA)
- Unemployment Insurance Contributions Act, 2002 (UICA)
- Employment Services Act, 2014 (ESA)
- Skills Development Act, 1998 (Chapter 6)
- National Minimum Wage Act, Act 9 of 2018.

GOVERNMENT PRIORITIES AND DEPARTMENTAL STRATEGIC GOALS

GOVERNMENT PRIORITY	DEPARTMENTAL OUTCOME	IMPLEMENTING BRANCH/ PUBLIC ENTITY
PRIORITY 1: A Capable, Ethical and Developmental State	<ul style="list-style-type: none"> Strengthen the institutional capacity of the Department 	<ul style="list-style-type: none"> Administration (DEL + PE)
PRIORITY 2: Economic Transformation and Job Creation	<ul style="list-style-type: none"> Contribute to decent employment creation 	<ul style="list-style-type: none"> IES PES LP&IR SEE Productivity SA UIF CF CCMA NEDLAC
PRIORITY 3: Education, Skills and Health	<ul style="list-style-type: none"> Promote Occupational health services Contribute to decent employment creation Protect vulnerable workers Strengthen occupational safety protection Promote sound labour relations Monitor the impact of legislation Development of the Occupational Health and Safety policies 	<ul style="list-style-type: none"> PES Productivity SA UIF CF IES

GOVERNMENT PRIORITY	DEPARTMENTAL OUTCOME	IMPLEMENTING BRANCH/ PUBLIC ENTITY
PRIORITY 4: Consolidating the Social Wage through Reliable and Basic Services	<ul style="list-style-type: none"> • Strengthening social security 	<ul style="list-style-type: none"> • UIF • CF • IES
PRIORITY 6: Social cohesion	<ul style="list-style-type: none"> • Promote Equity in the labour market 	<ul style="list-style-type: none"> • LP&IR
PRIORITY 7: A better Africa and a better World	<ul style="list-style-type: none"> • Strengthen multilateral and bilateral relations 	<ul style="list-style-type: none"> • LP&IR

STRUCTURE

The Department of Employment and Labour consists of the following four branches:

- Administration
- Inspection and Enforcement Services (IES)
- Public Employment Services (PES)
- Labour Policy and Industrial Relations (LP&IR).

Administration

The purpose of this branch is to provide overall management, strategic support and advisory services to the Department and Ministry. This is done through the following units:

- Internal Audit
- Risk Management
- Security Services
- Communication
- Human Resource Management
- Information and Communications Technology
- Legal Services
- Financial Management
- Office of the Chief Operations Officer.

Inspection and Enforcement Services (IES)

Programme purpose: To examine how national labour standards are applied in the workplace through inspection and enforcement of labour legislation and to educate and advise social partners on labour market policies.

- Management and Support Services
- Occupational Health and Safety
- Registration
- Compliance, Monitoring and Enforcement Services
- Training of Staff
- Statutory and Advocacy.



Public Employment Services (PES)

The main purpose of this unit is to assist companies and workers to adjust to changing labour market conditions and to regulate private employment agencies. The branch consists of:

- Management Support Services
- Employer Services
- Work-seeker Services
- Designated Groups Special Services
- Supported Employment Enterprises and Subsidies to Designated Workshops.

Labour Policy and Industrial Relations (LP&IR)

The purpose of this branch is to:

- Provide for the establishment of an equitable and sound labour relations environment
- Promoting South Africa's interests in international labour matters through research, analysing and evaluating labour policy
- Provide statistical data on the labour market
- Providing support to institutions that promote social dialogue.

In addition to the four branches mentioned above, there are five public entities that report to the Executive Authority:

- Advisory Council for Occupational Health and Safety
- Commission for Conciliation Mediation and Arbitration (CCMA)
- Commission for Employment Equity (CEE)
- Compensation Board
- Employment Conditions Commission (ECC)
- National Economic Development and Labour Council (NEDLAC)

- Productivity South Africa
- Unemployment Insurance Board

UNEMPLOYMENT INSURANCE FUND (UIF)

The Unemployment Insurance Fund contributes to the alleviation of poverty in South Africa by providing short-term unemployment insurance to all workers who qualify for such unemployment-related benefits. The Fund is financed by a dedicated tax on the wage bill.

COMPENSATION FUND (CF)

The Compensation Fund's main objective is to provide compensation for disability, illness and death resulting from occupational injuries and diseases.

PRODUCTIVITY SA

Productivity SA is mandated by Government, Organised Labour and Organised Business to improve the productive capacity of the economy and thus contribute to South Africa's socio-economic development and competitiveness.

SUPPORTED EMPLOYMENT ENTERPRISES (SEE)

SEE promotes supported employment for persons with long-term physical, mental or sensory impairment disabilities.



COMMISSION FOR CONCILIATION, MEDIATION AND ARBITRATION (CCMA)

The Commission for Conciliation, Mediation and Arbitration (CCMA) was established in terms of the Labour Relations Act, 1995 as amended. It is mandated to promote social justice and fairness in the workplace by delivering ethical, qualitative, innovative and cost effective dispute management and resolution services, institution building services, education, training and development, and efficient administration.

The CCMA's compulsory statutory functions are to:

- Consolidate workplace disputes
- Arbitrate certain categories of disputes that remain unresolved after conciliation, establish picketing rules
- Facilitate the establishment of workplace forums and statutory councils
- Compile and publish information and statistics about CCMA activities
- Accredite and consider applications for subsidy by bargaining councils and private agencies
- Provide support for the Essential Services Committee.

NATIONAL ECONOMIC DEVELOPMENT AND LABOUR COUNCIL (NEDLAC)

The National Economic Development and Labour Council was established in terms of the National Economic Development and Labour Council Act, 1994. The Act requires Organised Labour, Organised Business, Community Based Organisations and Government, as a collective, to:

- Promote the goals of economic growth
- Participate in economic decision making and social equity
- Seek to conclude agreements on matters pertaining to social and economic policy
- Consider all proposed labour legislation relating to labour market and all significant changes to social and economic policy before these are introduced in Parliament
- Encourage and promote the formulation of coordinated policy on social and economic matters.

CONCLUSION

All the branches and public entities in the Department of Employment and Labour function in a well coordinated and dependable way. This is because one cannot exist without the other. The challenge of one branch or entity affects the rest.



website: www.labour.gov.za

Corporate Communication aims to use existing and new channels in creative and innovative ways to enhance the knowledge footprint of the clients of the Department of Employment and Labour as a whole, taking into account all the entities reporting to the Minister. Our motto: "One Communication, One Voice".



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