

Vote 31

Employment and Labour

Adjusted budget summary

R thousand	Appropriation	2023/24 Adjustments appropriation		Adjusted appropriation
		Decrease	Increase	
Amount to be appropriated	4 092 225	(107 468)	31 957	4 016 714
<i>of which:</i>				
Current payments	2 129 146	–	31 957	2 161 103
Transfers and subsidies	1 853 177	(95 812)	–	1 757 365
Payments for capital assets	109 902	(11 656)	–	98 246
Executive authority	Minister of Employment and Labour			
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 2023/24	Achieved in the first half of 2023/24 (April to September) ¹	Changed target for 2023/24
Number of employers inspected per year to determine compliance with employment law	Inspection and Enforcement Services	Priority 2: Economic transformation and job creation	298 332	149 166	–
Percentage of noncompliant employers of those inspected served with a notice in terms of the law within 14 calendar days of the inspection per year	Inspection and Enforcement Services		95%	99.8% (17 353/ 17 385)	–
Percentage of noncompliant employers who failed to comply with the served notice referred for prosecution within 30 calendar days per year	Inspection and Enforcement Services		65%	71% (1 217/ 1 712)	–
Number of work seekers registered on the Employment Services of South Africa system per year	Public Employment Services		900 000	472 180	–
Number of registered work seekers provided with employment counselling per year	Public Employment Services		250 000	185 255	–
Number of registered employment opportunities filled by registered work seekers per year	Public Employment Services		60 000	47 519	–
Number of employment opportunities registered on the Employment Services of South Africa database per year	Public Employment Services		110 000	91 760	–
Percentage of collective agreements assessed and verified within the specified number of calendar days of receipt per year	Labour Policy and Industrial Relations		100% within 120 days	100% (16)	–
Percentage of labour organisation applications for registration approved or refused within 90 calendar days of receipt per year	Labour Policy and Industrial Relations		100%	100% (74)	–

1. Achievements for the first half of the year are unaudited.

Progress

In the first half of 2023/24, 99.8 per cent of noncompliant employers of those inspected were served with a legal notice within 14 calendar days against an annual target of 95 per cent. Over the same period, 71 per cent of noncompliant employers who failed to comply with the served notice were referred for prosecution within 30 calendar days against an annual target of 65 per cent. These high achievements were mainly due to improved management, understanding and use of the case management system, which led to fewer cases being discounted or unassigned.

By mid-year, the department provided employment counselling to 185 255 registered work seekers against an annual target of 250 000. This high achievement was due to the appointment of 250 psychology interns as part of the presidential employment initiative.

In the first half of 2023/24, 91 760 employment opportunities were registered on the Employment Services of South Africa database against an annual target of 110 000, and 47 519 registered work seekers were placed in registered employment opportunities against an annual target of 60 000. These high achievements were due to increased capacity at labour centres, an increase in the number of opportunities registered, high levels of matching and extensive counselling, and increased compliance by employers in their reporting on placements.

Adjusted estimates

Programme		2023/24							Total adjustments appropriation	Adjusted appropriation
		Adjustments appropriation								
R thousand	Appropriation	Amounts announced in the Budget	Unforeseeable /Unavoidable	Virements and shifts	Shifting of funds between votes	Significant and unforeseeable economic and financial events	Other adjustments ¹			
Administration	1 075 982	–	–	–	–	(24 449)	3 938	(20 511)	1 055 471	
Inspection and Enforcement Services	650 552	–	–	(3 484)	–	(15 000)	–	(18 484)	632 068	
Public Employment Services	1 020 826	–	–	–	–	(23 000)	–	(23 000)	997 826	
Labour Policy and Industrial Relations	1 344 865	–	–	3 484	–	(17 000)	–	(13 516)	1 331 349	
Total	4 092 225	–	–	–	–	(79 449)	3 938	(75 511)	4 016 714	
Economic classification										
Current payments	2 129 146	–	–	51 406	–	(19 449)	–	31 957	2 161 103	
Compensation of employees	1 410 904	–	–	16 421	–	–	–	16 421	1 427 325	
Goods and services	718 242	–	–	34 985	–	(19 449)	–	15 536	733 778	
Transfers and subsidies	1 853 177	–	–	(55 812)	–	(40 000)	–	(95 812)	1 757 365	
Provinces and municipalities	737	–	–	–	–	–	–	–	737	
Departmental agencies and accounts	1 585 515	–	–	(53 768)	–	(40 000)	–	(93 768)	1 491 747	
Foreign governments and international organisations	29 327	–	–	(6 002)	–	–	–	(6 002)	23 325	
Non-profit institutions	237 170	–	–	–	–	–	–	–	237 170	
Households	428	–	–	3 958	–	–	–	3 958	4 386	

Adjusted estimates (continued)

		2023/24								
		Adjustments appropriation								
R thousand	Appropriation	Amounts announced in the Budget	Unforeseeable /Unavoidable	Virements and shifts	Shifting of funds between votes	Significant and unforeseeable economic and financial events	Other adjustments ¹	Total adjustments appropriation	Adjusted appropriation	
	Payments for capital assets	109 902	–	–	4 406	–	(20 000)	3 938	(11 656)	98 246
	Buildings and other fixed structures	54 630	–	–	–	–	–	3 938	3 938	58 568
	Machinery and equipment	55 272	–	–	4 406	–	(20 000)	–	(15 594)	39 678
	Total	4 092 225	–	–	–	–	(79 449)	3 938	(75 511)	4 016 714

1. Other adjustments include rollovers, the shifting of funds following a function shift within a vote, self-financing expenditure, declared unspent funds and expenditure in terms of section 16 of the Public Finance Management Act (1999).

Programme 1: Administration

		2023/24								
		Adjustments appropriation								
R thousand	Appropriation	Amounts announced in the Budget	Unforeseeable /Unavoidable	Virements and shifts	Shifting of funds between votes	Significant and unforeseeable economic and financial events	Other adjustments	Total adjustments appropriation	Adjusted appropriation	
	Ministry	37 231	–	–	–	–	–	–	–	37 231
	Management	285 056	–	–	10 000	–	–	–	10 000	295 056
	Corporate Services	337 262	–	–	2 000	–	(18 000)	–	(16 000)	321 262
	Office of the Chief Financial Officer	144 356	–	–	(500)	–	(4 449)	–	(4 949)	139 407
	Office Accommodation	272 077	–	–	(11 500)	–	(2 000)	3 938	(9 562)	262 515
	Total	1 075 982	–	–	–	–	(24 449)	3 938	(20 511)	1 055 471
	Economic classification									
	Current payments	991 380	–	–	(4 477)	–	(19 449)	–	(23 926)	967 454
	Compensation of employees	461 520	–	–	(1 535)	–	–	–	(1 535)	459 985
	Goods and services	529 860	–	–	(2 942)	–	(19 449)	–	(22 391)	507 469
	Transfers and subsidies	1 023	–	–	1 766	–	–	–	1 766	2 789
	Provinces and municipalities	737	–	–	–	–	–	–	–	737
	Households	286	–	–	1 766	–	–	–	1 766	2 052
	Payments for capital assets	83 579	–	–	2 711	–	(5 000)	3 938	1 649	85 228
	Buildings and other fixed structures	54 630	–	–	–	–	–	3 938	3 938	58 568
	Machinery and equipment	28 949	–	–	2 711	–	(5 000)	–	(2 289)	26 660
	Total	1 075 982	–	–	–	–	(24 449)	3 938	(20 511)	1 055 471

Programme 2: Inspection and Enforcement Services

Subprogramme		2023/24							Adjusted appropriation
R thousand	Appropriation	Adjustments appropriation					Total adjustments appropriation		
		Amounts announced in the Budget	Unforeseeable /Unavoidable	Virements and shifts	Shifting of funds between votes	Significant and unforeseeable economic and financial events	Other adjustments		
Management and Support Services:	7 120	-	-	-	-	-	-	-	7 120
Inspection and Enforcement Services									
Occupational Health and Safety	35 117	-	-	(3 484)	-	-	-	(3 484)	31 633
Registration: Inspection and Enforcement Services	88 277	-	-	-	-	-	-	-	88 277
Compliance, Monitoring and Enforcement Services	503 532	-	-	-	-	(15 000)	-	(15 000)	488 532
Training of Staff: Inspection and Enforcement Services	6 175	-	-	-	-	-	-	-	6 175
Statutory and Advocacy Services	10 331	-	-	-	-	-	-	-	10 331
Total	650 552	-	-	(3 484)	-	(15 000)	-	(18 484)	632 068
Economic classification									
Current payments	630 679	-	-	(4 502)	-	-	-	(4 502)	626 177
Compensation of employees	533 360	-	-	(4 354)	-	-	-	(4 354)	529 006
Goods and services	97 319	-	-	(148)	-	-	-	(148)	97 171
Transfers and subsidies	85	-	-	1 018	-	-	-	1 018	1 103
Households	85	-	-	1 018	-	-	-	1 018	1 103
Payments for capital assets	19 788	-	-	-	-	(15 000)	-	(15 000)	4 788
Machinery and equipment	19 788	-	-	-	-	(15 000)	-	(15 000)	4 788
Total	650 552	-	-	(3 484)	-	(15 000)	-	(18 484)	632 068

Programme 3: Public Employment Services

Subprogramme		2023/24								
		Adjustments appropriation								
R thousand	Appropriation	Amounts announced in the Budget	Unforeseeable /Unavoidable	Virements and shifts	Shifting of funds between votes	Significant and unforeseeable economic and financial events	Other adjustments	Total adjustments appropriation	Adjusted appropriation	
Management and Support Services: Public Employment Services	427 385	-	-	(53 768)	-	(20 000)	-	(73 768)	353 617	
Employer Services	106 397	-	-	-	-	-	-	-	106 397	
Work Seeker Services	191 766	-	-	53 768	-	-	-	53 768	245 534	
Designated groups special services	25 156	-	-	-	-	-	-	-	25 156	
Supported Employment Enterprises	187 160	-	-	-	-	-	-	-	187 160	
Productivity South Africa	62 921	-	-	-	-	-	-	-	62 921	
Unemployment Insurance Fund	1	-	-	-	-	-	-	-	1	
Compensation Fund	18 586	-	-	-	-	(3 000)	-	(3 000)	15 586	
Training of Staff: Public Employment Services	1 454	-	-	-	-	-	-	-	1 454	
Total	1 020 826	-	-	-	-	(23 000)	-	(23 000)	997 826	
Economic classification										
Current payments	348 755	-	-	53 068	-	-	-	53 068	401 823	
Compensation of employees	307 877	-	-	19 300	-	-	-	19 300	327 177	
Goods and services	40 878	-	-	33 768	-	-	-	33 768	74 646	
Transfers and subsidies	666 115	-	-	(53 068)	-	(23 000)	-	(76 068)	590 047	
Departmental agencies and accounts	453 742	-	-	(53 768)	-	(23 000)	-	(76 768)	376 974	
Non-profit institutions	212 316	-	-	-	-	-	-	-	212 316	
Households	57	-	-	700	-	-	-	700	757	
Payments for capital assets	5 956	-	-	-	-	-	-	-	5 956	
Machinery and equipment	5 956	-	-	-	-	-	-	-	5 956	
Total	1 020 826	-	-	-	-	(23 000)	-	(23 000)	997 826	

Programme 4: Labour Policy and Industrial Relations

Subprogramme		2023/24							Adjusted appropriation
		Adjustments appropriation					Total adjustments appropriation		
R thousand	Appropriation	Amounts announced in the Budget	Unforeseeable /Unavoidable	Virements and shifts	Shifting of funds between votes	Significant and unforeseeable economic and financial events		Other adjustments	
Management and Support	17 591	-	-	(2 517)	-	-	-	(2 517)	15 074
Services: Labour Policy and Industrial Relations									
Strengthen Civil Society	24 854	-	-	-	-	-	-	-	24 854
Collective Bargaining	17 738	-	-	1 459	-	-	-	1 459	19 197
Employment Equity	14 799	-	-	(1 626)	-	-	-	(1 626)	13 173
Employment Standards	22 921	-	-	(8 769)	-	-	-	(8 769)	14 152
Commission for Conciliation, Mediation and Arbitration	1 051 163	-	-	-	-	(10 000)	-	(10 000)	1 041 163
Research, Policy and Planning	12 650	-	-	(228)	-	-	-	(228)	12 422
Labour Market Information and Statistics	50 713	-	-	1 889	-	-	-	1 889	52 602
International Labour Matters	51 826	-	-	13 276	-	-	-	13 276	65 102
National Economic Development and Labour Council	80 610	-	-	-	-	(7 000)	-	(7 000)	73 610
Total	1 344 865	-	-	3 484	-	(17 000)	-	(13 516)	1 331 349
Economic classification									
Current payments	158 332	-	-	7 317	-	-	-	7 317	165 649
Compensation of employees	108 147	-	-	3 010	-	-	-	3 010	111 157
Goods and services	50 185	-	-	4 307	-	-	-	4 307	54 492
Transfers and subsidies	1 185 954	-	-	(5 528)	-	(17 000)	-	(22 528)	1 163 426
Departmental agencies and accounts	1 131 773	-	-	-	-	(17 000)	-	(17 000)	1 114 773
Foreign governments and international organisations	29 327	-	-	(6 002)	-	-	-	(6 002)	23 325
Non-profit institutions	24 854	-	-	-	-	-	-	-	24 854
Households	-	-	-	474	-	-	-	474	474
Payments for capital assets	579	-	-	1 695	-	-	-	1 695	2 274
Machinery and equipment	579	-	-	1 695	-	-	-	1 695	2 274
Total	1 344 865	-	-	3 484	-	(17 000)	-	(13 516)	1 331 349

Details of adjustments to the 2023 Estimates of National Expenditure

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:			To:		
Programme by economic classification	Motivation	R thousand	Programme by economic classification	Motivation	R thousand
Programme 1		(4 477)	Programme 1		4 477
Compensation of employees	Vacant posts	(1 535)	Households	Leave gratuities	1 535
Goods and services	Communication, operating payments, property payments ¹	(2 711)	Machinery and equipment	Computers ¹	2 711
	Travel and subsistence ¹	(231)	Households	Claims against the state ¹	231
Shifts within the programme as a percentage of the programme budget		0.4%			
Virements to other programmes as a percentage of the programme budget		0.0%			
Programme 2		(4 502)	Programme 2		1 018
Compensation of employees	Vacant posts	(4 354)	Households	Leave gratuities	870
Goods and services	Property payments ¹	(148)	Households	Claims against the state ¹	148
			Programme 4		3 484
Compensation of employees	Vacant posts		Compensation of employees	Salaries and wages	3 484
Shifts within the programme as a percentage of the programme budget		0.2%			
Virements to other programmes as a percentage of the programme budget		0.5%			
Programme 3		(54 468)	Programme 3		54 468
Compensation of employees	Vacant posts	(700)	Households	Leave gratuities	700
Departmental agencies and accounts	Government Technical Advisory Centre ²	(20 000)	Compensation of employees	Salaries and wages ²	20 000
	Government Technical Advisory Centre ¹	(33 768)	Goods and services	Administrative fees, computer services, venues and facilities ¹	33 768
Shifts within the programme as a percentage of the programme budget		5.3%			
Virements to other programmes as a percentage of the programme budget		0.0%			
Programme 4		(8 561)	Programme 4		8 561
Compensation of employees	Vacant posts	(474)	Households	Leave gratuities	474
Goods and services	Administrative fees; advertising; business and advisory services; catering; communication; computer services; contractors; operating leases; property payments; stationery, printing and office supplies; training and development; travel and subsistence; venues and facilities ¹	(1 695)	Machinery and equipment	Computers, office furniture ¹	1 695

Virements and shifts within the vote (continued)

From:			To:		
Programme by economic classification	Motivation	R thousand	Programme by economic classification	Motivation	R thousand
Programme 4			Programme 4		
Foreign governments and international organisations	International Labour Organisation ¹	(6 392)	Goods and services	Administrative fees, advertising, catering, communication, computer services, contractors, entertainment, minor assets, travel and subsistence, venues and facilities ¹	6 002
			Foreign governments and international organisations	African Regional Labour Administration Centre ¹	390
Shifts within the programme as a percentage of the programme budget		0.6%			
Virements to other programmes as a percentage of the programme budget		0.0%			
Total		(72 008)	72 008		

1. National Treasury approval has been obtained.
 2. Only Parliament may approve this virement.

Adjustments due to significant and unforeseeable economic and financial events

Cabinet has approved reductions of R79.449 million to the department’s baseline, of which:

- R24.449 million is in Programme 1: Administration
- R15 million is in Programme 2: Inspection and Enforcement Services
- R23 million is in Programme 3: Public Employment Services
- R17 million is in Programme 4: Labour Policy and Industrial Relations.

Other adjustments – R3.938 million

Rollovers

Programme 1: Administration

R3.938 million is rolled over for the refurbishment of labour centres.

Expenditure outcome for 2022/23 and actual expenditure for 2023/24

Programme	Adjusted appropriation	2022/23 Outcome				2023/24 Actual expenditure			
		Apr 22 - Sep 22	adjusted appropriation	Apr 22 - Mar 23	adjusted appropriation	Adjusted appropriation	Adjusted appropriation/ Total (%)	Apr 23 - Sep 23	adjusted appropriation
R thousand			% of		% of				% of
Administration	1 101 159	438 509	39.8	1 025 499	93.1	1 055 471	26.3	476 553	45.2
Inspection and Enforcement Services	614 869	263 916	42.9	587 853	95.6	632 068	15.7	294 517	46.6
Public Employment Services	1 014 726	479 047	47.2	933 893	92.0	997 826	24.8	458 129	45.9
Labour Policy and Industrial Relations	1 377 022	683 150	49.6	1 349 873	98.0	1 331 349	33.1	655 418	49.2
Total	4 107 776	1 864 622	45.4	3 897 118	94.9	4 016 714	100.0	1 884 617	46.9

Expenditure outcome for 2022/23 and actual expenditure for 2023/24 (continued)

Economic classification	2022/23					2023/24				
	Adjusted appropriation	Outcome			Adjusted appropriation/ Total (%)	Actual expenditure				
		Apr 22 - Sep 22	Apr 22 - Sep 22 % of adjusted appropriation	Apr 22 - Mar 23		Apr 22 - Mar 23 % of adjusted appropriation	Apr 23 - Sep 23	Apr 23 - Sep 23 % of adjusted appropriation		
R thousand										
Current payments	2 206 165	984 365	44.6	2 076 737	94.1	2 161 103	53.8	1 029 792	47.7	
Compensation of employees	1 414 610	644 534	45.6	1 351 555	95.5	1 427 325	35.5	702 951	49.2	
Goods and services	791 555	339 831	42.9	725 182	91.6	733 778	18.3	326 841	44.5	
Transfers and subsidies	1 801 812	861 013	47.8	1 689 506	93.8	1 757 365	43.8	837 112	47.6	
Provinces and municipalities	734	412	56.1	930	126.7	737	0.0	380	51.6	
Departmental agencies and accounts	1 552 319	755 775	48.7	1 451 637	93.5	1 491 747	37.1	711 616	47.7	
Foreign governments and international organisations	29 214	–	–	16 604	56.8	23 325	0.6	–	–	
Non-profit institutions	216 260	102 162	47.2	215 030	99.4	237 170	5.9	120 481	50.8	
Households	3 285	2 664	81.1	5 305	161.5	4 386	0.1	4 635	105.7	
Payments for capital assets	99 799	19 241	19.3	130 322	130.6	98 246	2.4	17 708	18.0	
Buildings and other fixed structures	44 650	16 259	36.4	39 721	89.0	58 568	1.5	10 614	18.1	
Machinery and equipment	55 149	2 828	5.1	62 817	113.9	39 678	1.0	6 303	15.9	
Software and other intangible assets	–	154	–	27 784	–	–	–	791	–	
Payments for financial assets	–	3	–	553	–	–	–	5	–	
Total	4 107 776	1 864 622	45.4	3 897 118	94.9	4 016 714	100.0	1 884 617	46.9	

Expenditure trends

Total expenditure in 2022/23 was R3.9 billion, 94.9 per cent of the adjusted appropriation for the year. Mid-year expenditure in 2022/23 was R1.9 billion, 45.4 per cent of the adjusted appropriation, whereas expenditure in the first half of 2023/24 was R1.9 billion, 46.9 per cent of the adjusted appropriation of R4 billion. Compared to the first half of 2022/23, expenditure over the same period in 2023/24 increased by R20 million, 1.1 per cent. This was mainly due to increased spending on compensation of employees after the implementation of the 2023/24 wage agreement, subsidies to national councils and workshops to promote the employment of people with disabilities, subsidies to various civil society organisations that protect vulnerable workers, and the procurement of computers.

Departmental receipts

Economic classification	2022/23					2023/24				
	Adjusted estimate	Outcome			Budget estimate	Adjusted estimate	Adjusted receipts estimate/ Total (%)	Actual receipts		
		Apr 22 - Sep 22	Apr 22 - Sep 22 % of adjusted estimate	Apr 22 - Mar 23				Apr 22 - Mar 23 % of adjusted estimate	Apr 23 - Sep 23	Apr 23 - Sep 23 % of adjusted estimate
R thousand										
Departmental receipts	15 841	7 276	45.9	19 008	120.0	18 429	18 720	100.0	9 903	52.9
Sales of goods and services produced by the department:	7 127	3 591	50.4	8 340	117.0	9 349	9 356	50.0	5 335	57.0
Sales of scrap, waste, arms and other used current goods	64	29	45.3	77	120.3	30	37	0.2	36	97.3
Fines, penalties and forfeits	1 400	570	40.7	1 853	132.4	1 450	1 450	7.7	343	23.7
Interest, dividends and rent on land	1 650	543	32.9	1 502	91.0	1 700	1 700	9.1	802	47.2
Sales of capital assets	150	–	–	599	399.3	200	477	2.5	477	100.0
Transactions in financial assets and liabilities	5 450	2 543	46.7	6 637	121.8	5 700	5 700	30.4	2 910	51.1
Total	15 841	7 276	45.9	19 008	120.0	18 429	18 720	100.0	9 903	52.9

Revenue trends

Mid-year revenue in 2022/23 was R7.3 million, 45.9 per cent of the adjusted estimate, whereas revenue for the first half of 2023/24 was R9.9 million, 52.9 per cent of the adjusted estimate of R18.7 million. Compared to the first half of 2022/23, revenue over the same period in 2023/24 increased by R2.6 million, 36.1 per cent. This was mainly due to increased revenue from the rental of parking, the issuing of occupational health and safety licences, fines, interest earned, commission on insurance and garnishee orders, and the receipt of outstanding revenue from the previous financial year.

Changes to transfers and subsidies, including conditional grants

Summary of changes to transfers and subsidies per programme

		2023/24								
		Adjustments appropriation						Total adjustments appropriation	Adjusted appropriation	
R thousand	Appropriation	Amounts announced in the Budget	Unforeseeable /Unavoidable	Virements and shifts	Shifting of funds between votes	Significant and unforeseeable economic and financial events	Other adjustments			
Administration										
Households										
Social benefits										
Current										
	286	–	–	1 535	–	–	–	1 535	1 821	
Employee social benefits	286	–	–	1 535	–	–	–	1 535	1 821	
Households										
Other transfers to households										
Current										
	–	–	–	231	–	–	–	231	231	
Claims against the state	–	–	–	231	–	–	–	231	231	
Inspection and Enforcement Services										
Households										
Social benefits										
Current										
	85	–	–	870	–	–	–	870	955	
Employee social benefits	85	–	–	870	–	–	–	870	955	
Households										
Other transfers to households										
Current										
	–	–	–	148	–	–	–	148	148	
Claims against the state	–	–	–	148	–	–	–	148	148	
Public										
Employment Services										
Departmental agencies and accounts										
Social security funds										
Current										
	18 586	–	–	–	–	(3 000)	–	(3 000)	15 586	
Compensation Fund	18 586	–	–	–	–	(3 000)	–	(3 000)	15 586	
Departmental agencies and accounts										
Departmental agencies (non-business entities)										
Current										
	372 234	–	–	(53 768)	–	(20 000)	–	(73 768)	298 466	
Government Technical Advisory Centre	372 234	–	–	(53 768)	–	(20 000)	–	(73 768)	298 466	

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

		2023/24								
		Adjustments appropriation								
R thousand	Appropriation	Amounts announced in the Budget	Unforeseeable /Unavoidable	Virements and shifts	Shifting of funds between votes	Significant and unforeseeable economic and financial events	Other adjustments	Total adjustments appropriation	Adjusted appropriation	
	Households									
	Social benefits									
	Current	57	–	–	700	–	–	700	757	
	Employee social benefits	57	–	–	700	–	–	700	757	
	Labour Policy and Industrial Relations									
	Departmental agencies and accounts									
	Departmental agencies (non-business entities)									
	Current	1 110 273	–	–	–	–	(17 000)	(17 000)	1 093 273	
	Commission for Conciliation, Mediation and Arbitration	1 051 163	–	–	–	–	(10 000)	(10 000)	1 041 163	
	National Economic Development and Labour Council	59 110	–	–	–	–	(7 000)	(7 000)	52 110	
	Foreign governments and international organisations									
	Current	29 327	–	–	(6 002)	–	–	(6 002)	23 325	
	International Labour Organisation	27 892	–	–	(6 392)	–	–	(6 392)	21 500	
	African Regional Labour Administration Centre	1 435	–	–	390	–	–	390	1 825	
	Households									
	Social benefits									
	Current	–	–	–	474	–	–	474	474	
	Employee social benefits	–	–	–	474	–	–	474	474	

