



**South African**  **DEPARTMENT OF  
LABOUR** 

**STRATEGIC PLAN  
2007-2010**

**PORTFOLIO COMMITTEE  
PRESENTATION  
27 MARCH 2007**

**DIRECTOR-GENERAL: DR. VAN MKOSANA**

## **CONTENTS**

1. VISION
2. MISSION STATEMENT
3. MINISTERIAL PROGRAMME OF ACTION 2004-2009
4. ACHIEVEMENTS
5. STRATEGIC OVERVIEW AND KEY POLICY DEVELOPMENTS
6. MEDIUM-TERM STRATEGIC OBJECTIVES 2007/2010
7. SERVICE DELIVERY IMPROVEMENT PROGRAMME
8. INFORMATION TECHNOLOGY PLAN THROUGH A PUBLIC PRIVATE PARTNERSHIP (PPP)
9. HUMAN RESOURCE PLAN
10. PUBLIC ENTITIES AND OTHER AGENCIES
11. MTEF ALLOCATIONS
12. CONCLUSION

## 1. VISION

The Department will strive for a labour market which is conducive to economic growth, investment and employment creation and which is characterized by rising skills, equity, sound labour relations, respect for employment standards and worker rights.

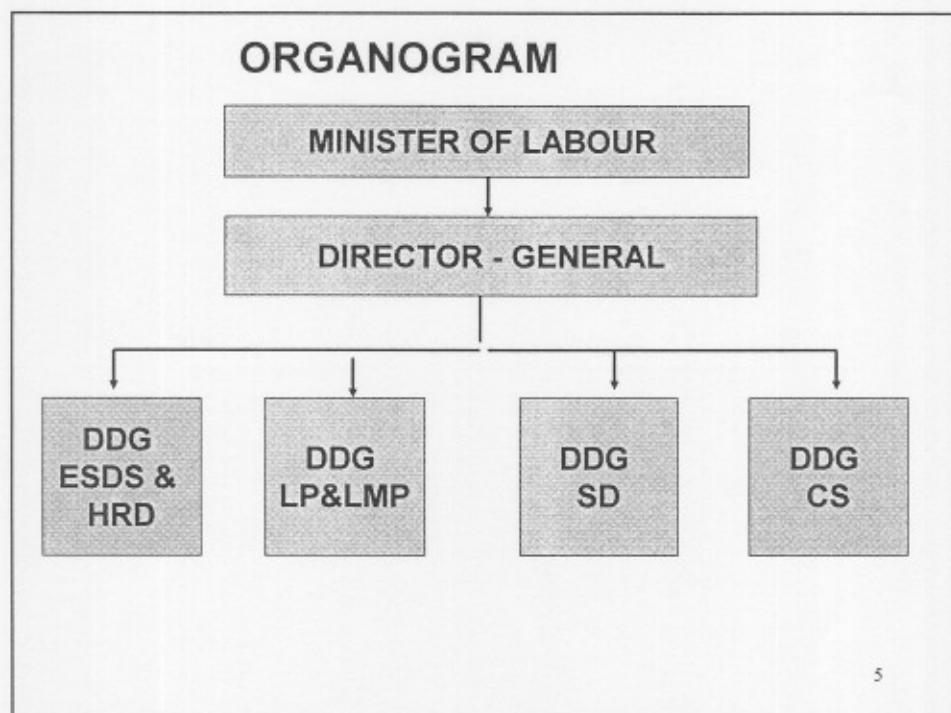
3

## 2. MISSION STATEMENT

**The Department of Labour will play a significant role in reducing unemployment, poverty and inequality through a set of policies and programmes developed in consultation with social partners, which are aimed at:**

- Improved economic efficiency and productivity
- Skills development and employment creation
- Sound labour relations
- Eliminating inequality and discrimination in the workplace
- Alleviating poverty in employment
- Enhancing Occupational Health and Safety awareness and compliance in the work place
- Nurturing the culture of acceptance that worker rights are human rights

4



### 3. MINISTERIAL PROGRAMME OF ACTION 2004-2009

#### STRATEGIC OBJECTIVES

- Contribution to employment creation
- Enhancing skills development
- Promote equity in the labour market
- Protecting vulnerable workers
- Strengthening multilateral and bilateral relations
- Strengthening social protection

6

## **MINISTERIAL PROGRAMME OF ACTION (continued)**

### **STRATEGIC OBJECTIVES**

- Promoting sound labour relations
- Strengthening the capacity of labour market institutions
- Monitoring the impact of legislation
- Strengthening the institutional capacity of the Department

7

## **4. ACHIEVEMENTS**

### **5.1 Employment creation**

By end of December 2006

- 86 951 unemployed people trained of which 59 828 placed and 35,8% of training quality assured

8

## **ACHIEVEMENTS (continued)**

### **5.2 Skills development**

**By end of December 2006**

#### **National Skills Fund**

- Total projected NFS income is R 2.4 billion. R 1.47 billion was committed to projects and R 640 million paid out
- 7 tenders awarded to the amount of R103m under the NSF to train 20,000 ABET learners. SETAs trained 11 268 on all ABET levels
- Scarce and critical skills list developed and widely distributed and 6,548 Skills Development Facilitators/ Sector specialists received training

9

## **ACHIEVEMENTS (continued)**

#### **Seta Coordination**

- All 23 SETA Service Level Agreements concluded by 30<sup>th</sup> July 2006
- 48 982 (25 883 unemployed + 23 149 workers ) learners have entered learning programmes, and 19 052 (12 081 unemployed + 6 971) successfully completed
- 1 729 learners entered new venture creation programmes

10

## **ACHIEVEMENTS (continued)**

### **Indlela**

- 6 889 apprenticeship assessments were arranged, 79 candidates withdrew and 1 076 were absent, 5 813 were tested and 2 364 (40%) passed.

11

## **ACHIEVEMENTS (continued)**

### **5.3 Employment equity**

- Director-General review system was developed and implemented
- 6 Large JSE listed companies out of the 2 085 companies assessed were subjected to a review by Director-General due to their unacceptable representation levels
- The 6<sup>th</sup> Commission for Employment Equity Annual Report was launched in September 2006

12

## **ACHIEVEMENTS (continued)**

### **5.4 Protection of vulnerable workers**

- Total number of workplaces reached totalled 145 223 and the level of compliance is 70%
- Three sectoral determinations were reviewed during the reporting period i.e. Private Security, Contract Cleaning and Civil Engineering.
- An awareness strategy has been developed about the nature and extent of child labour in SA.

13

## **ACHIEVEMENTS (continued)**

### **5.5 International relations**

- SA remains a titular Member of ILO Governing Body and the Minister was appointed chairperson of ILO Governing Body for a year
- SA was instrumental in the revival of SADC Labour and Social Sector structures

14

## **ACHIEVEMENTS (continued)**

### **5.6 Strengthening social protection**

#### **Unemployment Insurance Fund**

- Workers covered by UIF have increased by 2.5% to 6.6 million. Total number of claims was 408 995 of which 393 392 was approved by December 2006.
- The fund collected R5.8 billion as at December 2006 an improvement of 18% compared to the same period in the previous year.
- UIF currently has assets of R18.9 billion, an increase of 27% on the 2005/06 financial year end
- All beneficiaries are being paid their benefits through Electronic Funds Transfer with effect from January 2006.

15

## **ACHIEVEMENTS (continued)**

#### **Compensation Fund**

- 73% of claims that were part of the backlog prior to December 2004 have been settled
- 53% of claims received with complete documentation are settled within 90 days compared to 46% last year.

16



## **ACHIEVEMENTS (continued)**

### **5.7 Promoting sound labour relations**

- 38 Collective agreements were extended to non-parties covering 779 838 workers
- Between April 2006 and December 2006 CCMA received 88 947 referrals and settled 64%
- Monitoring of developments in the industrial relations arena has improved with the annual industrial action report published

17

## **ACHIEVEMENTS (continued)**

### **5.8 Strengthening capacity of labour market institutions**

- R9 447 000 was allocated to the Strengthening Civil Society Fund (SCSF) for training of organized and unorganized vulnerable workers

18

## **ACHIEVEMENTS (continued)**

### **5.9 Monitor the impact of legislation**

- **Bi-Annual labour market review, annual industrial action reports and quarterly and annual labour market bulletins published**
- **Human Sciences Research Council appointed as research partner to ensure objective implementation of research projects**

19

## **ACHIEVEMENTS (continued)**

### **5.10 Strengthening the Department's institutional capacity**

- **An Employment Equity Plan for the Department covering the period June 2006 until May 2009 was developed and is being implemented and annual reports on progress will be submitted in line with Employment Equity Act**
- **An HIV prevalence study was conducted and it revealed that 88% of staff who participated was HIV negative and 12% tested HIV positive**
- **Introduction of project management as a way of doing DOL business**
- **Upgrading of Provincial heads ranks to Chief Director as part of IBS initiative**

20

## **5. STRATEGIC OVERVIEW AND KEY POLICY DEVELOPMENTS**

- Decentralising functions and delegating authority
- Labour market legislation and policies
- Skills development
- Restructuring the Compensation Fund – phase 2
- Integration of occupational health and safety competencies across government
- Decent work country programme

21

## **6. MEDIUM-TERM STRATEGIC OBJECTIVES 2006-2009**

### **Service Delivery**

- Decentralisation of functions and delegation of authority to provincial offices and labour centres.
- A single, improved and integrated Employment Services System is rolled out to ensure improved access to employment services
- 90 000 unemployed learners trained, 26% of trained received accredited training and 70% trainees placed

22