



employment & labour

Department:
Employment and Labour
REPUBLIC OF SOUTH AFRICA

APPROVAL LETTER: DEPARTMENTAL BID ADJUDICATION COMMITTEE (DBAC)

05 FEBRUARY 2025

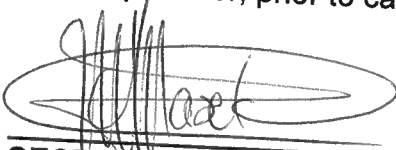
ENQUIRIES: THEMBA MASEKO
TEL NO: 012 309 4826

DIRECTORATE: LP AND IR
ATTENTION: THAMI BIKITSHA

**APPROVAL GRANTED BY THE DEPARTMENTAL BID ADJUDICATION COMMITTEE TO
USE NELSON MANDELA UNIVERSITY IN OFFERING SKILLS DEVELOPMENT
TRAINING SERVICE ON LABOUR ECONOMICS & RESEARCH TO STAFF IN LP&IR.**

Kindly be informed that the Departmental Bid Adjudication Committee approved the appointment of Nelson Mandela University (NMU) to provide training service on Labour Economics and Research Skills within LP&IR Branch at a cost of R2 364 000.00. VAT Inclusive, under authorization number **DBAC 31/02/2024-25**.

Please ensure that you immediately link the approved quotation on LOGIS (SCM) with the service provider; prior to capturing your request for an official order.


SECRETARIAT: DBAC

7/02/2025
DATE

THE DEPARTMENTAL BID ADJUDICATION COMMITTEE

HEAD OFFICE: PRETORIA

MEMORANDUM

TO OBTAIN APPROVAL FROM DBAC TO USE NELSON MANDELA UNIVERSITY IN OFFERING SKILLS DEVELOPMENT TRAINING SERVICE ON LABOUR ECONOMICS & RESEARCH TO STAFF IN LP&IR.

AIM:

To obtain approval from the Departmental Bid Adjudication Committee make use of Nelson Mandela University (NMU) to provide training service on labour economics and research skills within LP&IR Branch.

BACKGROUND:

LP&IR branch deals with development and amendments of labour market policies of the department. This mandate requires evidence based on research and data analysis. Specifically, assessment and evaluation of impact of these policies and legislation lies within the mandate of Labour Market Policy (LMP), a Chief Directorate of this Branch. It had been identified by most department-sourced external evaluators like the ILO as resource needing intensive capacitation. However, skills development had been lagging behind for staff dealing with statistics and research. Specifically, LMP's need for capacitation was identified by the department's assessment report of the ILO, named "Functional Shift" in 2014, as well as subsequent departmental restructuring processes. Since then efforts for capacity development had not been given much attention.

To date, one training was provided in 2018 as a result of partnership between the department and the ILO in which staff received a 2 weeks training from the University of Fort Hare (UFH) funded by the ILO. The training was part of the Memorandum of Understanding (MOU) and meant to support the department in achieving the work of the BRICS Research Network.

In 2023, in its Strategic Planning Session, LMP management appreciated the need to further the much needed skills capacity building agenda by developing a **Training course on Labour Economics, research and statistics analytical methods**. The course has four focused units/blocks that include Introduction to labour economics, macroeconomics policies, research and statistical analysis, as well as impact assessment for labour market policies. The four modules are planned to be offered individually over a week each and there will be gap periods to allow application after each unit/block. The needed skills are not readily available in all institutions of training, which necessitated conceptualization of the training course. While the package of such training is available at the ILO's International Training Center, we thought that would be costlier due to travelling abroad

TO OBTAIN APPROVAL FROM DBAC TO USE NELSON MANDELA UNIVERSITY IN OFFERING SKILLS DEVELOPMENT TRAINING SERVICE ON LABOUR ECONOMICS & RESEARCH TO STAFF IN LP&IR.

and exchange rate. We then discussed with some of the national universities and a concept was used to source the price it would cost for that training of staff. The following universities were contacted on proposals and responded as per annexures. University of Pretoria (UP); University of Witwatersrand (Wits); University of Cape Town (UCT-DPRU); and Nelson Mandela University (NMU); However, some of the above universities were not willing to develop new courses while others were offering only part of the course, specifically, UP responded that the required training is not in their focus area. Their response is attached. Wits offered quotation for Research part only, while DPRU & NMU submitted comprehensive proposals.

Of the comprehensive proposals received, all needed higher amounts of funds, especially for the comprehensive package of four units/blocks as per attached **Annexure** quotes above. On the basis of all the above LMP therefore requested the DG's approval for Deviation to procure this training course from NMU. The DG submission approving deviation request is attached.

While both the DPRU and NMU have good training track record as institutions of higher learning, we requested deviation in favour of NMU due to a **marginal price difference of 16%** (R436 118,00), when compared to UCT-DPRU. NMU's overall total is R2 364 630.00 while UCT-DPRU quoted R2 800 748.55.

If approved, LMP planned to utilize the current (2024/25) training budget to cover one of the proposed modules before the end of the financial year (2024/25), resulting in the remaining cost to be covered in the 2025/26 and 2026/27 training budgets as reflected in the proposal and budget.

MOTIVATION:

The request is very essential as the training will afford staff within the branch, capacity to do research and advanced data analysis for the department to make informed decisions in the midst of high unemployment, inequality and poverty that are increasing in the country. Labour market intervention needed in addressing these triple challenges faced by this country need research staff with capacity to use new and advance technological methods like analysis of the big data generated by many 4IR technologies to solve problems. The proposed training's outcomes are envisaged to provide the up-to-date skills for current technologies.

In addition, for this kind of training to be offered by the University, we are setting the path for future labour market analysts to be trained as well without losing that which would have been started by this programme as it would be improved for usage in the future. The programme is also long term as it spans beyond 1 year thereby allows LP&IR to utilize its training budget across the years affected, starting with the training budget allocated for 2024/25 which amounts to 1.2 million rands currently on under expenditure.

TO OBTAIN APPROVAL FROM DBAC TO USE NELSON MANDELA UNIVERSITY IN OFFERING SKILLS DEVELOPMENT TRAINING SERVICE ON LABOUR ECONOMICS & RESEARCH TO STAFF IN LP&IR.

FINANCIAL IMPLICATIONS: R 2 364 000.00 VAT Inclusive.

RECOMMENDATION/ DECISION:

That the Departmental Bid Adjudication Committee (DBAC) approves the appointment of Nelson Mandela University (NMU) to provide training service on Labour Economics and Research Skills within LP&IR Branch at a cost of R2 364 000.00. VAT Inclusive.

APPROVED/ NOT APPROVED

COMMENTS BY THE CHAIRPERSON:

We hereby declare that: -

It is certified that we did not purposefully favour or prejudice anyone in the recommendation process, as intended in Treasury Regulation 16A and the Code of Conduct for Bids.



DBAC DEPUTY CHAIRPERSON

MS. E TLOANE

04 FEBRUARY 2025

THE DEPARTMENT OF EMPLOYMENT AND LABOUR

PRETORIA

THE DEPARTMENTAL BID ADJUDICATION COMMITTEE

TO OBTAIN APPROVAL FROM DBAC TO USE NELSON MANDELA UNIVERSITY IN OFFERING SKILLS DEVELOPMENT TRAINING SERVICE ON LABOUR ECONOMICS & RESEARCH TO STAFF IN LP&IR.

Date: 31 January 2025
Requested by: THAMI BIKITSHA
Extension: 4716
Branch: Head Office
Branch: Labour Policy & Industrial Relations
Directorate: Research Policy and Planning
Sub-Directorate: Research Policy and Planning

1. Aim:

To seek DBAC's approval on using Nelson Mandela University (NMU) to provide training service on labour economics and research skills within LP&IR Branch.

2. Background:

- 2.1.1. LP&IR branch deals with development and amendments of labour market policies of the department. This mandate requires evidence based on research and data analysis. Specifically, assessment and evaluation of impact of these policies and legislation lies within the mandate of Labour Market Policy (LMP), a Chief Directorate of this Branch. It had been identified by most department-sourced external evaluators like the ILO as resource needing intensive capacitation. However, skills development had been lagging behind for staff dealing with statistics and research. Specifically, LMP's need for capacitation was identified by the department's assessment report of the ILO, named "Functional Shift" in 2014, as well as subsequent departmental restructuring processes. Since then efforts for capacity development had not been given much attention.
- 2.1.2. To date, one training was provided in 2018 as a result of partnership between the department and the ILO in which staff received a 2 weeks training from the University of Fort Hare (UFH) funded by the ILO. The training was part of the Memorandum Of Understanding (MOU) and meant to support the department in achieving the work of the BRICS Research Network (See Annexure A- DEL & UFH MOU).

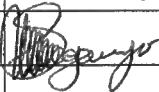
- 2.1.3. In 2023, in its Strategic Planning Session, LMP management appreciated the need to further the much needed skills capacity building agenda by developing a **Training course on Labour Economics, research and statistics analytical methods**. The course has four focused units/blocks that include Introduction to labour economics, macroeconomics policies, research and statistical analysis, as well as impact assessment for labour market policies. The four modules are planned to be offered individually over a week each and there will be gap periods to allow application after each unit/block.
- 2.1.4. The needed skills are not readily available in all institutions of training, which necessitated conceptualization of the training course. While the package of such training is available at the ILO's International Training Center, we thought that would be more costly due to travelling abroad and exchange rate. We then discussed with some of the national universities and a concepts was used to source the price it would costs for that training of staff.
- 2.1.5. The following universities were contacted on proposals and responded as per annexures. University of Pretoria (UP); **Annexure A**, University of Witwatersrand (Wits); **Annexure B**, University of Cape Town (UCT-DPRU); **Annexure C** and Nelson Mandela University (NMU); **Annexure D**. However, some of the above universities were not willing to develop new courses while others were offering only part of the course, specifically, UP responded that the required training is not in their focus area. Their response is attached as **Annexure 00**, Wits offered quotation for Research part only, while DPRU & NMU submitted comprehensive proposals.
- 2.1.6. Of the comprehensive proposals received, all needed higher amounts of funds, especially for the comprehensive package of four units/blocks as per attached **Annexure** quotes above. On the basis of all the above LMP therefore requested the DG's approval for Deviation to procure this training course from NMU.
- 2.1.7. The DG submission approving deviation request is attached as **Annexure E**.
- 2.1.8. While both the DPRU and NMU have good training track record as institutions of higher learning, we requested deviation in favour of NMU due to a **marginal price difference of 16%** (R436 118,00), when compared to UCT-DPRU. NMU's overall total is R2 364 630 while UCT-DPRU quoted R2 800 748.55.
- 2.1.9. If approved, LMP planned to utilise the current (2024/25) training budget to cover one of the proposed modules before the end of the financial year (2024/25), resulting in the remaining cost to be covered in the 2025/26 and 2026/27 training budgets as reflected in the proposal and budget as **Annexure F**.

3. Motivation:

- 3.1. The request is very essential as the training will afford staff within the branch, capacity to do research and advanced data analysis for the department to make informed decisions in the midst of high unemployment, inequality and poverty that are increasing in the country. Labour market intervention needed in addressing these triple challenges faced by this country need research staff with capacity to use new and advance technological methods like analysis of the big data generated by many 4IR technologies to solve problems. The proposed training's outcomes are envisaged to provide the up-to-date skills for current technologies.
- 3.2. In addition, for this kind of training to be offered by the University, we are setting the path for future labour market analysts to be trained as well without losing that which would have been started by this programme as it would be improved for usage in the future.
- 3.3. The programme is also long term as it spans beyond 1 year thereby allows LP&IR to utilize its training budget across the years affected, starting with the training budget allocated for 2024/25 which amounts to 1.2 million rands currently on under expenditure.

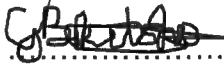
Fund Available Under Allocation:

Funds: Voted Funds
Objective: Train of staff: LP&IR
Project: Labour Policy and Industrial Relations
Project: No Project
Net Asset: Non-Asset Related
Regional Identifier: Nat Function: Whole Country Dom
Responsibility: (LP) DDG: Lab Pol & Indust Relat
Item: TRAIN OF STAFF: LP & IR

Finance Verification of Allocations & Budget	
Name & Surname:	L.E Kganyago
Rank:	SS.A
Signature:	
Date:	03-03-2025

Financial Implication:

Total Amount: R 2 364 000.00 Across 2 Financial Years
Availability of Budget [Yes/ No]: Yes
Proof of Budget Availability [Yes/ No]: Yes

Compiled by:  SIGNATURE Deputy Director RANK	Thami Bikitsha NAME IN PRINT 31/01/2025 DATE
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Approved by: <i>T Ramulongo</i> SIGNATURE Acting Chief Director- LMP RANK	Tendani Ramulongo NAME IN PRINT 31/01/2025 DATE
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**MEMORANDUM OF AGREEMENT ON COLLABORATION IN MATTERS OF
TEACHING, TRAINING AND RESEARCH IN THE AREA LABOUR MARKET
REGULATION AND CAPACITY BUILDING**

This Memorandum of Agreement is made and entered into by and between:

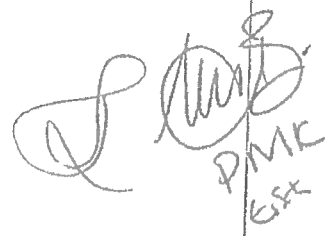
THE DEPARTMENT OF LABOUR

(hereinafter referred to as the "DOL" or "the Department"),
herein represented by Mr Thobile Lamati, in his capacity as the
Director-General of the Department of Labour and duly authorised
thereto

AND

UNIVERSITY OF FORT HARE

(hereinafter referred to as the "UFH" or "the University"),
herein represented by Professor Sakhela Buhlungu, in his capacity as
the Vice Chancellor and Principal of the University of Fort Hare and
duly authorised thereto


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PREAMBLE

WHEREAS this Memorandum of Agreement governs the cooperation between the Parties for the implementation of activities at the University aimed at:

- (a) Building and strengthening collaboration in matters of **teaching, training and research** in the area labour market regulation as well as in policy development;
- (b) Supporting the efforts of the University at **establishing an institute** that conduct multi-disciplinary studies on labour, employment and social security issues and put forward recommendations that will, amongst others, support the mandate of the Department of Labour and provide labour market information that will input to the country's drive to address the triple challenges of high unemployment, inequality and poverty;
- (c) **Building research and capacity** for both the Department of Labour and the University; and
- (d) Facilitation of the **University's participation in the international cooperation programme of the Department of Labour** through (i) partaking in multi-state meetings, (ii) furnishing research reports or papers in respect to these meetings, (iii) collaborating in research projects with foreign institutions, and (iv) performing short to medium term assignments and activities.

AND WHEREAS the collaboration between Parties may consider, among others, **subject to availability of funds and resources**, the following types of activities:

- (a) Establishment of an institute at the University of Fort Hare that will be responsible for generating of labour market information, statistics and data as well as capacity building in this field of labour and employment.
- (b) Development of programmes with the matters of labour, employment, social security, labour inspections and enforcement, etc. through seminars, programmes and formal qualifications;



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- (c) Conduct research and training, including development of short-, medium- and long-term courses, workshops, specialised meetings and international and regional conferences;
- (d) Active participation in the Brazil, Russia, India, China and South Africa (BRICS) Network of Labour Institutes and similar initiatives; and
- (e) Usage of virtual platforms as a means of distance learning and active participation in these platforms.

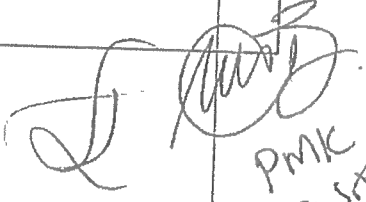
NOW THEREFORE the Parties wish to enter into this Memorandum of Agreement to define their obligations and agree as follows:

 
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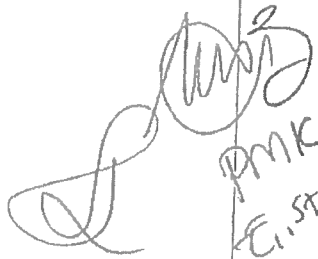
1. DEFINITIONS

Unless if the context indicates otherwise, the following terms shall have the following meanings:

"Agreement"	means this Memorandum of Agreement recorded herein;	as
"Commencement Date"	means the date of signature of the last party signing;	
"Confidential Information"	means information that (a) relates to the Disclosing Party's past, present or future research, development, business activities, products, services and/or technical knowledge relating to the partnership, and (b) either has been identified in writing as confidential or is of such a nature (or has been disclosed in such a way) that it should be obvious to the other Party that it is claimed as confidential;	
"Day"	means any calendar day excluding Saturdays, Sundays and official South African Public Holidays;	
"Dispute"	means any difference or conflict arising between the Parties' pursuant to or in connection with this Agreement, including any question regarding its existence, enforceability, validity, interpretation or termination.	
"DoL"	means the Department of Labour;	


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"Effective Date"	means the date of the last Party signing the Agreement;
"Financial year"	means the financial year beginning on 1 April of a specific year and ending 31 March of the following year;
"Intellectual Property"	means all intellectual property, including but not limited to designs; research results; data; trade or business names; domain names; trademarks; copyright; confidential and proprietary knowledge and information and any rights protecting same; business goodwill and reputation and rights protecting same; database rights; and all intellectual property rights and forms of protection of a similar nature to any of the foregoing or having an equivalent effect anywhere in the world;
"Parties"	means collectively Department of Labour and University of Fort Hare and "Party" shall refer to any of them in context;
"UFH"	means the University of Fort Hare.


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2. COMMENCEMENT AND DURATION

- 2.1 This Agreement shall come into force upon the date of last signature hereof by the Parties and shall be in effect for a period of five (5) years, subject to annual assessment.
- 2.2 This Agreement shall be renewable after a period of five (5) years, subject to the Parties agreeing to that effect.
- 2.3 Each Party reserves the right to seek clarification and request further information and supporting documentation from the other Party during and/or after completion of this Agreement, for a period of 12 months from the end of the Agreement, provided such request or documentation is not classified as confidential or its access restricted in terms of this Agreement.

3. OBLIGATIONS OF THE DEPARTMENT OF LABOUR

- 3.1 The DoL will collaborate with the University, in implementing agreed programmes and activities in the field of labour and employment.
- 3.2 The DoL will contribute to such programmes or activities by providing both material and immaterial resources, experts and practitioners available within its network of institutions and external partners.

4. OBLIGATIONS OF THE UNIVERSITY OF FORTHARE

In turn, the UFH will act accordingly in furtherance of the objectives and goals of this Agreement.



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5. GENERAL OBLIGATIONS OF THE PARTIES

- 5.1 The Parties shall establish a work schedule which will indicate the activities and joint events, as well as timeframes, funding and responsibility of each one. The work schedule will be reviewed and updated annually by mutual written agreement.
- 5.2 The funding of each activity will be determined case by case and by common agreement between the Parties.
- 5.3 To make available to each other whatever information relating to the execution of this Agreement on a reasonable request.
- 5.4 To meet all reasonable timeframes and standards as may be agreed to by the Parties.
- 5.5 Will endeavour to discharge all functions in accordance with good governance principles.
- 5.6 All recommendations as aforesaid must be agreed by both Parties.
- 5.7 The Parties obligations in terms of this Agreement will be subject to the availability of funding.

6. LIAISON

- 6.1 Each Party shall appoint a Programme Officer to act on its behalf and manage the operational requirements of the Programme. Their names shall be communicated in writing to the other Party before the commencement date. Any instruction or notice which UFH gives to the Programme Officer of UFH shall be deemed to have been given to DoL and vice versa.


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- 6.2 The Programme Officers shall co-operate, liaise with and form a link between the Parties in respect of all matters relating to this Agreement and he/she shall acquaint himself/herself with the work regulated by the Agreement. The Programme Officers shall serve as a channel of communication between the Parties to this Agreement.
- 6.3 Each Party may at any time terminate any such appointment and appoint any other person as Programme Officer, provided that such Party shall notify the other Party in writing of such an appointment.

7. GOVERNANCE

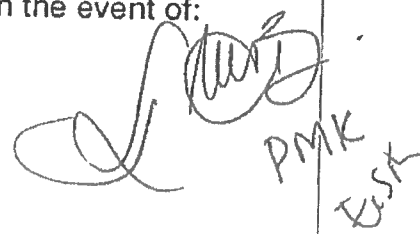
- 7.1 The Programme will be guided by a Technical Committee comprising of representatives of DoL and UFH and any other relevant stakeholders that shall be identified by both Parties.
- 7.2 The Programme Officers of DoL and UFH will serve on the Technical Committee.
- 7.3 The Technical Committee shall comprise of 8 members, equally represented by DoL and UFH, including the respectively appointed Programme Officers. Five (5) Members shall constitute a quorum and the Committee shall be chaired by a representative of DoL.
- 7.4 The Technical Committee shall meet once every quarter on a date to be determined by the Committee or as and when required regarding the progress of implementation of the Programmes and to address any challenges encountered by the Programme Officers.
- 7.5 The Technical Committee shall report to Director-General of DoL and the Vice Chancellor and Principal of UFH quarterly through the submission of written progress reports 7 days after the end of the quarter.

8. COOPERATION AND GOOD FAITH

- 8.1 In the implementation of this Agreement, the Parties shall observe the utmost good faith in accordance with the principles of co-operative governance, and they warrant in their dealings with each other, that neither shall do anything, which might prejudice or detract from the rights or interests of either of the Parties.
- 8.2 Subject to its right to exercise academic freedom, the UFH represents and warrants that nothing in its governance or its operations or its subsidiaries, contradicts the vision and mandate of the DoL.
- 8.3 By entering into this Agreement, neither Party is precluded from entering into discussions, negotiations or agreements with any other person/ agent/ entity in respect of this subject matter or any other matter.

9. TERMINATION

- 9.1 This Agreement will automatically terminate, if either Party:
- 9.1.1 neglects or fails to perform or observe any of its material obligations in terms of this Agreement and fails to remedy such default, neglect or failure (where capable of remedy) to the satisfaction of the aggrieved Party within 15 (fifteen) days after receiving written notice to do so from the aggrieved Party, the aggrieving Party shall be entitled to terminate this Agreement on immediate written notice;
- 9.2 Notwithstanding the provisions of clause 9.1.1, the Party shall, at its sole discretion, be entitled to terminate this Agreement on immediate written notice to other Party, without prejudice to any other rights which it may have at law or in terms hereof, in the event of:



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9.2.1 the UFH or the DoL is undergoing a Change of Control that will materially affect performance of its obligation in terms of this Agreement.

9.3 Upon termination of this Agreement, for whatever reason, all amounts owing by either Party will become immediately due and payable to the other. Where required, the Parties will make a pro rata payment for that portion of the month for which the services were provided prior to such termination.

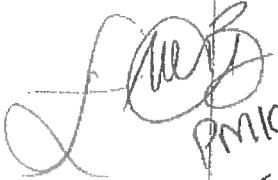
9.4 The obligation of the Parties to pay any amounts owing in terms of this Agreement shall survive any expiration or termination of this Agreement until such amounts have been paid in full.

10. EFFECT OF TERMINATION

10.1 Upon termination, cancellation or expiry of this Agreement, the provision of all services shall forthwith cease, subject to clause 10.2 to 10.4.

10.2 Any agreements which are in existence as at the date of termination, cancellation or expiry, which have been made with the Parties authorisation but which are not capable of being assigned by the authorising Party to the other Party, shall be completed by the authorising Party in accordance with the terms of this Agreement, and each Party shall deliver to the other Party, or at the other Party's option destroy, and procure the delivery of or destruction by sub-contractors, of all originals and copies of Confidential Information and proprietary materials in its or their possession or under its or their control.

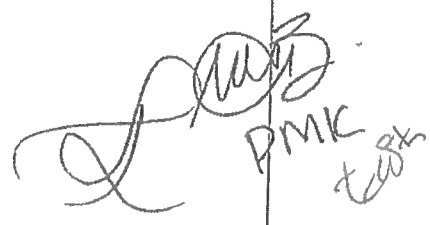
10.3 Termination of this Agreement shall not affect the enforceability of the provisions which are intended to operate after such expiry or termination.


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10.4 Immediately upon expiry, or termination of this Agreement for any reason whatsoever, the Party shall transfer, assign and/or make over to the Party all property and materials in the Party's possession or over which the Party has control on behalf of the Party together with all information in its possession with regard to the Party's communications.

11. DISPUTE RESOLUTION

- 11.1 In the event of a dispute arising between the Parties in terms of this Agreement or with respect to the interpretation of this Agreement, the Parties shall try to resolve the dispute among themselves, before invoking clause 11.2 procedure.
- 11.2 In the event of any dispute arising between the Parties in terms of this Agreement or with respect to interpretation of this Agreement and such dispute cannot be resolved by the Parties in terms of clause 11.1 supra within 14 days of such dispute arising, such dispute shall be escalated to the Director-General of DoL and the Vice-Chancellor and Principal of UFH for resolution.
- 11.3 In the event that the dispute cannot be resolved between the Parties in terms of 11.1 and 11.2 above, prior to the institution of arbitration, the Parties shall, in good faith, attempt to resolve the dispute before a mediator unless the Parties otherwise agree, each Party bearing own costs and one half of the mediator's fees. The mediator shall not be entitled to make any binding rulings.
- 11.4 The Parties shall agree upon a mediator within seven (7) days of a request for mediation by either Party, failing which the mediator shall be appointed from the Arbitration Foundation of South Africa ("AFSA").


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- 11.5 In the event of—
- 11.5.1 in terms of clause 11.3 above, the Parties agreeing to not attempt to resolve the dispute before a mediator; or
 - 11.5.2 the mediation in terms of clause 11.3 failing to result in a resolution acceptable to both Parties;
 - 11.5.3 either Party may give notice in writing to the other Party that the dispute shall be subject to arbitration as set out in clause 11.6 herein under;
- 11.6 The Arbitration shall be held at Pretoria in accordance with the arbitration rules of the Arbitration Foundation of South Africa, as applicable from time to time; otherwise in accordance with the provisions of the Arbitration Act, 1965 (as amended) before one arbitrator; it being the intention that, if possible, it shall be held and concluded within twenty-one (21) days after the provision of the notice in clause 11.5 above;
- 11.7 The arbitrator shall be an independent person appointed by AFSA.
- 11.8 The Parties irrevocably agree that the decision in the Arbitration proceedings —
- 11.8.1 shall be binding on them;
 - 11.8.2 shall be carried into effect;
 - 11.8.3 may be made an order of court with jurisdiction.



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12. CONFIDENTIAL INFORMATION

- 12.1 The Parties acknowledge that, during the currency of this Agreement, it is imperative and necessary for effective and efficient discharging of the roles and responsibilities that the Parties make available and disclose to each other information which is otherwise confidential.
- 12.2 Each Party (Receiving Party) therefore undertakes to keep all information obtained or received by it for purposes of this agreement and/or information disclosed by the other (Disclosing) Party in confidence.
- 12.3 Information shall be revealed only to such of the representatives, agents and employees of the Parties whose knowledge of the information is required for the purpose of this Agreement and who shall assume the same obligations as each of the Parties in terms of this clause. Each Party shall be responsible for any breach of this clause by its agents or employees.
- 12.4 In the event that either Party (the Receiving Party) is required by legal process to disclose any of the information, it shall provide the other with prompt notice of such requirement so that the other Party may seek a protective order or waive the provision of this clause. In the event that a protective order or other remedy is obtained, the Receiving Party shall use all reasonable efforts to ensure that only information covered by such order or other remedy is disclosed. Whether or not a protective order or other remedy is obtained or the other Party waives compliance with the provisions of this Agreement, the Receiving Party shall take all reasonable steps to ensure that only the portion of the information which it is legally required to disclose, is disclosed.
- 12.5 The Parties undertake that the information disclosed by the one Party to the other shall not be used for any other purpose than that agreed to in writing or that stipulated by the Issuing Party.

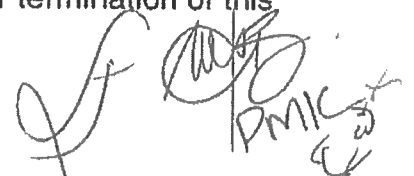


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- 12.6 On termination of this Agreement, or at any time agreed by the two Parties, the Parties will deliver immediately to the other Party all property belonging to the other Party and all material containing or constituting Confidential information, including any copies in either Party's possession or control, whether prepared by that Party or others.
- 12.7 Each Party hereby undertakes not to make any public statement or issue any press release relating to or affecting the other Party to this Agreement without prior written consent of the other Party.

13. INTELLECTUAL PROPERTY

- 13.1 All intellectual property rights, including patents, copyrights, designs and trademarks, of material that is generated in terms of this Agreement, remain the property of the DoL.
- 13.2 In the event the UFH needs to use any of the products referred to under 13.1., the DoL will grant it, upon request and provided the information will not compromise the integrity of the Government of the Republic of South Africa, a permanent, irrevocable, royalty-free, non-transferrable licence to use, reproduce, modify and publish the products related to this Agreement.
- 13.3 This article does not affect the ownership of intellectual property rights acquired before the entry into force of this Agreement, nor those which have been obtained out of compliance with the obligations contained in this Agreement.
- 13.4 However, the UFH grants a permanent license, irrevocable, royalty-free, non-exclusive (including the right to sublicense) to the DoL to use, reproduce, adapt, modify and publish its intellectual property for the activities jointly developed under this Agreement.
- 13.5 This section does not lose force at the expiration or termination of this Agreement.



14. PROCESSES AND NOTICE

14.1 Any notice or other formal communication to be given under this Agreement shall be in writing and signed by or on behalf of the Party giving it and may be served by sending it by fax, delivering it by hand or sending it by registered mail with acknowledgement of receipt to the address and for the attention of the relevant Party set out in clause 14.2 below (or as otherwise duly notified from time to time). Any notice so served by hand, fax, or post shall be deemed to have been received:

14.1.1 in the case of delivery by hand or mail, when delivered;

14.1.2 in the case of fax or e-mail, 12 (twelve) hours after the time of dispatch;

provided that, where (in the case of delivery by hand or fax/ e-mail), such delivery or transmission occurs after 18H00 on a Business Day, or on a day which is not a Business Day, service shall be deemed to occur at 09H00 on the next following Business Day. References to time in this clause are to local time in the country of the addressee.

14.2 The parties choose *domicilium citandi et executandi* ("domicilium") for all purposes relating to this Agreement, including the giving of any notice, the payment of any sum, the serving of any process and for any other purpose arising from this Agreement as follows:

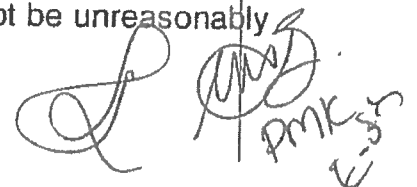
Department of Labour	University of Fort Hare
The Director General Laboria House 215 Francis Baard Street Private Bag x 117 Pretoria 0001 Phone: 012 309 4000	The Vice Chancellor The University of Fort Hare Alice Campus Private Bag x 1314 Ring Road, Alice, 5700 Phone: 040 602 2011

15. FORCE MAJEURE (MAJOR FORCE)

- 15.1 Should a Party (hereinafter referred to as the "Affected Party") be prevented from fulfilling any of its obligations in terms of this Agreement as a result of an event of force majeure, then those obligations shall be deemed to have been suspended to the extent that and for so long as the Affected Party is so prevented from fulfilling them and the corresponding obligations of the other Party (hereinafter referred to as "Unaffected Party") shall be suspended to the corresponding extent and the duration of this Agreement shall be extended by the corresponding time period. The proposals considered and decisions taken at an early warning meeting shall become binding if approved by the Parties in writing.
- 15.2 Should an event of *force majeure* continue, uninterrupted, for more than 45 (forty-five) days then the Unaffected Party shall be entitled (but not obliged) to terminate this Agreement by giving not less than 14 (fourteen) days written notice to the Affected Party to that effect.
- 15.3 An "event of force majeure" shall mean any event or circumstance whatsoever which is not within the reasonable control of the Affected Party including, *inter alia*, *vis major*, *casus fortuitus*, any act of God, strike, theft, fire, explosion, riot, insurrection or other civil disorder, war (whether declared or not), acts of terrorism, or military operations, international restrictions, any requirement of any international authority, any requirement of any government or other competent local authority, any court order, labour unrest export control and shortage of transport facilities.

16. NO ASSIGNMENT

Neither Party shall be entitled to cede, assign or otherwise transfer all or any of its rights or obligations in terms of this Agreement without the prior written consent of the other Party, which consent shall not be unreasonably withheld or delayed.

Handwritten signatures and initials in the bottom right corner. There are two distinct signatures, one appearing to be 'P' and another 'MK'. Below them are the initials 'MK' and 'E-5'.

17. WHOLE AGREEMENT

This Agreement constitutes the whole Agreement between the Parties as to the subject matter hereof and no agreements, representations or warranties between the Parties regarding the subject matter hereof other than those set out herein are binding on the Parties.

18. VARIATION

18.1 No addition or variation, consensual cancellation or novation of this Agreement and no waiver of any right arising from this Agreement or its breach or termination shall be of any force or effect unless reduced to writing and signed by the Parties or their duly authorized representatives.

18.2 The Parties may from time to time enter into Addendums to this Agreement in order to expand concepts and details which might be required to successfully implement the Programme.

19. INDEMNIFICATION

Each Party indemnifies the other Party and holds it harmless from any claim, injuries or damage to any person or property whatsoever which may arise from or in consequence of the execution and completion of the Programme and against all claims, demands, lawsuits, damages, costs, including attorney and client costs, charges and expenses whatsoever in respect thereof or pertaining thereto.


PMK
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20. RELAXATION

No latitude, extension of time or other indulgence which may be given or allowed by any Party to the other in respect of the performance of any obligation hereunder or enforcement of any right arising from this Agreement and no single or partial exercise of any Party shall under any circumstance be construed to be implied consent by such Party or a waiver or a novation of, or otherwise affect any of the Party's rights in terms of or arising from this Agreement or stop such party from enforcing, at any time and without notice, strict and punctual compliance with each and every provision or term thereof.

21. SEVERABILITY

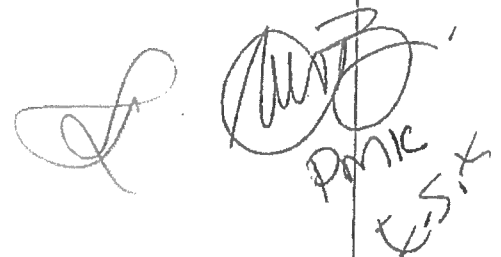
21.1 If any one or more of the clauses, agreements, provisions or terms of this Agreement shall be held wholly or partly invalid, illegal or unenforceable for any reason whatsoever, then those clauses, agreements, provisions or terms shall be deemed severable from the remaining clauses, agreements, provisions, or terms of this Agreement.

21.2 The Parties shall meet as soon as possible and negotiate in good faith upon a replacement provision that is legally valid and that achieves as nearly as possible the objective of this Agreement and produces equivalent economic effect.


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22. GENERAL

- 22.1 Each Party warrants the other Party that it has power, authority and legal right to sign and perform this Agreement and constitutes valid and binding obligations on it in accordance with the terms of this Agreement.
- 22.2 Each of the Parties hereto acknowledges that they have been free to secure independent legal advice as to the nature and effect of all of the provisions of this Agreement and that they have either taken such independent legal advice or dispensed with the necessity of doing so. Further, each of the Parties hereto acknowledges that all of the provisions of this Agreement and the restrictions herein contained are fair and reasonable in all the circumstances and are part of the overall intention of the Parties in connection with the goals and objectives of this Agreement.
- 22.3 This Agreement is executed in the English language, which shall be the sole and controlling language used in interpreting or construing its meaning.
- 22.4 Neither Party may cede that Party's rights or delegate that party's obligations without the prior written consent of the other Parties.
- 22.5 The Parties hereby acknowledge having read and signed this Agreement, the contents of which are understood and accepted by both the undersigned Parties.

Handwritten signatures and initials. On the left is a stylized signature. On the right is a circular stamp containing the letters 'PMK' and 'USIX' written below it.

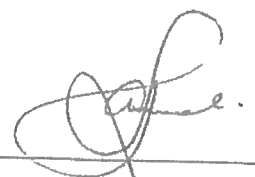
For THE DEPARTMENT OF LABOUR

Thus done and signed at PRETORIA on this 20 day of NOVEMBER 2018.

Witnesses:

1. 

2. _____


Mr Thobile Lamati

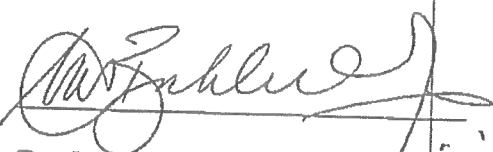
For THE UNIVERSITY OF FORT HARE

Thus done and signed at EAST LONDON on this 03 day of AUGUST 2018.

Witnesses:

1. 

2. 


Professor Sakhela Buhlungu



Capacity Building in Applied Labour Economics in South Africa

Proposal for South Africa's Department of Employment and Labour

Development Policy Research Unit

School of Economics

University of Cape Town¹

April 2024

1. Introduction

This proposal outlines a suggested capacity-building course in Applied Labour Economics. It is in response to South Africa's Department of Employment and Labour's (DEL) request for a service provider to deliver training on labour economics principles and applications in South Africa. The Development Policy Research Unit (DPRU), an accredited research institution located within the University of Cape Town's School of Economics – as one of the country's leading economic policy think tanks is well-placed to provide such training. In particular, the DPRU's expertise in policy-relevant, academically rigorous theoretical and applied research on labour markets makes it ideally positioned to meet the needs of the DEL in this instance. Through combining theory and practice, the course broadly seeks to equip participants with the skills needed to analyse the complex causes and consequences of labour market outcomes in South Africa. This outline describes the role of capacity building, proposed content, structure, duration, logistical arrangements, and budget of the course.

2. The role of capacity building

Capacity building holds many benefits. Undertaking capacity building can help an organisation achieve its objectives more effectively, supporting the organisation's long-term growth and internally enhancing the abilities of staff to sustainably deliver on its mandate. Capacity building is known to create a sense

¹ All comments and queries may be directed to Professor Haroon Borat haroon.bhorat@uct.ac.za and Dr Leigh Neethling leigh.neethling@uct.ac.za

of empowerment and build the knowledge base of staff, encouraging innovative problem-solving within the organisation. Best practice capacity-building initiatives need to be sensitive to the domestic context and culture as this is shown to lead to more context-sensitive and purposeful solutions.

While capacity-building initiatives often lead to very tangible results, intangible results often carry significant contributions to the functioning of an organisation. This may include leadership capabilities, strategic planning, improved information management and the ability to identify new opportunities.

The objectives of this proposed capacity development programme for the DEL align with South Africa's National Treasury's capacity development approach (National Treasury, 2021)². We propose a phased but versatile approach to education and training that aims to increase the professionalisation of the DEL and achieve complementary results that will support and enhance monitoring and evaluation. The next section details the course structure and content.

3. Course content and structure

The proposed course aims to equip participants of varied levels of expertise with an introductory, but relatively comprehensive, understanding of labour economics in the South African context. It is designed to comprise both theoretical foundations and corresponding practical applications on the numerous forces shaping various labour market outcomes, particularly those relevant in the South African context. These include key theoretical frameworks used to understand labour markets around the world, such as human capital theory, efficiency wages, and labour market segmentation. The practical component entails hands-on exercises using various statistical analytical techniques on real-world data, focusing on policy-relevant topics such as the effects of education on earnings, the effects of trade unions on wage inequality, and the impacts of active and passive labour market policies such as employer tax incentives or minimum wages on employment and wages.

The overarching aim is to provide not only a solid foundational knowledge of the status of labour economics research both locally and internationally, but also to endow participants with the analytical tools necessary to independently analyse and evaluate existing research, produce policy knowledge in the form of written commentary – and ultimately to enable improved policy formulation in relation to the South African labour market.

The proposed course structure comprises four sessions spanning three full days each over a period of two years. Each day consists of a morning and afternoon session. Each day focuses on a specific topic within the discipline. The table below describes the proposed structure and content.

4. Brief course description and overview

The goal of the course is to equip participants to become critical and independent thinkers about labour market issues, exposing them to contemporary social debates centred on labour market topics. Together, the proposed course strikes a balance between theory, evidence and application in the context of a highly unequal developing country and the pursuit of decent work. Therefore, engagement with the discipline from theoretical, evidence and policy perspectives will underpin the teaching approach to be adopted.

We note that participants from the DEL may have varied degrees of familiarity with both theoretical labour economics as well as practical knowledge of the topics. To gain the most value from the course topics outlined below, all participants are required to have a certain baseline level of knowledge. We

² National Treasury, 2021. Provincial Budgets and Expenditure Review (PBER).

will ensure that this requirement is met by hosting a 2-day bootcamp for the statistical software package, *Stata*, at the start of the first block. *Stata* is the most common statistical package used by economists worldwide and provides easy to follow guides on applying statistical techniques for understanding labour market data. We strongly believe that additional (optional) 2-day preparatory “bootcamp” classes ahead of each of the remaining 3 course blocks would be beneficial for those participants who have not had prior exposure to these topics or who would like a refresher on key concepts ahead of the relevant course block³.

We envisage the course to centre around three main thematic areas – Introduction to Labour Economics, Key topics in Labour Economics and Methodologies in Labour Economics. The first section of the course presents a comprehensive foundation of Labour Economics where we will focus on an introduction to labour economics. This section focuses on the core concepts and tools underpinning labour economics, including an overview of the South African labour market, definitions within the discipline, labour demand and supply, labour demand elasticities, the labour market structure and the determination of wages. The presentation approach emphasises labour market inequality and understanding of segmentation, including factors such as the schooling-employment earning relationship and discrimination. This section is geared towards utilising and foregrounding economic reasoning as the foundation for critically analysing labour market phenomena.

The key topics section brings together the theoretical underpinnings explored at the beginning of the course with analyses of empirical evidence to facilitate understanding of the developments in contemporary labour economics debates that are relevant to the South African context. This includes labour demand elasticities and the impact of minimum wages, gender and race in the labour market, social protection and labour supply, output and employment elasticities, pay, productivity and trade unions, returns to education in South Africa, and unemployment and inequality. Note that this list is not exhaustive and may be expanded as new South African research becomes available.

The final section of the course introduces participants to the research frontier within the field of Labour Economics by focusing on the key empirical methodologies applied and encountered in the previous section. This module focuses on the combination of the intellectual principles applied to the key topics to produce empirical evidence for the interrogation and critique of the policy interventions that may be suited to the South African context and are relevant to the DEL participants.

Taking into account the high-level overview above, we can summarise each of the blocks as follows:

Block 1: This first session introduces participants to both the theoretical and empirical foundations of labour economics. The introduction has a particular focus on the empirics of the South African labour market to provide context and nuance to the contemporary issues encountered in the local labour market. The focus is on the use of South African labour market statistics and their application.

Block 2: This second block pivots the focus away from the more microeconomic foundations towards a broader macroeconomic approach to understanding labour economics. The introduction of frontier research within the area of the macroeconomics of the labour market aims to equip participants with an enhanced understanding of the linkages between labour markets and the macroeconomy.

Block 3: In this block, the focus narrows in on key South African labour market issues. We will investigate different approaches to addressing persistent labour market imbalances in South Africa by

³ These additional 2-day bootcamp sessions have not been included in the budget outlined below.

examining active labour market policies such as minimum wage legislation, the Temporary Employer-Employee Relief Scheme (TERS) and other labour market regulations.⁴

Block 4: This final block focuses on impact assessment and evaluation assessment around key labour market policy interventions. This block exposes participants to the labour economist's essential toolbox – preparing participants to work with data derived in the local context and understanding the limitations of data analysis in a highly unequal developing country context.⁵ The block will expose DEL participants to new methods that allow South African policymakers to consider the research frontier in labour economics.

Together, the four blocks will equip DEL participants with a deeper understanding of complex labour market statistics, including the ability to critically evaluate policy interventions along with the associated empirical methodologies, including some of the more specialised research areas within the discipline.

Below, we outline a suggested structure of the course with indicative topics for each block. This provides context to the scaffolded nature of the course and the systematic development of topics within this area. These topics can be adjusted or adapted as the need arises. However, this outline serves to describe the foundations that we intend to cover during this course.

A short description of each block is detailed below.

⁴ As noted above, we highly recommend a 2-day pre-block session to equip participants with the necessary statistical tools prior to the commencement of the block.

⁵ Similar to block 3, to gain the most from the final block, we recommend a pre-block Introductory session.

Block	Block Theme	Day	Content	
			Morning session (Classroom)	Afternoon session (Practical)
Prep for Block I	Introduction to Stata for Labour Economists	1	A tour of the Stata statistical software and basic commands (Lab-based)	Making data talk: Basic data analysis in Stata (Lab-based)
		2	Stata for data visualisation (Lab-based)	Putting Stata to use (Guided practical exercises and a statistics refresher)
1	Introduction to Labour Economics	<i>Core principles of Applied Labour Economics</i>		
		• Labour Demand and Labour Supply: Some basics • Labour Demand and Supply Elasticities: An overview and policy relevance • Structure of the Labour Market: participation, Employment, Unemployment and Earnings • Education and Labour Market Outcomes • Wages and Wage Inequality: Measurement Tools and Policy Issues • Understanding and Measuring Discrimination in the Labour Market		
2	Key topics in South African Labour Economics I	• Growth, Poverty and Inequality: The Role of Labour Markets • Trade Unions, Inequality and Employment in South Africa • The Public Sector Labour Market • Technology and the Labour Market • Demography and the Labour Market • Atypical Employment in South Africa		
		• Active Labour Market Policy: ETI, TERS and Impact Assessment • Minimum wages in a developing country context • Labour regulation, enforcement and violation		
3	Key topics in South African Labour Economics II	• Active Labour Market Policy: ETI, TERS and Impact Assessment • Minimum wages in a developing country context • Labour regulation, enforcement and violation		
		• Applications in Excel and Stata		

4 Policy Impact Assessment: Methodologies in Labour Economics	- Differences in Differences: Minimum wages, ETI, TERS - Regression Discontinuity: Employment protection, Youth Employment, ETI - Instrumental variables: The role of unions, collective bargaining and wage-employment dynamics - Differences in Differences: Minimum wages, ETI, TERS - Regression Discontinuity: Employment protection, Youth Employment, ETI - Instrumental variables: The role of unions, collective bargaining and wage-employment dynamics

4.1 Course Aims

This course will provide a comprehensive overview of key topics in the field of labour economics. The course aims to:

- teach the key foundations of labour economics;
- introduce labour economics models from first principles to inform empirical analysis and policy;
- stress the linkages between theory and application;
- introduce empirical methods to identify causal effects;
- critically investigate key popular papers or sub-themes to understand the current research frontier.

4.2 Course Objectives

After completing this course, participants will be able to:

- describe the evolution of South African labour markets;
- identify, understand and explain classic labour economic theories;
- interpret South African labour market statistics;
- recognise and describe the analytical and empirical tools used to test various concepts;
- search for and analyse data with greater levels of independence;
- discuss, assess and evaluate statistical outputs in academic papers, policy reports and broader economic commentary in relation to theoretical and empirical foundations;
- communicate their knowledge and understanding of labour market issues using written, verbal and visual presentations.

4.3 Learning Outcomes

In addition to meeting the course objectives described above, participants will develop the following attributes during this course:

- Deep discipline knowledge – Comprehensive knowledge and understanding of the discipline topic.
- Critical thinking and problem-solving skills – Develop critical thinking skills and use evidence-based thinking within the discipline area.
- Teamwork and communication skills – Convey information using various media to a range of audiences through collaborative teamwork.
- Digital and technological capabilities – Acquire skills that are directly applicable to the 4IR workplace.

Upon completion of all four blocks, participants will be presented with certificates of completion.

5. Instructional modality

The proposed structure of the course necessitates an in-person, synchronous delivery mode. This allows for live interaction between participants and content experts who will lead both the classroom and practical laboratory-based computer sessions. The key benefits of this mode of delivery include better understanding and recollection of content, live real-time interaction with content experts, and

the chance to interact with peers and colleagues. It also promotes teamwork and bonding between individuals who may have to rely on each other in the work environment.

The in-person sessions are designed to stimulate active learning where participants build their understanding using prior knowledge and interactive sessions. Individuals are encouraged to think independently and collaboratively.

Each morning, participants will gather to discuss, debate and interrogate the prescribed topic led by a content expert. As discussed above, the morning sessions will primarily focus on the exposition of theoretical concepts and an introduction to concepts, theories and models in the field of labour economics.

The afternoon sessions are more experiential than the morning sessions, where facilitators guide participants through practical and empirical applications based on that morning's theoretical component. The practical sessions focus on the application of quantitative and statistical techniques, incorporating scaffolded learning and information, through guided thinking and interactive learning. These afternoon sessions will be conducted primarily using analytical software such as Stata and Microsoft Excel. Participants will be expected to actively participate in both the theoretical morning sessions, as well as the practical afternoon sessions to meet the stated course aims and objectives.

Given the nature of the course content and the fact that much of the course is predicated on active participation during sessions, we regret that this course cannot be offered in a hybrid format. We suggest, however, that recordings of the theoretical components for each block of the course could be made available ahead of subsequent blocks, to allow for those individuals who were unable to attend previous aspects of the training to enter each block at a similar level to their peers.

6. Logistical Arrangements

The training programme described above is premised on experiential learning. This requires participants to actively participate in the learning process, requiring access to lecture theatre-style venues and computer labs nearby. The morning sessions will occur in lecture theatres or classrooms as the focus is on conceptualisation and discussion-led interactions. Afternoon sessions will focus on active engagement and interaction through practical applications in computer labs. Independent of location, provincial participants will be required to travel to the training venue.

In order to provide the best possible experience for participants, we propose using the facilities at the University of Cape Town's (UCT) School of Economics. By using UCT as a venue for this course, we will be able to arrange venues fitted with relevant technology for instruction; instruction venues that are accessible for all participants, as well as computer labs that are proximate to the morning instruction venue; guest access to UCT's online learning platforms for the dissemination of course materials ahead of classes and storage of these materials for reference at a later date; and access to the required software (Stata and Microsoft Excel) required for instruction through UCT's computer labs. The School of Economics at UCT hosts numerous classes – both theoretical and practical – for postgraduate students, and has hosted a number of short specialist courses, which means that there will be a significant wealth of institutional knowledge to draw on when organising the logistics for a course such as this. As a result, while it may involve travel on the part of more participants, we believe that the UCT School of Economics is the best-placed venue for us to host this course.

7. Budget

We present two budget alternatives below for your consideration. It is presented in this format so that you may easily observe the breakdown of costs differentiated by the type or classification of expenditure that may be incurred. Budget 1 shows the direct UCT DPRU costs driven purely by the provision of the teaching service to the Department of Employment and Labour. This yields a cost of R 2 800 748,55 over a two-year period. Budget 2 shows a full budget description of both the provision of the teaching service and travel and accommodation costs that could be incurred over the two-year period, yielding an all-in budget of R 4 243 308,55. This larger budget includes full project management by the DPRU Project Management Team, led by Janine Jantjies.

Importantly, the cost per person for this specialised and tailored course is considerably lower than any service that could be provided through a South African business school.

Budget 1 – DPRU Teaching and Learning budget

BUDGET 1	Year 1			Year 2			Total
UCT Costs	Rate	Days	Cost	Rate	Days	Cost	
Labour costs	8 181.03	93	760 835.77	8 753.70	93	814 094.27	1 574 930.03
Venue & Catering			210 000.00			240 000.00	450 000.00
Sub Total			970 835.77			1 054 094.27	2 024 930.03
Compulsory Research Levy	20.27%		196 241.30	20.27%		214 262.19	410 503.49
Total Excluding VAT			1 167 077.06			1 268 356.46	2 435 433.52
VAT			175 061.56			190 253.47	365 315.03
Total Including VAT			1 342 138.62			1 458 609.93	2 800 748.55

Budget 2 – Teaching and Learning budget PLUS total logistical costs

BUDGET 2 – Logistics added	Year I			Year II			Total
Cost Item	Rate	Days	Cost	Rate	Days	Cost	
Labour costs	8 181.03	93	760 835.77	8 753.70	93	814 094.27	1 574 930.03
Travel & Accommodation			426 000.00			488 000.00	914 000.00
Venue & Catering			240 000.00			276 000.00	516 000.00
Sub Total			1 426 835.77			1 578 094.27	3 004 930.03
Compulsory Research Levy	22.79%		323 921.30	22.79%		360 982.19	684 903.49
Total Excluding VAT			1 750 757.06			1 939 076.46	3 689 833.52

VAT			262 613.56			290 861.47	553 475.03
Total Including VAT			2 013 370.62			2 229 937.93	4 243 308.55

Shown below is a summarised table reflecting each cost item per year. It has been separated to highlight the logistical expenses that may be self-procured.

Summarised costs table

Cost Item	2024	2025	Total Excl VAT	Total Incl VAT
DPRU Teaching and Learning	1 167 077.06	1 268 356.46	2 435 433.52	2 800 748.55
DEL Logistical costs:	666 000.00	764 000.00	1 430 000.00	1 644 500.00
<i>Travel & Accommodation</i>	426 000.00	488 000.00	914 000.00	1 051 100.00
<i>Venue & Catering</i>	240 000.00	276 000.00	516 000.00	593 400.00

8. Instruction team

8.1 Experience of the Entity: About the DPRU

The Development Policy Research Unit (DPRU) is a university-recognised research unit located within the School of Economics at the University of Cape Town. The DPRU specialises in socio-economic research with a core focus on the areas of applied development economics, labour markets, poverty and inequality.

Through the application of economic and statistical techniques, our aim is to produce academically credible and rigorous policy analysis. The DPRU has been actively engaged in policy-relevant socio-economic research for the past 35 years, establishing itself as one of South Africa's premier research institutions in the field.

The three core objectives of the Unit are:

- Fostering high quality, policy relevant research within the DPRU;
- Training a new generation of research economists within the DPRU; and
- Disseminating knowledge to decision makers in government, the private sector, and civil society.

The DPRU has a strong record of labour market and socio-economic analysis and has historically maintained strong links with the domestic policy community. Indeed, the DPRU's working paper series reflects the variety of the direct and indirect clients of the Unit's research. Such clients include the Presidency, the Department of Labour, the Department of Higher Education, Training, and the Department of Social Development. The DPRU has extensive experience in project management; particularly noteworthy projects include the Employment Promotion Programme (EPP), the World Bank's Network for Jobs and Development (previously the Jobs Knowledge Platform (JKP)), and DHET's Labour Market Intelligence research programme. For more information, kindly consult the DPRU's website at <http://www.dpru.uct.ac.za>.

8.2 Head of Unit: Prof Haroon Borat



Haroon Borat is Professor of Economics and Director of the DPRU. He holds an NRF B2 rating, and with a total citation estimate of nearly 7800 and an h-index of 49, he is one of the most cited South African economists globally. He currently serves on the Presidential Economic Advisory Council (PEAC), established by President Ramaphosa to generate new ideas for economic growth, job creation and addressing poverty in South Africa. Prof. Borat holds the DST/NRF SARCHI Chair in Economic Growth, Poverty and Inequality Research. He is a Non-resident Senior Fellow at the Brookings Institution; a Research Fellow at IZA, the Institute for the Study of

Labour in Bonn; and is a member of the UCT College of Fellows.

Serving in a variety of public roles ranging from high-level advisory work for government departments and multi-lateral institutions, to giving public lectures and seminar presentations at the world's leading universities (including for example Columbia, Cornell, Yale and Oxford), Prof. Borat's ability to seamlessly switch between conducting hard empirical analysis and providing evidence-based policy advice that is accessible to a broader audience, has had a direct impact on the discipline. His research feeds into policy decisions and pronouncements at the highest level, including Cabinet memoranda, State of the Nation Addresses and legislative promulgation. His work has been hugely influential in policy making in respect of poverty, inequality and labour market issues in South Africa.

Prof. Borat consults with international organizations such as the ILO, the UNDP, the World Bank, Ratings Agencies and emerging market fund managers. He sat on the Advisory Board of the UNDP's 2019 and 2020 Human Development Reports, and was a member of the World Bank's Advisory Board of the Commission on Global Poverty, as well as a member of the Program Committee of the 2017 International Economic Association (IEA) World Congress.

Prof. Borat has undertaken extensive work for several South African government departments – most notably the South African Department of Labour, the Presidency and the National Treasury, including an appointment as Advisor on the South African Parliament's High Level Panel on Acceleration of Change and Transformation. He served as an economic advisor to two past Ministers of Finance including Min. Pravin Gordhan, and previous Presidents Thabo Mbeki and Kgalema Motlanthe, formally serving on the Presidential Economic Advisory Panel.

Prof. Borat sits on the editorial advisory board of the World Bank Economic Review, and he is a Board Member of the National Research Foundation (NRF) and UNU World Institute for Development Economics Research (UNU-WIDER), previously sitting on the HSRC Board. He has his PhD in Economics through Stellenbosch University, studied at the Massachusetts Institute of Technology, and was a Cornell University research fellow. Prof. Borat's commitments at UCT include lecturing Advanced Labour Economics (Hons), and supervision to Honours, Masters and PhD students. <https://commerce.uct.ac.za/dpru/prof-haroon-borat-profile>

8.3 Core instruction team

Senior Research Officer: Dr Leigh Neethling



Leigh is a Senior Research Officer at the DPRU, and a Senior Lecturer in the School of Economics at UCT. She has a PhD from the University of Cape Town that focused on policies, performance and outcomes in South African higher education. She also holds a Master's degree from UCT focusing on wage differentials across the private and public sectors in South Africa. Her research interests include macroeconomics, labour economics, economics of education, financial markets and policy analysis.

She has more than 15 years of Economics teaching experience across all levels of study, specialising in the teaching of macroeconomics and research methods. Recently taught courses include labour and public sector economics. She was nominated for UCT's highest teaching accolade in 2022 - the Distinguished Teacher's Award (DTA). In 2019 she was awarded a UCT Teaching Innovation grant to subsidise the creation of economics teaching and learning resources. This led to the first multi-lingual Economics dictionary in South Africa. Along with a few other educators, she is a co-author of a first-year textbook.

Junior Research Fellow: Robert Hill



Robert is a Junior Research Fellow at the DPRU. He holds a M.Com in Applied Economics, with an undergraduate degree in Mathematics and Economics (both majors with distinction) and an Honours degree in Economics (in the first class), all from UCT. Robert is currently registered for his PhD in Economics. His expertise includes labour economics, education, and behavioural economics, all with a focus on applied econometric application.

Robert is actively involved in both research pursuits and teaching for the School of Economics at UCT. He has lectured on numerous undergraduate and postgraduate courses, including introductory microeconomics, introductory econometrics, mathematics and labour economics courses. Robert was also involved in the rollout of the CORE Curriculum at UCT in 2019, leading the development of the game theory, experimental economics, and labour market sections of the curriculum. Robert has also consulted on curriculum design and development for undergraduate micro- and macroeconomics courses for other colleges external to UCT. He was nominated for a UCT Distinguished Teacher Award in 2022, an acknowledgement of his dedication to teaching and learning in the School of Economics.

Junior Research Fellow: Timothy Köhler



Tim is a Junior Research Fellow at the DPRU and a PhD candidate in UCT's School of Economics. His PhD dissertation focuses on a micro-econometric analysis of the effects of the COVID-19 pandemic on labour market inequalities in South Africa. He obtained his Masters and Honours degrees in Economics from Stellenbosch University, where his research involved an analysis of the intergenerational transmission of education and the relationship between environmental degradation and economic development in South Africa.

He previously worked as a research assistant on education-related work for the Research on Socio-Economic Policy (ReSEP) unit in Stellenbosch University's Department of Economics, and a research intern in the South African Reserve Bank. During his time at Stellenbosch University, Tim was actively involved in the Economics tutoring programme across a number of different courses. He has been teaching Honours-level Labour Economics at UCT for the past three years, incorporating many of his key applied labour economics work at the DPRU into course content. His research interests relate predominantly to development microeconomics, but his expertise includes labour economics, poverty and inequality measurement and analysis, economics of education, health economics, cross-sectional and longitudinal household survey data analysis, and quasi-experimental econometric techniques.

Junior Research Fellow: Jabulile Monnakgotla



Jabulile is a Junior Research Fellow at the DPRU. She holds a Master's in Economic Science degree from the University of the Witwatersrand. Previously she worked as a research intern at the Financial and Fiscal Commission in the Budget Analysis Local Government unit. Jabulile's research interests are in the areas of Macroeconomics, Financial Economics, International Trade, Labour Markets, Development and Growth.

Jabulile has extensive experience working with South African labour market data, and will be actively involved in the afternoon practical sessions, guiding participants through computer-based exercises using South African Quarterly Labour Force Survey (QLFS) data in Stata and Excel.



CSD REGISTRATION SUMMARY REPORT

CSD cannot electronically verify the identity of a supplier other than a South African Individual / Sole Proprietor (through Home Affairs) or a company registered at the Companies and Intellectual Property Commission (CIPC). It is the responsibility of an organ of state supply chain practitioner to obtain supporting documentation to verify the identity and legitimacy of this supplier.

SUPPLIER IDENTIFICATION

Supplier number	MAAA0020198	Government breakdown	Nelson Mandela University
Is supplier active?	Yes	Country of origin	South Africa
Allow associates?	Yes	Have Bank Account	Yes
Supplier type	State Owned Entity	Restricted Supplier	No
Supplier sub-type	Tertiary Institution	Restricted Director	No
Legal name	Nelson Mandela University	Government Employee	No
Identification type	Organ Of State ID Number		

PREFERRED CONTACT

Contact type	Administration	Email address	xhanti.ben-mazwi@mandela.ac.za
Name(s)	CAMNGCA XHANTI SAZI BEN-MAZWI	Telephone number	041 504 4513
Identification type	South African Identification Number	Cellphone number	072 850 0028
Prefer communication via email	Yes		

PREFERRED ADDRESS

Address type	Physical	Municipality	Nelson Mandela Bay
Address line 1	UNIVERSITY WAY	City	Gqeberha
Address line 2	Summerstrand, Port Elizabeth	Postal code	6013
Suburb	Summerstrand	Ward Number	2
Province	Eastern Cape	Country	South Africa

The "Bank Verification Status" field indicates that the bank account details submitted by the supplier exist at the bank and that the bank account details are valid. However, as this supplier does not have an identifying number (like a South African ID number, or Company Registration number, or NPO number or Trust number) linked to their bank account details at their respective bank, the CSD system cannot electronically verify that the bank account belongs to the specific supplier. The supply chain practitioner is therefore responsible to obtain supporting documentation to verify that this bank account belongs to this supplier.

PREFERRED ACCOUNT

Account type	Current Accounts	Account holder	NELSON MANDELA UNIVERSITY
Bank	STANDARD BANK OF SOUTH AFRICA	Bank Verification Status	Verification Succeeded





CSD REGISTRATION SUMMARY REPORT

Branch number	050417	Is this a preferred account?	Yes
Branch name	STANLEY STREET	Edit date	20 Jan 2020 15:58:16:757
Account number	080263011	Is the identifier linked at the bank	No

The "Overall Tax Status" field indicates the compliance status of the tax information submitted. However, as this supplier does not have an identifying number (like a South African ID number, or Company Registration number, or NPO number or Trust number) linked to their tax details at SARS, the CSD system cannot electronically verify that the tax reference numbers belongs to the specific supplier. The supply chain practitioner is therefore responsible to obtain supporting documentation to verify that the tax reference numbers belongs to this supplier.

TAX

Overall Tax Status	Tax Compliant	Are you Registered with SARS?	Yes
IncomeTaxNumber	9023043145	Is this supplier a VAT vendor?	Yes
VAT number	4100113424	Last validation date	27 Feb 2025 10:17:00:000
PAYE number	7430705949		

SUPPLIER DIRECTOR/MEMBERS

Is there any director whom is restricted?	No	Is there any director who is a government employee?	No
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SUPPLIER COMMODITIES

Commodity family	Educational institutions;		
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B-BBEE INFORMATION

Certificate Type	B-BBEE Certificate	Certificate Issue Date	11 Nov 2024 00:00:00:000
Status	Active	Certificate Expiry Date	10 Nov 2025 00:00:00:000
		Verification Status	Manual verification required

DEMOGRAPHIC INFORMATION

Gender demographics available?	No	Youth demographics available?	No
Military veteran demographics available?	No	Disabilities demographics available?	No

The CSD does not automatically verify foreign company registration number, international securities identification number, foreign identification numbers, foreign passport numbers, work permit numbers, foreign bank accounts, B-BBEE, demographic and accreditation information. Organs of State are required to manually verify this information with the applicable verification institutions as per their current policies and procedures.





CSD REGISTRATION SUMMARY REPORT

Tips and Frequently Asked Questions (FAQ)

Identifier

CSD cannot electronically verify the identity of a supplier other than a South African Individual / Sole Proprietor (through Home Affairs) or a company registered at the Companies and Intellectual Property Commission (CIPC). For this reason, a disclaimer is displayed for supply chain practitioners to obtain supporting documentation to verify the identity and legitimacy of a supplier in these cases.

Bank

For help on how to resolve bank failures click here: [I received an email stating the bank information I captured on the CSD was sent for bank account validation and could not be validated. The response received from the bank contains an error message.](#)
The various possible error messages received from the bank are highlighted in red. Search for the applicable message and follow the detailed steps associated with that error message.

Tax

Tax Compliance Status

For help on how to deal with tax status differences between CSD and the tax clearance certificate click here: [What should a supplier do if the tax status on CSD difference from the tax clearance certificate?](#)

Tax Compliance Expiry Date

For help on how to deal with tax status differences between CSD and the tax clearance certificate click here: [How does CSD determine the tax compliance expiry date?](#)

CIPC

Should the director/member information reflected on the CIPC registration report differs to that reflected on CSD for help click here: [The active Directors/Members are not being populated on the CSD Directors/Members screen as they appear at CIPC, how can I rectify this?](#)

State Employee

For more information pertaining to government employment status click here: [Will there be verification done to identify if a supplier is a government employee?](#)

RESTRICTION

Restricted Supplier – A supplier is restricted by using the identification number of the entity e.g. CIPC registration -, trust -, Social Development non-profit -, South African ID -, Foreign company registration number or ID number. If there is more than one CSD Supplier profile registered on CSD with the same entity identification number, all those related supplier profiles will be restricted.

Restricted Director – A director/owner is an individual person and is restricted by using the South African ID or Foreign ID number. If a director belongs to different companies and has been restricted, the director will reflect as restricted in all companies where identification number is detected.

Restricted Suppliers & Directors are listed on CSD under Help – [Am I restricted?](#)



Labour Economics: Theory and Practice
Training proposal

To

Department of Employment and Labour

By

Syden Mishi

School of Economics, Development and Tourism
Business and Economic Sciences
Nelson Mandela university
University Way
Summerstrand
6001
041 543 4607
Syden.Mishi@mandela.ac.za

2025

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Preamble

Nelson Mandela University is a public higher education institution in South Africa, categorised as a comprehensive university given the amalgamation of a university and technical colleges, offering a suite of qualifications, namely higher certificates, diplomas, and degrees. The university is, therefore, positioned to cater for diverse learners and learning needs, which includes the mature and working student market. The School of Economics, Development and Tourism (EDT) is one of the large schools, in the largest faculty (Business and Economic Sciences) within the university and is present at three campuses (South, Second Avenue and George). Thus, the school is present in two provinces (Eastern Cape and Western Cape). The Department of Economics teaches Labour Economics in both the degree and the diploma streams and has experienced academics within the field. Teaching and research in Labour Economics are conducted at both micro and macro levels.

Training Need assessment

Lifelong learning is a basic phenomenon of the knowledge economy; and with the generation of new knowledge comes new ways of doing things, and greater demand for sourcing and analysing data which enables data-driven reporting and decision making. New forms of data (think, for example, big data), and tools to handle that data are evolving over time. It is always expected that, to maintain and improve worker productivity as well as strengthen decision making, continuous capacity building of staff is essential. With capacity building, staff feel empowered, find work more enjoyable and are likely to be more productive. For policymakers, skills to generate, analyse and interpret data to guide interventions and planning are always needed. The move, by the Department of Employment and Labour (DEL), from SPSS to using Stata Software was a noble one, given the versatility of Stata package, however it comes with capacity-building needs.

To ensure that no knowledge gaps exist, and DEL staff can easily support and complement each other, training that encompasses both theory and practical (applications) is envisaged. The following areas are proposed:

- a. Fundamentals of Labour Economics (introduction): Theory and basic concepts
- b. Research methods and statistical analysis in Labour Economics: Practical approach [measuring and analysing the key concepts]
- c. Macroeconomic policies and the labour market
- d. Employment impact assessment (EIA)- assessing the effectiveness and impact of interventions and policy changes

The team has good understanding of research interest of Department of Employment and Labour, given experience as outlined on profiles and is well positioned to design and facilitate requisite capacity development training.

Training purpose and learning outcomes

The designed training programme ultimate objective is to provide DEL staff members with the theory of Labour Economics, introduce them to research methods in the labour economics, as well as provide skills in data sourcing, processing, and report writing. The training further equips all participants with skills to improve the design and implementation of policies intended to promote job creation by, measuring and assessing the employment effects of economic, sectoral or labour market policies.

After the course, a cohort will be at the same level and able to complement one another on theory and practices in Labour Economics, be able to generate and interpret scientific reports with regard to international standards and be able to evaluate different possible interventions with the labour major, assessing effectiveness and impact objectively.

The course is aimed at providing a practicing labour and employment practitioner with an introduction to labour economic theory and policy to enable understanding of labour market dynamics and assess policy implications using relevant case studies

After completing this course, each student will be expected to:

- show comprehension and application of fundamental economic concepts, reasoning and theories to analysing labour market issues, such as unemployment, informality and wages
- identify relevant data and employ the most current tools to gather, manage and present labour market micro and macro level data
- use relevant statistical and econometric modelling techniques to analyse labour market outcomes
- lead, advise and support policymakers, social partners and other stakeholders on labour market policy formulation, implementation and evaluation
- produce a comprehensive but succinct research report on labour market issues

Core content and structure of the training/course

Unit 1: Fundamentals of Labour Economics: The introduction – 3 Days

- Explain the meaning of and contextualise essential labour economic concepts, for example economically active population, labour force participation rate, reservation wage, wage differentials, types of unemployment, definitions of unemployment; wage inequalities; discrimination
- Fundamentals in economics– Macroeconomic theory and Microeconomic theory in relation to labour market
- Labour market participation (of various groups), the impact of immigration and emigration and related concepts;
- Identify and use appropriate microeconomic tools to analyse labour market outcomes (e.g. levels of wages and un/employment);
- Understanding South Africa's unemployment trends taking into account structural challenges and possible solutions
- Future of work and overall implication of technology on labour market
- Labour Demand and Supply basics and elasticities
- Education and Labour Market Outcomes (investment potential of education and effects of labour market outcomes on future investment in human capital)
- Unionisation and future of work
- Social Protection - formal vs informal sector
- Industrial Action: Workdays Lost and Wage Lost
- Mismatches within the labour market: skill gaps and surpluses

Unit 2: Research Methods and Statistical Analysis –lab-based – 8 Days

2.1. Theory – 3 days

- Research methods relevant to labour market issues
- Census data and geographic information systems
- Understanding data instruments- design and data collection methods (e.g. QLFS instruments)
- Data collection methods and analysis
- Open data and big data for policy analysis
- Introduction to administrative data and to labour force surveys
- Exploring data handling and analysis tools- from Excel to Stata

2.2. Data Analysis using Stata – 5 days

- Recap on theory and linking to data analysis and report writing
- Stata interface- a cool introduction
- Labour market data management and visualization in Stata
- From basic to intermediate analysis of data in Stata software using QLFS, labour demand-side data and other databases
- Report writing

Unit 3: Macroeconomy and the labour market– 5 Days

- Employment creation and retention strategies
- Theory of human capital investment within a formal economic context
- Economic Development, inequality and structural/ Socio-economic transformation, and the labour market
- Unionisation and Employment in South Africa
- Demography and the Labour Market
- Minimum wages in a developing country context
- Labour market policies and institutions
- Reforms of labour market institutions
- Education and training policies and the labour market
- Family Policies – maternity, paternity, and family responsibilities
- Migration policies
- Underemployment and decent work

- Trade Union Administration, Collective Bargaining Registration, and the Extension of Labour Agreements
- Labour regulation, enforcement and violation
 - Anti-discrimination legislation
 - Regulation of working hours
 - Minimum wages
 - Employment protection legislation
 - Unemployment benefits
 - Active labour market policies (ALMP)- e.g. Labour Activation Program

Unit 4: Employment impact assessment (EIA) – 5 Days (face-to-face contact)

- Labour market policy environment and interventions – ALMP, Minimum wages, Temporary Employer/Employee Relief Scheme (TERS, Labour Activation Program (LAP)
- Theory of change
- Assessment of returns on investment and cost-effectiveness
- Introduction to intervention mechanisms and impact assessment
- Ex-ante and ex-post impact analysis methods
- Employment Impact Assessment (EIA) plans

Offering modalities



To enable robust engagement on theory and demonstrations through practical sessions, the training is offered via face-to-face mode, on one of our facilities in Gqeberha: Business School at Second Avenue Campus.



The course is offered in a total of four blocks.

Teaching Block	Covered units	Quarter Ending ...							
		Mar '25	June '25	Sept '25	Dec '25	March '26	June '26	Sept '26	Dec '26
Block 1 - March 2025									
	Unit 1								
	Unit 2.1.								
Block 2: July 2025									
	Unit 2.2.								
Block 3: December 2025									
	Unit 3								
Block 4: March 2026									
	Unit 4								
Completion of project + certification									

There is a need to allow at least three months' gap between units to enable application, reflections and continual tasks to be carried on which leads to the next block. The block session is envisaged to start at 9am until 13h00 for the morning session (with a 30-minute tea break), and 14h00-16h30 for the afternoon session each day (with a 30-minute coffee break). Lunch is provided from 13h00 to 14h00.

Upon registration an induction session is conducted virtually to communicate the course outline, core content to be covered and how each session will be structured, course expectations are also covered during this session. Participants are free to bring their own laptop with Stata software, or to use computers in the laboratory at Nelson Mandela University, where training will be conducted.

Specialists in the topics covered will present the session, bringing in a diversity of skills. As part of our ongoing capacity building and development of labour economists, emerging scholars, mainly from the designated groups, are involved as co-facilitators, and practical session leaders.

We envisage a learn-by-doing approach, through case studies and group exercises. In addition, each participant is required to produce a report on a topic of interest at the end of the training, a report that will be reviewed by the facilitators. As a capstone programme, the report is built from tasks at the end of each Unit, culminating in a coherent Labour Market Analysis report. This provides us with evidence achievement of learning outcomes, and keeps each participant involved through-out the sessions.

A dedicated email, for example: LabourEcon@mandela.ac.za (or suitable variation), will be set-up to enable all-round support throughout the course duration. In addition, a dedicated direct contact person administering the project will be available to ensure smooth running.

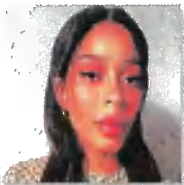
Proposed Budget and deliverables

Budget for a cohort of 40 students (+/- 5 without variation of amount)		
DELIVERABLE /Activity	Per student	Total Costs
DELIVERABLE 1: REGISTRATION		
Registration and Induction	3 570.75	142 830
DELIVERABLE 2: TEACHING BLOCK 1		
Unit 1- Fundamentals	8 397.88	335 915
Unit 2- Research Methods and data handling		
2.1. Methods theory	9 588.13	383 525
DELIVERABLE 3: TEACHING BLOCK 2		
2.2. Laboratory session	8 728.50	349 140
DELIVERABLE 4: TEACHING BLOCK 3		
Unit 3: Policy linkages: Macroeconomy and the labour market-	11 902.50	476 100
DELIVERABLE 5: TEACHING BLOCK 4		
Unit 4: Interventions and impact assessment	11 902.50	476 100
DELIVERABLE 6: PROJECT CLOSURE AND CERTIFICATION		
Final project reports submission and evaluation	5 025.50	201 020
ALL INCLUSIVE TOTAL	59 115.75	2 364 630

*Calculations based on a cohort of 40 students, taking into account +/-5 students.

** Cost per student include material, catering and all course related costs

Core Team: Material Developers and Facilitators

Team MEMBER	Qualifications/ experience	Role
Prof Syden Mishi  Online Profiles 1. ORCID 2. Research Gate 3. Google 4. Google Scholar	PhD Economics; Employment Impact Assessment Certificate by ITCILO (2022) Syden, a Professor in Economics at Nelson Mandela University, is a Mandela Rhodes Scholar and NRF C3 Rated Researcher with over 10 years of experience in academia, teaching various Economics modules and presenting short courses and training workshops to groups like: the Department of Employment and Labour, Statistics South Africa, National Development Agency, Co-operative Development Bank Agency (CBDA) among others. Syden served as a Senior Research Specialist for nearly 5 years in charge of designing and facilitating training workshops for researchers at the University of Fort Hare. He has also conducted commissioned research reviewing policies and in preparation for policy implementation for organisations like UNU-WIDER, Competition Commission (current) some involvement includes: - Project: A comprehensive study of existing youth employment schemes and schemes to minimise the retrenchment of employees in the South Africa Department of Employment and Labour - Project: Impact Evaluation on Departmental EPWP and CWP Programmes for Department of Co-operative Governance and Traditional Affairs, KwaZulu Natal, Province- August 2018- February 2019 - Project: Research to Guide Introduction of New Sources of Provincial Own Revenue in the Eastern Cape-under Fort Hare Solutions, for Eastern Cape Provincial Treasury - Training: Building Internal Capacity for The Labour Market Information And Statistic's Officials in The Department Of Labour, South Africa-under University of Fort Hare 2017-2018 - Training: Data analysis in Stata for Department of Employment and Labour- (under University of Fort Hare) - Expert Forum: BRICS Labour and Employment Ministerial Meeting Expert Forum	Team Leader and lead facilitator
Ms Keaobaka Matjiwa 	MCom Economics, currently doing PhD Keaobaka is an Associate Lecturer in Economics at Nelson Mandela University, who completed Masters on a topic: The effect of technological innovation on employment: The case of manufacturing sector in South Africa and has interest in labour Economics issues. Her doctoral thesis is focusing on determining gender gaps and inequalities with academia (focusing on development of Economists). She has presented at conferences, and currently teach Applied Labour Economics. She will be involved mostly in Unit 1.	Facilitator
Ms Nomonde Tshabalala ResearchGate	MCOM Economics Nomonde is currently enrolled for PhD and is an Assistant Academic at UNISA and PHD candidate at Nelson Mandela University, having served as a lecturer since 2022. Nomonde is an experienced Stata User having used Stata in her studies and facilitated workshops among postgraduate students. She will lead the practical sessions in the afternoons.	Facilitator
Dr Godfred Anakpo  Online sites: 1. Google scholar 2. ORCID	PhD Economics Godfred is currently a Research Fellow within the Department of Economics. His academic experience spans over 10 years, including among others serving as a Researcher University of the Witwatersrand (2019-June 2020). A lead researcher on the 4th industrial revolution; Research Consultant: Cohort studies- early childhood development and predictors of Adult life outcome, CoE-NRF (2018-2019). Facilitator/ assistant: provided facilitation assistance in a workshop on experimental economics using Otree (Mandela University September 2020) and conducted Quantitative and qualitative research analysis (using software such as Stata, Atlas.ti, Tableau, Python, Eviews etc) at the University of the Witwatersrand, 2019). He has been involved in projects funded by the Nelson Mandela Bay Business Chamber: COVID-19 Resilience Impact Study Across Three Differently Sized Companies- 2022 and COVID-19 Vaccination Hesitancy in Nelson Mandela Bay: Causes, Action Plan and Economic Recovery. Godfred is one of the facilitators for Unit 2	Facilitator

*Other needed skills to be recruited as needed

Tendani Ramulongo (HQ)

From: Uma Kollamparambil <Uma.Kollamparambil@wits.ac.za>
Sent: Friday, 08 March 2024 08:01
To: Tendani Ramulongo (HQ)
Cc: Bruno Tinel
Subject: Re: Reservation
Attachments: training programme labour.docx

Hi again, Tendani,

I see that the attachment did not go through with my earlier mail, please find it attached herewith.

Best
Uma

Prof. Uma Kollamparambil
Head of School | School of Economics and Finance

E : Uma.Kollamparambil@wits.ac.za
T : +27 11 717 8113
W : [LINKSHIELD PROTECTED]

UNIVERSITY OF THE
WITWATERSRAND
JOHANNESBURG



SEF SCHOOL OF
ECONOMICS
AND FINANCE

[LINKSHIELD PROTECTED]



From: Uma Kollamparambil <Uma.Kollamparambil@wits.ac.za>
Sent: Friday, 08 March 2024 07:25
To: Tendani Ramulongo (HQ) <Tendani.Ramulongo@labour.gov.za>
Cc: Bruno Tinel <bruno.tinel@wits.ac.za>
Subject: Re: Reservation

Morning Tendani

The proposal is attached for your consideration and feedback.
As discussed, typically SEF would cost a four-day training at around R350k considering that we are doing this to raise funding for our PG students. However, in the interest of relationship building we are willing to propose R250k as the lumpsum cost for the training upto 50 participants.
Should you be wanting to build in lunch cost into the budget, that can be done as additional expense depending on the number of participants.
We will need some lead time to arrange for a convenient date for the resource personnel as well as venue booking.
I look forward to your response.

Best
Uma

Training programme on

Research on labour economics

Four days, six hours per day. Each day is divided into three sessions of two hours. There are 30 minutes between each session (i.e. 7h presence on campus).

Day 1. Science and Research.

1/ Introduction: basic notions in the philosophy of science (object, subject, causality, theory, method, induction, deduction...)

2/ Main debates in the philosophy of science: positivism, logical positivism, logical empiricism (hypothetico-deductive HD model), induction problem and confirmationism/falsificationism (critical rationalism), growth of knowledge (structure of scientific revolutions, anti-methodology, scientific research programmes)

3/ Specificity of social sciences and main debates in economic methodology: normative/positive economics, methodological individualism/holism, battle of methods (deductive abstract / inductive-empirical), rationality and context, methodological instrumentalism, critical realism

Day 2. Labour economics

1/ Main debates in labour economics on employment, wages and working conditions

2/ Topics in economics related to labour: household, gender, education, organisation of labour (and the theory of the firm), technical change, health

3/ South African issues on labour

Day 3. Empirical methods in labour economics

1/ Quantitative and qualitative variables: statistics and econometrics on databases

2/ What is a database and how is it built?

Overview of labour-related databases in South Africa

3/ Qualitative and experimental methods: systematic literature reviews, critical analysis, interviews, comparative case study analysis, discourse analysis, socio-economic monographs, RCTs, experiments

Day 4. Calls for research proposals

1/ How to write up a call for papers?

2/ How to select the research proposals?

- relevance
- feasibility
- assessing the budget

3/ Q&A, conclusion

FW: Research methodology training - Message (HTML)

Message

Tell me what you want to do...

Ignore Delete Reply Forward More

Quick Steps

Clear flags on... BMC Done RPP Team Create New

1) You replied to this message on 2024/02/26 08:16.

Near Deneca,

Kindly note that this course is not scheduled at the moment – we do not have the fees and dates.

please let us know should you be interested in this option?

- 2.1 LMP had been identified as the think-tank of the department due its responsibilities of providing evidence from research and labour market statistics analysis. The functions were identified as lacking capacitation by the report of the ILO, named “Functional Shift” in 2014, as well as subsequent departmental restructuring processes. Since then efforts for capacity development had not been given the needed attention it deserves.
- 2.2 To date, one training was provided for the group in 2018 as a result of partnership between the department and the ILO in which staff received a 2 weeks of Stata training from the University of Fort Hare (UFH) funded by the ILO. The training was part of the Memorandum Of Understanding (MOU) and meant to the support the department in achieving the work of the BRICS Research Network (See **Annexure A- DEL & UFH MOU**).
- 2.3 In 2023 LMP management appreciated the need to further the much needed capacity building agenda by developing a **Training course on Labour Economics, research and statistics analytical methods**.

- 2.4 The course has four focused modules/unit/block that include Introduction to labour economics, macroeconomics policies, research and statistical analysis, as well as impact assessment for labour market policies. The four modules are planned to be offered individually over a week each and there will be gap periods to allow application after each module/unit/block.
- 2.5 The conceptualized course was discussed with some universities after we noted that there were no institutions offering the training package as needed to meet skills gap for DEL staff. Quotations were requested from University of Pretoria (UP) and their response is attached as **Annexure 00**, University of Witwatersrand (Wits) as **Annexure B**, University of Cape Town (UCT-DPRU) as **Annexure C** and Nelson Mandela University (NMU) as **Annexure D**.
- 2.6 However, some of the above universities responded negatively, specifically, UP declined the request citing that it is not in their focus area as in **Annexure 00**, Wits offered quotation for Research part only, while UCT-DPRU & NMU submitted comprehensive proposals.
- 2.7 LMP therefore request to procure this training through deviation as we only have two comprehensive quotes from UCT-DPRU and NMU, as other two universities did not meet the request.
- 2.8 **While the two (UCT & NMU) institutions have a very good training track record as institutions of higher learning, we request deviation in favour of NMU due to a marginal price difference of 16% (R436 118,00), when compared to UCT. NMU's overall total is R2 364 630 while UCT-DPRU quoted R2 800 748.55.**
- 2.9 Another hindering factor in training procurement is the challenges in accessing training, and availability of specific training on Labour Economics and Research from training houses and institutions of higher learning. DEL is experiencing challenge in procurement due to service providers needing more people in one training, availability of credible institutions on central procurement database are amongs other problems impeding staff development lately.
- 2.10 The Branch, LP&IR is also affected by the same procurement challenges and is likely to surrender 1.2 million rands of training budget. The Chief Directorate currently have just above R500 000 as training budget for 2024/25, which is likely not going to be utilized as we had been experiencing many procurement challenges to get training since 2022.

- 2.11 The course is planned to benefit LMP, which include Research Policy and Planning and LMIS in HQ and in all provinces. Few other staff members from Labour Relations who are relevant to this training will be included within the quoted number of participants, therefore If approved, LMP planned to utilise the current (2024/25) training budget on one of the proposed modules before the end of the financial year, resulting in the remaining cost to be covered in the 2025/26 training budget.
- 2.12 In addition, NMU's presented quote further allow us to plan the training per trimester and align each module/unit/block to be paid accordingly as proposed in the quotation. was a challenge as the Chief Directorate only had just above R500 000 as training budget for 2024/25. However internal discussion identified the low spending of the Branch's training budget as relevant source to fund this training as LP&IR's Training budget is R1.2 Million unspent at the end of Quota 3 of 2024.
- 2.13 This type of training is not readily available from training institutions in the country and had to be customized specifically and then discussed with consulted institutions to see if they would be able to develop such training for DEL staff. The other institution that already have such training is the International Training Centre of the ILO (ITC) in Turin Italy, however cost implication would be higher if ITC is considered as staff would have to travel, on the other hand the length of training would impact ITC if it sends staff down to South Africa for a long time.
- 2.14 It is therefore on that basis of all the above points that we request approval to deviate from normal procurement to source this training from NMU with the purpose of attending modules per block over the next two financial years.

3. DISCUSSIONS:

- 3.1 Partnership with the ILO in conducting research studies on the impact of Employment Equity Instruments.**

- 3.1.1 One of the key challenges in the post-apartheid labour market is the lack of equitable representation of designated groups, despite provisions in the Employment Equity (EE) Act of 1998 geared towards identifying people that are suitably qualified, based on formal qualifications. A common reason put forward for the reported failure of employers regarding EE targets is that there are simply not enough black professionals, that is, the black skills pool is simply too small. The same narrative goes for justifying employment of people living with disabilities and management of HIV n AIDS in the workplace.
- 3.1.2 Thus, concerns abound not just about the absolute size and growth of the economy's skills pool, but also about its demographic profile, and the size, nature and growth of those with disability's share therein. Thus, equitable transformation of the workforce also depends on progress made towards identifying those in designated groups that have formal qualifications. On the other hand, it has been observed that regardless of the high unemployment levels and high number of unqualified citizens, employers are not employing people with disabilities as the 2023 CEE report showed a stagnant 1.2% growth since 1998, defeating the purposes of EE transformation.
- 3.1.3 In order to understand some of the challenges in the implementation of the relevant instruments used in the EEA to address transformation, the department is joining hands with the ILO to conduct two research studies on EE instruments.
- 3.1.4 The focus of the proposed research is two-fold: precisely to investigate the implementation and impact of (1) the Code of Good Practice on HIV and AIDS and the World of Work and the Technical Assistance Guidelines on HIV and AIDS and the World of Work and (2) the Code of Good Practice on Persons with Disabilities and the Technical Assistance Guidelines on the Employment of Persons with Disabilities.
- 3.1.5 This submission therefore serves to inform the DG of the collaboration between the ILO and Department of Employment and Labour wherein the ILO offered to fund the two research projects and the Department partnered in the process of developing Terms of Reference attached herewith as **Annexures E and F**, advertising the call for proposals, evaluation of proposals and management of the research after the ILO approves and contracts the recommended service providers.

REQUEST FOR APPROVAL TO DEVIATE ON LABOUR ECONOMICS & RESEARCH TRAINING AND NOTING OF COLLABORATION WITH THE ILO ON EMPLOYMENT EQUITY RESEARCH

- 3.1.6 Specifically, the studies will assist the department to assess the implementation and impact of both tools and identify areas that might be attributed to slow transformation progress observed.

4. COMMUNICATION IMPLICATIONS:

- 4.1 1. Upon the ADG's approval, this will be communicated to SCM for further procurement process required to enable the training and,
- 4.2 2. Regarding collaboration on research, the final report will be communicated to the department's management before dissemination takes place.

5. FINANCIAL IMPLICATIONS:

1. There will be financial implications on the Branch's training budget which include about LMP training budget of R500 000 and LP&IR training budget combined of at least R1.2. million (combined) unspent for 2024/25. If approval is granted before the end of this 2024/25 financial year, part of the unspent training budget would be used for one of the Modules of the training as shown in Annexure D.
2. There will be no financial implications on the research collaboration part of this submission as the ILO offered to fund the two research projects.

ITEM: TRAIN & DEV:EMPLOYEES

OBJ: TRAIN OF STAFF: LP & IR

RESP: (LP) DDG: LAB POL & INDUST RELAT

INFR: NON INFRA/ST ALONE:CURRENT

FUND: VOTED FUNDS

ASS: NON-ASSETS RELATED

PROJ: NO PROJECTS

REG: NAT FUNCTION:WHOLE COUNTRY
DOM

AMOUNT: R500,000.00

CHIEF FINANCIAL OFFICER: BE MADUNA

DATE: 13/01/2025

6. LEGAL IMPLICATIONS:

None

7. RECOMMENDATIONS:

It's recommended that the Director-General:

- 7.1 Approves that LMP deviate from normal procurement for Training on Labour Economics and Research to allow training offering by the Nelson Mandela University.
- 7.2 Notes that the department will be collaborating with the ILO on Employment Equity related research projects that will commence in the 4th quarter of 2024/25

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8. ATTACHMENTS:

- The recommendation in Par 7.2

T Damulang

DIRECTOR:RESEARCH POLICY AND PLANNING: T RAMULONGO
DATE: 06/01/2025

Approved

ACTING DIRECTOR-GENERAL: EMPLOYMENT AND LABOUR: MR LLV MLENZANA
DATE: 22/01/2025

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employment & labour

Department:
Employment and Labour
REPUBLIC OF SOUTH AFRICA

SUBMISSION

DMS: 00068/2025/1

Acting Director-General: Employment and Labour

PRETORIA

SUBJECT: REQUEST FOR APPROVAL TO DEVIATE ON LABOUR ECONOMICS & RESEARCH TRAINING AND NOTING OF COLLABORATION WITH THE ILO ON EMPLOYMENT EQUITY RESEARCH STUDIES.

1. PURPOSE OF THE SUBMISSION:

- 1.1 1.1 To request the Acting Director-General (ADG) to approve that LMP deviate from normal procurement for Training on Labour Economics and Research,
- 1.2 1.2 To request the Acting Director-General to note the proposed collaboration of the ILO and DEL in conducting research studies on the impact of Code of Good Practice and Technical Assistance Guidelines for people with Disability and for those with HIV/AIDS in the workplace.

2. BACKGROUND:

- 2.1 LMP had been identified as the think-tank of the department due its responsibilities of providing evidence from research and labour market statistics analysis. The functions were identified as lacking capacitation by the report of the ILO, named "Functional Shift" in 2014, as well as subsequent departmental restructuring processes. Since then efforts for capacity development had not been given the needed attention it deserves.
- 2.2 To date, one training was provided for the group in 2018 as a result of partnership between the department and the ILO in which staff received a 2 weeks of Stata training from the University of Fort Hare (UFH) funded by the ILO. The training was part of the Memorandum Of Understanding (MOU) and meant to the support the department in achieving the work of the BRICS Research Network (See **Annexure A- DEL & UFH MOU**).
- 2.3 In 2023 LMP management appreciated the need to further the much needed capacity building agenda by developing a **Training course on Labour Economics, research and statistics analytical methods**.

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- 2.4 The course has four focused modules/unit/block that include Introduction to labour economics, macroeconomics policies, research and statistical analysis, as well as impact assessment for labour market policies. The four modules are planned to be offered individually over a week each and there will be gap periods to allow application after each module/unit/block.
- 2.5 The conceptualized course was discussed with some universities after we noted that there were no institutions offering the training package as needed to meet skills gap for DEL staff. Quotations were requested from University of Pretoria (UP) and their response is attached as **Annexure 00**, University of Witwatersrand (Wits) as **Annexure B**, University of Cape Town (UCT-DPRU) as **Annexure C** and Nelson Mandela University (NMU) as **Annexure D**.
- 2.6 However, some of the above universities responded negatively, specifically, UP declined the request citing that it is not in their focus area as in **Annexure 00**, Wits offered quotation for Research part only, while UCT-DPRU & NMU submitted comprehensive proposals.
- 2.7 LMP therefore request to procure this training through deviation as we only have two comprehensive quotes from UCT-DPRU and NMU, as other two universities did not meet the request.
- 2.8 **While the two (UCT & NMU) institutions have a very good training track record as institutions of higher learning, we request deviation in favour of NMU due to a marginal price difference of 16% (R436 118,00), when compared to UCT. NMU's overall total is R2 364 630 while UCT-DPRU quoted R2 800 748.55.**
- 2.9 Another hindering factor in training procurement is the challenges in accessing training, and availability of specific training on Labour Economics and Research from training houses and institutions of higher learning. DEL is experiencing challenge in procurement due to service providers needing more people in one training, availability of credible institutions on central procurement database are amongs other problems impeding staff development lately.
- 2.10 The Branch, LP&IR is also affected by the same procurement challenges and is likely to surrender 1.2 million rands of training budget. The Chief Directorate currently have just above R500 000 as training budget for 2024/25, which is likely not going to be utilized as we had been experiencing many procurement challenges to get training since 2022.

- 2.11 The course is planned to benefit LMP, which include Research Policy and Planning and LMIS in HQ and in all provinces. Few other staff members from Labour Relations who are relevant to this training will be included within the quoted number of participants, therefore If approved, LMP planned to utilise the current (2024/25) training budget on one of the proposed modules before the end of the financial year, resulting in the remaining cost to be covered in the 2025/26 training budget.
- 2.12 In addition, NMU's presented quote further allow us to plan the training per trimester and align each module/unit/block to be paid accordingly as proposed in the quotation. was a challenge as the Chief Directorate only had just above R500 000 as training budget for 2024/25. However internal discussion identified the low spending of the Branch's training budget as relevant source to fund this training as LP&IR's Training budget is R1.2 Million unspent at the end of Quota 3 of 2024.
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3. DISCUSSIONS:

- 3.1 **Partnership with the ILO in conducting research studies on the impact of Employment Equity instruments.**

- 3.1.1 One of the key challenges in the post-apartheid labour market is the lack of equitable representation of designated groups, despite provisions in the Employment Equity (EE) Act of 1998 geared towards identifying people that are suitably qualified, based on formal qualifications. A common reason put forward for the reported failure of employers regarding EE targets is that there are simply not enough black professionals, that is, the black skills pool is simply too small. The same narrative goes for justifying employment of people living with disabilities and management of HIV n AIDS in the workplace.
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**REQUEST FOR APPROVAL TO DEVIATE ON LABOUR ECONOMICS & RESEARCH TRAINING
AND NOTING OF COLLABORATION WITH THE ILO ON EMPLOYMENT EQUITY RESEARCH**

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RESP: (LP) DDG: LAB POL & INDUST RELAT

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PROJ: NO PROJECTS

REG: NAT FUNCTION:WHOLE COUNTRY
DOM

AMOUNT: R500,000.00



CHIEF FINANCIAL OFFICER: BE MADUNA

DATE: 13/01/2025

6. LEGAL IMPLICATIONS:

None

7. RECOMMENDATIONS:

It's recommended that the Director-General:

- 7.1 Approves that LMP deviate from normal procurement for Training on Labour Economics and Research to allow training offering by the Nelson Mandela University.
7.2 Notes that the department will be collaborating with the ILO on Employment Equity related research projects that will commence in the 4th quarter of 2024/25

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8. ATTACHMENTS:

1. [Annexure OO- Research Training Response EUP.pdf](#)
2. [Annexure A- Research Training Quote Wits.pdf](#)
3. [Annexure B- Signed DOL MOU with University of Fort Hare 20112018.pdf](#)
4. [Annexure C- Research Training Quote- UCT-DPRU.pdf](#)
5. [Annexure D- Research Proposal Quote- NMU.pdf](#)
6. [Annexure E- TORs 1 For EE Study on EE Tools for Disability.pdf](#)
7. [Annexure F- TORs 2 For EE Study on EE Tools for HIV-AIDS tools.pdf](#)
8. [Annexure OO- Research Training Screenshot EUP.jpg](#)

The recommendation in Par 7.1

The recommendation in Par 7.2

T Ramulanga

DIRECTOR:RESEARCH POLICY AND PLANNING: T RAMULONGO
DATE: 06/01/2025

9. DIRECTOR-GENERAL: EMPLOYMENT AND LABOUR

The recommendation in Par 7.1

Approved

The recommendation in Par 7.2

Approved

ACTING DIRECTOR-GENERAL: EMPLOYMENT AND LABOUR: MR LLV MLENZANA
DATE: 22/01/2025

DATE	SIGNATURE	NAME OF SIGNATORY	DATE	SIGNATURE
		T MKALIPI	09/01/2025	<i>T Mkalipi</i>
		BE MADUNA	13/01/2025	<i>Mad</i>
		LLV MLENZANA	22/01/2025	<i>LLV</i>

INSTALLATION ID : NAT: EMPLOYMENT AND LABOUR
LOCATION ID : NAT: EMPLOYMENT AND LABOUR
USERID : LPOL4
REPORT REQUEST ID : 00714738
SORT CRITERIA : F O S A P R M I
SELECTION CRITERIA :
1. LAST CLOSED MONTH : 01/2025
2. ITEM : I
3. INFRASTRUCTURE : S
4. OBJECTIVE : O
5. RESPONSIBILITY : R
6. FUND : F
7. PROJECT : P
8. ASSETS : A
9. REGIONAL IDENTIFIER : M

SELECTION CRITERIA : TYPE		DETAIL
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FUND		ALL
OBJECTIVE		DEL:LABOUR PLYCY & INDSTRL RELTS
INFRASTRUCTURE		ALL
ASSETS		ALL
PROJECT		ALL
RESPONSIBILITY		ALL
REGIONAL IDENTIFIER		ALL
ITEM		ALL

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NAT: EMPLOYMENT AND LABOUR
EXPENDITURE CONTROL (COMMITMENTS)
FOR FINANCIAL YEAR UP TO 25/02/2025

DATE: 25/02/2025
TIME: 07:33:50
PAGE: 9

TYPE	DESCRIPTION	EXPENSES	COMMITMENTS	BUDGET	AVAILABLE BUDGET
I 008	S&W:HOUSING ALLOWANCE (RES)	372,206.61	0.00	412,000.00	39,793.39
I 008	S&W:NON PENSIONABLE ALL OTH(RES)	543,568.82	0.00	608,000.00	64,431.18
I 008	S&W:SERVICE BONDS (RES)	926,134.62	0.00	912,000.00	14,134.62-
I 008	EMPL CONTR:BARGAIN COUNCIL(RES)	2,617.50	0.00	3,000.00	382.50
I 008	EMPL CONTR:MEDICAL (RES)	688,211.25	0.00	758,000.00	69,788.75
I 008	EMPL CONTR:PENSION (RES)	1,409,851.46	0.00	1,551,000.00	141,148.54
TOTAL I 003	COMPENSATION OF EMPLOYEES-----	14,831,225.50	0.00	16,180,000.00	1,348,774.50

I 003	GOODS AND SERVICES				
I 005	TRAVEL AGENCY FEES	10,073.16	0.00	6,000.00	4,073.16-
I 006	T&S DOM:ACCOMMODATION	79,235.30	0.00	30,000.00	49,235.30-
I 007	T&S DOM:CAR RENTAL	7,500.67	0.00	6,000.00	1,500.67-
I 007	T&S DOM:AIR TRANSPORT	50,945.68	0.00	44,000.00	6,945.68-
I 007	T&S DOM:ROAD TRANSPORT	13,021.60	0.00	10,000.00	3,021.60-
I 005	TRAIN & DEV:EMPLOYEES	67,271.22	0.00	160,000.00	92,728.78
TOTAL I 003	GOODS AND SERVICES-----	228,047.63	0.00	256,000.00	27,952.37
TOTAL R 008	PROVINCIAL OFFICE: CAPE TOWN-----	228,047.63	0.00	256,000.00	27,952.37
TOTAL O 009	TRAIN OF STAFF: LP & IR-----	414,268.33	131,158.90	1,976,000.00	1,430,572.77
TOTAL O 006	DEL:MAN&SUP SER:LAB POL&IND REL -----	16,036,500.87	201,139.34	16,903,000.00	665,359.79
O 006	DEL:STRENGTHEN CIVIL SOCIETY				

O 009	STRENGTHEN CIVIL SOCIETY						
R 008	(LR) CD: LABOUR RELATIONS						
I 003	NON PROFIT INSTITUTIONS (NPI)						
I 005	VARIOUS CIVIL&LABOUR ORGANISATIO	23,517,000.00	0.00	23,892,000.00	375,000.00		
TOTAL I 003	NON PROFIT INSTITUTIONS (NPI)-----	23,517,000.00	0.00	23,892,000.00	375,000.00		
TOTAL R 008	(LR) CD: LABOUR RELATIONS-----	23,517,000.00	0.00	23,892,000.00	375,000.00		
TOTAL O 009	STRENGTHEN CIVIL SOCIETY-----	23,517,000.00	0.00	23,892,000.00	375,000.00		
TOTAL O 006	DEL:STRENGTHEN CIVIL SOCIETY-----	23,517,000.00	0.00	23,892,000.00	375,000.00		
O 006	DEL:COLLECTIVE BARGAINING			23,892,000.00	375,000.00		
O 009	COLLECTIVE BARGAINING						
R 008	(LR) DIR: COLLECTIVE BARGAINING						
I 003	COMPENSATION OF EMPLOYEES	10,845,041.24	0.00	11,892,000.00	1,046,958.76		
I 007	S&W:BASIC SALARY (RES)	43,594.00	0.00	44,000.00	406.00		
I 008	S&W:SERV BASED OTHER (RES)						

NAT: EMPLOYMENT AND LABOUR
 EXPENDITURE CONTROL (COMMITMENTS)
 FOR FINANCIAL YEAR UP TO 25/02/2025
 DATE: 25/02/2025
 TIME: 07:33:50
 PAGE: 9

LPOL4							
RP0203BS							
TYPE	DESCRIPTION	EXPENSES	COMMITMENTS	BUDGET	AVAILABLE		
LEVEL					BUDGET		
I 008	S&W:HOUSING ALLOWANCE (RES)	372,206.61	0.00	412,000.00	39,793.39		
I 008	S&W:NON PENSIONABLE ALL OTH(RES)	543,568.82	0.00	608,000.00	64,431.18		
I 008	S&W:SERVICE BONUS (RES)	926,134.62	0.00	912,000.00	14,134.62-		
I 008	EMPL CONTR:BARGAIN COUNCIL(RES)	2,617.50	0.00	3,000.00	382.50		
I 008	EMPL CONTR:MEDICAL (RES)	688,211.25	0.00	758,000.00	69,788.75		
I 008	EMPL CONTR:PENSION (RES)	1,409,851.46	0.00	1,551,000.00	141,148.54		
TOTAL I 003	COMPENSATION OF EMPLOYEES-----	14,831,225.50	0.00	16,180,000.00	1,348,774.50		

DECLARATION OF INTEREST BY USERS

1. Any legal person, including persons employed by the principal, or persons having a kinship with persons employed by the principal, including a blood relationship, may make an offer or offers in terms of this invitation to bid. In view of possible allegations of favouritism, should the resulting bid, or part thereof, be awarded to persons employed by the principal, or to persons connected with or related to them, it is required that the bidder or his/her authorised representative declare his/her position in relation to the evaluating/adjudicating authority and/or take an oath declaring his/her interest, where-

- the bidder is employed by the principal; and/or
- the legal person on whose behalf the bidding document is signed, has a relationship with persons/a person who are/is involved in the evaluation and or adjudication of the bid(s), or where it is known that such a relationship exists between the person or persons for or on whose behalf the declarant acts and persons who are involved with the evaluation and or adjudication of the bid.

2. In order to give effect to the above, the following questionnaire must be completed before evaluation of the bid:

- 2.1 Are you or any person you know, connected with the any of the bidders?

YES ☒ NO

- 2.1.2 If so, state particulars.

.....
.....

- 2.2 Do you, or any person connected with any of the bidders, have any relationship (family, friend, other) with a person employed by the principal and who may be involved with the evaluation and or adjudication of this bid?

YES ☒ NO

- 2.2.1 If so, state particulars.

.....
.....

2/.....

- 2.3 Are you, or any person connected with any of the bidders, aware of any relationship (family, friend, other) between the bidder and any person employed by the principal who may be involved with the evaluation and or adjudication of this bid?

YES/NO

- 2.3.1 If so, state particulars.

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DECLARATION

I, THE UNDERSIGNED (NAME).....Thami Bikitsha.....

CERTIFY THAT THE INFORMATION FURNISHED IN PARAGRAPHS 2.1 TO 2.3.1 ABOVE IS CORRECT.
I ACCEPT THAT THE PRINCIPAL MAY ACT AGAINST ME IN TERMS OF PARAGRAPH 23 OF THE
GENERAL CONDITIONS OF CONTRACT SHOULD THIS DECLARATION PROVE TO BE FALSE.

.....
Signature

.....
31/01/2025
Date

.....
Deputy Director
Position

.....
Thami Bikitsha
Name of person

Bellah Gelebe (HQ)

From: Tendani Ramulongo (HQ)
Sent: Friday, 31 January 2025 17:57
To: Bellah Gelebe (HQ)
Cc: Musa Mthombeni; Themba Maseko (HQ); Boitumelo B. Zulu (HQ); Owen Rabalao (HQ); Kholeka Maholwana (HQ); Thami Bikitsha (HQ); Nokuthula Ngangile (HQ)
Subject: RE: DBAC AGENDA: 04 FEBRUARY 2024
Attachments: DBAC submission for Approval on NMU Training Procurement 31012025.pdf; Annexure B- Signed DOL MOU with University of Fort Hare 20112018.pdf; Annexure C- Research Training Quote- UCT-DPRU.pdf; Annexure D- NMU Training Proposal- 31 January 2025.pdf; Annexure A- Research Training Quote Wits.pdf; Annexure E- LMP Training DG Submission for Approved 22012025.pdf; Annexure OO- Research Training Response EUP.pdf; Annexure F- LPIR Budget Inc Training 31022025.txt

Good day SCM colleagues

Thanks Bella for following up earlier regarding my submitted agenda items.
They include:

1. Request for approval to source NMU for training
 2. Presenting progress and draft report for Mobicel XR Survey- this is a follow up on CFO's last Agenda item seeking approval to procure this mobicel. DBAC resolved that we run a quick survey and between 10 December and 30 January we managed to get a draft report that can be useful to finalize the CFO's Item.
- I attach all the documents for item 1 and will send the Draft report for Item 2 on separate email.
Thanks so much
Tendani

From: Bellah Gelebe (HQ) <Bellah.Gelebe@Labour.gov.za>
Sent: Friday, 31 January 2025 15:10
To: Esther Tloane (HQ) <Esther.Tloane@labour.gov.za>; Tendani Ramulongo (HQ) <Tendani.Ramulongo@labour.gov.za>; Unathi Ramabulana <Unathi.Ramabulana@labour.gov.za>; Kholeka Maholwana (HQ) <Kholeka.Maholwana@labour.gov.za>; Engela Cronje (IT) <engela.cronje@LABOUR.gov.za>; Welile Dlwengu <Welile.Dlwengu@LABOUR.gov.za>
Cc: Musa Mthombeni <Musa.Mthombeni@LABOUR.gov.za>; Themba Maseko (HQ) <Themba.Maseko2@LABOUR.gov.za>; Boitumelo B. Zulu (HQ) <Boitumelo.Zulu@labour.gov.za>; Owen Rabalao (HQ) <Owen.Rabalao@LABOUR.gov.za>
Subject: DBAC AGENDA: 04 FEBRUARY 2024

Good day DBAC Members

Kindly find attached the agenda and matters for discussion.

Kind regards

Bellah Gelebe
Supply Chain Management
Department of employment & labour
Labora House, 215 Francis Baard Street
Direct: +27 12 309 4084 /cell: +27 72 176 9402
bellah.gelebe@labour.gov.za | www.labour.gov.za

STANDARD DBAC SUBMISSION CHECKLIST – To be fully completed the User upon submission

Description of Request to DBAC	Skills Development Training
RFQ / Tender number	
Declaration by Chief -User on day of submission	I confirm that this checklist represents the true contents of this DBAC request and that I have thoroughly checked all calculations and attached all relevant supporting documentation: <u>Thami Bikitcha</u> [User name & signature] Date: <u>31/01/2025</u> Extension: <u>067 597 2527</u>

PLEASE NOTE ALL ITEMS MUST BE TAGGED		USER Prac]	SCM [Snr
		YES / NO or N/A	YES/ NO or N/A
1	Submission to DBAC by Chief-User : signed		Yes
2	Allocations signed off		Yes
3	Completed Demand Management Evaluation		N/A
4	iQual / manual Evaluation Report		N/A
5	Detailed and valid quotation		Yes
6	15% VAT indicated on quotation		Yes
7	Sole supplier letter (if applicable)		N/A
8	DG approval, National Treasury Approval (External Venues / Deviations) if applicable		N/A
9	Disposal Board Letter (if applicable) –Procurement of Furniture		N/A
10	HRD Training document (if applicable)		N/A
11	RFQ / Invitation to quote		N/A
12	SBD 4, 8 & 9 completed		N/A
13	SBD 6.2 (If applicable) as per sector		N/A
14	Valid TCC / Pin		N/A
15	SANAS BBBEE certificate or an affidavit		N/A
16	CSD Compliance Status Report		N/A
17	Approved Specification / TORs		Yes
18	BSC Request to go out to Tender – Signed		N/A
19	BSC Minutes - Signed		N/A
20	BSC Attendance Register		N/A
21	Appointment letters of Bid Spec		N/A
22	Procurement Plan – Highlighted		N/A
23	BAS Report – Highlighted		N/A
24	User SBD 4		Yes
25	DBAC Approval Captured on DBAC register		Yes
26	Approval Letter issued		Yes
27	Award captured on contract register (NT website) if applicable		Yes
28	Deviation report to National Treasury		

I have checked the request and it meets SCM requirements (signature): Bikitcha

Received by (name): Bellau