

**PARLIAMENT OF THE PROVINCE OF THE WESTERN CAPE
QUESTION PAPER 10/2024
SEVENTH PARLIAMENT
FRIDAY, 29 NOVEMBER 2024
WRITTEN QUESTION**

13. Ms A P Bans to ask Mr A R Winde, Premier:

In respect of the implementation of the five-year Employment Equity Plan (EEP) by provincial government departments and entities:

(1) (a) What are the employment equity targets for each provincial government department and entity, (b) how has each department and entity performed in terms of implementing these targets in (i) 2019, (ii) 2020, (iii) 2021, (iv) 2022, (v) 2023 and (vi) 2024 to date and (c) what is the detailed comparative breakdown;

(2) (a) which departments and entities are performing poorly in implementing the EEP and (b) what measures have been put in place to assist them in improving their performance?

REPLY:

1(a-c): In the tables below the employment equity (EE) performance across provincial departments has been assessed annually since 2019/20, with targets aligned to the Economically Active Population (EAP) statistics provided by Statistics South Africa. The deviations from these targets highlight representation gaps for each designated group, with positive deviations indicating underrepresentation and negative deviations indicating overrepresentation compared to the EAP benchmarks.

The data provided below provides an overview and detailed comparative breakdown of progress for each race and gender category, per WCG department, over the five-year period:

1. DEPARTMENT OF EDUCATION:

EEP Targets:

WCG DEPT	EE PLAN PERIOD	AM	CM	IM	WM	AF	CF	IF	WF
WCED	2018 - 2023	20,1%	25,6%	0,4%	8,2%	16,2%	22,5%	0,3%	6,7%
WCED	2023 - 2028	21,6%	23,5%	0,8%	7,2%	19,3%	20,8%	0,6%	6,2%

Performance:

DEPARTMENT OF EDUCATION								
Race and Gender	AM	CM	IM	WM	AF	CF	IF	WF
Deviation from EEP Target 2019/20	12,9%	5,6%	0,3%	4,2%	-0,3%	-15,5%	0,0%	-6,7%

Deviation from EEP Target 2020/21	12,8%	5,9%	0,3%	4,3%	-0,4%	-15,7%	-0,1%	-6,8%
Deviation from EEP Target 2021/22	12,6%	6,3%	0,3%	4,5%	-0,8%	-16,3%	-0,1%	-6,3%
Deviation from EEP Target 2022/23	12,3%	6,9%	0,3%	4,7%	-1,1%	-16,7%	0,0%	-6,0%
Deviation from EEP Target 2023/24	13,7%	5,2%	0,7%	3,9%	1,5%	-18,8%	0,3%	-6,1%

2. DEPARTMENT OF HEALTH AND WELLNESS:

EEP Targets:

WCG DEPT	EE PLAN PERIOD	AM	CM	IM	WM	AF	CF	IF	WF
DH&W	2017 - 2022	19.9%	26.2%	0.4%	8.2%	16.1%	22.5%	0.1%	6.6%
DH&W	2022 - 2027	21.7%	23.3%	0.5%	8.5%	17.8%	20.5%	0.3%	7.4%

Performance:

HEALTH AND WELLNESS								
DH&W	AM	CM	IM	WM	AF	CF	IF	WF
Deviation from EEP Target 2019/20	11,6%	11,5%	-0,4%	4,1%	-8,9%	-14,0%	-1,1%	-2,3%
Deviation from EEP Target 2020/21	11,6%	11,9%	-0,4%	4,2%	-10,6%	-13,0%	-1,1%	-2,0%
Deviation from EEP Target 2021/22	11,4%	11,9%	-0,4%	4,4%	-11,5%	-12,5%	-1,1%	-1,6%
Deviation from EEP Target 2022/23	13,3%	9,0%	-0,3%	4,9%	-10,2%	-14,2%	-1,1%	-0,7%
Deviation from EEP Target 2023/24	13,2%	8,7%	-0,3%	5,1%	-10,9%	-13,8%	-1,1%	-0,4%

3. DEPARTMENT OF INFRASTRUCTURE:

EEP Targets:

WCG DEPT	EE PLAN PERIOD	AM	CM	IM	WM	AF	CF	IF	WF
DOI	2024-2029	21,6%	23,5%	0,8%	7,2%	19,3%	20,8%	0,6%	6,1%

Performance:

INFRASTRUCTURE								
Race and Gender	AM	CM	IM	WM	AF	CF	IF	WF
Deviation from EEP Target 2023/24	5,2%	-8,7%	-0,1%	-0,7%	4,1%	-0,2%	-0,1%	1,1%

Given that this department was only established on 01 April 2023, a single-year snapshot provides initial insight into representivity relative to EEP targets.

4. DEPARTMENT OF MOBILITY:

EEP Targets:

WCG DEPT	EE PLAN PERIOD	AM	CM	IM	WM	AF	CF	IF	WF
WCDM	2024-2029	21,6%	23,5%	0,8%	7,2%	19,3%	20,8%	0,6%	6,1%

Performance:

MOBILITY								
Race and Gender	AM	CM	IM	WM	AF	CF	IF	WF
Deviation from EEP Target 2023/24	6,8%	-14,1%	0,5%	2,6%	6,4%	-4,6%	0,1%	2,3%

Given that this department was only established on 01 April 2023, a single-year snapshot provides initial insight into representivity relative to EEP targets.

5. PROVINCIAL TREASURY:

EEP Targets:

WCG DEPT	EE PLAN PERIOD	AM	CM	IM	WM	AF	CF	IF	WF
PT	2019 - 2024	20,9%	25,1%	0,6%	8,4%	16,8%	20,8%	0,3%	7,1%
PT	2024 - 2029	21,6%	23,5%	0,8%	7,2%	19,3%	20,8%	0,6%	6,1%

Performance:

PROVINCIAL TREASURY								
Race and Gender	AM	CM	IM	WM	AF	CF	IF	WF
Deviation from EEP Target 2019/20	8,5%	0,9%	0,3%	1,5%	0,5%	-11,9%	-0,4%	0,9%
Deviation from EEP Target 2020/21	9,6%	1,0%	0,3%	1,5%	0,6%	-12,5%	-0,7%	0,6%
Deviation from EEP Target 2021/22	8,4%	-0,5%	0,3%	2,0%	0,0%	-10,5%	-0,7%	1,0%
Deviation from EEP Target 2022/23	6,8%	0,9%	0,3%	2,7%	0,0%	-11,4%	-0,7%	1,4%
Deviation from EEP Target 2023/24	8,9%	2,2%	-0,1%	3,3%	-2,1%	-12,3%	-0,4%	0,6%

6. DEPARTMENT OF SOCIAL DEVELOPMENT:

EEP Targets:

WCG DEPT	EE PLAN PERIOD	AM	CM	IM	WM	AF	CF	IF	WF
DSD	2017 - 2022	19,9%	26,2%	0,4%	8,2%	16,1%	22,5%	0,1%	6,6%
DSD	2022 - 2027	21,7%	23,3%	0,5%	8,5%	17,8%	20,5%	0,3%	7,4%

Performance:

SOCIAL DEVELOPMENT								
Race and Gender	AM	CM	IM	WM	AF	CF	IF	WF
Deviation from EEP Target 2019/20	6,9%	3,7%	0,3%	7,0%	-3,6%	-16,8%	-0,1%	2,9%
Deviation from EEP Target 2020/21	6,0%	4,4%	0,3%	7,0%	-4,2%	-16,1%	-0,1%	2,8%
Deviation from EEP Target 2021/22	6,2%	4,8%	0,3%	6,8%	-4,9%	-15,6%	-0,3%	2,9%
Deviation from EEP Target 2022/23	8,3%	1,7%	0,4%	7,3%	-3,1%	-18,1%	0,0%	3,7%
Deviation from EEP Target 2023/24	8,4%	2,1%	0,5%	7,3%	-3,9%	-18,1%	0,0%	4,0%

7. DEPARTMENT OF ENVIRONMENTAL AFFAIRS AND DEVELOPMENT PLANNING:

EEP Targets:

WCG DEPT	EE PLAN PERIOD	AM	CM	IM	WM	AF	CF	IF	WF
DEA&DP	2017 - 2022	19,9%	26,2%	0,4%	8,2%	16,1%	22,5%	0,1%	6,6%
DEA&DP	2022 - 2027	21,7%	23,3%	0,5%	8,5%	17,8%	20,5%	0,3%	7,4%

Performance:

ENVIRONMENTAL AFFAIRS AND DEVELOPMENT PLANNING								
Race and Gender	AM	CM	IM	WM	AF	CF	IF	WF
Deviation from EEP Target 2019/20	13,9%	3,9%	-1,2%	-4,2%	8,1%	-11,0%	-0,7%	-7,7%
Deviation from EEP Target 2020/21	14,0%	4,4%	-1,2%	-2,9%	6,1%	-10,7%	-1,0%	-7,7%
Deviation from EEP Target 2021/22	12,7%	4,6%	-1,5%	-2,9%	7,0%	-10,2%	-1,0%	-7,5%
Deviation from EEP Target 2022/23	14,6%	2,2%	-1,8%	-2,6%	7,5%	-12,1%	-0,6%	-6,3%
Deviation from EEP Target 2023/24	14,4%	2,2%	-1,9%	-2,7%	8,4%	-12,4%	-0,9%	-6,2%

8. DEPARTMENT OF POLICE OVERSIGHT AND COMMUNITY SAFETY:

EEP Targets:

WCG DEPT	EE PLAN PERIOD	AM	CM	IM	WM	AF	CF	IF	WF
DPOCS	2015 - 2020	17,1%	27,1%	0,6%	9,3%	14,6%	23,0%	0,3%	7,8%

DPOCS	2020 - 2025	20,3%	25,2%	0,5%	8,2%	17,4%	21,2%	0,4%	6,8%
-------	-------------	-------	-------	------	------	-------	-------	------	------

Performance:

POLICE OVERSIGHT AND COMMUNITY SAFETY								
Race and Gender	AM	CM	IM	WM	AF	CF	IF	WF
Deviation from EEP Target 2019/20	2,9%	-2,6%	-0,1%	2,0%	-0,3%	-3,1%	-1,4%	2,5%
Deviation from EEP Target 2020/21	5,7%	-3,9%	0,2%	2,6%	2,2%	-7,3%	-0,9%	1,8%
Deviation from EEP Target 2021/22	4,2%	-0,4%	-0,2%	2,2%	2,3%	-9,3%	-1,0%	2,2%
Deviation from EEP Target 2022/23	5,1%	-0,3%	-0,6%	1,8%	3,2%	-10,0%	-0,7%	1,8%
Deviation from EEP Target 2023/24	5,3%	1,8%	-0,6%	1,6%	2,4%	-11,0%	-0,7%	1,7%

9. DEPARTMENT OF THE PREMIER:

EEP Targets:

WCG DEPT	EE PLAN PERIOD	AM	CM	IM	WM	AF	CF	IF	WF
DOTP	2015 - 2020	17,1%	27,1%	0,6%	9,3%	14,6%	23,0%	0,3%	7,8%
DOTP	2020 - 2025	20,3%	25,2%	0,5%	8,2%	17,4%	21,2%	0,4%	6,8%

Performance:

PREMIER								
Race and Gender	AM	CM	IM	WM	AF	CF	IF	WF
Deviation from EEP Target 2019/20	8,9%	-1,0%	-0,7%	-0,6%	2,5%	-6,0%	-0,7%	-2,0%
Deviation from EEP Target 2020/21	9,4%	-0,4%	-0,7%	-0,3%	2,4%	-6,9%	-0,8%	-2,5%
Deviation from EEP Target 2021/22	12,0%	-2,4%	-0,8%	-0,9%	6,0%	-9,6%	-0,8%	-3,0%
Deviation from EEP Target 2022/23	11,3%	-3,1%	-0,8%	-0,3%	5,5%	-8,9%	-0,8%	-2,6%
Deviation from EEP Target 2023/24	10,8%	-2,7%	-0,6%	-0,6%	5,7%	-9,1%	-1,1%	-2,3%

10. DEPARTMENT OF AGRICULTURE:

EEP Targets:

WCG DEPT	EE PLAN PERIOD	AM	CM	IM	WM	AF	CF	IF	WF
----------	----------------	----	----	----	----	----	----	----	----

AGR	2016-2021	20,0%	25,6%	0,4%	8,3%	16,0%	22,4%	0,3%	6,9%
AGR	2021-2026	20,1%	25,1%	0,5%	8,2%	18,2%	20,8%	0,2%	6,9%

Performance:

AGRICULTURE								
Race and Gender	AM	CM	IM	WM	AF	CF	IF	WF
Deviation from EEP Target 2019/20	9,2%	-4,8%	0,1%	-5,7%	3,6%	1,0%	-0,2%	-2,7%
Deviation from EEP Target 2020/21	7,9%	-4,3%	-0,1%	-4,6%	3,1%	1,2%	-0,2%	-2,8%
Deviation from EEP Target 2021/22	7,1%	-3,5%	0,0%	-4,6%	4,9%	-0,3%	-0,1%	-3,1%
Deviation from EEP Target 2022/23	7,2%	-4,0%	0,2%	-4,5%	4,7%	-0,1%	-0,1%	-2,9%
Deviation from EEP Target 2023/24	6,8%	-3,3%	0,1%	-4,4%	4,4%	-0,1%	-0,2%	-3,2%

11. DEPARTMENT OF LOCAL GOVERNMENT:

EEP Targets:

WCG DEPT	EE PLAN PERIOD	AM	CM	IM	WM	AF	CF	IF	WF
DLG	2016-2021	17,1%	27,1%	0,6%	9,3%	14,6%	23,0%	0,3%	7,8%
DLG	2021-2026	20,1%	25,1%	0,5%	8,2%	18,2%	20,8%	0,2%	6,9%

Performance:

LOCAL GOVERNMENT								
Race and Gender	AM	CM	IM	WM	AF	CF	IF	WF
Deviation from EEP Target 2019/20	5,1%	5,2%	0,3%	5,2%	-9,2%	-10,3%	-0,2%	3,7%
Deviation from EEP Target 2020/21	4,8%	4,7%	0,3%	5,7%	-7,8%	-10,9%	-0,5%	3,4%
Deviation from EEP Target 2021/22	7,3%	2,1%	0,2%	5,2%	-3,1%	-13,1%	-0,6%	2,3%
Deviation from EEP Target 2022/23	6,7%	2,2%	0,2%	5,5%	-2,8%	-13,3%	-0,3%	2,0%
Deviation from EEP Target 2023/24	7,0%	3,0%	0,2%	5,1%	-3,6%	-13,8%	-0,4%	2,7%

12. DEPARTMENT OF CULTURAL AFFAIRS AND SPORT:

EEP Targets:

WCG DEPT	EE PLAN PERIOD	AM	CM	IM	WM	AF	CF	IF	WF
DCAS	2018 - 2023	19,9%	26,2%	0,4%	8,2%	16,1%	22,5%	0,1%	6,6%
DCAS	2023 - 2028	21,5%	24,6%	0,3%	7,1%	18,0%	21,7%	0,3%	7,1%

Performance:

CULTURAL AFFAIRS AND SPORT								
Race and Gender	AM	CM	IM	WM	AF	CF	IF	WF
Deviation from EEP Target 2019/20	6,0%	-0,7%	-0,4%	3,7%	2,9%	-6,7%	-0,5%	-4,1%
Deviation from EEP Target 2020/21	5,8%	-0,7%	-0,4%	3,6%	3,3%	-7,1%	-0,5%	-3,8%
Deviation from EEP Target 2021/22	5,0%	0,0%	-0,4%	4,0%	2,3%	-7,7%	-0,7%	-2,0%
Deviation from EEP Target 2022/23	4,2%	-0,3%	-0,2%	3,8%	2,0%	-6,5%	-0,7%	-1,9%
Deviation from EEP Target 2023/24	5,9%	-0,5%	-0,5%	2,5%	1,8%	-6,8%	-0,7%	-0,9%

13. DEPARTMENT OF ECONOMIC DEVELOPMENT AND TOURISM:**EEP Targets:**

WCG DEPT	EE PLAN PERIOD	AM	CM	IM	WM	AF	CF	IF	WF
DEDAT	2015 - 2020	17,1%	27,1%	0,6%	9,3%	14,6%	23,0%	0,3%	7,8%
DEDAT	2020 - 2025	20,3%	25,2%	0,5%	8,2%	17,4%	21,2%	0,4%	6,8%

Performance:

ECONOMIC DEVELOPMENT AND TOURISM								
Race and Gender	AM	CM	IM	WM	AF	CF	IF	WF
Deviation from EEP Target 2019/20	8,4%	4,8%	-1,8%	4,4%	2,5%	-16,3%	-1,2%	0,0%
Deviation from EEP Target 2020/21	12,5%	4,1%	-2,0%	3,3%	4,2%	-18,5%	-2,1%	-0,6%
Deviation from EEP Target 2021/22	11,5%	4,0%	-2,1%	3,5%	4,4%	-19,2%	-0,6%	-0,5%
Deviation from EEP Target 2022/23	8,4%	6,8%	-2,2%	4,4%	0,6%	-16,6%	-0,7%	0,3%
Deviation from EEP Target 2023/24	10,4%	6,5%	-2,1%	4,6%	-0,8%	-16,8%	-1,2%	0,6%

2: All departments are performing satisfactorily. The pursuit of employment equity is an ongoing process and one which the Western Cape Government takes seriously.

Each provincial department has a 5-year EEP in place, with departments at different stages within their respective plans.