Vote 31

Employment and Labour

Adjusted budget summary

		2021/22		_
		Adjustments appro	priation	Adjusted
R thousand	Appropriation	Decrease	Increase	appropriation
Amount to be appropriated	3 505 713	-	310 780	3 816 493
of which:				
Current payments	2 076 461	-	47 986	2 124 447
Transfers and subsidies	1 362 061	-	247 879	1 609 940
Payments for capital assets	67 191	-	14 915	82 106
Executive authority	Minister of Employment and Labo	our		_
Accounting officer	Director-General of Employment	and Labour		
Website	www.labour.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.

Performance

Indicator	Programme	MTSF priority		Annual performance	
			Projected for 2021/22	Achieved in the first half of 2021/22 (April to September) ¹	Changed target for 2021/22
Number of employers inspected per year to determine compliance with employment law	Inspection and Enforcement Services	Priority 6: Social cohesion and safer communities	266 600	123 504	-
Number of work seekers registered on the Employment Services of South Africa database per year	Public Employment Services		800 000	469 325	-
Number of registered work seekers provided with employment counselling per year	Public Employment Services		230 000	145 855	-
Number of registered employment opportunities filled by registered work seekers per year	Public Employment Services		50 000	32 806	-
Number of employment opportunities registered on the Employment Services of South Africa database per year	Public Employment Services	Priority 2: Economic transformation and job creation	100 000	68 710	-
Percentage of collective agreements assessed and verified within specified number of calendar days of receipt per year	Labour Policy and Industrial Relations		100% within 180 days	100% within 180 days (8)	-
Percentage of labour organisation applications for registration approved or refused within 90 calendar days of receipt per year	Labour Policy and Industrial Relations		100%	97% (77/79)	_

 $^{1. \}quad \textit{Achievements for the first half of the year are unaudited}.$

Progress

In the first half of 2021/22, employment counselling was provided to 145 855 work seekers against an annual target of 230 000. This high achievement was due to rising unemployment in the wake of the COVID-19 pandemic and the effects of the social unrest in July 2021. Over the same period, 32 025 registered work seekers were placed in registered employment opportunities against an annual target of 50 000. This was as a result of increased compliance by employers in their reporting on placements. By mid-year, 68 710 employment opportunities were registered on the Employment Services of South Africa database against an annual target of 100 000. This was due to increased registrations as sectors begin to recover from the COVID-19 slowdown.

Adjusted estimates

Programme					2021/2	22			
					Adjustment	ts appropri	ation		
			Amounts						
			announced			Declared		Total	
B.I. I		Roll-	in			unspent	Other	adjustments	Adjusted
R thousand	Appropriation	overs	the budget	and shifts	votes	tunds	adjustments	appropriation	• • •
Administration	1 003 867	_	_	9 332	_	_	12 780	22 112	1 025 979
Inspection and Enforcement Services	633 801	-	_	-	-	-	15 000	15 000	648 801
Public Employment Services	610 157	-	258 000	-	-	-	15 000	273 000	883 157
Labour Policy and Industrial Relations	1 257 888	-	-	(9 332)	-	-	10 000	668	1 258 556
Total	3 505 713	_	258 000	_	_	_	52 780	310 780	3 816 493
Economic classification									
Current payments	2 076 461	_	20 000	(24 794)	_	_	52 780	47 986	2 124 447
Compensation of employees	1 375 657	-	20 000	(8 344)	-	-	52 780	64 436	1 440 093
Goods and services	700 804	-	-	(16 450)	_	_	_	(16 450)	684 354
Transfers and subsidies	1 362 061	_	238 000	9 879	_	_	_	247 879	1 609 940
Provinces and municipalities	715	-	-	-	-	-	-	_	715
Departmental agencies and accounts	1 128 971	-	238 000	-	-	-	-	238 000	1 366 971
Foreign governments and international organisations	28 467	-	-	-	-	-	-	_	28 467
Non-profit institutions	203 498	_	_	7 193	_	_	_	7 193	210 691
Households	410	_	_	2 686	_	_	_	2 686	3 096
Payments for capital assets	67 191	=	-	14 915	-	-	-	14 915	82 106
Buildings and other fixed structures	17 785	-	-	-	-	-	-	_	17 785
Machinery and equipment	49 406	_	_	14 915	_	_	_	14 915	64 321
Total	3 505 713	_	258 000	_	_	_	52 780	310 780	3 816 493

Programme 1: Administration

Subprogramme					2021/				
					djustment	s appropri	ation	T	
			Amounts						
			announced			Declared		Total	
D.I.		Roll-	in	Virements	between	unspent	Other	adjustments	Adjusted
R thousand	Appropriation	overs	the budget	and shifts	votes	tunds	adjustments	appropriation	appropriation
Ministry	36 167	_	_	-	-	-	800	800	36 967
Management	272 887	_	_	1 000	-	-	10 980	11 980	284 867
Corporate Services	326 517	-	-	9 332	-	-	_	9 332	335 849
Office of the Chief Financial	139 432	_	_	(1 000)	_	_	1 000	_	139 432
Officer									
Office Accommodation	228 864	ı	-	-	-	-	_	_	228 864
Total	1 003 867	-	_	9 332	-	-	12 780	22 112	1 025 979
Economic classification									
Current payments	958 476	ı	-	(2 504)	-	-	12 780	10 276	968 752
Compensation of employees	443 062	-	_	(672)	-	-	12 780	12 108	455 170
Goods and services	515 414	-	_	(1 832)	_	_	_	(1 832)	513 582
Transfers and subsidies	990	-	-	944	-	-	_	944	1 934
Provinces and municipalities	715	-	_	-	-	-	_	_	715
Households	275	ı	-	944	-	-	_	944	1 219
Payments for capital assets	44 401	ı	-	10 892	-	-	_	10 892	55 293
Buildings and other fixed	17 785	-	-	-	-	-	_	-	17 785
structures									
Machinery and equipment	26 616	_		10 892			_	10 892	37 508
Total	1 003 867	-	_	9 332	_		12 780	22 112	1 025 979

Programme 2: Inspection and Enforcement Services

Subprogramme					2021/	22			
					Adjustment	ts appropri	ation		
			Amounts						
			announced			Declared		Total	
		Roll-	in			unspent	Other	adjustments	Adjusted
R thousand	Appropriation	overs	the budget	and shifts	votes	funds	adjustments	appropriation	appropriation
Management and Support	6 933	_	-	-	-	-	_	_	6 933
Services: Inspection and									
Enforcement Services									
Occupational Health and	34 107	_	_	-	-	-	_	-	34 107
Safety									
Registration: Inspection and	71 456	_	_	-	-	-	5 000	5 000	76 456
Enforcement Services									
Compliance, Monitoring and	505 255	_	_	-	-	_	10 000	10 000	515 255
Enforcement Services									
Training of Staff: Inspection	5 991	_	_	-	-	-	_	_	5 991
and Enforcement Services									
Statutory and Advocacy	10 059	_	_	_	-	_	_	_	10 059
Services									
Total	633 801	-	_	_	_	_	15 000	15 000	648 801
Economic classification									
Current payments	615 791	_	-	(723)	_	_	15 000	14 277	630 068
Compensation of employees	521 166	_	_	(723)	-	-	15 000	14 277	535 443
Goods and services	94 625	_	-	_	_	_	_	_	94 625
Transfers and subsidies	81	-	_	723	_	_	_	723	804
Households	81	_	-	723	_	_	_	723	804
Payments for capital assets	17 929	-	-	_	-	_	_	_	17 929
Machinery and equipment	17 929	_	-	-	_	-	-	_	17 929
Total	633 801	_	_	_	_	_	15 000	15 000	648 801

Programme 3: Public Employment Services

Subprogramme					2021/2	22			
				A	Adjustment	ts appropri	ation		
			Amounts						
			announced			Declared		Total	
		Roll-	in	Virements	between	unspent	Other	adjustments	Adjusted
R thousand	Appropriation	overs	the budget	and shifts	votes	funds	adjustments	appropriation	appropriation
Management and Support Services: Public	52 934	-	238 000	-	-	-	_	238 000	290 934
Employment Services									
Employer Services	111 468	_	9 922	_	-	_	5 000	14 922	126 390
Work Seeker Services	179 939	-	10 078	-	_	-	10 000	20 078	200 017
Designated Groups Special Services	24 245	-	-	-	-	-	_	_	24 245
Supported Employment Enterprises	162 266	-	-	-	-	-	_	_	162 266
Productivity South Africa	59 853	_	_	-	-	-	_	_	59 853
Unemployment Insurance Fund	1	-	-	-	-	-	-	_	1
Compensation Fund	18 040	_	_	_	_	_	_	_	18 040
Training of Staff: Public	1 411	_	_	_	_	_	_	_	1 411
Employment Services									
Total	610 157	-	258 000	-	_	-	15 000	273 000	883 157
Economic classification									
Current payments	348 859	_	20 000	(7 693)	_	_	15 000	27 307	376 166
Compensation of employees	306 482	-	20 000	(6 430)	-	-	15 000	28 570	335 052
Goods and services	42 377	_	_	(1 263)	_	_	_	(1 263)	41 114
Transfers and subsidies	257 266	_	238 000	7 693	_	_	_	245 693	502 959
Departmental agencies and accounts	77 894	-	238 000	-	-	-	_	238 000	315 894
Non-profit institutions	179 318	_	_	7 193	_	_	_	7 193	186 511
Households	54	_	_	500	_	_	_	500	554
Payments for capital	4 032	_	_	_	_	_	_	_	4 032
assets									
Machinery and equipment	4 032	_	_	-	_	_	-	_	4 032
Total	610 157		258 000		_	_	15 000	273 000	883 157

Programme 4: Labour Policy and Industrial Relations

Subprogramme			2021/22										
				Į.	Adjustment	ts appropri	ation						
			Amounts										
			announced		Shifts	Declared		Total					
		Roll-	in	Virements	between	unspent	Other	adjustments	Adjusted				
R thousand	Appropriation	overs	the budget	and shifts	votes	funds	adjustments	appropriation	appropriation				
Management and Support	17 232	_	_	(1 288)	_	-	1 532	244	17 476				
Services: Labour Policy and													
Industrial Relations													
Strengthen Civil Society	24 122	-	-	-	_	-	_	-	24 122				
Collective Bargaining	17 088	-	-	214	_	-	1 412	1 626	18 714				
Employment Equity	14 316	_	-	(2 615)	-	-	803	(1 812)	12 504				
Employment Standards	23 082	_	_	(6 420)	_	_	1 019	(5 401)	17 681				
Commission for	991 984	_	_	-	_	_	_	_	991 984				
Conciliation, Mediation													
and Arbitration													
Research, Policy and	12 236	-	_	(509)	_	-	632	123	12 359				
Planning													
Labour Market	48 311	_	_	505	_	_	3 838	4 343	52 654				
Information and Statistics													
International Labour	50 424	_	_	781	_	_	764	1 545	51 969				
Matters													
National Economic	59 093	-	_	-	-	-	_	_	59 093				
Development and Labour													
Council													
Total	1 257 888	_	_	(9 332)	_	_	10 000	668	1 258 556				

Programme 4: Labour Policy and Industrial Relations (continued)

				ı	Adjustmen	ts appropri	ation		
			Amounts						
			announced		Shifts	Declared		Total	
		Roll-	in	Virements	between	unspent	Other	adjustments	Adjusted
R thousand	Appropriation	overs	the budget	and shifts	votes	funds	adjustments	appropriation	appropriation
Economic classification									
Current payments	153 335	_	_	(13 874)	-	_	10 000	(3 874)	149 461
Compensation of	104 947	-	_	(519)	-	-	10 000	9 481	114 428
employees									
Goods and services	48 388	_	_	(13 355)	-	-	_	(13 355)	35 033
Transfers and subsidies	1 103 724	_	_	519	-	_	_	519	1 104 243
Departmental agencies	1 051 077	-	-	-	-	-	_	_	1 051 077
and accounts									
Foreign governments and	28 467	_	_	-	-	-	_	_	28 467
international organisations									
Non-profit institutions	24 180	_	_	_	-	_	_	_	24 180
Households	_	_	_	519	-	_	_	519	519
Payments for capital	829	-	_	4 023	-	-	=	4 023	4 852
assets									
Machinery and equipment	829	-	-	4 023	-	-	_	4 023	4 852
Total	1 257 888	_	_	(9 332)	-	_	10 000	668	1 258 556

Details of adjustments to the 2021 Estimates of National Expenditure

Appropriation of expenditure earmarked in the 2021 Budget speech for future allocation – R258 million

Programme 3: Public Employment Services

- An additional R20 million is allocated, as part of the presidential youth employment intervention, to provide internships for a targeted 250 psychology and psychometric graduates at labour centres.
- An additional R238 million is allocated, as part of the presidential employment intervention, to the Government Technical Advisory Centre through the Department of Employment and Labour to capitalise the national pathway management network. The Jobs Fund will manage operations and disbursements to the relevant implementing agents.

Virements and shifts within the vote

Programmes

- 1. Administration
- 2. Inspection and Enforcement Services
- 3. Public Employment Services
- 4. Labour Policy and Industrial Relations

From:			То:		
Programme by			Programme by		
economic classification	Motivation	R thousand	economic classification	Motivation	R thousand
Programme 1		(3 504)	Programme 1		3 504
Goods and services	Audit costs, agency and support/outsourced services, travel and subsistence, venues and facilities	(2 832)	Machinery and equipment	Computers, office furniture	2 560
			Households	Claims against the state	272
Compensation of employees	Vacant posts ¹	(672)	Households	Leave gratuities ¹	672
Shifts within the programme a programme budget	s a percentage of the	0.2%			
Virements to other programm programme budget	es as a percentage of the	0.0%			

Virements and shifts within the vote (continued)

Programme by			Programme by		
economic classification	Motivation	R thousand	economic classification	Motivation	R thousand
Programme 2		(723)	Programme 2		723
Compensation of employees	Vacant posts ¹	(723)	Households	Leave gratuities	723
Shifts within the programme a	s a percentage of the	0.1%			
programme budget					
Virements to other programm	es as a percentage of the	0.0%			
programme budget					
Programme 3		(9 093)	Programme 3		9 093
Goods and services	Business and advisory	(1 400)	Goods and services	Psychometric	1 400
	services			assessment tool	
Compensation of employees	Vacant posts ¹	(500)	Households	Leave gratuities ¹	500
	Reclassification of	(5 930)	Non-profit institutions	Supported employment	5 930
	funding ¹			enterprises ¹	
Goods and services	Communication, and	(1 263)		Supported employment	1 263
	travel and subsistence1			enterprises ¹	
Shifts within the programme a	s a percentage of the	1.3%			
programme budget					
Virements to other programm	es as a percentage of the	0.0%			
programme budget					
Programme 4		(13 874)	Programme 4		4 542
Goods and services	Catering; consultants;	(13 355)	Machinery and equipment	Computers	4 023
	government printing				
	and advertising;				
	operating leases;				
	stationery, printing and				
	office supplies; travel				
	and subsistence;				
	venues and facilities				
			Programme 1		9 332
			Machinery and equipment	Computers	9 332
			Programme 4		519
Compensation of employees	Vacant posts ¹	(519)	Households	Leave gratuities ¹	519
Shifts within the programme a	s a percentage of the	0.4%			
programme budget					
Virements to other programm	es as a percentage of the	0.7%			
programme budget					
Total		(27 194)			27 194

^{1.} National Treasury approval has been obtained.

Other adjustments - R52.78 million

Significant and unforeseeable economic and financial events

An additional R52.78 million is allocated for higher salary increases than the main budget provided for:

Programme 1: Administration

R12.78 million

Programme 2: Inspection and Enforcement Services

R15 million

Programme 3: Public Employment Services

R15 million

Programme 4: Public Employment Services

R10 million

Expenditure outcome for 2020/21 and actual expenditure for 2021/22

Expenditure o		,		0/21	<u> </u>		2021/2	2	
			Outo	ome				Actual	expenditure
			Apr 20 -		Apr 20 -				Apr 21 -
			Sep 20		Mar 21				Sep 21
		4 20	% of		% of	A 411 4	Adjusted	4 24	% of
R thousand	Adjusted appropriation	Apr 20 -	adjusted appropriation	-	adjusted	_	appropriation/	Apr 21 -	adjusted appropriation
Administration	926 814	393 397	42.4		appropriation 92.1	appropriation 1 025 979	Total (%) 26.9	388 872	37.9
Inspection and	613 449	235 309	38.4		81.4	648 801	17.0	263 400	40.6
Enforcement	013 449	233 309	30.4	499 451	01.4	046 601	17.0	203 400	40.6
Services									
Public	588 664	267 864	45.5	598 398	101.7	883 157	23.1	295 141	33.4
Employment									
Services									
Labour Policy	1 170 378	598 819	51.2	1 151 257	98.4	1 258 556	33.0	595 565	47.3
and Industrial									
Relations									
Total	3 299 305	1 495 389	45.3	3 103 090	94.1	3 816 493	100.0	1 542 978	40.4
Economic classific	ation								_
Current	1 942 196	835 201	43.0	1 738 839	89.5	2 124 447	55.7	869 184	40.9
payments	Г								
Compensation of	1 364 452	603 500	44.2	1 224 273	89.7	1 440 093	37.7	638 401	44.3
employees		224 724		-44-566	00.1	504.054	47.0	222 722	22.7
Goods and services	577 744	231 701	40.1	514 566	89.1	684 354	17.9	230 783	33.7
Transfers and	1 292 282	654 832	50.7	1 305 221	101.0	1 609 940	42.2	662 455	41.1
subsidies									
Provinces and municipalities	707	355	50.2	770	108.9	715	0.0	388	54.3
Departmental	1 065 403	563 613	52.9	1 047 734	98.3	1 366 971	35.8	565 441	41.4
agencies and									
accounts									
Foreign	28 095	_	_	19 557	69.6	28 467	0.7	-	-
governments									
and international organisations									
Non-profit	196 123	88 277	45.0	231 045	117.8	210 691	5.5	92 444	43.9
institutions	130 123	00 277	15.0	231013	117.0	210 031	3.3	32 111	13.3
Households	1 954	2 587	132.4	6 115	312.9	3 096	0.1	4 182	135.1
Payments for	64 827	5 332	8.2	58 961	91.0	82 106	2.2	11 266	13.7
capital assets									
Buildings and	13 566	3 156	23.3	17 662	130.2	17 785	0.5	3 712	20.9
other fixed									
structures									
Machinery and equipment	51 261	2 176	4.2	31 156	60.8	64 321	1.7	7 554	11.7
Software and	_	_	_	10 143	_	_	-	_	-
other intangible									
assets									
Payments for financial assets	_	24	-	69	-	_	_	73	_
Total	3 299 305	1 495 389	45.3	3 103 090	94.1	3 816 493	100.0	1 542 978	40.4

Expenditure trends

Total expenditure in 2020/21 was R3.1 billion, 94.1 per cent of the adjusted appropriation for the year. Mid-year expenditure in 2020/21 was R1.5 billion, 45.3 per cent of the adjusted appropriation, whereas expenditure in the first half of 2021/22 was R1.5 billion, 40.4 per cent of the adjusted appropriation of R3.8 billion. Compared to the first half of 2020/21, expenditure over the same period in 2021/22 decreased by R47.6 million, 3.2 per cent. This was mainly due to increased spending on transfers to households for leave gratuities for staff who resigned or retired, and the procurement of laptops so staff can work from home.

Departmental receipts

			2020)/21				2021/22		
			Outco	ome					Actual r	eceipts
			Apr 20 - Sep 20 % of		Apr 20 - Mar 21 % of			Adjusted receipts		Apr 21 - Sep 21 % of
R thousand	Adjusted estimate	Apr 20 - Sep 20	adjusted estimate	Apr 20 - Mar 21	adjusted estimate	Budget estimate	Adjusted estimate	estimate/ Total (%)	Apr 21 - Sep 21	adjusted estimate
Departmental receipts	13 918	4 915	35.3	9 182	66.0	13 442	9 613	100.0	4 719	49.1
Sales of goods and services produced by department	5 149	2 219	43.1	4 766	92.6	5 218	5 145	53.5	2 557	49.7
Sales of scrap, waste, arms and other used current goods	19	2	10.5	8	42.1	24	18	0.2	7	38.9
Fines, penalties and forfeits	1 300	100	7.7	100	7.7	1 350	150	1.6	60	40.0
Interest, dividends and rent on land	1 550	599	38.6	785	50.6	1 600	700	7.3	290	41.4
Sales of capital assets	300	114	38.0	138	46.0	100	600	6.2	378	63.0
Transactions in financial assets and liabilities	5 600	1 881	33.6	3 385	60.4	5 150	3 000	31.2	1 427	47.6
Total	13 918	4 915	35.3	9 182	66.0	13 442	9 613	100.0	4 719	49.1

Revenue trends

Mid-year revenue in 2020/21 was R4.9 million, 35.3 per cent of the adjusted estimate, whereas revenue for the first half of 2021/22 was R4.7 million, 49.1 per cent of the adjusted estimate of R9.6 million. Compared to the first half of 2020/21, revenue over the same period in 2021/22 decreased by R196 000, 4 per cent. This was mainly due to a decrease in interest earned as a result of lower interest rates and fewer receivables from prior year transactions.

Changes to transfers and subsidies

Summary of changes to transfers and subsidies per programme

	2021/22								
		Adjustments appropriation							
			Amounts						
			announced			Declared		Total	
		Roll-	in	Virements	between	unspent	Other	adjustments	Adjusted
R thousand	Appropriation	overs	the budget	and shifts	votes	funds	adjustments	appropriation	appropriation
Administration									
Households									
Social benefits									
Current	275	-	-	672	-	-	=	672	947
Employee social benefits	275	-	-	672	-	-	_	672	947
Households									
Other transfers to									
households									
Current	_	_		272	_	_	_	272	272
Employee social benefits	_	_		272	_	_	_	272	272
Inspection and									
Enforcement Services									
Households									
Social benefits									
Current	81	_	-	723	_	_	_	723	804
Employee social benefits	81	_	-	723	_	-	_	723	804

Summary of changes to transfers and subsidies per programme (continued)

· · · · ·	2021/22								
		Adjustments appropriation							
			Amounts						
			announced			Declared		Total	
		Roll-		Virements		•	Other	adjustments	Adjusted
R thousand	Appropriation	overs	the budget	and shifts	votes	funds	adjustments	appropriation	appropriation
Public Employment									
Services									
Departmental agencies									
and accounts									
Departmental agencies									
(non-business entities)									
Current	_		238 000					238 000	238 000
Government Technical	-	_	238 000	_	-	-	_	238 000	238 000
Advisory Centre									
Non-profit institutions									
Current	155 073			7 193			-	7 193	162 266
Supported Employment Enterprises	155 073	_	-	7 193	_	_	_	7 193	162 266
Households									
Social benefits									
Current	54	_	_	500	_	_	_	500	554
Employee social benefits	54	-	-	500	_	-	_	500	554
Labour Policy and Industrial Relations									
Households									
Social benefits									
Current	_	_	_	519	_	_	_	519	519
Employee social benefits	_	_	_	519	_	_	_	519	519
• •	1								