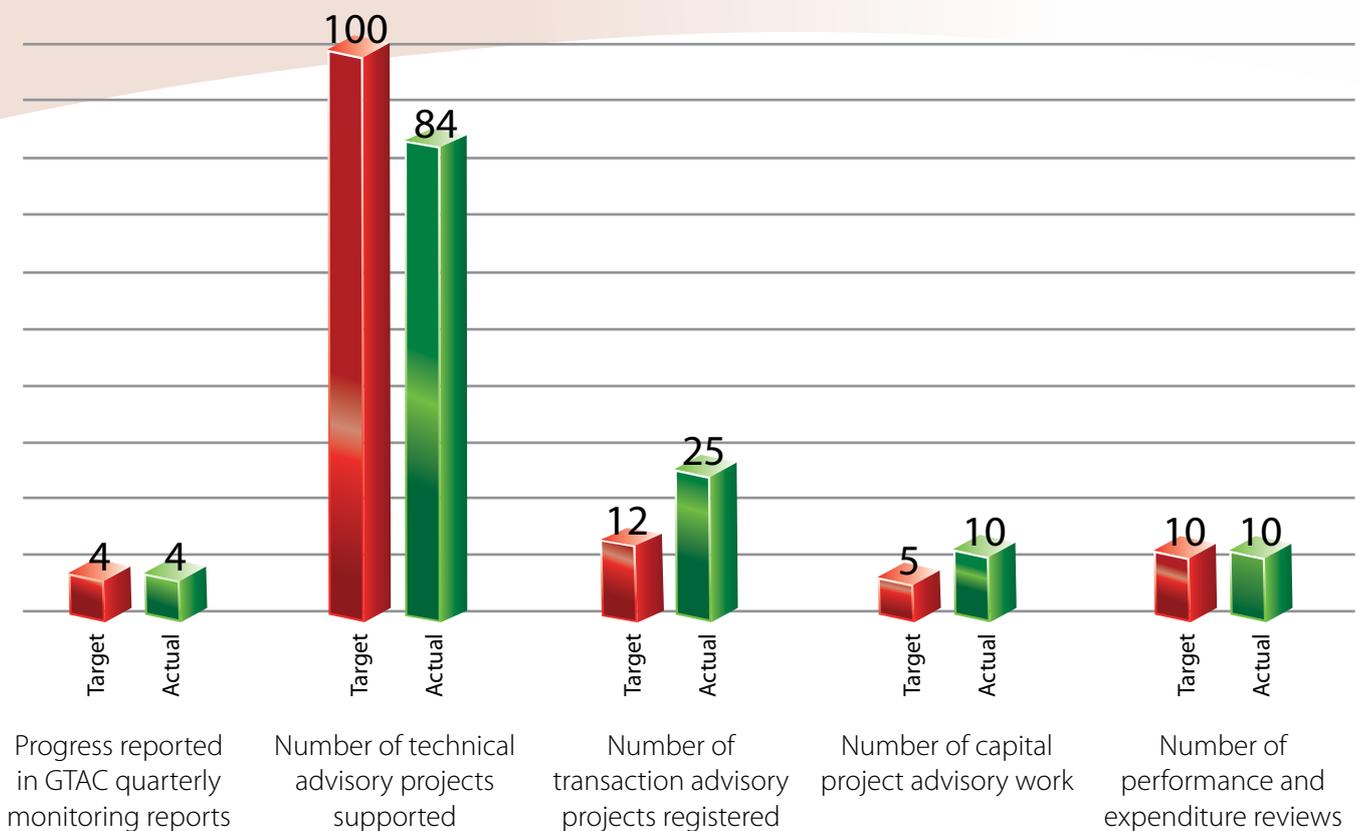


# ANNEXURES F

# ANNEXURE 1

## ANNUAL PERFORMANCE REPORT

A GRAPHICAL REPRESENTATION OF APP 2016/17 ANNUAL PERFORMANCE INFORMATION BY DIVISION



GTAC divisions have consistently over-performed in the period 2016/2017.

# ANNEXURE 2

## DEVELOPMENT SOUTHERN AFRICA: NEW ASSOCIATE EDITORS AND ADVISORY BOARD MEMBERS

### ASSOCIATE EDITORS

Ronelle Burger	– University of Stellenbosch, South Africa
Daniela Casale	– University of the Witwatersrand, South Africa
Judith Fessehaie	– University of Johannesburg, South Africa
Peliwe Lolwana	– University of the Witwatersrand, South Africa
Duncan Pieterse	– National Treasury, South Africa
Chris Rogerson	– University of Johannesburg, South Africa
Michele Ruiters	– Development Bank of Southern Africa
Janine Thorne	– Independent consultant
Ivan Turok	– Human Sciences Research Council, South Africa
Nick Vink	– University of Stellenbosch, South Africa

### EDITORIAL ADVISORY BOARD

Channing Arndt	– United Nations University
Haroon Bhorat	– Development Policy Research Unit, University of Cape Town
Andrew Donaldson	– GTAC, National Treasury
Mel Gray	– University of Newcastle, Australia
Murray Leibbrandt	– University of Cape Town
Trudi Makhaya	– Independent economist and columnist
Nomalanga Mkhize	– Rhodes University and Business Day columnist
Kuben Naidoo	– South African Reserve Bank
Nicoli Natrass	– Centre for Social Science Research, University of Cape Town
Mthuli Ncube	– University of Oxford and Global Centre for Finance and Growth
Carol Newman	– Trinity College, Dublin
Busani Ngcaweni	– Deputy Director-General and Head: Private Office of the Deputy President, Presidency
Edgar Pieterse	– SARChI Chair in Urban Policy, University of Cape Town
Dori Posel	– University of the Witwatersrand
Abebe Shimeles	– AFDB and University of Cape Town
Witness Simbanegavi	– African Economic Research Consortium
Imraan Valodia	– University of the Witwatersrand
Servaas van der Berg	– University of Stellenbosch

# ANNEXURE 3

## DEVELOPMENT SOUTHERN AFRICA:

### 2016/17 ISSUES PUBLISHED

1. **Volume 33, issue 3 (May 2016) – Special issue:** Labour Market Intelligence Partnership (LMIP) – What are the characteristics and determinants of the skills challenge in South Africa?

Article title	Author(s)
What are the characteristics and determinants of the skills challenge in South Africa?	B. E. Nzimande
Skills in South Africa: The journey towards credible planning	Marcus Powell, Vijay Reddy & Andrea Juan
Higher education, employment and economic growth: Exploring the interactions	Haroon Borat, Aalia Cassim & David Tseng
Utilisation of administrative and research databases in government departments: Providing the platform for skills planning	Andrew Paterson & Mariette Visser
Schooling inequality, higher education and the labour market: Evidence from a graduate tracer study in the Eastern Cape, South Africa	Michael Rogan & John Reynolds
Connecting capabilities in highly unequal developing countries: The case of the Square Kilometre Array telescope in South Africa	Michael Gastrow, Glenda Kruss & Il-Haam Petersen
Higher education responsiveness through partnerships with industry: The case of a university of technology programme	Volker Wedekind & Sybert Mutereko
The changing nature of artisanal work and occupations: Important for understanding labour markets	Angelique Wildschut & Tamlynne Meyer
Bridging skills demand and supply in South Africa: The role of public and private intermediaries	Il-haam Petersen, Glenda Kruss, Simon McGrath & Michael Gastrow

2. **Volume 33, issue 4 (July 2016)**

Article title	Author(s)
Re-estimating gender differences in income in South Africa: The implications of equivalence scales	Dorrit Posel, Daniela Casale & Erofilo Grapsa
Performance of land reform projects in the North West province of South Africa: Changes over time and possible causes	Johann Kirsten, Charles Machethe, Talent Ndlovu & Pascalina Lubambo
A categorisation and evaluation of rhino management policies	Douglas J. Crookes & James N. Blignaut

Article title	Author(s)
Examination of travel and tourism competitiveness contribution to national economy competitiveness of sub-Saharan Africa countries	Bojan Krstic, Sonja Jovanovic, Vesna Jankovic-Milic & Tanja Stanisic
Breaching the barriers: The segmented business and innovation system of handicraft exports in Cape Town	Jan Franssen & Bert (AHJ) Helmsing
Evaluation of the impact of Village Savings and Loan Associations using a novel survey instrument	Conner Brannen & Damien Sheehan-Connor
Sustainable livelihood principles and urban greening in informal settlements in practice: A case of Zandspruit informal settlement, South Africa	Mwazvita TB Sachikonye, Tatenda Dalu & Ashley Gunter
The socio-economic differences between landfill and street waste pickers in the Free State province of South Africa	Catherina J. Schenck, Phillip F. Blaauw & Jacoba M.M. Viljoen
Are 'Albergo Diffuso' and community-based tourism the answers to community development in South Africa?	Andrea Giampiccoli, Melville Saayman & Sean Jugmohan
Closing the development finance gap in post-conflict and fragile situations: What role for development finance institutions?	Thierry Giordano & Michele Ruiters

### 3. **Volume 33, issue 5 (September 2016)**

Article title	Author(s)
The South African labour market, 1995–2015	Lyle Festus, Atoko Kasongo, Mariana Moses & Derek Yu
The debate on the future of the population census: Relevance for South Africa?	A J Christopher
A synthesis of homelessness in South Africa: A rapid critical appraisal	Leon Roets, Annali Botha, Minrie Greeff, Sarie P. Human, Herman Strydom, Martha J. Watson & Shingairai Chigeza
The effects of state-subsidised housing on poverty in Cape Town	Singumbe Muyeba
The social sector of the Expanded Public Works Programme as a strategy to alleviate poverty amongst vulnerable groups in Gauteng	Boitumelo Joyce Mohapi
Deconstructing 'the foreign': The limits of citizenship for explaining price competition in the Spaza sector in South Africa	Laurence Piper & Derek Yu
Rural transport health and safety in sub-Saharan Africa: Online survey snapshot of expert opinion	Steven L Jones, Joseph T Walsh & Seth Appiah-Opoku
The relationship between financial sector development and savings mobilisation in South Africa: An empirical study	Forget Mingiri Kapingura & Paul Alagidede
'Fit to play': Labour market behaviour in a cohort of public-sector antiretroviral treatment patients	Frederik Le Roux Booyesen & Jean-Pierre Geldenhuys
The usage of social media as a marketing tool in two Southern African countries	Rosemary Matikiti, Martinette Kruger & Melville Saayman

4. **Volume 33, issue 6 (November 2016)**

Article title	Author(s)
What matters more for South African households' debt repayment difficulties?	Ralph Abbey Ssebagala
Which eligible households get grants? Demographic correlates of receipt in South Africa	Erin B Godfrey, Nia D Gordon, Lucia C Knight, J Lawrence Aber, LaRue Allen, Linda Richter & The SIZE Research Group
Zambia at 50: The persisting challenges of economic structural transformation	Horman Chitonge
Community-based natural resource management: The role of social capital in collaborative environmental management of tribal resources in KwaZulu-Natal, South Africa	Regis Musavengane & Danny Mulala Simatele
Factors impacting on the primary school education of emigrants' children: The case of Gwanda South, Zimbabwe	Zenzele L. Weda & Rorisang Siziba

5. **Volume 34, issue 1 (January 2017)**

Article title	Author(s)
Institutional wage-setting, labour demand and labour supply: Causal estimates from a South African pseudo-panel	Dieter von Fintel
The employment environment for youth in rural South Africa: A mixed-methods study	Andra Wilkinson, Audrey Pettifor, Molly Rosenberg, Carolyn T Halpern, Harsha Thirumurthy, Mark A Collinson & Kathleen Kahn
Underemployment in South Africa	Rochelle Beukes, Tina Fransman, Simba Murozvi & Derek Yu
Considering the efficacy of value-added tax zero-rating as pro-poor policy: The case of South Africa	Ada Jansen & Estian Calitz
Knowledge of entrepreneurial support and entrepreneurial intention in the rural provinces of South Africa	Mmakgabo Justice Malebana
Sustaining the developmental state and moving towards a developed state in Botswana	Emmanuel Botlhale
Understanding local entrepreneurship and small enterprises in the tourism–development nexus: The case of western Uganda	Bright Adiyia, Sarah De Rademaeker, Dominique Vanneste & Wilber Manyisa Ahebwa
Evidence-based policy in Ethiopia: A diagnosis of failure	Jonathan Mitchell & Xavier Font

6. **Volume 34, issue 2 (March 2017)**

Article title	Author(s)
Where to draw the line: Data problems and other difficulties estimating urbanisation in Africa	Jacqueline Borel-Saladin
Analysing post-apartheid poverty trends by geo-type, 1997–2012: The understated role of urbanisation and social grants	Zack Zimbalist
The personal and social benefits of urban agriculture experienced by cultivators on the Cape Flats	David W. Olivier & Lindy Heinecken
The role of secondary cities in managing urbanisation in South Africa	Lochner Marais & Jan Cloete
Climate change, urban settlements and quality of life: The case of the Southern African Development Community region	Rodreck Mupedziswa & Kefentse Princess Kubanga
Heidegger's 'potentiality-for-being': Towards adequate economic development in Nigeria	John Sodiq Sanni
Unlocking the potential of unoccupied spectrum in developing countries: Southern African Development Community – case study	Moshe T Masonta, Adrian Kliks & Mjumo Mzyece

# ANNEXURE 4

## ARTICLES PUBLISHED ON THE ECON3X3 WEBSITE

1. **Day labourers and the role of foreign migrants: For better or for worse?** by Derick Blaauw, Anmar Pretorius, Rinie Schenck, 17 May 2016
2. **How accurate is our migration data?** by Susan Ziehl, 7 June 2016
3. **Cooperatives: Has the dream become a nightmare?** by Johannes Wessels, 23 June 2016
4. **Wealth inequality – striking new insights from tax data** by Anna Orthofer, 24 July 2016
5. **Predicting the impact of a national minimum wage: Are the general equilibrium models up to the task?** by Gilad Isaacs, Servaas Storm, 11 August 2016
6. **The nuts and bolts of micro-manufacturing in the township – a Cape Town case study** by Leif Petersen, Andrew Charman, Paul Court, 6 September 2016
7. **Between the devil and the deep blue sea? The financing of higher education** by Philippe Burger, 22 September 2016
8. **Are internal migrants more likely to be unemployed than locally born residents?** by Susan Ziehl, 11 October 2016
9. **The employability of higher education graduates: Are qualifications enough?** by Elza Lourens, Magda Fourie-Malherbe, 21 November 2016
10. **Youth unemployment: What can we do in the short run?** by Lauren Graham, Ariane De Lannoy, 12 December 2016
11. **Factors contributing to the demise of informal enterprises: Evidence from a Cape township** by Andrew Hartnack, Rory Liedeman, 16 January 2017
12. **REDI3x3 conference: Policies for inclusive growth** by Murray Leibbrandt, Pippa Green, 15 February 2017
13. **Could informal enterprises stimulate township economies? A study of two Midrand townships** by Eddie Rakabe, 28 February 2017
14. **What makes the rand so volatile: Global or home-made factors?** by Nasha Mavee, Axel Schimmelpfennig, 30 March 2017

# ANNEXURE 5

## LIST OF FIGURES AND TABLES

### FIGURES

- Figure 1: Programme 8 organisational structure
- Figure 2: GTAC website usage 2016/17
- Figure 3: Development Southern Africa full text downloads since 2014
- Figure 4: Projects supported in 2016/17 per portfolio or work area
- Figure 5: Projects supported in 2016/17 per sphere of government

### TABLES

- Table 1: Training provided, Quarter 4, 2016/17
- Table 2: Personnel costs by programme, 2016/17
- Table 3: Personnel costs by salary band, 2016/17
- Table 4: Salaries, overtime, homeowners' allowance and medical assistance by programme, 2016/17
- Table 5: Salaries, overtime, homeowners' allowance and medical assistance by salary band, 2016/17
- Table 6: Employment and vacancies by programme, 31 March 2017
- Table 7: Employment and vacancies by salary band, 31 March 2017
- Table 8: Employment and vacancies by critical occupations, 31 March 2017
- Table 9: Senior Management Service post information, 31 March 2017
- Table 10: Senior Management Service post information, 30 September 2016\*
- Table 11: Advertising and filling of Senior Management Service posts, 1 April 2016 to 31 March 2017
- Table 12: Reasons for not complying with the prescribed timeframes for filling Senior Management Service posts within 12 months, 1 April 2016 to 31 March 2017
- Table 13: Disciplinary steps taken for not complying with the prescribed timeframes for filling Senior Management Service posts within 12 months, 1 April 2016 and 31 March 2017.
- Table 14: Job evaluation, 1 April 2016 to 31 March 2017
- Table 15: Profile of employees whose salary positions were upgraded due to their posts being upgraded, 1 April 2016 to 31 March 2017
- Table 16: Employees whose salary levels were higher than those determined by job evaluations per occupation, 1 April 2016 to 31 March 2017
- Table 17: Profile of employees who have salary levels higher than those determined by job evaluations, 1 April 2016 to 31 March 2017
- Table 18: Annual turnover rates by salary band, 1 April 2016 to 31 March 2017
- Table 19: Annual turnover rates by critical occupation, 1 April 2016 to 31 March 2017

- Table 20: Reasons for staff leaving the department, 1 April 2016 to 31 March 2017
- Table 21: Promotions by critical occupation, 1 April 2016 to 31 March 2017
- Table 22: Promotions by salary band, 1 April 2016 to 31 March 2017
- Table 23: Total number of employees (including employees with disabilities) per occupational category, 31 March 2017
- Table 24: Total number of employees (including employees with disabilities) per occupational band, 31 March 2017
- Table 25: Recruitment, 1 April 2016 to 31 March 2017
- Table 26: Promotions, 1 April 2016 to 31 March 2017
- Table 27: Terminations, 1 April 2016 to 31 March 2017
- Table 28: Disciplinary action, 1 April 2016 to 31 March 2017
- Table 29: Skills development, 1 April 2016 to 31 March 2017
- Table 30: Signing of performance agreements by Senior Management Service members, 31 May 2016
- Table 31: Reasons for not having concluded performance agreements for all Senior Management Service members, 31 March 2016
- Table 32: Disciplinary steps taken against Senior Management Service members for not having concluded performance agreements, 31 March 2016
- Table 33: Performance rewards by race, gender and disability, 1 April 2015 to 31 March 2016
- Table 34: Performance rewards by salary band for personnel below Senior Management Service, 1 April 2015 to 31 March 2016
- Table 35: Performance rewards by critical occupation, 1 April 2015 to 31 March 2016
- Table 36: Performance-related rewards (cash bonus), by salary band, for Senior Management Service members, 1 April 2015 to 31 March 2016
- Table 37: Foreign workers by salary band, 1 April 2016 to 31 March 2017
- Table 38: Foreign workers by major occupation, 1 April 2016 to 31 March 2017
- Table 39: Sick leave, 1 January 2016 to 31 December 2016
- Table 40: Disability leave (temporary and permanent), 1 January 2016 to 31 December 2017
- Table 41: Annual leave, 1 January 2016 to 31 December 2017
- Table 42: Capped leave, 1 January 2016 to 31 December 2016
- Table 43: Leave pay-outs, 1 April 2016 to 31 March 2017
- Table 44: Steps taken to reduce the risk of occupational exposure
- Table 45: Details of health promotion and HIV/AIDS programmes\*
- Table 46: Collective agreements, 1 April 2016 to 31 March 2017
- Table 47: Misconduct and disciplinary hearings, 1 April 2016 to 31 March 2017
- Table 48: Types of misconduct addressed at disciplinary hearing, 1 April 2016 to 31 March 2017
- Table 49: Grievances lodged, 1 April 2016 to 31 March 2017
- Table 50: Disputes lodged with councils, 1 April 2016 to 31 March 2017
- Table 51: Strike action, 1 April 2016 to 31 March 2017
- Table 52: Precautionary suspensions, 1 April 2016 to 31 March 2017
- Table 53: Training needs identified, 1 April 2016 to 31 March 2017
- Table 54: Training provided, 1 April 2016 to 31 March 2017

## CONTACT US

Tel: +27 12 315 5111 • Fax: +27 12 315 5786  
info@gtac.gov.za • www.gtac.gov.za

## POSTAL ADDRESS

GTAC, Government Technical Advisory Centre  
Private Bag X115, Pretoria 0001

## PHYSICAL ADDRESS

GTAC, Government Technical Advisory Centre  
240 Madiba Street, Pretoria 0002

ISBN: 978-0-621-45778-0

Designed by  
ACM Communications (Pty)Ltd  
Contact: 083 793 3373



**GTAC** Analyse  
Assess  
Activate  
*Strategic & Technical Advisory*

National Treasury  
REPUBLIC OF SOUTH AFRICA



**national treasury**  
Department:  
National Treasury  
REPUBLIC OF SOUTH AFRICA