



Department of Employment and Labour
Annual Performance Plan 2025/26

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employment & labour

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Employment and Labour
REPUBLIC OF SOUTH AFRICA

ANNUAL PERFORMANCE PLAN 2025/26

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ABBREVIATIONS AND ACRONYMS

4IR	Fourth Industrial Revolution
5IR	Fifth Industrial Revolution
AFS	Annual Financial Statements
APP	Annual Performance Plan
ARLAC	African Regional Labour Administration Centre
AU	African Union
AUC	African Union Council
BCEA	Basic Conditions of Employment Act
BCs/SCs	Bargaining Councils/Statutory Councils
BEWG	BRICS Employment Working Group
Brexit	“British exit”
BRICS	Brazil, Russia, India, China and South Africa
CCMA	Commission for Conciliation, Mediation and Arbitration
CD	Chief Director
CEE	Commission for Employment Equity
CoE	Compensation of Employees
COIDA	Compensation of Injuries and Diseases Act
COO	Chief Operations Officer
CSOs	Client Service Officers
CV	Curriculum Vitae
DEL	Department of Employment and Labour
DEXCOM	Departmental Executive Committee
DG	Director-General
DPME	Department of Planning, Monitoring and Evaluation
E4E	Education for Employability
ECC	Employment Conditions Commission
EEA	Employment Equity Act
EPWP	Expanded Public Works Programme
ES	Employment Services
ESA	Employment Services Act
ESSA	Employment Services for South Africa
EXCO	Executive Committee
G&S	Goods and Services
G20	International Forum for the Governments and Central Bank Governors from 20 Major Economies
GCC	Government Certificate of Compliance
GDP	Gross Domestic Product
GTAC	Government Technical Advisory Centre
ICT	Information, Communication Technology
IES	Inspection and Enforcement Services
IFS	Interim Financial Statements
ILM	International Labour Matters
ILO	International Labour Organisation
IMCME	Inter Ministerial Committee on Migration and Employment
IT	Information Technology
JOI	Job Opportunity Index
JSE	Johannesburg Stock Exchange
KPI	Key Performance Indicator

LAP	Labour Activation Programmes
LEMM	Labour and Employment Ministerial Meeting (LEMM)
LMIS	Labour Market Information and Statistics
LP&IR	Labour Policy and Industrial Relations
LRA	Labour Relation Act
MoU	Memorandum of Understanding
MSS	Management Support Services
MTEF	Medium Term Expenditure Framework
MTSF	Medium Term Strategic Framework
NDP	National Development Plan
NEDLAC	National Economic Development and Labour Council
NEET	Not in Education, Employment, or Training
NMW	National Minimum Wage
NMWA	National Minimum Wage Act
NMWC	National Minimum Wage Commission
OCOO	Office of the Chief Operations Officer
OHS	Occupational Health and Safety
OHSA	Occupational Health and Safety Act
PACE	Performance Assessment for Competency Education
PCC	Presidential Climate Commission
PEA	Private Employment Agencies
PES	Public Employment Services
PMO	Project Management Office
PSA	Productivity SA
PSET	Post School Education and Training
PwDs	People with disabilities
QLFS	Quarterly Labour Force Survey
RME	Research, Monitoring and Evaluation
SADC	South African Development Community
SDG's	Sustainable Developmental Goals
SDs	Sectoral Determinations
SEE	Supported Employment Enterprises
SEIAS	Socio Economic Impact Assessment System
SETA's	Sector Education and Training Authority
SMMEs	Small, Medium and Micro-Sized Enterprises
SONA	State of the Nation Address
SOP	Standard Operating Procedures
SP	Strategic Plan
SPEEX	Situation Specific Evaluation Expert system used for Psychometric Assessments
TERS	Temporary Employee Relief Scheme
TES	Temporary Employment Services
TR	Treasury Regulations
U.S.	United States
UI	Unemployment Insurance
UIA	Unemployment Insurance Act
UICA	Unemployment Insurance Contributions Act

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:

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

VALUES

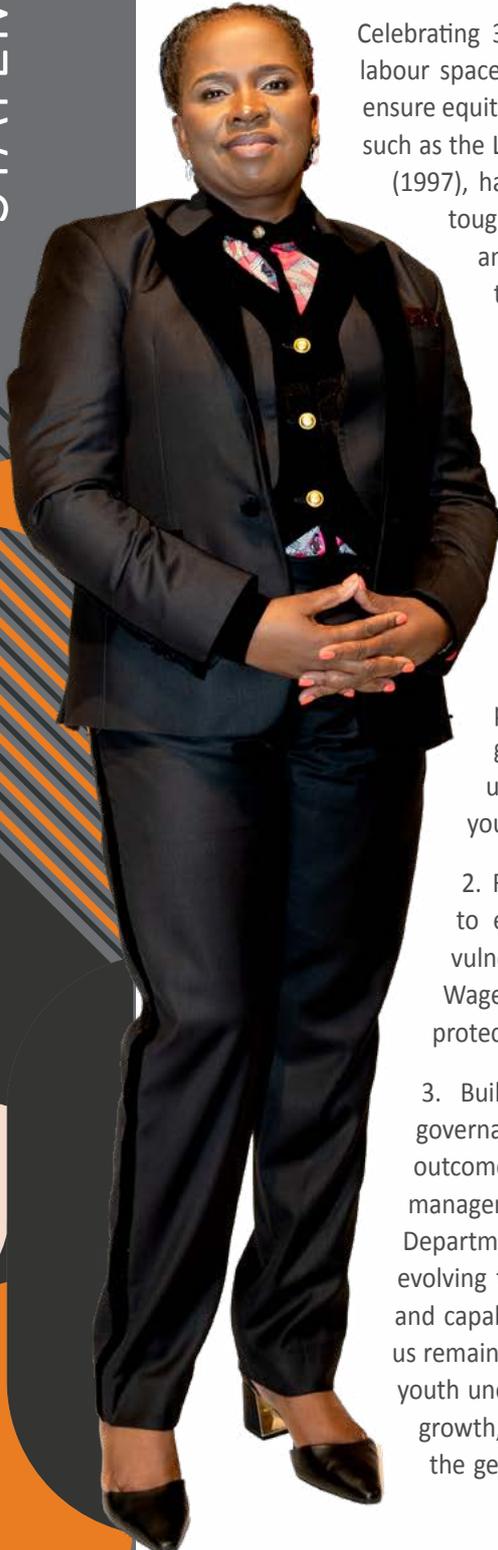
We shall at all times be exemplary in all respects:

- We treat employees with care, dignity and respect
- We respect and promote:
 - Client centred services
 - Accountability
 - Integrity and ethical behaviour
 - Learning and development
- We live the Batho Pele Principles
- We live the principles of the Department's Service Charter
- We inculcate these values through our Performance Management System.



EXECUTIVE AUTHORITY STATEMENT

The 2025–2030 Strategic Plan and Annual Performance Plan (APP) of the Department of Employment and Labour marks a significant point in our ongoing efforts to pursue inclusive economic growth, work opportunities, and improved social protection for all South Africans. In accordance with the National Development Plan (NDP) 2030 and the Medium-Term Development Plan (MTDP) 2025–2030, our plans are an expression of an unwavering commitment to transforming the labour market, ensuring decent work for all, and strengthening good governance in the Department and its entities.



Celebrating 30 years of democracy, our policies and legislation governing the labour space have evolved to safeguard workers' rights, enhance fairness, and ensure equitable and secure working conditions. Symbolic legislative frameworks, such as the Labour Relations Act (1995) and Basic Conditions of Employment Act (1997), have played indispensable roles in their success. Its enforcement of tougher mechanisms through the Commission for Conciliation, Mediation and Arbitration (CCMA) and Labour Inspections remain a priority so as to protect vulnerable workers as well as ensure compliance.

The 7th administration, Government of National Unity (GNU), prioritises economic growth, job creation, and structural transformation at the heart of its agenda. This is based on three key priorities:

1. Drive Inclusive Growth and Job Creation: In advancing the employment mandate of the Department, this priority focuses on creating pathways for sustainable employment by promoting job creation, job preservation through active labour market policies and programmes, workforce upskilling, and strengthening partnerships with private and public sectors for inclusive economic growth and employment creation. These interventions are meant to uplift all South Africans, particularly the marginalised groups, women, youth and people with disabilities.
2. Reducing Poverty and Addressing the High Cost of Living: We aim to expand social protection mechanisms for wider coverage of the vulnerable workers, ensure fair wages through the National Minimum Wage, and strengthen enforcement mechanisms of the labour laws to protect vulnerable workers.
3. Building a Capable, Ethical, and Developmental State: Enhancing governance of the Department and our Public Entities, improving audit outcomes, rooting out fraud and corruption by ensuring consequence management and driving innovation in efficient service delivery. The Department intends to award excellence and upskill its work force in line with evolving technology, ensure that the right positions are filled with the right and capable people, whilst reducing the vacancy rate. The challenges before us remain formidable. South Africa's unemployment rate stands at 31.9%, and youth unemployment in particular. Structural barriers such as slow economic growth, geopolitics, climate change and skills mismatch continue to constrain the generation of jobs. Our government's strategic interventions—such as

the upscaling of Public Employment Programmes (PEPs), Labour Activation Programmes (LAPs), and labour law reforms—are designed to overcome these systemic barriers.

To recognise the pivotal role of partnerships, President Cyril Ramaphosa has initiated a Government-Business Collaboration to unlock impediments to inclusive growth. Employment, Skills Development, and SMME focal area among others, led by the Department of Employment and Labour ministry supported by Ministries of Trade Industry and competition, Small Business Development and Higher Education and Training.

Innovation and technology are also central to our vision. The Department will invest in modernizing its ICT systems to improve service delivery, reduce processing times, and increase efficiency. These advancements will enable an effective and ethical workforce that can adequately respond to the needs of the public.

The Department’s Seven Strategic Priorities also outline more clearly a way forward, which prioritises reform of labour law, employment coordination, governance, service delivery, institutional capacity development, public consultation, and partnership. Through these priorities, we will work towards an inclusive, dynamic, and equitable labour market that underpins economic resilience and social change.

As the Minister of Employment and Labour, I am committed to ensuring the effective delivery, monitoring, and evaluation of our programmes over the next five years. Putting people to work is our most immediate imperative, and through focused interventions, innovative policy, and strategic partnerships, we will lay the groundwork for a dynamic and inclusive labour market

Collectively, we will build a future where everyone in South Africa will be able to have sustainable, dignified jobs and an economy that serves all.



Ms Nomakhosazana Meth, MP

Executive Authority of Employment and Labour



The good work that commenced in 1994 continues and further ensures that, the commitments as entailed in the National Development Plan (NDP) 2030 and various global and regional frameworks are advanced.

The Strategic Plan for 2025 – 2030, aligned to the Medium-Term Development Plan, is therefore, a testament to our commitment and resolve to advancing South Africa’s labour market through inclusive growth, job creation, and enhanced social protection.

The plan also responds to President Cyril Ramaphosa’s call at the 2025 SONA, that “Our most urgent task is to grow our economy so that we can create jobs, reduce poverty and improve the lives of all South Africans”. The three national priorities that underpin our interventions are therefore as follows:

Inclusive growth and job creation – Promoting employment through active labour market policies, workforce upskilling, and strengthened partnerships with private and public sectors.

Reducing poverty and addressing the high cost of living – Expanding social protection mechanisms, ensuring fair wages, and creating pathways for sustainable employment, particularly for marginalised groups.

Building a capable, ethical, and developmental state – Enhancing labour governance, strengthening enforcement mechanisms, and driving innovation in service delivery.

At the beginning of the 7th Administration, the following seven (7) Department of Employment and Labour strategic priorities were set for the term:

1. Strengthen regulatory capabilities of the Department.
2. Coordination of employment interventions within government through collaborations, partnerships and cooperations;
3. Good Corporate Governance;
4. Improved Service Delivery;
5. Strengthen the institutional capacity of the Department;
6. Massify the marketing of the Departmental services; and
7. Advance the new employment mandate of the Department where the focus will be more on the Private Public Partnerships with government, business, labour, international agencies, and civil society.

Whilst a lot of work has been done by the Department, we are equally alive to the reality that we need to raise the bar in order to arrest the triple challenges of poverty, unemployment and inequality. We need to work even harder to realise the Freedom Charter’s vision of a South Africa where there is work and security in our lifetime.

- A South Africa where all who work shall be free to form trade unions, to elect their officers and to make wage agreements with their employers;
- A South Africa where the state shall recognise the right and duty of all to work, and to draw full unemployment benefits;

- A South Africa where men and women of all races shall receive equal pay for equal work;
- A South Africa where there shall be a forty-hour working week, a national minimum wage, paid annual leave, and sick leave for all workers, and maternity leave on full pay for all working mothers.
- A South Africa where miners, domestic workers, farm workers and civil servants shall have the same rights as all others who work;
- A South Africa where child labour, compound labour, the tot system and contract labour shall be abolished.

Led by Minister Nomakhosazana Meth and working with my fellow Deputy Minister Nemadzinga – Tshabalala, we are confident that, we are up to the task at hand and that, the MTDP 2025 – 2030 targets are achievable.

MTDP 2025 – 2030 will, in the main, be achieved through the expansion of the Public Employment Programmes, closely monitored Labour Activation Programmes and Active Labour Market Policies, including the current labour law reforms that seek to ensure relevance and responsiveness of our laws to the emerging labour market challenges.

The Inspection and Enforcement Services function will be strengthened in the 2025 – 2030 MTDP to build on the current foundations of excellence in this area of our work. This will ensure increased compliance with all labour laws and promotion of decent work standards as per International Labour Organisation (ILO) guidelines. The protection of labour rights and vulnerable workers and workplace safety is central to the Department’s enforcement strategy in the 2025 – 2030 MTDP.

One of the major challenges that have consistently been raised by the citizens, in so far as our work and service is concerned, pertain to our poorly functioning and intermittent ICT systems and equipment. ICT is an area of priority in the 2025 – 2030 MTDP and, bold steps have already been taken to address this challenge. Some of the Labour Centres in the Western Cape Province where the project started are already benefiting and the service is seamless.

The Commission for Conciliation, Mediation and Arbitration (CCMA) remains one of the key institutions of the Department of Labour. It will be supported in the 2025 – 2030 MTDP to remain the beacon of hope for vulnerable workers, a hub of excellence and South Africa’s pride.

The adoption of the report of the Standing Committee on Finance on the 2025 Budget Framework on 2 April 2025 paves the way for all the plans to be fully funded and the work of the nation to continue in earnest.

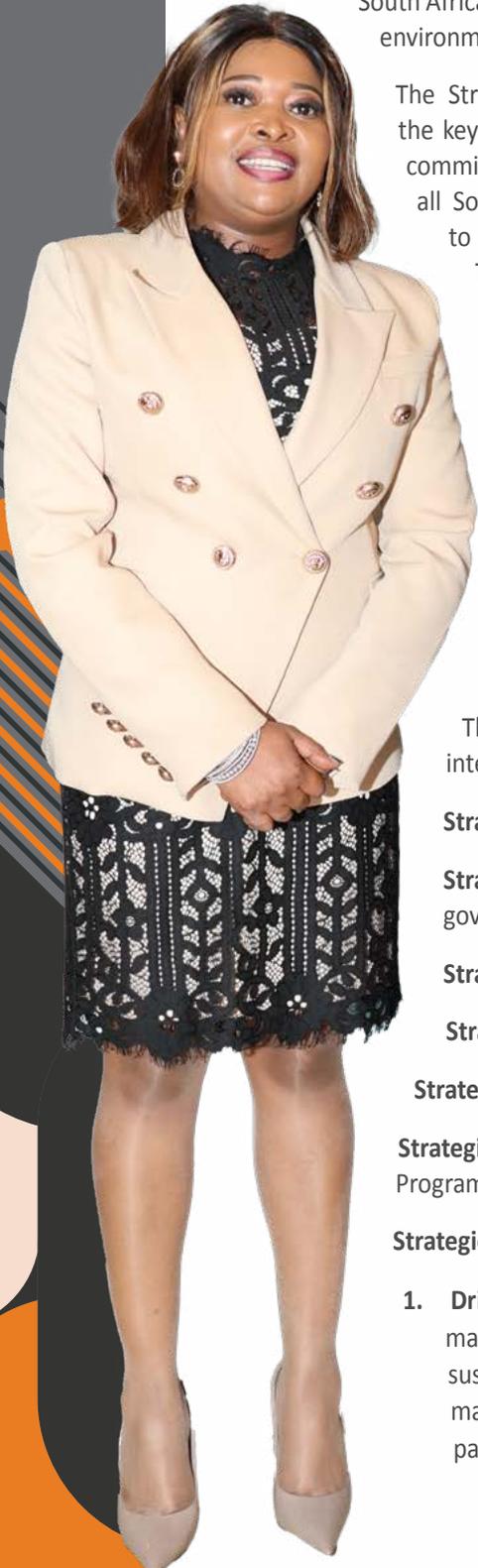
We are guided and inspired by the Freedom Charter which stated that “THERE SHALL BE WORK AND SECURITY! we need to raise the bar and up the ante of service delivery and the fight against unemployment, poverty and inequality.

All hands, on deck!



Mr. J Sibiya, MP

Deputy Minister of Employment and Labour



The South African labour market has suffered significant challenges, key amongst them is poverty, inequality and the stubborn and high unemployment rate which disproportionately affects young people and women. The strategic thrust of the Department of Employment and Labour acknowledges the need for an agile response to general unemployment in the country and youth unemployment, in particular. The clarion call of the president in the State of the Nation Address 2025 highlights the pressing task at hand, “Our most urgent task is to grow our economy so that we can create jobs, reduce poverty and improve the lives of all South Africans”.

The Strategic Plan of the Department thus serves as a blueprint for transforming the South African labour market, focusing on strategic interventions to create an enabling environment for economic growth and decent work opportunities.

The Strategic Plan for the Department of Employment and Labour outlines the key priorities and objectives for the period 2025 to 2030, emphasizing the commitment to inclusive growth, job creation, enhanced social protection for all South Africans and improved and faster service delivery. The plan aims to align with the National Development Plan (NDP) 2030, the Medium-Term Development Plan (MTDP) 2025 – 2030 priorities and the seven Departmental Strategic Priorities.

Alignment with the Medium-Term Development Plan (MTDP) 2025 - 2030

The MTDP 2025-2030 identifies three national priorities that guide the Department’s interventions:

Priority 1: Drive Inclusive Growth and Job Creation

Priority 2: Reduce Poverty and Addressing the High Cost of Living

Priority 3: Build a Capable, Ethical, and Developmental State

The Department has identified seven Strategic Priorities that guides its interventions namely,

Strategic Priority 1: Strengthen regulatory capabilities of the Department

Strategic Priority 2: Coordination of employment interventions within government through collaborations, partnerships and co operations

Strategic Priority 3: Good Corporate Governance

Strategic Priority 4: Improved service delivery

Strategic Priority 5: Strengthen the institutional capacity of the Department

Strategic Priority 6: Massify the marketing of the Departmental services and Programmes

Strategic Priority 7: Advance the new employment mandate of the Department

- 1. Drive Inclusive Growth and Job Creation:** In advancing the employment mandate of the Department, this priority focuses on creating pathways for sustainable employment by promoting job creation through active labour market policies and programmes, workforce upskilling, and strengthening partnerships with private and public sectors for inclusive economic growth

and employment creation. These interventions are meant to uplift all South Africans particularly the marginalised groups, women, youth and people with disabilities.

2. **Reduce Poverty and Addressing the High Cost of Living:** It aims to expand social protection mechanisms for wider coverage of the vulnerable workers, ensure fair wages through the National Minimum Wage, and strengthen enforcement mechanisms of the labour laws to protect vulnerable workers.
3. **Build a Capable, Ethical, and Developmental State:** This involves enhancing governance both in the Department and our Public Entities, improving audit outcomes, rooting out fraud and corruption by ensuring consequence management and driving innovation in efficient service delivery. The Department intends to upskill its work force in line with evolving technology, ensure that the right positions are filled with the right and capable people whilst reducing the vacancy rate.

Implementation Strategies

To achieve the three MTDP 2025-2030 and the seven Departmental Strategic Priorities, the Department plans to expand Public Employment Programmes (PEPs), Labour Activation Programmes (LAPs), and Active Labour Market Policies (ALMPs). The aim of the review of the Labour Legislation in the Seventh Administration will be the most appropriate way to achieve the policy objective of ensuring labour laws remain relevant and responsive to challenges such as unemployment, poverty and inequality, as it provides a consistent framework to address these systemic issues.

Enforcement and Compliance

The protection of labour rights and vulnerable workers and workplace safety is central to the Department's enforcement strategy. Strengthened Inspection and Enforcement Services (IES) will ensure compliance with the labour laws of the country, occupational health and safety regulations, uphold fair employment practices, and promote decent work standards as per International Labour Organisation (ILO) guidelines.

Technological Advancements

The Department's aging ICT infrastructure and the status of some of the offices is a staff moral deflator. The ICT network is under constraint to process the information captured from the various offices. This delays the process speed of captured information and feedback to clients. The downtimes of the network or specific processing platforms also impacts on the number of clients the frontline officials can serve and that impacts on the queues of people on our doorstep waiting to be served.

The Department in its quest to improve its internal ICT systems, is aiming for a full implementation of the SAP solution to renew the old legacy systems. Securing advanced technologies can enhance productivity and support the development of an ethical performance culture.

Conclusion

In summary, the Department's Strategic Plan is a comprehensive framework aimed at creating an inclusive and resilient labour market in South Africa. It emphasises collaboration in inclusive growth and employment creation, social dialogue, and evidence-based policymaking and implementation to address the pressing challenges facing the South African labour market and to empower workers for a sustainable future.



Ms. J Nemadzinga-Tshabalala,

MP Deputy Minister of Employment and Labour

I am honoured to present the Department of Employment and Labour's Annual Performance Plan for the 2025/26 financial year. This plan reaffirms our commitment to ensuring decent work, advancing social protection, and driving inclusive economic growth for all South Africans.

The previous year saw continued efforts to refine legislative frameworks, strengthen governance, and modernise service delivery. Key reforms enhanced the protection of workers' rights while clarifying employer obligations in an evolving world of work. Improvements in digital infrastructure and risk management contributed to more efficient administrative processes, enabling the Department to serve employers and job seekers with greater agility. Collaboration with social partners—across government, the private sector, and civil society—remained central to sustaining progress in these areas.

The Department of Employment and Labour's (DEL) Annual Performance Plan (APP) 2025/26 is a critical roadmap that encapsulates our unwavering commitment to addressing unemployment, inequality, and economic exclusion—the defining socio-economic challenges of our time. Anchored in the National Development Plan (NDP), Vision 2030, and aligned with the strategic imperatives of the Government of National Unity (GNU), this plan articulates targeted interventions to drive employment creation, enhance social protection, and strengthen labour market governance.

The South African labour market continues to face significant pressures, with an unemployment rate of 32.1% (Q3 of 2024), persistent structural barriers to job access, and an evolving world of work that demands agility, innovation, and multi-sectoral collaboration. The youth unemployment crisis remains a pressing concern, with more than 4.8 million young people (15-34 years old) without employment. The discouraged work-seekers segment has increased by 6.3%, signalling the urgency of implementing Active Labour Market Policies (ALMPs) and Public Employment Programmes (PEPs) that can effectively absorb labour while fostering long-term skills development.

Strategic Priorities and Transformative Interventions

To address these challenges, the Department will implement high-impact initiatives that respond to the evolving needs of workers, employers, and key economic sectors. Notable among these are:

- Project 20,000 Inspectors – Enhancing Labour Law Compliance
- Expanding the inspectorate workforce to improve compliance monitoring and enforcement across industries.
- Strengthening the Occupational Health and Safety (OHS) framework to protect workers and ensure dignified working conditions.
- Labour Activation Programmes (LAP) – Sustainable Employment Pathways
- Scaling up programmes that equip job seekers, particularly youth and women, with market-relevant skills.
- Fostering partnerships with public and private stakeholders to enhance labour market access.

Unbundling of UIF and CF – Strengthening Social Protection

- Transforming the Unemployment Insurance Fund (UIF) and Compensation Fund (CF) into independent, agile, and efficiently governed public entities.
- Ensuring that social security mechanisms are financially sustainable, digitally enabled, and responsive to the needs of claimants.

Strengthening Governance and Institutional Reform

- Establishing a Project Governance (Audit Task Team) to address material irregularities and enhance financial oversight.
- Advancing the NEDLAC Bill 2025 to modernise social dialogue structures and promote transparent decision-making.

Advancing ICT and Digital Transformation

- Implementing Project Connect to modernise DEL's ICT infrastructure, expand e-government services, and improve data integration across employment platforms.
- Enhancing digital labour market intelligence systems to support evidence-based policy formulation.

Compensation Fund Turnaround Strategy – Delivering Efficient Services

- Reconfiguring the Compensation Fund to enhance claims processing, financial sustainability, and service delivery.
- Strengthening oversight and aligning investment decisions with national economic priorities.
- The focus for the coming period will centre on three strategic pillars that guide the Department's actions:

Orchestration

Coordinating employment initiatives across government remains essential for coherent policy implementation and resource allocation. Efforts will align with existing programmes to ensure that high-impact interventions receive priority. Data from credible research entities will inform decisions on how best to channel support toward skills development, job creation, and labour market inclusivity.

Thought Leadership

Leading strategic policy dialogues on emerging labour market trends will be vital for shaping responses to rapid technological advances and the rise of the green economy. Embracing innovation and foresight is key to anticipating future skills needs. Partnerships with research institutes, businesses, and organised labour will remain a cornerstone of efforts to equip the workforce for evolving economic opportunities.

Transversal Coordination

Robust oversight mechanisms across multiple sectors will help identify bottlenecks, ensure accountability, and track employment outcomes in real time. Fostering closer collaboration with stakeholders from the private sector, organised labour, civil society, and development finance institutions will further unlock opportunities for inclusive growth. Addressing structural challenges requires broad-based partnerships that harness diverse resources and expertise.

The APP 2025/26 is a strategic commitment to rebuilding the South African labour market through resilience, reform, and innovation. However, government alone cannot drive economic transformation; we must foster stronger partnerships with business, labour, and civil society to accelerate inclusive economic growth, job creation, and sustainable livelihoods.

The Department remains steadfast in its mission to uphold workers' rights, create employment opportunities, and build an equitable labour market. I extend my appreciation to the Minister of Employment and Labour, Honourable Nomakhosazana Meth, our social partners, and the dedicated officials within the Department for their collective efforts in shaping a labour market that is dynamic, inclusive, and conducive to investment.

Let us move forward with purpose, determination, and a shared vision for a South Africa that works for all.



Mr. Mkalipi

Acting Director-General

Department of Employment and Labour

TOP LEADERSHIP



J SIBIYA

Deputy Minister of
Employment and Labour



N METH

Minister of Employment
and Labour



J NEMADZINGA-TSHABALALA

Deputy Minister of
Employment and Labour

INSTITUTIONS REPORTING 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

T MKALIPI
DDG: Labour Policy and
Industrial Relations



A MOILOA
DDG: Inspection and
Enforcement Services



S MOROTOBA
DDG: Public
Employment Services



B MATEBESI
DDG: Corporate
Services



ADV. L MKHOTO
Acting Commissioner:
Unemployment Insurance Fund



N SIGABA
Chief Director :Planning, Monitoring
and Evaluation



B MADUNA
Chief Financial Officer



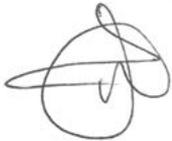
F FAKIR
Acting Commissioner:
Compensation Fund



OFFICIAL SIGN-OFF

It is hereby certified that this Annual Performance Plan:

- Was developed by the management of the Department of Employment and Labour under the guidance of the Minister of Employment and Labour
- Takes into account all the relevant policies, legislation and other mandates for which the Department of Employment and Labour is responsible
- Accurately reflects the outcomes and outputs which the Department of Employment and Labour will endeavour to achieve over the period 2025/26.



Ms B Matebesi

Deputy Director-General: Corporate Services



Mr S Morotoba

Deputy Director-General: Public Employment Services



Mr B Maduna

Chief Financial Officer



Mr. Mkalipi

Acting Director General



Mr J Sibiya, MP

Deputy Minister



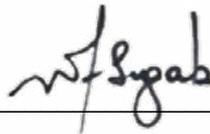
Ms A Moiloa

Deputy Director-General: Inspection and Enforcement Services



Mr T Mkalipi

Acting Deputy Director-General: Labour Policy and Industrial Relations



Ms N Sigaba

Chief Director: Planning, Monitoring and Evaluation



Ms J Nemadzinga-Tshabalala, MP

Deputy Minister

Approved by:



Ms N Meth, MP

Minister



PART A: OUR MANDATE



1. UPDATES TO THE RELEVANT LEGISLATIVE AND POLICY MANDATES

The Department of Employment and Labour derives its mandate from the Constitution of the Republic of South Africa. This mandate is given effect through several acts that regulate labour matters in South Africa: The Occupational Health and Safety Act (1993), the Labour Relations Act (1995), the Basic Conditions of Employment Act (1997), the Employment Equity Act (1998), the Employment Services Act (2014) and the National Minimum Wage Act (2018).

The Department of Employment and Labour's legislative framework is informed by the South African Constitution's, Chapter 2, and Bill of Rights:

- Section 9, To ensure equal access to opportunities
- Section 10, Promotion of labour standards and fundamental rights at work
- Section 18, Freedom of association
- Section 23, To ensure sound Labour relations
- Section 24, To ensure an environment that is not harmful to the health and wellbeing of those in the workplace
- Section 27, To provide adequate social security nets to protect vulnerable workers
- Section 28, To ensure that children are protected from exploitative labour practices and not required or permitted to perform work or services that are inappropriate for a person of that child's age or their well-being, education, physical or mental health or spiritual, moral or social development is placed at risk and
- Section 34, Access to courts and access to fair and speedy labour justice.

Presidential Declaration

On 29 May 2019, President of the Republic of South Africa, Mr. CM Ramaphosa announced the appointment of a reconfigured national executive following the general elections held on 8 May 2019. The President committed to a process of further reforms to "promote coherence, better coordination and improved efficiency" of government.

Following the Proclamation, the President further indicated that the "Department of Labour as the department now responsible for the Department of Employment and Labour (DEL). This Department will coordinate all government efforts to create jobs and reduce unemployment and will be required to change its approach from mere compliance enforcement to facilitating job creation, which is where the Department derives its mandate".

The mandate of the Department is to regulate the labour market through policies and programmes developed in consultation with social partners. These aim to:

- improve economic efficiency and productivity
- facilitate decent employment creation
- promote labour standards and fundamental rights at work
- provide adequate social safety nets to protect vulnerable workers
- promote and enforce sound labour relations
- promote equity in the workplace
- eliminate inequality and unfair discrimination in the workplace
- enhance awareness of and compliance with occupational health and safety in the workplace
- give value to social dialogue in the formulation of sound and responsive legislation and policies to attain labour market flexibility for the competitiveness of enterprises, balanced with the promotion of decent employment.

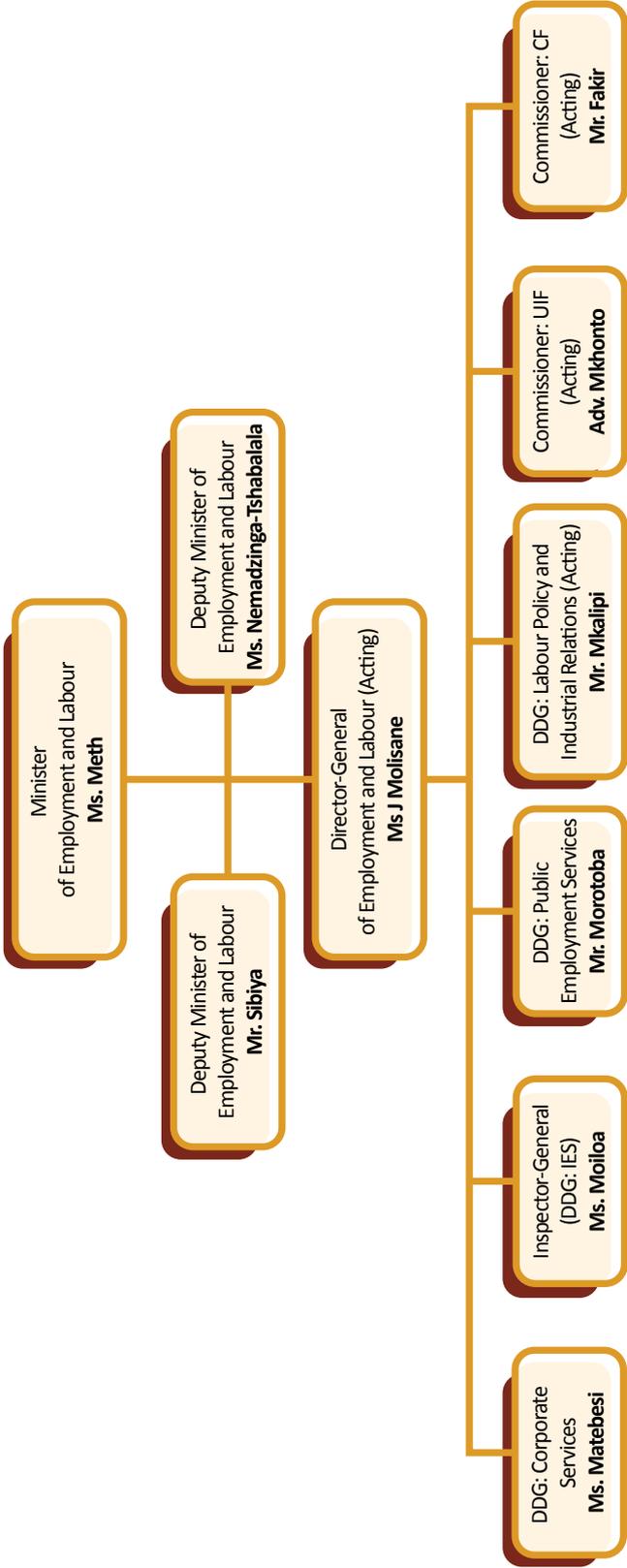
2. LEGISLATIVE AND POLICY MANDATES

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	The purpose of this Act is to advance economic development and social justice by fulfilling the primary objects of this Act which are: <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 employment ii. Regulating the variation of basic conditions of employment b. 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	The purpose of the Act is to achieve equity in the workplace, by <ul style="list-style-type: none"> a. Promoting equal opportunity and fair treatment in employment through the elimination of unfair discrimination b. 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
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 Skills Development Act 97 of 1998 subsections 22 - 24	To provide for public employment services, their governance and functioning, including the registration of private employment agencies 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
11	National Minimum Wage Act, Act 9 of 2018	The National Minimum Wage Act 9 of 2018 aims: <ul style="list-style-type: none"> To provide for a national minimum wage To establish the National Minimum Wage Commission To provide for the composition and functions of the National Minimum Wage Commission To provide for the review and annual adjustment of the national minimum wage To provide for exemption from paying the national minimum wage To provide for matters connected therewith

DEPARTMENTAL FOOTPRINT

ORGANOGRAM



SERVICE DELIVERY SITES OF THE DEPARTMENT

The Department render services at 9 Provincial Offices, 125 Labour Centres, 33 Satellite Offices, 38 Thusong Service Centres and 443 Visiting Points across the country. There are also 133 self-help kiosks at various offices. 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, 1 Thusong Service Centre and 80 visiting points. The 9 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 have two Mobile Employment Centres.
- In the Free State, the Department deliver services at 11 Labour Centres, 3 Satellite Offices, 3 Thusong Service Centres and 67 visiting points. The Free State have 6 self-help kiosk that are at the following Labour Centres: Bethlehem, Bloemfontein, Ficksburg, Harrismith, Phuthaditjaba 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 Centres 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 18 self-help kiosks and 2 busses to take services to the clients. The self-help kiosks are at all the Labour Centres as well as at the following Satellite Offices: Bela-Bela, Thabazimbi, Mookgopong, Musina, Hoedspruit and Burgersfort.
- In Mpumalanga, the Department delivers services at 14 Labour Centres, 3 Satellite Offices, 12 Thusong Service Centres and 21 visiting points. 44 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's 5 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 8 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.

3. UPDATES TO INSTITUTIONAL POLICIES AND STRATEGIES

POLICIES

Review and amendment of OHS act and its regulations by 31 March 2026

Progress with regards the OHS Bill:

The Bill was referred by the State Law Advisors and the DPME. A Task Team was established to format the Bill in an amendment format as requested by the State Law Advisors. The formatting and the drafting are now completed. The memo that accompanies the bill was drafted. The Bill with its supporting documents was resubmitted to the state law Advisor and DMPE in November 2024.

Key Changes to the Current Act

- Inclusion of a Health and Safety Management System
- Inclusion of Full-Time Health and Safety Representatives
- Inclusion of an Employee's right to leave unsafe environment
- Inclusion of discrimination under victimisation
- Inclusion of Inspector's power to impose fines

Regulations currently under Review:

- Environmental Regulations for Workplace, 1987
- Noise-Induced Hearing Loss Regulations, 2003
- Lead Regulations 2002
- Regulations for Hazardous Chemical Agents, 2021
- Construction Regulations, 2014
- Driven Machinery Regulations, 2015
- Lift, Escalators and Passenger Conveyor Regulations, 2010
- Electrical Installation Regulations, 2009
- Electrical Machinery Regulations, 2011
- Pressure Equipment Regulations, 2009
- General Machinery Regulations, 1988
- Regulation Concerning the Certificate of Competency, 1990

Employment Services Amendment Bill (ESAB)

The Employment Services Amendment Bill provides for a legislative framework to give effect to the National Labour Migration Policy. The ESAB provide guidance on the Governance, Administration and Management of interventions to ensure orderly movement of foreign migrant labour to and from South Africa to other countries.

The policy objective is to reduce the number of foreign nationals employed in the South African Labour Market, to prevent further inflow of irregular economic migrants and continued displacement of citizens, to afford citizens to take over those employment opportunities, and to promote their employment in other countries.

Labour Relations Act Amendment Bill, Basic Conditions of Employment Act Amendment Bill, Employment Equity Act Amendment Bill and National Minimum Wage Act Amendment Bill

The purpose of the Bills is 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 businesses thrive and create employment.

These labour law reforms furthermore need to respond to the following:

- Changes in the labour market and the nature of work
- Identified bottlenecks in existing systems
- Broaden access to collective organisation and bargaining in response to an increasing large group of unprotected workers
- Rights and protection appropriate to the changing nature of work and an increasing large group of unprotected workers
- Reducing levels of disputes and simplifying dispute procedures; and enable economic growth and sustainability for small and new businesses.

COIDA & UIF AMENDMENT BILLS

The Amendments focus on governance and accountability arrangements for the UIF and CF as befits national public entities.

These amendments are enablers to the Unbundling of the UIF and CF, their separation from the Department of Employment and Labour and the insertion of more appropriate governance and accountability arrangements as befits separate and independent PFMA Schedule 3A national public entities.

The Bills do so by adopting a two-pronged approach:

1. It seeks to amend the existing Acts, to provide for the establishment of new and appropriately constituted Accounting Authority Boards to exercise the Accounting Authority functions of the Funds as it is more suitable for Social Insurance Funds listed as PFMA Schedule 3A National Public Entities which are by definition located outside of the public service, and
2. It contains additional amendments to the Act to divest the Director-General of operational powers and functions in relation to the Funds and to allocate these to the respective Commissioners as Chief Executive Officer of the Funds.
 - The Bills set the criteria and composition of the Boards and requires them to constitute specified board committees including audit and risk committees and board nominations committees to assist in the public and transparent board appointment process.
 - The Bills also set standards for the conduct of directors and reporting requirements which are aimed at promoting the transparency of the Fund's operations so as to ensure value for money in the use of public funds.
 - The Bills further contains amendments to rename the existing advisory Unemployment Insurance Board and the Compensation Fund Board as Advisory Councils to more properly reflect their functions.
 - Finally, the Bills contain transitional measures for the transfer of employees and assets from the Department of Employment and Labour to the Funds instead of the current model where services are provided by the DEL on behalf of the funds on a cost recovery basis which has not supported service delivery.
3. Section 5d must be broadened to include non UIF contributors as beneficiaries, on terms and conditions as determined by the Executive Authority from time to time.

4. Definition of UI contributors should be broadened to include self-employed persons (consultants, gig economy practitioners, performing artists, etc.) Their contributions must be determined so that they provided them with a meaningful benefit.
5. Employer organisations must not just contribute to the UIF, but they must constantly declare employees in their employment. Employers must also declare the employees when they are dismissed, retrenched, go on maternity and when deceased so that the UIF can process their due benefits from the employer's submission.
6. Investment options of the UIF must be broader than just the PIC and must give the UIF latitude to invest in other Investment Schemes or Organisations.

NEDLAC BILL, 2025

The proposed Bill seeks to reform the National Economic Development and Labour Council (NEDLAC) by establishing a more transparent and accountable governance structure. By designating the executive committee as the accounting authority, the Bill aligns NEDLAC with the Public Finance Management Act No. 1 of 1999. This critical change will empower the executive committee to oversee operations effectively, ensuring that NEDLAC can fulfil its evolving mandate amidst the changing economic and social landscape.

The proposed Bill aims to strategically reform the NEDLAC by instituting a more transparent and accountable governance structure. By designating the executive committee as the accounting authority, the Bill ensures alignment with the Public Finance Management Act (PFMA) No. 1 of 1999. This shift empowers the executive committee to effectively oversee operations, enabling NEDLAC to fulfil its evolving mandate within a dynamic economic and social context.

A key strategic feature of the Bill is the transformation of the annual summit into the Lakota, refocusing its role on oversight and review. This change enhances real-time representation by allowing NEDLAC party representatives to be appointed for each session, ensuring relevant and timely participation while upholding accountability. Furthermore, the Bill introduces a single offence for improper disclosure of information, reinforcing compliance and accountability by aligning with the Labour Relations Act No. 66 of 1995. This ensures consistent legal treatment of information sharing and prevents inconsistent penalties for similar offences.

Overall, the Bill serves as a transformative step in modernizing NEDLAC, positioning it to better tackle emerging challenges, promote collaboration among socio-economic partners, and contribute to a comprehensive economic recovery strategy. It reflects a strong commitment to transparent governance, stakeholder engagement, and the strengthening of trust and collaboration within our democratic framework.

The Amendment Bills are aligned to the MTDP 3 priorities:

1. **Drive Inclusive Growth and Job Creation:** The setting of quotas on the number of foreign nationals that can be employed in economic sectors and occupational categories will result in the increase in employment of locals.

Setting up seamless processes that allows for the attraction of Scarce and Critical skills needed in the economy and a recruitment drive on the diaspora will also contribute towards the growth of the SA Economy. The OHS Bill unlock business and job opportunities as it strengthens preventive measures that protect workers and support productivity. The proposed amendments align with the Government of National Unity's (GNU) strategic priorities by addressing unemployment, poverty, and inequality.

The labour law bills drive inclusive growth and job creation by supporting workforce transformation, reducing regulatory burdens for small businesses, and incentivizing employment. It reduces poverty and tackle the high cost of living by ensuring fair wages, enhancing job security, and protecting vulnerable workers. Additionally, it contributes to building a capable, ethical, and developmental state by improving labour law enforcement, strengthening compliance mechanisms, and fostering collaboration among social partners to ensure responsive and accountable governance.

The strengthening of governance and accountability and staffing arrangements for the Funds will support more efficient delivery on their mandates and improve service delivery which will contribute to the strategic priorities.

2. **Reduce poverty and tackle high cost of living:** Increasing the number of citizens in jobs previously occupied by foreign nationals, will allow them to earn income, restore their dignity, reduce poverty and improve their standard of living.
3. **Build a capable, ethical and developmental state:** The Policy interventions and ESAB will provide for the administration, governance and management of safe and orderly movement of foreign labour to and from South Africa.

The NEDLAC Labour Law Reform process which over a two-year process has considered and made proposed amendments for the Minister to take to Cabinet and Parliament to the following acts:

- Labour Relations Act
- Basic Conditions of Employment Act,
- National Minimum Wage Act, and
- Employment Equity Act.

The proposed amendments aim to:

- Support the Government’s intention to fight unemployment, poverty, and inequality
- Improve rights of workers, especially those that are most vulnerable
- Improve the efficiency of dispute resolution between employers and employees
- Make it easier for small businesses to trade and comply with labour legislation, and
- Align legislation with recent court cases.

During 2021 and early 2022, all social partners proposed labour law reform proposals at NEDLAC. NEDLAC set up a Labour Law Reform Task Team made up of six-a-side of government, labour and business. A facilitator, legal drafters and technical support were appointed.

The process started on 22 April 2022, and parties agreed that there would be three phases:

- Phase One: Amendments to labour laws to improve the efficiency of the labour market institutions mostly with respect to dismissals, retrenchments, collective bargaining and strike action
- Phase Two: Codes of good practice and secondary legislation
- Phase Three: Responding to changes in the labour market including protections for non-standard workers.

Work on all phases was mostly completed on 30 July 2024. Issues relating to amendments to the UI & COIDA laws, consequential amendments to regulations and the Just Transition (e.g. heat stress) are ongoing.

To ensure labour laws remain relevant and responsive to the changes and challenges in the labour market, among others, which are unemployment, seek what it is that business and labour can sacrifice or give away to create employment without compromising job security, what can be done to help small businesses thrive and create employment, the proposals were tabled. Over and above this, NEDLAC social partners have articulated that labour law reform needs to respond to the following:

- Changes in the labour market and the nature of work
- Identified bottlenecks in existing systems
- Broaden access to collective organisation and bargaining in response to an increasing large group of unprotected workers
- Rights and protection appropriate to the changing nature of work and an increasing large group of unprotected workers
- Reducing levels of disputes and simplifying dispute procedures, and
- Enable economic growth and sustainability for small and new businesses.

The key provisions are as follows:

- **Simplification of procedural fairness:** It is important for the labour market and will assist in dispute resolution concerning matters that are referred to CCMA or bargaining councils. It will expedite the internal procedures of companies, prevent technicalities and disputes over procedures and reduce the caseload. Research shows that there remains a high level of procedural unfairness cases
- **Limit on compensation for procedurally unfair dismissals:** Limiting employees to either statutory compensation or contractual damages. This will create certainty in the labour market, stop forum shopping, and encourage business to create jobs by limiting compensation based on the law or contractual damages
- **Exclude high-paid employees from certain statutory protection:** The proposal is in the context of the numerous examples of extensive litigation instituted and pursued by such employees at the cost of the taxpayer. High-paid employees can negotiate their terms of employment, they should be required to use their resources and should not be protected by the LRA to the same extent as other employees
- **Inquiry by Arbitrator:** The appointment of an arbitrator to hold in-house inquiry should not require agreement and related amendments to discourage unnecessary and/or frivolous disputes. It avoids duplication of hearings (internal and external), promotes speedier resolution of disputes and reduces pressure on CCMA. It is consistent with the current regulatory architecture and principle of subsidiarity
- **Redefine Unfair Labour Practice:** To include unreasonable periods of suspension, unreasonable delays in disciplinary procedure, occupational detriment protections linked to the PDA, probation and qualifying period abuses. This will reduce unfair labour practice litigation and encourage employment of new entrants into the labour market
- **Dismissal and retrenchment procedures:**
 - Revisions to the current codes of good practice on dismissal and dismissal for operational requirements
 - A new code to regulate the dismissal of employees of small businesses. It will enable and encourage job creation and small business sustainability by setting out employers' obligations clearly.
- **Improved efficiency of bargaining councils:** Extend funding agreements of bargaining councils for 36 months, it will improve management for bargaining councils. Minister to be given the power to regulate bargaining council exemption procedures, it will improve bargaining council processes
- **Improved efficiency of the Labour Court:** Allow Labour Court judges to act in the Labour Appeal Court and other related amendments to streamline processes in the Labour Court. This will improve the adjudication of labour disputes and the capacity of the Labour Courts
- **Limit protection on probation:** Limit the qualifying period to 6 months for dismissal protection without excluding protection in respect of automatically unfair dismissals. It reduces the risk attached to hiring new employees and encourages the employment of new entrants into the labour market.

Alignment of council/ agency jurisdiction: Allow BCs/SCs to resolving disputes through under any employment law. They are currently restricted by statutory exclusions in the LRA, the EEA and the BCEA which increases the case load of the CCMA.

Broader definition of employees: A broader definition of employee will be introduced to allow:

- non-standard workers to join trade unions and participate in collective bargaining
- the Minister to set minimum conditions of employment for these workers through sectoral determination.

This is consistent with the labour law rights provision of the constitution and South Africa's legal obligations in terms of ILO standards.

Alignment of CCMA jurisdiction: The CCMA should be permitted to issue rules to determine the procedures and the forms applicable to CCMA dispute resolution, compliance, and enforcement procedures under any employment law (BCEA, EEA, NMWA etc.).

Limitation of liability: CCMA is receiving damages claims by employers dissatisfied with awards. A standard limitation liability clause similar to that found in other statutes should be included in the LRA applicable to all public labour institutions.

Harmonisation of LRA and EEA dispute resolution: Election for employees to refer “sexual harassment” disputes to the CCMA for arbitration should be extended to all harassment claims to prevent splitting of cases.

Clarification and expansion of CCMA jurisdiction for severance pay claims: CCMA should be given jurisdiction in respect of all “severance pay only” disputes. This amendment aligns the law with the Labour Court decision (Telkom v CCMA) and also prevents duplication of claims.

Introduction of protection for workers who are required to be available for work but are not guaranteed work by their employers. (on Call workers)

Employers are required to specify details such as notice period in the employees’ written particulars of employment.

PROPOSALS: IMPACT SMMEs

- **Retrenchment procedures:** Simplified Code of Good Practice to regulate dismissal of employees of small business. It will enable and encourage job creation and small business sustainability
- **Severance Pay:** Increase statutory severance pay for 2 weeks per year of service (Look at a possibility of UIF assist SMMEs that have been in existence for two years or less)
- **Exclusion from collective agreements:** Proposals to exclude start-ups that have been in existence for two years or less from the extension of collective agreements
- **Dismissals:** Qualifying period for new entrants into the labour market: The qualification period does not apply to an employee who before commencement of employment has been in full-time employment with one or more employers for a period of 24 months
- **Compliance orders and claims:** Re process of inspectors issuing compliance orders against employers who do not comply with the NMWA or BCEA and the arbitration of these claims are clarified
- **Inclusion of condonation for appeals against compliance orders:** If the employer shows good cause at any time, the CCMA may permit the employer to refer a dispute after the time period stated in the order has expired
- **Specification of CCMA’s powers when hearing disputes about compliance orders:** CCMA can now appoint a commissioner to determine by arbitration any dispute referred regarding compliance order, including any application for condonation
- **Claims for failure to pay any amount:** Clarity has been made that bargaining councils with jurisdiction can hear claims for failure to pay any amount for low paid workers
- **Penalties for non-compliance with the NMW:** Penalties for non-compliance with the NMW must be paid to employees.

The Public Employment Services Branch will develop a number of policies during the MTEF period to respond to a number of identified challenges:

1. **National Employment Policy** – the policy will be developed in line with the ILO Employment Policy guidelines to ensure that the country has a coordination framework for all employment initiatives in the country. The policy will be consulted extensively to receive maximum input and to ensure buy-in or support during its implementation stages.
2. **National Labour Migration Policy** – the policy is in line with the South African Development Countries (SADC), Minister of Employment/Labour and Ministers of Interior/Home Affairs for all member states to have Migration Policies that will assist in the management of movement of labour and the African Union (AU) protocol on the movement of labour in the region.

The draft implementation plan has been developed for the NLMP. The Department in collaboration with EU will continue to host Provincial Dialogues on Labour Migration at district and local level in order to capacitate the civil society and raise awareness on Labour Migration issues.

STRATEGIES

Review of Public Employment Services in order to align it to the changing world of work – supported by World Bank.

Development of Employment Schemes framework – in order to coordinate and facilitate implementation of short-term employment in the midst of oversupply of labour and absorption to long-term employment across public and private sectors.

IES STRATEGY

Decent work, as coined by the International Labour Organization (ILO), summarizes the different pillars of work, including employment and its quality, rights at work, representation and voice, and social protection. In responding to decent work, the Inspection and Enforcement Services (IES) Strategy of 2009 acknowledged the necessity of enhancing professionalism and specialization within the inspectorate to improve capacity and enforcement. The strategy specifically identified the Security, Domestic, and Farming sectors as vulnerable sectors based on a conducted study and anecdotal as well as administrative evidence. The strategy emphasized the need for enhanced legislation and self-regulation as the foundation for effective enforcement and compliance. Consequently, the 2009 Strategy transitioned from addressing planned needs to focusing on four fundamental IES Strategic Areas: capacity development, advocacy and stakeholder relations, inspections, and enforcement, which formed the bedrock of the IES.

The paramount objective of the 2021 IES Strategy was to attain and strengthen the professionalization and specialisation of the inspectorate, a process that commenced in 2014 and continues to date, through the appointment of qualified inspectors and ongoing training. Further identification of vulnerable workers had been made in sectors such as the Taxi Industry, Expanded Public Works Programme (EPWP), and the transitioning from informal sector to formal as the country had ratified ILO Recommendation 204. Sectoral Determinations have been promulgated and enforced to regulate specific sectors, and the National Minimum Wage was enacted in 2018 to regulate the minimum wage baseline in the country.

The Occupational Health and Safety (OHS) accord of 2002 was signed amongst social partners, and this was followed by the three sectoral accords. This was to ensure that the country subscribed to the principles of decent work. Furthermore, this was supported by the continued partnerships with other agencies, including the Commission for Conciliation, Mediation and Arbitration (CCMA), and Bargaining Councils. Additionally, numerous Memoranda of Understanding (MOUs) have been signed with various partners thus extending coverage to other workers. The reinforcement of enforcement measures was deepened through the amendments of the BCEA, which contemplated the enforcement of the basic standards of employment through the CCMA.

The operating conditions of Labour Inspection had undergone significant changes in recent decades due to developments in the Labour market, which are influenced by technology, and the effects of globalisation. In this context, Labour Inspection must redefine its organisational and interventional strategies to meet the expectations arising from the evolving Labour markets. Labour inspection is an independent profession and demands a professional approach. Thus, the professionalization of the Labour Inspectorate is an ongoing process that requires staying at the forefront of the cutting edge and pioneering methodologies and technological advancements to ensure an agile and responsive Labour inspectorate. Therefore, Labour Inspectors must focus on pivotal trends that profoundly influence Labour Inspection practices. These include amongst others, non-standard forms of contract and non-standard forms of employment¹ at the expense of social concerns. Labour Inspectors must comprehend how these trends compel them to embrace specialization, whilst achieving one vision.

1. Non-standard forms of contract and non-standard forms of employment; the proliferation of small and independent units that are often difficult to supervise, the continued trend of short-lived enterprises with changing ownership and increased mobility, remote work, hybrid models (working from home), the emergence of virtual enterprises and networks, and the escalating pressures of cost and competition.

PROJECTS FOR THE YEAR AND FUTURE YEARS

PRIORITY PROJECT 1: PROJECT 20 000 INSPECTORS - NATIONAL COMPLIANCE DRIVE

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.

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). Funded through the UIF funds.

PRIORITY PROJECT 2: LABOUR ACTIVATION PROGRAMME

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. More information can be found in the Annual Performance Plan for 2025/26 of the Unemployment Insurance Fund.

PRIORITY PROJECT 3: UNBUNDLING OF UIF AND CF

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. Minister Meth's emphasis on good governance and social protection speaks to the heart of the President's agenda of creating a developmental state that delivers meaningful services to its citizens. This project will be completed in three phases, namely Phase 1: Stabilisation (Ongoing), Phase 2: Repurposing (18 Months) and Phase 3: Modernisation (24 Months). Funded by UIF and CF.

PRIORITY PROJECT 4: STRENGTHENING GOVERNANCE AND ENHANCING ACCOUNTABILITY

Through strategic initiatives aligned with the President's vision and the Government of National Unity's priorities, DEL is 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 and the initiation of an Inter-Governmental Relations Business Unit to streamline cooperative governance.

The Audit Task Team was established to proactively address material irregularities that undermine the Department's integrity and effectiveness. 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.

PRIORITY PROJECT 5: ADVANCING ICT INFRASTRUCTURE THROUGH PROJECT CONNECT

The objectives of this project are to:

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

PRIORITY PROJECT 6: A TURNAROUND STRATEGY FOR THE COMPENSATION FUND

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

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.

4. UPDATES TO RELEVANT COURT RULINGS

SALOM AGRI (PTY) LTD v DEPARTMENT OF EMPLOYMENT AND LABOUR AND OTHERS.

Case law of significance: Employment of foreign nationals and the Department of Employment and Labour's role.

The Applicant, SALOM AGRI (PTY) LTD argued that they made out a case of satisfying the requirement of having conducted a diligent search that justifies the Department of Employment and Labour's issuing of a positive recommendation towards a corporate visa.

In spite of DEL's response, the Judge found that the applicable regulatory measure that governed the Department's functions in relation to an applicant for corporate visas is the Immigration Regulation 20(1)(b)(i) which requires only that the Department confirm that the applicant has conducted a diligent search for persons to fill the positions in respect of which it is sought. Further that despite that diligent search it has been unable to find suitable citizens or permanent residents.

In support of the application filed by the applicant it provided details of its efforts to advertise the positions concerned, the fact that it had employed local available work seekers identified by the Department's regional officials after a recruitment exercise by those officials, and its substantial efforts to contact persons on the list provided by the Department and the fact of its having employed these people who were willing to be so employed.

The Judge further found that had the Adjudication Committee confined itself to the enquiry what it was enjoined to conduct, it would have established first that the applicant had advertised the available vacancies in a national newspaper, on direct instructions of an official of the Department, and secondly that it had appointed all available local work seekers identified by the Department's regional officials, after a recruitment exercise extended to those officials in various different locations, and thirdly that the applicant had appointed all the local work seekers identified in the list of 3 742 names provided to the applicant by the Department by the regional officials on 29 September 2021.

All this information served before the Committee established that the applicant had over a period conducted a diligent search for suitable citizens and permanent residents to occupy the positions available and despite its efforts, the positions remained unfilled. The ruling was in favor of the applicant.

MUKURU FINANCIAL SERVICES (PTY) LTD v DEPARTMENT OF EMPLOYMENT AND LABOUR (2022) ZAWCHC 14.

The employment opportunities sought to be filled clearly indicated that these were posts where such personnel, customer services on behalf of the applicants, interact with their clients personally at various stages of the applicants' processes. The foreign language requirement was also a marketing strategy for the applicants' business for its cross-border remittance service on the international platform.

That the Applicants failed to provide a portfolio of evidence pertaining to the training of South African citizens to meet the required skill need currently only found in foreign nationals. That the Applicants did not have strategies and programmes to train South African citizens as envisaged in the Immigration Act.

The court ruled that the Applicants wanted to unfairly exclude South African citizens from employment opportunities in South Africa, in favor of foreign nationals. This exclusion constituted unfair discrimination on grounds which included race, ethnic or social origin, culture, language and birth. The Application was dismissed with costs.

Chemical, Energy, Paper, Printing, Wood, and Allied Workers Union and Others v Mashanda N.O and Others (2022] ZALCJHB 350

Short summary of case:

Locus standi – section 158(1)(e) considered – individual union members having *locus standi* to bring application – dispute involving case of alleged non-compliance with constitution of union – constitutes dispute between members and union.

Administration application – section 103A of LRA considered – only Registrar / trade union can apply to Court to appoint or remove administrator – not competent for individual applicants to seek the removal of administrator and replacement with administrator of their choosing – individual applicants can only express their interests for consideration by the Court.

Administration of trade union – position of administrator considered – duties of administrator considered – circumstances when administrator may be removed considered – no proper grounds made out for removal of administrator.

Appointment of administrator – principles considered – meaning of ‘just and equitable’ considered – Registrar satisfied with administrator – no cause or reason not to appoint such administrator.

Relief sought – relief of reinstatement and removal and replacement of administrator not competent – application refused – further appointment of administrator proposed by Registrar granted – amended order issued.

Costs – principles considered – no order as to costs.

Impact:

The court provided the necessary clarity that only the Registrar of Labour Relations or a trade union can approach the court to bring an application for administration under S 103 A of the Labour Relations Act of 1995 (“the LRA”).

In this matter the court found that individuals as members only have *locus standi* (legal status) to in as far as disputes concerning the non-compliance with the union’s constitution is concerned. These are disputes between the union and its members. These are disputes under the auspices of section 158(1) (e) of the LRA.

The court therefore made an important differentiation in respect of the different applications in which individual members would have *locus standi*.

Mahlangu and Another V Minister of Labour and Others (2020] ZACC 24

Short summary of case:

On 23 May 2019 the High Court declared the exclusion of domestic workers from COIDA unconstitutional and invalid and ordered that section 1(xix)(v) be severed from COIDA. The High Court did not provide reasons for its declaration of constitutional invalidity.

It postponed the issue of the retrospective effect of the order of constitutional invalidity to allow the parties to file further submissions on that aspect. On 17 October 2019 the High Court ordered that the declaration of invalidity apply retrospectively to provide relief to other domestic workers who were injured or died at work prior to the granting of the order.

On Thursday, 19 November 2020 at 10h00 the Constitutional Court handed down a judgment in an application for confirmation of an order of the High Court of South Africa, Gauteng Division, Pretoria (High Court), which declared section 1(xix)(v) of the Compensation for Occupational Injuries and Diseases Act 130 of 1993 (COIDA) unconstitutional to the extent that it excludes domestic workers employed in private households from the definition of “employee” and effectively denies them compensation in the event that they contract diseases or suffer disablement, injuries or death in the course of their employment.

As the facts on record show that Ms. Mahlangu depended solely on financial support from her late mother, it appears that she cannot support herself and this alone qualified her for social assistance from the State. And if she had demanded such assistance, the State would have been obliged to provide it. The State could not have resisted her claim on the ground that she does not meet COIDA requirements or that her mother, as a domestic worker, was excluded from having access to COIDA benefits. COIDA has no bearing on the enforcement of the right in section 27(1)(c) of the Constitution. Consequently, it cannot be inconsistent with that section.

Ms. Mahlangu's right which was contingent upon her mother's death, is her claim for loss of support. That is her common law right which she still has. Because it was her mother who lost the right to life as a result of the accident, no constitutional right under section 27(1) of Ms. Mahlangu was affected. This means that she retained all her rights under this section which she could enforce without any reference to her mother's death.

In the constitutional court judgment, Mhlantla J agreed with the main judgment that the impugned provision is indeed unconstitutional. This is in so far as it is not consonant with the constitutional rights to equality and dignity and unfairly discriminates against domestic workers. However, Mhlantla J found that on a plain reading of the impugned section – and due to other incongruences between the statutory right and the constitutional right – simply incorporating COIDA into the right to social security in section 27(1)(c) is an untenable proposition. In this regard, Mhlantla J agreed with the second judgment penned by Jafta J.

The third judgment found that it is not enough to take cognisance of the discrimination that makes up the present lived experiences of domestic workers but that it is necessary to also acknowledge the historical significance of the role that domestic workers play and the accompanying struggles they face. Many of these can be typified as caused by the intersection of various axes of discrimination such as race, sex, gender, and social class. This condition is further exacerbated by the private nature of the sphere in which they work. Consequently, domestic workers are unseen and unheard to the detriment of their constitutional rights despite the pivotal role they play in society.

Impact:

That domestic workers are afforded protection by COIDA is critical for various reasons. Women conducting domestic work are often the financial head of their families. In our South African context, this is often an extended family where one provides for her children, grandchildren, other relatives and, at times, others who are not even relatives. Whilst they deserve to be lauded as family matriarchs who respond to situations of hardship by providing aid, they remain stuck in the historical cycle of poverty. To add to their plight, apartheid, and further discrimination, resulted in Black women being historically and generationally impacted, such women were often singlehandedly providing the foundation to their family, and, collectively, to millions of families.

Domestic workers in South Africa are now considered formal employees under the COIDA with effect from 30 June 2023. All employers are expected to register their domestic workers.

African Labour Civil Rights Union (ALCRU) v Registrar of Labour Relations: (J 1605/17)

This was an appeal in terms of section 111(3)(b) of the Labour Relations Act. The Registrar of Labour Relations refused to register the Applicant (ALCRU) as a trade union as a result of its shortcomings in terms of the relevant sections of the Labour Relations Act, 66 of 1995 as amended. The Registrar found that the union:

- Had no members
- Could not account financially
- There was no proper formation of the union.

The court found that the Registrar was correct in finding that the union was not formed as a genuine trade union. The Court further found that the Registrar was correct to conclude that the union did not have proper financial control measures. The appeal of the Appellant (ALCRU) was dismissed.

Hence, the court found that there was no basis on which this court is empowered to confirm or otherwise enforce the report's findings and recommendations for the purpose sought by Solidarity or for any other purpose. The court dismissed the application with no cost.

Judgement was delivered on 8 October 2019.

Van Wyk and Others V Minister of Employment and Labour (2022-017842) [2023] ZAGPJHC 1213; [2024] 1 BLLR 93 (GJ); (2024) 45 ILJ 194 (GJ); 2024 (1) SA 545 (GJ) (25 October 2023)

This application is about allegations of unconstitutionality of sections 25, 25A, 25B and 25C in the Basic Conditions of Employment Act 75 of 1997 (BCEA) which deal with maternity and parental leave. [1] The BCEA is one of a suite of statutes that regulate employment and labour relations. The font of the value choices in these statutes lies, in particular, in sections 13, 18, 22 and 23 of the Constitution which touch on employment. Section 9 of the Constitution on the right to equality and section 10 of the Constitution on the right to dignity, of course, pervade every aspect of life. [2] The present controversy is about whether these particular provisions in the BCEA are unconstitutional because they unfairly discriminate against persons in violation of section 9 or 10 of the constitution.

There are three sets of applicants. The first and second applicants are Werner and Ika Van Wyk, a married couple and parents of a child. The second applicant is Sanke Gender Justice whose role is public advocacy in support of gender equality. The Third applicant is the Commission for Gender Equality (CGE), a Chapter 9 institution. The sole respondent is the Minister of Labour who is the custodian of the BCEA.

In addition, there are 6 entities who joined as amici curiae. Four of them, the Centre for Human Rights of the University of Pretoria, Solidarity Centre South Africa, International Lawyers Assisting Workers Network and the Labour Research Service advance a common argument in support of the applicants' criticism of the BCEA. A fifth amicus is the National Employers Association of South Africa (NEASA), who makes common cause with the Minister of Labour in opposing the criticism of the BCEA. The 6th amicus did not participate in the hearing.

It is declared that the provisions of sections 25, 25A, 25B and 25C of the Basic Conditions of Employment Act no 75 of 1997 (BCEA), and the corresponding provisions of the Unemployment Insurance Fund Act no 63 of 2001 (UIF Act), sections 24, 26A, 27, 29A, are invalid by reason of inconsistency with sections 9 and 10 of the Constitution, to the extent that the provisions: -

- a. Unfairly discriminate between mothers and fathers
- b. Unfairly discriminate between one set of parents and another on the basis of whether their children-
 - i. Were born of the mother
 - ii. Were conceived by surrogacy
 - iii. Were adopted.

Director-General, Department of Labour and Another v Comair Ltd [2009] OL 24060 (LC)

The First Applicant in the main application is the Director General: Department of Labour and the Second Applicant the Minister of Labour. The Respondent in the main application is Comair Limited, a company conducting business in the aviation industry. For convenience reference are made to the parties as the Applicant and the Respondent although the Applicant in the main application is the Respondent in the counter application and vice-versa.

The application before the Court is a counter application to the main application in terms of which the Applicant (in the main application) intends applying to this Court for an order declaring, *inter alia*, that the Respondent (in the main application) is in breach of section 20 of the Employment Equity Act 55 of 1998 (hereinafter referred to as "the EEA") by failing to prepare and implement an employment equity plan which would achieve reasonable progress towards employment equity in the Respondent's workplace between the period 2000 to September 2007.

The Applicant also intends asking for a declaration that the Respondent is in breach of section 21(2);(3);(4) & (5) of the EEA in that the reports that were submitted were not based on any existing employment equity plan and that the Respondent is in breach of section 21(3) of the EEA in that the Respondent has failed to submit a report to the Director General of Labour (the First Applicant in the main application - hereinafter referred to as “the DG”) on the first working day of October 2007. An order is also sought in terms of which the Respondent must pay a fine in the sum of R900 000.00 (nine-hundred-thousand-rand) as prescribed by schedule 1 of the EEA. The main application is opposed and both parties have filed voluminous papers.

Order

In the event, the following order is made:

- The recommendation by the First Applicant dated 15 March 2007 in terms of section 44(b) of the Employment Equity Act 55 of 1998 is reviewed and set aside.
- The decision by the First Applicant in terms of section 45 of the Employment Equity Act 55 of 1998 to refer the Respondent’s alleged non-compliance with the recommendations dated 15 March 2007 to the Labour Court is reviewed and set aside.
- The Applicant is ordered to pay the costs including the costs of two counsel.

Director-General, Department of Labour v Win-Cool Industrial Enterprise (Pty) Ltd [2007] 28 ILJ 1774 (LC)

The respondent is a company operating as a cut, make and trim factory, employing about 132 people in Newcastle. It manufactures for local and export markets and plans to expand. Its managing director, Mr Alex Liu, is Taiwanese. As a designated employer, it must comply with the affirmative action chapter of the EEA.

On 4 November 2003 Hlonipile Gladys Nkomo, a labour inspector from DOL, inspected the factory to check that there was compliance with labour laws. She reported that the respondent did not comply with any of the obligations in terms of the EEA. She got an undertaking in terms of section 36 on behalf of the respondent that it would comply with sections 20, 21(1), 25(1) and 25(2)(a) and 25(3) of the EEA.

On 31 March 2004 Nkomo issued a compliance order in terms of section 37(1)(b), directing the respondent to comply with section 36(a)(j) of the EEA within 30 days. The respondent did not object to the compliance order, which it could have done in terms of section 39(1). It nevertheless continued not to comply with it.

The Court grants the following order:

- a. The respondent has contravened sections 16, 19, 20 and 21 of the EEA
- b. The penalty for such contravention is R300 000 of which R200 000 is suspended on condition that the respondent complies fully with sections 16, 19, 20 and 21 of the EEA by 1 October 2007
- c. The amount of R100 000 must be paid by 30 April 2007 to the Durban and Coast Local Division of the High Court for transmission into the National Revenue Fund and proof of payment must be delivered by 7 May 2007
- d. The respondent must pay the DOL’s costs, such costs being limited to the costs of one counsel.

Absa Bank Limited v Director General: Department of Labour and Another (J837/17) [2017] ZALCJHB 135 (25 April 2017)

The applicant approached this Court on an urgent basis to seek a declaratory order in the following terms:

1. Declaring that the applicant has complied with section 21 of the Employment Equity Act, 55 of 1998 (“EEA”) in that it submitted its employment equity report for 2015/2016 reporting period (“Report”) to the first respondent on 15 January 2017; 3 Alternatively to player 2, and in the event that this Honourable Court does not conclude that the applicant submitted its Report to the first respondent 15 January 2017, condoning the applicant’s failure to comply with section 21 of the EEA in regard to the form or timing of its submission and/ or directing the first respondent to receive the applicant’s report and condone the non-compliant submissions thereof

2. Directing the second respondent to reflect the applicant's name on the register published in terms of section 41 of the EEA, confirming that it has complied with section 21 of the EEA.

Order:

1. In accordance with the provisions of Rule 8 of the Rules of this Court, the applicant's non-compliance with the ordinary rules for service and time-periods is condoned
2. It is declared that the applicant has complied with the provisions of section 21 of the Employment Equity Act, 55 of 1988, and has accordingly submitted its employment equity report for the 2015/2016 reporting period to the first respondent on 15 January 2017
3. The second respondent is directed to reflect the applicant's name on the register to be published in terms of section 41 of the Employment Equity Act, confirming that it has complied with the provisions of section of that Act.

UIF Cases

The Unemployment Insurance Fund (UIF), an entity of the Department of Employment and Labour, has welcomed the conviction of a couple who defrauded it of R600 000 worth of COVID-19 Temporary Employer-Employee Relief Scheme (COVID-19 TERS) funds.

The Johannesburg Specialised Commercial Crimes Court recently convicted Refilwe Kgaje (40) and Isaac Phiri (45) for defrauding the UIF. Kgaje was sentenced to three years as well as another 15 years' imprisonment for fraud, while his co-accused, Phiri, was sentenced to 15 years for the same offence.

During the COVID-19 lockdowns of between 2020 and 2021, the couple, through their company Pusoloso Engineering Services, applied for COVID-19 relief funds for 95 ghost employees, resulting in the UIF paying out an amount of R600 000 to the bank account of Phiri. Subsequent investigations by the UIF and law enforcement agencies led to the arrests of both Kgaje and Phiri.

UIF Commissioner, Teboho Maruping, has welcomed the latest sentences and heaped praise on investigators from the UIF, HAWKS, and the National Prosecuting Authority (NPA) for their ongoing work to bring COVID-19 TERS fraudsters to book.

"We will continue to round up and send fraudsters that stole from the working class to prison. I am pleased with the latest sentences and will insist on even higher sentences so that our message of no tolerance can be crystal clear. The day is coming when those who wittingly stole from distressed workers, will all answer to the authorities. Working together with our partners, we will continue to pursue COVID-19 fraud cases until every single one has been dealt with," said Maruping.

To date, at least 12 people have been convicted and sentenced to direct imprisonment or suspended sentences for fraud, theft, and money laundering related to COVID-19 TERS. The most prominent case remains the matter Bookkeeper, Lindelani Gumede, who was sentenced to 20 years' direct imprisonment for R11 million worth of COVID-19 TERS fraud.

PART B: OUR STRATEGIC FOCUS



PART B: OUR STRATEGIC FOCUS

5. UPDATED SITUATION ANALYSIS

South Africa is faced with triple socio-economic challenges of high unemployment, inequalities, and poverty as identified in the National Development Plan (NDP), Vision 2030. The South African unemployment rate is “among the highest in the world.”. However, it must always be borne in mind that it is only one dimension of the labour market crisis facing the country, but not the only one. Labour market progress has been slow; the absorption rate decreased by 0.1 percentage point from September 2023 to September 2024. The challenges regarding education and skills, racial exclusion, and inequality are not yet fully addressed to improve the performance of the South African labour market.

The official unemployment rate increased by 0.2 of a percentage point to 32.1% in Q3 of 2024 from 31.9% in Q3 of 2023. Currently, about 8 011 000 individuals are unemployed in the country (September 2024). The challenge remains with the youth (15-34 years), who constitute more than half (4.8 million) of the age groups of the unemployed by Q3 of 2024.

Loss of hope in the labour market as the number of discouraged work-seekers increased by 199 000 (up by 6.3%) in Q3 of 2024 compared to Q3 of 2023. In this respect, the expanded unemployment rate in the third quarter of 2024 increased by 0.7 of a percentage point to 41.9%. Approximately 34.2% of 10.3 million youth (15-24 years) were not in employment, education, or training (NEET) in Q3 of 2024. The overall NEET rate (15-24 years) increased by 1.6 percentage points in Q3 of 2024 compared to Q3 of 2023 (Y-Y change). In this age group, the NEET rate for males increased by 2.5 percentage points, and for females, it increased by 0.6 of a percentage point. In both Q3 of 2023 and Q3 of 2024, more than four in every ten young people were not in employment, education, or training.

South African employment trends have been puzzling every year and that had also escalated debate amongst researchers by suggesting “a jobless growth”² when economic growth was slowly picking up. It is worth noting that the rate of labour absorption has averaged at 40% over many years. It declined by 0.1 percentage point from 40.1% in September 2023 to 40.9% in September 2024. The high level of unemployment continued to mirror the low level of economic growth of the country. The real Gross Domestic Product (GDP) measured by production decreased by 0.3% in the third quarter of 2024, following an increase of 0.3% in the second quarter of 2024. It increased only by 0.3% in the last quarter of 2023.

Following this, employment trends show an increase of 201 000 between September 2023 and September 2024 (Y-Y change), as reported by Statistics South Africa³. About 16 946 000 people were employed in the country in the third quarter of 2024. This represents an overall annual employment growth rate of 1.2%. By industry, a net increase of 201 000 in total employment between September 2023 and September 2024 translates to job gains in the manufacturing (127 000), transport (81 000), trade (79 000) and mining (75 000) industries. The industries that recorded decreases were finance (120 000), community and social services (62 000) and agriculture (21 000) over the same period. Furthermore, the data indicate that the number of employed individuals increased in eight provinces between Q3:2023 and Q3:2024. Notable employment gains were observed in Free State (up by 48 000), KwaZulu-Natal (up by 46 000), Mpumalanga (up by 39 000), and Limpopo (up by 21 000). Only the Eastern Cape province recorded employment losses, declining by 7 000 during the same period.

These trends signal the need to establish policies to boost employment above the apparently low levels that have characterized some of the economic sectors over the years.

The job vacancy analysis in the Department shows the share of advertised vacancies in the professional occupational group has been substantially higher than the share of other occupational groups over many years. The professionals recorded the highest vacancies, contributing (37.0%) to the total job vacancies advertised, followed by the managers and technicians’ occupational groups⁴. The main positive contributors to professional occupations were the demand for university and higher education teachers and nursing professionals. In other words, most employers had required degree and diploma qualifications to fill the vacancies for a specific occupational category. Unfortunately, the South African labour supply is relatively characterized by unemployed people

² The data from 1995 to 2005 reveals a positive economic growth but negative employment growth, whereas from 2005 to 2015, employment growth outpaced economic growth.

³ Statistics South Africa, Quarterly Labour Force Survey, Third quarter of 2024, P02113

⁴ Department of Employment and Labour, Job opportunity and Unemployment in the South African labour market 2023/24, DEL: www.labour.gov.za

who do not have the necessary educational qualifications and workplace experiences to immediately meet the organization's high occupational requirements. In this case, individuals with education levels below matric face the highest unemployment rates compared to individuals with tertiary education, who experience the lowest unemployment rates, as reported by Statistics South Africa (third quarter of 2024).

Another notable finding in the South African labour market is the participation of women more than men in Expanded Public Works Programmes (EPWP)⁵ and other government programmes. Similarly, adults, as compared to youth, accounted for the largest number in the same programmes. However, most of those who participated in EPWP and other government job creation did not have a matric educational level, although the young people (15-34 years) are still impacted by high long-term unemployment in the country as compared to other age groups. The outstanding challenges within the Department remain with the placement rates, where only a few registered work seekers are being placed in registered opportunities on the Employment Services of South Africa (ESSA) system.

In terms of industrial relations, the Department of Employment and Labour has recorded 97 strike actions from January to December in 2023, where workers lost 2.4 million working days and R163 million in wages. The wage lost was 87% below as compared to the previous year⁶. The demand for wages, bonuses, and other compensation benefits was reported as the main reason why employees participated in work stoppages, as most workers were cash-strapped and could not relatively meet their basic needs. Concerns were associated with inflationary costs that indirectly affect the distribution of workers' real income, but many businesses were unable to increase the income in line with the Consumer Price Index (CPI) that was relatively high in the first five months of 2023 (January-May). Interestingly, during the strikes in the trade industry, the employers opted to use replacement labour to cover up for the time lost in operations.

The Department of Employment and Labour acknowledges the low performance of the South African economy and labour market. While progress has been noted regarding the implementation of the National Development Plan, Vision 2030, it appears that it was still not enough to achieve the expected transformation and inclusive growth targets, in particular with the youth. The most important change in labour supply has been the increase in women's participation, although there is still a gap between men and women. The evidence has also shown the high rate of unemployment is attributed to issues around structural unemployment and a low-growth economy, which has not been able to create enough jobs for the growing population. Youth unemployment rate remains severe. It impacts and resides in the long term in the poor or rural community with low purchasing power. Although the South African government continues to be committed to ensuring the supply of labour responds to employers' demand through new policy regime(s), legislative, and regulatory mechanisms, most young people are discouraged by the labour market and are not building their skills base through education and training institutions. They are not in employment, education, or training (NEET)⁷.

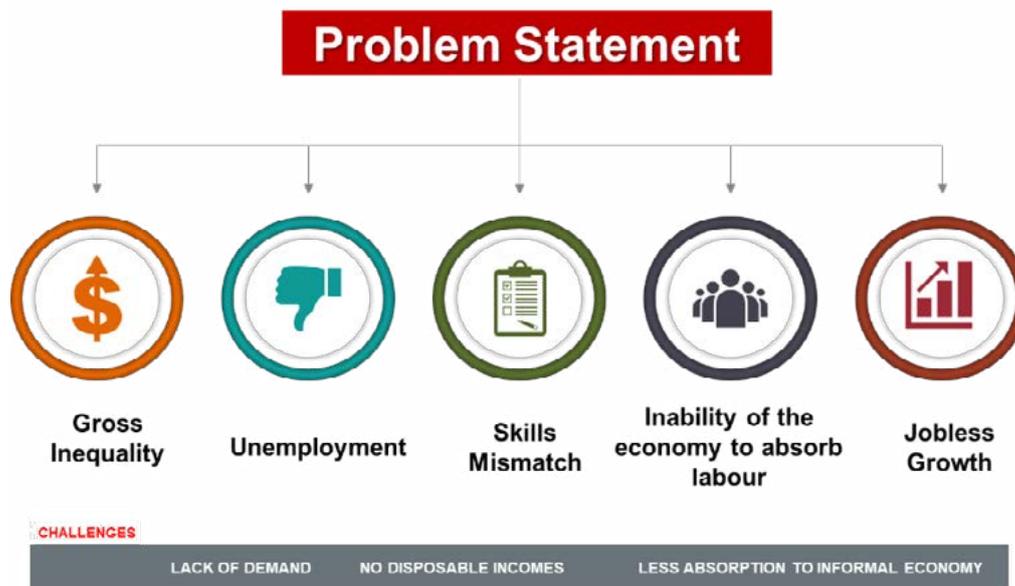
In conclusion, the current statistical trends signal the need for urgency from the South African Government of National Unity (GNU) to implement appropriate and relevant policies that enhance economic transformation and competitiveness in a manner that does not compromise the long-term ability of the country's competitive advantage in the global markets. Many would be excluded from the labour markets when there is a lack of competitiveness from low productivity that could undermine job growth. In addition, the GNU needs to intervene to assist persons employed in low-skilled and semi-skilled occupations because they are more likely to move out of employment than those in skilled occupations.

5. Public works become an important source of job opportunities for a large group of marginalised youth and women.

6. Department of Employment and Labour, Industrial Action Report 2023, DEL: www.labour.gov.za

7. Department of Employment and Labour (2021). Skills demand and supply in the changing world of work- 2021. DEL <https://www.labour.gov.za/DocumentCentre/Research%20Documents/2021/New%20Forms%20of%20Work,%20Skills%20demand%20and%20supply%20in%20the%20changing%20world%20of%20work.pdf>

SOUTH AFRICA'S CHALLENGES



Opportunities

- Changed political outlook by South Africans can open opportunities for job creation and investments for Government and Business
- New Policies and Regulations: Labour Migration Policy; National Employment Policy
- Re-alignment of Departmental and Public Entities structures to enhance specialist posts and service delivery
- Advocacy sessions with higher learning institutions and enhancing co-operative Governance with Government Departments –MOUs
- A large, digitally savvy youthful population which currently produces relatively limited digital content for the export market
- A well-developed and competitive agro-industrial value-chain with high export potential in food, beverages, and fresh fruit and vegetables.

5.1. External Environment Analysis

Global Political conflicts and war have expanded in 2024, fuelling regional instability with impact far and near geographically, impacting on energy, food security, and increased inflation rates even in our shores. The BRICS (Expansion: Brazil, Russia, India, China, South Africa) organisation has expanded to include Egypt, Ethiopia, Iran, Saudi Arabia and the United Arab Emirates (UAE), hold potential to growing economies of these countries. Some countries, including Taiwan, Chad, Ukraine, India and the United States amongst others, held general elections in 2024, amid the growing economic and geopolitical strife, with the Ukraine war, Middle East war and rising trade tensions between the United States and China who are the world's two largest economies. The outcome of these elections will undoubtedly play a crucial role in shaping the future trajectory of our economy, thereby impacting the roles of the Department positively or negatively depending on the outcome.

Economic Forces

With slow economic growth, South Africa continues to experience a decrease in GDP per capita, rising debt, high unemployment, poverty and inequality. However, the Government National Unity (GNU) further holds potential to redefined space for government and the Department in particular. Global inflation is expected to fall to 5.8% in 2024 and to 4.4% in 2025 and that was also attested by South Africa's inflation falls recently leading to Central Bank reducing lending rates by 0.25 basis. The impact to the Department trickle to affect execution of its vision and goals under strict financial measures - thus potentially reducing the muscle deal with the triple challenges above.

Social Forces

Economic & Geo-Political challenges stated above have direct impact to social conditions within any economy. It weighs heavily on DEL when the country experiences high unemployment, labour migration and inequality on labour market perspective as the impact affects Unemployment Insurance Funds (UIF) Claims, Inspection and Enforcement Services (IES) to mention a few. Other social challenges like crime and ill health add negatively to DEL space as the former contribute to deter investment and poor health affect the labour force, especially skilled part of it. The most effective tool for reducing poverty is through decent employment and failure to create jobs or sustain existing levels of employment weighs heavily on citizens and have vicious cycle of poverty on the nation. People are looking unto DEL to save the situation.

Technology forces

The advantages of technology for RSA comes with new forms of employment and future of work, including potential in Artificial Intelligence amongst other benefits. However, the rise in technology also comes with the rise in Cyber-crime more frequently and severe and are increasingly being used as a tool of statecraft. The human and financial impact of cyber-attacks continues to rise in line with the increasing digitization of critical infrastructure impact of this war necessitate global inter-state collaboration. False information has become an escalating source of worry across the globe, with the increasing availability and access to social media and questionable sources of news and other information. As seen in both the Russia-Ukraine war and the Israel-Hamas conflict, Artificial Intelligence (AI), amongst other technology tools, was used liberally by both sides to generate false and misleading images, garner support, build troop morale, and spark action. RSA is not immune to targeted cyber-attacks and need to be vigilant. It is also important to capitalise on AI since it is making labour inspections smarter and more effective. The Department can still look at Albania's labour inspectorate case. With the ILO support, "MIRA⁸" tool helps inspectors spot workplace violations faster by using machine learning to analyse risks and predict problems. It reduces guesswork, cuts down on paperwork, and ensures fairer, more consistent inspections, ultimately creating safer and more compliant workplaces.

Environmental Forces

The climate crisis is one of today's most urgent social issues. Climate change has resulted in more frequent and severe weather events such as hurricanes, droughts, floods and wildfires, which have damaged infrastructure and disrupted supply chains, leading to resource scarcity and economic instability. The global commitments in reducing greenhouse gas in a positive step, South Africa signed in those international commitments and stand to benefit even on funding to address impact on climate. South Africa is well geared to deal with climate change and there is potential for new jobs, skills upgrading and new skills development linked to climate protection raising hope for future generations. However, DEL needs well calculated strategies to deal with mass social protection resulting from massive climate disasters.

Demographic forces

Demography growth is a critical factor in the South African economy and labour market. For 2024, Statistics South Africa estimates the mid-year population at 63.02 million people as compared to 57.73 million in 2018 (about 9.2% population growth in the last 6 years). The data reveals that over half of the population is female, totalling around 32 million people. The Gauteng (16 million) and KwaZulu-Natal (12,3 million) are the two provinces that account for about 45% of South Africa's total population. In contrast, Northern Cape is the least populated province, housing just under 1.4 million people.

Poverty

The Living Conditions Survey (LCS) and the Income and Expenditure Survey (IES) surveys are used in profiling and monitoring poverty and inequality in the country. The national poverty levels decreased from 57.2% in 2006 to 56.8% in 2009. Females (58.6%) are more affected than males (54.9%) in SA. The Limpopo province had poverty headcount at 78.9% and Gauteng was at 33% in 2022. Labour market is still unequal (Gini=0.61) based on racial disaggregation and Life expectancy at birth for 2022 was estimated at 60.0 years for males and 65.6 years for females.

⁸ The Matrix of Intelligence and Risk Assessment (MIRA) was developed for the Albanian Labour Inspectorate and Social Services with the support of the International Labour Organization (ILO) and funding from the European Union (Ada Huibregtse: Chief Technical Officer at the ILO).

Migration

Census 2022 results showed that the Southern African Development Community (SADC) region remained the dominant source for international migrants, contributing 83.7% of the total immigrant population. The UK and Europe region, however, saw a significant decrease, from 22.3% in 2001 to 4.9% in 2022. Most immigrants in SA moved due to reasons related to family and work. The Private households employed the highest proportion of immigrants at 18.4%, followed by the Construction (17.2%) and Wholesale and retail trade (13.6%) industries.

Economic outlook –Real GDP growth

The South African economic performance is slowly recovering with high unemployment and inequality in the country. The real Gross Domestic Product (GDP) measured by production, decreased by 0.3% in the third quarter of 2024, following an increase of 0.3% in the second quarter of 2024, as reported by Statistics South Africa. Only Four industries that recorded negative growth between the second and third quarters of 2024. The agriculture industry was the largest negative contributor, decreasing by 28.8% and contributing -0.7 of a percentage point to the negative GDP growth. The transport industry decreased by 1.6%, contributing -0.1 of a percentage point. The finance industry was the largest positive contributor, increasing by 1.3% and contributing 0.3 of a percentage point.

The slow economic recovery prolongs a long-term unemployment crisis in particular with the youth (15-34 years). The urgent implementation of structural reforms could materially improve growth over the medium term.

Level of competition and cost of living - CPI

High inflation rate could lead to high wages demand which could also impact on the volume of strikes and lockouts in the country. Many unions and workers pushing for wage increases at least in line with the CPI to maintain their purchasing power, especially when inflation is rising. It was reported that the average annual consumer price inflation was 4.4% in 2024, e.g., the average CPI for all urban areas for 2024 compared with that for 2023. This was 1.6 percentage points lower than the corresponding average of 6.0% in 2023. When companies are under strain, the prospect of employment creation will probably be reduced⁹.

Strikes and lockouts

Between 2022 and 2023, strikes increased by 11.1% from 87 strikes in 2022 to 97 strike incidents in 2023. About 52% of strikes were un-procedural in 2023 down from 53% of un-procedural strikes in 2022. The demand for wage, bonus and other compensation benefits was the main reason to participate in work stoppages as most workers are cash-strapped and cannot meet their basic needs. In terms of wages lost, about R163 million in wages lost were reported by employers in 2023. This was largely below than in 2022 (at R1.2 billion wages lost).

Employment and Labour Force participation

Employment trends show an increase by 201 000 between September 2023 and September 2024 (Y-Y change), as reported by Statistics South Africa¹⁰. About 16 946 000 people were employed in the country in the third quarter of 2024. This represents an overall annual employment growth rate of 1.2%.

The labour force participation rate remains almost the same at 60.2% in September 2023 and September 2024. However, it decreased between the quarters two and three of 2024 by 0.4 percentage point. The absorption rate increased by 0.6 of a percentage point (Q-Q change) but decreased by 0.1 percentage point (Y-Y change). The trends could explain that the labour market was relatively stagnant which does not stimulate high productivity growth. There are still some underlining structural problems that require thorough investigation and policy interventions to boost the labour absorption over time. From the Department's Employment Services of South Africa system, most job seekers have also reported secondary educational achievements. This limits the potential of job seekers to be absorbed in the formal sector thus most of job seekers constitute the bulk of long-term unemployment individuals in the country.

9 The Consumer Price Index (CPI), which measures changes in the prices paid by consumers for goods and services over time, is a key factor in these considerations.

10 Statistics South Africa, Quarterly Labour Force Survey, Third quarter of 2024, P02113

More than 900 thousand individuals applied for ordinary UI claims as a result of job losses due to end of contracts. The highest number of ordinary UI claims were reported from the trade and the lowest was from the private households' industries in 2023/24. On the demand-side of labour, job vacancies data shows mostly high demand for professionals, managers and technicians by the South African employers. These occupational categories in most cases require high skills and year of experiences to be rapidly absorbed into employment. More job opportunities registered through ESSA system in 2023/24 were for the formal jobs and projects with 83 616 and 41 442, respectively. The structural unemployment continues to persist with relatively low employment growth rate have impacted on the achievement of the projected NDP economic growth targets from 5% and above. From the Inspection and Enforcement Services (IES) Branch, the statistics are still pointing to high level of non-compliance amongst companies in particular in the hospitality sector.

PESTLE Analysis

	<p>POLITICAL</p> <ul style="list-style-type: none"> • Government Stability with the introduction of the GNU • Political Corruption still exists – zero tolerance • Labour Laws for protection of employees • Foreign Trade Policies – encouraging more job creation • Government Subsidies - social grants and unemployment 		<p>ECONOMIC</p> <ul style="list-style-type: none"> • High Inflation rates and GDP impacting households • Interest rates are high, impacting on disposable income • High Exchange rates • Decrease Foreign Direct Investment • Government debt on the increase
	<p>SOCIAL</p> <ul style="list-style-type: none"> • High unemployment for youth • High levels of poverty and inequalities still exist • Crime is still a great challenge • Education levels and skills development needed 		<p>TECHNOLOGY</p> <ul style="list-style-type: none"> • Rise in the adoption of internet and digital literacy • Cyber Attacks and Fraud - huge issue for businesses • Many companies are investing in research and innovation. • Introduction of Artificial Intelligence driving efficiencies
	<p>ENVIRONMENT</p> <ul style="list-style-type: none"> • Climate change affecting households – drought, snow, floods affecting all employees and employers • Core services inefficiencies – Electricity and Water • Renewable Energy • Land degradable 		<p>LEGAL</p> <ul style="list-style-type: none"> • Health and Safety regulations protecting employees • Correct the inequalities with minimum wage and other regulations • Both Employee and Employer Union or Associations • Intellectual Property Laws impacting the closure of business • Immigration Laws and new NHI BILL

5.2 Internal Environment Analysis

The Department's performance over the last 5-years showed an increase from year to year. In the financial year 2020/21 the Department only achieved 66% of its planned indicators mainly due to the Covid-19 pandemic extended lockdown periods in comparison to the 2019/20 financial year that the Department achieved 79%. In the 2021/22 there was a small increase in performance to 68%. In 2022/23 the performance increased to 72% and in 2023/24 financial year the overall performance achieved reached 81%. The early indicators for the current financial year 2024/25 are that the achievement of indicators will be around the 80% mark again.

DEL Strength and Opportunities lying firstly on the new mandate of employment that puts DEL in the lead to coordinate all employment creation in the country. In addition, DEL draw strength by being in a country that is rich in mineral resources, vast land and population dominated by young people. The Department strives to follow in the footsteps of global models of public entities and institutions like SARS, NEDLAC and CCMA to deliver better services to the clients. Availability of service delivery points in 125 labour centres as well as entrenched social protection blueprint through the long history of administering UIF and CF benefits.

Weaknesses and threats on the other hand lies with the country's energy and water supply, high levels of low skilled labour force which is linked to high unemployment rate. Majority of unemployed being young people with low to no skills. Eroding financial ground that is coupled with fraud and corruption. The country has technology infrastructure that is not in congruence with the pace of technological growth, especially in the rural areas.

The Department's aging ICT infrastructure and the status of some of the offices is a staff moral deflator. The ICT network is under constraint to process the information captured from the various offices. This delays the process speed of captured information and feedback to clients. The downtimes of the network or specific processing platforms also impacts on the number of clients the frontline officials can serve and that impacts on the queues of people on our doorstep waiting to be served. The average age of the computers in the Department is more than 5-years. Since 2020 it is a struggle to upgrade computers and as such some of the officials work on computers that are slow and on which the latest software cannot be run. Technology develops so fast that the latest versions of Windows and Microsoft Office cannot be installed on the older computers, and it must be replaced. The older versions of Windows and Microsoft Office are no longer supported, and no new upgrades will be available after October 2025. Therefore, all the older models of computers must be replaced within the current financial resources.

The department in its quest to improve its internal ICT systems, is aiming for a full implementation of the SAP solution to renew the old legacy systems, especially within PES, IES and LP and IR. The slow response of ICT systems, which is also as a result of aging SITA infrastructure, poses a great challenge to the service delivery points and this causes delays in provision of services to clients. The Department is busy with internet link upgrades to increase access at the identified labour centres. On the security response to the cyber security controls, the Department is already implementing the standard responses in line with the National Institute of Standards and Technology framework. Alongside this is the robust implementation of the cyber security awareness among the staff.

Currently the Department has been faced with cost containment measures in the process of filling of funded vacant posts. The process that involves concurrence with the DPSA tends to take some time, however, the Department will be advertising posts in the very near future to increase capacity within the labour centres as well as other service delivery areas. The filling of these posts should go a long way in alleviating long queues in the labour centres. The Department has matured overtime on the area of risk management as currently the planning process involves assessment of risks tied to the performance targets. The identification of risks during the planning process affords the Department clearer thought through mitigation factors. The Department will ensure that preference will be given to the selected groups (WYPWD) during the recruitment and selection of candidates for filling of vacancies. The Department will also ensure that suppliers from the selected target groups be utilised when procuring goods and services.

The unbundling of UIF and CF as well as the concurrent reconfiguration of the Department will have an impact on the number of posts on the establishment. This will impact on the number of posts to perform the core functions of the Department, and this will impact on the number of administrative posts that the Department will be remaining with to perform the day-to-day administrative support. This may result in officials getting deployed into other sections of the Department.

The Public Employment Services Branch will coordinate and monitor the job creation projects by the Department and its public entities. The Inspection and Enforcement Services Branch will enforce the full suite of labour legislation on employers/work places and or users.

The Department will strive to achieve all the set targets within the allocated funding from the national fiscus.

5.3 Strategic Planning Process in the Department of Employment and Labour

The Department and its public entities held a 3-day workshop during the first week of October 2024. During the workshop several topics was discussed before the officials went into detail engagements with the new priorities of government to develop outcome indicators, set targets, compile SWOT or PESTLE analysis and determine risks for these. Some of the topics discussed were the environmental challenges and analysis, changes to labour legislation, impact of other legislation on the work of the Department and the draft Medium Term Development Plan. Each branch and public entity also presented their draft plans for the future before it was further discussed in the group sessions.

5.4 Service Delivery Standards set to improve Service Delivery

PROGRAMME	MAIN SERVICE	CURRENT STANDARD	NEW SERVICE DELIVERY STANDARD (IF APPLICABLE)
Administration	Supply Chain Management	We shall pay 100% of compliant invoices within 30 days of receipt	N/A
		We shall procure 40% goods and services from women owned businesses	Procure goods and services from selected groups (30% women, 20%, Youth and 3% PwD per Financial Year
Inspection and Enforcement Services	Registration and resolution of labour related complaints	We shall resolve 80% of legitimate labour related complaints within 90 calendar days of registration.	N/A
	Registration of incidents relating to the OHS act	We shall finalise 85% of reportable incidents within 90 calendar days	N/A
	Registration of entities	We shall issue a letter or certificate of registration within 60 calendar days of receiving a valid and complete application	Finalise 80% of entity registration applications within 60 calendar days of receiving a valid and complete application
	Exemptions on any aspect of the OHS Act	We shall issue a certificate of exemption (on aspects of the OHS Act) within 60 calendar days of receiving a valid and complete application.	Finalise 80% of exemption applications within 60 calendar days of receiving a valid and complete application
	Appeal on decision of an inspector	We shall issue a letter responding to the appeal application (any decision of an Inspector) within 60 calendar days of receiving a valid and complete application	Finalise 80% of appeal applications against the decision of an inspector within 60 calendar days of receiving a valid and complete application
Public Employment Services	Placement of work seekers	We shall ensure that 65 000 registered employment opportunities are filled by registered work-seekers per year within 20 working days of receiving the opportunity	We shall ensure that 70 000 registered employment opportunities are filled by registered work-seekers per year. ESSA matched work seekers will be referred to employers within 20 working days of receipt of work and/ learning opportunities.

PROGRAMME	MAIN SERVICE	CURRENT STANDARD	NEW SERVICE DELIVERY STANDARD (IF APPLICABLE)
Public Employment Services	Registration of employment opportunities	We shall register 115 000 employment opportunities on the Employment Services of South Africa per year within 12 hours of receipt	We shall register 120 000 employment opportunities on the Employment Services of South Africa per year within 2 working days of receipt.
	Registration of work-seekers	We shall register 950 000 eligible work-seekers on the Employment Services of South Africa (immediately) per year	We shall register 1000 000 eligible work-seekers on the Employment Services of South Africa (immediately) per year.
	Work seekers provided with employment counselling	We shall provide employment counselling to 260 000 work-seekers per year who were matched to available opportunities within 3 working days of matching	We shall provide employment counselling to 270 000 work seekers per year. Work seekers will be counselled within one month of registration as a work seeker on ESSA ESSA/DIPHETOGO.
	Work visa applications	We shall adjudicate 80% of complete work visa applications within 30 working days of receipt and make recommendations	N/A
	Registrations of PEAs and TEAs	We shall finalise 80% of complete PEAs and TEAs applications within 30 working days of receipt	N/A
Labour Policy and Industrial Relations	Extension of collective agreements	Per request from the bargaining council, we shall extend 100% of collective agreements within 60 working days of receipt.	N/A
	Extension of collective agreements	Per request from the bargaining council, we shall extend 100% of collective agreements within 120 working days of receipt, where there is publication for comments before extension of collective agreement	N/A
	Registration of labour organisations	Per request from the bargaining council, percentage of labour organisations' applications for registration approved or refused within 90 working days of receipt per annum	N/A
	Annual EE reporting (manual and online services)	We shall accept or reject the Employment Equity reports within 24 hours of receipt	N/A
	National Minimum Wage	We shall review and adjust the National Minimum Wage annually, based on the date in which the preceding year's adjustment became binding	N/A
	NMW exemptions	We shall grant or reject the application for National Minimum Wage exemption immediately upon receiving the application If the application is selected for audit, a decision to grant or reject the exemption shall be finalised within 17 calendar days of receiving valid and complete supporting documents	N/A
	BCEA Variations	We shall approve or reject applications for BCEA variation within 60 calendar days of receiving a valid and complete application	N/A

PROGRAMME	MAIN SERVICE	CURRENT STANDARD	NEW SERVICE DELIVERY STANDARD (IF APPLICABLE)
Labour Policy and Industrial Relations	Labour Market and Information Statistics	We shall produce labour market trend reports to inform all interested clients on the performance of the economy and labour market within 12 months after year end	We shall produce labour market trend reports to inform all interested clients on the performance of the economy and labour market within 12 months after year end We shall monitor data upload into the national Labour Market Information System for annual data analysis and comparison in the SADC region.
	Conducting Research to monitor the impact of labour legislation and employment programs	We conduct at least three research studies per year as well as coordinating development of Socio-Economic Impact Assessments for new and amended labour legislation.	We shall produce research reports to inform all labour market policy makers on the performance of the South African labour market as per the Research Monitoring Evaluation (RME) Agenda.
Transversal service standards	Complaints, suggestions and compliments	We shall acknowledge 95% of written complaints, suggestions and compliments within 24 hours of receipt and the remainder within 36 hours of receipt	N/A
	(Transversal for ALL Programmes/ Funds/ Provincial operations)	We shall resolve 95% of complaints (with complete information) within 7 calendar days and the remainder within 14 calendar days	N/A
	Queue management	We shall prioritise People with disabilities, elderly, nursing mothers with 1 month old or less babies and pregnant women to front of queue upon arrival	N/A
	Access to information or documents	New	Respond (deny or grant) to request for access to information or documents within 30 days of receiving the request (with or without a fee)

6. DEPARTMENTAL RESOURCE CONSIDERATIONS

Table: Consolidated budget allocation

PROGRAMME	AUDITED OUTCOMES				VOTED (MAIN APPROPRIATION)	REVISED ESTIMATE	MEDIUM TERM EXPENDITURE ESTIMATE		
	2021/22	2022/23	2023/24	2024/25			2025/26	2026/27	2027/28
R-thousand									
1 Administration	856 399	1 025 499	1 037 053	1 029 693	1 037 293	1 098 733	1 154 653	1 206 958	
2 Inspection and Enforcement Services	546 648	587 853	600 855	661 173	637 832	664 352	702 486	735 404	
3 Public Employment Services	615 872	933 893	1 037 011	901 785	917 526	1 056 556	741 480	774 108	
4 Labour Policy & Industrial Relations	1 213 247	1 349 873	1 321 061	1 262 191	1 259 503	1 333 496	1 385 060	1 447 463	
Total	3 232 166	3 897 118	3 995 980	3 854 842	3 852 154	4 153 137	3 983 679	4 163 933	
Economic Classification									
Current Payments	1 813 761	2 076 737	2 102 068	2 131 036	2 141 999	2 293 196	2 334 043	2 439 682	
Compensation of Employees	1 277 749	1 351 555	1 395 350	1 501 874	1 486 647	1 598 407	1 641 889	1 715 813	
Goods and Services	536 012	725 182	706 718	629 162	655 352	694 789	692 154	723 869	
Of which:									
Advertising	2 808	17 390	5 334	10 409	7 586	15 938	10 515	11 081	
Communication	32 009	30 905	37 076	42 937	42 009	45 256	47 348	49 470	
Computer Services	60 495	96 723	106 243	107 702	110 326	109 284	114 968	120 214	
Consultants and Professional Services: Business and advisory services	12 552	7 696	12 526	13 476	14 931	14 755	14 439	15 084	
Fleet Services	37 940	48 870	39 811	23 108	23 697	27 348	28 569	29 713	
Consumables: Stationery, printing and office supplies	10 426	14 611	14 586	18 537	17 068	18 974	19 746	20 632	
Operating Leases	138 116	158 942	151 952	153 039	170 365	158 958	166 221	173 737	
Property Payments	83 616	86 536	89 230	89 873	88 912	89 366	98 580	103 065	
Travel and Subsistence	80 827	125 127	126 954	79 240	80 292	90 213	87 381	91 804	
Other Goods and Services	77 223	138 382	123 006	90 841	100 166	124 697	104 387	109 069	
Interest and rent on land	-	-	-	-	-	-	-	-	
Transfers and Subsidies	1 343 135	1 689 506	1 780 197	1 615 316	1 612 795	1 738 908	1 520 283	1 589 032	
Provinces and municipalities	855	930	954	770	866	804	841	879	
Departmental agencies and accounts	1 113 946	1 451 637	1 404 982	1 355 673	1 295 673	1 423 955	1 231 195	1 286 870	
Public corporations and private enterprises	-	-	87 000	-	57 500	45 000	-	-	

PROGRAMME	AUDITED OUTCOMES				VOTED (MAIN APPROPRIATION)	REVISED ESTIMATE	MEDIUM TERM EXPENDITURE ESTIMATE			
	2021/22	2022/23	2023/24	2024/25			2025/26	2026/27	2027/28	
R-thousand										
Foreign governments and international organisations	16 886	16 604	22 520	28 192	20 764	25 456	30 805	32 198		
Non-profit institutions	204 265	215 030	257 236	230 233	230 233	243 225	256 953	268 574		
Households	7 183	5 305	7 505	448	7 759	468	489	511		
Payments for capital assets	75 171	130 322	113 683	108 490	97 360	121 033	129 353	135 219		
Buildings and other fixed structures	14 005	39 721	19 712	60 271	39 513	74 917	78 349	81 892		
Machinery and equipment	28 795	62 817	81 738	48 219	57 498	46 116	51 004	53 327		
Software and other intangible assets	32 371	27 784	12 233	-	349	-	-	-		
Payments for financial assets	99	553	32	-	-	-	-	-		
Total	3 232 166	3 897 118	3 995 980	3 854 842	3 852 154	4 153 137	3 983 679	4 163 933		

Narrative: Explanation of the contribution of resources towards achievement of outputs.

The Department of Employment and Labour supports the National Development Plan's vision of eliminating poverty and reducing inequality by facilitating the resolution of workplace disputes, improving labour relations, enhancing occupational health and safety, and facilitating job creation. Over the medium term, the Department will focus on providing support to work seekers, increasing safety and fairness in the workplace, and regulating the workplace to establish minimum working conditions and fair labour practices. The Department has a total budget over the medium term of R11, 907 billion following cabinet approved baseline increase of R11.1 million in 2025/26, R11.5 million in 2026/27 and R12.1 million in 2027/28 for Sub programme: Ministry for the additional Deputy Minister and his office for compensation of employees.

PART C: MEASURING OUR PERFORMANCE



PART C: MEASURING OUR PERFORMANCE

THEORY OF CHANGE

IMPACT	A labour market which is conducive to decent employment					
	OUTCOME	Increased employment and work opportunities	Reduced poverty and improved livelihoods	Digital transformation across the state	Improved governance and performance of public entities	
KEY PRIORITY INTERVENTIONS	Improved compliance with employment and labour laws (inspections, follow-ups, enforcement and advocacy)	Increased placement of registered work-seekers	Improved ICT infrastructure to assist both internal and external clients for efficient and effective service delivery	ONE STOP Registration for new SMME's at DEL (roll-out of SAP) (can be expanded to other GOVT Agencies)	SA Labour legislation in line with international best practises (ILO)	Rebuilding and improving trust in Department's services
	Specialist and empowered inspectors	Improved capacity of front-line staff to shorten the clients waiting periods	Improved turn-around time for payments (suppliers and benefits)	Better control over Labour migration and scarce skills and the issuing of Work Visa's	Linking different systems of DEL to register people and entities	Raise awareness on labour law on worker and employer rights
	Reduction in labour unrest (strikes)	100% completion of documents to submit	Reduced customer complaints	Counselling of work seekers or linking with a skills development programme or job placement	Administer trade unions and bargaining council (workers interest)	Inspections performed at workplaces to ensure compliance
	Investigation of OHS incidents at workplaces	Increased skill levels of work seekers	Business Continuation Plan implemented			
ASSUMPTIONS	Department has sufficient human and financial capacity to deliver on the mandate	Policy certainty and reduced regularity burdens	Stable political-administrative interface	Supportive business environment	Supportive labour and social partners	
KEY RISKS	Systemic failure of DEL ICT infrastructure (Aging infrastructure. (Emerging)	Failure to reconfigure the Department and unbundle the Funds within specified timeframes	Failure to address cyber security threats (Emerging)	Increasing unemployment and livelihood crisis		
	Increase in vacancy rate	Non-compliance by employers and users with labour legislation	Delays in finalising consequence management cases			

7. INSTITUTIONAL PROGRAMME PERFORMANCE INFORMATION

DEPARTMENT OF EMPLOYMENT AND LABOUR (DEL) PROGRAMMES AND ENTITIES

1. **Programme 1:** Administration: Ministry; Deputy Minister, Director General's Office; Corporate Services (CS), Chief Financial Officer (CFO)
2. **Programme 2:** Inspection and Enforcement Services (IES)
3. **Programme 3:** Public Employment Services (PES)
4. **Programme 4:** Labour Policy and Industrial Relations (LP and IR)
5. **Unemployment Insurance Fund (Schedule 3A Public Entity):** UIF
6. **Compensation Fund (Schedule 3A Public Entity):** CF.

Entities established in terms of various legislation and cabinet decisions to assist the Department in meeting its mandate include:

1. Commission for Conciliation, Mediation and Arbitration (**CCMA**)
2. National Economic Development and Labour Council (**NEDLAC**)
3. Productivity South Africa (**Productivity SA**)
4. Supported Employment Enterprises (**SEE**)

Linking the Departmental Priorities with the MTDP Outcomes and DEL Indicators

INTERVENTIONS AND SOLUTIONS

NDP VISION 2030, GNU SOI, MTDP PRIORITIES AND THE SEVEN PILLARS UNDERPINNING THE DEPARTMENTAL PRIORITIES IN THE 7TH ADMINISTRATION

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 priorities programme. FOSAD, on 10 June and 1 and 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 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 Government Administration.

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

In the medium-term, the Department of Employment and Labour will contribute to the following Medium-Term Development Plan (MTDP) Priorities:

- **Priority 1:** Drive inclusive growth and job creation.
- **Priority 2:** Reduce poverty and tackle the high cost of living.
- **Priority 3:** Build a capable, ethical and developmental state.

The Department has identified Seven Strategic Priorities that guide its interventions in line with the MTDP 2025-2030 Priorities namely:

Strategic Priority 1: Strengthen regulatory capabilities of the department

Strategic Priority 2: Coordination of employment interventions within government through collaborations, partnerships and co operations

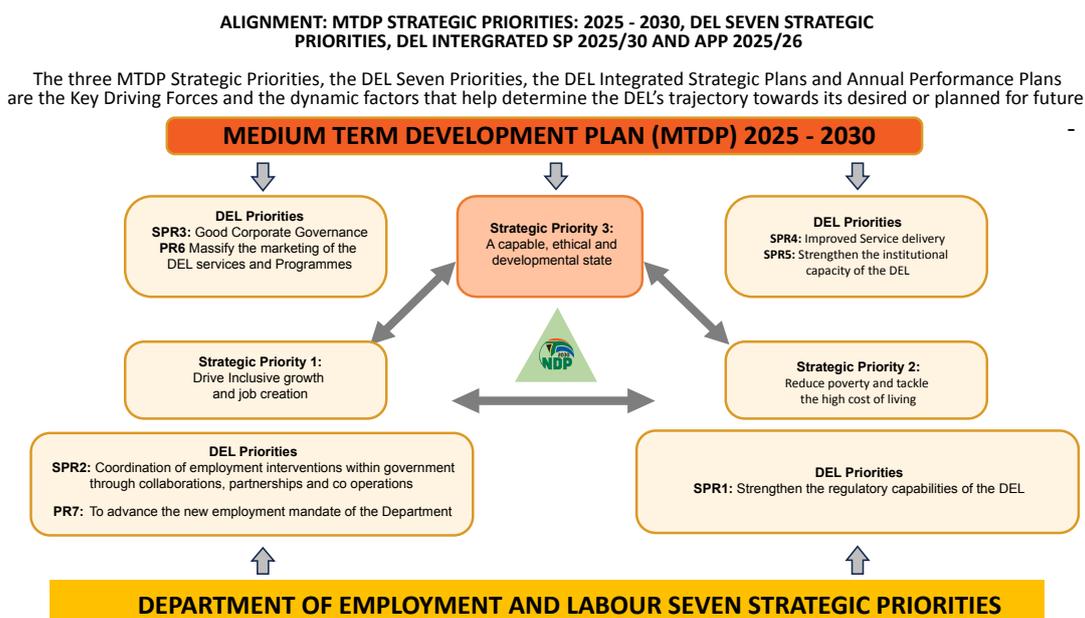
Strategic Priority 3: Good Corporate Governance

Strategic Priority 4: Improved service delivery

Strategic Priority 5: Strengthen the institutional capacity of the Department

Strategic Priority 6: Massify the marketing of the departmental services and Programmes

Strategic Priority 7: Advance the new employment mandate of the Department



Alignment of the Medium-Term Development Plan (MTDP) 2025-2030, Department of Employment and Labour's Seven Strategic Priorities and the Strategic Plan Indicators

DEPARTMENTAL PRIORITIES	MTDP OUTCOMES	SEE INDICATORS
1. Strengthen regulatory capabilities of the department	Increased employment and work opportunities	SP – Indicator 4 Percentage implementation of the National Employment Policy by 31 March 2030
		SP – Indicator 5 Percentage implementation of the Employment Services Amendment Bill by 31 March 2030
		SP indicator 6 Number of labour laws reviewed and amended by 31 March 2030
	Reduced poverty and improved livelihoods	SP indicator 7 National minimum wage reviewed and approved by the Minister of Employment and Labour by 1 March each year
		SP Indicator 8 Percentage of compliance with National Minimum Wage and the Basic Conditions of Employment Act increased by 31 March 2030
		SP Indicator 9 Percentage of compliance with UIA, UICA and COIDA increased by 31 March 2030

DEPARTMENTAL PRIORITIES	MTDP OUTCOMES	SEE INDICATORS
2. Coordination of employment interventions within government through collaborations, partnerships and co operations	Increased employment and work opportunities	SP indicator 1 Number of jobs created
		SP indicator 2 Policy Framework on coordination of Government Public Employment Programmes developed
		SP indicator 3 Number of high impact Blitz Inspection campaigns conducted in high risk and problematic sectors
3. Good Corporate Governance	An ethical, capable and professional public service	APP Admin indicator 5 Percentage of consequence management cases related to misconduct finalised by Employment Relations (ER) within 90 days
		AOP indicators of different Branches Governance structures are in place
4. Improved service delivery	Digital transformation across the state	SP Indicator 10 Percentage of departmental project plan for digital transformation of Departmental services implemented by 31 March 2030
5. Strengthen the institutional capacity of the Department	Improved governance and performance of public entities	SP indicator 11 Finalisation of the unbundling of UIF and CF by 31 March 2027
		SP indicator 12 Reconfiguration of the Department by 31 March 2028
6. Massify the marketing of the departmental services and Programmes	Improved service delivery	APP – Admin Indicator 9 Number of communication activities aimed to increase visibility and awareness of DEL services and programmes per annum
7. To advance the new employment mandate of the Department	Increased employment and work opportunities	SP Indicator 2 Policy Framework on coordination of Government Public Employment Programmes developed

PROGRAMME 1: ADMINISTRATION

Purpose: Provide strategic leadership, management and support services to the Department.

Sub-Programme and purpose: The programme consists of the following sub-programmes:

- **Ministry** provides political oversight to ensure that the Department’s mandate is achieved
- **Management** that includes
 - **The Office of the Director-General** provides administrative oversight for effective implementation of the Department’s mandate and overall accounting oversight.
 - **Office of the Chief Operations Officer** manages and directs Medium-Term Strategic Planning processes, Performance Information Reporting, Monitoring and Evaluation of Performance Against Plan, Service Delivery Improvement Plans and Provincial Operations.
- **Corporate Services** that includes:
 - **Human Resource Management** ensures optimum and efficient utilisation and development of Human Capital and to provide an advisory service on matters pertaining to Organisational Effectiveness and Development, Transformation Management, individual Performance Management, sound Employee Relations, Employee Health and Wellness, as well as effective and efficient Recruitment, Selection and Placement services including research and development of Human Resources policies and Practices.
 - **Internal Audit** provides management and the Audit Committee with independent objective assurance with a view to improving effectiveness of Governance, Risk Management and control processes.

- **Risk Management** pro-actively manages / addresses risks that have a negative impact on the Department's performance.
- **Security Services** renders security support aimed at protecting the Department's information, staff and assets.
- **Communication** disseminates and improves access to information about the Department.
- **Legal Services** exists to provide Legal Support Services to the Department.
- **Office of the Chief Information Officer** caters for the Information and Communications Technology (ICT) needs and requirements of the Department.
- **Office of the Chief Financial Officer** renders effective and efficient financial management and administrative support for the Department.
- **Office Accommodation** that carries the expenditure for the office accommodation requirements of the Department.

Outcomes, Outputs, Output Indicators and Targets

OUTCOMES	OUTPUTS	OUTPUT INDICATORS	ANNUAL TARGETS						
			AUDITED /ACTUAL PERFORMANCE		ESTIMATED PERFORMANCE	MTEF PERIOD			
			2021/22	2022/23	2023/24	2024/25	2025/26	2026/27	2027/28
Digital transformation across the state	Project plan for digital transformation of Departmental services developed and implemented	1. Percentage of departmental project plan for digital transformation of Departmental services implemented by 31 March every year	N/A	N/A	N/A	New	80% of departmental project plan for digital transformation for the year Development of departmental digital transformation project plan	90% of departmental project plan for digital transformation for the year	100% of departmental project plan for digital transformation for the year

OUTCOMES	OUTPUTS	OUTPUT INDICATORS	ANNUAL TARGETS							
			AUDITED /ACTUAL PERFORMANCE				ESTIMATED PERFORMANCE		MTEF PERIOD	
			2021/22	2022/23	2023/24	2024/25	2025/26	2026/27	2027/28	
Secured Cyber Space	Cyber security strategy developed and implemented	2. Percentage implementation of the Centre of Internet Security (CIS) controls project plan by 31 March every year	New	Not Achieved The Cyber Security Framework and Roadmap have been developed	Achieved 100% Implementation of roadmap phase 1 completed	100% implementation of roadmap (CIS) phase 2	80% implementation of the Centre of Internet Security (CIS) controls project plan by 31 March every year Development of the Cyber Security Strategy developed and Information Security Policy reviewed	90% implementation of the Centre of Internet Security (CIS) controls project plan by 31 March every year	100% implementation of the Centre of Internet Security (CIS) controls project plan by 31 March every year	
An ethical and professional public service	Filling of funded vacancies	3. Vacancy rate of 12% by year end based on funded vacant posts	Not Achieved 9.56% ¹¹ (956 of 9 997 posts)	Achieved Q1 - 9.65% Q2 - 8.76% ¹² Q3 - 7.62% ¹³ Q4 - 7.14%	Achieved Q1 - 6.83% Q2 - 6.78% Q3 - 7.66% Q4 - 8.63%	All funded vacant posts filled within 12 months of being vacant	Vacancy rate of 12% or less	Vacancy rate of 10% or less	Vacancy rate of 8% or less	
Mainstreaming gender, empowerment of youth and people with disabilities	Gender Responsive recruitment	4. Percentage of SMS positions occupied by women per annum	Achieved 49.7% of SMS positions occupied by women	Achieved Q2 - 52.4% Q4 - 47%	Achieved 46% (36 of 79 filled posts)	47% of SMS posts occupied by women by end of the year	48% of SMS posts occupied by women by end of the year	49% of SMS posts occupied by women by end of the year	50% of SMS posts occupied by women by end of the year	
An ethical, capable and professional public service	Consequence management cases addressed	5. Percentage of consequence management cases related to misconduct finalised by Employment Relations (ER) within 90 days	New	New	Achieved 83% (5 of 6 cases received for the year)	80% of cases finalised by ER within 90 days	80% of cases finalised within 90 days of receipt	80% of cases finalised within 90 days of receipt	80% of cases finalised within 90 days of receipt	

11 The indicator wording and target was changed from 2020/21 to 2021/22. The percentage is from table 3.2.1 in Part D of the 2021/22 Annual Report.

12 The vacancy rate in quarter 2 only included DEL posts and discounted the CF and UJF posts.

13 The vacancy rate in quarter 3 only included DEL posts and discounted the CF and UJF posts.

OUTCOMES	OUTPUTS	OUTPUT INDICATORS	ANNUAL TARGETS						
			AUDITED /ACTUAL PERFORMANCE		ESTIMATED PERFORMANCE	MTEF PERIOD			
			2021/22	2022/23		2023/24	2025/26	2026/27	2027/28
Improved governance and performance of public entities	DEL Reconfiguration and UIF/CF unbundled	6. Percentage of milestones on the project plan for: DEL Reconfiguration including unbundling of UIF and CF implemented	N/A	N/A	Achieved Progress report on the unbundling of the UIF and CF submitted by 31 October 2023	Unbundling of UIF and CF progress report	80% milestones for the year on the project plan implemented Finalise project plan	90% milestones for the year on the project plan implemented	100% milestones for the year on the project plan implemented
Percentage of procurement spend to enterprises owned by women, youth and persons with disabilities	Payment of invoices within 30 days	7. Percentage of invoices paid within 30 days of receipt	N/A	N/A	N/A	New	100% paid within 30 days of receipt	100% paid within 30 days of receipt	100% paid within 30 days of receipt
Mainstreaming gender, empowerment of youth and people with disabilities	Procurement of goods and services from selected groups (WYPWD)	8. Percentage of procurement spend to enterprises owned by women, youth and persons with disabilities	N/A	N/A	N/A	New	30% Women 20% Youth 3% PwD	30% Women 20% Youth 3% PwD	30% Women 20% Youth 3% PwD
An ethical, capable and professional public service	Efficient and effective communication	9. Number of communication activities aimed to increase visibility and awareness of DEL services and programmes per annum	N/A	N/A	N/A	NEW	40 communication activities	60 communication activities	80 communication activities

Indicators, Annual and Quarterly Targets

OUTPUT INDICATORS	ANNUAL TARGETS			
	Q1	Q2	Q3	Q4
1. Percentage of departmental project plan for digital transformation of Departmental services implemented by 31 March every year	Development of departmental digital transformation project plan	30% of departmental project plan for digital transformation	50% of departmental project plan for digital transformation	80% of departmental project plan for digital transformation for the year implemented

OUTPUT INDICATORS	ANNUAL TARGETS	Q1	Q2	Q3	Q4
2. Percentage implementation of the Centre of Internet Security (CIS) controls project plan by 31 March every year	80% implementation of the Centre of Internet Security (CIS) controls project plan by 31 March every year	Development of the Cyber Security Strategy developed and Information Security Policy reviewed	60% of CIS controls project plan implemented	70% of CIS controls project plan implemented	80% implementation of the Centre of Internet Security (CIS) controls project plan by 31 March every year
3. Vacancy rate of 12% by year end based on funded vacant posts	Vacancy rate of 12% or less	50% of 293 funded posts advertised	100% of the 293 funded posts advertised	50% of 293 funded posts filled	Vacancy rate of 12% or less
4. Percentage of SMS positions occupied by women per annum	48% of SMS posts occupied by women by end of the year	48% of SMS posts occupied by women	48% of SMS posts occupied by women	48% of SMS posts occupied by women	48% of SMS posts occupied by women by end of the year
5. Percentage of consequence management cases related to misconduct finalised by Employment Relations (ER) within 90 days	80% of cases finalised within 90 days of receipt	80% of cases finalised within 90 days of receipt	80% of cases finalised within 90 days of receipt	80% of cases finalised within 90 days of receipt	80% of cases finalised within 90 days of receipt
6. Percentage of milestones on the project plan for: DEL Reconfiguration including unbundling of UIF and CF implemented	80% milestones for the year on the project plan implemented	Finalise the project plan	30% milestones for the year on the project plan implemented	50% milestones for the year on the project plan implemented	80% milestones for the year on the project plan implemented
7. Percentage of invoices paid within 30 days of receipt	100% paid within 30 days of receipt	100% paid within 30 days of receipt	100% paid within 30 days of receipt	100% paid within 30 days of receipt	100% paid within 30 days of receipt
8. Percentage of procurement spend to enterprises owned by women, youth and persons with disabilities	30% Women 20% Youth 3% PwD	30% Women 20% Youth 3% PwD	30% Women 20% Youth 3% PwD	30% Women 20% Youth 3% PwD	30% Women 20% Youth 3% PwD
9. Number of communication activities aimed to increase visibility and awareness of DEL services and programmes per annum	40 communication activities	10 communication activities	10 communication activities	10 communication activities	10 communication activities

Explanation of planned performance over the medium-term period

Reconfiguration of the Department as well as UIF and CF unbundling

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.

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, Minister Meth is ensuring a future where these funds are accountable, transparent, and better managed.

The project consists of 3 major phases, namely Stabilisation, Repurposing and Modernisation. The Stabilisation Phase has been critical in addressing immediate operational challenges while laying the groundwork for long-term success. The Repurposing Phase has already begun to reshape both funds by reimagining their structures and operations in alignment with the Department's overarching mandate. The Modernisation phase will unfold over the next two years, has already demonstrated foresight, by laying the groundwork for digital innovation and a culture of continuous improvement within both the UIF and CF.

The Reconfiguration of the Department means that there will be no cost sharing between the Department and the two funds. A new Service Delivery Model for Departmental Services will be developed to deliver the core functions. All administrative support post will be evaluated to determine the new norms and standards for the Department. The Department will align the support structures with the core structures in the Department. The establishment and the budget allocations will be adjusted accordingly. The unbundling of the CF and UIF is anticipated to be finalised by 31 January 2027. The Department's reconfiguration should be finalised by 31 March 2028.

Programme Resource Considerations

Table: Budget Allocation for programme and sub programmes as per the ENE

PROGRAMME	AUDITED OUTCOMES				VOTED (MAIN APPROPRIATION)	REVISED ESTIMATE	MEDIUM TERM EXPENDITURE ESTIMATE				
	2021/22	2022/23	2023/24	2024/25			2025/26	2026/27	2027/28		
R-thousand											
Ministry	32 312	34 540	44 455	37 358	47 729	50 305	52 340	54 783			
Management	311 777	342 036	344 128	291 833	311 068	332 394	348 783	363 515			
Corporate Services	211 418	279 279	297 172	305 652	310 804	302 553	316 007	331 076			
Office of the Chief Financial Officer	113 567	143 228	148 312	136 528	129 223	139 610	146 198	152 995			
Office Accommodation	187 325	226 416	202 986	258 322	238 469	273 871	291 325	304 589			
Total	856 399	1 025 499	1 037 053	1 029 693	1 037 293	1 098 733	1 154 653	1 206 958			
Economic Classification											
Current Payments	814 178	922 227	945 070	940 528	950 906	993 577	1 044 677	1 092 015			
Compensation of Employees	416 645	440 636	444 398	483 789	483 807	517 798	542 068	566 234			
Goods and Services	397 533	481 591	500 672	456 739	467 099	475 779	502 609	525 781			
Of which:											
Advertising	1 726	8 349	1 529	8 421	3 696	6 873	7 332	7 754			
Communication	19 496	17 190	21 767	20 996	20 169	22 158	23 045	24 074			
Computer Services	58 312	93 771	103 410	103 749	104 238	105 406	109 912	114 973			
Consultants and Professional Services: Business and advisory services	5 554	5 409	5 057	5 514	7 089	5 752	6 055	6 329			

PROGRAMME	AUDITED OUTCOMES				VOTED (MAIN APPROPRIATION)	REVISED ESTIMATE	MEDIUM TERM EXPENDITURE ESTIMATE			
	2021/22	2022/23	2023/24	2024/25			2025/26	2026/27	2027/28	
R-thousand										
<i>Fleet Services</i>	27 288	32 539	25 472	11 389	11 965	15 050	15 556	16 113		
<i>Consumables: Stationery, printing and office supplies</i>	4 360	5 848	6 168	8 844	7 956	9 275	9 709	10 146		
<i>Operating Leases</i>	136 751	156 214	149 566	150 218	167 316	156 100	163 168	170 546		
<i>Property Payments</i>	59 364	60 839	59 389	72 157	63 399	70 940	79 398	82 988		
<i>Travel and Subsistence</i>	26 108	39 975	48 653	23 454	25 175	27 811	28 632	30 410		
<i>Other Goods and Services</i>	58 574	61 457	79 661	51 997	56 096	56 414	59 802	62 448		
<i>Interest and rent on land</i>										
Transfers and Subsidies	3 260	3 011	4 838	1 069	5 958	1 116	1 167	1 220		
Provinces and municipalities	855	930	951	770	866	804	841	879		
Departmental agencies and accounts	15	12	20	-	-	-	-	-		
Households	2 390	2 069	3 867	299	5 092	312	326	341		
Payments for capital assets	38 862	99 708	87 113	88 096	80 429	104 040	108 809	113 723		
Buildings and other fixed structures	14 005	39 721	19 712	60 271	39 513	74 917	78 349	81 892		
Machinery and equipment	20 060	49 656	63 507	27 825	40 916	29 123	30 460	31 831		
Software and other intangible assets	4 797	10 331	3 894							
Payments for financial assets	99	553	32	-	-					
Total	856 399	1 025 499	1 037 053	1 029 693	1 037 293	1 098 733	1 154 653	1 206 958		

Narrative: Explanation of the contribution of resources towards achievement of outputs.

The Department's budget baseline allocation over the MTEF period amounts to R11.868 billion allocated as follows: 2025/26 is R3.777 billion which represents a decrease of R78 million or -2% as compared to the previous financial year. 2026/27 R3.956 million represents an increase of 4.7 %, and for 2027/28 R4.135 billion represents an increase of 4.5 %.

The Department experienced an increase in legal fees due to historic litigation matters against the department from DOJ& CD and expenditure increases on a yearly basis. Provincial offices are also encountering limited security and cleaning services which indicates non-compliance with OHS prescripts. Maintenance and repairs of departmental fleet has an impact on the running costs that are escalating every financial year. Major reprioritisation has been affected between sub-programmes to address these challenges.

Programme 1: Administration has reprioritised funding within sub-programmes to address the spending pressure under compensation of employees to accommodate the new additional Deputy Minister with R10.4 million over the MTEF period. All the vacant posts are not funded and have been frozen. The cost-of-living adjustments had to be provided for within the allocated baseline and this consumed all the funding that was reserved for the vacancies.

Major reprioritisation has been affected between Programmes and Sub-programmes within the Department to address funding challenges. Potential savings identified will be directed where required the most.

Strategic reallocations

Background:

During the SONA of June 2019, the President further clarified what the additional mandate of the Department of Labour entail. He stated that the department **“will coordinate all government efforts to create jobs and reduce unemployment,”** and by extension, it **“will be required to change its approach from mere compliance enforcement to facilitating job creation.”**

The Department developed a discussion document on the approach that they envisage the reconfiguration process will take and further engaged GTAC on that brief in order for them to immediately conduct a diagnostic analysis of the department and its entities. An interim project management office was established by the DG which comprised of the department and its entities in conducting extensive consultation across the department and to all the provinces.

In summary, the objective of the reconfiguration process is to strengthen the Department including entities as is, and in the light of the new mandate, including skills and resources audits and deficits. Assess the impact of current programmes and structures in DEL and the entities, particularly in relation to the new mandate of employment, and strengthen the existing programmes.

The Department contracted the services of Government Technical Advisory Centre (GTAC) to begin the diagnosis analysis, make recommendations and put the plan together in helping the department in rolling out the actual reconfiguration based on the options provided and recommendations. In July 2022 GTAC started with the diagnostic analysis, presented their observation, as well as provided options for the departmental consideration. The last EXCO Report of November 2023 gravitated towards option 2 of the recommendations, which keeps the branches of the department and entities, with the view of enhancing their capacity in systems, human resource, structuring the entities to operate as independent schedule 3a entities, make the necessary legislative amendments to effect this change as well as strengthen the department and its branches.

With the incoming 7th Administration, the Executive Authorities will be engaged seeking to socialise them on the process that was started in the 6th Administration as well as seek the policy direction that the reconfiguration must take.

It is anticipated that the whole process of the reconfiguration to the desired end state will be finalise in the 2025/26 financial year.

Importantly, this requires an operational budget for the gap analysis costs as well as implementation of the recommendations.

Human resources

The current approved establishment for the programme is 1 087 posts with 816 filled, 126 frozen and 4 vacant posts as at the end of June 2024. The programme and the Department as a whole do not have funding to fill the vacancies. As of 30 June 2024, the spending on compensation of employees is 23% against the time expiration of 25%. This is due to the fact that the Department had to fund the cost-of-living adjustments within its compensation of employees' baseline, and this has a negative impact the Departmental structure and its activities. Posts that became vacant since July 2023 could not be filled due to the DPSA moratorium and this includes the Department's critical vacancies. Funding for the new additional Deputy Minister also needs to be prioritised within the current allocation.

PROGRAMME 2: INSPECTION AND ENFORCEMENT SERVICES

Programme purpose: Realise decent work by regulating non-employment and employment conditions through inspection and enforcement to achieve compliance with all labour market policies.

Objectives

Protect vulnerable workers through the inspection and enforcement of labour legislation by ensuring that decent work principles are adhered to by:

- conducting 298 104 compliance inspections
- serving 95% of non-compliant employers inspected with a notice in terms of relevant employment law within 14 calendar days of inspection
- referring for prosecution 65% of employers who fail to comply with a served notice within 30 working days
- increasing awareness of employment law through formal advocacy sessions at 4 seminars and 2 conferences.

Subprogrammes

Management and Support Services: Inspection and Enforcement Services manages the delegated administrative and financial responsibilities of the office of the Deputy Director General and provides corporate support to line function subprogrammes within the programme.

Occupational Health and Safety promotes health and safety in the workplace by conducting inspections on compliance with the Occupational Health and Safety Act (1993) and regulating dangerous activities and the use of plant and machinery.

Registration: Inspection and Enforcement Services registers incidents relating to employment laws, as reported by members of the public, and communicates these to the relevant structures within the *Compliance, Monitoring and Enforcement Services* subprogramme for investigation.

Compliance, Monitoring and Enforcement Services ensures that employers and employees comply with labour legislation by conducting regular inspections and following up on reported incidents.

Training of Staff: Inspection and Enforcement Services defrays all expenditure relating to staff training in the programme.

Statutory and Advocacy Services gives effect to the legislative enforcement requirement and educates stakeholders on labour legislation.

Outcomes, Outputs, Output Indicators and Targets

OUTCOMES	OUTPUTS	OUTPUT INDICATORS	ANNUAL TARGETS							
			AUDITED /ACTUAL PERFORMANCE		ESTIMATED PERFORMANCE	MTEF PERIOD				
			2021/22	2022/23	2023/24	2024/25	2025/26	2026/27	2027/28	
Reduced poverty and improved livelihoods	Workers protected through inspection and enforcement of employment law	1. Number of employers / workplaces/users inspected per year to determine compliance with employment law	Not Achieved 252 242	Achieved 312 792	Achieved 308 799	298 104	298 104	298 104	313 009	313 009
		2. Percentage of non-compliant employers / workplaces/users of those inspected are served with notices in terms of the relevant employment law within 14 calendar days of the inspection	Achieved 99% (59 743 of the 60 478)	Achieved 98% (72 898 of the 74 559)	Achieved 99% (74 305 of 74 858)	95%	95%	97%	97%	97%
	Non-compliant employers referred to for prosecution	3. Percentage of non-compliant employers/workplaces/users received by Statutory Services settled out of Court or CCMA / referred for prosecution within 30 working days	Not Achieved 64% (3 752 of 5 869)	Achieved 79% (6 138 of 7 766)	Achieved 89% (6 719 of 7 583)	65%	65%	65%	70%	70%
		4. Number of formal Advocacy sessions conducted per year to increase awareness of employment law	Not Achieved 7 X Seminars	Achieved 8 X Seminar 2 X Conference	Achieved 9 X Seminars (Advocacy Sessions) 2 X Conferences	4 x Seminars and 2 conferences to be held	6 X Seminars/ conferences			

Indicators, Annual and Quarterly Targets

OUTPUT INDICATORS	ANNUAL TARGETS		Q1		Q2		Q3		Q4	
	Province	No of Inspections	Province	No of Inspections	Province	No of Inspections	Province	No of Inspections	Province	No of Inspections
1. Number of employers / workplaces/users inspected per year to determine compliance with employment law	EC	31 884	EC	7 971	EC	15 942	EC	23 913	EC	31 884
	FS	26 628	FS	6 657	FS	13 314	FS	19 971	FS	26 628
	GP	61 236	GP	15 309	GP	30 618	GP	45 927	GP	61 236
	KZN	63 720	KZN	15 930	KZN	31 860	KZN	47 790	KZN	63 720
	LP	27 780	LP	6 945	LP	13 890	LP	20 835	LP	27 780
	MP	21 528	MP	5 382	MP	10 764	MP	16 146	MP	21 528
	NC	12 636	NC	3 159	NC	6 318	NC	9 477	NC	12 636
	NW	19 680	NW	4 920	NW	9 840	NW	14 760	NW	19 680
	WC	32 724	WC	8 181	WC	16 362	WC	24 543	WC	32 724
	HO	288	HO	72	HO	144	HO	216	HO	288
	Total	298 104	Total	74 526	Total	149 052	Total	223 578	Total	298 104
2. Percentage of non-compliant employers /workplaces/users of those inspected are served with notices in terms of the relevant employment law within 14 calendar days of the inspection	95%		95%		95%		95%		95%	
3. Percentage of non-compliant employers/ workplaces/users received by Statutory Services settled out of Court or CCMA / referred for prosecution within 30 working days	65%		65%		65%		65%		65%	
4. Number of formal Advocacy sessions conducted per year to increase awareness of employment law	6 X Seminars/conferences		1 Seminar Q1 - Occupational Health and Safety		2 seminars Q2 - Employment Standards and Occupational Health and Safety 1 Conference		3 seminars Q3 - Occupational Health and Safety and Employment Standards 1 Conference		4 seminars Q4 - Employment Standards 2 Conferences	

Explanation of planned performance over the medium-term period

The achievement of the outcome indicators will have the impact of improved compliance in workplaces and increased protection of the most vulnerable in all sectors. The intended impact is as follows:

- Employers are registered with UIF and CF and pay what is required of them
- Workers are paid what is due to them
- Workers work in healthy and safe workplaces
- Labour market is transformed

Explanation of the contribution of resources towards achievement of objectives

IES will continue to provide the services (advocacy, inspections, enforcement and registrations) it has offered to date while at the same time exploring other innovative practices to ensure improved services to employers, users and employees.

The continued vacancies however have contributed to the challenges of meeting targets in certain provinces due to high vacancy rates in these provinces, this in addition to capacitating inspectors and a reduced budget. The Branch is monitoring the filling of vacant posts to ensure that they get filled. Increasing petrol prices and the rising inflation will impact directly on Goods and Services over the financial year. Limited training for inspectors is taking place due to the limited funding for this activity; this however is having a direct impact on performance.

The business of IES is human resources and the ability to access employers – motor vehicles, fuel, and other tools of trade, all of which requires money to be available for inspectors to be out on the road and to ensure the maximum footprint across the length and breadth of the Republic to all citizens.

It is important that the IES Branch capitalises on its strengths and opportunities while employing resources that will allow it to deal with its weaknesses. The Branch is driven by innovation and has spent substantially on resources to promote innovation as a source of improvement in services. IES staff have been encouraged to make use of what the 4IR has to offer in improving services to stakeholders and clients.

The advocacy and educational sessions to be conducted per year in the identified sectors:

- 4 x Seminars and 2x conferences conducted in the following disciplines:
 - Q1 - Occupational Health and Safety
 - Q2 - Employment Standards and Occupational Health and Safety
 - Q3 - Occupational Health and Safety and Employment Standards
 - Q4 - Employment Standards

Programme Resource Considerations

Table: Budget Allocation for programme and sub programmes as per the ENE

PROGRAMME	AUDITED OUTCOMES				VOTED (MAIN APPROPRIATION)	REVISED ESTIMATE	MEDIUM TERM EXPENDITURE ESTIMATE			
	2021/22	2022/23	2023/24	2024/25			2025/26	2026/27	2027/28	
R-thousand										
Management and Support Services: IES	17 477	14 508	14 356	7 240	7 240	26 116	10 197	11 577		
Occupational Health and Safety	10 632	-	-	30 239	9 898	-	-	-		
Registration: IES	89 998	94 391	99 759	90 049	82 049	85 094	103 125	108 663		
Compliance, Monitoring and Enforcement Services	413 638	464 139	473 454	511 110	516 110	529 141	562 677	587 483		
Training of Staff: IES	6 919	6 148	2 297	6 452	6 452	6 740	7 050	7 369		
Statutory and Advocacy	7 984	8 667	10 989	16 083	16 083	17 261	19 437	20 312		
Total	546 648	587 853	600 855	661 173	637 832	664 352	702 486	735 404		
Economic Classification										
Current Payments	524 261	571 102	578 790	647 767	626 812	662 957	687 838	720 095		
Compensation of Employees	444 633	467 443	488 333	556 783	527 828	550 531	588 656	616 431		
Goods and Services	79 628	103 659	90 457	90 984	98 984	112 426	99 182	103 664		
Of which:										
Advertising	75	206	33	1 153	1 153	6 204	1 181	1 235		
Communication	7 306	7 590	8 432	17 236	17 236	18 092	18 819	19 669		
Computer Services	150	-	-	-	-	-	-	-		
Consultants and Professional Services: Business and advisory services	497	38	237	393	393	362	365	382		
Fleet Services	8 201	12 606	11 207	9 227	9 227	9 736	10 374	10 843		
Consumables: Stationery, printing and office supplies	2 416	3 266	2 800	3 451	3 451	3 557	3 708	3 876		
Operating Leases	110	5	127	858	858	898	939	981		
Property Payments	11 408	12 060	14 065	6 802	14 802	7 105	7 284	7 613		
Travel and Subsistence	39 367	53 464	40 462	28 909	28 909	29 450	31 128	32 536		
Other Goods and Services	10 098	14 424	13 094	22 955	22 955	37 022	25 384	26 529		
Interest and rent on land	-	-	-	-	-	-	-	-		
Transfers and Subsidies	2 943	2 039	2 226	89	1 044	93	97	101		
Provinces and municipalities	-	-	-	-	-	-	-	-		

PROGRAMME	AUDITED OUTCOMES					VOTED (MAIN APPROPRIATION)	REVISED ESTIMATE	MEDIUM TERM EXPENDITURE ESTIMATE			
	2021/22	2022/23	2023/24	2024/25	2025/26			2026/27	2027/28		
R-thousand											
Departmental agencies and accounts		1	-	4							
Households	2 942	2 039	2 222	89	1 044	93					101
Payments for capital assets	19 444	14 712	19 839	13 317	9 976	1 302	14 551	15 208			
Buildings and other fixed structures	-	-	-	-	-	-	-	-			
Machinery and equipment	6 237	6 988	13 723	13 317	9 976	1 302	14 551	15 208			
Software and other intangible assets	13 207	7 724	6 116								
Payments for financial assets	-	-	-	-	-	-	-	-			
Total	546 648	587 853	600 855	661 173	637 832	664 352	702 486	735 404			

Narrative: Explanation of the contribution of resources towards achievement of outputs.

Increasing safety and fairness

Work in the Inspection and Enforcement Services programme is intended to ensure increased compliance with labour laws, guided by three pillars: Advocacy, Inspections and Enforcement. Over the MTEF period, activities linked to the advocacy pillar include 12 seminars and 6 conferences that focuses on improving fairness in the workplace (especially for young people, people with disabilities and women) and helping workers transition from the informal to the formal economy. As part of the drive to advance for and measurer compliance with labour laws related to occupational health and safety standards, the Department, through the Compliance, Monitoring and Enforcement Services subprograms, plans to conduct 924 122 employer inspections over the period ahead at a projected cost of R1.6 billion. The programme will continue to implement the case management system in 2025/26 to ensure that its business processes are fully modernised. This is expected to result in, among other things, more focused inspections.

The Department plans to improve and strengthen its enforcement function over the next 3 years. This entails ensuring that 65 percent of employers who fail to comply with served notices are issued with fines and /or penalties and are referred for prosecution within 30 calendar days of which this target with increase to 70 percent over the last two years of the MTEF period; and that 95 percent of noncompliant employers are served with legal notices within 14 calendar days and this target will increase to 97% over the last two years of the MTEF period.

To carry out these activities, the Inspection and Enforcement Services programme is allocated R2.1 billion of the Department's budget over the medium term, increasing at average annual rate 4.5 percent, from R661.173 million in 2024/25 to R735.4 million in 2027/28.

Breakdown of Inspections over MTEF period per Provincial Office

PROVINCE	2025/26	2026/27	2027/28
Eastern Cape	31 884	33 478	33 478
Free State	26 628	27 960	27 960
Gauteng	61 236	64 297	64 297
Kwa-Zulu Natal	63 720	66 906	66 906
Limpopo	27 780	29 170	29 170
Mpumalanga	21 528	22 604	22 604
Northern Cape	12 636	13 267	13 267
North West	19 680	20 664	20 664
Western Cape	32 724	34 360	34 360
HO	288	303	303
TOTAL	298 104	313 009	313 009

Breakdown of IES inspections per legislation per Provincial Office

ANNUAL TARGET	EE	BCEA	OHS	EAS	COID	TOTAL
Eastern Cape	300	19 980	8 808	1 624	1 172	31 884
Free State	216	13 404	10 572	1 624	812	26 628
Gauteng	924	36 600	18 708	3 604	1 400	61 236
Kwa-Zulu Natal	636	34 836	24 504	2 344	1 400	63 720
Limpopo	300	16 452	8 592	1 624	812	27 780
Mpumalanga	300	13 224	5 568	1 624	812	21 528
Northern Cape	216	6 360	3 624	1 624	812	12 636
North West	216	10 920	6 288	1 444	812	19 680
Western Cape	216	17 088	11 904	2 344	1 172	32 724
HO			288			288
TOTAL	3 324	168 864	98 856	17 856	9 204	298 104

PROGRAMME 3: PUBLIC EMPLOYMENT SERVICES

Purpose: Assist companies and workers to adjust to changing labour market conditions.

Objectives

- Provide public employment services by March 2026 by:
 - registering 1 000 000 work seekers on the Employment Services of South Africa database
 - providing employment counselling to 270 000 work seekers
 - filling 70 000 registered employment opportunities
 - registering 120 000 work opportunities on the Employment Services of South Africa database.
- Contribute to increasing employment opportunities for people with disabilities over the medium term by providing quarterly funding and monitoring disability organisations on an ongoing basis.

Sub-programmes

Management and Support Services: Public Employment Services manages delegated administrative and financial responsibilities, coordinates all planning, monitoring and evaluation functions, and provides corporate support to line function subprogrammes.

Employer Services registers work opportunities, facilitates the employment of foreign nationals where such skills do not exist in South Africa, oversees placements, responds to companies in distress, provides a social plan and regulates private employment agencies.

Work Seeker Services registers work seekers, retrenched workers, work and learning opportunities, training and income-generating opportunities on the Employment Services of South Africa system and facilitates access to employment and income-generating opportunities for the unemployed and underemployed.

Designated Groups Special Services facilitates the transfer of subsidies to national councils and workshops for the blind to promote the employment of people with disabilities.

Supported Employment Enterprises promotes work and employment opportunities for people with disabilities by improving the administration, production and financial management of SEE.

Productivity South Africa transfers funds to Productivity South Africa, which promotes workplace productivity, competitiveness and social plan interventions.

Unemployment Insurance Fund provides for the possible future funding of the Unemployment Insurance Fund.

Compensation Fund provides for costs incurred through claims from civil servants for injuries sustained on duty or occupation-related illnesses and diseases and provides for the funding of claims from the Compensation Fund.

Training of Staff: Public Employment Services defrays all expenditure relating to staff training in the programme to easily identify this expenditure for reporting purposes.

OUTCOMES, OUTPUTS, OUTPUT INDICATORS AND TARGETS

OUTCOMES	OUTPUTS	OUTPUT INDICATORS	ANNUAL TARGETS						
			AUDITED /ACTUAL PERFORMANCE		ESTIMATED PERFORMANCE	MTEF PERIOD			
			2021/22	2022/23		2023/24	2024/25	2025/26	2026/27
Increased employment and work opportunities	Work seekers registered	1. Number of work-seekers registered on Employment Services of South Africa per year	Achieved 936 621	Achieved 1 069 496	Achieved 1 087 858	950 000	1 000 000	1 050 000	1 100 000
	Work and learning opportunities registered	2. Number of employment opportunities registered on the Employment Services South Africa per year	Achieved 131 522	Achieved 147 847	Achieved 154 817	115 000	120 000	125 000	130 000
	Employment counselling provided	3. Number of registered work-seekers provided with employment counselling per year	Achieved 281 801	Achieved 325 914	Achieved 333 395	260 000	270 000	280 000	290 000
	Work seekers placed in work and learning opportunities	4. Number of registered employment opportunities filled by registered work seekers per year	Achieved 67 058	Achieved 84 636	Achieved 89 345	65 000	70 000	75 000	85 000
	Job and or Career Fairs conducted to promote employment	5. Number of Jobs and/or Career Fairs conducted in provinces per year	N/A	N/A	Achieved 13	9	9	9	9

OUTCOMES	OUTPUTS	OUTPUT INDICATORS	ANNUAL TARGETS							
			AUDITED /ACTUAL PERFORMANCE		ESTIMATED PERFORMANCE	MTEF PERIOD				
			2021/22	2022/23	2023/24	2024/25	2025/26	2026/27	2027/28	
Increased employment and work opportunities	Employment Services Policies and Bill to regulate employment developed National Employment Policy (NEP) and Employment Services Amendment Bill (ESAB))	6. Number of policies finalised for approval by the Minister for submission to Cabinet by 31 March 2026	Not Achieved 0 The draft policy has been developed and not yet approved	Not Achieved 0 The Department of Employment and Labour has developed a Draft National Labour Migration Policy (NLMP) as per instruction of the Ministers of Employment and Labour in the SADC Region. The Draft National Labour Migration Policy and Employment Services Amendment Bill were approved by Cabinet for public comments in February 2022. The gazette was published for a period of 90 days. The Department in collaboration with ILO and Social Partners hosted the country's National Labour Migration Dialogue and the draft policy was presented	Not Achieved The NEDLAC consultations with social partners on NLMP & ESAB commenced in August 2023 In December 2023 the Branch conducted a workshop for the Social Partners at NEDLAC on Labour Migration The second SEIAS certificate has been received from Presidency The preliminary certification has been received from office of the Chief State Law Advisor	1 NLMP and ESAB finalised and approved for submission to Cabinet by the Minister	1 NEP finalised and approved for submission to Cabinet by the Minister	100% implementation of the National Employment Policy and the Employment Services Amendment Bill	100% implementation of the National Employment Policy and the Employment Services Amendment Bill	100% implementation of the National Employment Policy and the Employment Services Amendment Bill

OUTCOMES	OUTPUTS	OUTPUT INDICATORS	ANNUAL TARGETS							
			AUDITED /ACTUAL PERFORMANCE		ESTIMATED PERFORMANCE	MTEF PERIOD				
			2021/22	2022/23	2023/24	2024/25	2025/26	2026/27	2027/28	
Increased employment and work opportunities	Partnership agreements concluded	7. Number of partnership agreements by PES concluded with key role-players to facilitate implementation of employment creation programme	Achieved 20	Achieved 24	Achieved 25	N/A	5	5	5	
				<p>The Department has processed the comments received from the stakeholders and intends approaching NEDLAC, Cabinet and Parliament by June 2023</p> <p>In accordance with Government's Medium Term Strategic Framework (MTSF) 2019 – 2024, a zero draft NEP was finalised as a coordinated strategy to address the country's persistently high levels of unemployment. This draft policy was presented to the Inter Ministerial Committee and Senior management of the Department as well as the Employment Services Board</p>						

OUTCOMES	OUTPUTS	OUTPUT INDICATORS	ANNUAL TARGETS						
			AUDITED /ACTUAL PERFORMANCE		ESTIMATED PERFORMANCE	MTEF PERIOD			
			2021/22	2022/23	2023/24	2024/25	2025/26	2026/27	2027/28
	Policy Framework on coordination of Government Public Employment Programmes	8. Policy Framework on coordination of Government Public Employment Programmes developed	N/A	N/A	N/A	New	Policy Framework Developed, and approved by Minister	Pilot 1 Public Employment Programmes (PEP)	Pilot 1 Public Employment Programmes (PEP)

INDICATORS, ANNUAL AND QUARTERLY TARGETS

OUTPUT INDICATORS	ANNUAL TARGETS	Q1	Q2	Q3	Q4
1. Number of work-seekers registered on Employment Services of South Africa per year	1 000 000	240 000	500 000	720 000	1 000 000
2. Number of employment opportunities registered on the Employment Services South Africa per year	120 000	30 000	60 000	90 000	120 000
3. Number of registered work-seekers provided with employment counselling per year	270 000	64 800	140 400	199 800	270 000
4. Number of registered employment opportunities filled by registered work seekers per year	70 000	17 500	35 000	52 500	70 000
5. Number of Jobs and/or Career Fairs conducted in provinces per year	9	No target	No target	No target	9
6. Number of policies finalised for approval by the Minister for submission to Cabinet by 31 March 2026	1 NEP finalised and approved for submission to Cabinet by the Minister	No target	No target	No target	1 NEP finalised and approved for submission to Cabinet by the Minister
7. Number of partnership agreements by PES concluded with key-role-players to facilitate implementation of employment creation programme	5	No target	No target	No target	5
8. Policy Framework on coordination of Government Public Employment Programmes developed	Policy Framework developed, and approved by Minister	No target	No target	No target	Policy Framework developed, and approved by Minister

BREAKDOWN OF PES TARGETS PER PROVINCIAL OFFICE

Number of work-seekers registered

PO	ANNUAL	Q1	Q2	Q3	Q4
Eastern Cape	110 000	26 400	55 000	79 200	110 000
Free State	60 000	14 400	30 000	43 200	60 000
Gauteng	230 000	55 200	115 000	165 600	230 000
Kwa-Zulu Natal	150 000	36 000	75 000	108 000	150 000
Limpopo	60 000	14 400	30 000	43 200	60 000
Mpumalanga	70 000	16 800	35 000	50 400	70 000
Northern Cape	40 000	9 600	20 000	28 800	40 000
North West	60 000	14 400	30 000	43 200	60 000
Western Cape	120 000	28 800	60 000	86 400	120 000
Online	100 000	24 000	50 000	72 000	100 000
Total	1 000 000	240 000	500 000	720 000	1 000 000

Number of employment opportunities registered

PO	ANNUAL	Q1	Q2	Q3	Q4
Eastern Cape	16 800	4 200	8 400	12 600	16 800
Free State	9 600	2 400	4 800	7 200	9 600
Gauteng	21 600	5 400	10 800	16 200	21 600
Kwa-Zulu Natal	19 200	4 800	9 600	14 400	19 200
Limpopo	13 200	3 300	6 600	9 900	13 200
Mpumalanga	9 600	2 400	4 800	7 200	9 600
Northern Cape	7 200	1 800	3 600	5 400	7 200
North West	8 400	2 100	4 200	6 300	8 400
Western Cape	14 400	3 600	7 200	10 800	14 400
Total	120 000	30 000	60 000	90 000	120 000

Number of registered work-seekers provided with employment counselling

PO	ANNUAL	Q1	Q2	Q3	Q4
Eastern Cape	34 290	8 230	17 831	25 375	34 290
Free State	23 571	5 657	12 257	17 442	23 571
Gauteng	55 701	13 368	28 964	41 219	55 701
Kwa-Zulu Natal	34 290	8 230	17 831	25 375	34 290
Limpopo	27 864	6 687	14 489	20 619	27 864
Mpumalanga	32 130	7 711	16 708	23 776	32 130
Northern Cape	15 012	3 603	7 806	11 109	15 012
North West	21 438	5 145	11 148	15 864	21 438
Western Cape	25 704	6 169	13 366	19 021	25 704
Total	270 000	64 800	140 400	199 800	270 000

Number of registered employment opportunities filled by registered work seekers

PO	ANNUAL	Q1	Q2	Q3	Q4
Eastern Cape	9 800	2 450	4 900	7 350	9 800
Free State	5 600	1 400	2 800	4 200	5 600
Gauteng	12 600	3 150	6 300	9 450	12 600
Kwa-Zulu Natal	11 200	2 800	5 600	8 400	11 200
Limpopo	7 700	1 925	3 850	5 775	7 700
Mpumalanga	5 600	1 400	2 800	4 200	5 600
Northern Cape	4 200	1 050	2 100	3 150	4 200
North West	4 900	1 225	2 450	3 675	4 900
Western Cape	8 400	2 100	4 200	6 300	8 400
Total	70 000	17 500	35 000	52 500	70 000

EXPLANATION OF PLANNED PERFORMANCE OVER THE MEDIUM-TERM PERIOD

Public Employment Services (PES) is part of the reconfigured Department of Employment and Labour, which was announced at the commencement of the sixth administration. It is expected that the newly configured Department of Employment and Labour, will coordinate all employment related efforts across Government as a way of removing the silo-based approach providing meaningful pathways to sustainable employment. To this end, the DEL must develop new methods and processes that can enable effective co-ordination and reporting of employment creation measures, across Government.

Presidential Employment Stimulus

The Presidential Employment Stimulus as one of the key priorities to ensure households are supported while the economy recovers in response to this priority and in line with the criteria set out for the employment stimulus. Based on the request received from the Presidency, the Department of Employment and Labour is requesting funding of R1.5 billion (R300m per year) over the medium term (financial years 2024-2029) to capitalise the pathway manager component and strengthen implementation of the Pathway Management Network. The implementation costs for the national Pathway Management Network comprise two components: the management of the network and a fund to support innovative solutions that address one or more of the three aims of the PMN including demand activation, linkages and supply. This includes the possibility of enabling innovative practices to be scaled up on the basis that it can indicate its path to longer-term sustainability. The Jobs Fund, through GTAC and the Industrial Development Cooperation (IDC), has been appointed as the primary administrator and fund manager for the Pathway Management Network on behalf of the Department of Employment and Labour, given its established capabilities in funding job creation interventions and grant management.

National Labour Migration Policy

A reconfiguration of the Department to support increased levels of coordination of government efforts to support economic transformation and job creation is in the pipeline. The Department is also in the final stages of finalising the South African National Employment Policy and Labour migration policy, which has important implications for employment creation in the country. During the 2025/2026 year, the Department through Programme:3 will be implementing the policy. The implementation of the policy will require additional resources to capacitate the branch to deliver.

DEL will implement the above policies once consultation has been finalised with the relevant stakeholders. This presents an ideal opportunity for work creation, particularly for skilled professionals, in the fields of labour market policy analysis and legal administration of the labour migration policy.

Employment Opportunities for Unemployed graduates:

DEL requests that 250 unemployed workers with relevant qualifications be given an opportunity to work alongside DEL staff gaining work experience and at the same time assisting the branch to implement various policies to make a bigger impact on the challenges related to unemployment. This is based on the very successful internship program that DEL ran with 250 intern Psychology graduates. The estimated cost is R 60,729,750 over the medium term (financial years 2025/26 to 2026/27). Work opportunity is provided for 12 months per year, at the recommended rate of R6 747.55 per month.

Employment Schemes

The need for Employment schemes is important to help them navigate difficult conditions. PES proposes that an active labour market programme be established through the medium term and that provision is made for 1000 participants in the scheme, at an estimated cost of R84 million per year. The employment scheme will be based on the extensive research carried out by Public Employment Services on ways to stimulate demand led employment. The scheme can assist the branch to further learn and enhance its actions as part of its employment mandate.

A further R20 million is requested for the extension of the subsidy scheme for persons with disability. The scheme has thus far been very successful in helping to transition persons with the disability into the world of work. The additional funds will enable the expansion of the scheme to provinces that are currently excluded, like Mpumalanga, Eastern Cape, Northern Cape, North West, and Limpopo.

Roll-out of Free Wi-Fi to support Youth Centres and Mobile units

The Department has established 7 specialised youth centres and rolled out more than 14 mobile units during the prior MTEF cycle. The Department wishes to further enhance service delivery by making available free internet access at the identified sites. This will assist to bridge the digital divide and assist work seekers to access employment opportunities that might be made available. The estimated costs of network infrastructure for the identified sites in approximately R10 million, over the MTEF.

Building capacity within the Department

The DEL launched a new enhancement to the current ESSA system, to take advantage of the new and latest technologies. In order to operate the new SAP Diphetogo system, that had gone live on a pilot basis with effect from 01 August 2024, the branch needs to capacitate its workforce to operate the new system. The capacity building will be a combination of formal courses and roadshows to the various labour centres, for the purposes of developing capacity to operate the new modules. The estimated cost is R 5 million, including travel to labour centres.

Restructuring of Public Employment Services

Given the high levels of unemployment that is currently being experienced there is a greater demand from Programme 3 for more integrated services with other government Departments. PES needs to be restructured to offer a more integrated service. The following areas will need to be prioritised over the MTEF 2024-2029:

- Increase the service offering at labour centres to include integrated services that are offered by sister Departments to minimise the need for work seekers to travel to many Departments they can receive a one stop service at labour centres. During the MTEF, priority will be given to integration with the service offering of DSD and SASSA. This will be achieved through systems integration, and the building of a one stop platform that will integrate ESSA with the SASSA systems, especially as related to the SRD grant. An estimated R22 million is required for the integration.
- Enhancement of the employment counselling services to include potential screening, for the unemployed. This will require the enhancement of the SPeeX instrument. Estimated cost R7.5 million over MTEF.

PROGRAMME RESOURCE CONSIDERATIONS

Table: Budget Allocation for programme and sub programmes as per the ENE

PROGRAMME	AUDITED OUTCOMES				VOTED (MAIN APPROPRIATION)	REVISED ESTIMATE	MEDIUM TERM EXPENDITURE ESTIMATE			
	2021/22	2022/23	2023/24	2024/25			2025/26	2026/27	2027/28	
R-thousand										
Management and Support Services: PES	62 442	332 722	367 621	282 943	283 284	370 852	67 540	71 197		
Employer Services	104 315	116 014	116 296	115 464	115 464	122 795	128 769	134 017		
Work-Seeker Services	204 384	213 113	240 741	221 537	236 937	265 688	230 570	240 066		
Designated Groups Special Services	20 954	23 784	24 467	21 657	21 657	22 718	23 850	24 929		
Supported Employment Enterprises and Subsidies to Designated Workshops	162 266	166 486	207 915	184 684	184 684	195 545	206 997	216 358		
Productivity South Africa	59 853	61 698	71 720	61 472	61 472	64 123	67 055	70 087		
Unemployment Insurance Fund	-	-	-	1	1	1	1	1		
Compensation Fund	-	18 514	6 995	12 508	12 508	13 247	15 038	15 718		
Training of Staff: PES	1 658	1 562	1 256	1 519	1 519	1 587	1 660	1 735		
Total	615 872	933 893	1 037 011	901 785	917 526	1 056 556	741 480	774 108		
Economic Classification										
Current Payments	356 080	393 466	422 716	386 077	402 877	450 853	423 193	441 401		
Compensation of Employees	314 912	338 267	352 256	346 397	360 697	404 011	379 617	395 878		
Goods and Services	41 168	55 199	70 460	39 680	42 180	46 842	43 576	45 523		
Of which:										
Advertising	1 005	1 261	1 592	805	805	841	879	919		
Communication	4 406	5 179	5 874	3 602	3 602	3 732	4 154	4 335		
Computer Services	2 033	2 832	2 750	2 703	5 203	2 750	3 879	4 013		
Consultants and Professional Services: Business and advisory services	1 594	245	2 256	1 011	1 011	2 101	1 197	1 251		
Fleet Services	2 180	3 342	2 962	2 352	2 352	2 418	2 488	2 601		
Consumables: Stationery, printing and office supplies	1 137	1 412	2 270	1 867	1 867	1 751	1 741	1 820		
Operating Leases	44	11	44	-	-	-	-	-		
Property Payments	11 587	12 472	14 190	8 930	8 930	9 306	9 709	10 149		
Travel and Subsistence	11 142	20 708	20 531	9 846	9 846	15 134	10 423	10 894		
Other Goods and Services	6 040	7 737	17 991	8 564	8 564	8 809	9 106	9 541		

PROGRAMME	AUDITED OUTCOMES				VOTED (MAIN APPROPRIATION)	REVISED ESTIMATE	MEDIUM TERM EXPENDITURE ESTIMATE			
	2021/22	2022/23	2023/24	2024/25			2025/26	2026/27	2027/28	
R-thousand										
Interest and rent on land	-	-	-	-	-	-	-	-	-	-
Transfers and Subsidies	244 327	527 678	610 592	510 382	508 982	313 007	327 162			
Provinces and municipalities	-	-	3	-	-	-	-	-	-	-
Departmental agencies and accounts	59 853	336 453	290 185	303 981	243 981	82 094	85 806			
Public corporations and private enterprises	-	-	87 000	-	57 500	-	-			
Non-profit institutions	183 220	190 270	232 382	206 341	206 341	230 847	241 287			
Households	1 254	955	1 022	60	1 160	66	69			
Payments for capital assets	15 465	12 749	3 703	5 326	5 667	5 280	5 545			
Buildings and other fixed structures	-	-	-	-	-	-	-			
Machinery and equipment	2 094	4 973	3 703	5 326	5 326	5 280	5 545			
Software and other intangible assets	13 371	7 776	-	-	341	-	-			
Payments for financial assets	-	-	-	-	-	-	-			
Total	615 872	933 893	1 037 011	901 785	917 526	741 480	774 108			

Narrative: Explanation of the contribution of resources towards achievement of outputs.

Providing support to work seekers

Facilitating access to decent employment is central to the department's work. As such, over the medium term, it plans to register 3 150 million work seekers, provide counselling to 840 000 work seekers and place 225 000 work seekers in registered employment opportunities.

During the 2022 financial year the Branch undertook the drafting of the South African National Employment Policy, in partnership with the International Labour Organisation (ILO). During 2023 and 2024 consultations were held with the relevant cluster Departments, and it is anticipated that the National Employment Policy (NEP) will be approved for public consultations and may be finalised for implementation during the current MTEF cycle.

The National Labour Migration Policy (NLMP) is another pillar of the NEP that the Department has been developing. During 2023-2024. Extensive consultations took place on the final adjusted Draft NLMP that incorporated written and oral comments at NEDLAC with a view to refining the policy and the associated amendments to the current Employment Services Act, No 4 of 2014. The Draft NLMP and the proposed ESAB were signed off at NEDLAC, they received the relevant Presidency Socio Economic Impact Analysis System (SEIAS) Certificate. The Economic Sector, Investment and Employment and Infrastructure Development (ESIED) Cluster has approved the NLMP for further submission to Cabinet and will also process the ESAB once the SEIAS process is concluded. The Introduction of the NEP will contribute significantly to Employment intervention coordination in the country. The NLMP will also limit the inflow of foreign nationals to take jobs in the middle and lower levels in a number of sectors and will also assist in placing excess skills in other countries in other countries.

The introduction of these policies would require additional staff at HQ and Provincial levels estimated at 127 additional Employment Services Practitioners, one per Labour Centre, to manage and administer Labour Migration to and from South Africa. Capacity of the Employment Counsellors will need to be increased to provide additional services on the pre-departure and post arrival of South Africans in countries of destination. The PES programme 3 also needs to be capacitated, to undertake the new employment mandate, including

the strengthening of labour migration unit and establishing of a new work visa labour migration system, which is likely to come into effect next year (2025) if the amendments to the Employment Services Act, is approved by Parliament. This will require an estimated R150 million to establish all structures, new labour market intelligence system, for the purposes of planning and policy development, appointment of labour market policy experts, the coordination of employment interventions. Additional capacity will be needed to ensure compliance to the new amendments and to strengthen the existing inspections unit within the Department. Given the existing tough economic cycle that the country is facing and that no new financial allocations will be made to support new policy interventions, the Branch will consider gradual implementation of some aspects of the policy, conclude partnership arrangements, re-prioritise focus on some functions, consider other sources of revenue as provided for in the Employment Services Act.

The Department will through one of the Pillars of the NEP, establish an Employment Co-ordinating Council, made up of other Government Departments, business experts, labour and community organisations, to determine a sustainable approach to employment growth, in line with the extended employment mandate of the Department. The proposed council will also co-ordinate major employment efforts across government in line with the expanded employment mandate. The Branch will also work closely with Technical Assistance provided by the International Labour Organisation (ILO), to develop a framework for Employment schemes.

The Branch will continue to ensure that Quality PES services are provided, accessible, user friendly, efficient and will leverage on technology. In this regard the branch will partner with the Presidential Youth Employment Initiative (PYEI), to ensure that it can leverage off the gains that have been achieved to date. The Branch also plans to install Wi-Fi routers in all youth employment centres that were built during the 2022 financial year. The new routers will provide work seekers with fast internet access to utilize the new functionality of ESSA and other tools that the Department has successfully piloted with the World Bank, i.e. Learning Pathways. The branch estimates that R10 million will be required to enable free Wi-Fi at Youth Centres and Labour Centres to complement the 14 mobile units that have been deployed during the 2023 and 2024 financial years.

The Department successfully piloted the recruitment of 250 graduates during the 2022 financial year and appointed a further 332 intern graduates during 2024 for an 8 months' period. This process produced positive results for both the participants and their ability to obtain work opportunity exposure whilst earning an income. The intervention also had an impact in improving the Branch performance and the Department's contribution towards alleviating youth unemployment. The Department intends to extend the contracts of these interns to provide them with further exposure so as to complete their qualifications under the PYEI and to prevent them from falling back into the unemployment queues.

The work of Employment Counsellors with DEL has been steadily strengthened during the past few years including the use of the new SPeeX assessment system. The mental health strain caused by the pandemic and high levels of unemployment, requires decisive intervention, to prevent a generation of youth being totally marginalised. The Departments employment counsellors highly recommend intensifying efforts to support the unemployed. The Principal Ppsychologists of the Department will lead the introduction of new measures that are to be introduced during 2025/26, to assist the unemployed work seekers with advice and guidance. This will help to connect work seekers with meaningful employment aligned to their skills, aspirations and needs of employers.

The Branch has also successfully implemented the subsidy scheme for persons with disability. This has been growing in popularity given the lack of support for the disability sector. Currently 1041 persons with disability are supported, in 4 provinces. The branch received more applications for the next 3-year cycle than initially anticipated. During 2025/26 the Branch will extend the scheme to all 9 Provinces. We intend to also increase the number of participants and to achieve this additional allocation is required.

The Department received funding for the continuation of the Pathway Management Network during 2024/25, which comprises an ecosystem manager and an innovation fund. The network will stimulate demand by creating more employment opportunities, supporting increased access to relevant education and training interventions, assisting young people in making choices in terms of access to learning and/or earning, and identifying entry barriers into the labour market. More than 650 000 young people are expected to be actively involved in the network over the MTEF. The Department will work closely with the Presidency to develop a legislative framework to establish the Youth Trust to replace the current Government Technical Advisory Centre (GTAC) and Independent Development Trusts (IDC) arrangements. This will allow for long term planning, stability in the funding allocations towards the Youth Trust, implementation of various youth programs. The branch requests that funding continue into 2025/2026 under the current arrangements to continue building on the work of the National Pathway manager and further develop the collaboration with the private sector. This intervention will assist in strengthening collaboration with employers in designing and delivering workforce solutions that address current and future skills needs.

PROGRAMME 4: LABOUR POLICY AND INDUSTRIAL RELATIONS

Purpose: Facilitate the establishment of an equitable and sound labour relations environment, support institutions that promote social dialogue, promote South Africa's interests in international labour matters, conduct research, analysis and evaluation of labour policy and provide statistical data on the labour market.

Objectives

- Improve employment equity implementation and compliance monitoring mechanisms in the labour market by:
 - publishing the 2024/2025 employment equity annual report and public register by 30 June 2025, and
 - developing the 2025/2026 employment equity annual report and public register by 31 March 2026
- Extend protection to vulnerable workers by publishing national minimum wages for all sectors
- Promote sound labour relations and centralised collective bargaining through the extension of collective agreements and registration of qualifying labour organisations by 31 March 2026
- Monitor and evaluate the impact of labour legislation to promote an evidence-based labour policy intervention through the production of research and labour market trend reports by 31 March 2026.

Subprogrammes

- *Management and Support Services: Labour Policy and Industrial Relations* manages delegated administrative and financial responsibilities, coordinates all planning, monitoring and evaluation functions, and provides corporate support to line function subprogrammes
- *Strengthen Civil Society* transfers funds to various civil society organisations that protect vulnerable workers by providing resources, support and expertise to improve the independence and self-reliance of workers, to contribute to a stable and well-functioning labour market
- *Collective Bargaining* manages the implementation of the Labour Relations Act (1995) through policies and practices that promote sound labour relations by registering labour organisations and deregistering those that are not compliant, publishing and extending collective agreements, supporting and advancing participation in collective bargaining structures, and participating in relevant National Economic Development and Labour Council activities
- *Employment Equity* promotes equity in the labour market by developing and promoting employment equity policy instruments – as mandated by the amended Employment Equity Act (1998) – to eliminate discrimination and promote equitable representation in the workplace
- *Employment Standards* protects vulnerable workers in the labour market by administering the Basic Conditions of Employment Act (1997) and publishing national minimum wages for all sectors, as mandated by the National Minimum Wage Act (2018)
- *Commission for Conciliation, Mediation and Arbitration* transfers funds to the Commission for Conciliation, Mediation and Arbitration, which promotes social justice and fairness in the workplace by providing dispute-prevention and resolution services
- *Research, Policy and Planning* monitors and evaluates the impact of labour legislation and policies that affect the South African labour market
- *Labour Market Information and Statistics* collects, collates, analyses and disseminates internal and external labour market statistics regarding changes in the South African labour market as a result of the implementation of labour legislation
- *International Labour Matters* contributes to national and global policy formulation and facilitates compliance with international obligations through multilateral and bilateral relations
- *National Economic Development and Labour Council* transfers funds to the National Economic Development and Labour Council, which promotes economic growth, participation in economic decision-making and social equity through social dialogue and for the operations of the Presidential Climate Commission.

OUTCOMES, OUTPUTS, OUTPUT INDICATORS AND TARGETS

OUTCOMES	OUTPUTS	OUTPUT INDICATORS	ANNUAL TARGETS						
			AUDITED /ACTUAL PERFORMANCE		ESTIMATED PERFORMANCE	MTEF PERIOD			
			2021/22	2022/23	2023/24	2024/25	2025/26	2026/27	2027/28
Reduced poverty and improved livelihoods	National minimum wage reviewed and approved by the Minister of Employment and Labour by 1 March each year	1. National minimum wage reviewed and approved by the Minister of Employment and Labour by 1 March each year	Achieved National Minimum Wage amendments was published on 7 February 2022 in the Government Gazette no 45882	Achieved The National Minimum Wage level reviewed and published in government gazette number 48094 dated 21 February 2023	Achieved The National Minimum Wage level reviewed and published in the Government Gazette number 50073 dated 2 February 2024	The national minimum wage level reviewed and published in the government gazette by 31 March 2025	Reviewed the National Minimum Wage level by 1 March each year	Reviewed the National Minimum Wage level by 1 March each year	Reviewed the National Minimum Wage level by 1 March each year
Mainstreaming gender, empowerment of youth and people with disabilities	Policy instruments developed and promoted to enhance the implementation of EEA per annum	2. Number of Annual EE Report and Public Register published per annum	Achieved 2020-2021 Annual EE Report published and launched on 25 June 2021; and Public Register published in Government Gazette No. 44636 dated 28 May 2021	Achieved 2021-2022 Annual EE Report published on 10 June and Public Register published in GG No. 46332 dated 6 May 2022. Both launched by Minister on 23 June 2022	Achieved 2022-2023 Annual EE Report and EE Register published by 30 June 2023	2023-2024 Annual EE Report and Public Register published by 30 June 2024	One 2024-2025 Annual EE Report and Public Register published by 30 June 2025	One 2025-2026 Annual EE Report and Public Register published by 30 June 2026	One 2026-2027 Annual EE Report and Public Register published by 30 June 2027

OUTCOMES	OUTPUTS	OUTPUT INDICATORS	ANNUAL TARGETS						
			AUDITED /ACTUAL PERFORMANCE		ESTIMATED PERFORMANCE	MTEF PERIOD			
			2021/22	2022/23	2023/24	2024/25	2025/26	2026/27	2027/28
Mainstreaming gender, empowerment of youth and people with disabilities		3. Number of Annual EE report and Public Register developed per annum	Achieved 2021-2022 Annual EE Report (22nd CEE Annual Report) developed and CEE Advisory to the Minister submitted through Ministerial submission on 24 March 2022 and Public Register developed and submitted through Ministerial Submission on 9 March 2022 (Minister approved Public Register for publication on 31 March 2022)	Achieved 2022-2023 Annual EE Report and Public Register developed by 24 March 2023	Achieved 2023-2024 Annual EE report and Public Register developed by 31 March 2024	2024-2025 Annual EE report and Public Register developed by 31 March 2025	One 2025-2026 Annual EE report and Public Register developed by 31 March 2026	One 2026-2027 Annual EE report and Public Register developed by 31 March 2027	One 2028-2027 Annual EE report and Public Register developed by 31 March 2028

OUTCOMES	OUTPUTS	OUTPUT INDICATORS	ANNUAL TARGETS						
			AUDITED /ACTUAL PERFORMANCE		ESTIMATED PERFORMANCE	MTEF PERIOD			
			2021/22	2022/23	2023/24	2024/25	2025/26	2026/27	2027/28
Advance the South African Foreign Policy for a Better World	Progress reports on bilateral cooperation and multilateral obligations submitted to the minister annually	4. Number of progress reports on bilateral cooperation and multilateral obligations submitted for sign-off to the minister annually	Achieved 1 Annual implementation report submitted to the Minister for sign off by 30 April 2021	Not Achieved 1 Annual implementation report submitted to Minister for sign off after 30 April 2022	Achieved 1 Annual implementation report submitted to Minister for sign off after 30 April 2023	2 Reports on the implementation of bilateral cooperation and multilateral obligations signed off by the Minister annually: 1 Annual implementation report submitted to the Minister for sign-off by 30 April 2024 1 Mid-term implementation report submitted to the Minister by 31 October 2023	2 Reports on bilateral cooperation and multilateral obligations submitted for sign-off by the Minister annually: 1 Annual implementation report submitted to the Minister for sign-off by 30 April 2025 1 Mid-term implementation report submitted to the Minister by 31 October 2024	2 Reports on bilateral cooperation and multilateral obligations submitted for sign-off by the Minister annually: 1 Annual implementation report submitted to the Minister for sign-off by 30 April 2026 1 Mid-term implementation report submitted to the Minister by 31 October 2026	2 Reports on bilateral cooperation and multilateral obligations submitted for sign-off by the Minister annually: 1 Annual implementation report submitted to the Minister for sign-off by 30 April 2027 1 Mid-term implementation report submitted to the Minister by 31 October 2027

OUTCOMES	OUTPUTS	OUTPUT INDICATORS	ANNUAL TARGETS						
			AUDITED /ACTUAL PERFORMANCE		ESTIMATED PERFORMANCE		MTEF PERIOD		
			2021/22	2022/23	2023/24	2024/25	2025/26	2026/27	2027/28
Reduced poverty and improved livelihoods	Labour organisations' applications for registration approved or refused within 90 working days of receipt per annum	5. Percentage of labour organisations' applications for registration approved or refused within 90 working days of receipt	<p>Achieved</p> <p>One Hundred and Thirty-Four (134) applications were received</p> <ul style="list-style-type: none"> One Hundred and Twenty-Seven (127) – Refused within 90 working days of receipt Seven (07) – Approved within 90 working days of receipt <p>= 100%</p> <p>VS: Copy of LRA Form 6.1 or 6.2. Copy of approval/refusal letter & printout from Labour Organisation system</p>	<p>Achieved</p> <p>Hundred and thirty-two (132) applications received</p> <p>Hundred and twenty-five (125) refused</p> <p>Seven (7) approved</p>	<p>Hundred and thirty-eight (128) applications received</p> <p>Hundred and twenty-five (120) refused</p> <p>Seven (8) approved</p>	<p>100% of labour organisations' applications for registration approved or refused within 90 working days by 31 March 2025</p>	<p>100% of labour organisations' applications for registration approved or refused within 90 working days</p>	<p>100% of labour organisations' applications for registration approved or refused within 90 working days</p>	<p>100% of labour organisations' applications for registration approved or refused within 90 working days</p>

OUTCOMES	OUTPUTS	OUTPUT INDICATORS	ANNUAL TARGETS						
			AUDITED /ACTUAL PERFORMANCE		ESTIMATED PERFORMANCE	MTEF PERIOD			
			2021/22	2022/23	2023/24	2024/25	2025/26	2026/27	2027/28
Reduced poverty and improved livelihoods	Research reports developed on the impact of labour legislation on the labour market	6. Number of Research reports on the impact of labour legislation and employment programs developed per annum	Achieved Two Final research reports completed for the following research studies: 1. Youth employment creation and retention schemes: Final report completed and submitted. 2. New forms of work. Two data collection instruments completed for the following research studies: 1. Policy intervention on Youth Employment creation interventions 2. Gender stereotype and Sexism within the Department of Employment and Labour 3. Ethics in the Department of Employment and Labour 4. Benchmark study on Silicosis in non-mining sectors 5. Youth employment creation and retention schemes	Achieved 1. Gender Discrimination, sexism and stereotypes 2. Impact assessment of employment creation interventions 3. Ethics in the department 4. Support of Employment and Income in the Context of COVID-19 Crisis	Achieved Benchmark study on Silicosis in the non-mining sector. Assessment of policy solutions adopted by the South African government on young people's entry into employment. Client Satisfaction Survey (CSS). Ensuring Social Security for all	2 research reports completed by 31 March 2025	Two research reports produced by 31 March 2026	Two research reports produced by 31 March 2027	Two research reports produced by 31 March 2028

OUTCOMES	OUTPUTS	OUTPUT INDICATORS	ANNUAL TARGETS						
			AUDITED /ACTUAL PERFORMANCE		ESTIMATED PERFORMANCE	MTEF PERIOD			
			2021/22	2022/23	2023/24	2024/25	2025/26	2026/27	2027/28
Reduced poverty and improved livelihoods	Analysis and report on the labour market trends annually	7. Number of labour market trend reports produced per annum	Achieved The consolidated Annual Labour Market Bulletin 2021 report was completed and submitted to the CD-LMP on the 28 June 2021 towards the Minister's approval Not Achieved The annual Job Opportunity and Unemployment in the SA labour market was produced and submitted on 15 July 2021, two weeks later after the agreed deadline of 30 June 2021 Achieved Two annual labour market trend reports: Annual Industrial Action (2021) and Annual Administrative Statistics (2021) were produced and submitted to CD-LMP by 31 March 2022 towards the Minister's approval	Achieved 2 Annual LM reports produced by end of September 2022. These annual LM reports include: Annual Labour Market Bulletin and Job Opportunity and Unemployment in SA labour market for 2021/22 financial year were produced and submitted to the CD-LMP by 30 Sept 2022 Achieved 2 Annual LM reports produced by end of March 2023. These annual LM reports include: Annual Administrative Statistics report 2022 and Industrial Action Report 2022 were produced and submitted to the CD-LMP by 28 March 2023	Achieved 4 Annual Labour market trend reports produced by 31 March 2024 These annual reports include: 1. Annual Labour Market Bulletin 2022/23 2. Job Opportunity and Unemployment in the SA 2022/23 3. Industrial Action Report 2023 4. Annual Administrative Statistics report 2023	Four annual labour market trend reports produced by 31 March 2025	Four annual labour market trend reports produced by 31 March 2026	Four annual labour market trend reports produced by 31 March 2027	Four annual labour market trend reports produced by 31 March 2028

INDICATORS, ANNUAL AND QUARTERLY TARGETS

OUTPUT INDICATORS	ANNUAL TARGETS	Q1	Q2	Q3	Q4
1. National minimum wage reviewed and approved by the Minister of Employment and Labour by 1 March each year	Reviewed the National Minimum Wage level by 1 March each year	Appoint service provider to conduct research on the impact of NMW	No target	Publish the research report on impact of NMW and the proposed NMW recommendations for public comment	Reviewed the National Minimum Wage level by 1 March each year Government Gazette
2. Number of Annual EE Report and Public Register published per annum	One Annual EE Report and Public Register published per annum	One 2024-2025 Annual EE Report and Public Register published by 30 June 2025	No target	No target	No target
3. Number of Annual EE report and Public Register developed per annum	One Annual EE report and Public Register developed per annum	No target	No target	No target	One 2025-2026 Annual EE report and Public Register developed by 31 March 2026
4. Number of progress reports on bilateral cooperation and multilateral obligations submitted for sign-off to the minister annually	2 Reports on bilateral cooperation and multilateral obligations submitted for sign-off by the Minister annually: 1 Annual implementation report submitted to the Minister for sign-off by 30 April 2025 1 Mid-term implementation report submitted to the Minister by 31 October 2025 for sign-off	1 Annual implementation report submitted to the Minister for sign-off by 30 April 2025	No target	1 Mid-term implementation report submitted to the Minister by 31 October 2025 for sign-off	No target
5. Percentage of labour organisations' applications for registration approved or refused within 90 working days of receipt per annum	100% of labour organisations' applications for registration approved or refused within 90 working days by 31 March 2026	100% of labour organisations' applications for registration approved or refused within 90 working days	100% of labour organisations' applications for registration approved or refused within 90 working days	100% of labour organisations' applications for registration approved or refused within 90 working days	100% of labour organisations' applications for registration approved or refused within 90 working days by 31 March 2026
6. Number of Research reports on the impact of labour legislation and employment creation programs developed per annum	Two research reports produced by 31 March 2026	No target	1 Research report completed by 30 September 2025	No target	1 research report completed by 31 March 2026

OUTPUT INDICATORS	ANNUAL TARGETS	Q1	Q2	Q3	Q4
7. Number of labour market trend reports produced per annum	Four annual labour market trend reports produced by 31 March 2026	No target	Two annual labour market trend reports produced by 30 September 2025: 1. Annual Labour Market Bulletin 2024/25 2. Job Opportunity and Unemployment in the South African labour market 2024/25	No target	Two annual labour market trend reports produced by 30 March 2026: 1. Annual Industrial Action report 2025 2. Annual Administrative Statistics Report 2025

EXPLANATION OF PLANNED PERFORMANCE OVER THE MEDIUM-TERM PERIOD

Collective Bargaining

The sub-programme processes and operations are determined by the legislative requirements and dictates the allocation of the sub-programme's budget. The intention of the Labour Relations Act is to advance the good governance of the labour market and further plays a role in Government's intentions of fighting poverty and inequalities by extending collective agreements to vulnerable workers. As a result, this improves their standard of living and extend social security coverage to these workers.

The budget is driven by the implementation of the Labour Relations Act (1995 through processing and operationalising the promotion of the sound labour relations by:

- registering labour organisations
- deregistering non-compliant labour organisations
- publishing and extending collective agreements, and
- determining their representivity.

The budget remains critical in ensuring the legislative imperative of promoting sound labour relations and a stable labour market is realised and further supporting the critical staff complement important for achieving these goals.

Employment Equity

The sub-programme derives their mandate from the Employment Equity Act of 1998 (EEA) as amended. The primary focus of this sub-programme is to promote equity in the labour market by developing and promoting EE policy instruments to support and enhance the implementation and compliance mechanisms of the EEA in the various workplaces. These EE policy instruments are aimed at providing implementation guidelines to employers and employees through the elimination of unfair discrimination and the promotion of equitable representation of all population groups, gender and persons with disabilities in the workforce.

In addition, the various EE policy tools assist to enhance the monitoring mechanisms for the implementation and compliance of employment equity in the labour market through:

- the annual development of IT enhancements of the EE System to enable the successful submission of EE Reports by designated employers as required by sections 21 and 27 of the EEA
- the analysis of EE data to enable the development of EE Annual Reports and EE Public Register and
- the publication of EE Annual Reports and EE Public Register detailing the list of designated employers that complied with the EE Reporting requirements for that EE Reporting cycle.

Furthermore, the sub-programme provides both technical, administrative and financial support to the Commission for Employment Equity (CEE) to enable the CEE to fulfil their legislative mandate as prescribed by sections 30 to 33 of the EEA.

Employment Standards

The sub-programme's legislative mandate is derived primarily from the National Minimum Wage Act (NMWA) and the Basic Conditions of Employment Act (BCEA) as amended. The purpose of these Acts is to advance economic development and social justice by improving the wages of the lowest paid workers, protecting workers from unreasonable low wages, promoting collective bargaining, supporting economic policy and making a provision for the regulation and variation of basic conditions of employment.

The promulgation of these Acts is a significant labour market intervention that has benefited millions of workers in South Africa, who are generally unorganised and vulnerable. The pronouncement of these Acts has therefore ensured the achievement of government's goals of addressing income inequalities, poverty and unemployment.

The sub-programme's mandate is to monitor the administration of the NMWA and BCEA policies as well as to provide technical secretarial support to the National Minimum Wage Commission, to enable it to fulfil its obligations in terms of the NMWA and the

BCEA. In this regard, the financial commitments over the MTEF period will be used to cater for all the employee related costs for the 13 permanent employees as well as the work of the Commission, which includes the following:

- Annually reviewing of the NMW and recommending its adjustment
- Annually investigating the impact that the NMW poses on the economy and collective bargaining
- Establishing measures to reduce income differentials
- Setting medium term targets for the national minimum wage, and
- Advising the Minister on any matter concerning basic conditions of employment.

Research, Policy & Planning

The sub-programme's mandate is to do research aimed to assess the impact of Labour Legislation in its entirety on the economy/labour market. The sub-programme has been contributing to cost-cutting measures by ensuring that some research projects are conducted internally where feasible given the reduced human resource capacity. One research project is conducted per year, with 2023 seeing at least two research projects being done internally. Though this has an impact on the cost of travelling, the total cost, however, does not exceed the cost of outsourcing the project. It is important to note that the Department has invested lowly on research staff in the sub-programme responsible for research, with only 7 staff members, which include two non-research staff members. In 2025 the sub-programme plans to develop a new research agenda following the completion of the latest available research agenda which ends by March 2025. Given trends in the economy it is expected that the Research, Monitoring and Evaluation (RME) Agenda would have several research proposals. However, with prioritisation the agenda would be subjected to research outputs on phased basis guided by limited funding. This would obviously have a negative impact on functional lines that submitted research proposal as some would expect the research reports soon.

Labour Market Information and Statistics

The sub-programme has a critical role in the Department with regard to processing and disseminating key statistical information for planning and developing evidence-based decision. Its key responsibilities consist of collecting, collating, processing, analysing, reporting and disseminating data information that allow to monitor the impact of labour legislation. The sub-programme's budget is formulated on the basis of human resources across provincial and Head Offices, statistical software licences renewal, library resources (new books procurement), development and launch of the national Labour Market Information System project, statistical capacity building for more than 50 officials and four labour market trend reports dissemination. In most cases, these activities are implemented annually. In addition, ad hoc requests are also completed in the sub-programme that refer to assisting other programmes/funds with statistical research projects and data governance in the Department.

Furthermore, the sub-programme anticipates improving service delivery in the library unit in the financial year 2025/26 and onwards. This is in line with the current human resource limitations and increase demand for new books and journals by officials as new research products and reports are now easily accessed online. Given this new opportunity, the library unit explores to procure E-library services. It is a collection of documents in an organized digital form, available on the internet, with the purpose of storing, accessing and managing books and journal articles. The databases are curated by Elton Bryson Stephens Company (EBSCO) Collection Development Librarians. In addition, the procurement process would be guided by the approved budget of R500 000 in 2025/26 financial year. This would have a positive impact on sharing knowledge and resourcing officials in response to the current labour market debates. Within LMIS, R250 000 from Statistical software licence at Head Office and another R250 000 from LMIS provincial offices will need to be shifted in the first year of the MTEF period to procure the service from EBSCO by end of March 2025.

International Labour Matters

The sub-programme is a sub-set of the broader South African foreign policy that promotes human rights and a broad developmental agenda both in the continent and the world. The sub-programme falls under Programme 4: Labour Policy and Industrial Relations (LP&IR) in the Department's Strategic Plan for 2024–2027 and the Annual Performance Plan (APP). The sub-programme contributes to global policy formulation and facilitates compliance with international obligations through multilateral and bilateral relations.

Ascendancy of South Africa to the Governing Body of the International Labour Organisation (ILO-GB) for the period 2024-2027 is expected to further increase the country's participation in the work of the ILO especially partaking in Missions. The 2024-2026 period will also see South Africa partaking in mandatory G20 Troika meetings and as host in 2025 bringing additional financial strain on the budget. For the BRICS, with Russia's challenges due to European Union exclusion, our work is escalated to ensure the continued implementation of decisions taken during South Africa's Presidency (BRICS) in 2023.

The Department continues to retain obligations as a member of ARLAC, that is, a regional institution existing to strengthen the labour administration system in member countries through training, research, consultancy and advisory services, and publication. South Africa also plays a critical role as chair of working parties of the re-engineering process of ARLAC. These working parties and other mandatory meetings also require extra budgetary allocation.

The Department through the International Labour Matters sub-programme pays an annual affiliation fee to the International Labour Organisation (ILO) and the African Regional Labour Administration Centre (ARLAC). The current transfer payment for the financial year 2024/25 is 940 855 Swiss Francs and US\$ 82 404 respectively. Noteworthy is that these budgets are impacted by a fluctuating Rand/Dollar exchange rate. Due to the agreed increase in the affiliation fee of ARLAC, the Department anticipates a deficit in this year's transfer payment. Consideration should thus be made to increase ARLAC's transfer payment over the next MTEF period.

The sub-programme anticipates additional financial obligations due to the G20 Presidency to the tune of R60 million. This to cover costs related to hosting 5 mandatory meetings including the Labour and Employment Ministers meeting, two Labour 20 meetings including delegations to both the Brazil and USA Presidencies as a troika member. The Department managed to reprioritise R10 million only towards G20, R5 million from Administration and R5 million within Labour Policy and Industrial Relations.

PROGRAMME RESOURCE CONSIDERATIONS

Table: Budget Allocation for programme and sub programmes as per the ENE

PROGRAMME	AUDITED OUTCOMES					VOTED (MAIN APPROPRIATION)	REVISED ESTIMATE	MEDIUM TERM EXPENDITURE ESTIMATE				
	2021/22	2022/23	2023/24	2024/25	2025/26			2026/27	2027/28			
R-thousand												
Management and Support Services: LP&IR	14 170	15 433	16 055	19 142	16 252	19 272	20 107	21 009				
Strengthen Civil Society	21 045	24 760	24 854	23 892	23 892	24 962	26 106	27 287				
Collective Bargaining	16 071	17 731	18 903	18 409	19 223	20 368	21 251	22 205				
Employment Equity	10 061	11 463	13 872	14 132	12 862	14 649	15 284	15 968				
Employment Standards	8 784	11 237	12 581	17 978	16 590	20 728	21 625	22 590				
Commission for Conciliation, Mediation and Arbitration	994 984	1 046 293	1 041 163	975 853	975 853	1 016 475	1 065 322	1 113 497				
Research, Policy and Planning	8 861	5 948	8 797	11 394	10 328	11 533	12 032	12 569				
Labour Market Information and Statistics	43 822	46 756	49 799	52 733	51 540	56 954	59 426	62 096				
International Labour Matters	36 356	101 373	61 427	52 819	57 124	68 446	60 128	62 675				
National Economic Development and Labour Council	59 093	68 879	73 610	75 839	75 839	80 109	83 779	87 567				
Total	1 213 247	1 349 873	1 321 061	1 262 191	1 259 503	1 333 496	1 385 060	1 447 463				
Economic Classification												
Current Payments	119 242	189 942	155 492	156 664	161 404	185 809	178 335	186 171				
Compensation of Employees	101 559	105 209	110 363	114 905	114 315	126 067	131 548	137 270				
Goods and Services	17 683	84 733	45 129	41 759	47 089	59 742	46 787	48 901				
Of which:												
Advertising	2	7 574	2 180	30	1 932	2 020	1 123	1 173				
Communication	801	946	1 003	1 103	1 002	1 274	1 330	1 392				
Computer Services	-	120	83	1 250	885	1 128	1 177	1 228				
Consultants and Professional Services: Business and advisory services	4 907	2 004	4 976	6 558	6 438	6 540	6 822	7 122				
Fleet Services	271	383	170	140	153	144	151	156				
Consumables: Stationery, printing and office supplies	2 513	4 085	3 348	4 375	3 794	4 391	4 588	4 790				
Operating Leases	1 211	2 712	2 215	1 963	2 191	1 960	2 114	2 210				
Property Payments	1 257	1 165	1 586	1 984	1 781	2 015	2 189	2 315				

PROGRAMME	AUDITED OUTCOMES			VOTED (MAIN APPROPRIATION)	REVISED ESTIMATE	MEDIUM TERM EXPENDITURE ESTIMATE		
	2021/22	2022/23	2023/24			2024/25	2025/26	2026/27
R-thousand								
<i>Travel and Subsistence</i>	4 210	10 980	17 308	17 031	16 362	17 818	17 198	17 964
<i>Other Goods and Services</i>	2 511	54 764	12 260	7 325	12 551	22 452	10 095	10 551
Interest and rent on land	-	-	-	-	-	-	-	-
Transfers and Subsidies	1 092 605	1 156 778	1 162 541	1 103 776	1 096 811	1 147 002	1 206 012	1 260 549
Provinces and municipalities	-	-	-	-	-	-	-	-
Departmental agencies and accounts	1 054 077	1 115 172	1 114 773	1 051 692	1 051 692	1 096 584	1 149 101	1 201 064
Foreign governments and international organisations	16 886	16 604	22 520	28 192	20 764	25 456	30 805	32 198
Non-profit institutions	21 045	24 760	24 854	23 892	23 892	24 962	26 106	27 287
Households	597	242	394	-	463	-	-	-
Payments for capital assets	1 400	3 153	3 028	1 751	1 288	685	713	743
Buildings and other fixed structures	-	-	-	-	-	-	-	-
Machinery and equipment	404	1 200	805	1 751	1 280	685	713	743
Software and other intangible assets	996	1 953	2 223	-	8	-	-	-
Payments for financial assets	-	-	-	-	-	-	-	-
Total	1 213 247	1 349 873	1 321 061	1 262 191	1 259 503	1 333 496	1 385 060	1 447 463

Narrative: Explanation of the contribution of resources towards achievement of outputs.

Regulating the workplace

To promote sound labour relations and orderly collective bargaining, the Collective Bargaining subprogramme will continue to extend collective bargaining agreements to non-parties. This ensures that employees who would not typically be covered by these agreements benefit from wage and social protections. The subprogramme will continue to register labour organisations to encourage the freedom of association, which is critical for orderly collective bargaining.

The Department also expects to finalise policy instruments and systems to ensure the implementation of the employment equity (EE) amendments contained in the EE Amendment Act, 2022 over this period. These policy instruments include the EE Regulations on the sector numerical EE targets, EE reporting forms and the EE enforcement templates. The EE System (IT EE data collection tool) will be enhanced to cater for the EE amendments and the issuing of the EE Certificate of Compliance. Expenditure for these activities is within the *Employment Equity* subprogramme's allocation of R43.9 million over the MTEF period.

Group of 20 (G20)

South Africa will assume the G20 presidency from December 2024 to November 2025, with the United States set to take over the presidency in 2026. The DEL will lead the Employment Track and coordinate the Labour 20 (L20) and engagement groups, contributing to policy discussions and advocating for inclusive and sustainable economic growth, job

creation and social protection.

Under the South African Presidency of the G20, the Employment Working Group (EWG) will address priority labour, employment, and social issues for strong, sustainable, balanced, and job-rich growth for all. The EWG will hold four technical meetings of senior officials as follows:

- 1st EWG Meeting
- 2nd EWG Meeting
- 3rd EWG Meeting
- 4th EWG Meeting

Labour 20 (L20)

The L20 Summit, which brings together trade union leaders from G20 countries, was formally established during the French Presidency in 2011. The L20 provides analyses and policy recommendations aimed at addressing labour-related issues. Two meetings are planned: the L20 Inception meeting (March 2025) and the L20 Summit (June 2025).

G20 Labour and Employment Ministers' Meeting

The Ministerial meeting offers G20 Labour and Employment Ministers an opportunity to review global labour market challenges, discuss ways to maintain and create jobs, and exchange information on successful policies and programs.

G20 Estimated budget

The estimated budget for the G20 is projected at R62 million.

In order to defray costs, a submission has been directed to the acting Director-General to approve that the Department utilise a split budget approach, which can be broken down as follows:

- Department of Employment and Labour, contribution of R15 million
- Compensation Fund (CF), contribution of R15 million
- Unemployment Insurance Fund (UIF) contribution of R20 million
- The remaining R12 million will be sourced through sponsorship

8. UPDATED KEY RISKS

OUTCOMES	KEY RISKS	RISK MITIGATIONS
Digital transformation across the state	Delays in modernization of ICT service to meet the required standards.	<ul style="list-style-type: none"> • Various ICT Governance committees are in place as per approved ICT Frameworks. • Tenders are published to address shortcomings. • Limited Hardware Refresh projects. • Resource augmentation through contracting, • Temporary deployment of equipment for network service continuity, • Partial deployment of services to Cloud • Activation of Public Wi-Fi access. • Monthly SLA performance review meetings conducted and penalties instituted. • Review and implementation of ICT detailed strategic plan. • Fill ICT vacancies, and acquire human resources through resourcing contracts. • Monthly monitoring project progress on milestones deliverables. • Continuously monitor license usage and assess future needs
	Systemic failure of DEL ICT infrastructure. (Aging infrastructure).	<ul style="list-style-type: none"> • Limited Hardware Refresh projects. • Resource augmentation through contracting. • Temporary deployment of equipment for network service continuity. • Partial deployment of services to Cloud. • Interim network continuity and 3G routers. • Activation of Public Wi-Fi access. • Bandwidth increase to minimum 10 MBPS across all labour centres through the project plan. • Network hardware refresh at DC, Laboria and Provincial offices. • Increase server hardware capacity. • End user device refresh and OS upgrade. • Procure new cloud hosting contract and expand hosting capability.
Secured Cyber Space	Failure to address cyber security threats.	<ul style="list-style-type: none"> • Automated IT Security tools. • Implementation of SOC. • Implementation of a full outsourced Managed Information Security Services (MISS). • Centralise Identity and Access Management. • Utilise Role-based Access Control (ABAC). • Ensure third party management and compliance to NIST, GDPR & other regulatory requirement, Plan for contingencies (exit Strategy). • Continuous third-Party Activities Monitoring. • Implement strong contracts and SLAs. • Conduct thorough Vendor Risk Assessment • Diversify Service Providers. • Build and maintain In-house Capabilities. • Conduct continuous user awareness training and capacitate resources with Cyber Security skills. • Implement and enforce the Principle of Least Privileges. • Audit and monitor Identity and Access Management (AIM) activities. • Implement Governance and Compliance requirement. • Implement facial recognition to enhance access control system for both physical and logical access Cyber Security Infrastructure. • Implement Cyber Security Strategy.

OUTCOMES	KEY RISKS	RISK MITIGATIONS
An ethical, capable and professional public service	Inadequate corporate communication.	<ul style="list-style-type: none"> • Communication structure and processes to be in line with GCIS prescripts and guidelines. • GTEC appointed to restructure the Department. • CFO to review budget for the Chief Directorate communication. • Request research to conduct Stakeholder communication satisfaction surveys. • HRM to appoint funded vacant posts within corporate communication. • GTAC to restructure the Department. • Align Communication structure to GCIS protocols, prescripts and guidelines. • Align budget allocation as per the protocols, prescripts and guidelines of GCIS.
An ethical, capable and professional public service	Increase in vacancy rate	<ul style="list-style-type: none"> • Monthly vacancy progress report tabled at EXCO and DEXCOM. • Posts advertised as soon as they become vacant. • Weekly monitoring reports. • Support to provincial offices where there is lack of capacity. • Quarterly DBC progress reports. • HRM Recruitment and Selection policies and SOPs in place. • Identification and abolishing of unfunded vacancies/ posts. • Advocacy sessions twice a year. • Training of panel members and Employment Equity representatives per request. • Develop the recruitment plan for the filling of vacancies.
An ethical, capable and professional public service	Delays in finalising consequence management cases.	<ul style="list-style-type: none"> • Collective agreement in place that regulates the process on handling of disciplinary matters. • Pre-hearing conducted to address delays. • Standard Operating Procedure Manual in place. • Filling of vacant positions. • Draft Policy to be finalised.
An ethical, capable and professional public service	Exposure of the department to litigation.	<ul style="list-style-type: none"> • Legal services standard operating procedures (SOP) in place. • Management of state litigation policy in place. • Alternative dispute resolution state mediation policy in place. • Conduct advocacy sessions with business. • Implementation of the legal services SOP. • Liaise with HRM on filling of the SLAO vacant post.

OUTCOMES	KEY RISKS	RISK MITIGATIONS
Procurement of goods and services from selected groups (WYPWD)	Failure to prevent, detect and report unauthorised, irregular, fruitless and wasteful (UIF) expenditure.	<ul style="list-style-type: none"> • An official must report immediately the suspicion of Unauthorised, Irregular, Fruitless and Wasteful Expenditure (UIF) to the SCM (Head Office and Province) for registering in the UIF Register. • The SCM will refer the UIF case to the Loss Control Committee (LCC) for confirmation. • Upon the receipt of the confirmation of the UIF case and it would be presented at the LCC sitting. • The LCC will conduct the determination test to determine liability. • If an official was found liable, the debt will be created against an official. If not found liable, the UIF will be written off. • The LCC may recommend for consequence management by referring the case to the Risk Management Directorate, Employment Relations or Financial Compliance. • For the Irregular Expenditure, if the LCC's outcome is to condone. The condonation submission must be compiled for the DG's recommendation to the National Treasury. • For the case where the 3rd party was at fault, the case will be referred to the Legal Services to pursue a 3rd party. • Loss Control Committee's Terms of Reference • SOP on Loss Control Committee functions • Circular on No Show • Training of SCM Officials and monitoring of their performance. • Conduct Advocacy sessions with Provincial Management Committees (PMC). • Implementation of the LCC processes. • Proactive monitoring of implementing early warning reports issued by SCM to process owners to alert them on the expiry of the contract. • Enhance the SOP.
Increased employment opportunities	Increasing unemployment and livelihood crisis.	<ul style="list-style-type: none"> • The Work seeker Registration SOP. • ESSA Online SOP. • Roll-out of Self-help stations (kiosks). • Development partner funding, International Labour Organisation, World Bank, E4E funding available and utilized. • Collaborative Partnerships to stimulate employment related activities developed and in place. • Streamlined business processes of PES. SAP Diphetogo, launched and designed to provided more efficient access to the work seekers and employers. • DEL to participate in the Pathway Management Network announced by the President, UIF, other departments and entities, the private sector and NGOs in providing a range of work seeker services. • Further developments on ESSA Online Services, and the launch of the new ESSA functionality. • Draft National Employment Policy (NEP) stakeholder consultations conducted after approval by Cabinet. Draft NEP revised to incorporate stakeholders and develop NEP. • National Labour Migration Policy (NLMP), Employment Services Amendment Bill (ESAB) finalised and approved for submission to Cabinet by the Minister. • Provision of funding to entities assisting PES in employment promotion (GTAC, SEE, Productivity SA, CF, NGOs, and UIF). • Provision of funding to entities assisting PES in employment promotion (GTAC, SEE, Productivity SA, CF, NGOs, and UIF). • Development strategic partnerships with at least 5 entities to stimulate demand activities.

OUTCOMES	KEY RISKS	RISK MITIGATIONS
Reduced poverty and improved livelihoods	Non-compliance by employers and users with labour legislation.	<ul style="list-style-type: none"> Leveraging on existing internal and external partnerships to ensure improvement in advocacy, inspection and enforcement programmes. Capacity development of inspectors conducted. Effective mentoring and coaching of new inspectors. Advocacy programs targeting problematic and high risk sectors. Targeted Inspection programmes conducted at National and Provincial level. Refer non-compliant employers to the law enforcement institutions (CCMA and the courts). Monitor compliance levels through the development of periodic analysis reports. Effective implementation of the IES SOP. Service delivery model in place. Collaborate with Anti-Fraud and Corruption and Employment Relations for Refresher programmes and orientation programmes. Enhance public awareness campaigns pertaining to compliance with employment and labour legislation. Review of the service delivery models. Pursue the formalisation of partnerships through MOUs at all levels. Monitor the implementation of existing MOUs. Collaborate with internal and external partners to complement existing resources (human, technological, etc.).
Improved governance and performance of public entities	Failure to reconfigure the Department and unbundle the Funds within specified timeframes.	<ul style="list-style-type: none"> GTAC appointed to restructure the Department of Employment and Labour. DEL Inception report completed. Situational Analysis report completed. Architectural review conducted on CF and UIF. Implementation of the Project plan. Approval of project governance structures. Formal appointment of project members. Full capacitation of the PMO. Implementation of project change management strategy and plan.

9. PUBLIC ENTITIES

NAME OF PUBLIC ENTITY	MANDATE	OUTCOMES	CURRENT ANNUAL BUDGET (R THOUSAND)
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 unemployment related benefits. The Fund is financed by a dedicated tax on the wage bill	<p>More decent jobs created and sustained, with youth, women and persons with disabilities prioritised</p> <p>Expanded access to PSET opportunities</p> <p>Comprehensive social security system</p>	1
Compensation Fund (CF)	The Compensation Fund's main objective is to provide compensation for disability, illness and death resulting from occupational injuries and diseases	<p>More decent jobs created and sustained, with youth, women and persons with disabilities prioritised</p> <p>Comprehensive social security system</p>	13 247

NAME OF PUBLIC ENTITY	MANDATE	OUTCOMES	CURRENT ANNUAL BUDGET (R THOUSAND)
Productivity South Africa (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	More decent jobs created and sustained, with youth, women and persons with disabilities prioritised	64 123
Commission for Conciliation, Mediation and Arbitration	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	More decent jobs created and sustained, with youth, women and persons with disabilities prioritised	1 016 475
National Economic Development and Labour Council (NEDLAC)	<p>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 reach consensus and conclude agreements on matters pertaining to social and economic policy; consider all proposed labour legislation relating to labour market policy and all significant changes to social and economic policy before these are introduced in Parliament, and encourage and promote the formulation of coordinated policy on social and economic matters.</p> <p>The Presidential Climate Commission (PCC) is temporarily housed at the NEDLAC to continue its work in relation to the changes in climate.</p>	More decent jobs created and sustained, with youth, women and persons with disabilities prioritised	56 609

NAME OF PUBLIC INSTITUTION	MANDATE	OUTCOMES	CURRENT ANNUAL BUDGET (R THOUSAND)
Supported Employment Enterprises (SEE)	The SEE is established in terms of the Employment Services Act to provide employment for people with special disabilities in the various factories across provinces that manufacture wood, linen and steel products	More decent jobs created and sustained, with youth, women and persons with disabilities prioritised	195 545

10. INFRASTRUCTURE PROJECTS

NO.	PROJECT NAME	PROGRAMME	PROJECT DESCRIPTION	OUTPUTS	PROJECT START DATE	PROJECT COMPLETION DATE	TOTAL ESTIMATED COST	CURRENT YEAR EXPENDITURE	LONGITUDE (EAST/WEST/+X)	LATITUDE (NORTH/SOUTH/- Y)
1	Refurbishment	Administration	Refurbishment of Labour Centre: Uppington	Refurbishment	March 2023	November 2025 – Year retention and final project completion in November 2025	R14 355 463 Contractor + R2 750 467 consultants	R3 793 165 (Contractor and Consultants) – Total expenditure to date R12 268 226.	-28,455363	25.0004
2	Construction	Administration	Construction of Labour Centre: Ermelo	New infrastructure	To be advertised in 1st quarter of 2025/26 Fin year – Attempt to award tender before October 2025	18-month construction from site-hand-over – project April 2027	Approx. R56 000 000 + 18.5% consultant fees	R0.00 – Total expenditure to date R4 389 353 towards consultant fees.	-26.523724	29.982122
3	Construction	Administration	Construct under-cover parking bays: Labour Centre Mdantsane	New infrastructure	Planning is concluded and Sketch Plan in November 2024 after which tender be awarded in May 2025	12-month construction from site hand-over – Planning to hand over site latest June 2025 and completed in August 2026	R678 343	R0	-32.948248	27.778001
4	Rehabilitation	Administration	Rehabilitation: Labour Centre Greytown	Rehabilitation	Still in planning due to new project manager. Planning to be on site in October 2025.	To be confirmed but planned for October 2027	R5 000 000 + 18.5% consultant fees	Not on the Department's budget. DPWI funding.	-29.061202	30.590309
5	Rehabilitation and additional construction	Administration	Rehabilitation and additional construction of Labour Centre: Ulundi	Rehabilitation and construction of additional infrastructure	July 2025	18-month contract – January 2026	R56 000 000 + 18.5% consultant fees	R390 530 – Total to date R2 191 711	-28.296578	31.423459

NO.	PROJECT NAME	PROGRAMME	PROJECT DESCRIPTION	OUTPUTS	PROJECT START DATE	PROJECT COMPLETION DATE	TOTAL ESTIMATED COST	CURRENT YEAR EXPENDITURE	LONGITUDE (EAST/WEST/+X)	LATITUDE (NORTH/SOUTH/- Y)
6	Refurbishment and additional accommodation	Administration	Refurbishment and construct additional accommodation Prospecton Labour Centre	Refurbishment and additional accommodation	Project placed on hold due to possible KZN Prov. Gov. accommodation that may be allocated and transferred to DPWI. Project would have been advertised for consultants in November 24. Process stopped	Will depend on if KZN Prov. Gov. Accommodation is accepted	R23 000 000 in total for contractors and consultant	R122 225 and R465 245 in total to date	-30.002930	30.929203
7	Repair and Renovations	Administration	Repair and Renovations: Phuthaditjaba Labour Centre	Repair and Renovations	Project advertised and to be awarded before July 2025	12-month contract – August 2026	R6 187 315 + 18.5% consultant fees	Not on Department's budget – DPWI funding	-28.635001	28.808775
8	Construction	Administration	Construction of Labour Centre: Taung	New Infrastructure	December 2019	Estimated April 2025, as awaiting installation of borehole as well as additional storage tanks. . . One Year retention and thus project completed in April 2026.	R27 654 599 + 35.17% consultant fees	R71 547.00 – Total to date is R35 643 405 (Contractor and consultants)	-27.559264	24.749872
9	Construction	Administration	Construction of Satellite Office: Swellendam	New Infrastructure	Tender cancelled due to irregularity – New planning in progress but delayed due to Sketch Plan Committee and re-appointment of consultants. Planning for September 2025	To be confirmed – 10-month contract and thus August 2026	R22 million + 18.5% consultant fees	R51 095 for consultants - in total R2 049 625 for consultants	-34.021482	20.444609

NO.	PROJECT NAME	PROGRAMME	PROJECT DESCRIPTION	OUTPUTS	PROJECT START DATE	PROJECT COMPLETION DATE	TOTAL ESTIMATED COST	CURRENT YEAR EXPENDITURE	LONGITUDE (EAST/WEST/+X)	LATITUDE (NORTH/SOUTH/- Y)
10	Construction	Administration	Construction of Labour Centre: Carolina	New infrastructure	Project can only start when bulk services are completed by DPWI	Depending on start date: 18-month project	R31 598 161 (Contractor) + R8 684 980 (Consultants)	R0 for the current year, but R6 000 000 in total for consultant fees	-26.069457	30.113264
11	Repair and Renovations	Administration	Repair and Renovation of SEE Factory: Jacobs	Repair and Renovations	31 July 2019	Project was supposed to be completed but contractor having issues with SARS and no funds available Currently sub-contractor to finish job and planned for end of April 25, with one year retention period ending April 2026	R 35 471 056	Not on Department's budget – DPWI funding	-29.930554	30.977684
12	Repair and Renovations	Administration	Repair and Renovation of SEE Factory: Port Elizabeth	Repair and Renovations	16 September 2020	July 2024 – One year retention which will end in July 2025	R39 812 018	Not on Department's budget – DPWI funding	-33.915959	26.584215
13	Repair and Renovations	Administration	Repair and Renovation of SEE Factory: Kimberley	Repair and Renovations	Still to be determined as planning still being done	Depends on start date	Estimate still to be drafted	Not on Department's budget – DPWI funding	-28.727184	24.774564
14	Repair and Renovations	Administration	Repair and Renovation of SEE Factory: Bloemfontein	Repair and Renovations	Still to be determined as planning still being done – consultants appointed in March 2025 and busy with studies	Depends on start date	Estimate still to be drafted	Not on Department's budget – DPWI funding	*-29.105642	26.187808

PROVISION OF WATER TANKS AT LABOUR CENTRES PROJECTS IN 2025/26

NO.	PROJECT NAME	PROGRAMME	PROJECT DESCRIPTION	OUTPUTS	PROJECT START DATE	PROJECT COMPLETION DATE	TOTAL ESTIMATED COST	CURRENT YEAR EXPENDITURE	LONGITUDE (EAST/WEST/+X)	LATITUDE (NORTH/SOUTH/- Y)
1	Water tank supply for emergencies	Administration	Installation of Water tanks: Satellite Office: Hoedspruit	Water Tank installation	January 2024	October 2024, but one year retention and project thus complete in October 2025	R480 458	R0 – expect claim in November 2024	-24.352894	30.947655
2	Water tank supply for emergencies	Administration	Installation of Water tanks: Visiting Points: Belfast	Water Tank installation	In planning, the site cleared. July 2025	Still to appoint new engineer as engineer left and thus January 2026	To be confirmed	R0	-25.692768	30.033606
3	Water tank supply for emergencies	Administration	Installation of Water tanks: Visiting Points: Hendrina	Water Tank installation	In planning, the site cleared. July 2025	Planning still to be re-done as engineer left and thus January 2026	To be confirmed	R0	-26.158750	29.718603
4	Water tank supply for emergencies	Administration	Installation of Water tanks: Labour Centre: Mdantsane	Water Tank installation	In planning, the site cleared. Will advertise in the 4th quarter of 24/25	12-month contract and thus completed around March 2026	To be confirmed	R0	-32.948248	27.778001
5	Water tank supply for emergencies	Administration	Installation of Water tanks: Labour Centre: East London PO	Water Tank installation	In planning, the site cleared. Will advertise in the 1st quarter of 25/26	12-month contract and thus completed around May 2026	To be confirmed	R0	-33.022320	27.905781
6	Water tank supply for emergencies	Administration	Installation of Water tank and Generator: Labour Centre Phuthaditjaba	Water Tank and Generator installation	To be advertised in April 2025 and awarded in July 2025	To run concurrent with R&R of Labour Centre – See above under Capital projects	R1 900 000	R0	-28.635001	28.808775
7	Water tank supply for emergencies	Administration	Installation of additional Water tank: Provincial Office: Mpumalanga PO	Water Tank installation	In planning, site clearance – challenge with registration of site	To be confirmed	To be confirmed	R0	-25.879175	29.213788
8	Water tank supply for emergencies	Administration	Installation of water tanks in Gauteng: Roodepoort, Krugersdorp and Carletonville	Water Tank installation	Tender will be advertised in June 2025 – award 9-month contract - August 2025	To be confirmed. May 2026	To be confirmed	R0	-26.148518 -26.116756 -26.354964	27.863882 27.806971 27.398011

PROVISION OF GENERATORS IN STATE-OWNED LABOUR CENTRES PROJECTS IN 2025/26

NO.	PROJECT NAME	PROGRAMME	PROJECT DESCRIPTION	OUTPUTS	PROJECT START DATE	PROJECT COMPLETION DATE	TOTAL ESTIMATED COST	CURRENT YEAR EXPENDITURE	LONGITUDE (EAST/WEST/+X)	LATITUDE (NORTH/SOUTH/- Y)
1	Generator / alternative power supply for emergencies	Administration	Installation of Generator: Labour Centre: Atteridgeville	Generator / alternative power supply installation	Sketch plans approved and funds request awaited – to start June 2025	To be confirmed. Depends on the start date. Possibly January 2026	To be confirmed	R0	-25.758845	28.090608
2	Generator / alternative power supply for emergencies	Administration	Installation of Generator: Labour Centre: Soshanguve	Generator / alternative power supply installation	Sketch plans approved and funds request awaited – to start June 2025	To be confirmed. Depends on the start date. Possibly January 2026	To be confirmed	R0	-25.520586	28.094179
3	Generator / alternative power supply for emergencies	Administration	Installation of Generator: Labour Centre: Mdantsane	Generator / alternative power supply installation	HQ of DPWI took over the project. No progress to date	To be confirmed. Depends on start date	To be confirmed	R0	-32.948248	27.778001
4	Generator / alternative power supply for emergencies	Administration	Installation of Generator: Labour Centre: Mashishing	Generator / alternative power supply installation	HQ of DPWI took over the project. No progress to date	To be confirmed. Depends on start date	To be confirmed	R0	-25.093421	30.447428
5	Generator / alternative power supply for emergencies	Administration	Installation of Generator: Labour Centre: Emalahleni PO	Generator / alternative power supply installation	HQ of DPWI took over the project. No progress to date. This project is being delayed by site clearance as the Emalahleni municipality is not cooperating.	To be confirmed. Depends on start date	To be confirmed	R0	-25.879175	29.213788
6	Generator / alternative power supply for emergencies	Administration	Installation of Generator: Satellite Office: Atlantis	Generator / alternative power supply installation	DPWI approved that old Mobile LC generator can be installed – will be done on quotation base – Quotes in June 2025	To be confirmed. Depends on start date but planning is for December 2025	To be confirmed	R0	-33.571690	18.490130

11. PUBLIC PRIVATE PARTNERSHIPS

None.

PART D: TECHNICAL INDICATOR DESCRIPTION (TID)



PART D: TECHNICAL INDICATOR DESCRIPTIONS (TID)

INDICATOR TITLE	Title of the indicator verbatim from the Programme plan
DEFINITION	The meaning of the indicator The explanation of technical terms used in the indicator
SOURCE OF DATA	Where the information is collected from
METHOD OF CALCULATION / ASSESSMENT	How is the performance calculated (quantitative)? How the performance is assessed (qualitative)
MEANS OF VERIFICATION	The portfolio of evidence required to verify the validity of data
ASSUMPTIONS	Factors that are accepted as true and certain to happen without proof
DISAGGREGATION OF BENEFICIARIES (WHERE APPLICABLE)	Target for Women: Target for Children: Target for Youth: Target for People with Disabilities:
SPATIAL TRANSFORMATION (WHERE APPLICABLE)	Reflect on contribution to spatial transformation priorities Reflect on the spatial impact area
CALCULATION TYPE	Cumulative (Year-End) Cumulative (Year-to-Date) Non-Cumulative
REPORTING CYCLE	Quarterly, Bi-Annual or Annual
DESIRED PERFORMANCE	Identifies whether actual performance is higher or lower than targeted performance is desirable.
INDICATOR RESPONSIBILITY	Who is responsible for managing or reporting on the indicator

ADMINISTRATION

INDICATOR TITLE	1. Percentage of departmental project plan for digital transformation of Departmental services implemented by 31 March every year
DEFINITION	Defines the number of business processes to be digitized and implemented in the Department Digitized means to transform the current platforms on which certain sections are working to a new computerized program that be updated and expanded if required. Some of the older computer programs were written in computer languages or operating platforms that are no longer supported in the ICT world and can therefore not be updated or modernised to keep tract with the latest developments in the ICT world
SOURCE OF DATA	Approved project plan with milestones to be achieved and by which dates
METHOD OF CALCULATION / ASSESSMENT	Count the number of milestones in the project plan - A Count the number of milestones achieved in period – B Divide B by A and multiply by 100 to obtain percentage achieved Compare percentage achieved against the set target for the period
MEANS OF VERIFICATION	Quarter 1- Signed Project progress reports Quarter 2- Signed Project progress reports Quarter 3- Signed Project progress reports Quarter 4- Signed Project progress reports Reports signed off by the DDG: CS
ASSUMPTIONS	Availability of Resources, i.e. Financial, Technology, and Human
DISAGGREGATION OF BENEFICIARIES (WHERE APPLICABLE)	Not applicable
SPATIAL TRANSFORMATION (WHERE APPLICABLE)	Throughout the geographical spread of the Department
CALCULATION TYPE	Cumulative
REPORTING CYCLE	Quarterly
DESIRED PERFORMANCE	80% of departmental project plan for digital transformation for the year implemented Development of departmental digital transformation project plan developed
INDICATOR RESPONSIBILITY	CIO, Deputy Director-General: Corporate Services

INDICATOR TITLE	2. Percentage implementation of the Centre of Internet Security (CIS) controls project plan by 31 March every year
DEFINITION	Safeguarding the Departmental systems from cyber–attacks and data losses as well as implementation of improved IT security controls
SOURCE OF DATA	Monthly (Managed Information Security Service) MISS service delivery reports signed by the CIO Annual CIS Project plan with milestones signed by the DG
METHOD OF CALCULATION / ASSESSMENT	Annual project plan with milestones Quarterly reports with milestones achieved Count the number achieved versus the total number of milestones per quarter as a percentage achieved
MEANS OF VERIFICATION	Quarter 1 - Signed monthly information security reports Quarter 2 - Signed monthly information security reports Quarter 3 - Signed monthly information security reports Quarter 4 - Signed monthly information security reports
ASSUMPTIONS	Upgrade of the required ICT infrastructure, operating systems and software to allow and optimise the security updates

DISAGGREGATION OF BENEFICIARIES (WHERE APPLICABLE)	Benefits all internal and external stakeholders
SPATIAL TRANSFORMATION (WHERE APPLICABLE)	N/A
CALCULATION TYPE	Cumulative
REPORTING CYCLE	Quarterly
DESIRED PERFORMANCE	80% implementation of the Centre of Internet Security (CIS) controls project plan by 31 March every year Development of the Cyber Security Strategy developed and Information Security Policy reviewed
INDICATOR RESPONSIBILITY	CIO, Deputy Director-General: Corporate Services

INDICATOR TITLE	3. Vacancy rate of 12% by year end based on funded vacant posts
DEFINITION	<p>The posts that were identified as funded were 293 and the first two quarters are based on these posts as well as Q3. The annual target assumes that all these posts should be filled, hence the vacancy rate is set at 12%. The base for the % vacancy rate is the funded posts i.e. 293 posts and the posts that became vacant after 1st September 2024.</p> <p>Filled posts means those that have been filled on PERSAL after letters of appointment have been sent to the candidates.</p> <p>Funded posts mean those that have been confirmed by CFO to be funded and approved by the DPSA for the department to go ahead and fill the posts ref 293 posts</p>
SOURCE OF DATA	Establishment report and vacancy report from Head Office and Provinces – Excluding UIF, CF and SEE posts.
METHOD OF CALCULATION / ASSESSMENT	<p>The funded vacant critical posts of 293 posts in Qtrs. 1, 2 and 3 are the basis of calculation. The number of funded posts out of the 293 expressed in Percentage form. For Qtr. 1 and qtr. 2 the calculation seeks to report on posts advertised in percentage and qtr. 3 states the posts filled out of 293 funded posts in percentage</p> <p>In quarter 4 and the annual target are similar, and the basis of calculation is the total number of vacant funded posts divided by total number of funded posts on the establishment (this excludes posts that yet to be abolished in this FY year 25/26). Posts to be abolished are those that were identified as unfunded when the 293 posts were selected as critical posts</p>
MEANS OF VERIFICATION	Monthly Establishment report from PERSAL and vacancy report from the Provinces and Head Office supported by the Letter of Concurrence from the DPSA and the list of the posts approved for filling by DPSA. Included too are the posts that became vacant after 1st September 2024
ASSUMPTIONS	<p>All posts on PERSAL are funded (All unfunded posts will be removed through a process of abolishing posts which should entail consultation with programme heads and CDPO's)</p> <p>All posts that became vacant after 1st Sept 2024 are funded</p> <p>Adherence to the Standard Operating Procedure on Recruitment and Selection</p> <p>Availability of required skills in the labour market</p> <p>Availability of the recruitment panel members</p>
DISAGGREGATION OF BENEFICIARIES (WHERE APPLICABLE)	<p>Ideally the representation in the Department should be:</p> <p>Women in SMS and MMS – 50%</p> <p>Youth – 30%</p> <p>Persons with Disabilities – 5%</p>
SPATIAL TRANSFORMATION (WHERE APPLICABLE)	N/A
CALCULATION TYPE	Non-cumulative
REPORTING CYCLE	Quarterly
DESIRED PERFORMANCE	Vacancy rate of 12% or less
INDICATOR RESPONSIBILITY	CD: HRM, Deputy Director-General: Corporate Services

INDICATOR TITLE	4. Percentage of SMS positions occupied by women per annum
DEFINITION	The percentage of women against percentage of men employed on SMS positions SMS positions are SR levels 13 and higher
SOURCE OF DATA	The PERSAL system report on gender statistics
METHOD OF CALCULATION / ASSESSMENT	Total number of women in SMS positions divide by the total filled SMS positions expressed in percentage (Number of women in SMS /Total SMS positions) * 100
MEANS OF VERIFICATION	The EE Report from PERSAL
ASSUMPTIONS	Availability of PERSAL reports
DISAGGREGATION OF BENEFICIARIES (WHERE APPLICABLE)	Ideally the representation in the Department should be: Women in SMS – 50%
SPATIAL TRANSFORMATION (WHERE APPLICABLE)	Throughout the geographical spread of the Department
CALCULATION TYPE	Non-cumulative
REPORTING CYCLE	Quarterly
DESIRED PERFORMANCE	48% of SMS positions occupied by Women by end of financial year
INDICATOR RESPONSIBILITY	CD: HRM, Deputy Director General: Corporate Services

INDICATOR TITLE	5. Percentage of consequence management cases related to misconduct finalised by Employment Relations (ER) within 90 days
DEFINITION	The indicator addresses the timely completion of misconduct cases by measuring the percentage rate of disciplinary processes finalised within specified timelines Consequence management includes the following: All types of misconduct as listed in the collective agreement, Annexure A of the PSCBC Resolution 1 of 2003. Please note that this list is not exhaustive Finalised means that the hearing is completed, and the DG has approved the sanctions as reported in the submission.
SOURCE OF DATA	Disciplinary requests and submissions/register. Case files and final reports per case
METHOD OF CALCULATION / ASSESSMENT	A – Count total number of ER cases finalised within 90 days of receipt B - Count total number of ER cases finalised in quarter Divide A by B multiply by 100% to determine percentage achieved within 90 days Example: 29 cases were finalised of which 21 were finalised within 90 days of receipt. $21/29*100=72\%$
MEANS OF VERIFICATION	Case registers Case files DG Approved submission of case outcome
ASSUMPTIONS	There is a full complement of ER officials and no postponement in the case
DISAGGREGATION OF BENEFICIARIES (WHERE APPLICABLE)	N/A
SPATIAL TRANSFORMATION (WHERE APPLICABLE)	All Departmental offices
CALCULATION TYPE	Cumulative
REPORTING CYCLE	Quarterly
DESIRED PERFORMANCE	80% of consequence management cases finalised within 90 days
INDICATOR RESPONSIBILITY	D: ER, CD: HRM, DDG: CS

INDICATOR TITLE	6. Percentage of milestones on the project plan for: DEL Reconfiguration including unbundling of UIF and CF implemented
DEFINITION	Unbundling of the UIF and CF to become full schedule 3A entities and be removed from the department and appointing the boards as the accounting authorities of the two entities. The two funds will operate independently of the department. The Departmental refiguration will be concluded after the unbundling of UIF and CF completed.
SOURCE OF DATA	Approved Project Plan signed by the DG Quarterly reports to EXCO and MC on milestones finalised
METHOD OF CALCULATION / ASSESSMENT	Annual project plan with milestones Quarterly reports with milestones achieved Count the number achieved versus the total number of milestones per quarter as a percentage achieved
MEANS OF VERIFICATION	Progress reports presented to the EXCO and MC meetings
ASSUMPTIONS	The Legislative changes to allow the unbundling of the two funds will be concluded by March 2026 Availability of resources (human and financial)
DISAGGREGATION OF BENEFICIARIES (WHERE APPLICABLE)	Although the identified groups would benefit, we would not be able to disaggregate at this stage
SPATIAL TRANSFORMATION (WHERE APPLICABLE)	N/A
CALCULATION TYPE	Non-cumulative
REPORTING CYCLE	Quarterly
DESIRED PERFORMANCE	80% milestones for the year on the project plan implemented Finalise project plan
INDICATOR RESPONSIBILITY	DDG Corporate Services

INDICATOR TITLE	7. Percentage of invoices paid with 30 days of receipt
DEFINITION	All complete and valid invoices received must be paid within 30 days of receipt Complete invoice – has a date, details of the goods/services delivered, order number (if applicable), bank details Every business has completed the BAS forms to capture entity details for payment All invoices received should be stamped on the day of receipt
SOURCE OF DATA	Invoice Registers
METHOD OF CALCULATION / ASSESSMENT	Count the number of invoices paid during reporting period - A Count the number of invoices paid within 30 days of receipt during the reporting period - B Percentage=B/A*100
MEANS OF VERIFICATION	Invoice Registers
ASSUMPTIONS	All complete and valid invoices paid within 30 days All service providers details are captured on the BAS system
DISAGGREGATION OF BENEFICIARIES (WHERE APPLICABLE)	All businesses that rendered goods and services for the Department
SPATIAL TRANSFORMATION (WHERE APPLICABLE)	N/A
CALCULATION TYPE	Non-cumulative
REPORTING CYCLE	Quarterly
DESIRED PERFORMANCE	100% of invoices paid within 30 days of receipt
INDICATOR RESPONSIBILITY	Chief Financial Officer

INDICATOR TITLE	8. Percentage of procurement spend to enterprises owned by women, youth and persons with disabilities
DEFINITION	A portion of the Departmental procurement should be from the selected groups of suppliers per financial year Women – 30% Youth 20% PWD – 3% Procurement only gets counted once the payment for the goods and services procured was completed as the percentages are measured against the Goods and Services expenditure
SOURCE OF DATA	Consolidated Procurement Report for the relevant reporting period by the Director: SCM
METHOD OF CALCULATION / ASSESSMENT	Identify the relevant group for which each payment is made on Procurement Registers Add the amounts per group Divide each group's total for the reporting period by the total amount paid multiply by 100%
MEANS OF VERIFICATION	LOGIS Procurement Registers downloaded to MS Excel Each supplier identified per group Calculations on MS Excel as a Consolidated Procurement Report
ASSUMPTIONS	Each Supplier ownership can be registered and identified as either Women, Youth-or PwD-owned on the Supplier database
DISAGGREGATION OF BENEFICIARIES (WHERE APPLICABLE)	Ownership per group: Women – 30% Youth 20% PWD – 3%
SPATIAL TRANSFORMATION (WHERE APPLICABLE)	N/A
CALCULATION TYPE	Non-cumulative
REPORTING CYCLE	Quarterly
DESIRED PERFORMANCE	Percentage procurement for each group achieved as follows: Women – 30% Youth 20% PWD – 3%
INDICATOR RESPONSIBILITY	Chief Financial Officer

INDICATOR TITLE	9. Number of communication activities aimed to increase visibility and awareness of DEL services and programmes per annum
DEFINITION	Increase visibility and awareness of DEL services and programmes through marketing, advertising, and communication activities. Using the communication platforms including departmental social media, exchange, website and GCIS platforms Communication activities include marketing, advertising and communication through one or more media platforms. These activities could be a slot on a radio, posters, banners, pamphlets, advertisements, media alerts, roadshows, infographics, social media, etc.
SOURCE OF DATA	Action plan in the approved integrated Communication strategy. Quarterly progress reports
METHOD OF CALCULATION / ASSESSMENT	Simple count
MEANS OF VERIFICATION	Quarterly Progress reports/ posters/media alerts/photographs/newsletter
ASSUMPTIONS	All the planned events by the programmes will take place (adequate budget for communication services) Availability of human resources Availability of budget Availability of network connectivity

DISAGGREGATION OF BENEFICIARIES (WHERE APPLICABLE)	Internal and external clients of the department, therefore not applicable
SPATIAL TRANSFORMATION (WHERE APPLICABLE)	Internal Across the country
CALCULATION TYPE	Non-cumulative
REPORTING CYCLE	Quarterly
DESIRED PERFORMANCE	40 communication activities
INDICATOR RESPONSIBILITY	CCO AND DDG Corporate Services

INSPECTION AND ENFORCEMENT SERVICES

INDICATOR TITLE	1. Number of employers/ workplaces/ users inspected per year to determine compliance with employment law
DEFINITION	<p>Subject number of employers/users subjected to inspection to establish whether they comply with employment law</p> <p>Number – the target number states how many employers/ workplaces/users will be inspected in a given financial year (1 April until 31 March)</p> <p>Employers –means the workplace, a person (s) who employs one or more employees, a designated employer, a plant or machinery and user as defined in the respective Acts:</p> <ul style="list-style-type: none"> • Employment Equity Act • Basic Conditions of Employment Act • National Minimum Wage Act • Occupational Health and Safety Act <p>–“user”, in relation to plant or machinery, means the person who uses plant or machinery for his own benefit or who has the right of control over the use of plant or machinery, but does not include a lessor of, or any person employed in connection with, that plant or machinery</p> <ul style="list-style-type: none"> • Unemployment Insurance Act • Compensation for Occupational Injuries and Diseases Act • Employment Services Act <p>Inspections – is a process undertaken by the Inspector to determine employer’s compliance with employment law and includes audits</p> <p>Compliance – is a state of employer or user after inspection is conducted and the employer/user is found to be obedient with employment law</p> <p>Per Year – financial year (1 April until 31 March)</p> <p>Employment law - means all labour legislation administered by the Minister of Employment and Labour (BCEA, EEA, UIA, COIDA, ESA, OHSA) including legislation administered through the Minister of Finance (UICA)</p> <p>Counting of inspections</p> <ul style="list-style-type: none"> • An employer shall be inspected once in 12 months notwithstanding the above the 12 months’ period shall be dispensed with where there is a complaint from the same employer, or where the employers are subjected to employment equity inspections, in the case of National Blitz Inspections or Projects, follow up or payroll audit or where there are Legislative changes. In case of a complaint the Supervisor shall ensure that the re-active inspection is conducted by a different inspector • In cases of re-active inspections, the Inspector conducting inspection should not only restrict themselves to a complaint/incident, but the inspector must also conduct a full inspection unless the inspection was conducted in 60 days. In cases where there is a request to conduct inspection by PES/SCM, the supervisor must provide the inspection report as long as it is still within (12 months) • OHS follow up inspections are counted as new inspections because of the nature of work done

	<ul style="list-style-type: none"> If there is a complaint against an employer and the inspector follows up on that complaint after expiry of the 14 days from the Registration Service, the inspector must conduct a re-active inspection. If another complaint, for example UI 19, is received in the same month, a different inspector will have to go and conduct that reactive inspection. Therefore 2 inspections or more could be conducted at the same employer within a short period of time and each would count as an inspection
SOURCE OF DATA	<p>Source:</p> <p>Number – APP, Branch Work Plan, Provincial Work Plan</p> <p>Employers/Users – as per complaints/received requests for inspection/identified non-compliance/high risk sector blitz inspections/incidents/ identified randomly as per APP (notice of inspection)</p> <p>Inspections – Signed Inspection Reports/ recommendations/assessment reports/audit reports signed-off by Inspector and Supervisor</p> <p>Compliance – Signed off Inspection report and Inspection register</p> <p>Per Year – financial year (1 April until 31 March)</p> <p>Employment law - means all labour legislation administered by the Minister of Employment and Labour (BCEA, NMWA, EEA, UIA, COIDA, ESA, OHS) including legislation administered through the Minister of Finance (UICA)</p>
METHOD OF CALCULATION / ASSESSMENT	<p>Signed off weekly inspection plan per inspector</p> <p>Completed and Signed-off Inspection reports at finalisation of inspections and signed-off IES registers</p> <p>Number of inspections on employers/ workplaces/users across Labour Centres, Provincial Offices and Head Office to be consolidated</p> <p>Information collected at labour centres collated and submitted to provincial offices</p> <p>Information collected at Provincial Office submitted to Head Office (IES Branch)</p> <p>Information collected at Head office included in Branch Report</p>
MEANS OF VERIFICATION	<p>IES Registers, Inspection reports</p> <p>Process set out in the IES Standard Operating Procedures</p>
ASSUMPTIONS	<p>The target will be met with a full complement of staff in IES and the budget as allocated for the reporting period. It will also be assumed that employers and users grant their full cooperation during the inspection performed</p>
DISAGGREGATION OF BENEFICIARIES (WHERE APPLICABLE)	<p>Not applicable</p>
SPATIAL TRANSFORMATION (WHERE APPLICABLE)	<p>Throughout South Africa</p>
CALCULATION TYPE	<p>Cumulative (year to date)</p>
REPORTING CYCLE	<p>Quarterly and annually</p>
DESIRED PERFORMANCE	<p>298 104 employers to be inspected</p>
INDICATOR RESPONSIBILITY	<p>Inspector, Team Leaders, Deputy Director Labour Centre Operations, Principal Inspectors, Specialist Inspectors, Provincial Chief Inspectors, Chief Director Provincial Operations, Directors and Chief Directors IES in HO, Inspector General (DDG: IES)</p>

INDICATOR TITLE	2. Percentage of non-compliant employers/ workplaces/ users of those inspected served with a notice in terms of relevant employment law within 14 calendar days of the inspection
DEFINITION	<p>95% of non-compliant employers/ workplaces/ users of those inspected served with a notice in terms of relevant employment law within 14 calendar days of the inspection</p> <p>(5% can be served after 14 days, the service of notices depends on the availability of employers/ users during inspections)</p> <p>Percentage – Divide the number of notices issued within 14 calendar days by the number of all non-compliant employers/ workplaces/ users found in ref to 1.1 multiply by 100 to determine the percentage</p> <p>Non-compliant employer/workplaces/users – employer that failed to comply with employment law after inspection was conducted</p> <p>Notice- legal instrument issued in terms of relevant employment law. Legal instruments could be any of the following:</p> <p>Undertaking (signed by employer and inspector) as applicable to BCEA, UIA, EEA</p> <p>Compliance order (if hand delivered signed by inspector and employer, if posted proof of registered mail, if faxed or emailed proof of transmission) as applicable to BCEA, UIA and EEA</p> <p>Recommendations (received by the employer/user proof of delivery to employer/user either by fax/ or email transmission/ registered mail or in person by the inspector) as applicable to EEA (DG Reviews) or the OHSA (including incorporated Standards)</p> <p>Contravention Notices or Improvement Notice or Direction Notice or Prohibition Notice as applicable to OHSA (all signed by the inspector and the employer). The 14 days referred to, do not apply to OHS notices as these are expected to be served on the employer/workplace/ users immediately after completion of the inspection or within a maximum of 5 days after completion of an inspection if there are reasons why the notice could not be issued immediately. Recommendations (OHSA) by the employer/user - proof of delivery to employer/user either by fax/ or email transmission/ registered mail or in person by the inspector) as applicable by the OHSA (including incorporated Standards)</p> <p>Subpoena- applicable to all legislation (signed by inspector and any person at the workplace)</p> <p>OHS Follow ups, Re-assessment and Monitoring a confirmatory notice and proof of referral to Statutory services</p> <p>Served – when signed notice by inspector is delivered (personal, via post office per registered mail, fax or e-mail) to the employer/workplace/users</p> <p>14 Calendar days – counting from the date inspection was conducted</p>
SOURCE OF DATA	<p>Source</p> <p>Information as collected in indicator 1.1</p> <p>Signed Inspection reports/recommendations/ assessment report/ audit reports</p> <p>Notices served</p> <p>Registers of labour centres, Provincial Office as well Head Office on inspection conducted</p> <p>From IES Manual Registers</p> <p>From IES electronic registers, through the Case Management System, where enabled</p>
METHOD OF CALCULATION / ASSESSMENT	<p>Percentage – Divide the number of notices issued within 14 calendar days by the number of all non-compliant employers found in ref to 1.1 multiply by 100 to determine the percentage</p> <p>$A \div B \times 100$</p> <p>A= Number of notices issued within 14 days (14 days not applicable in the case of OHS notices)</p> <p>B= Number of inspected employers found non-compliant with reference to 1.1</p> <p>100= to determine percentage</p>

MEANS OF VERIFICATION	IES Registers, Inspection reports, notices for non-compliance Process set out in the IES Standard Operating Procedures Number of inspections conducted in 1.1 Number of employers found to be non-compliant in terms of 1.1
ASSUMPTIONS	The target will be met with a full complement of staff in IES and the budget as allocated for the reporting period. It will also be assumed that employers and users grant their full cooperation during the inspection performed.
DISAGGREGATION OF BENEFICIARIES (WHERE APPLICABLE)	Not applicable
SPATIAL TRANSFORMATION (WHERE APPLICABLE)	Throughout South Africa
CALCULATION TYPE	Cumulative (year to date)
REPORTING CYCLE	Quarterly and annually
DESIRED PERFORMANCE	95% non-compliant employer/workplaces/users must be issued with a notice as provided for in the legislation within 14 calendar days (5% can be served after 14 days; the service of notices depends on the availability of employers during inspections). In the case of OHS, all notices are expected to be served on the employer/user before the inspector leaves the premises
INDICATOR RESPONSIBILITY	Inspector, Team Leaders, Deputy Director Labour Centre Operations, Principal Inspectors, Specialist Inspectors, Provincial Chief Inspectors, Chief Director Provincial Operations, Directors and Chief Directors IES in HO, Inspector General (DDG: IES)

INDICATOR TITLE	3. Percentage of non-compliant employers/ workplaces/users received by Statutory Services settled out of Court or CCMA / referred for prosecution within 30 working days
DEFINITION	<p>65% non-compliant employers/ workplaces/users:</p> <p>i) settled out of court or CCMA within 30 working days and/or</p> <p>ii) referred for prosecution within 30 working days</p> <p>Percentage – the number of files settled out of Court or CCMA / referred for prosecution within 30 working days divided by files settled/ referred for prosecution within 30 working days</p> <p>Non-compliant employers/ workplaces/users - employers that failed to comply with employment law after the expiry of the notice period (notice period will depend on each employment law and SOP)</p> <p>Received - Competent inspection file for non-compliant employers/ workplaces/ users after the expiry of the notice from Labour Centre to Provincial Office. Competent inspection files for non-compliant employers / workplaces/ users after the expiry of the notice from Provincial office to Statutory Services at Provincial Office. Competent inspection files for non-compliant employers after the expiry of the notice from Statutory Services at Provincial Office referred to Statutory Services at Head Office. Competent inspection files for non-compliant employers after the expiry of the notice from Head Office (Occupational Health and Safety) referred to Statutory Services at Head Office.</p> <p>Prosecution- file for purposes of initiating legal enforcement proceedings against non-compliant employers at Court/ CCMA</p> <p>Referred – Statutory Services quality checks the inspection for non-compliant employers file for completeness and competency – Statutory Services drafts court documents –Statutory Services delivers and serves court papers to the NPA and non-compliant employers– files court document at the Court / CCMA – EE cases referred to Departmental Legal Services.</p> <p>Settled – inspection file for non-compliant employers / workplaces / users finalised at Statutory Services prior to referral for prosecution.</p> <p>30 Working days – from the date the 5 days of the Confirmatory Notice lapses to the date of receipt of proof of compliance/settlement agreement/ the date of filing at the court/ CCMA/NPA</p>

SOURCE OF DATA	Competent inspection File received by Statutory Services Registers Proof of compliance/settlement agreement/stamped notice of motion filed at Labour court/ stamped referral letter to the NPA/ referral form to Commission for Conciliation Mediation and Arbitration (CCMA) with proof of delivery
METHOD OF CALCULATION / ASSESSMENT	Percentage – Divide the number of files referred for prosecution/settled within 30 working days by the number of competent files received by Statutory Services multiply by 100 to determine the percentage $(A \div B) \times 100$ A= Number of files settled/ referred for prosecution within 30 working days B= Number of competent files received by Statutory Services. 100= to determine percentage
MEANS OF VERIFICATION	Inspection File received by Statutory Services Registers <ul style="list-style-type: none"> • Proof of compliance/settlement agreement/ stamped notice of motion filed at Labour court, / stamped referral letter to the NPA/referral form to Commission for Conciliation Mediation and Arbitration (CCMA) with proof of delivery
ASSUMPTIONS	Not applicable
DISAGGREGATION OF BENEFICIARIES (WHERE APPLICABLE)	Throughout South Africa
SPATIAL TRANSFORMATION (WHERE APPLICABLE)	N/A
CALCULATION TYPE	Cumulative (year to date)
REPORTING CYCLE	Quarterly and annually
DESIRED PERFORMANCE	65% Non –compliant employers / workplaces/ users received by Statutory Services referred to court for prosecution within 30 working days (35% can be referred after 30 days, due to capacity challenges in the Branch)
INDICATOR RESPONSIBILITY	Inspector, Team Leaders, Deputy Director Labour Centre Operations, Principal Inspectors, Specialist Inspectors, Assistant Director: Statutory Services at Provincial Office, Provincial Chief Inspectors, Deputy Director: Statutory Services at Head Office, Director: Statutory Service in Head Office, Chief Director Provincial Operations, Directors and Chief Directors IES in HO, Inspector General (DDG: IES)

INDICATOR TITLE	4. Number of formal Advocacy sessions conducted per year to increase awareness of employment law
DEFINITION	<p>There must be four seminars and two conferences conducted</p> <p>Number – the target number states how many conferences and seminars will be conducted in the given financial year (1 April until 31 March)</p> <p>Advocacy - An action or activity aimed at promoting awareness of Employment Law to internal and external stakeholders in order to improve compliance in the Labour market</p> <p>Conducted - Planning and implementing a conference /seminar and drafting a close out report thereafter.</p> <p>Conference/seminar - A formal event conducted for staff and/or external stakeholders internally or externally with the purpose of sharing information, educating staff or employees, sharing information, raising awareness</p> <p>Seminar - Seminar has a similar meaning as conference</p> <p>Per Year – Financial year (1 April until 31 March)</p> <p>Employment law - means all labour legislation administered by the Minister of Employment and Labour (BCEA, NMWA, EEA, UIA, COIDA, ESA, OHSA) including legislation administered through the Minister of Finance (UICA)</p>
SOURCE OF DATA	<p>Conference or seminar report</p> <p>Attendance register</p>
METHOD OF CALCULATION / ASSESSMENT	Number of conferences and seminars held will be counted on a cumulative basis
MEANS OF VERIFICATION	Attendance Registers
ASSUMPTIONS	Stakeholders and clients will in fact attend the event that has been organised
DISAGGREGATION OF BENEFICIARIES (WHERE APPLICABLE)	Not applicable
SPATIAL TRANSFORMATION (WHERE APPLICABLE)	Throughout South Africa
CALCULATION TYPE	Cumulative (year to date)
REPORTING CYCLE	Quarterly and annually
DESIRED PERFORMANCE	6 x Seminars/conferences
INDICATOR RESPONSIBILITY	Inspector, Team Leaders, Deputy Director Labour Centre Operations, Principal Inspectors, Specialist Inspectors, Assistant Director: Statutory Services at Provincial Office, Provincial Chief Inspectors, Deputy Director: Statutory Services at Head Office, Director: Statutory Service in Head Office, Chief Director Provincial Operations, Directors and Chief Directors IES in HO, Inspector General (DDG: IES)

PUBLIC EMPLOYMENT SERVICES

INDICATOR TITLE	1. Number of work-seekers registered on Employment Services of South Africa per year
DEFINITION	1 000 000 Unemployed or under-employed work seekers are registered on the Department of Labour database (ESSA)
SOURCE OF DATA	Labour Centre Productivity Report from ESSA, requested for reporting period
METHOD OF CALCULATION / ASSESSMENT	The total number of work seekers registered in labour Centre's, provincial offices, head office, online, UIF
MEANS OF VERIFICATION	Labour Centre Productivity Report from ESSA, requested for reporting period
ASSUMPTIONS	Required resources will be provided and other enablers processed to provide the needed enabling environment
DISAGGREGATION OF BENEFICIARIES (WHERE APPLICABLE)	<p>Youth</p> <p>Women</p> <p>Persons with Disabilities</p> <p>Statistic information will be available in the quarterly performance analysis reports/presentations</p>

SPATIAL TRANSFORMATION (WHERE APPLICABLE)	N/A
CALCULATION TYPE	Cumulative
REPORTING CYCLE	Quarterly and annually
DESIRED PERFORMANCE	1 000 000 registered work seekers on the Department of Labour database (ESSA) per year
INDICATOR RESPONSIBILITY	Client Service Officers at Labour Centers, PES Managers at Provincial Offices, Chief Directorate - Work Seeker services at Head Office, DDG: PES

INDICATOR TITLE	2. Number of employment opportunities registered on the Employment Services South Africa per year
DEFINITION	120 000 employment opportunities registered on ESSA for placement of work-seekers
SOURCE OF DATA	Opportunity and placement report from ESSA requested from April up to each end of quarterly period
METHOD OF CALCULATION / ASSESSMENT	Number of employment opportunities registered as generated by ESSA excluding the work permit / visa opportunity type
MEANS OF VERIFICATION	Opportunity and placement report from ESSA requested from April up to each end of quarterly period
ASSUMPTIONS	Required resources will be provided and other enablers processed to provide the needed enabling environment
DISAGGREGATION OF BENEFICIARIES (WHERE APPLICABLE)	N/A
SPATIAL TRANSFORMATION (WHERE APPLICABLE)	N/A
CALCULATION TYPE	Cumulative
REPORTING CYCLE	Quarterly and annually
DESIRED PERFORMANCE	120 000 employment opportunities registered on ESSA per year
INDICATOR RESPONSIBILITY	Employment Services Practitioners at Labour Centre's, Employer Service coordinators and PES Managers at Provincial Offices, Chief Directorate – Employer Services at Head Office, DDG: PES

INDICATOR TITLE	3. Number of registered work-seekers provided with employment counselling per year
DEFINITION	270 000 registered work seekers provided with employment counselling services that include life skills programmes, careers information and guidance, psychometric assessments, automated career and employment assessments and any other intervention as defined in the ES Act
SOURCE OF DATA	Employment Counselling Report from ESSA, requested from April up to each end of quarterly period
METHOD OF CALCULATION / ASSESSMENT	Number of registered work seekers that received Employment Counselling interventions as reflected on ESSA BW Report for employment counselling
MEANS OF VERIFICATION	Employment Counselling Report from ESSA, requested from April up to each end of quarterly period
ASSUMPTIONS	Required resources will be provided and other enablers processed to provide the needed enabling environment
DISAGGREGATION OF BENEFICIARIES (WHERE APPLICABLE)	Youth Women Persons with Disabilities Statistical information will be available in the quarterly performance analysis reports/presentations
SPATIAL TRANSFORMATION (WHERE APPLICABLE)	N/A
CALCULATION TYPE	Cumulative
REPORTING CYCLE	Quarterly and annually
DESIRED PERFORMANCE	270 000 registered work –seekers provided with employment counselling per year
INDICATOR RESPONSIBILITY	Employment Counsellors at Labour Centre's, Principal Psychologist at Provincial Offices, Chief Directorate – Work seeker Services at Head Office, DDG: PES

INDICATOR TITLE	4. Number of registered employment opportunities filled by registered work seekers per year
DEFINITION	Registered work seekers placed 70 000 registered employment opportunities through the process identified in Recruitment, Selection and Placement SOP and ES Act. Placement against opportunities registered before the end of March will be reported in the first semester of the new financial year. Placement against opportunities for Work visa opportunity type is excluded
SOURCE OF DATA	Opportunity and Placement report from ESSA, requested from April up to each end of each quarterly period. The updated placements for the previous financial year, which have not yet been reported, will be calculated using the BW reports, and reported only in the specific quarter.
METHOD OF CALCULATION / ASSESSMENT	The number of registered work seekers that were placed against the employment opportunities registered on ESSA as reflected in the Opportunity and Placement report of ESSA This report excludes the work permit /visa opportunity type
MEANS OF VERIFICATION	Opportunity and Placement report from ESSA, requested from April up to each end of each quarterly period. The updated placements for a previous financial year, which have not yet been reported, will be calculated using the BW reports, and reported only in the specific quarter
ASSUMPTIONS	Required resources will be provided and other enablers processed to provide the needed enabling environment
DISAGGREGATION OF BENEFICIARIES (WHERE APPLICABLE)	Youth Women Persons with Disabilities Statistical information will be available in the quarterly performance analysis reports/presentations
SPATIAL TRANSFORMATION (WHERE APPLICABLE)	N/A
CALCULATION TYPE	Cumulative
REPORTING CYCLE	Quarterly and annually
DESIRED PERFORMANCE	70 000 registered employment opportunities filled by registered work seekers per year
INDICATOR RESPONSIBILITY	Employment Services Practitioners and Counsellors at Labour Centre's, PES Managers at Provincial Offices, Chief Directors Work seeker and Employer Services at Head Office, DDG: PES

INDICATOR TITLE	5. Number of Job and Career Fair conducted per year
DEFINITION	9 Job and Career Fairs conducted in various provinces, to enhance advocacy on Public Employment Service, as well as bring together employers & work seekers for placement purposes
SOURCE OF DATA	Report on Job and/or Career Fair concluded
METHOD OF CALCULATION / ASSESSMENT	Number of Fairs conducted
MEANS OF VERIFICATION	Signed submission by Director General approving Jobs Fair
ASSUMPTIONS	The employers will commit to reporting opportunities and employed people will attend fairs
DISAGGREGATION OF BENEFICIARIES (WHERE APPLICABLE)	N/A
SPATIAL TRANSFORMATION (WHERE APPLICABLE)	N/A
CALCULATION TYPE	Cumulative
REPORTING CYCLE	Annually
DESIRED PERFORMANCE	9 Jobs and/or Career fairs conducted per year
INDICATOR RESPONSIBILITY	CDs – Employer Services & Work seeker services, DDG: PES

INDICATOR TITLE	6. Number of policies finalised for approval by the Minister for submission to Cabinet by 31 March 2026
DEFINITION	Draft NEP & Migration Policy developed & amendment of the ES Act 2014, consulted and approved by the Minister for submission to Cabinet
SOURCE OF DATA	Submission to the Minister approving that the Draft National Employment Policy can be submitted to the cabinet for consideration

METHOD OF CALCULATION / ASSESSMENT	Complete NEP and Migration Policy ESAB published in Government Gazette
MEANS OF VERIFICATION	Submission to the Minister
ASSUMPTIONS	Policy endorsement by the ES Board, SEIAS certification by the Presidency, support by Government Clusters
DISAGGREGATION OF BENEFICIARIES (WHERE APPLICABLE)	N/A
SPATIAL TRANSFORMATION (WHERE APPLICABLE)	N/A
CALCULATION TYPE	Non-cumulative
REPORTING CYCLE	Annually
DESIRED PERFORMANCE	1 - NEP finalised and approved for submission to Cabinet by the Minister
INDICATOR RESPONSIBILITY	CD Employer Services, DDG: PES

INDICATOR TITLE	7. Number of partnership agreements by PES concluded with key role-players to facilitate implementation of employment creation programme
DEFINITION	5 Partnership Agreements concluded (with various stakeholders) per year, to facilitate implementation of employment creation programme
SOURCE OF DATA	Register of Partnership Agreements
METHOD OF CALCULATION / ASSESSMENT	Number of Partnership Agreements concluded and Implementation in Progress
MEANS OF VERIFICATION	Number of Partnership Agreements signed off by DDG – PES as delegated by the Director General
ASSUMPTIONS	The stipulations will be honored by all Agreement signatories
DISAGGREGATION OF BENEFICIARIES (WHERE APPLICABLE)	N/A
SPATIAL TRANSFORMATION (WHERE APPLICABLE)	N/A
CALCULATION TYPE	Non-cumulative
REPORTING CYCLE	Annually
DESIRED PERFORMANCE	5 Partnership Agreements concluded (with various stakeholders) per year
INDICATOR RESPONSIBILITY	CDs – Employer Services & Work seeker services, DDG: PES

INDICATOR TITLE	8. Policy Framework on coordination of Government Public Employment Programmes developed
DEFINITION	Produce Framework to guide the planning and implementation of Public Employment Programmes developed
SOURCE OF DATA	Submission to the Minister approving a National Strategic Framework to Guide the Planning and Implementation of Public Employment Programmes (PEP)
METHOD OF CALCULATION / ASSESSMENT	Policy Framework discussed and approved
ASSUMPTIONS	Framework endorsement by the ES Board and Minister
DISAGGREGATION OF BENEFICIARIES (WHERE APPLICABLE)	Women Youth Persons with Disabilities Statistical information will be available in the performance analysis reports/presentations
SPATIAL TRANSFORMATION (WHERE APPLICABLE)	N/A
CALCULATION TYPE	Non-cumulative
REPORTING CYCLE	Annually
DESIRED PERFORMANCE	Policy Framework developed, and approved by Minister
INDICATOR RESPONSIBILITY	DDG: PES, CDs – WSS & ES

LABOUR POLICY AND INDUSTRIAL RELATIONS

INDICATOR TITLE	1. National minimum wage reviewed and approved by the Minister of Employment and Labour by 1 March each year
DEFINITION	National minimum wage reviewed and approved by the Minister of Employment and Labour by 1 March each year
SOURCE OF DATA	Q1 – Appointment of service provider Q2 – N/A Q3 – Publish the research report on impact of NMW and the proposed NMW recommendations for public comment – Government Gazette Q4 – Reviewed NMW levels published in the Government Gazette
METHOD OF CALCULATION / ASSESSMENT	Q1 – Appointment of service provider Q2 – N/A Q3 – Publish the research report on impact of NMW and the proposed NMW recommendations for public comment – Government Gazette Q4 – Reviewed NMW levels published in the Government Gazette
MEANS OF VERIFICATION	Count the various documents per applicable quarter
ASSUMPTIONS	Required resources will be available to provide the needed enabling environment
DISAGGREGATION OF BENEFICIARIES (WHERE APPLICABLE)	All workers, i.e. men, women, youth and Persons with Disabilities
SPATIAL TRANSFORMATION (WHERE APPLICABLE)	N/A
CALCULATION TYPE	Non-cumulative
REPORTING CYCLE	Annual
DESIRED PERFORMANCE	Reviewed the National Minimum Wage level by 1 March each year
INDICATOR RESPONSIBILITY	DDG: LP and IR, CD: LR and Director: Employment Standards

INDICATOR TITLE	2. Number of Annual EE Report and Public Register published per annum
DEFINITION	2024-2025 Annual Employment Equity Report and Public Register published by 30 June 2025
SOURCE OF DATA	Information gathered through Employment Equity reports submitted by designated employers annually through manual submissions or EE Online Reporting facility
METHOD OF CALCULATION / ASSESSMENT	Published copies of the 2024-2025 Employment Equity (EE) Annual Report and the Public Register.
MEANS OF VERIFICATION	Copy of the 2024-2025 Employment Equity Annual Report, and Copy of the Government Gazette of the EE Public Register
ASSUMPTIONS	EE Annual Report and EE Public Register published by 30 June 2025
DISAGGREGATION OF BENEFICIARIES (WHERE APPLICABLE)	Published Annual EE report and EE Public Register
SPATIAL TRANSFORMATION (WHERE APPLICABLE)	Transformed and inclusive workplaces
CALCULATION TYPE	All workers, i.e. men, women, youth and Persons with Disabilities
REPORTING CYCLE	Annual
DESIRED PERFORMANCE	One 2024-2025 Annual EE Report and Public Register published by 30 June 2025
INDICATOR RESPONSIBILITY	DDG: LP&IR, CD: LR and Director: Employment Equity

INDICATOR TITLE	3. Number of Annual EE report and Public Register developed per annum
DEFINITION	2025-2026 Annual Employment Equity Report and Public Register developed by 31 March 2026
SOURCE OF DATA	Information gathered through Employment Equity reports submitted by designated employers annually through manual submissions or EE Online Reporting facility Copy of CEE Advisory to Minister of Employment and Labour Copy of 2025-2026 Employment Equity (EE) Annual Report developed Copy of EE Public Register developed
METHOD OF CALCULATION / ASSESSMENT	Copy of CEE Advisory to Minister of Employment and Labour Copy of 2025-2026 Employment Equity (EE) Annual Report developed Copy of EE Public Register developed in the Ministerial submission
MEANS OF VERIFICATION	Developed Annual EE report and EE Public Register
ASSUMPTIONS	Transformed and inclusive workplace
DISAGGREGATION OF BENEFICIARIES (WHERE APPLICABLE)	All workers, i.e. men, women, youth and Persons with Disabilities
SPATIAL TRANSFORMATION (WHERE APPLICABLE)	N/A
CALCULATION TYPE	Non-cumulative
REPORTING CYCLE	Annual
DESIRED PERFORMANCE	One 2025-2026 Annual EE report and Public Register developed by 31 March 2026
INDICATOR RESPONSIBILITY	DDG: LP&IR, CD: LR and Director: Employment Equity

INDICATOR TITLE	4. Number of progress reports on bilateral cooperation and multilateral obligations submitted for sign-off to the minister annually
DEFINITION	Labour related obligations emanating from ILO, SADC and AU meetings require action from SA
SOURCE OF DATA	Obligation report
METHOD OF CALCULATION / ASSESSMENT	Quantitative Assess if obligations were honoured or not
MEANS OF VERIFICATION	Quarterly and annual reports developed
ASSUMPTIONS	All obligations are notified to the relevant branches for execution
DISAGGREGATION OF BENEFICIARIES (WHERE APPLICABLE)	Women Youth Persons with Disabilities These groups will benefit although not specifically reported in the statistics
SPATIAL TRANSFORMATION (WHERE APPLICABLE)	Throughout South Africa
CALCULATION TYPE	Non-cumulative
REPORTING CYCLE	Annual progress against the five-year target
DESIRED PERFORMANCE	2 Reports on bilateral cooperation and multilateral obligations submitted for sign-off by the Minister annually: 1 Annual implementation report submitted to the Minister for sign-off by 30 April 2025 1 Mid –term implementation report submitted to the Minister by 31 October 2025 for sign-off
INDICATOR RESPONSIBILITY	Deputy Director-General: Labour Policy and Industrial Relations

INDICATOR TITLE	5. Percentage of labour organisations' applications for registration approved or refused within 90 working days of receipt per annum
DEFINITION	<p>Registration of new labour organisations:</p> <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
SOURCE OF DATA	<p>Application forms (date stamped on receipt)</p> <p>Applications register</p> <p>Record of all decisions made by the Registrar pertaining to the applications of trade unions and employers' organisations</p>
METHOD OF CALCULATION / ASSESSMENT	<p>Deduct the number of applications refused/approved from the total number of applications received</p> <p>Calculate the percentage of applications for registration of labour organisations from date of receipt to date of decision to approve or refuse</p> <p>A = Applications for registration approved/refused</p> <p>B = All applications received</p> <p>$A/B * 100/1 = \%$</p> <p>Days exclude weekend and holidays</p>
MEANS OF VERIFICATION	Labour Organisation Register
ASSUMPTIONS	Strengthened collective bargaining in sectors
DISAGGREGATION OF BENEFICIARIES (WHERE APPLICABLE)	All workers, i.e. men, women, youth and Persons with Disabilities
SPATIAL TRANSFORMATION (WHERE APPLICABLE)	N/A
CALCULATION TYPE	Non-cumulative
REPORTING CYCLE	Quarterly
DESIRED PERFORMANCE	100% of labour organisations' applications for registration approved or refused within 90 working days by 31 March 2026
INDICATOR RESPONSIBILITY	DDG: LP&IR, CD: LR and Director: Collective Bargaining

INDICATOR TITLE	6. Number of Research reports on the impact of labour legislation and employment creation programs developed per annum
DEFINITION	<p>Final Research Reports produced from the research process in which research methods are used to develop those reports.</p> <p>Define:</p> <p>Research-</p> <p><i>Research is a systematic, formal, rigorous and precise process employed to gain solutions to problems or to discover and interpret new facts and relationships</i></p> <ul style="list-style-type: none"> • Data collection instruments- • Data collection is the systematic process of gathering information or measurements from various sources, using established methods, to answer research questions, test hypotheses, and evaluate outcomes, allowing researchers to compile data that can be analysed to gain insights into a specific topic; it is a critical phase in any research study, involving identifying relevant data types, sources, and collection techniques to ensure accurate and reliable results • Data collection instruments- <p>In research, “data collection instruments” refer to the specific tools or methods used to gather information from participants, such as questionnaires, interview guides, observation checklists, rating scales, or tests, which are designed to systematically collect data related to the research objectives and variables being studied, essentially, they are the mechanisms used to capture the necessary information from respondents</p>
SOURCE OF DATA	Data collection instruments, draft report and final reports
METHOD OF CALCULATION / ASSESSMENT	Quantitative Count of number of research reports produced and signed off by the DDG: LP&IR per annum
MEANS OF VERIFICATION	Data collection instruments and final reports
ASSUMPTIONS	N/A
DISAGGREGATION OF BENEFICIARIES (WHERE APPLICABLE)	N/A
SPATIAL TRANSFORMATION (WHERE APPLICABLE)	Reducing unemployment through evidence-based policy interventions
CALCULATION TYPE	Non-cumulative
REPORTING CYCLE	Annual
DESIRED PERFORMANCE	Two research reports produced by 31 March 2026
INDICATOR RESPONSIBILITY	DDG: LP&IR; CD: LMP and Director- RPP

INDICATOR TITLE	7. Number of labour market trend reports produced per annum
DEFINITION	To conduct an analysis and report on the labour market trends to inform stakeholders on the changes due to the implementation of labour legislation towards the National Development Plan (NDP) targets, Vision 2030
SOURCE OF DATA	<p>To use the Department's internal administrative (including the LMI System) and other relevant external data towards the production of 4 annual labour market trend reports.</p> <p>Data will include all relevant decent work and economic indicators (amongst other data from the UIF, PES, CF, Stats SA, South African Reserve Bank, Productivity SA, Research reports, Internet (vacancies) social media (Big data) etc.</p> <p>Explanation: By end of September 2025, two annual labour market reports will be produced by the LMIS directorate: Annual Labour Market Bulletin and Job Opportunity and Unemployment in the South African labour market for the financial year 2024/25</p> <p>By the end of March 2026, two other annual labour market reports will be produced by the LMIS directorate: Annual Industrial Action and Annual Administrative Statistics for the calendar 2025</p> <p>*Processes and Verification of data sources and reports production:</p> <p>a. Annual Industrial Action:</p> <ul style="list-style-type: none"> • Identification of strike through media, e.g., newspapers, radio, TV, etc. • LRA Form 9.2 sent to affected employers • Forms received and captured on strike database • Data verification and analysis conducted • The annual report is written and submitted to the senior management by March where approval for dissemination is also requested from the Minister • Approval received, from the Minister and submit to the Chief Directorate of Communication to do edit, design and layout then disseminate the report <p>b. Annual Administrative Statistics:</p> <ul style="list-style-type: none"> • Internal data requested from provincial offices, e.g. LMIS units; extracted from Employment Services (ESSA), requested from UI (Siyaya database) • Data captured on Excel spread sheets and captured on LMIS snapshots format • LMIS snapshots format consolidated for key internal indicators and forwarded to all through the Exchange Postmaster • Four LMIS snapshots are consolidated into one year for analysis • The annual report is written and submitted to the senior management by March where approval for dissemination is also requested from the Minister • Approval received from the Minister and submitted to the Chief Directorate: Communication to do edit, design and layout then disseminate the report <p>c. Job Opportunity and Unemployment in the SA labour market:</p> <ul style="list-style-type: none"> • Vacancies data sourced from national and provincial vacancy data sources such as DPSA and Internet – Info-desk • Data captured on internal JOI database (Excel spread sheets) on daily/monthly basis

	<ul style="list-style-type: none"> • Vacancy data consolidated, analyzed and disaggregated by key indicators such as occupation, industry and province • Annual report is written and submitted to the senior management by September where approval for dissemination is also requested from the Minister • Approval received from the Minister and submitted to the Chief Directorate of Communication to do editing, design and layout then disseminating the report <p>Annual Labour Market Bulletin:</p> <ul style="list-style-type: none"> • External statistical information extracted from national publication, e.g., Reserve Bank, Stats SA, labour market academic and CCMA reports • Report structure outlined and information consolidated and analyzed • Annual report is written and submitted to the senior management by September where approval for dissemination is also requested from the Minister • Approval received from the Minister and submitted to the Chief Directorate of Communication to do edit, design and layout then disseminate the report
METHOD OF CALCULATION / ASSESSMENT	Count the number of reports produced
MEANS OF VERIFICATION	Annual Labour market trend reports
ASSUMPTIONS	Limited coverage with most of data sources used (internal and external) Delay in the implementation of a single integrated database (Data warehouse) in the Department
DISAGGREGATION OF BENEFICIARIES (WHERE APPLICABLE)	Report to be disseminated to all stakeholders in the country to improve statistical trend information knowledge for better understanding of the situation and develop evidence-based decision, if needed
SPATIAL TRANSFORMATION (WHERE APPLICABLE)	N/A
CALCULATION TYPE	Non-cumulative
REPORTING CYCLE	Quarterly and Annual
DESIRED PERFORMANCE	Four annual labour market trend reports produced by 31 March 2026
INDICATOR RESPONSIBILITY	DDG: LP&IR, CD: LMP and Director: Labour Market Information and Statistics

ANNEXURES TO THE ANNUAL PERFORMANCE PLAN

The following annexures must be included in the Annual Performance Plans of institutions where applicable:

ANNEXURE A: AMENDMENTS TO THE STRATEGIC PLAN

None for the year 2025/26 as it is the first year of the SP.

ANNEXURE B: CONDITIONAL GRANTS

None for the year.

ANNEXURE C: CONSOLIDATED INDICATORS

None for the year.

ANNEXURE D: NSDF AND THE DISTRICT DELIVERY MODEL

Not applicable for the Department.



ANNUAL PERFORMANCE PLAN 2025/26



1. CONSTITUTIONAL MANDATE

The SEE management is planning on the basis of the Employment Services Act 4 of 2014. The mandate is derived from the Constitution of the Republic of South Africa and gives effect thereto through several Acts, which regulate labour matters in South Africa. Such legislation includes the Labour Relations Act (1995), the Basic Conditions of Employment Act (1997), the Employment Equity Act (1998), National Minimum Wage (2018) and the Occupational Health and Safety Act (1993).

Over the past eight decades, Supported Employment Enterprises (SEE) – formerly called Sheltered Employment Factories (SEF) has evolved into an organisation that is arguably the largest provider of work opportunities to people with disabilities. The entity was established in 1943 as the Sheltered Employment Factories, for the sole purpose to provide employment opportunities to disabled ex-serviceman and women that could not find employment in the labour market to regulatory and access barriers that prevented them from actively participating in the economy. The government of the time established 13 factories called Sheltered Employment Schemes and traded under the name, Service Products.

The SEE has come a long way since being founded after the Second World War through the 1943 cabinet memorandum under the SA National Defence Force.

The government of the time established 13 factories called Sheltered Employment Schemes and traded under the name, Service Products. The aim was to provide jobs to ex-service men who could not secure employment in the labour market due to regulatory and access barriers that prevented them from actively participating in the economy.

The focus of the factories was to produce hospital linen, protective clothing, woodwork, metalwork and upholstery for various sectors, including education, police and health. Until 1999, the schemes enjoyed preferential procurement status from government departments, which saw them increase their employment of people with disabilities to 3 000 in 13 factories across SA.

This ensured that all school and office furniture as well as hospital linen was procured from the factories, unless they were unable to accept the order due to capacity constraints.

Management and governance

The factories are currently administered under the Department of Employment and Labour, reporting through the Public Employment Service programme. All the management and administration staff of the factories are employed by the Department of Labour for the sole purpose of managing the factories.

The factories are governed in terms of the Public Finance Management Act and audited by the Auditor-General of SA. The SEE receives a financing allocation appropriated by Parliament for the purposes of funding operations.

In 2007, the Minister of Employment and Labour approved the development of a turnaround strategy (business case) to define the legal status of the factories to ensure that the factories operate as viable sustainable enterprises. The SEF business case and implementation plan was approved by the Director-General in February 2013.

The Employment Services Act provides a clear legal framework to the SEE and establishes the entity as a National Government Component as per section 7A of the Public Service Act 1994. The Employment Services Act 4 of 2014 was promulgated on 7 April 2014 and provides for the Supported Employment Enterprises (SEE) to be established as Supported Employment Enterprises (SEE) to:

- Facilitate supported employment
- Provide work opportunities for Persons with Disabilities
- Develop and implement programmes that promote the employability of Persons with Disabilities, including people with permanent disablement as defined in the Compensation for Occupational Injuries and Diseases Act, 1993 (Act No. 130 of 1993), in the light of their evolving needs in a changing economy
- Perform any other function as may be prescribed by the Minister.

Infrastructure

Currently, our physical infrastructure consists of 13 production factories located in eight of the nine provinces of SA with large warehousing capacity ranging from 1 000 m² to 6 000 m². This allows SEE to produce products in large volumes and provide customers with storage on-site until such time that they are ready to take receipt of their goods.

SEE are currently in the process of building showrooms in all of the factories to ensure that the customers can view, touch and experience the products before making a purchasing decision.

Products

Woodwork

SEE product range has evolved over the years with a transition from bulky solid wooden furniture to modern eclectic furniture. SEE have been able to do this without compromising on quality. SEE manufacture school, office and home furniture.

Textiles

SEE textiles product range includes quality products that are used in hospitals across the country and can withstand use for more than 10 years. SEE manufacture hospital linen, nurses' uniforms, doctors coats, protective clothing, blankets and theatre wear.

2. LEGISLATIVE AND POLICY MANDATE

The Supported Employment Enterprises (SEE) were established more than 80 years ago to provide employment opportunities for persons with disabilities who are unable to hold down employment in the open labour market. Currently 100% of the workers in its factories fit this profile. The primary purpose of the SEE is the economic empowerment of people with disabilities who are also the sole beneficiaries.

Although the Supported Employment Enterprise has a commercial orientation, its primary purpose has a social impact and its ownership is vested in the State in the Department of Employment and labour through the instrument of legislation such as the Employment Services Act of 2014, which primarily stipulates the purpose and functions of SEE. All members of the Management Committee, which is the Executive Authority, are senior officials of the Department of Employment and Labour.

SEE has 13 factories across 8 provinces with only 12 being operational as Durban is still undergoing renovations. SEE does not have footprint in Mpumalanga province. The organisation is a major supplier of furniture to government and State aided institutions as well as the sole supplier of linen and garments to public hospitals in South Africa.

The Department of Employment and Labour inherited the Supported Employment Enterprises from the previous Government and has taken the bold step of embarking on a turnaround strategy, that is aimed at converting the SEE into bodies that

- Have a clear and definable legal status
- Operate as efficient entities
- Serve to advance government's national agenda on active participation in the economy of the country by people with disabilities.

This Strategic Plan builds on SEE's mandate and charts the direction of the organisation in line with its purpose for the next five-years.

3. POLICIES AND STRATEGIES FOR THE FUTURE YEARS

The Supported Employment Enterprises will undertake the following strategies in order to achieve its outcomes

3.1 Strategies to provide work opportunities for PWDs

- Recruit from special schools
- Strengthening awareness of SEE to increase the recruitment drive for new persons with disabilities as well as creating management level opportunities for current employees.
- Succession planning to replace the working force as and when they leave employment (including creating a pool of trained interns' database for use when permanent of employment arises)

3.2 Strategies to increase sales revenue from the sale of goods and services

- Establish long-term partnerships with key customers and other government entities, particularly the Departments of Health and Education. This will enable the organisation to increase the market share in this segment resulting in increased revenues
- Invest in new technology in the production thus increasing organisational capacity to produce quality products timely for improved service delivery
- Revision of financial delegation of authority (including supply chain management exemptions) and HRM delegations to align with the SEE operating environment, essentially increasing its response to market dynamics
- Establish Research and Development unit to research on new product development
- Streamline the amendments and proclamation of the Employment Services Act
- Increase SEE visibility through media and branding initiatives.

3.3 Strategies to increase SEE's market share

- Re-engineering business processes to improve quality, service delivery and customer satisfaction
- Conduct market research
- Investment in the capital assets and machinery replacement
- Customer retention
- Continuous development of staff
- Decentralisation by having markets across all provinces that SEE has a footprint to drive sales
- Change manufacturing Business Model.

3.4 Strategies to improve SEE's audit opinion

- Reduction of qualification paragraphs in the AGSA audit report
- Preparation of interim financial statements to assist in the process of preparation for final AFS reporting
- Capacitation of Finance unit with relevant skilled resources and expertise including cost accountant resources.

5. UPDATED SITUATIONAL ANALYSIS

SEE operates under a legislative mandate, PFMA and treasury regulations which directly impact on how the organisation operates. It is, however, important that the strategy development process should consider other environmental factors that may impact the ability of SEE to achieve its strategic objectives.

5.1 External environment analysis

PESTEL Analysis

Political Factors

(a) Preferential supplier status and political will in favour of the organisation

From its establishment in 1943 under the National Party government, SEE had a preferential supplier status which compelled government departments to source school furniture and hospital linen from the organisation. This preferential status was repealed in 1999, replacing it with the treasury grant to cover the salaries of its factory workers. The changes resulted in exposing the organisation to competitive tendering process for work with other public as well as private sectors organisations including those that employ able individuals. As a government entity, SEE does not have BEE accreditation which is a requirement to source government work in a competitive bidding process. This is adversely impacting the organisation's ability to source adequate work for its 13 factories thus increasing idle time for its employees.

In contrast to research from other parts of the world, countries like Philippine and Romania to name a few, government policies are still at the centre of driving sheltered employment for persons with disabilities. However, the situation is still encouraging for SEE. In addition to the continued treasury funding, the recent pronouncements by the Honourable Minister of Health for the continued business relations, are both indications of a positive political will from the government entities towards SEE. Most importantly, SEE still enjoys a continued support from the National Department of Basic Education as a major supplier of school furniture. It is therefore up to SEE to strengthen and exploit these opportunities further.

(b) Local Content

The revised Preferential Procurement Policy Framework Act (PPPFA) regulations which came into effect on the 7 December 2011 empower the Department of Trade and Industry (the dti) to designate industries, sectors and sub-sectors for local production at a specified level of local content. The two industries that SEE is part of (such as school furniture and textile) are expected to have a 100% minimum threshold for local content.

This may present a competitive edge for SEE as it prides itself for producing products with 100% locally sourced material. On the other hand, the organisation faces a competitive threat generally faced by the local textile industry as several suppliers have closed due to low cost imports from China. The local industry has failed to deal with the influx of cheap imports from China. The good news is that the revised PPPFA could resuscitate the local textile industry. Other state interventions including imposing tariffs on cheap textile from China to protect the local industry are also possible.

Economic factors

Employment is critical in generating economic activity and improving the quality of life of citizens as they earn disposable incomes to spend on local businesses to grow the gross domestic product (GDP) of the country. Persons with disabilities have been excluded in the open labour market and as such that has compromised the country's capacity utilisation since part of the population has not been participating and contributing to economic activity but simply relying on state grants for survival.

The current economic factors which have resulted in fiscal consolidation as government policy has adversely impacted SEE in terms of funding allocation. This forces the entity to drastically improve on its competitiveness around generating its own sales revenue and this means competing directly with the private sector in terms of gaining market share.

Social factors

South Africa is one of the most unequal societies in the world and to some extent, this reflects the legacies of apartheid which still weigh on the economy. Black South Africans are still by far poorer than white South Africans, and there are huge disparities within races as well. In addition, there is an approximately 30 % pay gap between women and men and where people live still determines how much access they might have to an education and job opportunities. Employers find it difficult to find workers that fit their required standards while job seekers find it difficult to find opportunities that would accept their limited skills set. There is therefore a huge skill mismatches in the country hence investing in improving the quality of education is a key element to fighting unemployment and inequality.

Technological Factors

The world is undergoing a fourth industrial revolution, one fuelled by smart, intelligent automation and marked by an unprecedented, exponential pace of change. Across industries and markets, organizations are facing mounting pressure from the rapidly evolving competitive landscape to transform and shift from product-centric business models to customer value centric models.

The textiles industry may be one of the oldest trades but has come a long way from the early days of handcrafting. Thanks to advancements in predictive analytics, artificial intelligence and ERP, there is an extraordinary opportunity for textile players to achieve Industry 4.0 leadership and deliver automated control over the textile fabrication process from design and colouring to fibre construction, fabric creation, finishing and delivery.

Having looked at the global technology advancements, the use of technology still has a long way to advance in South Africa given the potential of the economy. Given the unprecedented change that the textile and manufacturing industry is undergoing, it is critical that SEE reviews its operations and adopts a digital and modernisation strategy. However, the organisation must balance its purpose and reason for existence which is biased towards labour intensity against the extent of automation in its factories.

Ecological or environmental factors

The management of the natural environment is becoming increasingly important in all business sectors, particularly the manufacturing sector. All stakeholders now demand that manufacturers minimize any negative environmental effects of their products and operations. Managers play a critical role in determining the environmental impact of manufacturing operations through choices of raw materials used, energy consumed, pollutants emitted and wastes generated.

Over the past three decades, conceptual thinking on environmental issues have slowly expanded from a narrow focus on pollution control to include a large set of management decisions, programs and technologies. Like other manufacturers, SEE faces pressure to apply the concept of sustainable development to manufacturing, underscoring the need to think strategically about environmental issues. In this context, SEE must integrate environmental management into manufacturing design and technology decisions, particularly the wood products as the raw materials have a direct impact on ecology.

Legal factors

Delays or the failure thereof to speedily amend the Employment Services Act and finalise related regulations that governs how SEE should function present a legal challenge for the organisation. Furthermore, limitations in relevant delegation of the head of the entity are an impediment in attaining efficient and effective functioning of the organisation.

SWOT Analysis

The organisation has a rich history having been established in 1943 with the primary mandate of providing employment opportunities for persons with disabilities. The long history and experience itself present a major strength on which SEE can exploit to achieve sustainable performance. A lot has been achieved in the 82 years organisation's existence.

Overall, the organisation’s strength, weaknesses, opportunities and threats are summarised as follows

STRENGTH	WEAKNESSES
<ul style="list-style-type: none"> • Unique mandate (providing opportunities for people with disabilities) – gives SEE a competitive advantage • Government financial support and commitment • Infrastructure capacity, experience and technical knowledge • Good reputation on manufacturing of textile and school furniture products • Brand equity • Proudly SA certified • Modern production machinery 	<ul style="list-style-type: none"> • Underutilisation of assets and infrastructure • Absence of team cohesion, silo mentality and poor communication • Absence of integrated standard operating procedures and product standardisation • Absence of succession planning in the factory operations including lack of management accounting resources • Insufficient orders from government departments • Insufficient funding allocated to SEE • Inadequate organisational structure • Inadequate and ineffective governance structure • Shortcomings in the legal status • Lack of agility / flexibility to responds to business demands
OPPORTUNITIES	THREATS
<ul style="list-style-type: none"> • Partnership with key private and public stakeholders to ensure that there is enough work and orders to assist in maintaining the capacity we have and be able to provide more PWDs with work opportunities • Political support in terms of departments and departments procuring from the SEE • CMT / distribution partners to boost sales so that to keep the factory workers busy and boosting daily revenue • Opening factory shops to drive daily revenue • Building a network customer database within and outside government • Training and capacitating all SEE factories to have all specialty skills under the products we are manufacturing • Project plan with clear timelines to commission and connect the remaining new machinery • Tap into CSI projects to ultimately be able to fully implement SEE’s mandate • New markets internally to be able to appeal to more customers 	<ul style="list-style-type: none"> • Dependency on third parties for maintenance of infrastructure • Competition coming from private sectors • Legal identity not finalised • Raw material purchased through a middleman / stringent procurement process • Inadequate revenue generation and budget reduction • Inability to retain surplus revenue • No employee incentives • Pricing regulation by NT • Inadequate organization posture / position • Selling at losses • Longer lead times in filling key positions • Unfavorable entity reputation

5.2 Internal environment analysis

Organisational Environment:

The factories are administrated by 159 staff members that are employed by the Department of Employment and Labour. Each factory is led by a factory manager who reports through their Directorate Operations to the SEE EXCO. All sales of products from the factories are centrally coordinated through the Directorate Business Development (seeclientservices@labour.gov.za). Products are marketed through the new SEE website (<https://see.labour.gov.za>). Printed catalogues are widely distributed to entities and the entity also conducts direct marketing to national and provincial departments.

Legal entity

The Draft Employment Services Amendment Bill of 2021 will amend Section 41 (1) which established the Supported Employment Enterprises (SEE) as a government component. This will clarify SEE’s legal status and then National Treasury can approve SEE to perform any of the functions of a trading entity as contemplated by the Public Finance Management Act. The completion of the

Amendment Bill and the signing thereof by the President will assist a great deal in defining the governance structure of Supported Employment Enterprises.

Supported Employment Enterprises Footprint

The SEE has a factory network across 8 of the 9 provinces in the country (SEE Website: <https://see.labour.gov.za>), and the factories footprint and production portfolio are as follows:

PROVINCE	FACTORY LOCATION	PRODUCTS PORTFOLIO
Gauteng	Pretoria	School furniture, Office Furniture, Work ware, Hospital PPE and Hospital linen
	Springfield	Office Furniture, Home Furniture and Upholstery
	Rand	Work ware, Hospital PPE and Hospital linen
Western Cape	Ndabeni	School furniture, Work ware, Hospital PPE and Hospital linen
	Epping	School Furniture, Office Furniture and Upholstery
Kwa Zulu Natal	Pietermaritzburg	School Furniture, Office Furniture and Hospital Linen
	Durban	School furniture, Office Furniture, Work ware, Hospital PPE and Hospital linen
Eastern Cape	East London	School furniture, Hospital PPE and Hospital linen
	Port Elizabeth	Hospital PPE and Hospital linen
Northern Cape	Kimberley	School furniture, Hospital PPE and Hospital linen
Free State	Bloemfontein	School furniture, Hospital PPE and Hospital linen
North West	Potchefstroom	School Furniture, Hospital Linen, Metal Safes and Trailers
Limpopo	Seshego	Hospital Linen and Hospital PPE



PART C: MEASURING PERFORMANCE



PART C: MEASURING PERFORMANCE

Linking the Departmental Priorities with the MTDP Outcomes and SEE Indicators

INTERVENTIONS AND SOLUTIONS

NDP VISION 2030, GNU SOI, MTDP PRIORITIES AND THE SEVEN PILLARS UNDERPINNING THE DEPARTMENTAL PRIORITIES IN THE 7TH ADMINISTRATION

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 priorities programme. FOSAD, on 10 June and 1 and 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 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 Government Administration.

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

In the medium-term, the Department of Employment and Labour will contribute to the following Medium-Term Development Plan (MTDP) Priorities:

- **Priority 1:** Drive inclusive growth and job creation.
- **Priority 2:** Reduce poverty and tackle the high cost of living.
- **Priority 3:** Build a capable, ethical and developmental state.

The Department has identified Seven Strategic Priorities that guide its interventions in line with the MTDP 2025-2030 Priorities namely,

Strategic Priority 1: Strengthen regulatory capabilities of the department

Strategic Priority 2: Coordination of employment interventions within government through collaborations, partnerships and co operations

Strategic Priority 3: Good Corporate Governance

Strategic Priority 4: Improved service delivery

Strategic Priority 5: Strengthen the institutional capacity of the Department

Strategic Priority 6: Massify the marketing of the departmental services and Programmes

Strategic Priority 7: Advance the new employment mandate of the Department

Alignment of the Medium-Term Development Plan (MTDP) 2025-2030, Department of Employment and Labour's Seven Strategic Priorities and the Strategic Plan Indicators

DEPARTMENTAL PRIORITIES	MTDP OUTCOMES	SEE INDICATORS
1. Strengthen regulatory capabilities of the department		AOP indicators
2. Coordination of employment interventions within government through collaborations, partnerships and co operations	Increased employment and work opportunities	SP – Indicator 1 Number of jobs created per financial year increased APP – Indicator 1 Number of additional persons with disabilities employed in the SEE factories by the end of March
	Increased employment and work opportunities	SP & APP - Indicator 2 % annual increase of sales revenue from goods and services by the end of March each year
3. Good Corporate Governance	An ethical, capable and professional public service	SP & APP - Indicator 3 Number of customer agreements entered into annually
4. Improved service delivery	An ethical, capable and professional public service	SP & APP - Indicator 5 % of AFS qualification paragraphs reduced in the AGSA audit report
5. Strengthen the institutional capacity of the Department	An ethical, capable and professional public service	AOP indicators 1. Number of production plans developed annually 2. % production plan implemented annually
6. Massify the marketing of the departmental services and Programmes	Increased employment and work opportunities	AOP indicators SP & APP - Indicator 5 % of AFS qualification paragraphs reduced in the AGSA audit report
7. To advance the new employment mandate of the Department	An ethical, capable and professional public service	SP & APP – Indicator 4 (NEW) Number of SEE marketing and communications campaigns conducted annually
	Increased employment and work opportunities	SP – Indicator 1 Number of jobs created per financial year increased APP – Indicator 1 Number of additional persons with disabilities employed in the SEE factories by the end of March.

8. PERFORMANCE INFORMATION

SEE reports to Priority 1: Drive inclusive growth and job creation

Outcome: Increased employment opportunities

The consequence will be more decent jobs created and sustained with youth, women and PWDs prioritised. SEE has to create 1000 additional work opportunities for persons with disabilities by end of March 2030.

Organisational Environment:

The factories are supported by 159 staff members that are employed by the Department of Employment and Labour. Each factory is led by a factory manager who reports through to their Directorate Operations to the SEE EXCO.

All sales of products from the factories are centrally coordinated through the Directorate Business Development (seeclientservices@labour.gov.za). Products are marketed through the new SEE website (<https://see.labour.gov.za>). Printed catalogues are widely distributed to entities and the entity also conducts direct marketing to national and provincial departments.

The Chief Executive Officer (CEO) of SEE was appointed in the 3rd quarter of the 2021/22 financial year as well as the Chief Financial Officer (CFO), this has brought much needed stability in the entity.

Legal entity

The Draft Employment Services Amendment Bill of 2021 will amend Section 41 (1) which established the Supported Employment Enterprises (SEE) as a government component. This will clarify SEE's legal status and then National Treasury can approve SEE to perform any of the functions of a trading entity as contemplated by the Public Finance Management Act. The completion of the Amendment Bill and the signing thereof by the President will assist a great deal in defining the governance structure of Supported Employment Enterprises.

Establishment of Mpumalanga Factory:

The entity has temporarily paused plans to establish a new factory in Mpumalanga due to the slowdown in sales across the country. Consultations have however been ongoing with stakeholders from the Disability Sector, The Departments of Social Development, Health, Education and SEDA in the province. A provisional site for the factory has been identified in the Bushbuckridge area, which is an unutilised site that belongs to the municipality and was established for the benefit of persons with disabilities in the area. The fundamental challenge in the current budget is that there are no allocated funds for the establishment of the new factory therefore SEE has to drive sales revenue up to augment the current grant, hence the concerted efforts to build and maximize SEE's customer base.

Durban factory

Durban factory site was handed over to the Department of Public Works and Infrastructure for a repairs and revamp project. The project is now at an advanced stage and the Department of Public Works and Infrastructure together with facilities department at the Department of Employment and Labour have estimated that the Durban factory will be fully renovated by end of May 2025.

Key initiatives that SEE will embark on to improve on its operations

SYSPRO Enhancement Project began in earnest from 26 September 2022 and will optimise the entity's value chain and align the entity with industry's best practice. This will streamline SEE operations through an automated integrated value chain between Business Development, Operations as well as Supply Chain and is expected to speed up service delivery to SEE clients and ultimately improve customer experience. The system enhancement will also provide SEE with ease of financial reporting as some of the Auditor General's findings were as a result of the entity's obsolete Information and Communication Technology (ICT).

Continuous participation through Memorandum of Understanding (MOUs)/Sales Agreements signed with the provincial departments and other stakeholders are starting to be converted into sales orders, which will drive revenue on a sustainable basis for the entity. Business Development will be embarking on the market penetration exercise to expand SEE's footprint beyond government in an effort to drive customer acquisition in the corporate sector.

SEE has worked closely with the Department of Social Development (SEE participated in the YOLO program for DSD as well as Independent or Supported Living for People with Disabilities Forum) and Productivity SA, Supported Employment Enterprises is in the process of collaborating with both stakeholders. The value that can be derived from Productivity SA regarding the optimisation of SEE's operational environment is immense while the access to social workers from the DSD can assist in boosting the morale of SEE's factory workers.

OUTCOMES, OUTPUTS, OUTPUT INDICATORS AND TARGETS

OUTCOMES	OUTPUTS	OUTPUT INDICATORS	ANNUAL TARGETS					ESTIMATED PERFORMANCE	MTEF PERIOD			
			AUDITED /ACTUAL PERFORMANCE						2024/25	2025/26	2026/27	2027/28
			2021/22	2022/23	2023/24	2024/25	2025/26					
Increased employment and work opportunities	More decent jobs create for PWDs	1. Number of additional persons with disabilities employed in the SEE factories by the end of March	Achieved 25 additional persons with disabilities employed in the SEE factories by the end of March 2022	Achieved 50 additional persons with disabilities employed in the SEE factories by the end of March 2023	Achieved 163 additional persons with disabilities employed in the SEE factories by the end of March 2024	150 additional persons with disabilities employed in the SEE factories by the end of March 2025	50 additional persons with disabilities employed in the SEE factories by the end of March 2026	200 additional persons with disabilities employed in the SEE factories by the end of March 2027	350 additional persons with disabilities employed in the SEE factories by the end of March 2028			
		2. % annual increase of sales revenue from goods and services by the end of March	Not achieved -33% Actual sales of R28 487 358 against last year's sales of R41 744 234	Achieved 88% annual increase in revenue from sale of goods and services were achieved by the end of March 2023	Achieved 13% annual increase of sales revenue from goods and services by end of March 2024	10% annual increase of sales revenue from goods and services by end of March 2025	10% annual increase of sales revenue from goods and services by end of March 2026	10% annual increase of sales revenue from goods and services by end of March 2027	10% annual increase of sales revenue from goods and services by end of March 2028			
		3. Number of customer agreements entered into annually	Achieved 6 customer agreements entered into by the end of March 2022	Not achieved 4 customer agreements entered into by the end of March 2023	Achieved 12 customer agreements entered into by the end of March 2024	5 customer agreements entered into by the end of March 2025	7 customer agreements entered into by the end of March 2026	10 customer agreements entered into by the end of March 2027	12 customer agreements entered into by the end of March 2028			
		4. Number of SEE marketing and communications campaigns conducted annually	-	-	-	New	4 SEE marketing and communications campaigns conducted by the end of March 2026	8 SEE marketing and communications campaigns conducted by the end of March 2027	12 SEE marketing and communications campaigns conducted by the end of March 2028			
		5. % of AFS qualification paragraphs reduced in the AGSA audit report	-	-	-	New	50% of AFS qualification paragraphs reduced in the AGSA audit report by the end of March 2026	80% of AFS qualification paragraphs reduced in the AGSA audit report by the end of March 2027	100% of AFS qualification paragraphs reduced in the AGSA audit report by the end of March 2028			

INDICATORS, ANNUAL AND QUARTERLY TARGETS

OUTPUT INDICATORS	ANNUAL TARGETS	Q1	Q2	Q3	Q4
1. Number of additional persons with disabilities employed in the SEE factories by the end of March	50 additional persons with disabilities employed in the SEE factories by the end of March 2026	25	50	75	100
2. % annual increase of sales revenue from goods and services of March	10% annual increase of sales revenue from goods and services by the end of March 2026	-	-	-	10%
3. Number of customer agreements entered into annually	7 customer agreements entered into by the end of March 2026	-	2	5	7
4. Number of SEE marketing and communications campaigns conducted annually	4 SEE marketing and communications campaigns conducted by the end of March 2026	1	2	3	4
5. % of AFS qualification paragraphs reduced in the AGSA audit report	50% of AFS qualification paragraphs reduced in the AGSA audit report by the end of March 2026	-	50%	-	-

Explanation of planned performance indicators over the medium-term period

1. The employment of persons with disabilities will assist in reducing government spending on social grants and also alleviate poverty. Given the status quo of the high unemployment rate in SA, employing PWDs will assist in reducing the unemployment rate in the country.
2. The increase in sales revenue contributes to the achievement of the National Development Plan by enabling the SEE to create decent employment opportunities for persons with disabilities, which is in line with priority 1 in the MTDP. The increase of sales will ensure that the entity can generate additional employment.
3. The third indicator is aligned to the increase in sales as it relates to the increase in the market share of the entity thereby increasing the ability of the entity to generate sales. The impact of the achievement of both of the above indicators will help in creating employment for persons with disabilities and contributing to the growth of the economy
4. The fourth indicator is to increase SEE's visibility by conducting marketing and communications campaigns annually and this in turn will assist in implementing SEE's mandate of providing work opportunities for PWDs.
5. The fifth indicator is to improve the audit outcome and move SEE from adverse audit opinion. This is boosting relevant stakeholders' confidence especially the public in taking accountability for the public funds allocated to SEE. It will also assist SEE in improving on the internal control environment.

PROGRAMME RESOURCE CONSIDERATIONS

NATIONAL TREASURY ALLOCATION

DESCRIPTION	AUDITED OUTCOMES			ALLOCATION	REVISED ESTIMATE	MEDIUM-TERM EXPENDITURE ESTIMATE			
	R'000	R'000	R'000			R'000	R'000	R'000	R'000
	2021/22	2022/2023	2023/2024			2024/25	2025/26	2026/27	2027/28
TRANSFERS/GRANT ALLOCATION	R162 451	R166 486	R207 915	R184 684	R184 684	R195 545	R206 997	R219 120	
FACTORY EMPLOYEES SALARIES	-R93 070	-R95 348	-R94 397	-R119 070	-R119 070	-R139 127	-R153 040	-R168 344	
SALES ACQUISITION COST	R0	-R1 200	-R1 260	-R3 000	-R3 000	-R1 389	-R1 528	-R1 681	
MARKETING AND RESEARCH COST	-R10	R0	-R300	-R1 000	-R1 000	-R400	-R440	-R484	
ADMINISTRATION SALARIES	-R63 821	-R61 462	-R64 669	-R93 704	-R93 704	-R71 150	-R78 265	-R86 092	
ADMINISTRATION COST	-R90 497	-R102 352	-R86 376	-R49 942	-R49 942	-R95 195	-R104 715	-R115 186	
OPERATING SURPLUS/(DIFIC)	-R84 947	-R93 876	-R39 087	-R82 032	-R82 032	-R111 716	-R130 991	-R152 667	

KEY RISKS

OUTCOME	KEY RISK	RISK MITIGATION
Provide additional job opportunities for People with Disabilities	Inability to generate work opportunities for persons with disabilities	<ul style="list-style-type: none"> • Budget allocation from DEL. • Concluded agreements with customers. • Marketing, Sales and Promotions Policy in place. • Business Development and client services SOP in place. • Annual events and Expo Calendar. • SEE Donations Campaign and Events. • Develop and implement sales and marketing strategy. • Implementation of Productivity SA recommendations. • Explore the Compensation Fund as an alternative funding source. • Develop and implement sales and marketing strategy. • Improve Social Media Marketing and Participation.
Increase SEE's market share	Lack of integrated value chain SOP	<ul style="list-style-type: none"> • The SYSPRO enhancement project in place to enhance efficiency and productivity. Standard Operating Procedures in place. • Review existing SOPs. • Review existing service delivery model. • Develop an integrated SOP. • Upgrade the current Enterprise Resource Planning (ERP) system.
	Inability to identify and attract suitable customers to pursue for agreements	<ul style="list-style-type: none"> • Marketing, Promotions and Sales Policy. • Annual events and Expo Calendar. • SEE Donations Campaign and Events. • Develop Market Research Policy • Plan and implement Marketing Meetings and Webinars to invite targeted institutions pursued for sales contracts
SEE's audit opinion improved	Inadequate audit action plan	<ul style="list-style-type: none"> • Financial Consultants appointed. • SYSPRO enhancement project in place to improve control environment. • Policies and Procedures reviewed. • Audit Action Plan developed. • Convene monthly meeting to monitor audit action plan.

PART D: TECHNICAL INDICATOR DESCRIPTION (TID)



PART D: TECHNICAL INDICATOR DESCRIPTION (TID)

INDICATOR TITLE	1. Number of additional persons with disabilities employed in the SEE factories
DEFINITION	The indicator measures the number of new additional persons with disabilities provided with work opportunities or entered into programmes that promote their employability on a contract/permanent basis Work opportunities – chances available for individuals to secure jobs in the SEE Employability – the quality of being suitable for paid work Persons with Disabilities – The term is used to apply to all persons with disabilities including those who have long-term physical, mental, intellectual or sensory impairments which, in interaction with various attitudinal and environmental barriers, hinders their full and effective participation in society on an equal basis with others
SOURCE OF DATA	<ul style="list-style-type: none"> • VIP • Employee HR file: <ul style="list-style-type: none"> • Employee signed appointment letter • Proof of disability letter • ID copy
METHOD OF CALCULATION / ASSESSMENT	A count of the number of additional persons with disabilities provided with work opportunities, either permanent, contract and project work opportunities
ASSUMPTIONS	<ul style="list-style-type: none"> • allocated budget isn't drastically reduced • Receiving substantial support through customer orders
DISAGGREGATION OF BENEFICIARIES (WHERE APPLICABLE)	<ul style="list-style-type: none"> • Target for People with Disabilities: 100% • Means of verification • Count the number of new persons appointed on the VIP system
SPATIAL TRANSFORMATION (WHERE APPLICABLE)	N/A
CALCULATION TYPE:	Cumulativel
REPORTING PERIOD:	Reporting period: Quarterly and Annual
DESIRED PERFORMANCE	100 additional persons with disabilities employed in the SEE factories by the end of March 2026
INDICATOR RESPONSIBILITY	CEO: SEE D: HRM

INDICATOR TITLE	2. % annual increase in sales revenue
DEFINITION	The percentage increase in sales from the 2024/25 financial year
SOURCE OF DATA	Syspro system
METHOD OF CALCULATION / ASSESSMENT	Calculation of the percentage difference of achieved sales against prior year sales Formula: Sales increase=Current year sales less prior year sales divided by prior year sale multiply by 100 to determine the percentage
ASSUMPTIONS	Assumed that the data generated from the system will be accurate and correct
DISAGGREGATION OF BENEFICIARIES (WHERE APPLICABLE)	Target for Women: N/A Target for Youth: N/A Target for People with Disabilities: N/A
SPATIAL TRANSFORMATION (WHERE APPLICABLE)	N/A
CALCULATION TYPE	Cumulative
REPORTING CYCLE	Annually
DESIRED PERFORMANCE	To increase sales revenue by 10% each year until the end of March 2026
INDICATOR RESPONSIBILITY	SEE – D:BD

INDICATOR TITLE	3. Number of customer sales agreements entered into annually
DEFINITION	The number of sales contracts entered into with customers
SOURCE OF DATA	Signed customer sales agreements
METHOD OF CALCULATION / ASSESSMENT	A count of the number of signed contracts entered into with customers for the sale of goods and services from the SEE
ASSUMPTIONS	Assumed that all sales agreements will be entered into by way of a signed contract
DISAGGREGATION OF BENEFICIARIES (WHERE APPLICABLE)	<ul style="list-style-type: none"> • Target for Women: N/A • Target for Youth: N/A • Target for People with Disabilities: N/A
SPATIAL TRANSFORMATION (WHERE APPLICABLE)	N/A
CALCULATION TYPE	Cumulative
REPORTING CYCLE	Quarterly
DESIRED PERFORMANCE	7 customer sales agreements entered into by end of March 2026
INDICATOR RESPONSIBILITY	SEE – D: BD

INDICATOR TITLE	4. Number of SEE marketing and communications campaigns conducted annually
DEFINITION	It defines the number of marketing and communications campaigns conducted in the SEE Marketing and communications campaigns means a series of campaigns activities conducted per annum in the SEE
SOURCE OF DATA	Marketing and communications campaigns report
METHOD OF CALCULATION / ASSESSMENT	A count of the number of marketing and communications campaigns in the SEE per annum
ASSUMPTIONS	Assumed availability of resources, ie financial and human resources
DISAGGREGATION OF BENEFICIARIES (WHERE APPLICABLE)	<ul style="list-style-type: none"> • Target for Women: N/A • Target for Youth: N/A • Target for People with Disabilities: N/A
SPATIAL TRANSFORMATION (WHERE APPLICABLE)	N/A
CALCULATION TYPE	Cumulative
REPORTING CYCLE	Quarterly
DESIRED PERFORMANCE	4 marketing and communications campaigns conducted by the end of March 2026
INDICATOR RESPONSIBILITY	SEE – D: BD

INDICATOR TITLE	5. % of AFS qualification paragraphs reduced in the AGSA audit report
DEFINITION	A percentage of qualification paragraphs in the AGSA audit report in relation to AFS reduced in comparison to prior year AGSA audit report
SOURCE OF DATA	AGSA Audit Report
METHOD OF CALCULATION / ASSESSMENT	AFS qualification paragraphs reduced in AGSA audit report = Number of current AFS qualification paragraphs minus number of prior AFS qualification paragraphs divided by number of prior AFS qualification paragraphs multiply by 100 = %
ASSUMPTIONS	
DISAGGREGATION OF BENEFICIARIES (WHERE APPLICABLE)	<ul style="list-style-type: none"> • Target for Women: N/A • Target for Youth: N/A • Target for People with Disabilities: N/A
SPATIAL TRANSFORMATION (WHERE APPLICABLE)	N/A
CALCULATION TYPE	Non-cumulative
REPORTING CYCLE	Annually
DESIRED PERFORMANCE	Reduce qualification paragraphs in the AGSA audit report by 50% by the end of March 2026
INDICATOR RESPONSIBILITY	SEE - CFO

