



the dpsa

Department:
Public Service and Administration
REPUBLIC OF SOUTH AFRICA

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Circular No: 54 OF 2024

TO ALL HEADS OF DEPARTMENTS AND PROVINCIAL ADMINISTRATIONS

IMPLEMENTATION OF THE POLICY ON THE PREVENTION AND ELIMINATION OF HARASSMENT AND VIOLENCE IN THE WORLD OF WORK.

1. The Department of Public Service and Administration (DPSA) developed the Policy and Procedure on the Management of Sexual Harassment in the Public Service which was approved for implementation in 2013.
2. The C190 was adopted in Geneva in 2019 and then Ratified in South Africa in 2021.
3. The Department of Employment and Labour amended the Code of Good Practice on Handling Sexual Harassment in the Workplace of 2005 and replaced it with the Code of Good Practice on the Prevention and Elimination of Harassment in the Workplace which was Gazetted in March 2022.
4. This led to the DPSA reviewing the Policy and Procedure on the Management of Sexual Harassment in the Public Service to the Policy on the Prevention and Elimination of Harassment in the Public Service World of Work.
5. The policy comes into effect from 1st August 2024 and the first implementation report should be submitted to the DPSA on or before 30 April 2025.
6. Provincial departments should submit their reports through the respective Office of the Premier, while national departments will be expected to submit reports individually to the Department of Public Service and Administration (DPSA).
7. The policy and the reporting templates are also available on the DPSA website www.dpsa.gov.za.

For further information and assistance please contact Ms. Christine Moremi at (012)336 1144/0715440488 or Mr. Tebogo Monye at (012) 336 1200/ 0783433272.

Yours sincerely

Signed by: Yoliswa Makhasi
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MS YOLISWA MAKHASI

DIRECTOR-GENERAL

DATE: 31/07/24