

**DEPARTMENT: PUBLIC ENTERPRISES**

**REPUBLIC OF SOUTH AFRICA**

**NATIONAL ASSEMBLY**

**QUESTION FOR WRITTEN REPLY**

**QUESTION NO.: 1580**

**DATE OF PUBLICATION: 25 MAY 2018**

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| **1580. Adv A de W Alberts (FF Plus) to ask the Minister of Public Enterprises:**(1) What (a) number and (b) percentage of (i) black, (ii) white, (iii) coloured and (iv) Indian persons are employed in each of the state-owned companies; (2) has he found that the provisions of affirmative action policies, the Employment Equity Act, Act 55 of 1998, and the Constitution of the Republic of South Africa, 1996, have been met; if not, what is the position in this regard? NW1730E |

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**REPLY:**

Responses are based on information from the respective SOCs stated below:

**ALEXKOR SOC LIMITED:**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| (1) | (a) and (b) | (i) Black | (ii) White | (iii) Coloured | (iv) Indian |
|  |
|  | ALEXKOR HQ | 7 | 1 | 0 | 2 |
| 70% | 10% | 0% | 20% |
|  | ALEXKOR AT RMC\* | 18 | 16 | 375 | 0 |
| 4.4% | 3.9% | 91.7% | 0% |

\*Richtersveld Mining Company

1. The Employment Equity Act 55 of 1998 (EEA) compels all employers in South Africa to promote equal opportunity in the workplace, eliminate discrimination in their policies or in practice, and implement affirmative action measures. These interventions are in line with Section 9 of the Constitution which had given Government the responsibility to enact anti-discrimination laws, including EEA. The SOCs in the DPE portfolio have ensured compliance with EEA including ensuring that there is an Employment Equity Plan (EEP) in place and that it is vigorously implemented. The increased representation of EEA Designated Groups in the statistics above is testimony to this.

**DENEL SOC LIMITED:**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| (1)  | (a) and (b) | (i) Black | (ii) White | (iii) Coloured | (iv) Indian |
| 50% | 38% | 8% | 4% |
| 2323 | 1766 | 387 | 153 |

(2) The Employment Equity Act 55 of 1998 (EEA) compels all employers in South Africa to promote equal opportunity in the workplace, eliminate discrimination in their policies or in practice, and implement affirmative action measures. These interventions are in line with Section 9 of the Constitution which had given Government the responsibility to enact anti-discrimination laws, including EEA. The SOCs in the DPE portfolio have ensured compliance with EEA including ensuring that there is an Employment Equity Plan (EEP) in place and that it is vigorously implemented. The increased representation of EEA Designated Groups in the statistics above is testimony to this.

**ESKOM SOC LIMITED:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  (a) | (i) Black  | (ii) White | (iii) Coloured | (iv) Indian |
| and  | 29786 | 6421 | 3521 | 1588 |
| (b)  | 72% | 16% | 9% | 4% |
|  |  |  |  |  |

(1)

1. Eskom has to a large extent met the provisions of the Employment Equity Act. Eskom has five (5) Shareholder Compact measures in terms of Employment Equity and an overview of targets vs. actual performance as at March 2018 is presented in Table 2 below. There are various programmes in place to help Eskom address areas where performance is below target.

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| Key Performance Indicators | Measures | March 2018 Actual  | March 2018 Target  |
| Disabilities Equity | People with disabilities in the workplace as the Employment Equity Act | 3.13% | 2.50% |
| Racial Equity Snr Management  | Africans, Coloureds and Indians employees | 67.97% | 67.78% |
| Racial Equity Professional /Middle Management  |  Africans, Coloureds and Indians | 75.35% | 75.58% |
| Gender Equity Snr Management  | Female employees  | 38.25% | 38.98% |
| Gender Equity Professional/Middle Management  | Female employees  | 38.06% | 37.14% |

**SAFCOL SOC LIMITED:**

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| --- | --- | --- | --- | --- | --- |
| (1)  | (a) and (b) | (i) Black | (ii) White | (iii) Coloured | (iv) Indian |
| 95.2% | 3.3% | 1.2% | 0.3% |
| 1723 | 60 | 22 | 5 |

(2) The Employment Equity Act 55 of 1998 (EEA) compels all employers in South Africa to promote equal opportunity in the workplace, eliminate discrimination in their policies or in practice, and implement affirmative action measures. These interventions are in line with Section 9 of the Constitution which had given Government the responsibility to enact anti-discrimination laws, including EEA. The SOCs in the DPE portfolio have ensured compliance with EEA including ensuring that there is an Employment Equity Plan (EEP) in place and that it is vigorously implemented. The increased representation of EEA Designated Groups in the statistics above is testimony to this.

**SAX SOC LIMITED:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| (a) | (i) Black | (ii) Whites | (iii) Coloured | (iv) Indian |
| And  | 566 | 214 | 80 | 31 |
| (b)  | 63.2% | 24.36% | 8.94% | 3.46% |

(1)

1. The airline has performed very well to close the gaps in relation to the National Employment Active Population (EAP) targets, i.e. targets in Employment Equity with respect to Africans, Coloured and Indian population. The Company has 151 Pilots (77% whites, 4.63% Indians, 1.98% Coloured and 16, 55% Africans). The Cadet Pilot programme aims to provide a strategic transformation tool, both in the Airline and in the industry but funding remains a huge challenge as the Airline is responsible for sourcing its own funding in order to meet this objective as per mandate from the shareholder. This is a critical area that needs serious attention in order for the Airline to meet its National EAP targets

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| **TRANSET SOC LIMITED:**(1)

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| --- | --- | --- | --- | --- |
| (a) | (i) Black | (ii) White | (iii) Coloured | (iv) Indian  |
| and  | 40594 | 7293 | 5486 | 1893 |
| (b) | 74% | 13% | 10% | 3% |

(2) Transnet has an Employment Equity policy and other policies e.g. recruitment policy which include all the requirements of the EE Act including Affirmative Action measures. These policies are rigorously applied to mitigate against unfair and discriminatory practices within the organisation.  |  |
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