

AIM: To play a significant role in reducing unemployment, poverty and inequality through policies and programmes developed in consultation with roleplayers, which are aimed at improved economic efficiency and productivity, skills development and employment creation, sound labour relations, eliminating inequality and discrimination in the workplace, alleviating poverty in the workplace as well as protection and enhancement of worker rights and benefits

Accounting officer: Director-General: Labour

DOEL: Om 'n deurslaggewende rol te speel in die vermindering van werkloosheid, armoede en ongelikheid deur beleid en programme wat ontwikkel is in samewerking met rolspelers, wat gemik is op verbeterde ekonomiese doeltreffendheid en produktiwiteit, vaardigheidsontwikkeling en werkskepping, gesonde arbeidsverhoudinge, eliminering van ongelikheid en diskriminasie in die werkplek, verligting van armoede in die werkplek asook beskerming en bevordering van die werker se regte en voordele

Rekenpligtige beampte: Direkteur-generaal: Arbeid

Presentation according to programmes	Current Lopend		Capital Kapitaal		Transfers Oordragte				Total Totaal		Aanbieding volgens programme
	2000/01	1999/2000	2000/01	1999/2000	Current Lopend	Capital Kapitaal	2000/01	1999/2000	2000/01	1999/2000	
Main divisions											Hoofindelings
1 Administration	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	1 Administrasie
2 Occupational health and safety of persons	142,925	118,650	11,736	9,844					154,661	128,494	2 Beroepsgesondheid en veiligheid van persone
3 Social insurance	35,622	27,753	855	1,132					36,477	28,885	3 Bestaansversekering
4 Employment and skills development services	14,408	14,641			7,000	7,000			21,408	21,641	4 Indiensplatings- en vaardigheid-ontwikkelingsdienste
5 Labour relations	147,604	134,510	5,643	11	121,114	271,764			274,361	406,285	5 Arbeidsverhoudinge
6 Labour policy	80,081	73,686	1,280	1,251	131,500	134,000			212,861	208,937	6 Arbeidsbeleid
7 Auxiliary and associated services	13,945	4,424	88	132	19,275	20,440			33,308	24,996	7 Ondersteunende en verwante dienste
	8,473	8,020	47	3,295	6,730	6,500	1	2,206	15,251	20,021	
AMOUNT TO BE VOTED	443,058	381,684	19,649	15,665	285,619	439,704	1	2,206	748,327	839,259	BEDRAG WAT BEWILLIG MOET WORD
Amounts forming a direct charge on the National Revenue Fund in terms of the Skills Development Levies Act, 1999 (Act 9 of 1999)											Bedrae wat ingevolge die Wet op Vaardigheidsontwikkelingsheffings, 1999 (Wet 9 van 1999) regstreeks ten laste van die Nasionale Inkomstefonds kom
Sectoral Education and Training Authorities					1,120,000				1,120,000		Sektorale Onderwys en Opleidingsoutoriteite
National Skills Fund	28,000				252,000				280,000		Nasionale Vaardigheidsfonds
Total estimated expenditure	471,058	381,684	19,649	15,665	1,657,619	439,704	1	2,206	2,148,327	839,259	Totale beraamde uitgawe
Increase	89,374		3,984		1,217,915				1,309,068		Toename
Decrease							2,205				Afname

Presentation according to standard items			Aanbieding volgens standaarditems	
Items	2000/01	1999/2000	Items	
	R'000	R'000		
A Personnel expenditure	299,363 ^a	228,346	A Personeeluitgawes	
B Administrative expenditure	59,416	44,625	B Administratiewe uitgawes	
C Inventories	18,881	15,879	C Voorrade	
D Equipment	24,788	25,899	D Toerusting	
E Land and buildings	1,302	1,424	E Grond en geboue	
F Professional and special services	38,830	62,691	F Professionele en spesiale dienste	
G Transfer payments	285,620	441,910	G Oordragbetalings	
H Miscellaneous expenditure	20,127	18,485	H Diverse uitgawes	
AMOUNT TO BE VOTED	748,327	839,259	BEDRAG WAT BEWILLIG MOET WORD	
Amounts forming a direct charge on the National Revenue Fund			Bedrae wat regstreeks ten laste van die Nasionale Inkomstefonds kom	
Sectoral Education and Training Authorities	1,120,000		Sektorale Onderwys en Opleidingsouteiteite	
National Skills Fund	280,000		Nasionale Vaardigheidsfonds	
Total estimated expenditure	2,148,327	839,259	Totale beraamde uitgawe	

^a Includes R2 842 714 i.r.o. 47 supernumerary persons.
Departmental and miscellaneous receipts: R8 010 498.

^a R2 842 714 ingesluit t.o.v. 47 oortollige persone.
Departementele en diverse ontvangste: R8 010 498.

DETAILS OF THE FOREGOING

BESONDERHEDE VAN DIE VOORGAANDE

PROGRAMME 1: ADMINISTRATION

AIM: To conduct the overall management of the Department

PROGRAMME DESCRIPTION:

policy formulation by the Minister, Director-General and other members of the Department's management
organising the Department, rendering centralised administrative, legal and office support services, managing departmental personnel and financial administration, determining working methods and procedures and exercising control through head office and regional offices as well as rendering a public relations service by means of publicity, liaison services and media programmes

PROGRAM 1: ADMINISTRASIE

DOEL: Om die oorhoofse bestuur van die Departement te behartig

PROGRAMBESKRYWING:

beleidbepaling deur die Minister, Direkteur-generaal en ander bestuurslede van die Departement
organisering van die Departement, lewering van gesentraliseerde administratiewe, regs- en kantoorhulpdienste, behartiging van departementele personeel- en finansiële administrasie, bepaling van werkmetodes en prosedures en uitoefening van beheer deur hoofkantoor en streekkantore asook lewering van 'n openbare verhoudingediens d.m.v. publisiteit, skakel-dienste en mediaprogramme

Programme structure	Current Lopend		Capital Kapitaal		Transfers Oordragte				Total Totaal		Programstruktuur
					Current Lopend		Capital Kapitaal				
	2000/01	1999/2000	2000/01	1999/2000	2000/01	1999/2000	2000/01	1999/2000	2000/01	1999/2000	
Minister	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	Minister
Management	518	498							518 ^a	498	Bestuur
Corporate services	8,569	6,151	233	80					8,802	6,231	Korporatiewe dienste
	133,838	112,001	11,503	9,764					145,341	121,765	
	142,925	118,650	11,736	9,844					154,661	128,494	

^a Payable as from 1 April 1999. Salary: R414 228. Car allowance: R103 557.

^a Betaalbaar vanaf 1 April 1999. Salaris: R414 228. Motoroelae: R103 557.

PROGRAMME 1—continued

PROGRAM 1—vervolg

Presentation according to standard items			Aanbieding volgens standaarditems	
Items	2000/01	1999/2000	Items	
	R'000	R'000		
Personnel expenditure	91,791	66,103	Personeeluitgawes	
Administrative expenditure	20,631	18,482	Administratiewe uitgawes	
Inventories	4,303	4,236	Voorrade	
Equipment	14,022	15,560	Toerusting	
Land and buildings	2	2	Grond en geboue	
Professional and special services	22,075	22,850	Professionele en spesiale dienste	
Transfer payments			Oordragbetalings	
Miscellaneous expenditure			Diverse uitgawes	
gifts	5	5	geskenke	
salary recalls	5	5	salarisherroepings	
Civil Pensions Stabilisation Account	1,827	1,251	Stabilisasierekening vir Siviele Pensioene	
	154,661	128,494		

PROGRAMME 2: OCCUPATIONAL HEALTH AND SAFETY OF PERSONS

AIM: To provide for the health and safety of persons at work, the use of plant and machinery as well as protection of persons from dangerous activities at places of work (Act 85 of 1993)

PROGRAMME DESCRIPTION:

Inspections and investigations at places of work

inspection and control of the safety of machinery, environmental factors, prescribed facilities and health measures at workplaces

investigation of incidents and occurrences at machinery and places of work

analyses and examination of articles taken at machinery and places of work

licensing, inspection and control of the manufacturing of explosives

Administrative functions

registration of machinery, persons, institutions and premises, activities regarding inspections, prescribed examinations, finalising applications for exemption and handling summonses, prosecutions and appeals

rendering of administrative functions to commissions, committees and boards

Research

research aimed at effective protection of the health and safety of employees with emphasis on specific problem areas within the discipline

Services rendered to other countries

rendering of training and information services to countries in Africa

Training staff

Administrative auxiliary services

rendering administrative auxiliary services

PROGRAM 2: BEROEPSGESONDHEID EN VEILIGHEID VAN PERSONE

DOEL: Om voorsiening te maak vir die gesondheid en veiligheid van persone by die werk, die gebruik van bedryfstoerusting en masjinerie asook die beskerming van persone teen gevaarlike bedrywighede by werkplekke (Wet 85 van 1993)

PROGRAMBESKRYWING:

Inspeksies en ondersoeke by werkplekke

inspeksie en beheer van die veiligheid van masjinerie, omgewingsfaktore, voorgeskrewe fasiliteite en gesondheidsmaatreëls by werkplekke

ondersoek van insidente en voorvalle by masjinerie en werkplekke

ontleding en ondersoek van artikels by masjinerie en werkplekke geneem

lisensiëring, inspeksie en beheer van die vervaardiging van ontplofbare stowwe

Administratiewe funksies

registrasie van masjinerie, persone, instansies en persele, werksaamhede i.v.m. inspeksies, voorgeskrewe eksamens, afhandeling van aansoeke om vrystelling en hantering van dagvaardigings, vervolgings en appèlle

lewering van administratiewe funksies aan kommissies, komitees en rade

Navorsing

navorsing gerig op effektiewe beskerming van die veiligheid en gesondheid van werknemers met die klem op bepaalde probleemareas binne die werkgebied

Dienste aan ander lande gelewer

lewering van opleiding en inligtingsdienste aan lande in Afrika

Opleiding van personeel

Administratiewe hulpdienste

lewering van administratiewe hulpdienste

PROGRAMME 2—continued

PROGRAM 2—vervolg

Programme structure	Current Lopend		Capital Kapitaal		Transfers Oordragte				Total Totaal		Programstruktuur
					Current Lopend		Capital Kapitaal				
	2000/01	1999/2000	2000/01	1999/2000	2000/01	1999/2000	2000/01	1999/2000	2000/01	1999/2000	
	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	
Inspections and investigations at places of work	25,921	19,354	738	928					26,659	20,282	Inspeksies en ondersoek by werkplekke
Administrative functions	4,377	3,653	65	160					4,442	3,813	Administratiewe funksies
Research	77	81							77	81	Navorsing
Services rendered to other countries	2	2							2	2	Dienste aan ander lande gelewer
Training staff	874	927							874	927	Opleiding van personeel
Administrative auxiliary services	4,371	3,736	52	44					4,423	3,780	Administratiewe hulpdienste
	35,622	27,753	855	1,132					36,477	28,885	

Presentation according to standard items			Aanbieding volgens standaarditems	
Items	2000/01	1999/2000	Items	
Personnel expenditure	R'000 28,569	R'000 21,082	Personeeluitgawes	
Administrative expenditure	3,921	4,160	Administratiewe uitgawes	
Inventories	666	706	Voorrade	
Equipment	1,068	1,132	Toerusting	
Land and buildings	500		Grond en geboue	
Professional and special services	1,333	1,360	Professionele en spesiale dienste	
Transfer payments			Oordragbetalings	
Miscellaneous expenditure			Diverse uitgawes	
Civil Pensions Stabilisation Account	420	445	Stabilisasierekening vir Siviele Pensioene	
	36,477	28,885		

PROGRAMME 3: SOCIAL INSURANCE

AIM: To contribute to the Unemployment Insurance Fund and compensate workers in employment of the state or their dependants in cases of accidents or diseases sustained while on duty

PROGRAMME DESCRIPTION:

Unemployment insurance (Act 30 of 1966)

administration

contribution to the Unemployment Insurance Fund (sec. 29(2))

Accident insurance (Act 130 of 1993)

administration

contribution to the Compensation Fund for administration costs i.r.o. injuries and diseases sustained on duty by workers employed by the state (sec. 88(1) and (2))

medical expenses of workers employed by the state (excluding non-civilian staff of the services departments) who sustain injuries and diseases while on duty

PROGRAM 3: BESTAANSVERSEKERING

DOEL: Om tot die Werkloosheidversekeringsfonds by te dra en werkers in diens van die staat of hulle afhanklikes te vergoed in gevalle van ongevalle of siektes op diens opdoen

PROGRAMBESKRYWING:

Werkloosheidversekering (Wet 30 van 1966)

administrasie

bydrae tot die Werkloosheidversekeringsfonds (art. 29(2))

Ongevalversekering (Wet 130 van 1993)

administrasie

bydrae tot die Vergoedingsfonds vir administrasiekoste t.o.v. beserings en siektes wat werkers in diens van die staat op diens opdoen (art. 88(1) en (2))

mediese uitgawes van werkers in diens van die staat (met uitsondering van nie-burgerlike personeel van die dienstedepartemente) wat beserings en siektes op diens opdoen

PROGRAMME 3—continued

PROGRAM 3—vervolg

Programme structure	Current Lopend		Capital Kapitaal		Transfers Oordragte				Total Totaal		Programstruktuur
					Current Lopend		Capital Kapitaal				
	2000/01	1999/2000	2000/01	1999/2000	2000/01	1999/2000	2000/01	1999/2000	2000/01	1999/2000	
Unemployment insurance	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	Werkloosheidversekering
administration	146,174	124,388							146,174	124,388	administrasie
contribution to the Unemployment Insurance Fund					7,000	7,000			7,000	7,000	bydrae tot die Werkloosheidversekeringsfonds
	146,174	124,388			7,000	7,000			153,174	131,388	
Accident insurance											Ongevalversekering
administration	54,588	46,464							54,588	46,464	administrasie
contribution to the Compensation Fund	4,030	4,400							4,030	4,400	bydrae tot die Vergoedingsfonds
medical expenses	10,376	10,239							10,376	10,239	mediese uitgawes
	68,994	61,103							68,994	61,103	
Subtotal	215,168	185,491			7,000	7,000			222,168	192,491	Subtotaal
Less: Recoverable in terms of sec. 10 of Act 30 of 1966 and sec. 2(3) of Act 138 of 1993	200,760	170,850							200,760	170,850	Minus: Verhaalbaar ingevolge art. 10 van Wet 30 van 1966 en art. 2(3) van Wet 138 van 1993
	14,408	14,641			7,000	7,000			21,408	21,641	

PROGRAMME 3—continued

PROGRAM 3—vervolg

Presentation according to standard items		Aanbieding volgens standaarditems	
Items	2000/01	1999/2000	Items
	R'000	R'000	
Personnel expenditure	2	2	Personeeluitgawes
Administrative expenditure			Administratiewe uitgawes
Inventories			Voorrade
Equipment			Toerusting
Land and buildings			Grond en geboue
Professional and special services			Professionele en spesiale dienste
Transfer payments	7,000	7,000	Oordragbetalings
Miscellaneous expenditure			Diverse uitgawes
contribution for administration costs	4,030	4,400	bydrae vir administrasiekoste
medical expenses	10,376	10,239	mediese uitgawes
	21,408	21,641	

PROGRAMME 4: EMPLOYMENT AND SKILLS DEVELOPMENT SERVICES

AIM: To promote and regulate the skills development strategy

PROGRAMME DESCRIPTION:

National Skills Authority (NSA)

ensure institutional capacity development of and effective stakeholder participation in Sector Education Training Authorities (SETAs) and National Skills Authority across each economic sector as well as nationally

Skills development funding

ensure the accountable flow of funds from the South African Revenue Service to the National Skills Fund and SETAs, collection and distribution of funds by SETAs as well as effective and efficient disbursement of grants by SETAs and subsidies by the National Skills Fund

Skills Development Planning Unit

support the alignment of skills development policy, strategy and plans with the needs of economic and employment growth and social development, monitor performance against sectoral and provincial plans, evaluate the impact of the skills development strategy and suggest adjustments to policy, strategy and plans i.r.o. the SA National Council for the Blind, Deaf Federation of SA (DEAFSA) and National Council for the Physically Disabled in SA

INDLELA

increase access to work based qualifications, develop a learnership system and render assessment on different levels and in various fields of learning

Employment services

integrated employment services at provinces and labour centres

Programme Management Unit

ensure effective financial and resources management and co-ordinate the implementation of the Labour Market Skills Development Strategy

Sheltered employment

subsidising workshops for the blind and workcentres for the disabled

PROGRAM 4: INDIENSPASINGS- EN VAARDIGHEIDONTWIKKELINGS-DIENSTE

DOEL: Om die vaardigheidontwikkelingstrategie te bevorder en te reguleer

PROGRAMBESKRYWING:

Nasionale Vaardigheidsoutoriteit (NVO)

verseker institusionele kapasiteitsontwikkeling en effektiewe deelname van belanghebbendes aan Sektorale Onderwys en Opleidingsoutoriteite (*SETAs*) en Nasionale Vaardigheidsoutoriteit oor elke ekonomiese sektor asook nasionaal

Vaardigheidontwikkelingsbefondsing

verseker die toerekenbare vloe van fondse vanaf die Suid-Afrikaanse Inkomstediens na die Nasionale Vaardigheidsfonds en *SETAs*, invordering en toekenning van fondse deur *SETAs* asook effektiewe en doeltreffende verspreiding van toelaes deur *SETAs* en subsidies deur die Nasionale Vaardigheidsfonds

Vaardigheidontwikkelingsbeplanningseenheid

ondersteun die gerigtheid van vaardigheidontwikkelingsbeleid, strategie en planne met die behoeftes van ekonomiese en indiensplasingsgroei en sosiale ontwikkeling, monitor uitvoering teen sektorale en provinsiale planne, evalueer die impak van die vaardigheidontwikkelingstrategie en stel veranderinge aan die beleid, strategie en planne voor t.o.v. die SA Nasionale Raad vir Blindes, Dowe Federasie van SA (*DEAFSA*) en Nasionale Raad vir die Liggaamlik Gestremdes in SA

INDLELA

verhoog toegang tot werksgebaseerde kwalifikasies, ontwikkel 'n leerlingskapstelsel en verskaf evaluering op verskillende vlakke en in verskeie velde van opleiding

Indiensplasingdienste

geïntegreerde indiensplasingdienste by provinsies en arbeidsentrums

Programbestuurseenheid

verseker effektiewe finansiële en hulpbronbestuur en koördineer die implementering van die Arbeidsmark Vaardigheidontwikkelingstrategie

Beskatte arbeid

subsiëring van werksinkels vir blindes en werksentrums vir gestremdes

PROGRAMME 4—continued

PROGRAM 4—vervolg

Training staff

Opleiding van personeel

Administrative auxiliary services

Administratiewe hulpdienste

rendering administrative auxiliary services

lewering van administratiewe hulpdienste

Programme structure	Current Lopend		Capital Kapitaal		Transfers Oordragte				Total Totaal		Programstruktuur
					Current Lopend		Capital Kapitaal				
	2000/01	1999/2000	2000/01	1999/2000	2000/01	1999/2000	2000/01	1999/2000	2000/01	1999/2000	
NSA	R'000 18,375	R'000 24,529	R'000 1,014	R'000	R'000	R'000	R'000	R'000	R'000 19,389	R'000 24,529	NVO
Skills development funding											Vaardigheidsontwikkelingsbefondsing
National Skills Fund financing training contracts	17,170	32,704	170		100,000	246,277			100,000 *	246,277	Nasionale Vaardigheidsfonds finansiering van opleidingskontrakte
administration of skills development levy	3,224	1,730	123						3,347	1,730	administrasie van vaardigheidsontwikkelingsheffing
administration of the National Skills Fund	3,982		103						4,085		administrasie van die Nasionale Vaardigheidsfonds
	24,376	34,434	396		100,000	246,277			124,772	280,711	
Skills Development Planning Unit											Vaardigheidsontwikkelingsbeplannings-eenheid
SA National Council for the Blind DEAFSA					150	130			150	130	SA Nasionale Raad vir Blindes DEAFSA
National Council for the Physically Disabled in SA					119	103			119	103	Nasionale Raad vir Liggaamlik Gestremde in SA
sectoral planning	2,741	2,493	82						2,823	2,493	sektorale beplanning
designated groups	1,675	816	92			2			1,767	818	teikengroepe
skills development information systems	1,784		90						1,874		vaardigheidsontwikkelingsinformasie-stelsels
	6,200	3,309	264		369	322			6,833	3,631	

* Column 2 item.

* Kolom 2-item.

PROGRAMME 4—continued

PROGRAM 4—vervolg

Programme structure	Current Lopend		Capital Kapitaal		Transfers Oordragte				Total Totaal		Programstruktuur
					Current Lopend		Capital Kapitaal				
	2000/01	1999/2000	2000/01	1999/2000	2000/01	1999/2000	2000/01	1999/2000	2000/01	1999/2000	
INDLELA	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	INDLELA
Employment services	25,321	21,302	2,599			1			27,920	21,303	Indiensplasingdienste
Programme Management Unit	54,376	34,745	1,013			3,314			55,389	38,059	Programbestuurseenheid
Sheltered employment											Beskutte arbeid
administration, production and financial control	1,950	1,053	15	11					1,965	1,064	administrasie, produksie en finansiële beheer
subsidising workshops for the blind					4,445	4,411			4,445	4,411	subsiëring van werkwinkels vir blindes
subsidising workcentres for the disabled					16,300	17,439			16,300	17,439	subsiëring van werksentrums vir gestremdes
Training staff	1,950	1,053	15	11	20,745	21,850			22,710	22,914	Opleiding van personeel
Administrative auxiliary services	522	987							522	987	Administratiewe hulpdienste
	11,140	9,099	158						11,298	9,099	
	147,604	134,510	5,643	11	121,114	271,764			274,361	406,285	

PROGRAMME 4—continued

PROGRAM 4—vervolg

Presentation according to standard items			Aanbieding volgens standaarditems	
Items	2000/01	1999/2000	Items	
	R'000	R'000		
Personnel expenditure	102,936	79,233	Personeeluitgawes	
Administrative expenditure	20,145	12,792	Administratiewe uitgawes	
Inventories	11,080	7,151	Voorrade	
Equipment	7,054	4,023	Toerusting	
Land and buildings	790	1,411	Grond en geboue	
Professional and special services	9,491	28,890	Professionele en spesiale dienste	
Transfer payments	121,114	271,764	Oordragbetalings	
Miscellaneous expenditure			Diverse uitgawes	
Civil Pensions Stabilisation Account	1,751	1,021	Stabilisasierekening vir Siviele Pensioene	
	274,361	406,285		

PROGRAMME 5: LABOUR RELATIONS

AIM: To establish equitable and peaceful labour relations and employment environment

PROGRAMME DESCRIPTION:

Collective bargaining (Act 65 of 1995)

- administration of the Labour Relations Act, 1995 (Act 65 of 1995)
- registration of trade unions, employer organisations, bargaining and statutory councils
- ensure proper administration of the funds established by bargaining councils
- administration of bargaining council agreements and advice to the Minister i.r.o. extension of agreements to non-parties
- promotion of bargaining councils including assistance i.r.o. new councils and amalgamations
- monitoring of collective bargaining

Minimum standards (Acts 28 of 1956, 5 of 1957, 3 of 1983 and 147 of 1993)

- administration of the Basic Conditions of Employment Act, 1983 (Act 3 of 1983)
- investigation by the Employment Conditions Commission and advice to the Minister i.r.o. establishing sectoral determinations
- promotion and improvement of conditions of employment
- improve, reform and restructuring of inspection services

Inspections and advisory services (Acts 28 of 1956, 5 of 1957, 3 of 1983, 147 of 1993 and 65 of 1995)

- enforcement and administration of the Basic Conditions of Employment Act, 1983 (Act 3 of 1983), Labour Relations Act, 1995 (Act 65 of 1995) and Employment Equity Act, 1998 (Act 55 of 1998)
- inform, train and educate employers and workers of their rights and obligations i.r.o. applicable legislation
- run campaigns to improve conditions of employment, focusing on targeted sectors and areas

PROGRAM 5: ARBEIDSVERHOUDINGE

DOEL: Om regverdigde en vreedsame arbeidsverhoudinge en werksomgewing daar te stel

PROGRAMBESKRYWING:

Kollektiewe bedinging (Wet 65 van 1995)

- administrasie van die Wet op Arbeidsverhoudinge, 1995 (Wet 65 van 1995)
- registrasie van vakbonde, werkgewersorganisasies, bedingings- en statutêre rade
- verseker voldoende administrasie van die fondse gestig deur bedingingsrade
- administrasie van bedingingsrade ooreenkomste en advies aan die Minister t.o.v. die uitbreiding van ooreenkomste na nie-partye
- bevordering van bedingingsrade insluitend hulpverlening t.o.v. nuwe rade en amalgamasies
- monitering van kollektiewe bedinging

Minimum standaard (Wette 28 van 1956, 5 van 1957, 3 van 1983 en 147 van 1993)

- administrasie van die Wet op Basiese Diensvoorwaardes, 1983 (Wet 3 van 1983)
- ondersoek deur die Indiensneming Voorwaardes Kommissie en advies aan die Minister t.o.v. sektorale vasstellings
- bevordering en verbetering van diensvoorwaardes
- verbeter, hervorm en herstrukturering van inspeksiedienste

Inspeksies en raadgevende dienste (Wette 28 van 1956, 5 van 1957, 3 van 1983, 147 van 1993 en 65 van 1995)

- toepassing en administrasie van die Wet op Basiese Diensvoorwaardes, 1983 (Wet 3 van 1983), Wet op Arbeidsverhoudinge, 1995 (Wet 65 van 1995) en Wet op Gelyke Geleenthede, 1998 (Wet 55 van 1998)
- meedeling, opleiding en opvoeding van werkgewers en werknemers insake hulle regte en verpligtinge t.o.v. toepaslike wetgewing
- bedryf van veldtogte om diensvoorwaardes te verbeter, gemik op teiken sektore en gebiede

PROGRAMME 5—continued

PROGRAM 5—vervolg

Prevention and settlement of disputes — Commission for Conciliation, Mediation and Arbitration (CCMA)

provide financial support to the CCMA in terms of the Labour Relations Act, 1995 (Act 65 of 1995)

prevention and settlement of disputes

Equal opportunities

administration of the Employment Equity Act, 1998 (Act 55 of 1998)

promulgation of Codes of Good Practice and other regulations to eliminate discrimination and promote employment equity in the workplace

monitoring and analysis of employment equity plans

promotion of employment equity and elimination of discrimination

Strengthening civil society

provide funds to organisations to increase the capacity of role players in the labour market

Training staff

Administrative auxiliary services

rendering administrative auxiliary services

Voorkoming en beslegting van geskille — Kommissie vir Versoening, Mediasie en Arbitrasie (KVMA)

voorsiening van finansiële steun aan die KVMA ingevolge die Wet op Arbeidsverhoudinge, 1995 (Wet 65 van 1995)

voorkoming en beslegting van geskille

Gelyke geleentehede

administrasie van die Wet op Gelyke Geleentehede, 1998 (Wet 55 van 1998)

promulgering van Kodes van Goeie Praktyk en ander regulasies om sodoende diskriminasie uit te skakel en bevordering van gelyke geleentehede in die werkplek

monitering en ontleding van planne oor gelyke geleentehede

bevordering van gelyke geleentehede en die uitskakeling van diskriminasie

Kapasiteitsuitbreiding van die openbare gemeenskap

voorsien fondse aan instellings om die kapasiteit van rolspelers in die arbeidsmark uit te brei

Opleiding van personeel

Administratiewe hulpdienste

lewering van administratiewe hulpdienste

PROGRAMME 5—continued

PROGRAM 5—vervolg

Programme structure	Current Lopend		Capital Kapitaal		Transfers Oordragte				Total Totaal		Programstruktuur
					Current Lopend		Capital Kapitaal				
	2000/01	1999/2000	2000/01	1999/2000	2000/01	1999/2000	2000/01	1999/2000	2000/01	1999/2000	
Collective bargaining	R'000 4,862	R'000 5,353	R'000	R'000					R'000 4,862	R'000 5,353	Kollektiewe bedinging
Minimum standards	4,468	3,164	15	50					4,483	3,214	Minimum standaard
Inspections and advisory services	53,473	44,446	977	180					54,450	44,626	Inspeksies en raadgewende dienste
Prevention and settlement of disputes — CCMA					125,000	128,000			125,000	128,000	Voorkoming en beslegting van geskille — KVMA
Equal opportunities	7,061	9,861	143	946					7,204	10,807	Gelyke geleenthede
Strengthening civil society					6,500	6,000			6,500	6,000	Kapasiteitsuitbreiding van die openbare gemeenskap
Training staff	750	1,398							750	1,398	Opleiding van personeel
Administrative auxiliary services	9,467	9,464	145	75					9,612	9,539	Administratiewe hulpdienste
	80,081	73,686	1,280	1,251	131,500	134,000			212,861	208,937	

Presentation according to standard items			Aanbieding volgens standaarditems		
Items	2000/01	1999/2000	Items	2000/01	1999/2000
Personnel expenditure	R'000 63,396	R'000 56,733	Personeeluitgawes		
Administrative expenditure	7,845	3,620	Administratiewe uitgawes		
Inventories	2,367	3,420	Voorrade		
Equipment	2,086	1,725	Toerusting		
Land and buildings			Grond en geboue		
Professional and special services	4,287	8,400	Professionele en spesiale dienste		
Transfer payments	131,500	134,000	Oordragbetalings		
Miscellaneous expenditure			Diverse uitgawes		
Civil Pensions Stabilisation Account	1,380	1,039	Stabilisasier rekening vir Siviele Pensioene		
	212,861	208,937			

PROGRAMME 6: LABOUR POLICY

AIM: To research, analyse, evaluate and develop labour policies and provide statistical information on the labour market

PROGRAMME DESCRIPTION:

Research policy and planning

analysis and evaluation of labour market conditions
determination of labour market intervention needs
development of labour market policies
manage research on contract

Library services

rendering library support services

Labour market statistics

liaison with institutions compiling labour market statistics as well as collecting, processing and providing labour market statistics

Publications

printing and dissemination of research reports, seminar papers and policy documents

Promotion of productivity

contribution to the National Productivity Institute (NPI)

Training staff

Administrative auxiliary services

rendering administrative auxiliary services

PROGRAM 6: ARBEIDSBELEID

DOEL: Om arbeidsbeleid na te vors, te ontleed, te evalueer en ontwikkel en statistiese inligting oor die arbeidsmark te verskaf

PROGRAMBESKRYWING:

Navorsing beleid en beplanning

ontleding en evaluering van arbeidsmarktoestande
bepaling van behoeftes vir toetrede tot die arbeidsmark
ontwikkeling van arbeidsmarkbeleid
bestuur uitbestede navorsing

Biblioteekdienste

lewering van biblioteek ondersteuningsdienste

Arbeidsmarkstatistiek

skakeling met instellings wat statistieke oor die arbeidsmark saamstel asook versameling, verwerking en voorsiening van arbeidsmarkstatistiek

Publikasies

druk en verspreiding van navorsingsverslae, seminaarpapiere en beleidsdokumente

Bevordering van produktiwiteit

bydrae tot die Nasionale Produktiwiteitsinstituut (NPI)

Opleiding van personeel

Administratiewe hulpdienste

lewering van administratiewe hulpdienste

PROGRAMME 6—continued

PROGRAM 6—vervolg

Programme structure	Current Lopend		Capital Kapitaal		Transfers Oordragte				Total Totaal		Programstruktuur
					Current Lopend		Capital Kapitaal				
	2000/01	1999/2000	2000/01	1999/2000	2000/01	1999/2000	2000/01	1999/2000	2000/01	1999/2000	
	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	
Research policy and planning	2,160	2,054	35	20					2,195	2,074	Navorsing beleid en beplanning
Library services	386	327	12	50					398	377	Biblioteekdienste
Labour market statistics	10,250	959	16	48					10,266	1,007	Arbeidsmarkstatistiek
Publications	249	264							249	264	Publikasies
Promotion of productivity contribution to NPI					19,275	20,440			19,275 *	20,440	Bevordering van produktiwiteit bydrae tot NPI
Training staff	79	84							79	84	Opleiding van personeel
Administrative auxiliary services	821	736	25	14					846	750	Administratiewe hulpdienste
	13,945	4,424	88	132	19,275	20,440			33,308	24,996	

* Column 2 item.

* Kolom 2-item.

Presentation according to standard items		Aanbieding volgens standaarditems	
Items	2000/01	1999/2000	Items
Personnel expenditure	10,202	2,668	Personeeluitgawes
Administrative expenditure	1,075	421	Administratiewe uitgawes
Inventories	404	166	Voorrade
Equipment	500	164	Toerusting
Land and buildings	10	11	Grond en geboue
Professional and special services	1,554	1,101	Professionele en spesiale dienste
Transfer payments	19,275	20,440	Oordragbetalings
Miscellaneous expenditure			Diverse uitgawes
Civil Pensions Stabilisation Account	288	25	Stabilisasierekening vir Siviele Pensioene
	33,308	24,996	

PROGRAMME 7: AUXILIARY AND ASSOCIATED SERVICES

AIM: To render auxiliary services and services associated with the Department's aims

PROGRAMME DESCRIPTION:

Government motor transport

purchase vehicles for departmental use as well as for allocation under the subsidised motor transport scheme

National Economic, Development and Labour Council (NEDLAC)

NEDLAC affairs

liaison function for NEDLAC and social partners

contribution to NEDLAC

International labour matters

interaction with international organisations regarding labour relations

ratify, monitor and report on international labour conventions

maintain and support essential labour attachés

liaison with labour sections of foreign embassies and relevant international organisations in Southern Africa

render assistance, in collaboration with other state departments, to develop sound migration policies

access and administer technical assistance

SETA

sectoral education and training contribution to Public Sector SETA

PROGRAM 7: ONDERSTEUNENDE EN VERWANTE DIENSTE

DOEL: Om ondersteunende dienste en dienste wat aan die Departement se doelstellings verwant is te lewer

PROGRAMBESKRYWING:

Staatsmotorvervoer

aankoop van voertuie vir departementele gebruik asook vir beskikbaarstelling ingevolge die gesubsidieerde motorvoertuigskema

Nasionale Ekonomiese, Ontwikkelings- en Arbeidsraad (NEOAR)

NEOAR aangeleenthede

skakelingsfunksie vir NEOAR en sosiale vennote

bydrae aan NEOAR

Internasionale arbeidsaangeleenthede

interaksie met internasionale organisasies i.v.m. arbeidsverhoudinge

bekragtiging, monitering en verslagdoening oor internasionale arbeidskonvensies

onderhou en ondersteun essensiële arbeidsattachés

skakeling met arbeidsafdelings van buitelandse ambassades en toepaslike internasionale organisasies in Suider Afrika

lewer bystand in samewerking met ander staatsdepartemente ten einde 'n deurdagte migrasie beleid te ontwikkel

verkry toegang en administreer tegniese bystand

SETA

sectorale onderwys en opleiding bydrae aan Openbare Sektor SETA

PROGRAMME 7—continued

PROGRAM 7—vervolg

Programme structure	Current Lopend		Capital Kapitaal		Transfers Oordragte				Total Totaal		Programstruktuur
					Current Lopend		Capital Kapitaal				
	2000/01	1999/2000	2000/01	1999/2000	2000/01	1999/2000	2000/01	1999/2000	2000/01	1999/2000	
Government motor transport	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	Staatsmotorvervoer
departmental			1	2,970					1	2,970	departementeel
subsidised							1	2,206	1	2,206	gesubsidieerd
			1	2,970			1	2,206	2	5,176	
NEDLAC											NEOAR
NEDLAC affairs	1								1		NEOAR aangeleenthede
contribution to NEDLAC					6,729	6,500			6,729 *	6,500	bydrae aan NEOAR
	1				6,729	6,500			6,730	6,500	
International labour matters	8,472	8,020	46	325					8,518	8,345	Internasionale arbeidsaangeleenthede
SETA					1				1		SETA
	8,473	8,020	47	3,295	6,730	6,500	1	2,206	15,251	20,021	

* Column 2 item.

* Kolom 2-item.

PROGRAMME 7—continued

PROGRAM 7—vervolg

Presentation according to standard items			Aanbieding volgens standaarditems	
Items	2000/01	1999/2000	Items	
Personnel expenditure	R'000 2,467	R'000 2,525	Personeeluitgawes	
Administrative expenditure	5,799	5,150	Administratiewe uitgawes	
Inventories	61	200	Voorrade	
Equipment	58	3,295	Toerusting	
Land and buildings			Grond en geboue	
Professional and special services	90	90	Professionele en spesiale dienste	
Transfer payments	6,731	8,706	Oordragbetalings	
Miscellaneous expenditure			Diverse uitgawes	
Civil Pensions Stabilisation Account	45	55	Stabilisasierekening vir Siviele Pensioene	
	15,251	20,021		

Personpower estimate in Person-years

Mensekragberaming in Mensjare

Programme	R238 354 and more/ en meer	R238 353— R187 113	R187 112— R117 234	R117 233— R50 610	R50 609— R29 172	R29 171— R0	Total person- years/ Totale mensjare	Program
1 Administration	5	20	60	313	469	77	944	1 Administrasie
2 Occupational health and safety of persons		5	25	103	83	8	224	2 Beroepsgesondheid en veiligheid van persone
3 Social insurance		11	49	1,086	1,434	46	2,626	3 Bestaansversekering
4 Employment and skills development services		27	65	1,003	364	200	1,659	4 Indiensplasing- en vaardigheidsontwikkelings- dienste
5 Labour relations		17	44	450	177	5	693	5 Arbeidsverhoudinge
6 Labour policy		3	12	31	9		55	6 Arbeidsbeleid
7 Auxiliary and associated services		1	3	5	15		24	7 Ondersteunende en verwante dienste
	5	84	258	2,991	2,551	336	6,225	<i>a</i>

a Authorised establishment: 6 225.

a Goedgekeurde diensstaat: 6 225.

Details of training expenditure

Besonderhede van opleidingsuitgawes

Programme	2000/01	1999/2000	Program
	R'000	R'000	
1 Administration	3,401	2,623	1 Administrasie
2 Occupational health and safety of persons	874	927	2 Beroepsgesondheid en veiligheid van persone
4 Employment and skills development services	522	987	4 Indiensplasing- en vaardigheidsontwikkelingsdienste
5 Labour relations	750	1,398	5 Arbeidsverhoudinge
6 Labour policy	79	84	6 Arbeidsbeleid
	5,626	6,019	
Public Sector SETA	1		Openbare Sektor SETA
	5,627	6,019	

Annexure A: Details of conditional grants and agency payments

Bylae A: Besonderhede van voorwaardelike toekennings en agentskapsbetalings

Programme	2000/01	1999/2000	Program
Conditional grant 4 Employment and skills development services Skills development funding National Skills Fund	R'000	R'000 56,021	Voorwaardelike toekenning 4 Indiensplasing- en vaardigheidontwikkelingsdienste Vaardigheidontwikkelingsbefondsing Nasionale Vaardigheidsfonds

Details of Medium Term Expenditure Framework

Besonderhede van Medium Termyn Uitgaweraamwerk

Programme	1999/2000				2000/01	2001/02	2002/03	Program
	Voted/ Bewillig	Adjustments Estimate/ Aansuiwerings- begroting	Improvement of conditions of service/ Verbetering van diensvoor- waardes	Adjusted appropriation/ Aangesuiwerde bewilliging				
1 Administration	R'000 128,494	R'000 23,123	R'000 4,494	R'000 156,111	R'000 154,661	R'000 165,582	R'000 175,366	1 Administrasie
2 Occupational health and safety of persons	28,885	(1,000)	1,235	29,120	36,477	38,797	41,090	2 Beroepsgesondheid en veiligheid van persone
3 Social insurance	21,641			21,641	21,408	22,862	24,214	3 Bestaansversekering
4 Employment and skills development services	406,285	(5,116)	4,507	405,676	274,361	186,364	197,378	4 Indiensplasing- en vaardigheidontwikkelingsdienste
5 Labour relations	208,937	(1,000)	3,581	211,518	212,861	227,240	240,669	5 Arbeidsverhoudinge
6 Labour policy	24,996		164	25,160	33,308	35,333	37,421	6 Arbeidsbeleid
7 Auxiliary and associated services	20,021	15,000	56	35,077	15,251	16,627	17,610	7 Ondersteunende en verwante dienste
	839,259	31,007	14,037	884,303	748,327	692,805	733,748	
Amounts forming a direct charge on the National Revenue Fund								Bedrae wat regstreeks ten laste van die Nasionale Inkomstefonds kom
Sectoral Education and Training Authorities					1,120,000	2,400,000	2,560,000	Sektorale Onderwys en Opleidingsoutoriteite
National Skills Fund					280,000	600,000	640,000	Nasionale Vaardigheidsfonds
	839,259	31,007	14,037	884,303	2,148,327	3,692,805	3,933,748	
Capital works ^a	21,300	3,018		24,318	28,225	29,213	30,370	Kapitaalwerke ^a
	860,559	34,025	14,037	908,621	2,176,552	3,722,018	3,964,118	
Increase/(Decrease)					1,267,931	1,545,466	242,100	Toename/(Afname)

^a Appropriated on Vote: Public Works.

^a Bewillig op Begrotingspos: Openbare Werke.

Details of Medium Term Expenditure Framework—continued

Besonderhede van Medium Termyn Uitgeweraamwerk —vervolg

Programme	1999/2000				2000/01	2001/02	2002/03	Program
	Voted/ Bewillig	Adjustments Estimate/ Aansuiwerings- begroting	Improvement of conditions of service/ Verbetering van diensvoor- waardes	Adjusted appropriation/ Aangesuiwerde bewilliging				
Classification of expenditure	R'000	R'000	R'000	R'000	R'000	R'000	R'000	Klassifikasie van uitgawes
Current expenditure	821,388	12,664	14,037	848,089	728,677	672,360	712,729	Lopende uitgawes
Personnel expenditure	228,346		14,037	242,383	299,363	317,330	336,668	Personeeluitgawes
Transfer payments	439,704			439,704	285,619	194,228	199,680	Oordragbetalings
Other current expenditure	153,338	12,664		166,002	143,695	160,802	176,381	Ander lopende uitgawes
Capital	17,871	18,343		36,214	19,650	20,445	21,019	Kapitaal
1 Administration	9,844	16,123		25,967	11,736	12,212	12,556	1 Administrasie
2 Occupational health and safety of persons	1,132			1,132	855	890	915	2 Beroepsgesondheid en veiligheid van persone
4 Employment and skills development services	11	14		25	5,643	5,871	6,036	4 Indiensplatings- en vaardigheidontwikkelingsdienste
5 Labour relations	1,251			1,251	1,280	1,332	1,369	5 Arbeidsverhoudinge
6 Labour policy	132			132	88	92	94	6 Arbeidsbeleid
7 Auxiliary and associated services	3,295	2,206		5,501	47	48	49	7 Ondersteunende en verwante dienste
Transfer payments	2,206			2,206	1			Oodragbetalings
Statutory					1,400,000	3,000,000	3,200,000	Statutêr
Capital works <i>a</i>	21,300	3,018		24,318	28,225	29,213	30,370	Kapitaalwerke <i>a</i>
	860,559	34,025	14,037	908,621	2,176,552	3,722,018	3,964,118	

a Appropriated on Vote: Public Works.

a Bewillig op Begrotingspos: Openbare Werke.