

Vote 31

Employment and Labour

Budget summary

R million	2021/22				2022/23	2023/24
	Total	Current payments	Transfers and subsidies	Payments for capital assets	Total	Total
MTEF allocation						
Administration	1 003.9	958.5	1.0	44.4	1 026.8	1 030.4
Inspection and Enforcement Services	633.8	615.8	0.1	17.9	637.2	638.4
Public Employment Services	610.2	348.9	257.3	4.0	618.9	621.6
Labour Policy and Industrial Relations	1 257.9	153.3	1 103.7	0.8	1 276.4	1 280.9
Total expenditure estimates	3 505.7	2 076.5	1 362.1	67.2	3 559.3	3 571.2

Executive authority: Minister of Employment and Labour
Accounting officer: Director-General of Employment and Labour
Website: www.labour.gov.za

The Estimates of National Expenditure is available at www.treasury.gov.za. Additional tables in Excel format can be found at www.treasury.gov.za and www.vulekamali.gov.za.

Vote purpose

Play a significant role in reducing unemployment, poverty and inequality by pursuing the objectives of decent work for all through: employment creation and enterprise development; the setting of standards and the protection of rights at work, including the facilitation of equal opportunities and social dialogue; and the provision of social protection.

Mandate

The Department of Employment and Labour derives its legislative mandate from the Constitution, particularly the Bill of Rights, which is given effect through a number of acts that regulate labour matters in South Africa. The most important of these are the Labour Relations Act (1995), the Basic Conditions of Employment Act (1997), the Employment Equity Act (1998), the Occupational Health and Safety Act (1993), and the Employment Services Act (2014).

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

- improve economic efficiency and productivity
- facilitate the creation of decent employment
- 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 occupational health and safety awareness and compliance 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.

Selected performance indicators

Table 31.1 Performance indicators by programme and related priority

Indicator	Programme	MTSF priority	Audited performance			Estimated performance	MTEF targets		
			2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
Number of employers inspected to determine compliance with employment law per year	Inspection and Enforcement Services	Priority 6: Social cohesion and safer communities	214 946	218 919	227 990	188 323	266 600	297 156	297 156
Number of work seekers registered on the Employment Services of South Africa database per year	Public Employment Services	Priority 2: Economic transformation and job creation	890 523	888 553	929 770	750 000	800 000	850 000	900 000
Number of registered work seekers provided with employment counselling per year	Public Employment Services		193 573	240 675	264 044	220 000	230 000	240 000	250 000
Number of registered employment opportunities filled by registered work seekers per year	Public Employment Services		21 076	49 968	62 213	15 000	50 000	55 000	60 000
Number of employment opportunities registered on the Employment Services of South Africa database per year	Public Employment Services		109 917	142 804	153 973	50 000	100 000	105 000	110 000
Percentage of collective agreements assessed and verified within specified number of calendar days of receipt per year	Labour Policy and Industrial Relations		50% within 90 days (8/16)	80% within 90 days (16/20)	88% within 90 days (30/34)	100% within 180 days	100% within 180 days	100% within 180 days	100% within 180 days
Percentage of labour organisation applications for registration approved or refused within 90 calendar days of receipt per year	Labour Policy and Industrial Relations		98% (135/138)	100% (133)	99% (144/145)	100%	100%	100%	100%

Expenditure overview

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.

Following Cabinet-approved baseline reductions amounting to R1.2 billion over the medium term, the department has a total budget of R10.6 billion over the same period. Of the total reduction, R666.5 million is effected on compensation of employees by means of freezing salary increases and not filling vacant posts, while R301.7 million is on the transfer to the Commission for Conciliation, Mediation and Arbitration. Nevertheless, the department's overall budget increases at an average annual rate of 2.7 per cent, from R3.3 billion in 2020/21 to R3.6 billion in 2023/24.

Providing support to work seekers

Activities in the *Public Employment Services* programme over the MTEF period include collaborating with relevant stakeholders to develop legislation to regulate the employment of foreign nationals in South Africa; and improving the placement of work seekers in registered employment opportunities by targeting the placement of 165 000 work seekers and registering 2.6 million work seekers. Under the donor-funded Employment for Education project, 24 mobile centres (2 per province and 6 for head office) will be procured for use in underserved areas. This represents a significant shift in terms of service delivery by taking services to citizens in local districts. The programme receives 17.5 per cent (R1.9 billion) of the department's budget. Its allocations increase at an average annual rate of 1.8 per cent, from R588.7 million in 2020/21 to R621.6 million in 2023/24.

Increasing safety and fairness in the workplace

Activities in the *Inspection and Enforcement Services* programme over the period ahead include: introducing updates to the case management system in 2021/22 to ensure that business processing is modernised in line with developments in IT; conducting 860 912 employment law inspections; and, within the *Occupational Health and Safety* subprogramme, improving compliance rates for various sectors while formulating the most appropriate service offering for the informal and small, medium and micro enterprises sectors. The programme receives 18.1 per cent (R1.9 billion) of the department's budget. Its allocations increase at an average annual rate of 1.3 per cent, from R613.4 million in 2020/21 to R638.4 million in 2023/24.

Regulating the workplace

Over the medium term, activities in the *Labour Policy and Industrial Relations* programme will be geared towards the annual review of the national minimum wage and its outcomes. As these reviews are conducted, monitoring mechanisms will be developed to measure the impact of the national minimum wage on the economy, collective bargaining and the reduction of income differentials; and to gauge the proposed adjustment to the national minimum wage. Sectors that are currently pegged below the national minimum wage, such as domestic work, will need to be adjusted to match the national minimum wage by 2022/23. To carry out these activities, the programme receives 35.8 per cent (R3.8 billion) of the department's total allocation, increasing at an average annual rate of 3.1 per cent, from R1.2 billion in 2020/21 to R1.3 billion in 2023/24.

Expenditure trends and estimates

Table 31.2 Vote expenditure trends and estimates by programme and economic classification

Programmes											
1. Administration											
2. Inspection and Enforcement Services											
3. Public Employment Services											
4. Labour Policy and Industrial Relations											
Programme											
R million	Audited outcome			Adjusted appropriation 2020/21	Average growth rate (%) 2017/18 - 2020/21	Average Expenditure/ Total (%) 2020/21	Medium-term expenditure estimate			Average growth rate (%) 2020/21 - 2023/24	Average Expenditure/ Total (%) 2020/21 - 2023/24
	2017/18	2018/19	2019/20				2021/22	2022/23	2023/24		
Programme 1	768.7	804.9	871.1	926.8	6.4%	27.1%	1 003.9	1 026.8	1 030.4	3.6%	28.6%
Programme 2	520.2	549.2	560.6	613.4	5.7%	18.0%	633.8	637.2	638.4	1.3%	18.1%
Programme 3	485.5	542.8	605.6	588.7	6.6%	17.9%	610.2	618.9	621.6	1.8%	17.5%
Programme 4	1 069.6	1 189.7	1 178.6	1 170.4	3.0%	37.0%	1 257.9	1 276.4	1 280.9	3.1%	35.8%
Total	2 844.0	3 086.7	3 215.9	3 299.3	5.1%	100.0%	3 505.7	3 559.3	3 571.2	2.7%	100.0%
Change to 2020 Budget estimate				(338.4)			(351.4)	(450.5)	3 571.2		
Economic classification											
Current payments	1 571.4	1 700.6	1 833.3	1 942.2	7.3%	56.6%	2 076.5	2 101.9	2 104.8	2.7%	59.0%
Compensation of employees	1 059.5	1 149.7	1 253.3	1 364.5	8.8%	38.8%	1 375.7	1 384.1	1 384.8	0.5%	39.5%
Goods and services ¹	511.9	550.9	580.0	577.7	4.1%	17.8%	700.8	717.8	720.0	7.6%	19.5%
of which:											
Audit costs: External	16.9	13.2	16.4	21.1	7.8%	0.5%	24.5	25.1	25.2	6.1%	0.7%
Communication	28.5	24.9	24.4	37.6	9.6%	0.9%	47.3	48.5	48.6	9.0%	1.3%
Computer services	54.6	55.9	88.3	121.5	30.6%	2.6%	131.0	134.5	134.7	3.5%	3.7%
Operating leases	138.7	132.5	141.4	158.4	4.5%	4.6%	163.7	168.0	168.6	2.1%	4.7%
Property payments	50.9	52.3	62.1	85.2	18.8%	2.0%	91.2	93.6	94.0	3.3%	2.6%
Travel and subsistence	85.3	110.3	109.7	43.0	-20.4%	2.8%	80.6	82.7	82.9	24.5%	2.1%
Transfers and subsidies¹	1 179.6	1 296.8	1 338.3	1 292.3	3.1%	41.0%	1 362.1	1 385.7	1 392.1	2.5%	39.0%
Provinces and municipalities	0.7	0.8	0.9	0.7	2.7%	0.0%	0.7	0.7	0.7	1.4%	0.0%
Departmental agencies and accounts	979.9	1 103.5	1 121.4	1 065.4	2.8%	34.3%	1 129.0	1 146.4	1 151.8	2.6%	32.2%
Foreign governments and international organisations	20.0	20.3	17.6	28.1	12.0%	0.7%	28.5	29.2	29.3	1.4%	0.8%
Non-profit institutions	173.4	167.9	190.3	196.1	4.2%	5.8%	203.5	209.0	209.8	2.3%	5.9%
Households	5.8	4.3	8.1	2.0	-30.2%	0.2%	0.4	0.4	0.4	-39.7%	0.0%
Payments for capital assets	92.8	87.9	43.1	64.8	-11.3%	2.3%	67.2	71.6	74.3	4.7%	2.0%
Buildings and other fixed structures	2.4	10.9	10.2	13.6	78.0%	0.3%	17.8	18.8	19.6	13.1%	0.5%
Machinery and equipment	78.2	77.0	32.9	51.3	-13.1%	1.9%	49.4	52.8	54.7	2.2%	1.5%
Software and other intangible assets	12.1	-	-	-	-100.0%	0.1%	-	-	-	0.0%	0.0%
Payments for financial assets	0.2	1.4	1.1	-	-100.0%	0.0%	-	-	-	0.0%	0.0%
Total	2 844.0	3 086.7	3 215.9	3 299.3	5.1%	100.0%	3 505.7	3 559.3	3 571.2	2.7%	100.0%

1. Tables with expenditure trends, annual budget, adjusted appropriation and audited outcome are available at www.treasury.gov.za and www.vulekamali.gov.za.

Transfers and subsidies expenditure trends and estimates

Table 31.3 Vote transfers and subsidies trends and estimates

	Audited outcome			Adjusted appropriation	Average growth rate (%)	Average: Expenditure/ Total (%)	Medium-term expenditure estimate			Average growth rate (%)	Average: Expenditure/ Total (%)
	2017/18	2018/19	2019/20	2020/21	2017/18 - 2020/21		2021/22	2022/23	2023/24	2020/21 - 2023/24	
R thousand											
Households											
Social benefits											
Current	5 361	3 802	6 040	1 604	-33.1%	0.3%	410	425	428	-35.6%	0.1%
Employee social benefits	5 361	3 802	6 040	1 604	-33.1%	0.3%	410	425	428	-35.6%	0.1%
Provinces and municipalities											
Municipal bank accounts											
Current	644	752	863	707	3.2%	0.1%	715	734	737	1.4%	0.1%
Vehicle licences	644	752	863	707	3.2%	0.1%	715	734	737	1.4%	0.1%
Departmental agencies and accounts											
Departmental agencies (non-business entities)											
Current	963 987	1 087 447	1 081 276	1 047 597	2.8%	81.9%	1 110 930	1 127 875	1 133 194	2.7%	81.4%
Non-life insurance	–	40	–	–	–	–	–	–	–	–	–
Social	–	–	15	–	–	–	–	–	–	–	–
Productivity South Africa	60 064	78 361	63 710	56 309	-2.1%	5.1%	59 853	61 698	62 921	3.8%	4.4%
Commission for Conciliation, Mediation and Arbitration	864 090	963 066	976 810	935 810	2.7%	73.2%	991 984	1 007 293	1 011 163	2.6%	72.6%
National Economic Development and Labour Council	39 833	45 980	40 741	55 478	11.7%	3.6%	59 093	58 884	59 110	2.1%	4.3%
Households											
Other transfers to households											
Current	390	510	2 092	350	-3.5%	0.1%	–	–	–	-100.0%	–
Vehicle licences	–	–	–	200	–	–	–	–	–	-100.0%	–
Employee social benefits	390	510	2 092	150	-27.3%	0.1%	–	–	–	-100.0%	–
Non-profit institutions											
Current	173 351	167 877	190 325	196 123	4.2%	14.2%	203 498	208 968	209 815	2.3%	15.1%
National Council for the Physically Disabled	292	336	–	–	-100.0%	–	–	–	–	–	–
South African National Council for the Blind	357	413	–	–	-100.0%	–	–	–	–	–	–
Workshops for the Blind	11 572	9 376	19 255	22 709	25.2%	1.2%	24 245	25 014	25 156	3.5%	1.8%
Supported Employment Enterprises	141 307	136 779	148 923	153 049	2.7%	11.4%	155 073	159 134	159 745	1.4%	11.5%
Various civil and labour organisations	19 823	20 973	22 147	20 365	0.9%	1.6%	24 122	24 760	24 854	6.9%	1.7%
Various schools: Gifts and donations	–	–	–	–	–	–	58	60	60	–	–
Foreign governments and international organisations											
Current	19 974	20 278	17 585	28 095	12.0%	1.7%	28 467	29 214	29 327	1.4%	2.1%
International Labour Organisation	19 178	19 241	16 515	26 720	11.7%	1.6%	27 073	27 784	27 892	1.4%	2.0%
African Regional Labour Administration Centre	796	1 037	1 070	1 375	20.0%	0.1%	1 394	1 430	1 435	1.4%	0.1%
Departmental agencies and accounts											
Social security funds											
Current	15 917	16 100	40 107	17 805	3.8%	1.8%	18 040	18 514	18 586	1.4%	1.3%
Compensation Fund	15 917	16 100	40 107	17 805	3.8%	1.8%	18 040	18 514	18 586	1.4%	1.3%
Total	1 179 624	1 296 766	1 338 288	1 292 281	3.1%	100.0%	1 362 060	1 385 730	1 392 087	2.5%	100.0%

Personnel information

Table 31.4 Vote personnel numbers and cost by salary level and programme¹

Programmes		Number and cost ² of personnel posts filled/planned for on funded establishment															Number		
Number of posts estimated for 31 March 2021																	Average growth rate (%)	Average Salary level/ Total (%)	
Number of funded posts	Number of posts additional to the establishment	Actual 2019/20			Revised estimate 2020/21			Medium-term expenditure estimate 2021/22			Medium-term expenditure estimate 2022/23			Medium-term expenditure estimate 2023/24			2020/21 - 2023/24		
		Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost			
Employment and Labour	2 987	152	3 372	1 253.3	0.4	3 330	1 334.6	0.4	3 416	1 375.7	0.4	3 418	1 384.1	0.4	3 406	1 384.8	0.4	0.8%	100.0%
Salary level	2 987	152	3 372	1 253.3	0.4	3 330	1 334.6	0.4	3 416	1 375.7	0.4	3 418	1 384.1	0.4	3 406	1 384.8	0.4	0.8%	100.0%
1 – 6	1 424	59	1 556	447.7	0.3	1 554	357.3	0.2	1 635	366.6	0.2	1 661	371.9	0.2	1 755	376.1	0.2	4.1%	48.7%
7 – 10	1 224	8	1 318	473.9	0.4	1 324	578.4	0.4	1 321	586.0	0.4	1 318	599.2	0.5	1 310	607.9	0.5	-0.4%	38.9%
11 – 12	261	9	312	237.5	0.8	262	265.3	1.0	260	278.4	1.1	236	263.8	1.1	210	246.8	1.2	-7.1%	7.1%
13 – 16	76	1	109	90.3	0.8	113	129.6	1.1	123	140.6	1.1	126	145.1	1.2	129	149.8	1.2	4.5%	3.6%
Other	2	75	77	4.0	0.1	77	3.9	0.1	77	4.0	0.1	77	4.1	0.1	2	4.1	2.1	-70.4%	1.7%
Programme	2 987	152	3 372	1 253.3	0.4	3 330	1 334.6	0.4	3 416	1 375.7	0.4	3 418	1 384.1	0.4	3 406	1 384.8	0.4	0.8%	100.0%
Programme 1	958	143	1 699	408.7	0.2	1 747	412.0	0.2	1 889	443.1	0.2	1 928	450.4	0.2	1 953	451.0	0.2	3.8%	55.4%
Programme 2	1 244	4	1 210	463.8	0.4	1 139	518.9	0.5	1 094	521.2	0.5	1 062	521.2	0.5	1 027	521.2	0.5	-3.4%	31.9%
Programme 3	615	5	298	283.9	1.0	292	306.3	1.0	267	306.5	1.1	265	306.8	1.2	268	307.0	1.1	-2.8%	8.0%
Programme 4	170	–	165	96.9	0.6	152	97.4	0.6	166	104.9	0.6	163	105.7	0.6	158	105.7	0.7	1.3%	4.7%

1. Data has been provided by the department and may not necessarily reconcile with official government personnel data.

2. Rand million.

Departmental receipts

Table 31.5 Departmental receipts by economic classification

R thousand	Audited outcome			Adjusted estimate 2020/21	Revised estimate	Average growth rate (%)	Average Receipt item/ Total (%)	Medium-term receipts estimate			Average growth rate (%)	Average Receipt item/ Total (%)
	2017/18	2018/19	2019/20					2021/22	2022/23	2023/24		
Departmental receipts	16 805	10 781	12 366	13 918	13 918	-6.1%	100.0%	13 442	13 972	14 452	1.3%	100.0%
Sales of goods and services produced by department	4 391	4 640	4 996	5 149	5 149	5.5%	35.6%	5 218	5 295	5 372	1.4%	37.7%
Sales by market establishments	153	142	141	145	145	-1.8%	1.1%	153	159	165	4.4%	1.1%
of which:												
Market establishment: Rental dwellings	40	62	–	33	33	-6.2%	0.3%	40	45	50	14.9%	0.3%
Market establishment: Rental parking (covered and open)	113	80	141	112	112	-0.3%	0.8%	113	114	115	0.9%	0.8%
Administrative fees	2 057	2 173	2 336	2 451	2 451	6.0%	16.7%	2 462	2 483	2 504	0.7%	17.7%
of which:												
Occupational health and safety licences	2 057	2 173	2 336	2 450	2 450	6.0%	16.7%	2 460	2 480	2 500	0.7%	17.7%
Request information: Promotion of Access to Information Act (2000)	–	–	–	1	1	–	–	2	3	4	58.7%	–
Other sales	2 181	2 325	2 519	2 553	2 553	5.4%	17.8%	2 603	2 653	2 703	1.9%	18.8%
of which:												
Services rendered: Commission on insurance and garnishee	2 179	2 325	2 519	2 550	2 550	5.4%	17.8%	2 600	2 650	2 700	1.9%	18.8%
Replacement - lost office property	2	–	–	3	3	14.5%	–	3	3	3	–	–
Sales of scrap, waste, arms and other used current goods	45	25	13	19	19	-25.0%	0.2%	24	27	30	16.4%	0.2%
of which:												
Sales: Scrap	3	25	13	3	3	–	0.1%	4	5	6	26.0%	–
Sales: Wastepaper	42	–	–	16	16	-27.5%	0.1%	20	22	24	14.5%	0.1%
Fines, penalties and forfeits	2 281	1 988	853	1 300	1 300	-17.1%	11.9%	1 350	1 400	1 450	3.7%	9.9%
Interest, dividends and rent on land	1 357	1 233	1 381	1 550	1 550	4.5%	10.2%	1 600	1 650	1 700	3.1%	11.7%
Interest	1 357	1 233	1 381	1 550	1 550	4.5%	10.2%	1 600	1 650	1 700	3.1%	11.7%
Sales of capital assets	43	76	723	300	300	91.1%	2.1%	100	150	200	-12.6%	1.3%
Transactions in financial assets and liabilities	8 688	2 819	4 400	5 600	5 600	-13.6%	39.9%	5 150	5 450	5 700	0.6%	39.3%
Total	16 805	10 781	12 366	13 918	13 918	-6.1%	100.0%	13 442	13 972	14 452	1.3%	100.0%

Programme 1: Administration

Programme purpose

Provide strategic leadership, management and support services to the department.

Expenditure trends and estimates

Table 31.6 Administration expenditure trends and estimates by subprogramme and economic classification

Subprogramme	Audited outcome			Adjusted appropriation 2020/21	Average growth rate (%) 2017/18 - 2020/21	Average: Expenditure/ Total (%) 2017/18 - 2020/21	Medium-term expenditure estimate			Average growth rate (%) 2020/21 - 2023/24	Average: Expenditure/ Total (%) 2020/21 - 2023/24
	2017/18	2018/19	2019/20				2021/22	2022/23	2023/24		
R million											
Ministry	32.3	41.1	43.5	33.4	1.1%	4.5%	36.2	36.6	36.6	3.1%	3.6%
Management	256.4	272.6	305.7	295.4	4.8%	33.5%	272.9	278.2	279.0	-1.9%	28.2%
Corporate Services	200.9	225.2	231.2	281.3	11.9%	27.8%	326.5	333.9	334.4	5.9%	32.0%
Office of the Chief Financial Officer	118.1	103.7	113.3	131.7	3.7%	13.8%	139.4	142.7	143.4	2.9%	14.0%
Office Accommodation	161.0	162.3	177.4	185.0	4.7%	20.3%	228.9	235.4	237.1	8.6%	22.2%
Total	768.7	804.9	871.1	926.8	6.4%	100.0%	1 003.9	1 026.8	1 030.4	3.6%	100.0%
Change to 2020				(84.8)			(69.1)	(86.8)	1 030.4		
Budget estimate											
Economic classification											
Current payments	721.5	751.2	825.9	882.5	6.9%	94.4%	958.5	978.9	981.0	3.6%	95.3%
Compensation of employees	343.1	367.2	408.7	441.5	8.8%	46.3%	443.1	450.4	451.0	0.7%	44.8%
Goods and services ¹	378.4	383.9	417.2	441.0	5.2%	48.1%	515.4	528.4	530.0	6.3%	50.5%
of which:											
Audit costs: External	16.9	13.2	16.4	21.1	7.8%	2.0%	24.5	25.1	25.2	6.1%	2.4%
Communication	13.2	10.4	10.8	15.0	4.2%	1.5%	24.0	24.6	24.7	18.1%	2.2%
Computer services	53.8	55.0	85.4	117.9	29.9%	9.3%	127.0	130.2	130.3	3.4%	12.7%
Operating leases	135.7	129.7	138.6	155.3	4.6%	16.6%	159.1	163.3	163.9	1.8%	16.1%
Property payments	37.9	38.7	45.0	71.0	23.3%	5.7%	75.6	77.6	77.9	3.2%	7.6%
Travel and subsistence	37.9	42.4	43.1	15.0	-26.5%	4.1%	29.1	29.6	29.7	25.5%	2.6%
Transfers and subsidies¹	2.8	2.3	4.9	1.8	-13.8%	0.4%	1.0	1.0	1.0	-16.8%	0.1%
Provinces and municipalities	0.6	0.7	0.9	0.7	3.5%	0.1%	0.7	0.7	0.7	1.4%	0.1%
Departmental agencies and accounts	-	0.0	0.0	-	-	-	-	-	-	-	-
Households	2.1	1.6	4.1	1.1	-20.6%	0.3%	0.3	0.3	0.3	-35.6%	-
Payments for capital assets	44.1	50.0	39.1	42.5	-1.2%	5.2%	44.4	46.9	48.5	4.4%	4.6%
Buildings and other fixed structures	2.4	10.9	10.2	13.6	78.0%	1.1%	17.8	18.8	19.6	13.1%	1.7%
Machinery and equipment	29.6	39.2	28.9	29.0	-0.7%	3.8%	26.6	28.0	28.8	-0.2%	2.8%
Software and other intangible assets	12.1	-	-	-	-100.0%	0.4%	-	-	-	-	-
Payments for financial assets	0.2	1.4	1.1	-	-100.0%	0.1%	-	-	-	-	-
Total	768.7	804.9	871.1	926.8	6.4%	100.0%	1 003.9	1 026.8	1 030.4	3.6%	100.0%
Proportion of total programme expenditure to vote expenditure	27.0%	26.1%	27.1%	28.1%	-	-	28.6%	28.8%	28.9%	-	-
Details of transfers and subsidies											
Households											
Social benefits											
Current	1.8	1.2	3.6	0.5	-36.2%	0.2%	0.3	0.3	0.3	-14.5%	-
Employee social benefits	1.8	1.2	3.6	0.5	-36.2%	0.2%	0.3	0.3	0.3	-14.5%	-
Provinces and municipalities											
Municipalities											
Municipal bank accounts											
Current	0.6	0.7	0.9	0.7	3.5%	0.1%	0.7	0.7	0.7	1.4%	0.1%
Vehicle licences	0.6	0.7	0.9	0.7	3.5%	0.1%	0.7	0.7	0.7	1.4%	0.1%
Households											
Other transfers to households											
Current	0.4	0.4	0.5	-	-100.0%	-	-	-	-	-	-
Employee social benefits	0.4	0.4	0.5	-	-100.0%	-	-	-	-	-	-

1. Estimates of National Expenditure data tables are available at www.treasury.gov.za. These tables contain detailed information by goods and services, and transfers and subsidies items by programme.

Personnel information

Table 31.7 Administration personnel numbers and cost by salary level¹

Number of posts estimated for 31 March 2021		Number and cost ² of personnel posts filled/planned for on funded establishment											Number							
		Actual			Revised estimate			Medium-term expenditure estimate					Average growth rate (%)	Average: Salary level/ Total (%)						
Number of funded posts	Number of posts additional to the establishment	2019/20		2020/21			2021/22			2022/23			2023/24			2020/21 - 2023/24				
		Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost				
Administration		958	143	1 699	408.7	0.2	1 747	412.0	0.2	1 889	443.1	0.2	1 928	450.4	0.2	1 953	451.0	0.2	3.8%	100.0%
Salary level																				
1 – 6	520	50	850	223.6	0.3	919	143.7	0.2	1 033	166.4	0.2	1 092	179.3	0.2	1 222	189.2	0.2	10.0%	56.7%	
7 – 10	348	8	598	138.1	0.2	624	179.4	0.3	675	199.5	0.3	666	198.9	0.3	648	195.4	0.3	1.3%	34.8%	
11 – 12	57	9	112	27.7	0.2	61	32.9	0.5	33	16.6	0.5	19	8.3	0.4	4	(0.9)	(0.2)	-59.7%	1.6%	
13 – 16	31	1	62	15.4	0.2	66	52.1	0.8	71	56.7	0.8	74	59.8	0.8	77	63.1	0.8	5.3%	3.8%	
Other	2	75	77	4.0	0.1	77	3.9	0.1	77	4.0	0.1	77	4.1	0.1	2	4.1	2.1	-70.4%	3.1%	

1. Data has been provided by the department and may not necessarily reconcile with official government personnel data.

2. Rand million.

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 the end of 2021/22, by:
 - conducting 266 600 compliance inspections
 - serving 90 per cent of noncompliant employers inspected with a notice in terms of relevant employment law within 14 calendar days of inspection
 - referring 65 per cent of employers who fail to comply with a served notice to prosecute within 30 calendar days
 - increase awareness of employment laws by conducting formal advocacy sessions at 2 conferences and 4 seminars in each year over the medium term.

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 in 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 in 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 this programme.
- *Statutory and Advocacy Services* gives effect to the legislative enforcement requirements and educates stakeholders on labour legislation.

Expenditure trends and estimates

Table 31.8 Inspection and Enforcement Services expenditure trends and estimates by subprogramme and economic classification

Subprogramme	Audited outcome			Adjusted appropriation	Average growth rate (%)	Average: Expenditure/ Total (%)	Medium-term expenditure estimate			Average growth rate (%)	Average: Expenditure/ Total (%)
	2017/18	2018/19	2019/20				2020/21	2021/22	2022/23		
R million											
Management and Support Services: Inspection and Enforcement Services	6.8	6.9	6.2	6.5	-1.8%	1.2%	6.9	7.0	7.0	2.7%	1.1%
Occupational Health and Safety	25.9	27.8	31.5	33.2	8.7%	5.3%	34.1	34.3	34.5	1.2%	5.4%
Registration: Inspection and Enforcement Services	61.1	62.5	66.5	71.6	5.4%	11.7%	71.5	71.3	71.3	-0.1%	11.3%
Compliance, Monitoring and Enforcement Services	414.9	439.0	440.9	489.8	5.7%	79.5%	505.3	508.3	509.2	1.3%	79.8%
Training of Staff: Inspection and Enforcement Services	5.0	5.7	6.9	3.3	-13.0%	0.9%	6.0	6.2	6.2	23.6%	0.9%
Statutory and Advocacy Services	6.5	7.4	8.4	9.1	11.6%	1.4%	10.1	10.2	10.2	3.9%	1.6%
Total	520.2	549.2	560.6	613.4	5.7%	100.0%	633.8	637.2	638.4	1.3%	100.0%
Change to 2020 Budget estimate				(63.4)			(86.7)	(110.5)	638.4		
Economic classification											
Current payments	470.6	514.2	555.1	595.0	8.1%	95.2%	615.8	618.2	618.5	1.3%	97.0%
Compensation of employees	406.1	432.4	463.8	518.9	8.5%	81.2%	521.2	521.2	521.2	0.1%	82.5%
Goods and services ¹	64.5	81.7	91.3	76.1	5.7%	14.0%	94.6	97.0	97.3	8.6%	14.5%
of which:											
Communication	9.1	9.3	7.9	17.3	24.1%	1.9%	17.8	18.3	18.3	1.8%	2.8%
Fleet services (including government motor transport)	8.8	10.4	12.2	9.5	2.6%	1.8%	9.7	9.9	9.9	1.2%	1.5%
Property payments	5.9	6.3	7.5	6.9	5.2%	1.2%	6.9	7.1	7.1	1.1%	1.1%
Travel and subsistence	25.7	38.6	41.6	19.3	-9.2%	5.6%	29.4	30.2	30.3	16.2%	4.3%
Training and development	1.9	2.3	1.1	2.3	7.5%	0.3%	4.7	4.9	4.9	27.8%	0.7%
Venues and facilities	1.9	2.7	4.0	2.2	5.5%	0.5%	4.5	4.6	4.6	27.2%	0.6%
Transfers and subsidies¹	1.8	1.4	2.8	0.6	-30.9%	0.3%	0.1	0.1	0.1	-47.3%	-
Provinces and municipalities	0.0	0.0	0.0	-	-100.0%	-	-	-	-	-	-
Households	1.8	1.3	2.8	0.6	-30.8%	0.3%	0.1	0.1	0.1	-47.3%	-
Payments for capital assets	47.8	33.7	2.7	17.9	-27.9%	4.5%	17.9	19.0	19.8	3.4%	3.0%
Machinery and equipment	47.8	33.7	2.7	17.9	-27.9%	4.5%	17.9	19.0	19.8	3.4%	3.0%
Total	520.2	549.2	560.6	613.4	5.7%	100.0%	633.8	637.2	638.4	1.3%	100.0%
Proportion of total programme expenditure to vote expenditure	18.3%	17.8%	17.4%	18.6%	-	-	18.1%	17.9%	17.9%	-	-
Details of transfers and subsidies											
Households											
Social benefits											
Current	1.7	1.2	1.3	0.4	-37.3%	0.2%	0.1	0.1	0.1	-41.7%	-
Employee social benefits	1.7	1.2	1.3	0.4	-37.3%	0.2%	0.1	0.1	0.1	-41.7%	-
Households											
Other transfers to households											
Current	0.0	0.1	1.5	0.2	126.0%	0.1%	-	-	-	-100.0%	-
Employee social benefits	0.0	0.1	1.5	0.2	126.0%	0.1%	-	-	-	-100.0%	-

1. Estimates of National Expenditure data tables are available at www.treasury.gov.za. These tables contain detailed information by goods and services, and transfers and subsidies items by programme.

Personnel information

Table 31.9 Inspection and Enforcement Services personnel numbers and cost by salary level¹

Inspection and Enforcement Services	Number of posts estimated for 31 March 2021		Number and cost ² of personnel posts filled/planned for on funded establishment												Number				
	Number of funded posts	Number of posts additional to the establishment	Actual			Revised estimate			Medium-term expenditure estimate						Average growth rate (%)	Average: Salary level/ Total (%)			
			2019/20	2020/21	2021/22	2022/23	2023/24	2020/21 - 2023/24											
			Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost					
Salary level	1 244	4	1 210	463.8	0.4	1 139	518.9	0.5	1 094	521.2	0.5	1 062	521.2	0.5	1 027	521.2	0.5	-3.4%	100.0%
1 – 6	704	4	658	206.5	0.3	603	200.8	0.3	556	181.9	0.3	525	174.8	0.3	476	161.2	0.3	-7.6%	50.0%
7 – 10	477	-	478	176.8	0.4	459	232.0	0.5	444	234.8	0.5	443	240.2	0.5	457	252.1	0.6	-0.1%	41.7%
11 – 12	48	-	56	56.3	1.0	59	61.2	1.0	74	76.2	1.0	74	77.4	1.0	74	78.7	1.1	7.9%	6.5%
13 – 16	15	-	18	24.2	1.3	18	24.9	1.4	20	28.2	1.4	20	28.7	1.4	20	29.2	1.5	3.6%	1.8%

1. Data has been provided by the department and may not necessarily reconcile with official government personnel data.

2. Rand million.

Programme 3: Public Employment Services

Programme purpose

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

Objectives

- Provide public employment services by the end of 2021/22 by:
 - registering 800 000 work seekers on the Employment Services of South Africa database
 - providing employment counselling to 230 000 work seekers
 - filling 50 000 registered employment opportunities
 - registering 100 000 work opportunities on the Employment Services of South Africa database.
- Contribute to increasing employment opportunities for people with disabilities by providing quarterly funding over the medium term, and monitoring disability organisations on an ongoing basis.

Subprogrammes

- *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 in the programme.
- *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; and work, learning, training 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 supported employment enterprises.
- *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 related to staff training in the programme to easily identify this expenditure for reporting purposes.

Expenditure trends and estimates

Table 31.10 Public Employment Services expenditure trends and estimates by subprogramme and economic classification

Subprogramme	Audited outcome			Adjusted appropriation	Average growth rate (%)	Average: Expenditure/Total (%)	Medium-term expenditure estimate			Average growth rate (%)	Average: Expenditure/Total (%)
	2017/18	2018/19	2019/20				2020/21	2021/22	2022/23		
R million											
Management and Support Services:	42.5	48.1	49.6	49.6	5.2%	8.5%	52.9	53.6	53.9	2.9%	8.6%
Public Employment Services											
Employer Services	76.8	89.5	102.4	106.5	11.5%	16.9%	111.5	111.8	111.9	1.7%	18.1%
Work Seeker Services	130.6	156.6	174.8	174.3	10.1%	28.6%	179.9	180.4	180.5	1.2%	29.3%
Designated Groups Special Services	12.2	10.1	19.3	22.7	22.9%	2.9%	24.2	25.0	25.2	3.5%	4.0%
Supported Employment Enterprises	146.0	142.2	154.0	160.3	3.2%	27.1%	162.3	166.5	167.2	1.4%	26.9%
Productivity South Africa	60.1	78.4	63.7	56.3	-2.1%	11.6%	59.9	61.7	62.9	3.8%	9.9%
Compensation Fund	15.9	16.1	40.1	17.8	3.8%	4.0%	18.0	18.5	18.6	1.4%	3.0%
Training of Staff: Public Employment Services	1.4	1.9	1.7	1.1	-7.5%	0.3%	1.4	1.4	1.5	9.3%	0.2%
Total	485.5	542.8	605.6	588.7	6.6%	100.0%	610.2	618.9	621.6	1.8%	100.0%
Change to 2020				(54.8)			(75.7)	(92.5)	621.6		
Budget estimate											
Economic classification											
Current payments	254.0	297.0	331.3	334.5	9.6%	54.7%	348.9	348.8	349.1	1.4%	56.6%
Compensation of employees	220.4	255.8	283.9	306.3	11.6%	48.0%	306.5	306.8	307.0	0.1%	50.3%
Goods and services ¹	33.6	41.2	47.4	28.2	-5.6%	6.8%	42.4	42.0	42.2	14.3%	6.3%
of which:											
Minor assets	0.3	0.5	1.3	0.9	44.2%	0.1%	2.7	2.9	3.0	46.9%	0.4%
Communication	4.1	4.2	4.8	3.5	-5.1%	0.7%	4.2	4.3	4.3	7.2%	0.7%
Computer services	0.0	0.1	2.7	2.7	291.5%	0.2%	2.9	3.2	3.2	6.0%	0.5%
Consumables: Stationery, printing and office supplies	1.2	2.6	2.0	1.2	-0.8%	0.3%	2.0	2.0	2.0	18.7%	0.3%
Property payments	5.9	6.4	8.4	6.2	1.3%	1.2%	7.2	7.3	7.4	6.1%	1.1%
Travel and subsistence	10.8	13.7	15.4	4.2	-26.8%	2.0%	9.9	10.2	10.2	34.2%	1.4%
Transfers and subsidies¹	230.8	241.8	273.0	250.2	2.7%	44.8%	257.3	264.4	266.5	2.1%	42.6%
Provinces and municipalities	0.0	-	-	-	-100.0%	-	-	-	-	-	-
Departmental agencies and accounts	76.0	94.5	103.8	74.1	-0.8%	15.7%	77.9	80.2	81.5	3.2%	12.9%
Non-profit institutions	153.5	146.9	168.2	175.8	4.6%	29.0%	179.3	184.1	184.9	1.7%	29.7%
Households	1.3	0.4	1.0	0.3	-38.9%	0.1%	0.1	0.1	0.1	-42.7%	-
Payments for capital assets	0.7	4.0	1.3	4.0	75.9%	0.5%	4.0	5.7	6.0	14.4%	0.8%
Machinery and equipment	0.7	4.0	1.3	4.0	75.9%	0.5%	4.0	5.7	6.0	14.4%	0.8%
Total	485.5	542.8	605.6	588.7	6.6%	100.0%	610.2	618.9	621.6	1.8%	100.0%
Proportion of total programme expenditure to vote expenditure	17.1%	17.6%	18.8%	17.8%	-	-	17.4%	17.4%	17.4%	-	-
Details of transfers and subsidies											
Households											
Social benefits											
Current	1.3	0.4	0.9	0.3	-38.9%	0.1%	0.1	0.1	0.1	-42.7%	-
Employee social benefits	1.3	0.4	0.9	0.3	-38.9%	0.1%	0.1	0.1	0.1	-42.7%	-
Departmental agencies and accounts											
Departmental agencies (non-business entities)											
Current	60.1	78.4	63.7	56.3	-2.1%	11.6%	59.9	61.7	62.9	3.8%	9.9%
Productivity South Africa	60.1	78.4	63.7	56.3	-2.1%	11.6%	59.9	61.7	62.9	3.8%	9.9%
Households											
Other transfers to households											
Current	0.0	-	0.1	-	-100.0%	-	-	-	-	-	-
Employee social benefits	0.0	-	0.1	-	-100.0%	-	-	-	-	-	-
Non-profit institutions											
Current	152.9	146.2	168.2	175.8	4.8%	28.9%	179.3	184.1	184.9	1.7%	29.7%
Workshops for the Blind	11.6	9.4	19.3	22.7	25.2%	2.8%	24.2	25.0	25.2	3.5%	4.0%
Supported Employment Enterprises	141.3	136.8	148.9	153.0	2.7%	26.1%	155.1	159.1	159.7	1.4%	25.7%
Departmental agencies and accounts											
Social security funds											
Current	15.9	16.1	40.1	17.8	3.8%	4.0%	18.0	18.5	18.6	1.4%	3.0%
Compensation Fund	15.9	16.1	40.1	17.8	3.8%	4.0%	18.0	18.5	18.6	1.4%	3.0%

1. Estimates of National Expenditure data tables are available at www.treasury.gov.za. These tables contain detailed information by goods and services, and transfers and subsidies items by programme.

Personnel information

Table 31.11 Public Employment Services personnel numbers and cost by salary level¹

Number of posts estimated for 31 March 2021		Number and cost ² of personnel posts filled/planned for on funded establishment															Number		
Number of funded posts	Number of posts additional to the establishment	Actual			Revised estimate			Medium-term expenditure estimate									Average growth rate (%)	Average: Salary level/ Total (%)	
		2019/20			2020/21			2021/22			2022/23			2023/24					2020/21 - 2023/24
		Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost			
Public Employment Services																			
Salary level	615	5	298	283.9	1.0	292	306.3	1.0	267	306.5	1.1	265	306.8	1.2	268	307.0	1.1	-2.8%	100.0%
1 – 6	181	5	26	11.2	0.4	19	9.1	0.5	26	12.4	0.5	24	11.7	0.5	38	20.5	0.5	25.8%	9.8%
7 – 10	286	–	135	104.4	0.8	138	105.4	0.8	99	92.0	0.9	109	100.3	0.9	112	103.4	0.9	-6.7%	41.9%
11 – 12	130	–	119	132.8	1.1	117	144.4	1.2	124	154.0	1.2	114	146.0	1.3	100	133.5	1.3	-5.1%	41.7%
13 – 16	18	–	18	35.5	2.0	18	47.3	2.6	18	48.1	2.7	18	48.9	2.7	18	49.6	2.8	–	6.6%

1. Data has been provided by the department and may not necessarily reconcile with official government personnel data.

2. Rand million.

Programme 4: Labour Policy and Industrial Relations

Programme purpose

Facilitate the establishment of an equitable and sound labour relations environment. Support institutions of social dialogue and promote South Africa's interests in international labour matters. Conduct research and analysis, and evaluate labour policy. Provide statistical data on the labour market.

Objectives

- Improve monitoring mechanisms for the implementation of employment equity and compliance in the labour market by:
 - publishing the 2021/22 employment equity annual report and public register by the end of 2021/22
 - publishing the code of good practice on the prevention and elimination of violence and harassment in the world of work by the end of 2021/22.
- Extend protection to vulnerable workers by publishing a national minimum wage for all sectors by the end of 2021/22.
- Promote sound labour relations and centralised collective bargaining through the extension of collective agreements and 100 per cent registration of qualifying labour organisations by the end of 2021/22.
- Monitor and evaluate the impact of labour legislation to promote an evidence-based labour policy framework through the production of research and labour market trend reports by the end of 2021/22.

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 noncompliant; 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 through the elimination of unfair discrimination and the promotion of equitable representation in the workplace.
- *Employment Standards* protects vulnerable workers in the labour market by administering the Basic Conditions of Employment Act (1997).

- *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.

Expenditure trends and estimates

Table 31.12 Labour Policy and Industrial Relations expenditure trends and estimates by subprogramme and economic classification

Subprogramme	Audited outcome			Adjusted appropriation	Average growth rate (%)		Medium-term expenditure estimate			Average growth rate (%)		
	2017/18	2018/19	2019/20		2020/21	2017/18	2020/21	2021/22	2022/23	2023/24	2020/21	2023/24
R million												
Management and Support Services:	14.8	22.8	16.2	14.1	-1.7%	1.5%	17.2	17.5	17.5	7.3%	1.3%	
Labour Policy and Industrial Relations												
Strengthen Civil Society	19.8	21.0	22.1	20.4	0.9%	1.8%	24.1	24.8	24.9	6.9%	1.9%	
Collective Bargaining	14.2	15.1	16.1	17.1	6.3%	1.4%	17.1	17.3	17.3	0.4%	1.4%	
Employment Equity	12.6	12.4	11.8	9.2	-9.7%	1.0%	14.3	14.6	14.6	16.5%	1.1%	
Employment Standards	12.1	11.7	6.8	17.9	13.9%	1.1%	23.1	23.2	23.2	9.0%	1.8%	
Commission for Conciliation, Mediation and Arbitration	864.1	963.1	976.8	935.8	2.7%	81.2%	992.0	1 007.3	1 011.2	2.6%	79.2%	
Research, Policy and Planning	6.4	8.1	6.5	10.9	19.3%	0.7%	12.2	12.6	12.6	4.9%	1.0%	
Labour Market Information and Statistics	43.1	43.1	43.5	43.4	0.2%	3.8%	48.3	48.8	48.8	4.0%	3.8%	
International Labour Matters	42.6	46.6	38.0	46.1	2.6%	3.8%	50.4	51.6	51.8	4.0%	4.0%	
National Economic Development and Labour Council	39.8	46.0	40.7	55.5	11.7%	4.0%	59.1	58.9	59.1	2.1%	4.7%	
Total	1 069.6	1 189.7	1 178.6	1 170.4	3.0%	100.0%	1 257.9	1 276.4	1 280.9	3.1%	100.0%	
Change to 2020 Budget estimate				(135.4)			(119.9)	(160.8)	1 280.9			
Economic classification												
Current payments	125.3	138.3	121.0	130.2	1.3%	11.2%	153.3	156.1	156.2	6.3%	12.0%	
Compensation of employees	89.9	94.3	96.9	97.7	2.8%	8.2%	104.9	105.7	105.7	2.6%	8.3%	
Goods and services ¹	35.4	44.0	24.1	32.5	-2.8%	3.0%	48.4	50.4	50.6	15.9%	3.6%	
of which:												
Advertising	3.5	8.8	0.6	10.8	45.3%	0.5%	5.8	6.1	6.1	-17.4%	0.6%	
Consultants: Business and advisory services	2.1	2.8	1.5	5.6	38.5%	0.3%	9.2	9.6	9.6	19.6%	0.7%	
Consumables: Stationery, printing and office supplies	2.9	4.2	3.1	3.9	9.8%	0.3%	5.0	5.2	5.2	10.4%	0.4%	
Operating leases	2.1	1.9	2.0	1.7	-7.6%	0.2%	2.5	2.6	2.6	15.2%	0.2%	
Travel and subsistence	10.9	15.6	9.6	4.4	-25.8%	0.9%	12.2	12.7	12.7	42.0%	0.8%	
Venues and facilities	4.7	2.3	1.4	0.1	-73.5%	0.2%	3.1	3.3	3.3	234.9%	0.2%	
Transfers and subsidies¹	944.3	1 051.3	1 057.5	1 039.7	3.3%	88.8%	1 103.7	1 120.2	1 124.5	2.6%	88.0%	
Departmental agencies and accounts	903.9	1 009.0	1 017.6	991.3	3.1%	85.1%	1 051.1	1 066.2	1 070.3	2.6%	83.8%	
Foreign governments and international organisations	20.0	20.3	17.6	28.1	12.0%	1.9%	28.5	29.2	29.3	1.4%	2.3%	
Non-profit institutions	19.8	21.0	22.1	20.4	0.9%	1.8%	24.2	24.8	24.9	7.0%	1.9%	
Households	0.5	1.0	0.2	-	-100.0%	-	-	-	-	-	-	
Payments for capital assets	0.1	0.2	0.0	0.4	63.1%	-	0.8	0.1	0.1	-31.5%	-	
Machinery and equipment	0.1	0.2	0.0	0.4	63.1%	-	0.8	0.1	0.1	-31.5%	-	
Total	1 069.6	1 189.7	1 178.6	1 170.4	3.0%	100.0%	1 257.9	1 276.4	1 280.9	3.1%	100.0%	
Proportion of total programme expenditure to vote expenditure	37.6%	38.5%	36.6%	35.5%	-	-	35.9%	35.9%	35.9%	-	-	

Table 31.12 Labour Policy and Industrial Relations expenditure trends and estimates by subprogramme and economic classification

Subprogramme	Audited outcome			Adjusted appropriation 2020/21	Average growth rate (%) 2017/18 - 2020/21	Average: Expenditure/ Total (%) 2017/18 - 2020/21	Medium-term expenditure estimate			Average growth rate (%) 2020/21 - 2023/24	Average: Expenditure/ Total (%) 2020/21 - 2023/24
	2017/18	2018/19	2019/20				2021/22	2022/23	2023/24		
R million											
Details of transfers and subsidies											
Households											
Social benefits											
Current	0.5	1.0	0.2	–	-100.0%	–	–	–	–	–	–
Employee social benefits	0.5	1.0	0.2	–	-100.0%	–	–	–	–	–	–
Departmental agencies and accounts											
Departmental agencies (non-business entities)											
Current	903.9	1 009.0	1 017.6	991.3	3.1%	85.1%	1 051.1	1 066.2	1 070.3	2.6%	83.8%
Commission for Conciliation, Mediation and Arbitration	864.1	963.1	976.8	935.8	2.7%	81.2%	992.0	1 007.3	1 011.2	2.6%	79.2%
National Economic Development and Labour Council	39.8	46.0	40.7	55.5	11.7%	4.0%	59.1	58.9	59.1	2.1%	4.7%
Foreign governments and international organisations											
Current	20.0	20.3	17.6	28.1	12.0%	1.9%	28.5	29.2	29.3	1.4%	2.3%
International Labour Organisation	19.2	19.2	16.5	26.7	11.7%	1.8%	27.1	27.8	27.9	1.4%	2.2%
African Regional Labour Administration Centre	0.8	1.0	1.1	1.4	20.0%	0.1%	1.4	1.4	1.4	1.4%	0.1%
Non-profit institutions											
Current	19.8	21.0	22.1	20.4	0.9%	1.8%	24.1	24.8	24.9	6.9%	1.9%
Various civil and labour organisations	19.8	21.0	22.1	20.4	0.9%	1.8%	24.1	24.8	24.9	6.9%	1.9%

1. Estimates of National Expenditure data tables are available at www.treasury.gov.za. These tables contain detailed information by goods and services, and transfers and subsidies items by programme.

Personnel information

Table 31.13 Labour Policy and Industrial Relations personnel numbers and cost by salary level¹

Labour Policy and Industrial Relations	Number of posts estimated for 31 March 2021		Number and cost ² of personnel posts filled/planned for on funded establishment										Number						
	Number of funded posts	Number of posts additional to the establishment	Actual			Revised estimate			Medium-term expenditure estimate				Average growth rate (%)	Average: Salary level/ Total (%)					
			2019/20	2020/21	2021/22	2022/23	2023/24	2020/21 - 2023/24											
Salary level	170	–	165	96.9	0.6	152	97.4	0.6	166	104.9	0.6	163	105.7	0.6	158	105.7	0.7	1.3%	100.0%
1 – 6	19	–	22	6.3	0.3	13	3.7	0.3	20	5.9	0.3	20	6.0	0.3	19	5.2	0.3	13.7%	11.2%
7 – 10	113	–	107	54.6	0.5	103	61.5	0.6	103	59.8	0.6	100	59.8	0.6	93	57.1	0.6	-3.3%	62.5%
11 – 12	26	–	25	20.6	0.8	25	26.9	1.1	29	31.7	1.1	29	32.2	1.1	32	35.5	1.1	8.6%	18.0%
13 – 16	12	–	11	15.3	1.4	11	5.3	0.5	14	7.6	0.5	14	7.7	0.6	14	7.9	0.6	8.4%	8.3%

1. Data has been provided by the department and may not necessarily reconcile with official government personnel data.

2. Rand million.

Entities

Commission for Conciliation, Mediation and Arbitration

Selected performance indicators

Table 31.14 Commission for Conciliation, Mediation and Arbitration performance indicators by programme/objective/activity and related priority

Indicator	Programme/Objective/Activity	MTSF priority	Audited performance			Estimated performance	MTEF targets		
			2017/18	2018/19	2019/20		2020/21	2021/22	2022/23
Percentage of conciliations heard within 30 days of receipt of referral per year	Dispute resolution and enforcement services	Priority 2: Economic transformation and job creation	99% (148 263/ 148 403)	88% (136 857/ 155 351)	99% (145 611/ 147 455)	80%	95%	98%	98%
Percentage of arbitration awards rendered sent to parties within 14 days of conclusion of the arbitration proceedings per year	Dispute resolution and enforcement services	Priority 6: Social cohesion and safer communities	99% (18 905/ 18 942)	99% (16 669/ 16 720)	99% (21 963/ 22 016)	98%	98%	98%	98%
Percentage of jobs saved of employees likely to be retrenched in S189A matters per year	Dispute resolution and enforcement services		36% (21 316/ 59 146)	41% (15 787/ 38 588)	42% (21 846/ 51 995)	20%	30%	30%	30%

Entity overview

The legislative mandate of the Commission for Conciliation, Mediation and Arbitration is primarily derived from the Labour Relations Act (1995), as amended. As per provisions of the act, the commission is mandated to advance economic development, social justice, labour peace and the democratisation of the workplace, among other things. This mandate is extended by other statutes dealing with employment law. Over the medium term, the commission will focus on implementing its new 5-year strategy, which prioritises a dispute resolution and enforcement service delivery model, a dispute management and prevention strategy and service delivery model, a human resources strategy, and an integrated governance strategy.

The commission derives 98.9 per cent (R3 billion) of its revenue through transfers from the department, increasing at an average annual rate of 2.6 per cent, from R935.8 million in 2020/21 to R1 billion in 2023/24. Cabinet approved reductions to the transfers to the commission over the medium term amount to R301.7 million (R90.8 million in 2021/22, R115.4 million in 2022/23 and R95.5 million in 2023/24). The bulk of these reductions are effected on goods and services, and compensation of employees by means of freezing salary increases and not filling vacant posts.

The commission's main cost drivers over the period ahead are compensation of employees and ICT infrastructure. Spending on compensation of employees accounts for 59.1 per cent (R1.8 billion) of the commission's expenditure. To enhance its case management system and replace old hardware, the commission has allocated R238 million over the MTEF period.

Programmes/Objectives/Activities

Table 31.15 Commission for Conciliation, Mediation and Arbitration expenditure trends and estimates by programme/objective/activity

R million	Audited outcome			Revised estimate 2020/21	Average growth rate (%) 2017/18 - 2020/21	Average: Expenditure/ Total (%) 2020/21	Medium-term expenditure estimate			Average growth rate (%) 2020/21 - 2023/24	Average: Expenditure/ Total (%) 2020/21 - 2023/24
	2017/18	2018/19	2019/20				2021/22	2022/23	2023/24		
Administration	412.1	485.1	514.3	208.7	-20.3%	42.1%	207.2	207.2	207.2	-0.2%	20.8%
Labour market intervention	30.8	27.2	27.0	12.1	-26.8%	2.6%	13.5	13.5	13.5	3.9%	1.3%
Special interventions and support	16.3	16.2	16.3	14.3	-4.1%	1.7%	14.0	14.0	14.0	-0.8%	1.4%
Dispute resolution and enforcement services	362.8	414.5	453.5	685.3	23.6%	49.9%	731.1	746.5	750.1	3.1%	73.0%
Strategy management and governance	30.1	37.5	42.3	34.7	4.9%	3.8%	34.1	34.1	34.1	-0.6%	3.4%
Total	852.0	980.5	1 053.4	955.1	3.9%	100.0%	999.9	1 015.4	1 018.9	2.2%	100.0%

Statements of financial performance, cash flow and financial position

Table 31.16 Commission for Conciliation, Mediation and Arbitration statements of financial performance, cash flow and financial position

Statement of financial performance											
R million	Audited outcome			Revised estimate 2020/21	Average growth rate (%) 2017/18 - 2020/21	Average: Expenditure/ Total (%) 2020/21	Medium-term expenditure estimate			Average growth rate (%) 2020/21 - 2023/24	Average: Expenditure/ Total (%) 2020/21 - 2023/24
	2017/18	2018/19	2019/20				2021/22	2022/23	2023/24		
Revenue											
Non-tax revenue	21.3	23.4	22.9	19.3	-3.2%	2.3%	8.0	8.1	7.8	-26.2%	1.1%
Sale of goods and services other than capital assets	6.3	5.6	6.5	5.8	-2.8%	0.6%	3.0	3.1	2.7	-22.2%	0.4%
of which:											
Other sales	6.3	5.6	6.5	5.8	-2.8%	0.6%	3.0	3.1	2.7	-22.2%	0.4%
Other non-tax revenue	15.0	17.9	16.4	13.5	-3.4%	1.6%	5.0	5.0	5.1	-28.0%	0.7%
Transfers received	864.1	963.1	976.8	935.8	2.7%	97.7%	992.0	1 007.3	1 011.2	2.6%	98.9%
Total revenue	885.4	986.5	999.7	955.1	2.6%	100.0%	999.9	1 015.4	1 018.9	2.2%	100.0%
Expenses											
Current expenses	852.0	980.5	1 047.6	951.8	3.8%	99.8%	996.6	1 012.1	1 015.6	2.2%	99.7%
Compensation of employees	455.3	521.0	546.7	590.1	9.0%	55.1%	588.6	588.6	588.6	-0.1%	59.1%
Goods and services	381.3	432.3	470.9	339.6	-3.8%	42.3%	384.0	399.5	403.0	5.9%	38.2%
Depreciation	15.4	27.3	30.0	22.1	12.9%	2.4%	24.0	24.0	24.0	2.8%	2.4%
Transfers and subsidies	(0.0)	(0.0)	5.8	3.3	-2 761.2%	0.2%	3.3	3.3	3.3	-	0.3%
Total expenses	852.0	980.5	1 053.4	955.1	3.9%	100.0%	999.9	1 015.4	1 018.9	2.2%	100.0%
Surplus/(Deficit)	33.4	6.0	(53.7)	-	-100.0%	-	-	-	-	-	-

Table 31.16 Commission for Conciliation, Mediation and Arbitration statements of financial performance, cash flow and financial position

Statement of financial performance				Revised estimate	Average growth rate (%)	Average: Expenditure/ Total (%)	Medium-term expenditure estimate			Average growth rate (%)	Average: Expenditure/ Total (%)
Audited outcome			2020/21				2017/18 - 2020/21	2021/22	2022/23		
R million	2017/18	2018/19	2019/20	2020/21	2017/18 - 2020/21	2021/22	2022/23	2023/24	2020/21 - 2023/24		
Cash flow statement											
Cash flow from operating activities	65.2	61.8	(42.5)	22.1	-30.3%	100.0%	24.0	24.0	24.0	2.8%	100.0%
Receipts											
Non-tax receipts	19.6	27.7	22.1	19.3	-0.5%	2.3%	8.0	8.1	7.8	-26.2%	1.1%
Other tax receipts	19.6	27.7	22.1	19.3	-0.5%	2.3%	8.0	8.1	7.8	-26.2%	1.1%
Transfers received	867.2	963.1	976.8	935.8	2.6%	97.7%	992.0	1 007.3	1 011.2	2.6%	98.9%
Total receipts	886.8	990.7	998.9	955.1	2.5%	100.0%	999.9	1 015.4	1 018.9	2.2%	100.0%
Payment											
Current payments	814.1	921.1	1 035.5	929.7	4.5%	99.3%	972.6	988.1	991.6	2.2%	99.7%
Compensation of employees	452.9	508.0	554.2	590.1	9.2%	56.6%	588.6	581.8	588.0	-0.1%	60.3%
Goods and services	361.2	412.4	481.3	339.6	-2.0%	42.7%	384.0	406.3	403.6	5.9%	39.3%
Interest and rent on land	-	0.7	-	-	-	-	-	-	-	-	-
Transfers and subsidies	7.4	7.8	5.8	3.3	-23.5%	0.7%	3.3	3.3	3.3	-	0.3%
Total payments	821.6	928.9	1 041.4	933.0	4.3%	100.0%	975.9	991.4	994.9	2.2%	100.0%
Net cash flow from investing activities	(8.8)	(20.9)	(38.6)	(22.1)	35.7%	100.0%	(24.0)	(24.0)	(24.0)	2.8%	100.0%
Acquisition of property, plant, equipment and intangible assets	(4.9)	(20.9)	(38.6)	(22.1)	64.7%	89.0%	(24.0)	(24.0)	(24.0)	2.8%	100.0%
Acquisition of software and other intangible assets	(4.4)	-	-	-	-100.0%	12.5%	-	-	-	-	-
Other flows from investing activities	0.5	-	-	-	-100.0%	-1.5%	-	-	-	-	-
Net cash flow from financing activities	(4.4)	(1.8)	(2.6)	(6.3)	12.3%	100.0%	(6.6)	(6.7)	(7.0)	3.6%	100.0%
Repayment of finance leases	(4.4)	(1.8)	(2.6)	(6.3)	12.3%	100.0%	(6.6)	(6.7)	(7.0)	3.6%	100.0%
Net increase/(decrease) in cash and cash equivalents	51.9	39.1	(83.6)	(6.3)	-149.4%	0.4%	(6.6)	(6.7)	(7.0)	3.6%	-0.7%
Statement of financial position											
Carrying value of assets	49.9	33.5	47.9	47.9	-1.4%	27.3%	47.9	47.9	47.9	-	36.5%
Acquisition of assets	(4.9)	(20.9)	(38.6)	(22.1)	64.7%	100.0%	(24.0)	(24.0)	(24.0)	2.8%	100.0%
Inventory	1.7	2.1	1.9	1.9	3.9%	1.1%	1.9	1.9	1.9	-	1.4%
Receivables and prepayments	5.4	2.1	2.8	2.8	-19.6%	1.9%	2.8	2.8	2.8	-	2.1%
Cash and cash equivalents	141.2	180.3	96.7	78.7	-17.7%	69.7%	78.7	78.7	78.7	-	60.0%
Total assets	198.1	218.0	149.2	131.2	-12.8%	100.0%	131.2	131.2	131.2	-	100.0%
Accumulated surplus/(deficit)	80.2	90.5	32.3	32.3	-26.2%	32.0%	32.3	32.3	32.3	-	24.6%
Finance lease	7.3	3.6	0.5	0.5	-59.6%	1.5%	0.5	0.5	0.5	-	0.4%
Trade and other payables	70.8	71.2	95.6	95.6	10.5%	51.3%	95.6	95.6	95.6	-	72.9%
Provisions	21.1	32.4	20.8	2.8	-48.9%	10.4%	2.8	2.8	2.8	-	2.2%
Derivatives financial instruments	18.7	20.3	-	-	-100.0%	4.7%	-	-	-	-	-
Total equity and liabilities	198.1	218.0	149.2	131.2	-12.8%	100.0%	131.2	131.2	131.2	-	100.0%

Personnel information**Table 31.17 Commission for Conciliation, Mediation and Arbitration personnel numbers and cost by salary level**

Number of posts estimated for 31 March 2020		Number and cost ¹ of personnel posts filled/planned for on funded establishment												Number					
Number of funded posts	Number of posts on approved establishment	Actual			Revised estimate			Medium-term expenditure estimate						Average growth rate (%)	Average: Salary level/Total (%)				
		2019/20		Unit cost	2020/21		Unit cost	2021/22		2022/23		2023/24				Unit cost	2020/21 - 2023/24		
Commission for Conciliation, Mediation and Arbitration	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost				
Salary level	1 006	1 006	1 110	546.7	0.5	1 003	590.1	0.6	988	588.6	0.6	988	588.6	0.6	988	588.6	0.6	-0.1%	100.0%
1-6	80	80	97	15.4	0.2	80	14.1	0.2	62	14.0	0.2	62	14.0	0.2	62	14.0	0.2	-0.1%	2.4%
7-10	834	834	923	410.7	0.4	834	450.2	0.5	834	452.0	0.5	834	452.0	0.5	834	452.0	0.5	0.1%	76.7%
11-12	20	20	24	20.9	0.9	20	22.0	1.1	20	21.9	1.1	20	21.9	1.1	20	21.9	1.1	-0.1%	3.7%
13-16	67	67	61	83.5	1.4	64	87.9	1.4	67	86.5	1.3	67	86.5	1.3	67	86.5	1.3	-0.5%	14.7%
17-22	5	5	5	16.2	3.2	5	15.9	3.2	5	14.1	2.8	5	14.1	2.8	5	14.1	2.8	-3.9%	2.5%

1. Rand million.

Compensation Fund

Selected performance indicators

Table 31.18 Compensation Fund performance indicators by programme/objective/activity and related priority

Indicator	Programme/Objective/Activity	MTSF priority	Audited performance			Estimated performance	MTEF targets		
			2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
Percentage of claims adjudicated within specified number of working days of receipt per year	Compensation for Occupational Injuries and Diseases Act (1993) services	Priority 4: Consolidating the social wage through reliable and quality basic services	95% within 60 working days (175 624/184 100)	94% within 40 working days (146 664/156 223)	83% within 30 working days (85 188/102 773)	85% within 30 working days	90% within 15 working days	90% within 10 working days	90% within 10 working days
Percentage of claims benefits finalised within 30 working days of receipt of all required documentation per year	Compensation for Occupational Injuries and Diseases Act (1993) services		– ¹	– ¹	– ¹	85%	85%	90%	90%
Percentage of accepted medical claims finalised within specified number of working days of receipt of invoice per year	Medical benefits		93% within 60 working days (699 441/751 364)	93% within 60 working days (867 381/934 742)	69% within 40 working days (358 449/519 830)	80% within 30 days	85% within 30 days	90% within 30 days	90% within 30 days
Percentage of requests for pre-authorisation of specialised medical interventions finalised within 10 working days of receipt per year	Medical benefits		79% (1 488/1 894)	93% (1 539/1 657)	97% (1 983/2 041)	85%	90%	90%	95%
Percentage of compliant requests for assistive devices finalised within 15 working days of receipt per year	Orthotic and medical rehabilitation	Priority 2: Economic transformation and job creation	75% (983/1 307)	93% (1 079/1 160)	85% (877 /1031)	85%	85%	90%	95%
Percentage of identified injured workers rehabilitated annually	Orthotic and medical rehabilitation		– ¹	– ¹	– ¹	60%	70%	80%	90%
Number of students enrolled at post-school education and training institutions in priority qualifications funded per year	Orthotic and medical rehabilitation		– ¹	– ¹	311	345	1 145	2 040	2 960
Number of people with disabilities enrolled in vocational rehabilitation programme through post-school education and training institutions funded per year	Orthotic and medical rehabilitation		– ¹	– ¹	– ¹	100	250	450	700

1. No historical data available.

Entity overview

The Compensation Fund is mandated to administer the Compensation for Occupational Injuries and Diseases Act (1993), as amended, which provides for compensation for disablement caused by occupational injuries or diseases sustained or contracted by employees, or for death resulting from injuries or diseases contracted, and provides for matters connected therewith. The fund's main focus over the medium term will be on improving access to social insurance for workers; providing an efficient and effective safety net that strengthens social protection, particularly for vulnerable workers, by rehabilitating, reintegrating and returning to work employees who have been injured or have contracted work-related diseases; and enhancing its capacity to deliver services by improving performance, administration and operational efficiency. The current amendment to the act requires employers of domestic workers and domestic workers themselves to register with the fund.

In line with the fund's focus on improving operational efficiency, expenditure on claims and pension benefits is expected to increase at an average annual rate of 5.6 per cent, from R4.2 billion in 2020/21 to R4.9 billion in 2023/24. Included in this amount are allocations for a total of 1 400 university and technical and vocational education and training college bursaries to upskill unemployed workers who have suffered occupational injuries.

The cost of administering the fund, paying compensation benefits and medical expenses, and rehabilitating and reintegrating injured and diseased workers is funded through levies paid by registered employers and income from investments. The fund's revenue in 2021/22 is estimated at R14.9 billion, increasing at an average annual rate of 4.5 per cent to a projected R16.2 billion in 2023/24.

Programmes/Objectives/Activities

Table 31.20 Compensation Fund expenditure trends and estimates by programme/objective/activity

R million	Audited outcome			Revised estimate 2020/21	Average growth rate (%) 2017/18 - 2020/21	Average: Expenditure/ Total (%) 2020/21	Medium-term expenditure estimate			Average growth rate (%) 2020/21 - 2023/24	Average: Expenditure/ Total (%) 2020/21 - 2023/24
	2017/18	2018/19	2019/20				2021/22	2022/23	2023/24		
Administration	10 021.4	13 602.0	17 650.5	2 685.2	-35.5%	60.5%	3 484.6	2 878.8	2 965.4	3.4%	38.3%
Compensation for Occupational Injuries and Diseases Act (1993) services	4 825.2	3 371.5	1 799.9	1 121.7	-38.5%	17.9%	1 189.0	1 260.3	1 317.0	5.5%	15.6%
Medical benefits	44.3	3 756.6	5 213.3	3 083.8	311.5%	20.7%	3 268.8	3 481.3	3 638.0	5.7%	43.0%
Orthotic and medical rehabilitation	-	26.7	47.7	220.1	-	0.9%	233.3	248.5	259.7	5.7%	3.1%
Total	14 890.8	20 756.8	24 711.4	7 110.8	-21.8%	100.0%	8 175.7	7 868.9	8 180.1	4.8%	100.0%

Statements of financial performance, cash flow and financial position

Table 31.21 Compensation Fund statements of financial performance, cash flow and financial position

Statement of financial performance											
R million	Audited outcome			Revised estimate 2020/21	Average growth rate (%) 2017/18 - 2020/21	Average: Expenditure/ Total (%) 2020/21	Medium-term expenditure estimate			Average growth rate (%) 2020/21 - 2023/24	Average: Expenditure/ Total (%) 2020/21 - 2023/24
	2017/18	2018/19	2019/20				2021/22	2022/23	2023/24		
Revenue											
Non-tax revenue	12 788.3	4 758.4	15 386.4	4 751.9	-28.1%	46.7%	4 989.5	5 189.1	5 422.6	4.5%	33.6%
<i>of which:</i>											
Other non-tax revenue	12 788.3	4 758.4	15 386.4	4 751.9	-28.1%	46.7%	4 989.5	5 189.1	5 422.6	4.5%	33.6%
Transfers received	6 972.8	9 336.7	12 573.3	9 411.7	10.5%	53.2%	9 881.6	10 276.7	10 738.3	4.5%	66.4%
Tax benefit	-	33.9	34.6	-	-	0.1%	-	-	-	-	-
Total revenue	19 761.2	14 129.0	27 994.3	14 163.6	-10.5%	100.0%	14 871.1	15 465.7	16 160.9	4.5%	100.0%
Expenses											
Current expenses	10 081.4	15 403.7	18 024.1	2 960.9	-33.5%	64.1%	3 776.9	3 189.2	3 289.7	3.6%	42.1%
Compensation of employees	727.4	856.3	987.1	953.9	9.5%	6.6%	953.9	953.9	953.9	-	12.2%
Goods and services	6 109.0	11 931.8	13 919.1	1 945.3	-31.7%	45.5%	2 784.4	2 195.1	2 293.9	5.6%	29.3%
Depreciation	48.7	70.0	57.4	61.8	8.2%	0.4%	38.6	40.2	42.0	-12.1%	0.6%
Interest, dividends and rent on land	3 196.2	2 545.6	3 060.6	-	-100.0%	11.5%	-	-	-	-	-
Transfers and subsidies	4 705.5	5 353.2	6 687.3	4 149.9	-4.1%	35.7%	4 398.9	4 679.8	4 890.4	5.6%	57.9%
Outside shareholders Interest	103.9	-	-	-	-100.0%	0.2%	-	-	-	-	-
Total expenses	14 890.8	20 756.8	24 711.4	7 110.8	-21.8%	100.0%	8 175.7	7 868.9	8 180.1	4.8%	100.0%
Surplus/(Deficit)	4 870.4	(6 627.8)	3 282.9	7 052.8	13.1%		6 695.4	7 596.8	7 980.8	4.2%	
Cash flow statement											
Cash flow from operating activities	1 921.7	1 743.3	2 972.2	2 611.6	10.8%	100.0%	2 726.2	2 719.7	2 884.3	3.4%	100.0%
Receipts											
Non-tax receipts	182.2	135.8	172.9	248.9	11.0%	2.3%	258.9	271.8	284.0	4.5%	2.6%
Other tax receipts	182.2	135.8	172.9	248.9	11.0%	2.3%	258.9	271.8	284.0	4.5%	2.6%
Transfers received	7 200.5	7 187.1	7 777.1	9 411.7	9.3%	97.7%	9 882.1	10 276.7	10 738.3	4.5%	97.4%
Tax benefit	8.3	(0.2)	(0.1)	-	-100.0%	-	-	-	-	-	-
Total receipts	7 391.0	7 322.7	7 949.9	9 660.6	9.3%	100.0%	10 141.0	10 548.5	11 022.4	4.5%	100.0%
Payment											
Current payments	1 792.9	1 639.2	1 746.9	2 899.1	17.4%	34.6%	3 015.9	3 149.0	3 247.8	3.9%	40.5%
Compensation of employees	727.4	856.3	987.1	953.9	9.5%	15.5%	953.9	953.9	953.9	-	12.6%
Goods and services	1 054.3	752.5	733.6	1 945.3	22.7%	18.8%	2 062.0	2 195.1	2 293.9	5.6%	27.9%
Interest and rent on land	11.2	30.4	26.2	-	-100.0%	0.3%	-	-	-	-	-
Transfers and subsidies	3 676.4	3 940.2	3 230.8	4 149.9	4.1%	65.4%	4 398.9	4 679.8	4 890.4	5.6%	59.5%
Total payments	5 469.3	5 579.4	4 977.7	7 049.0	8.8%	100.0%	7 414.7	7 828.8	8 138.1	4.9%	100.0%
Net cash flow from investing activities	(2 285.5)	(2 154.4)	(2 086.4)	4 129.8	-221.8%	100.0%	4 290.5	4 505.0	4 707.7	4.5%	100.0%
Acquisition of property, plant, equipment and intangible assets	(177.2)	(57.2)	(74.4)	(86.9)	-21.1%	3.0%	(91.3)	(95.8)	(100.1)	4.8%	-2.1%
Investment property	-	(2.8)	(0.1)	-	-	-	-	-	-	-	-
Acquisition of software and other intangible assets	(9.2)	(0.0)	(46.8)	-	-100.0%	0.7%	-	-	-	-	-
Proceeds from the sale of property, plant, equipment and intangible assets	0.1	0.6	1.7	-	-100.0%	-	-	-	-	-	-
Other flows from investing activities	(2 099.1)	(2 095.0)	(1 966.9)	4 216.7	-226.2%	96.4%	4 381.8	4 600.8	4 807.9	4.5%	102.1%

Table 31.21 Compensation Fund statements of financial performance, cash flow and financial position

Statement of financial performance			Revised estimate	Average growth rate (%)	Average Expenditure/ Total (%)	Medium-term expenditure estimate			Average growth rate (%)	Average Expenditure/ Total (%)	
Audited outcome						2020/21	2017/18 - 2020/21	2021/22			2022/23
R million	2017/18	2018/19	2019/20	2020/21	2017/18 - 2020/21	2021/22	2022/23	2023/24	2020/21 - 2023/24	2020/21 - 2023/24	
Net cash flow from financing activities	24.1	172.3	119.5	–	-100.0%	–	–	–	–	–	
Borrowing activities	–	50.6	37.7	–	–	–	–	–	–	–	
Repayment of finance leases	(0.7)	(1.9)	1.0	–	-100.0%	–	–	–	–	–	
Other flows from financing activities	24.8	123.6	80.7	–	-100.0%	–	–	–	–	–	
Net increase/(decrease) in cash and cash equivalents	(339.6)	(238.8)	1 005.2	6 741.4	-370.8%	23.9%	7 016.7	7 224.7	7 592.0	4.0%	91.3%
Statement of financial position											
Carrying value of assets	556.4	706.9	706.6	599.1	2.5%	0.9%	629.0	660.5	690.2	4.8%	0.8%
<i>Acquisition of assets</i>	<i>(177.2)</i>	<i>(57.2)</i>	<i>(74.4)</i>	<i>(86.9)</i>	-21.1%	100.0%	<i>(91.3)</i>	<i>(95.8)</i>	<i>(100.1)</i>	4.8%	100.0%
Investments	63 937.3	66 534.9	64 034.7	73 583.6	4.8%	93.3%	77 262.8	81 125.9	84 776.6	4.8%	94.1%
Inventory	2.0	4.6	7.8	1.5	-8.8%	–	1.6	1.7	1.8	4.8%	–
Loans	348.4	381.4	409.8	380.3	3.0%	0.5%	399.3	419.3	438.1	4.8%	0.5%
Receivables and prepayments	1 974.7	2 534.8	3 453.2	2 825.8	12.7%	3.8%	2 967.1	3 115.5	3 255.7	4.8%	3.6%
Cash and cash equivalents	927.4	687.6	1 693.4	756.2	-6.6%	1.4%	794.0	833.7	871.2	4.8%	1.0%
Taxation	–	39.1	86.0	45.7	–	0.1%	48.0	50.4	52.7	4.8%	0.1%
Total assets	67 746.2	70 889.3	70 391.6	78 192.2	4.9%	100.0%	82 101.9	86 206.9	90 086.3	4.8%	100.0%
Accumulated surplus/(deficit)	31 770.5	25 122.8	28 435.6	28 741.3	-3.3%	39.9%	30 178.4	31 687.3	33 113.3	4.8%	36.8%
Capital and reserves	1 093.8	963.7	896.6	653.6	-15.8%	1.3%	686.3	720.6	753.0	4.8%	0.8%
Capital reserve fund	–	569.7	644.2	–	–	0.4%	–	–	–	–	–
Borrowings	–	159.6	136.7	–	–	0.1%	–	–	–	–	–
Finance lease	1 146.4	1 629.1	1 622.4	1 796.1	16.1%	2.1%	1 885.9	1 980.2	2 069.3	4.8%	2.3%
Accrued interest	138.2	76.1	100.6	163.3	5.7%	0.2%	171.5	180.1	188.2	4.8%	0.2%
Trade and other payables	1 333.1	1 032.1	1 029.9	1 173.3	-4.2%	1.6%	1 231.9	1 293.5	1 351.7	4.8%	1.5%
Taxation	12.3	15.6	3.0	–	-100.0%	–	–	–	–	–	–
Provisions	22 852.6	31 923.4	25 586.9	35 195.6	15.5%	40.0%	36 955.4	38 803.1	40 549.3	4.8%	45.0%
Derivatives financial instruments	9 399.2	9 397.1	11 935.8	10 469.0	3.7%	14.4%	10 992.5	11 542.1	12 061.5	4.8%	13.4%
Total equity and liabilities	67 746.2	70 889.3	70 391.6	78 192.2	4.9%	100.0%	82 101.9	86 206.9	90 086.3	4.8%	100.0%

Personnel information**Table 31.22 Compensation Fund personnel numbers and cost by salary level**

Number of posts estimated for 31 March 2020		Number and cost ¹ of personnel posts filled/planned for on funded establishment												Number					
Number of funded posts	Number of posts on approved establishment	Actual			Revised estimate			Medium-term expenditure estimate						Average growth rate (%)	Average Salary level/Total (%)				
		2019/20		Unit cost	2020/21		Unit cost	2021/22		Unit cost	2022/23		Unit cost			2023/24		Unit cost	
Number	Number	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	2020/21 - 2023/24		
Compensation Fund		965	987.1	1.0	974	953.9	1.0	1 062	953.9	0.9	1 153	953.9	0.8	1 186	953.9	0.8	–	100.0%	
Salary level	1 186	1 186																	
1 – 6	769	769	675	206.8	0.3	645	130.5	0.2	707	130.5	0.2	761	130.5	0.2	769	130.5	0.2	–	13.7%
7 – 10	380	380	263	677.0	2.6	299	705.9	2.4	323	705.9	2.2	357	705.9	2.0	380	705.9	1.9	–	74.0%
11 – 12	31	31	23	98.1	4.3	26	112.3	4.3	27	112.3	4.2	29	112.3	3.9	31	112.3	3.6	–	11.8%
13 – 16	6	6	4	5.1	1.3	4	5.1	1.3	5	5.1	1.0	6	5.1	0.9	6	5.1	0.9	–	0.5%

1. Rand million.

National Economic Development and Labour Council**Selected performance indicators****Table 31.22 National Economic Development and Labour Council performance indicators by programme/objective/activity and related priority**

Indicator	Programme/Objective/Activity	MTSF priority	Audited performance			Estimated performance	MTEF targets		
			2017/18	2018/19	2019/20		2020/21	2021/22	2022/23
Percentage of council reports on draft legislation or policy concluded within 6 months of the date of tabling at the relevant structure, except where stipulated exclusions apply per year	Core operations	Priority 2: Economic transformation and job creation	58%	100%	80%	80%	100%	100%	100%
			(7/12)	(13)	(4/5)				
Percentage of section 77 reports produced within 5 working days of date of resolution of section 77 notices per year	Core operations		100%	100%	100%	100%	100%	100%	100%
			(12)	(4)	(5)				

Table 31.22 National Economic Development and Labour Council performance indicators by programme/objective/activity and related priority

Indicator	Programme/Objective/Activity	MTSF priority	Audited performance			Estimated performance	MTEF targets		
			2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
Percentage of special sessions on identified socioeconomic issues released to social partners within 14 working days of hosting dialogue per year	Core operations		-1	-1	-1	-1	100%	100%	100%
Percentage of agreements successfully concluded within 3 months of issue being tabled at council, unless otherwise agreed per year	Core operations		-1	-1	-1	-1	75%	75%	75%

1. No historical data available.

Entity overview

The National Economic Development and Labour Council is a statutory body governed by the National Economic Development and Labour Council Act (1994). In terms of the act, the council is mandated to promote economic growth, social equity and participation. This is facilitated through social dialogue by ensuring that there is effective public participation in labour-market and socioeconomic policy and legislation, and facilitating consensus and cooperation between social partners in dealing with South Africa's socioeconomic challenges. Government's legislative and policy programme, as well as issues tabled by its constituent chambers, determine the council's work.

Over the medium term, the council will continue to focus on accelerating development, and addressing unemployment, inequality and poverty by advancing social dialogue between organised business, organised labour, government and communities. In the short term, the council will also focus on responding to the twin challenges of fighting the COVID-19 pandemic and facilitating an economic recovery in its wake.

The council's expenditure for the period is in line with its revenue. Transfers from the department account for an estimated 98.5 per cent (R177.1 million) of projected revenue and increase at an average annual rate of 2.1 per cent, from R55.5 million in 2020/21 to R59.1 million in 2023/24. Other revenue is generated by interest and sundry income, which is expected to amount to R2.7 million over the period ahead. Transfers from the department are reduced by R16.2 million over the MTEF period (R4.8 million in 2021/22, R5.9 million in 2022/23 and R5.6 million in 2023/24), mainly to be effected on spending on goods and services items related to travel and subsistence.

Programmes/Objectives/Activities

Table 31.23 National Economic Development and Labour Council expenditure trends and estimates by programme/objective/activity

R million	Audited outcome			Revised estimate	Average growth rate (%)	Average: Expenditure/Total (%)	Medium-term expenditure estimate			Average growth rate (%)	Average: Expenditure/Total (%)
	2017/18	2018/19	2019/20				2020/21	2021/22	2022/23		
Administration	26.2	34.0	28.9	35.7	10.9%	68.3%	37.5	37.3	37.6	1.7%	62.7%
Core operations	8.8	10.6	11.3	15.9	22.0%	25.1%	17.5	17.5	17.5	3.2%	29.0%
Capacity building funds	1.7	2.3	3.8	4.7	39.5%	6.6%	4.9	4.9	4.9	1.9%	8.3%
Total	36.7	46.9	44.0	56.3	15.4%	100.0%	60.0	59.8	60.1	2.2%	100.0%

Statement of financial performance

Table 31.24 National Economic Development and Labour Council statements of financial performance, cash flow and financial position

Statement of financial performance											
R million	Audited outcome			Revised estimate 2020/21	Average growth rate (%)		Medium-term expenditure estimate			Average growth rate (%) 2020/21 - 2023/24	Average: Expenditure/Total (%)
	2017/18	2018/19	2019/20		2017/18	2020/21	2021/22	2022/23	2023/24		
Revenue											
Non-tax revenue	0.8	1.9	1.6	0.8	1.1%	2.9%	0.9	0.9	0.9	4.4%	1.5%
<i>of which:</i>											
Other non-tax revenue	0.8	1.9	1.6	0.8	1.1%	2.9%	0.9	0.9	0.9	4.4%	1.5%
Transfers received	39.8	39.6	44.3	55.5	11.7%	97.1%	59.1	58.9	59.1	2.1%	98.5%
Total revenue	40.6	41.5	45.9	56.3	11.5%	100.0%	60.0	59.8	60.1	2.2%	100.0%
Expenses											
Current expenses	36.7	46.9	44.0	56.3	15.4%	100.0%	60.0	59.8	60.1	2.2%	100.0%
Compensation of employees	17.5	21.2	24.8	25.9	13.9%	48.9%	28.5	28.5	28.5	3.2%	47.1%
Goods and services	17.5	24.1	17.4	30.4	20.2%	48.2%	31.5	31.3	31.6	1.3%	52.9%
Depreciation	1.7	1.6	1.8	-	-100.0%	3.0%	-	-	-	-	-
Total expenses	36.7	46.9	44.0	56.3	15.4%	100.0%	60.0	59.8	60.1	2.2%	100.0%
Surplus/(Deficit)	4.0	(5.4)	1.9	-	-100.0%	-	-	-	-	-	-

Personnel information

Table 31.25 National Economic Development and Labour Council personnel numbers and cost by salary level

Number of posts estimated for 31 March 2020		Number and cost ¹ of personnel posts filled/planned for on funded establishment														Number		
Number of funded posts	Number of posts on approved establishment	Actual			Revised estimate			Medium-term expenditure estimate						Average growth rate (%)	Average: Salary level/Total (%)			
		2019/20	2020/21	2021/22	2022/23	2023/24	2020/21 - 2023/24											
National Economic Development and Labour Council		Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost		
Salary level	37	37	24.8	0.7	37	25.9	0.7	37	28.5	0.8	37	28.5	0.8	37	28.5	0.8	3.2%	100.0%
1 – 6	5	5	0.9	0.2	5	1.1	0.2	5	1.2	0.2	5	1.2	0.2	5	1.2	0.2	3.2%	4.3%
7 – 10	20	20	8.6	0.4	20	11.3	0.6	20	12.4	0.6	20	12.4	0.6	20	12.4	0.6	3.2%	43.5%
11 – 12	9	9	6.3	0.7	9	8.2	0.9	9	9.0	1.0	9	9.0	1.0	9	9.0	1.0	3.1%	31.6%
13 – 16	3	3	9.0	3.0	3	5.3	1.8	3	5.9	2.0	3	5.9	2.0	3	5.9	2.0	3.5%	20.6%

1. Rand million.

Productivity South Africa

Selected performance indicators

Table 31.26 Productivity South Africa performance indicators by programme/objective/activity and related priority

Indicator	Programme/Objective/Activity	MTSF priority	Audited performance			Estimated performance	MTEF targets		
			2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
Number of companies facing economic distress supported through turnaround strategies to retain jobs per year	Business turnaround and recovery	Priority 2: Economic transformation and job creation	99	0	0	174	74	78	83
Number of jobs saved per year in companies facing economic distress	Business turnaround and recovery		8 504	0	0	8 700	9 550	10 500	11 550
Number of entrepreneurs, workers and managers provided with capacity to promote a stronger culture of productivity per year	Competitiveness improvement services		-1	-1	1 878	2 000	2 200	2 400	2 600
Number of productivity champions provided with capacity to build awareness and promote a stronger culture of productivity in South Africa per year	Competitiveness improvement services		327	217	200	323	323	323	323

1. No historical data available.

Entity overview

Productivity South Africa was established in terms of section 31 of the Employment Services Act (2014) as a juristic person and entity of the Department of Employment and Labour. In terms of the act, it is mandated to promote employment growth and productivity, and thereby contribute to South Africa's socioeconomic development and competitiveness. Over the medium term, the entity will focus on supporting the improvement of South Africa's competitiveness and the sustainability of its enterprises, specifically small, medium and micro enterprises, through its competitiveness improvement services, and business turnaround and recovery

programmes.

The entity's expenditure over the period ahead is in line with its revenue. It receives 92.5 per cent (R574.3 million) of its revenue from transfers from Department of Employment and Labour; the Department of Trade, Industry and Competition; and the Unemployment Insurance Fund. Transfers from the Department of Employment and Labour are expected to be reduced by R2.1 million over the MTEF period (R357 000 in 2021/22, R730 000 in 2022/23 and R1 million in 2023/24), mainly to be effected on compensation of employees and goods and services.

Programmes/Objectives/Activities

Table 31.27 Productivity South Africa expenditure trends and estimates by programme/objective/activity

R million	Audited outcome			Revised estimate 2020/21	Average growth rate (%) 2017/18 - 2020/21	Average: Expenditure/Total (%)	Medium-term expenditure estimate			Average growth rate (%) 2020/21 - 2023/24	Average: Expenditure/Total (%)
	2017/18	2018/19	2019/20				2021/22	2022/23	2023/24		
Administration	45.0	53.9	55.9	58.7	9.2%	51.9%	59.0	61.1	62.9	2.3%	31.7%
Research, innovation and statistics	10.8	8.7	9.5	12.6	5.3%	9.9%	9.8	10.1	10.2	-6.7%	5.7%
Business turnaround and recovery	19.1	1.1	0.0	44.0	32.1%	12.2%	110.8	117.5	122.8	40.8%	49.5%
Competitiveness improvement services	27.9	24.1	22.2	37.4	10.3%	26.1%	18.6	19.6	20.1	-18.7%	13.1%
Total	102.7	87.8	87.5	152.7	14.1%	100.0%	198.3	208.2	216.0	12.3%	100.0%

Statement of financial performance

Table 31.28 Productivity South Africa statements of financial performance, cash flow and financial position

Statement of financial performance											
R million	Audited outcome			Revised estimate 2020/21	Average growth rate (%) 2017/18 - 2020/21	Average: Expenditure/Total (%)	Medium-term expenditure estimate			Average growth rate (%) 2020/21 - 2023/24	Average: Expenditure/Total (%)
	2017/18	2018/19	2019/20				2021/22	2022/23	2023/24		
Revenue											
Non-tax revenue	6.0	10.5	11.4	10.4	20.1%	9.3%	15.2	16.1	16.8	17.3%	7.5%
Sale of goods and services other than capital assets	5.5	10.0	10.0	9.8	21.4%	8.5%	14.5	15.4	16.1	18.0%	7.1%
of which:											
Sales by market establishment	5.5	10.0	10.0	9.8	21.4%	8.5%	14.5	15.4	16.1	18.0%	7.1%
Other non-tax revenue	0.6	0.5	1.4	0.6	5.3%	0.8%	0.7	0.7	0.7	4.8%	0.4%
Transfers received	103.0	77.5	77.0	142.3	11.4%	90.7%	183.1	192.1	199.1	11.9%	92.5%
Total revenue	109.0	88.0	88.4	152.7	11.9%	100.0%	198.3	208.2	216.0	12.3%	100.0%
Expenses											
Current expenses	102.7	83.9	87.5	152.7	14.1%	98.9%	198.3	208.2	216.0	12.3%	100.0%
Compensation of employees	64.9	60.8	62.5	84.4	9.2%	64.8%	88.8	93.2	97.4	4.9%	47.5%
Goods and services	37.1	22.4	24.4	67.6	22.2%	33.4%	108.2	113.6	117.1	20.1%	51.9%
Depreciation	0.4	0.6	0.6	0.7	19.3%	0.6%	1.2	1.2	1.3	24.1%	0.6%
Interest, dividends and rent on land	0.4	0.1	0.0	-	-100.0%	0.1%	0.1	0.1	0.1	-	-
Transfers and subsidies	-	3.8	-	-	-	1.1%	-	-	-	-	-
Total expenses	102.7	87.8	87.5	152.7	14.1%	100.0%	198.3	208.2	216.0	12.3%	100.0%
Surplus/(Deficit)	6.3	-	-	-	-100.0%		-	-	-	-	-

Personnel information

Table 31.29 Productivity South Africa personnel numbers and cost by salary level

Number of posts estimated for 31 March 2020		Number and cost ¹ of personnel posts filled/planned for on funded establishment												Number								
Number of funded posts	Number of posts on approved establishment	Actual			Revised estimate			Medium-term expenditure estimate						Average growth rate (%)	Average: Salary level/Total (%)							
		2019/20		2020/21		2021/22		2022/23		2023/24		2020/21 - 2023/24										
		Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost						
Productivity South Africa		108	110		82	62.5	0.8	110	84.4	0.8	110	88.8	0.8	110	93.2	0.8	110	97.4	0.9	4.9%	100.0%	
Salary level																						
1 – 6	2	2	3	0.2	0.1	2	0.2	0.1	2	0.2	0.1	2	0.2	0.1	2	0.2	0.1	2	0.2	0.1	4.8%	0.2%
7 – 10	41	41	35	16.6	0.5	41	21.0	0.5	41	22.1	0.5	41	23.1	0.6	41	24.2	0.6	41	24.2	0.6	4.9%	24.8%
11 – 12	48	50	30	27.3	0.9	50	41.4	0.8	50	43.6	0.9	50	45.7	0.9	50	47.8	1.0	50	47.8	1.0	4.9%	49.1%
13 – 16	17	17	14	18.3	1.3	17	21.9	1.3	17	23.0	1.4	17	24.1	1.4	17	25.2	1.5	17	25.2	1.5	4.9%	25.9%

1. Rand million.

Unemployment Insurance Fund

Selected performance indicators

Table 31.30 Unemployment Insurance Fund performance indicators by programme/objective/activity and related priority

Indicator	Programme/Objective/Activity	MTSF priority	Audited performance			Estimated performance	MTEF targets		
			2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
Percentage of valid unemployment benefit claims with complete information approved or rejected within the specified timeframe per year	Business operations	Priority 4: Consolidating the social wage through reliable and quality basic services	83% (565 293/ 679 988) within 15 working days	94% (628 807 671 188) within 15 working days	93% (798 151/ 854 639) within 15 working days	92% within 15 working days	98% within 8 working days	98% within 8 working days	98% within 8 working days
Percentage of valid in-service benefit claims with complete information approved or rejected within the specified timeframe per year	Business operations		71% (99 101/ 139 691) within 5 working days	92% (121 418/ 132 158) within 10 working days	92% (126 442/ 136 897) within 10 working days	98% within 5 working days	98% within 5 working days	98% within 5 working days	98% within 5 working days
Percentage of valid deceased benefit claims with complete information approved or rejected within the specified timeframe per year	Business operations		75% (12 401/ 16 462) within 10 working days	92% (13 179/ 14 397) within 20 working days	95% (14 539/ 15 337) within 20 working days	92% within 20 working days	98% within 10 working days	98% within 10 working days	98% within 10 working days
Number of newly registered employers per year	Business operations		66 198	64 577	59 984	80 000	85 000	90 000	90 000
Number of newly registered employees per year	Business operations	292 767	838 922	797 563	860 000	900 000	100 0000	100 000	
Number of youth participants in public employment programmes	Labour activation programmes	Priority 3: Education, skills and health	- ¹	- ¹	- ¹	6 000	12 210	12 210	12 210
Number of beneficiaries provided with learning and/or workplace experience per year	Labour activation programmes		0	3 823	36 198	27 000	40 700	40 700	40 000

1. No historical data available.

Entity overview

The Unemployment Insurance Fund is mandated to alleviate poverty by providing effective short-term unemployment insurance to all workers who qualify for unemployment and related benefits, as legislated in the Unemployment Insurance Act (2001). Over the medium term, the fund will focus on providing social insurance benefits and improving coverage to vulnerable groups and contributors, as well as job creation and job preservation initiatives.

In 2020/21, the fund established the COVID-19 temporary employer/employee relief scheme to assist with wage subsidisation during the COVID-19 lockdown, with an initial budget of R40 billion over a 3-month period. However, as the national state of disaster was extended between July 2020, October 2020 and February 2021, the scheme extended its benefits for the period and increased the Covid-19TERS budget to R73.6 billion. As at end January 2021, payments from the scheme to more than 13.9 million workers amounted to R57.3 billion.

The fund's investment portfolio comprises bonds, property, listed equity, money market instruments and unlisted equity. Up to 24 per cent of its portfolio allocated to socially responsible investments. Since the project's inception in July 2014 up to the end of 2019/20, 51 797 jobs have been sustained.

The fund is financed through contributions from employees and employers, as legislated in the Unemployment Insurance Contributions Act (2002), and from interest earned on investments. Over the medium term, the fund expects to receive an estimated 83.2 per cent (R59.8 billion) of its revenue from contributions. Income earned through return on investments is expected to decrease at an average annual rate of 17.3 per cent, from R5 billion in 2021/22 to R2.8 billion in 2023/24, due to the withdrawal of investments amounting to R58 billion in 2020/21, mainly for payments of the temporary employer/employee relief scheme.

Programmes/Objectives/Activities**Table 31.31 Unemployment Insurance Fund expenditure trends and estimates by programme/objective/activity**

R million	Audited outcome			Revised estimate 2020/21	Average growth rate (%) 2017/18 - 2020/21	Average: Expenditure/ Total (%) 2020/21	Medium-term expenditure estimate			Average growth rate (%) 2020/21 - 2023/24	Average: Expenditure/ Total (%) 2020/21 - 2023/24
	2017/18	2018/19	2019/20				2021/22	2022/23	2023/24		
Administration	1 529.5	11 659.7	26 388.0	2 004.5	9.4%	27.8%	2 267.5	2 350.7	2 437.7	6.7%	4.9%
Business operations	17 712.3	16 128.2	16 831.9	115 740.9	87.0%	70.9%	71 279.8	32 782.2	21 818.8	-42.7%	88.6%
Labour activation programmes	50.1	121.5	951.9	2 757.8	280.4%	1.3%	2 931.3	3 060.2	3 194.9	5.0%	6.4%
Total	19 291.9	27 909.4	44 171.8	120 503.1	84.2%	100.0%	76 478.6	38 193.1	27 451.4	-38.9%	100.0%

Statements of financial performance, cash flow and financial position**Table 31.32 Unemployment Insurance Fund statements of financial performance, cash flow and financial position**

Statement of financial performance											
R million	Audited outcome			Revised estimate 2020/21	Average growth rate (%) 2017/18 - 2020/21	Average: Expenditure/ Total (%) 2020/21	Medium-term expenditure estimate			Average growth rate (%) 2020/21 - 2023/24	Average: Expenditure/ Total (%) 2020/21 - 2023/24
	2017/18	2018/19	2019/20				2021/22	2022/23	2023/24		
Revenue											
Non-tax revenue	13 699.2	10 908.7	12 096.5	4 987.0	-28.6%	34.5%	4 503.7	3 422.5	2 821.5	-17.3%	16.8%
Sale of goods and services other than capital assets	2.4	27.8	20.3	7.5	46.8%	-	7.3	7.6	7.8	1.3%	-
<i>Sales by market establishment</i>	<i>2.4</i>	<i>1.7</i>	<i>3.7</i>	<i>3.3</i>	<i>11.9%</i>	<i>-</i>	<i>2.9</i>	<i>3.0</i>	<i>3.2</i>	<i>-1.4%</i>	<i>-</i>
Other sales	-	26.1	16.5	4.2	-	-	4.4	4.6	4.6	3.4%	-
Other non-tax revenue	13 696.8	10 880.8	12 076.2	4 979.5	-28.6%	34.5%	4 496.5	3 414.9	2 813.7	-17.3%	16.8%
Transfers received	18 320.0	19 197.0	20 153.2	18 081.2	-0.4%	65.5%	18 858.7	19 858.2	21 109.3	5.3%	83.2%
Total revenue	32 019.1	30 105.7	32 249.7	23 068.2	-10.4%	100.0%	23 362.5	23 280.8	23 930.8	1.2%	100.0%
Expenses											
Current expenses	2 858.6	13 141.1	28 033.7	4 322.4	14.8%	32.2%	4 731.5	4 876.0	5 027.9	5.2%	10.2%
Compensation of employees	1 160.7	1 332.8	1 446.1	1 704.9	13.7%	3.9%	1 956.2	1 975.8	1 997.4	5.4%	4.1%
Goods and services	1 649.8	11 756.8	26 534.3	2 394.7	13.2%	28.2%	2 542.8	2 654.7	2 771.5	5.0%	5.6%
Depreciation	48.1	51.5	53.3	222.8	66.7%	0.2%	232.5	245.5	259.0	5.2%	0.5%
Transfers and subsidies	16 433.3	14 768.3	16 130.5	116 180.8	91.9%	67.8%	71 747.1	33 317.1	22 423.5	-42.2%	89.8%
Outside shareholders interest	-	-	7.6	-	-	-	-	-	-	-	-
Total expenses	19 291.9	27 909.4	44 171.8	120 503.1	84.2%	100.0%	76 478.6	38 193.1	27 451.4	-38.9%	100.0%
Surplus/(Deficit)	12 727.2	2 196.3	(11 922.1)	(97 434.9)	-297.1%		(53 116.2)	(14 912.3)	(3 520.6)	-66.9%	
Cash flow statement											
Cash flow from operating activities	7 309.0	7 582.4	1 804.3	(90 992.0)	-331.8%	100.0%	(37 515.8)	(14 412.9)	(7 208.3)	-57.1%	100.0%
Receipts											
Non-tax receipts	557.8	1 439.4	1 026.5	463.4	-6.0%	4.3%	486.1	508.5	511.2	3.3%	2.5%
Sale of goods and services other than capital assets	2.4	-	-	7.5	46.8%	-	7.3	7.6	7.8	1.3%	-
<i>Sales by market establishment</i>	<i>2.4</i>	<i>-</i>	<i>-</i>	<i>3.3</i>	<i>11.9%</i>	<i>-</i>	<i>2.9</i>	<i>3.0</i>	<i>3.2</i>	<i>-1.5%</i>	<i>-</i>
Other sales	0.0	-	-	4.2	1 179.4%	-	4.4	4.6	4.6	3.4%	-
Other tax receipts	555.5	1 439.4	1 026.5	456.0	-6.4%	4.3%	478.9	500.9	503.4	3.4%	2.4%
Transfers received	18 320.0	19 553.0	20 312.6	18 081.2	-0.4%	95.7%	18 858.7	19 858.2	21 109.3	5.3%	97.5%
Total receipts	18 877.8	20 992.4	21 339.2	18 544.7	-0.6%	100.0%	19 344.9	20 366.7	21 620.5	5.2%	100.0%
Payment											
Current payments	2 292.8	2 314.1	2 442.2	4 838.4	28.3%	13.5%	5 831.9	6 191.3	6 405.3	9.8%	13.7%
Compensation of employees	1 166.4	1 338.0	1 455.1	1 704.9	13.5%	7.3%	1 956.2	1 975.8	1 997.4	5.4%	4.4%
Goods and services	1 126.3	976.1	987.1	3 133.5	40.6%	6.2%	3 875.7	4 215.5	4 407.9	12.0%	9.3%
Interest and rent on land	-	-	-	0.0	-	-	0.0	0.0	0.0	16.2%	-
Transfers and subsidies	9 276.0	11 095.9	17 092.6	104 698.3	124.3%	86.5%	51 028.7	28 588.3	22 423.5	-40.2%	86.3%
Total payments	11 568.8	13 410.0	19 534.8	109 536.6	111.6%	100.0%	56 860.7	34 779.6	28 828.8	-35.9%	100.0%
Net cash flow from investing activities	(6 387.4)	(6 581.6)	(2 516.6)	13 750.2	-229.1%	100.0%	13 711.7	14 154.8	14 113.1	0.9%	100.0%
Acquisition of property, plant, equipment and intangible assets	(38.3)	(84.4)	(33.2)	(112.9)	43.4%	0.6%	(115.9)	-	-	-100.0%	-0.4%
Investment property	-	(138.5)	(143.8)	(831.1)	-	0.4%	(881.0)	-	-	-100.0%	-3.1%
Acquisition of software and other intangible assets	(26.7)	(8.2)	(1.9)	(25.0)	-2.2%	0.1%	(14.5)	-	-	-100.0%	-0.1%
Proceeds from the sale of property, plant, equipment and intangible assets	30.7	8.0	0.2	-	-100.0%	-0.2%	-	-	-	-	-
Other flows from investing activities	(6 353.1)	(6 358.6)	(2 337.9)	14 719.2	-232.3%	99.0%	14 723.1	14 154.8	14 113.1	-1.4%	103.6%
Net increase/(decrease) in cash and cash equivalents	921.6	1 000.7	(712.3)	(77 241.8)	-537.6%	-14.3%	(23 804.1)	(258.1)	6 904.7	-144.7%	-17.7%

Table 31.32 Unemployment Insurance Fund statements of financial performance, cash flow and financial position

Statement of financial position		Audited outcome			Revised estimate	Average growth rate (%)	Average: Expenditure/ Total (%)	Medium-term expenditure estimate			Average growth rate (%)	Average: Expenditure/ Total (%)
R million	2017/18	2018/19	2019/20	2020/21	2017/18 - 2020/21	2021/22	2022/23	2023/24	2020/21 - 2023/24	2020/21 - 2023/24		
Carrying value of assets	270.3	435.9	335.4	450.3	18.5%	0.3%	471.9	494.6	516.8	4.7%	0.4%	
Acquisition of assets	(38.3)	(84.4)	(33.2)	(112.9)	43.4%	100.0%	(115.9)	-	-	-100.0%	-	
Investments	154 630.6	158 967.1	146 844.6	117 143.3	-8.8%	96.2%	125 646.1	134 557.2	140 612.2	6.3%	95.5%	
Receivables and prepayments	1 669.6	1 821.3	2 095.8	2 008.0	6.3%	1.3%	2 104.3	2 205.3	2 304.6	4.7%	1.6%	
Cash and cash equivalents	2 719.0	4 216.9	3 498.1	3 160.7	5.1%	2.3%	3 312.4	3 471.4	3 627.6	4.7%	2.5%	
Total assets	159 289.5	165 441.1	152 773.9	122 762.2	-8.3%	100.0%	131 534.8	140 728.5	147 061.3	6.2%	100.0%	
Accumulated surplus/(deficit)	104 924.5	99 911.5	54 357.3	(31 786.6)	-167.2%	34.0%	(76 272.5)	(89 209.8)	(87 798.3)	40.3%	-51.7%	
Capital and reserves	40 928.9	55 005.4	88 637.6	52 005.1	8.3%	39.8%	159 075.6	203 745.5	214 936.4	60.5%	113.6%	
Borrowings	0.0	0.0	0.0	-	-100.0%	-	-	-	-	-	-	
Trade and other payables	291.4	519.1	737.1	571.4	25.2%	0.4%	598.8	627.6	655.8	4.7%	0.5%	
Benefits payable	13 118.3	9 978.2	9 016.1	101 942.7	98.1%	25.8%	48 101.8	25 532.7	19 233.4	-42.6%	37.7%	
Provisions	26.4	26.9	25.8	29.6	3.9%	-	31.0	32.5	34.0	4.7%	-	
Total equity and liabilities	159 289.5	165 441.1	152 773.9	122 762.2	-8.3%	100.0%	131 534.8	140 728.5	147 061.3	6.2%	100.0%	

Personnel information

Table 31.33 Unemployment Insurance Fund personnel numbers and cost by salary level

Number of posts estimated for 31 March 2020		Number and cost ¹ of personnel posts filled/planned for on funded establishment												Number					
Number of funded posts	Number of posts on approved establishment	Actual			Revised estimate			Medium-term expenditure estimate						Average growth rate (%)	Average: Salary level/Total (%)				
		2019/20		Unit cost	2020/21		Unit cost	2021/22		Unit cost	2022/23		Unit cost			2023/24		Unit cost	
Salary level		Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	2020/21 - 2023/24		
Unemployment Insurance Fund	3 703	3 450	1 446.1	0.4	3 450	1 704.9	0.5	3 703	1 956.2	0.5	3 703	1 975.8	0.5	3 703	1 997.4	0.5	5.4%	100.0%	
1-6	2 155	2 155	2 062	609.1	0.3	2 062	691.5	0.3	2 155	794.0	0.4	2 155	802.1	0.4	2 155	816.7	0.4	5.7%	40.7%
7-10	1 313	1 313	1 181	620.8	0.5	1 181	720.1	0.6	1 313	826.0	0.6	1 313	834.1	0.6	1 313	839.1	0.6	5.2%	42.2%
11-12	191	191	172	165.2	1.0	172	206.9	1.2	191	237.4	1.2	191	239.7	1.3	191	241.1	1.3	5.2%	12.1%
13-16	43	43	34	50.9	1.5	34	86.3	2.5	43	98.9	2.3	43	99.9	2.3	43	100.5	2.3	5.2%	5.1%

1. Rand million.