**MINISTER**

**INTERNATIONAL RELATIONS AND COOPERATION**

 **REPUBLIC OF SOUTH AFRICA**

**NATIONAL ASSEMBLY**

**QUESTION FOR WRITTEN REPLY**

**QUESTION NO.: 717**

**DATE OF PUBLICATION: 9 March 2018**

**Mr S C Motau (DA) to ask the Minister of International Relations and Cooperation:**

(1) Whether her department has a sexual harassment and assault policy in place; if not, (a) why not and (b) by what date will her department have such a policy in place; if so, (i) how are reports investigated and (ii) what are the details of the consequence management and sanctions stipulated by the policy;

(2) (a) what is the total number of incidents of sexual harassment and assault that have been reported in her department (i) in each of the past three financial years and (ii) since 1 April 2017, (b) what number of cases were (i) opened and concluded, (ii) withdrawn and (iii) remain open based on the incidents and (c) what sanctions were issued for each person who was found to have been guilty? **NW791E**

**REPLY:**

(1) The Department of International Relations and Cooperation (DIRCO) has advised that it has a Sexual Harassment Policy in line with our obligation to provide a safe, healthy and amiable working environment. The said policy was approved in November 2017.

(i) The Labour Relations Unit of the Department deals with Sexual Harassment cases in terms of the provisions of the Labour Relations Act (No 66 of 1995).

(ii) The unit referred to above has been delegated the power to impose disciplinary sanctions should an employee be found guilty of an offence of sexual harassment, which may include any of the following or a combination of them:

* Counselling
* Verbal warning
* Written warning
* Final written warning
* Suspension or a fine
* Demotion as an alternative
* Dismissal

2. (a) (i) None.

(ii) None.

(b) Not applicable.