

Area	Description
Indicator title	9.3 Percentage reduction of audit findings
Short definition	To indicate the reduction of audit findings between two financial years.
Purpose/importance	To indicate the compliance / non-compliance and to indicate if the Department improved regarding adherence to prescripts.
Source/collection of data	Management reports as issued by the Auditor-General.
Method of calculation	Comparison if number of audit findings in management reports between two financial years.
Data limitations	Information as indicated by the Auditor-General.
Type of indicator	Impact
Calculation type	Cumulative
Reporting cycle	Annually
New indicator	Yes
Desired performance	Decrease in audit findings to ensure adherence to prescripts.
Indicator responsibility	CFO

Area	Description
Indicator title	10.1 Percentage of compliant invoices paid within 30 days of receipt
Short definition	To ensure that all compliant invoices are paid within 30 days, as required by the PFMA
Purpose/importance	To show that Suppliers must be paid within 30 days of receipt of an invoice
Source/collection of data	From PFMA, as accessible on National Treasury website
Method of calculation	Analysis of payments made
Data limitations	Supplier's changing banking details after the order has been created, without informing the Department. Banking details of new / existing suppliers rejected on Safety Net by National Treasury. System errors when processing payments on LOGIS system whereby sometimes it takes more time to get a solution from National Treasury/LOGIK depending on the complexity of the problem
Type of indicator	Measuring activities, outcomes, efficiency and economy
Calculation type	Cumulative
Reporting cycle	Quarterly
New indicator	Continues without change from previous year
Desired performance	Compliance with PFMA
Indicator responsibility	Deputy Director: SCM

Area	Description
Indicator title	10.2 Percentage reduction of transgression in irregular expenditure compared to previous year.
Short definition	Reduction in number of irregular expenditure cases by 10% year-on-year
Purpose/importance	Develop strategy to prevent irregular expenditure pro-actively
Source/collection of data	Payments processed on transversal systems
Method of calculation	The indicator is calculated in relation to PFMA and other National Treasury prescripts governing SCM with a benchmark of 100% compliance, as most of the outputs are guided by legislations
Data limitations	No limitations
Type of indicator	The indicator is measuring inputs, activities, outcomes and efficiency
Calculation type	Cumulative
Reporting cycle	Quarterly
New indicator	Continues without change from previous year
Desired performance	Actual performance is desirable – i.e. 100% - neither higher nor lower
Indicator responsibility	Deputy Director: SCM



Programme 2: Inspection and Enforcement Services

Area	Description
Indicator title	1.1 Number of designated employers reviewed per year to determine compliance with employment equity legislation
Short definition	Subject 517 designated companies(in terms of sec. 1 of the EEA)to a DG review (sec. 43 of the EEA) to establish whether they comply with employment equity legislation (sec. 43 of the EEA)
Purpose/importance	Review the companies to establish whether they are implementing employment equity measures as outlined in their employment equity plans submitted to the Department of Labour
Source/collection of data	IES Manual Registers and Quarterly Monitoring Reports
Method of calculation	Based on the number of company reports withdrawn for review
Data limitations	Not applicable
Type of indicator	Output and Activity
Calculation type	Cumulative
Reporting cycle	Quarterly and Annually
New indicator	No - amended to align with the EEA
Desired performance	517 designated companies to be subjected under DG Review processes.
Indicator responsibility	DDG – IES

Area	Description
Indicator title	1.2 Percentage of non-compliant employers of those reviewed dealt with in terms of the enforcement regime link to the EEA
Short definition	All (100%) non –compliant workplaces of those inspected in 1.1 for the year must be issued with the legal instruments as provided for in the EEA (undertakings, compliance orders, DG recommendations (sec. 36; 37) and court referrals (sec. 45 of the EEA))
Purpose/importance	To ensure that all non-compliant workplaces are issued with legal notices and also referred to courts for failure to comply labour law
Source/collection of data	IES Manual Registers and QPR Reports
Method of calculation	Number of notices issued and cases referred to courts (labour court and magisterial court)
Data limitations	Not applicable
Type of indicator	Output, Activity, Outcome
Calculation type	Accumulative for the year
Reporting cycle	Quarterly and annually
New indicator	No
Desired performance	All (100%) non –compliant workplaces must be issued with the legal instruments as provided for in the legislation (undertakings, compliance orders and court referrals)
Indicator responsibility	DDG : IES

Area	Description
Indicator title	2.1 Number of workplaces inspected per year to determine compliance with labour legislation
Short definition	149 154 workplaces across all sectors inspected to determine compliance with the labour legislation
Purpose/importance	To establish compliance levels in problematic sectors
Source/collection of data	IES Manual Registers and Quarterly Performance Reports
Method of calculation	a) Number of checklists/inspectors reports used during the inspection b) Number of employer Auditor inspections conducted
Data limitations	Not applicable
Type of indicator	Output/activity
Calculation type	Accumulative to a year
Reporting cycle	Quarterly and annually
New indicator	No
Desired performance	To inspect 149 154 workplaces to determine the level of compliance with labour legislation
Indicator responsibility	DDG : IES

Area	Description
Indicator title	2.2 Percentage of non-complying workplaces of those inspected i.t.o. indicator 2.1 per year dealt with in terms of the relevant labour legislation
Short definition	100% of non-compliant workplaces of those inspected dealt with in terms of the relevant labour legislation: See: BCEA sections 64;65; 66; 68; 69; 70 UI sections 38; 39 SDA sec 17
Purpose/importance	To ensure that all non-compliant workplaces are issued with legal notices and also referred to courts for failure to comply labour law
Source/collection of data	IES Manual Registers and Provincial Quarterly Reports
Method of calculation	Number of notices issued and cases referred to courts (labour court and magisterial court)
Data limitations	Not applicable
Type of indicator	Output
Calculation type	Accumulative
Reporting cycle	Quarterly
New indicator	Yes
Desired performance	All (100%) none compliant companies are issued with relevant legal notices, are referred to courts (labour court)
Indicator responsibility	DDG : IES

Area	Description
Indicator title	2.3 Number of advocacy and educational sessions conducted per year in identified sectors
Short definition	Six advocacy and educational sessions conducted per year
Purpose/importance	To educate in order to improve the awareness with the legislation (both employers and employees)
Source/collection of data	National Report, attendance registers,
Method of calculation	Adding the events : <ul style="list-style-type: none"> • Four seminars <ul style="list-style-type: none"> 1 Contract Cleaning Sector 1 Children in Performing Arts 1 Major Biological Agents 1 Taxi sector • One conference • 400 shop stewards trained
Data limitations	Depend on the accuracy of the registers, and documents generated in the sessions
Type of indicator	Output and activity
Calculation type	Cumulative for the year
Reporting cycle	Quarterly and annually
New indicator	No
Desired performance	<ul style="list-style-type: none"> • Conduct training and awareness sessions such as seminars, workshops • To training and awareness sessions such as seminars, workshops and conferences to improve the awareness with the legislation • The indicator aimed at improving the knowledge and understanding of the labour and their legislative responsibilities in improving compliance at the workplace
Indicator responsibility	DDG : IES

Area	Description
Indicator title	3.1 Number of workplaces inspected per year to determine their compliance with the OHS legislation
Short definition	20 609 workplaces inspected to determine compliance level in terms of Occupational Health and Safety Legislation (See OHSA sec 29; 30; 31)
Purpose/importance	To establish whether the workplaces comply with provisions and prescripts of Occupational Health and Safety Act and its regulations
Source/collection of data	Provincial Inspection reports
Method of calculation	20 609 workplaces inspected to determine compliance level in terms of Occupational Health and Safety Legislation per annum
Data limitations	Not applicable
Type of indicator	Output
Calculation type	Accumulative
Reporting cycle	Quarterly and Annually
New indicator	No
Desired performance	To inspect 20 609 workplaces to establish compliance with the OHS Act
Indicator responsibility	DDG: IES

Area	Description
Indicator title	3.2 Percentage of non-complying workplaces inspected dealt with in terms of the OHS legislation
Short definition	100% of non-compliant workplaces of those inspected dealt with in terms of the relevant labour legislation
Purpose/importance	To ensure that all non-compliant workplaces are issued with legal notices and also referred to courts for failure to comply labour law
Source/collection of data	Provincial Quarterly Reports
Method of calculation	Number of notices issued and cases referred to courts are counted individually
Data limitations	Not applicable
Type of indicator	Output and activity
Calculation type	Accumulative
Reporting cycle	Quarterly and annually
New indicator	No
Desired performance	All (100%) none compliant companies are issued with relevant legal notices, are referred to courts (magisterial courts)
Indicator responsibility	DDG: IES

Area	Description
Indicator title	3.3 Number of employer audits conducted per year to determine compliance with the UI Act
Short definition	13 440 employers audited to determine compliance with the UI Act
Purpose/importance	To ensure employers deduct employees UIF contribution and transfer the deducted amounts together with the employer contributions to UIF
Source/collection of data	IES Manual Registers and QPR Reports
Method of calculation	Each audit is counted
Data limitations	Not applicable
Type of indicator	Output/activity
Calculation type	Accumulative to a year
Reporting cycle	Quarterly and annually
New indicator	No
Desired performance	To audit 13 440 workplaces to determine the level of compliance with UI Act
Indicator responsibility	DDG : IES

Area	Description
Indicator title	3.4 Number of entities audited per year in terms of the OHSA
Short definition	150 Entities audited per year in terms of the OHSA to determine compliance
Purpose/importance	To determine compliance in terms of the OHS Act
Source/collection of data	Manual Register
Method of calculation	Each audit is counted
Data limitations	Not applicable
Type of indicator	Output and activity
Calculation type	Cumulative for a year
Reporting cycle	Quarterly and Annually
New indicator	Yes
Desired performance	The indicator is aimed at ensuring that relevant employers are duly registered in terms of the OHS Act
Indicator responsibility	DDG: IES

Area	Description
Indicator title	3.5 Percentage of entities registered per year in terms of the OHSA
Short definition	2 000 entities registered for: <ul style="list-style-type: none"> • Registration of Asbestos Contractors • Registration of the Diving Training Schools • Registration of Divers • Registration of First Aid Training Organisations • Registration Health and Hygiene Approved Inspectors Authorities • Registration of Audiometrists • Registration of Hearing Protectors Providers • Registration Diving Instructors
Purpose/importance	To determine compliance in terms of the OHS Act
Source/collection of data	Manual Register
Method of calculation	Each registration is counted
Data limitations	Not applicable
Type of indicator	Output and activity
Calculation type	Cumulative for a year
Reporting cycle	Quarterly and Annually
New indicator	Yes
Desired performance	The indicator is aimed at ensuring that relevant employers are duly registered in terms of the OHS Act
Indicator responsibility	DDG: IES

Programme 3: Public Employment Services

Area	Description
Indicator title:	1.1 Employment Services Bill, draft regulations and guidelines developed .
Short definition	Develop and implement Employment Services Act regulations as prescribed
Purpose/importance	The Employment Services regulations should be finalised, so that public Employment Services are effectively implemented
Source/collection of data	ES Bill reports and Branch implementation and monitoring reports
Method of calculation	The Employment Services regulations as provided for in the ES Bill, should be developed, finalised and signed
Data limitations	Not applicable
Type of indicator	Output
Calculation type	Cumulative
Reporting cycle	Quarterly and Annually
New indicator	No
Desired performance	Percentage of the work on the PES Bill, complete at year end
Indicator responsibility	DDG: PES

Area	Description
Indicator title	1.2 Number of PES provincial and local advocacy campaigns conducted
Short definition	18 provincial and 126 local advocacy campaigns. Campaigns: action taken to market and disseminate information on PES based on the need identified by Provinces and Labour Centres, for work seekers, employers, and general public.. Campaigns: include: Employer and/or work seeker sessions; Exhibitions and Community outreach.
Purpose/importance	It is intended for work seekers, employers, and general public, to have sufficient knowledge about services offered by the Branch Public Employment Services
Source/collection of data	Attendance registers are compiled at all campaigns conducted. Reports are produced for each campaign, and compiled at Labour Centres. All Labour Centres submit reports to Provincial Offices. These check, verify, and consolidate Report which submitted to Head Office. Final Reports are consolidated at Head Office, all source documents are retained by Provincial Offices and Labour Centres
Method of calculation	Total 144 campaigns (45% Employer/work seeker sessions; 35% Exhibitions and 20% Community Outreach) Major campaigns are the events managed or arranged by provincial Office, targeting provincial stakeholders. Local campaigns are events managed or arranged by Labour Centres Office, targeting local stakeholders.
Data limitations	Accuracy of the attendance registers,
Type of indicator	Output
Calculation type	Non-cumulative quarterly, and cumulative on annual basis
Reporting cycle	Quarterly and annually
New indicator	No
Desired performance	Increasing awareness of PES
Indicator responsibility	PES coordinators at Labour centres, Employment Service Practitioners and PES Managers at Provincial Offices, Deputy Director, Director and Chief Director – Employment Services at Head Office

Area	Description
Indicator title	1.3 Number of work-seekers registered on ESSA per year
Short definition	550 000 Unemployed or under-employed work seekers are registered on the Department of Labour database (ESSA)
Purpose/importance	The total number of work seekers registered per year at delivery points of the Department
Source/collection of data	LC Productivity Report from ESSA, requested for reporting period
Method of calculation	The system counts only first registration of individual – irrespective of updates been done on their profile
Data limitations	Manual registration – work seekers not registered on ESSA system, is excluded. Modification/update to work seeker profile is not counted as a registration.
Type of indicator	Output
Calculation type	Cumulative for the financial year
Reporting cycle	Quarterly and Annually
New indicator	No
Desired performance	Increase the number of registered work seekers for possible referral to opportunities
Indicator responsibility	Registration officers at Labour Centres, PES Managers at Provincial Offices, Deputy Director and Director – Work seeker services and Chief Director Work Seeker services at Head Office

Area	Description
Indicator title	1.4 Number of targeted registered work-seekers provided with employment counselling
Short definition	275 00 of targeted registered work seekers provided with employment counselling, careers information and employability enhancement., as defined in ES Bill and Career Guidance SOP. Provide employability life skills and career information to individuals and groups. (General unemployed)
Purpose/importance	Improve the employability of work seekers
Source/collection of data	Attendance registers for group sessions and individual counselling profiles; Individual 5% of target and group 95% of target
Method of calculation	Every client who received employment counselling counted once for every session attended. Reports are produced for each session, and compiled at Labour Centres. All Labour Centres submit reports to Provincial Offices. These are checked, verified, and consolidated and a report submitted to Head Office. Final Reports are consolidated at Head Office, all source documents are retained by Provincial Offices and Labour Centres
Data limitations	Accuracy of the attendance records and the individual profiles. The ESSA system still cannot update Work seeker profile to reflect that work seekers received counselling – to eliminate double counting. Enhancement on this function is still being discussed.
Type of indicator	Output
Calculation type	Cumulative
Reporting cycle	Quarterly and annually
New indicator	No
Desired performance	Increase employability of work-seekers
Indicator responsibility	Career Counsellors at Labour Centres, PES Managers at Provincial Offices Deputy Director – Employment Counselling and Chief Director at Head Office

Area	Description
Indicator title	1.5 Number of work-seekers placed in registered employment opportunities
Short definition	20 000 registered work seekers absorbed into registered employment opportunities through the process identified in the SOP: Recruitment, Selection and Placement and ES Bill.
Purpose/importance	To place registered work seekers into registered employment opportunities, as listed in SOP and ES Bill. (Formal jobs – temporary or permanent; Learnerships; Apprenticeships; Internships and Training opportunities depending on availability of opportunities in the labour market.
Source/collection of data	Opportunity Register until BW reports are available from ESSA. Registered Opportunity (ESSA report), Placement report (ESSA report indicating placed work seekers), Confirmation of placement from the employers (copies of employment contracts, Copy of appointment letter) etc.
Method of calculation	The number of registered work seekers that were placed against the number of vacancies registered on ESSA and manual approved opportunities
Data limitations	Non approved manual opportunities are excluded; and incorrect reporting from the LCs
Type of indicator	Output
Calculation type	Cumulative for the financial year
Reporting cycle	Quarterly and Annually
New indicator	No
Desired performance	Registered work-seekers placed in employment opportunities
Indicator responsibility	PES coordinators at Labour centres, Employment Service Practitioners and PES Managers at Provincial Offices, Deputy Director, Director and Chief Director – Employment Services at Head Office

Area	Description
Indicator title	1.6 Number of opportunities registered on ESSA
Short definition	Employment opportunities registered on ESSA for referral and placement of work-seekers. Process of registering opportunities outlined on SOP – Registration, Selection and Recruitment.
Purpose/importance	Employment opportunities should be registered on ESSA so that the Department can refer the registered work seekers for placement.
Source/collection of data	Opportunities register until Black and White reports are available from ESSA
Method of calculation	50 000 opportunities. Vacancies and Registered opportunities as per the system
Data limitations	Manual reported vacancies without CD: PO approval is excluded.
Type of indicator	Output.
Calculation type	Cumulative.
Reporting cycle	Quarterly and annual reporting.
New indicator	Yes
Desired performance	Increase of number of employment opportunities on ESSA.
Indicator responsibility	Employment Service Practitioners and PES Managers at Provincial Offices, Deputy Director, Director and Chief Director – Employment Services at Head Office

Area	Description
Indicator title	1.7 Private Employment Agencies and Temporary Employment Agencies registered
Short definition	All PEA's and TEA's applications processed within 60 days of receipt. Applications are processed when PEAs and TEAs are registered. Process as defined in draft ES Regulations and SOP. Process is from when an application is submitted at the labour centre until it is finalised.
Purpose/importance	To reduce levels of exploitation/abuse of work-seekers by Private Employment Agencies
Source/collection of data	PEA's and TEA's applications with date stamps indicating receipt date. Registers of PEA's and TEA's agencies Certificates of registration, etc.
Method of calculation	All operational PEA's and TEA's must be registered at the nearest Labour Centre. Calculation is done through the system
Data limitations	Lack of control on referrals
Type of indicator	Output
Calculation type	Cumulative for the financial year
Reporting cycle	Quarterly and Annually
New indicator	No
Desired performance	Work seekers access other services
Indicator responsibility	Programme Managers and Provincial and Head Office

Area	Description
Indicator title	2.1 Applications for foreign nationals corporate and individual work visas applications processed within 30 working days
Short definition	All complete migrant work visa application processed within 30 working days. Process is from when the application is received by the labour centre until recommendations are made to Department of Home Affairs.
Purpose/importance	To regulate foreign labour migration inflows into the SA labour market.
Source/collection of data	Applications with date stamps indicating receipt dates., Registers, Copies of work permits
Method of calculation	All applications received at the local Labour Centres will be adjudicated at Head Office. Calculated on the basis of the number of recommendations made to the Department of Home Affairs.
Data limitations	The number of application recommendations referred to Home Affairs might not necessarily be equal to the number of permits issued by the department.
Type of indicator	Output
Calculation type	Cumulative
Reporting cycle	Quarterly, mid-term and annual reporting
New indicator	No
Desired performance	All applications for work visas should ideally be routed through DoL for effective regulation of the labour market.
Indicator responsibility	Chief Directors at Provincial, Deputy Director – Labour Migration, and Chief Director – Employer Services

Area	Description
Indicator title	3.1 MoAs concluded with eligible designated organizations, performance monitored and funding transferred
Short definition	Fund disability organization to place people with disabilities in employment
Purpose/importance	Provide Access to employment opportunities by people with disabilities
Source/collection of data	MoAs, Work plans and Performance Monitoring report
Method of calculation	Number of people with disabilities placed in employment by National Councils
Data limitations	Skills levels of potential participants on employment schemes
Type of indicator	Output
Calculation type	Cumulative for the financial year.
Reporting cycle	Quarterly and Annually
New indicator	No
Desired performance	People with disabilities placed in employment opportunities
Indicator responsibility	Chief Director: WSS at Head Office

Area	Description
Indicator title	4.1 MoA concluded by 31 March each year, performance reports submitted, quarterly and funding transfers effected for supported employment enterprises
Short definition	Funding supported employment enterprises to perform in line with their strategic plan
Purpose/importance	Provide financial assistance to entities reporting to PES to achieve their targets
Source/collection of data	Performance monitoring report
Method of calculation	Performance report
Data limitations	Implementation of the PSEE business case still at initial stage
Type of indicator	Output
Calculation type	Cumulative for the financial year.
Reporting cycle	Quarterly and Annually
New indicator	No
Desired performance	People with disabilities placed in employment opportunities
Indicator responsibility	DDG: PES

Area	Description
Indicator title	5.1 MoA concluded by 31 March each year, performance reports submitted (Productivity SA)
Short definition	Funding Productivity SA to perform in line with their strategic plan
Purpose/importance	Provide financial assistance to entities reporting to PES to achieve their targets
Source/collection of data	Performance monitoring report
Method of calculation	Performance report
Data limitations	Inadequate productivity and competitiveness information in SA
Type of indicator	Output
Calculation type	Cumulative for the financial year
Reporting cycle	Quarterly and Annually
New indicator	No
Desired performance	People with disabilities placed in employment opportunities
Indicator responsibility	DDG: PES

Programme 4: Labour Policy and Industrial Relations

Promote equity in the labour market (Outcome 4)

Area	Description
Indicator title	1.1 Employment Equity Amendment Act, 2013 (available on www.labour.gov.za) implemented and evaluated within set time frame
Short definition	Employment equity implemented
Purpose/importance	Improve employment equity compliance and enforcement in the labour market
Source/collection of data	Information gathered through Employment Equity Reports submitted by employers annually
Method of calculation	Not applicable
Data limitations	Dependent on the quality of EE data submitted by employers on progress made on the implementation of employment equity
Type of indicator	Output
Calculation type	Non-cumulative
Reporting cycle	Annually
New indicator	Yes
Desired performance	Higher levels of compliance from employers
Indicator responsibility	Director: Employment Equity



Area	Description
Indicator title	Annual Employment Equity Report and Public Register developed
Short definition	CEE Annual Report and EE Public Register
Purpose/importance	To monitor the progress made by designated employers (i.e. those employers that employ 50 or more employees or those that are designated due to their annual turnover threshold as per Schedule 4 of the Act) in the implementation of employment equity in their workplaces.
Source/collection of data	Employment Equity Reports (i.e. EEA2 & EEA4 forms) are regulated and submitted by designated employers on an annual basis or every second year on the first working day of October if submitted manually or by the 15th of January if submitted through the EE Online facility depending on the size of the employer as per section 21 of the Act.
Method of calculation	Each designated employer in both Private and Public Sectors are required by section 21 of the Act to submit EE Report to the Director General of Labour.
Data limitations	Analysis of EE data contained in the Annual Report is only done on EE reports that are fully and accurately completed by employers. Employers could become designated or non-designated at any pointing time depending on the number of employees employed or their turnover threshold.
Type of indicator	Output
Calculation type	Non-cumulative
Reporting cycle	Annually
New indicator	Yes, as it was not included in previous Strategic Plans
Desired performance	Communicate the status of Employment Equity in the country so that stakeholders, including government, are able to develop appropriate responses and strategies to transform their organisations.
Indicator responsibility	Director: Employment Equity

Area	Description
Indicator title	Number of Income Differentials assessed to determine race and gender disparities in salaries per year.
Short definition	Determination of pay inequalities in workers' salaries
Purpose/importance	Elimination of unfair discrimination and promotion of pay equity
Source/collection of data	Employers provide information through the Department's income differential assessment tool
Method of calculation	Each employer who is identified for income differential review is assessed once a year
Data limitations	Assessment conducted only on data provided by each identified employer
Type of indicator	Output
Calculation type	Non-cumulative
Reporting cycle	Annually
New indicator	No
Desired performance	Reduction and elimination of salary inequalities based on any prohibited grounds in terms of Employment Equity legislation
Indicator responsibility	Director: Employment Equity

Protect vulnerable workers (Outcome 4)

Area	Description
Indicator title	2.1 Applications for variation on BCEA assessed within 60 days of receipt (in terms of section 50 of the Basic Conditions of Employment Act (BCEA))
Short definition	Applications for variations finalised
Purpose/importance	Lessen a burden on employers for sustainability of their business
Source/collection of data	Employers provide information through their applications for variations.
Method of calculation	Number of variations applications finalised
Data limitations	Incomplete variation applications submitted by the employers
Type of indicator	Output
Calculation type	Non-cumulative
Reporting cycle	Annually
New indicator	No
Desired performance	Retention of employment opportunities and sustainability of business
Indicator responsibility	Director: Employment Standard

Area	Description
3.1 Indicator title	3.1 Number of new and existing sectoral determinations reviewed and investigated (as per section 54 of the Basic Conditions of Employment Act, as amended)
Short definition	Existing sectoral determinations reviewed and published, available on the website: www.labour.gov.za
Purpose/importance	To review and amend minimum wages and conditions of employment for specific sectors in extending protection to vulnerable workers
Source/collection of data	Information collected through the desktop, submissions by relevant stakeholders and information received through public consultation process.
Method of calculation	Sectoral determinations are published for a three-year period and reviewed within 12 months before the minimum wages expired
Data limitations	Due to the nature of the vulnerable sectors, poor attendance of stakeholders during the consultation process
Type of indicator	Output
Calculation type	Non-cumulative
Reporting cycle	Annually
New indicator	No
Desired performance	The indicator is for reviewing existing sectoral determinations – promulgate minimum wage levels which respond to poverty alleviation and improve the standards of living for vulnerable workers. If sectoral determinations are not reviewed it will result in increased vulnerability
Indicator responsibility	Director: Employment Standards

Strengthen multilateral and bilateral relations (Outcome 11)

Area	Description
4.1 Indicator title	4.1 A number of reports submitted and Memoranda of Understanding signed
Short definition	Compile and submit reports in consultation with programmes and other Government departments based on SA's compliance in law and practice with those ILO Conventions ratified as well as bilateral meetings held with various countries in the Continent. www.ilo.gov.za , www.arlac.co.za
Purpose/importance	Ensure compliance with the ILO's constitutional requirements in terms of Article 19 and 22 of the Constitution of the ILO. Bilateral meetings held and areas of cooperation monitored and implemented.
Source/collection of data	Government departments, internal programmes and relevant foreign ministries
Method of calculation	Reports compiled based on information received from various government departments, relevant foreign ministries and programmes
Data limitations	Information is based on government legislation and policy
Type of indicator	Output
Calculation type	Cumulative
Reporting cycle	Annually and very six months in the case of Memoranda of Understanding
New indicator	Yes
Desired performance	To comply 100 per cent with the requirements of the ILO Constitution as it relates to Article 19 and 22 thereof as well as with the implementation and monitoring of agreed areas of cooperation.
Indicator responsibility	Chief Director: International Relations

Promote Sound Labour Relations (Outcome 4)

Area	Description
5.1 Indicator title	5.1 Number of Collective agreements extended within 60 days of receipt
Short definition	Collective agreements are concluded by registered trade unions and employers' organisations who are party to bargaining councils in demarcated sectors. Trade unions and employer organisations' negotiate conditions of employment for specific sectors periodically and the bargaining council requests the Minister to extend the collective agreement concluded to non- parties in those specific sectors
Purpose/importance	To promote fair competition in specific sectors and to provide improved conditions of employment and decent work
Source/collection of data	Notice in the Government Gazette Negotiated conditions of employment in terms of the Labour Relations Act (LRA) Manual collective agreements registers Guided by Procedure Manual Record of decisions made by the Minister pertaining to the extension of collective agreements
Method of calculation	The 60 days for extending collective agreements is a requirement in terms of section 32 of the LRA
Data limitations	Industry figures and party membership figures are not always adequate
Type of indicator	Efficiency of the Directorate
Calculation type	Non-cumulative
Reporting cycle	Monthly, quarterly and annually
New indicator	No
Desired performance	To ensure that 100% of collective agreements are extended by the Minister within 60 days of receipt
Indicator responsibility	Director: Collective Bargaining

Area	Description
5.2 Indicator title	5.2 Percentage of competent and completed labour organisation applications processed within 90 days of receipt
Short definition	Registration of new labour organisations: <ul style="list-style-type: none"> • Association of employers or employees come together to form a trade union or employers' organisation (labour organisations) • Unregistered trade unions or employers' organisations cannot fully participate in collective bargaining system as provided in the LRA • To become a registered trade union or employers' organisation, such organisations will apply for registration to the Registrar of Labour Relations • Upon registration, the trade union or employers' organisation become a body corporate with full rights to participate in the collective bargaining system as provided for in the LRA
Purpose/importance	Registration of new labour organisations: <ul style="list-style-type: none"> • To ensure accountability to the Department in terms of the LRA, to the members and to the public • To regulate and monitor the operations of registered trade unions and employers' organisations • To ensure full participation in the collective bargaining system
Source/collection of data	Registration of new labour organisations: <ul style="list-style-type: none"> • Electronic system (Magic) • Guided by Procedure Manual • Keep record of all decisions made by the Registrar pertaining to the applications of trade unions and employers' organisations
Method of calculation	Registration of new labour organisations: <ul style="list-style-type: none"> • The 90 days for processing new labour organisations (trade unions and employers' organisations) starts on date of receipt of application and ends on the date when a final decision is made
Data limitations	Registration of new labour organisations: <ul style="list-style-type: none"> • Insufficient records of data and processes of start-up labour organisations (trade unions and employers' organisations) • Reliability of Magic system as basis for recording and monitoring applications and decisions
Type of indicator	Efficiency of the Directorate
Calculation type	Non-cumulative
Reporting cycle	Monthly, quarterly and annually
New indicator	Partly
Desired performance	The aim is to ensure that 100 per cent of applications for registration by trade unions and employers' organisation are processed within 90 days of receipt
Indicator responsibility	Director: Collective Bargaining

Monitor the impact of legislation (Outcome 4)

Area	Description
Indicator title	6.1 A number of annual labour market trends and research reports produced
Short definition	To provide up to date information on selected indicators in the economy and labour market as a whole
Purpose/importance	To provide a general perspective on the performance of the South African economy and labour market to inform policy makers on the changes that happened in the South African labour market over time in order to take action where it is needed
Source/collection of data	Administrative internal and external survey data are used such as newspapers, Unemployment Insurance Fund, CCMA, Compensation Funds, Employment Services, Collective Bargaining, Reserve Bank and Statistics SA
Method of calculation	Different methods specified by international bodies and academics (strikes, unemployment rate etc.) are used as defined in the publication reports
Data limitations	Limited coverage in particular with newspapers, data identification and lack of effective internal data integration system
Type of indicator	Efficiency of the internal data systems in terms of data collection
Calculation type	Actuals
Reporting cycle	Quarterly and annual
New indicator	No
Desired performance	The aim is to ensure 100% data quality and more labour market indicators coverage in order to better inform policy makers
Indicator responsibility	Director: Labour Market Information and Statistics

Area	Description
Indicator title	6.1 A number of labour market trends and research reports produced
Short definition	Research on the impact of legislation conducted
Purpose/importance	To provide research findings for evidence-based policy intervention
Source/collection of data	Research data collected according to approved research methodologies
Method of calculation	Research reports based on the Research Monitoring and Evaluation Agenda
Data limitations	It is an internal decision based on research projects undertaken
Type of indicator	Output
Calculation type	Cumulative
Reporting cycle	Annually
New indicator	No
Desired performance	The indicator is for conducting research on the labour market policies and legislation. Conducting more research projects and uptake of research results is desired
Indicator responsibility	Director: Research, Policy and Planning