

PUBLIC EMPLOYMENT SERVICES



 ENABLES WORK-SEEKERS TO FIND WORK AND LEARNING OPPORTUNITIES.

 FACILITATES THE MATCHING OF WORK-OPPORTUNITIES BETWEEN WORK-SEEKERS AND EMPLOYERS

PUBLIC EMPLOYMENT SERVICES

Countries worldwide offer a free of charge public employment service to the public. This service has many benefits, such as lowering the unemployment rate, ensuring work-seekers improve their quality of life through earning an income and being happy and productive in their employment. Employers on the other hand, are assisted to find work-seekers who best meet their recruitment requirements. Employment equity goals are also served, since public employment services take special steps to ensure people from diverse designated groups are prepared and assisted to find work.

THE EMPLOYMENT SERVICES ACT, NO 4 OF 2014

The Employment Services Act, No 4 of 2014 provides for the establishment of public employment services in South Africa.

PURPOSE OF ACT

2. (1) The purpose of this Act is to:

- (a) Promote employment
- (b) Improve access to the labour market for work-seekers
- (c) Provide opportunities for new entrants to the labour market to gain work experience
- (d) Improve the employment prospects of work-seekers, in particular vulnerable work-seekers;
- (e) Improve the employment and re-employment prospects of employees facing retrenchments
- (f) facilitate access to education and training for work-seekers, in particular vulnerable work-seekers
- (g) Promote employment, growth and workplace productivity
- (h) facilitate the employment of foreign nationals in the South African economy, where their contribution is needed in a manner:
 - (i) That gives effect to the right to fair labour practices contemplated in section 23 of the Constitution
 - (ii) That does not impact adversely on existing labour standards or the rights and expectations of South African workers
 - (iii) That promotes the training of South African citizens and permanent residents.

2) The purpose is to be achieved by:

- (a) Providing comprehensive and integrated free public employment services
- (b) Coordinating the activities of public sector agencies whose activities impact on the provision of employment services
- (c) Encouraging partnerships, including in the provision of employment services, to promote employment
- (d) Establishing schemes and other measures to promote employment
- (e) Providing a regulatory framework for the operation of private employment agencies.

WORK-SEEKER SERVICES

Work-Seeker Services focus on the unemployed and assisting them to enter work and skills development opportunities, as well as to access some additional value-add services that will prepare them for work. Work-Seeker Services include the following:

- Work-seeker and opportunity registration on the Employment Services system of South Africa (ESSA): The Department of Employment and Labour has an electronic job-matching system, the Employment Services system of South Africa (ESSA). Work-seekers can register their personal details, skills, qualifications and work experience on ESSA. Employers can register their employment and skills development opportunities on ESSA
- Referral for placement into work and skills development: The Department's staff will perform job-matching, screening and in some cases psychometric assessment, to assist the unemployed to find work and ensure employers find suitable work-seekers that meet their recruitment criteria
- Employment counselling, career information and employability enhancement: Unemployed work-seekers are assisted with employment counselling to find a new career or skills development opportunity. Clients who have come to a career crossroad and do not know where to advance from their current position, whether moving up in their career, choosing a different career, choosing a first career, are assisted with career choice. Careers information is provided on different careers and the careers for which human resources cannot be found easily. The unemployed can also receive a variety of life skills programmes to enhance their employability, such as CV-writing, interview preparation, work ethics and entrepreneurship
- Referral to Special Employment Programmes: The Special Employment Programmes focus on special groups of the community and addresses their special needs. It is foreseen that these programmes will be expanded in the future.

Currently there are the following:

- Retrenchee programme
- Subsidy schemes supporting the employment of people with disabilities.

EMPLOYER SERVICES

Employer services refers to the services that the Public Employment Services can provide to employers. They are:

- Recruitment and selection of human resources for employers
- Unemployed persons will be recruited according to the employer's selection criteria from ESSA
- Canvassing of vacancies: relationships are established with employers to ensure that they use Public Employment Services as a source of recruitment
- Recommendations on foreign labour recruitment: Public Employment Services provides advice on the recruitment of foreign labour to protect the interests of South African citizens
- Registration of private employment agencies: Public Employment Services registers private employment agencies, to ensure standards in service-delivery and to protect work-seekers
- Services to companies in distress (Social Plan and Training Lay-off Scheme): Public Employment Services provide social plan services to companies in distress, by assisting them with referrals for turn-around strategies, training of the affected staff to rejoin the labour market, and a Training Lay-off Scheme, where human resources opt for a shorter work week and receive training instead of being retrenched
- Provision of a management service to the Employment Services Board: The Employment Services Board will advise the Minister and Deputy Minister of Employment and Labour about Public Employment Services matters and will be established from different relevant constituencies.

SHELTERED EMPLOYMENT ENTERPRISES

Public Employment Services manages twelve Supported Employment Enterprises registry in seven of the provinces, which according to Chapter 6 of the Employment Services Act, No 4 of 2014, provide placement and on-the-job training for people with disabilities, leading to qualifications and competencies that enable access to jobs and income generation capability in the labour market.

Ownership of the sheltered employment enterprises is vested in the State through the Department of Employment and Labour. The enterprises manufacture a variety of products such as furniture, clothing, metal work, leather work and canvas work.



PRODUCTIVITY SOUTH AFRICA

Productivity South Africa is a statutory body, which according to Chapter 5 of the Employment Services Act, No 4 of 2014, assists with enhancing the productivity and cost-efficiency of companies. Companies in distress can also apply for assistance to develop a turnaround strategy to become financially viable again. Productivity South Africa has offices in Midrand, Durban and Cape Town.

CONTACT DETAILS

Labour Head Office:

Telephone Number(s): (012) 309 4000

Provincial Offices:

Eastern Cape Provincial Office
Free State Provincial Office
Gauteng Provincial Office
KwaZulu-Natal Provincial Office
Limpopo Provincial Office
Mpumalanga Provincial Office
North West Provincial Office
Northern Cape Provincial Office
Western Cape Provincial Office

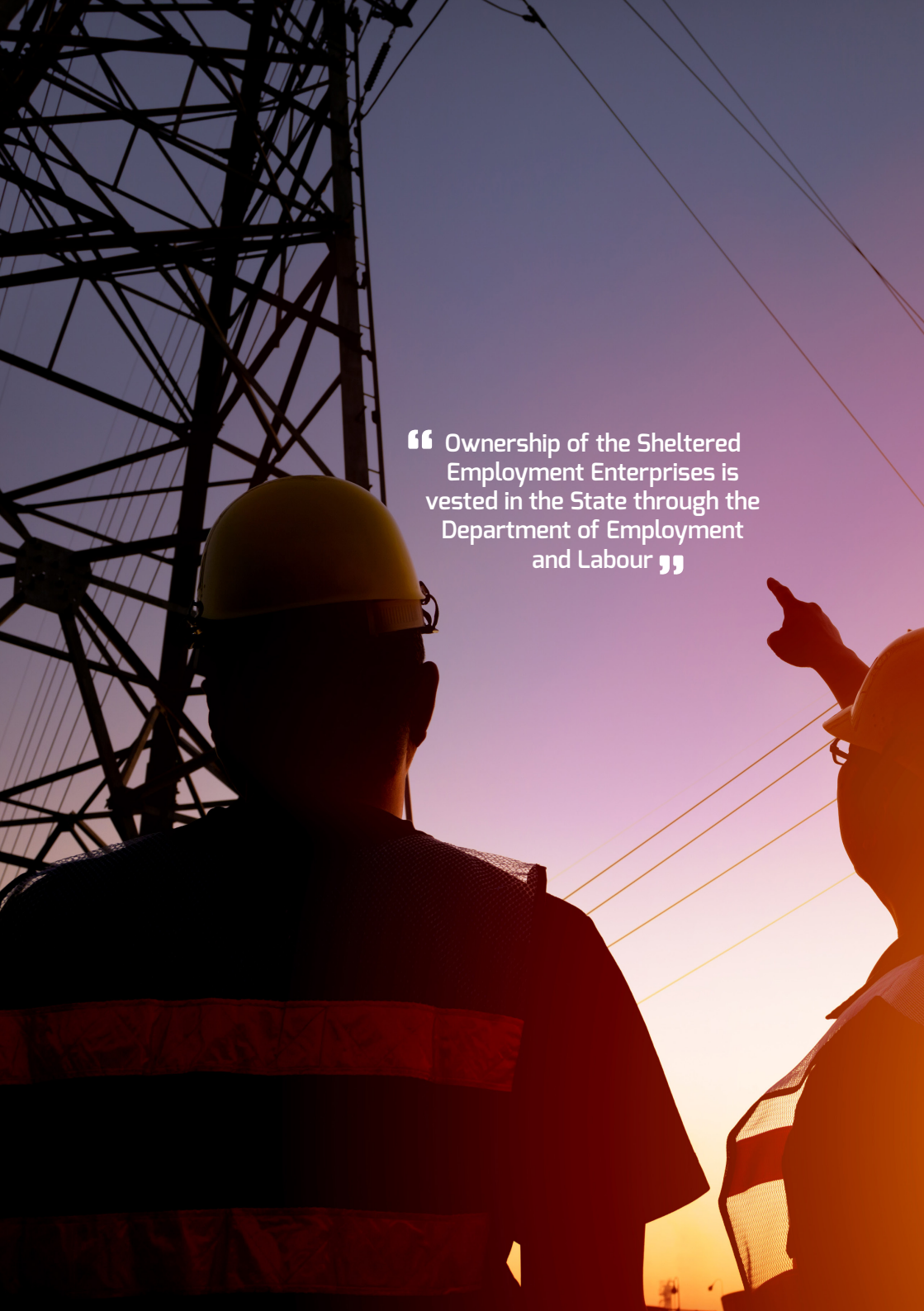
Telephone Numbers: (043) 701 3128
Telephone Numbers: (051) 505 6200
Telephone Numbers: (011) 853 0300
Telephone Numbers: (031) 366 2000
Telephone Numbers: (015) 290 1744
Telephone Numbers: (013) 655 8700
Telephone Numbers: (018) 387 8100
Telephone Numbers: (053) 838 1500
Telephone Numbers: (021) 441 8000



CONTACT DETAILS: LABOUR CENTRES
(SCAN THE CODE WITH YOUR PHONE)

www.labour.gov.za



The image shows two utility workers in the foreground, seen from behind. They are wearing yellow hard hats and high-visibility safety vests with reflective stripes. They are looking towards a large, dark metal power transmission tower that dominates the left side of the frame. The background is a bright, hazy sky with a color gradient from orange at the bottom to purple at the top, suggesting a sunset or sunrise. The overall mood is industrial and professional.

“ Ownership of the Sheltered
Employment Enterprises is
vested in the State through the
Department of Employment
and Labour ”



employment & labour

Department:
Employment and Labour
REPUBLIC OF SOUTH AFRICA