Analysis of sexual harassment reports-2017

Eastern Cape

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| **Department**  | **Policy approval**  | **Communication of policy** | **Workforce**  | **Number of employees in sensitivity sessions**  | **No of cases reported**  | **PERSAL records**  | **Number resolved**  |
| Office of the Premier |  |  |  |  |  |  |  |
| Cooperative Governance and Traditional Affairs |  |  |  |  |  |  |  |
| Economic Development , Environmental Affairs & Tourism  |  |  |  |  |  |  |  |
| Education |  |  |  |  |  |  |  |
| [Health](http://www.ecdoh.gov.za/)  |  |  |  |  |  |  |  |
| Human Settlement |  |  |  |  |  |  |   |
| Roads and Public Works |  |  |  |  |  |  |  |
| Rural Development and Agrarian Reform  |  |  |  |  |  |  |  |
| Safety and Liaison |  |  |  |  |  |  |  |
| Social Development |  |  |  |  |  |  |  |
| Sport, Recreation, Arts and Culture |  |  |  |  |  |  |  |
| Transport |  |  |  |  |  |  |  |
| Provincial Treasury | Yes-2014 | Intranet and workshops | 457 | 75 officials-42 women and 33 men, disaggregation by race and levels, 5 at SMS | 0 |  | N/A |
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| **Total**  | 13 |  |  |  |  |  |  |

Free State

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| **Department**  | **Policy & approval**  | **Communication of policy** | **Workforce**  | **Number of employees in sensitivity sessions**  | **No of cases reported**  | **PERSAL records**  | **Number resolved**  |
| Office of the Premier | Yes-2017 | Information sessions and posters | 625 | No information provided | 0 |  |  |
| [Agriculture](http://www.fs.agric.za/) & Rural Development | Yes-2014 | Information sessions and emails | 1 011 | 755 officials-445 women and 310 men, disaggregation by race but not by salary levels | 0 |  |  |
| [Cooperative Governance and Traditional Affairs](http://www.fslgh.gov.za/)  | Yes-2014 | Emails and information sessions | 392 | No information provided, reported attachments not found | 0 |  |  |
| [Economic Development small Business Development, Tourism and Environmental Affairs](http://www.dteea.fs.gov.za)  | Yes-no info | Presentation on PPMSH in the PS | 607 | 49 officials-14 women and 35 men at levels 1-8 no SMS | 0 |  |  |
| [Education](http://fsdoe.fs.gov.za/) | Yes-2014 | Circular and emails | Not provided | No information provided | 1 |  | Final written warning and a fine |
| [Health](http://www.fshealth.gov.za/portal/page/portal/fshp) | Yes-no info | Training  | 17 140 | 116-disaggregation by levels only, nothing by race and gender | 0 |  |  |
| Human Settlements | Yes-2014 | Training and emails  | 336 | 31 officials-16 women and 15 men, disaggregation by race and levels, 1 at SMS | Information not clear |  | 1 case since Dec 2014 |
| [Police, Roads and Transport](http://www.freetrans.gov.za/) | Yes-2015 | Information sessions and posted on intranet | 2 358 | No information provided | 0 |  |  |
| Public Works and Infrastructure  | Yes-2016 | Information sessions | 1 750 | 40 officials-30 women and 10 men, disaggregation by race and levels, 3 at SMS | 0 |  |  |
| [Social Development](http://www.socdev.fs.gov.za/index.htm) | Yes-no info | None  | 1 913 | None  | 0 |  |  |
| [Sports, Arts, Culture and Recreation](http://www.sac.fs.gov.za/) | Yes-2017 | No information | 894 | None  | 0 |  |  |
| [Provincial Treasury](http://www.treasury.fs.gov.za/) | Yes-2017 | Intranet  | 381 | No information supplied | 0 |  |  |
| Total  |  |  |  |  |  |  |  |
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**Gauteng**

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| **Department**  | **Policy & approval**  | **Communication of policy** | **Workforce**  | **Number of employees in sensitivity sessions**  | **No of cases reported**  | **PERSAL records**  | **Number resolved**  |
| Office of the Premier | Yes-use PPMSHPS | Induction workshops  | 487 | 22 officials-17 women and 5 men, race and salary disaggregation, 2 at SMS | 0 |  | N/A |
| Agriculture and Rural Development | Yes-no date | Booklet circulated to all employees | 884 | 0 | 1 | 0 | dismissal |
| Community Safety | Yes-2016 | Intranet, emails and labour forum | 1 756 | 0 | 0 |  |  |
| Cooperative Governance and Traditional Affairs  | Yes-2015 | Internal communication | 691 | 0 | 0 |  |  |
| Economic Development | Yes-2017 | Intranet, Newsflash, posters, article in the newsletter | 469 | 0 | 0 |  |  |
| Education | Yes-2015 | No medium was reflected | 82 897 | 2 655-1 822 women and 833 men. All race groups and levels, 22 SMS | 3 | 36 | 0 |
| e-Government  | Yes-2016 | Intranet, campaigns and departmental Standing Committee | 683 | 0 | 1 |  | Perpetrator resigned before the disciplinary hearing |
| [Health](http://www.healthandsocdev.gpg.gov.za)  | Yes-2016 | Workshops  | 68 771 | 283 officials-207 women and 76 men, no race and salary level disaggregation | 3 | 0 | 1 Final written warning2 Two months suspension and final written warning3 Case investigated and no grounds for charges found |
| [Human](http://www.dlgh.gpg.gov.za) Settlements | Yes-2012 | Intranet , presentation | 860  | 172 women only, race and salary level disaggregation provided, 2 at SMS | 0 | 0 | N/A |
|  [Infrastructure Development](http://www.did.gpg.gov.za) Submitted signed report on 5/5/17 | Yes-2011 | Intranet  | 2 400 | 0 | 0 | 0 |  |
| [Sport, Arts, Culture](http://www.srac.gpg.gov.za/) and Recreation | Planning to adopt the PPMSH in the PS | Not yet | 585 | 0 | 0 | 0 | N/A |
| Social Development | Yes-2015 | Workshops  | 4 191 | 0 | 0 | 0 | N/A |
| [Roads and Transport](http://www.roadsandtransport.gpg.gov.za/%20) |  |  |  |  |  | 1 |  |
| Provincial Treasury | 2011 | Intranet  | 0 | 0 | 0 | 0 | N/A |

KwaZulu Natal

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| **Department**  | **Policy approval**  | **Communication of policy** | **Workforce**  | **Number of employees in sensitivity sessions**  | **No of cases reported**  | **PERSAL records**  | **Number resolved**  |
| Premier  | Yes-2004 | Management meetings and HR information sessions | 607 | Not clear-609 reported to be sensitised from a reported 607 workforce | 0 | 0 | N/A |
| Agriculture & Rural Dev  | Yes-2014 | Workshop and circulars | 2 809 | Although workshops were mentioned under communication of the policy, nil was reflected under sensitisation | 0 | 0 | N/A |
| Arts, Culture  | Yes-2013 | Workshops, policy emailed to all employees and charts displayed in all offices  | 498 | 350-2187 women and 163 men- disaggregation by race and levels only 2 SMS | 0 | 0 | N/A |
| Community Safety and Liaison  | Yes-2014 | Email circulation, included in the induction manual | 154 | No sensitisation done for 2 years in succession | 0 | 0 | N/A |
| Cooperative Governance & Traditional Affairs  | Yes- 2014 | Workshops, inductions, intranet and wellness days | 1 691 | 67 women and 49 men only levels 1-12 and no SMS | 0 | 0 | N/A |
| Economic Dev, Tour & Environ Affairs | Yes-2014 | Emails, workshops | 703 | 215-116 Females and 99 males, race and level disaggregation, 16 SMS (same number as last year) | 0 | 0 | N/A  |
| Education  |  |  |  |  |  | 5 |  |
| Health Signed report sent on 11 May 2017 | Adopted the 2013 PPMSH in the PS | Awareness workshops in all districts | 68 907 | 800 officials-disaggregation not clear whether it was for gender, race or salary levels | 1 |  | Alleged perpetrator resigned |
| Human Settlements  | Yes-2014 | Information posters displayed on notice boards | 694 | Not provided for the second year | 0 | 0 | N/A |
| Public Works  | Yes-2014 | Workshops and circulated to all staff through departmental notice | 1 693 | 345 officials-212 women and 133 men, disaggregation by race and levels, no SMS | 0 | 0 | N/A |
| Social Development  | Yes-2014 | website, circular and workshops | 3 584 | 128 officials-90 women and 38 men, disaggregation by race and levels, 3 at SMS | 0 | 0 | N/A |
| Sport and Recreation  | Yes-2015 | Reported as N/A | Blank and last year number was unclear | 0 | 0 | 0 | N/A |
| Transport Missed submission date (10/05) | Not reflected | 3 947 |  | No information provided | 1 | 1 | 1 dismissal at dispute level |
| Treasury  | Yes-2014 | Workshops Sent to all employees by email | 374 | 45 officials-27 women and 18 men, disaggregation by race and levels, 3 at SMS | 0 | 0 | N/A |
| Total  | 13 |  |  |  | 2 | 7 |  |

Limpopo

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| **Department**  | **Policy & approval**  | **Communication of policy** | **Workforce**  | **Number of employees in sensitivity sessions**  | **No of cases reported**  | **PERSAL records**  | **Number resolved**  |
| Office of the Premier | Draft  | Not yet  | 446 | 0 | 0 | 0 | N/A |
| Agriculture and Rural Development | No  | N/A | 2 290 | 1 039 officials-no race and gender disaggregation, no SMS | 0 | 0 | N/A |
| Cooperative Governance, Human Settlements and Traditional Affairs | Yes-2010 | Intranet, workshops | 2 027 | 178 officials, Africans only on levels 1-8, no SMS | 0 | 0 | N/A |
| Economic Development, Environment and Tourism | Yes-2013 | Intranet, induction, awareness sessions and posters | 1 415 | 200 officials-120 women and 80 men, race and salary levels provided, 1 at SMS | 0 | 0 | N/A |
| Education | Yes-2013 | Intranet  | 55 945 | 0 | 0 | 1 | 0 |
| Health | Yes-2015 | Internal communication | 34 613 | 620 officials-450 women and 190 men, no salary levels disaggregation |  |  |  |
| Provincial Treasury | Yes-2007 | Awareness workshops | 500 | 185-150 women and 35 men, race disaggregation was not clear, salary levels up to 12, no SMS | 0 | 0 | N/A |
| Public Works and Infrastructure | Yes-2015 | Awareness campaigns | 3 288 | No information | 0 | 0 | N/A |
| Safety, Security and Liaison | Yes-no date | Consultative Forum meeting | 121 | 73 officials-40 women and 33 men, race and salary disaggregation provided, 1 SMS | 0 | 0 | N/A |
| Social Development |  |  |  |  |  | 1 |  |
| Sport, Arts and Culture |  |  |  |  |  |  |  |
| Transport Missed due date (24/05/17) | Yes-2005 | Workshops  | 2 213 | 81 employees-33 women and 48 men, no race disaggregation, salary levels disaggregation, no SMS | 1 | 0 | Case closed as complainant left department before conclusion of hearings |

**Mpumalanga**

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| **Department**  | **Policy & approval**  | **Communication of policy** | **Workforce**  | **Number of employees in sensitivity sessions**  | **No of cases reported**  | **PERSAL records**  | **Number resolved**  |
| Office of the Premier |  |  |  |  |  |  |  |
| Agriculture, Rural Development, Land Reform and Environmental Affairs | Yes-draft since 2016 | Workshops  | 1 367 | 0-attached spreadsheet only reflected the whole workforce | 0 | 0 | N/A |
| Community Safety, Security & Liaison | Yes-2016 | Consultation sessions | 1 282 | 13-disaggregation not clear | 0 | 0 | N/A |
| Cooperative Governance & Traditional Affairs | Yes-2017 | Workshops  | 1 452 | 0 | 0 | 0 | N/A |
| Culture, Sport and Recreation  | Yes-2014 | Awareness workshops | 973 | 24-19 women and 5 men, only 1-8 levels, no SMS | 1 | 0 | 1 |
| Economic Development and Tourism |  |  |  |  |  |  |  |
| Education |  |  |  |  |  |  |  |
| Health  |  |  |  |  |  |  |  |
| Human Settlements |  |  |  |  |  |  |  |
| Provincial Treasury  |  |  |  |  |  |  |  |
| Roads and Public Works | Yes-2017 | Future plans  | 3 151 | 0 | 0 | 0 | N/A |
| Social Development  |  |  |  |  |  |  |  |
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**North West**

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| **Department**  | **Policy & approval**  | **Communication of policy** | **Workforce**  | **Number of employees in sensitivity sessions**  | **No of cases reported**  | **PERSAL records**  | **Number resolved**  |
| Office of the Premier   | Draft  | None  | 717 | None  | 0 | 0 | N/A |
| Community Safety and Transport Management | Yes-2016 | Workshops  | 1 470 | 326 officials-178 women and 148 men, race and salary disaggregation provided, 12 at SMS | 0 | 0 | N/A |
| [Culture, Arts and](http://www.nwpg.gov.za/socialservices/index.htm) Traditional Affairs  | Yes-2013 | Workshops  | 767 | 125 officials-80 women and 45 men, race and salary disaggregation provided, none at SMS | 1 | 0 | 1 |
| Economy & Enterprise Development  | Yes-2014 | Information sessions  | 215 | 99 officials-60 women and 39 men, race and salary disaggregation provided, none at SMS | 0 | 0 | N/A |
|  [Education](http://www.nwpg.gov.za/education/) and Sport Development  | Yes-2011 | Posted on the website | 30 269 | None  | 0 | 1 | 1 |
| [Finance](http://treasury.nwpg.gov.za/) | Yes-2014 | Workshops, posted on the website | 497 | 156 officials-100 women and 56 men, race and salary disaggregation provided, 3 at SMS  | 0 | 0 | N/A |
| [Health](http://www.nwhealth.gov.za/dohsoc/title%3D) | Draft  | None  | 17 396 | None  | 1 | 0 | Case closed due to lack of evidence |
| Local Government and Human Settlement | Yes-2015 | Posted on the website | 0  | None  | 0 | 0 | N/A |
| [Public Works & Roads](http://www.nwpg.gov.za/Public%20Works/main.asp)   | Yes-2017 | Workshops  | 2 909 | 106 officials-66 women and 40 men, no disaggregation by race and salary levels | 0 | 0 | N/A |
| [Rural, Environment and Agricultural Development](http://www.nwpg.gov.za/Agriculture/index.asp) | Yes-2012 | Posted on the websiteWorkshops  | 1 482 | No information  | 0 | 0 | N/A |
| [S](http://www.nwpg.gov.za/Transport/default.asp)ocial Development | Yes-2017 | None  | 2 336 | None  | 0 | 0 | N/A  |
| Tourism  | Yes-2015 | Workshops and internal communication systems | 148 | 68 officials-48 women and 20 men, race and salary disaggregation provided, 8 at SMS | 0 | 0 | N/A |

**Northern Cape**

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| **Department**  | **Policy & approval**  | **Communication of policy** | **Workforce**  | **Number of employees in sensitivity sessions**  | **No of cases reported**  | **PERSAL records**  | **Number resolved**  |
| [Office of the Premier](http://premier.ncpg.gov.za/) | Yes-2014 | Information session | 252 | 68 officials-47 women and 21 men in all levels, race groups and 3 SMS | 0 | 0 | N/A |
| [Department of Agriculture Land Reform](http://www.agrinc.gov.za) and Rural Development  | Yes-2015 | Email  | 0 | 0 | 0 | 0 | N/A |
| Department of Cooperative Governance, Human Settlement and Traditional Affairs | Yes-2010 | Emails and presentations | 737 | 43 officials-25 women and 18 men from level 1-12, no SMS | 0 | 0 | N/A |
| Department of [Economic Development and Tourism](http://economic.ncape.gov.za) | Yes-2015 | Intranet and booklets | 209 | None  | 0 | 0 | N/A |
| Department of Education | Yes-2016 | Email and advocacy sessions | 12 496 | None  | 0 | 0 | N/A |
| [Department of Environmental Affairs and Nature Conservation](http://denc.ncpg.gov.za/) | Yes-2014 | Information sessions | 256 | 79 officials-33 women and 46 men at all levels and 2 at SMS | 0 | 0 | N/A |
| Department of Health |  |  |  |  |  |  |  |
| [Department of Roads and Public Works](http://www.northern-cape.gov.za/index.php?option=com_content&view=article&id=145&Itemid=12) | Yes-2016 | Email, newsletter, intranet | 893 | 130 officials-72 women and 58 men at levels 1-12, no SMS | 2 | 0 | None  |
| [Department of Social Development](http://www.northern-cape.gov.za/index.php?option=com_content&view=article&id=215&Itemid=12) | Yes-2015 | Intranet  | 952 | None  | 0 | 0 | N/A |
| Department of Sport, Arts & Culture |  |  |  |  |  |  |  |
| [Department of Transport, Safety and Liaison](http://www.northern-cape.gov.za/index.php?option=com_content&view=article&id=222&Itemid=12) | Yes-2016 | Induction and awareness sessions |  | 90 officials-35 women and 27 men, no SMS |  |  |  |
| Provincial Treasury  | Yes-2014 | Roadshows, flyers and email | 338 | No information | 0 | 0 | N/A |

**National Departments**

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| **Department**  | **Policy & approval**  | **Communication of policy** | **Workforce**  | **Number of employees in sensitivity sessions**  | **No of cases reported**  | **PERSAL records**  | **Number resolved**  |
| Department of [Agriculture, Forestry & Fisheries](http://www.info.gov.za/aboutgovt/contacts/dept/agric.htm)  | Yes-no date | None | 5 463 | 0 | 0 | 0 | N/A |
| Department of [Arts & Culture](http://www.info.gov.za/aboutgovt/contacts/dept/arts.htm)  |  |  |  |  |  |  |  |
| Department of [Basic Education](http://www.info.gov.za/aboutgovt/contacts/dept/basic_education.htm)  | Yes-2014 | Induction and newsflash | 732 | 29-19 women and 10 men at levels 1-12, no SMS | 0 | 0 | N/A |
| Department of [Civilian Secretariat of Police](http://www.info.gov.za/aboutgovt/contacts/dept/police-secretariat.htm)  | Yes-2014 | Bargaining council engagement | 119 | 0 | 1 | 0 | Suspension without pay |
| Department of Communications |  |  |  |  |  |  |  |
| Department of [Cooperative Governance](http://www.info.gov.za/aboutgovt/contacts/dept/coop_trad.htm)  | Yes-2017 | Information session, email | 446 | 43-gender disaggregation not clear, all levels, 7 at SMS | 0 | 0 | N/A |
| Department of [Correctional Services](http://www.info.gov.za/aboutgovt/contacts/dept/correction.htm)  |  |  |  |  |  | 3 |  |
| Department of Defence |  |  |  |  |  |  |  |
| Department of [Economic Development](http://www.info.gov.za/aboutgovt/contacts/dept/econdev.htm)  | Yes-2017 | Email and intranet | Blank  | 0 | 0 | 0 | N/A |
| Department of [Energy](http://www.info.gov.za/aboutgovt/contacts/dept/energy.htm)  | Yes-2011 | Intranet, induction session | 578 | 0 | 0 | 0 | N/A |
| Environmental AffairsThis was one of the most extensive reports on how sensitisation on sexual harassment was done in the department | Yes-no date | Intranet and Commemorative events, workshops, forum meetings  | 1 733 | All staff members, 99 at SMS | 1 | 0 | Still in progress |
| Department of [Health](http://www.info.gov.za/aboutgovt/contacts/dept/health.htm)  | Yes-Draft | Consultation with organised labour | 1 851 | None  | 0 | 0 | N/A |
| Department of [Higher Education & Training](http://www.info.gov.za/aboutgovt/contacts/dept/he_train.htm)  |  |  |  |  |  |  |  |
| Department of [Home Affairs](http://www.info.gov.za/aboutgovt/contacts/dept/homeaffairs.htm)  | Yes-2016 | Email, workshops | 9 858 | 9 015 officials-5 500 women and 3 515 men at all levels, 151 at SMS | 0 | 0 | N/A |
| Department of [Human Settlements](http://www.info.gov.za/aboutgovt/contacts/dept/humansettlements.htm)  | Yes-2017 | Internet posting and emails | 502 | 0 | 1 informal | 0 | Apologised and given a warning Victim transferred upon request |
| Department of International Relations & Cooperation | Yes-2011 | Workshops, meetings, emails | 2 277 | 115 officials-disaggregation not clear  | 0 | 0 | N/A |
| Department of Justice & Constitutional Development | Yes-2015 | Workshops, pamphlets, intranet | 16 476 | 440-251 women and 189 men, disaggregation by race and levels provided, 17 at SMS | 2 | 0 | 1 withdrawn and one 3 monthssuspension without pay |
| Department of [Labour](http://www.info.gov.za/aboutgovt/contacts/dept/labour.htm)  | Yes-2016 | Internal communication | 7 848 | None  | 1 | 0 | Dismissal  |
| Department of [Military Veterans](http://www.info.gov.za/aboutgovt/contacts/dept/militaryveterans.htm)  |  |  |  |  |  |  |  |
| Department of [Mineral Resources](http://www.info.gov.za/aboutgovt/contacts/dept/mining.htm)  | Yes-2011 | Intranet, workshops, campaigns and display of charts | 1 093 | 170 officials-84 women and 86 men, disaggregation by race and levels provided, 5 at SMS | 0 | 0 | N/A |
| Department of Planning, Monitoring & Evaluation | Draft  | None  | 349 | None  | 0 | 0 | N/A |
| Department of [Public Enterprises](http://www.info.gov.za/aboutgovt/contacts/dept/publ_enterpr.htm)  |  |  |  |  |  |  |  |
| Department of [Public Service & Administration](http://www.info.gov.za/aboutgovt/contacts/dept/dpsa.htm)  | Yes-2016 | Intranet  | 460 | 8 males at levels 1-8, no racial disaggregation, no SMS | 0 | 0 | N/A |
| Department of [Public Works](http://www.info.gov.za/aboutgovt/contacts/dept/publicworks.htm)  |  |  |  |  |  |  |  |
| Department of Rural Development & Land Reform |  |  |  |  |  |  |  |
| Department of [Science & Technology](http://www.info.gov.za/aboutgovt/contacts/dept/science.htm)  | Yes-2015 | Awareness sessions | 430 | 48 officials-25 women and 23 men, disaggregation by race and salary levels provided, 10 at SMS | 0 | 0 | N/A |
| Department of Small Business Enterprise  |  |  |  |  |  |  |  |
| Department of [Social Development](http://www.info.gov.za/aboutgovt/contacts/dept/socialdevelopment.htm)  | Yes-2009 | Intranet  | 829 | 48 interns only | 0 | 0 | N/A |
| Department of [Sport & Recreation SA](http://www.info.gov.za/aboutgovt/contacts/dept/sport.htm)  |  |  |  |  |  |  |  |
| Department of Telecommunication & Postal Services  | Yes-2016 | Intranet and induction sessions | 308 | None | 0 | 0 | N/A |
| Department of [Tourism](http://www.info.gov.za/aboutgovt/contacts/dept/tourism.htm)  | Yes-2013 | Intranet and website | 519 | None  | 0 | 0 | N/A |
| Department of [Trade & Industry](http://www.info.gov.za/aboutgovt/contacts/dept/trade.htm)  | Yes-2012 | Newsflash, screen flighting and workshops | 1 344 | None  | 0 | 0 | N/A |
| Department of Traditional Affairs  |  |  |  |  |  |  |  |
| Department of [Transport](http://www.info.gov.za/aboutgovt/contacts/dept/transport.htm)  |  |  |  |  |  |  |  |
| Department of [Water Affairs](http://www.info.gov.za/aboutgovt/contacts/dept/water.htm)  |  |  |  |  |  |  |  |
| Government Communications & Information Systems | Yes-2016 | Intranet  | 401 | 34 officials-20 women and 14 men race and salary disaggregation provided, 2 at SMS | 0 | 0 | N/A |
| Government Pension Administration Agency  | Yes-2013 | Training, induction sessions | 1 183 | 236 officials-156 women and 80 men, race and salary disaggregation provided, 6 at SMS | 2 | 0 | 1 case withdrawn1 counselling for complainant and perpretrator |
| Government Printing Works | Yes-2015 | Information and induction sessions | 577 | None  | 0 | 0 | N/A |
| [Independent Complaints Directorate](http://www.info.gov.za/aboutgovt/contacts/dept/icd.htm)  | Draft  | None | 378 | None  | 0 | 0 | N/A |
| National School of Government | Yes-2016 | Awareness session | 210 | 9 officials, all African-4 women and 5 men, no SMS | 0 | 0 | N/A |
| [National Treasury](http://www.info.gov.za/aboutgovt/contacts/dept/treasury.htm)  |  |  |  |  |  |  |  |
| Office of Chief Justice  | Yes-2015 | Internal communication | 1 679 | None  | 0 | 0 | N/A |
| Public Service Commission  |  |  |  |  |  |  |  |
| [SA Police Service](http://www.info.gov.za/aboutgovt/contacts/dept/saps.htm) (SAPS) |  |  |  |  |  | 33 |  |
| [SA Revenue Service](http://www.info.gov.za/aboutgovt/contacts/dept/sars.htm) (SARS) |  |  |  |  |  |  |  |
| [State Security](http://www.info.gov.za/aboutgovt/contacts/dept/security.htm) Agency |  |  |  |  |  |  |  |
| [Statistics SA](http://www.info.gov.za/aboutgovt/contacts/dept/statssa.htm)  | Yes-2016 | Workshops, in-house newsletter and intranet | 3 200 | 895 officials-503 women and 392 men, race and salary disaggregation provided, 10 at SMS |  |  |  |
| [The Presidency](http://www.info.gov.za/aboutgovt/contacts/dept/presidency.htm)  | Yes-2011 | Posted on departmental bulletin and intranet, induction and orientation sessions, HRM Roadshows | 608 | 292 officials-182 women and 110 men, race disaggregation not provided, no SMS | 0 | 0 | N/A |
| Department of [Women](http://www.info.gov.za/aboutgovt/contacts/dept/women_youth_disable.htm) | Yes-2015 | Intranet  | 100 | None  | 0 | 0 | N/A |

**Western Cape**

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| **Department**  | **Policy & approval**  | **Communication of policy** | **Workforce**  | **Number of employees in sensitivity sessions**  | **No of cases reported**  | **PERSAL records**  | **Number resolved**  |
| Premier | Yes-2014 | Circular  | 1 056 | 0 | 0 | 0 | N/A |
| Agriculture | Yes-2011 | Email | 911 | None  | 0 | 1 | 1 |
| Community Safety | Yes-2014 | Circular  | 305 | 0 | 0 | 2 | 0 |
| Cultural Affairs and Sport | Yes-2011 | Circular  | 617 | All employees received emails | 0 | 1 | Both parties working via supervisors |
| Economic Development and Tourism | Yes-2014 | Circular  | 199 | 0 | 0 | 0 | N/A |
| Education | Yes-2011 | Workshops  | 40 611 | No information  | 94 /13/11/11/1 | 268 | 1-no action taken as complainant refused to participate1-not guilty2-dismissals |
| Environmental Affairs and Development Planning | Yes-no date | Circular  | 381 | 0 | 0 | 0 | N/A |
| Health  | Yes-2011 | Circular, awareness sessions, training and policy statement | 31 170 | 1 531-1 199 women and 332 men, disaggregation by race, age and levels, 1 at SMS  | 7 | 0 | 4-dismissals1-not guilty1-Final Written Warning1-Final Written Warning and demotion |
| Human Settlements | Yes-no date | Circular  | 447 | 0 | 0 | 0 | N/A |
| Local Government | Yes-no date | Circular  | 344 | 0 | 0 | 0 | N/A |
| Provincial Treasury | Yes-2014 | Induction  | 305 | 188-111 women and 77 men, disaggregation by race and levels, 8 at SMS | 0 | 0 | N/A |
| Social Development  | Yes-2011 | Circular and newsflashes | 2 126 | 0 | 4 | 0 | 1-insufficient evidence2-dismissals |
| Transport and Public Works | Yes-2011 | Circular  | 2 275 | 220 officials-63 women and 157 men, race and salary disaggregation not clear | 1 | 0 | 1-no action taken |