



environmental affairs

Department:
Environmental Affairs
REPUBLIC OF SOUTH AFRICA

Ref: 02/1/5/2

MINISTER

QUESTION NO. 711 FOR WRITTEN REPLY: NATIONAL ASSEMBLY

A draft reply to **Ms N I Tarabella Marchesi (DA)** to the above-mentioned question is enclosed for your consideration.

**MS NOSIPHO NGCABA
DIRECTOR-GENERAL**

DATE:

DRAFT REPLY APPROVED/AMENDED

**DR B E E MOLEWA, MP
MINISTER OF ENVIRONMENTAL AFFAIRS**

DATE:

NATIONAL ASSEMBLY

(For written reply)

QUESTION NO. 711 {NW785E}

INTERNAL QUESTION PAPER NO. 06 of 2018

DATE OF PUBLICATION: 09 March 2018

Ms N I Tarabella Marchesi (DA) to ask the Minister of Environmental Affairs:

- (1) Whether her department has a sexual harassment and assault policy in place; if not, (a) why not and (b) by what date will her department have such a policy in place; if so, (i) how are reports investigated and (ii) what are the details of the consequence management and sanctions stipulated by the policy;
- (2) (a) what is the total number of incidents of sexual harassment and assault that have been reported in her department (i) in each of the past three financial years and (ii) since 1 April 2017, (b) what number of cases were (i) opened and concluded, (ii) withdrawn and (iii) remain open based on the incidents and (c) what sanctions were issued for each person who was found to have been guilty?

NW785E

711. THE MINISTER OF ENVIRONMENTAL AFFAIRS REPLIES:

1. Yes.
 - (a) Not applicable.
 - (b) Not applicable
 - (i) Labour Relations Practitioners are designated officials delegated to execute the investigation function to gather evidence upon receipt of complaints with additional support through outsourcing of Labour Law experts where deemed necessary.
 - (ii) The consequence management and sanctions are in line with the Public Service Policy and Procedures on Management of Sexual Harassment which provides a guideline on the list of sanction ranging from:
 - Counselling,
 - verbal warning,
 - written warning,
 - final written warning,
 - suspension/fine,
 - demotion (as an alternative to dismissal), and

- dismissal.
- 2. (a)
 - (i) One incident of sexual harassment and no incident on assault in 2014/15.
No incident of sexual harassment nor assault was reported in 2015/2016.
Two incidents of sexual harassment and one incident of assault in 2016/2017.
Two incidents of sexual harassment and one incident of assault in 2017/2018.
 - (ii) Six incidents have been reported since 01 April 2017.
Four incidents on sexual harassment and two incidents on assault.
- (b)
 - (i) Seven cases were opened and six concluded.
 - (ii) No cases were withdrawn.
 - (iii) One case remains open pending approval of charges and disciplinary hearing.
- (c) None found guilty.

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