

**MINISTRY OF MINERAL RESOURCES & ENERGY**

REPUBLIC OF SOUTH AFRICA

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 **Memorandum from the Parliamentary Office**

**National Assembly: 2898**

Please find attached a response to Parliamentary Questionfor***writtenreply*** asked**byMs P Madokwe (EFF)** to ask the **Minister of Mineral Resources and Energy.**

**Mr. Lloyd Ganta**

**Chief Director: SOE Oversight**

**…04…/…12…/2020**

**Ms Patricia Gamede**

**Deputy Director-General: Corporate Services**

**………………/………………/2020**

Recommended / Not Recommended

**Adv. T.S Mokoena**

**Director General: Department of Mineral Resources and Energy**

**………………/………………/2020**

Approved / Not Approved

**Mr. S.G Mantashe**

**Minister of Mineral Resources and Energy**

**………………/………………/2020**

**2898. Ms P Madokwe (EFF) to ask the Minister of Minerals and Energy:**

What (a) proportion of persons employed by his department fall under the category of (i) women, (ii) youth and (iii) persons with disabilities, (b) provisions are made by his department to ensure employment equity, especially of persons with disabilities and (c) is the name of each entity reporting to him that has not complied with the provisions of employment equity with regard to the employment of persons with disabilities? NW3723E

**Reply:**

**2898.** (a) (i) 55.23% women,

(ii) 20.11% youth,

(iii) 0.94% persons with disabilities,

(b) The Department has made the following provisions to ensure employment equity, especially of persons with disabilities:

* Employed a dedicated focal point responsible for Gender, Disability Transformation and one for Youth,
* In the process of appointing the Employment Equity Committee for the newly established Department of Mineral Resources and Energy,
* In the process of appointing an Employment Equity Manager for the Department
* Responsibility for EE will be incorporated in the Performance Agreements of Branch Heads,
* Drafted an EE Policy and Plan.

(c) The name of each entity reporting to the Minister who has not complied with the provisions of employment equity with regard to the employment of persons with disabilities:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Entity** | **(a)(i)**  | **(a)(ii)** | **(a)(iii)** | **(b)** | **(c)** |
| CGS | **214** | **153** | **7** | **N/A** | **N/A** |
| MINTEK | **268** | **228** | **12** | **N/A** | **N/A** |
| MHSC | **40%** | **21%** | **2%** | **N/A** | **N/A** |
| NERSA | **57%** | **26%** | **1.3%** | **N/A** | **N/A** |
| NNR | **50%** | **18.3%** | **2.7%** | **N/A** | **N/A** |
| NRWDI | **62.5%** | **21.9%** | **6.25%** | **N/A** | **N/A** |
| SDT | **10** | **7** | **3** | **N/A** | **N/A** |
| SANEDI | **23** | **11** | **0** | **N/A** | **SANEDI currently has no employees who are persons of disabilities** |
| SADPMR | **68** | **20** | **1 male** | **N/A** | **N/A** |

**CEF Group and its subsidiaries**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Entity**  | **(a)(i) % of Women**  | **(a)(ii) % of youth**  | **(a)(iii) % of People living with Disabilities**  | **(b) Provisions or strategy per entity to ensure employment equity, especially of persons with disabilities is achieved** |
| PetroSA | 30% |  19% | 1.7% | * The business continues to look at the optimisation of resources with minimal recruitment processes until the implementation of the new Corporate Plan and business model. When the organisation does have opportunities for movement in the future, the placement of women and people with disabilities will be given priority in filling afore-mentioned positions.
 |
| AEMFC  | 26% |  55% |  0.22% | * AEMFC is setting targets for the achievement of its targets for people living with disabilities and women. This will be in the updated EE plan for 2021
 |
| PASA | 31% |  27% |  2% | * EE Committee monitoring quarterly barriers to ensure representation
 |
| SFF | 31.2%  |  28% |  Current exercise underway internally to establish number of persons with disability | * Employment Equity Terms of Reference currently being reviewed and new committee will be established in 2021.   2020/2021 Strategy includes an assessment of persons with disability internally and recruitment with persons with disability.
* SFF advised that they are working with the university to bring in youth with disability.
 |
| CEF SOC | 45% | 40% |  2% | * Women representation has improved and exceeded the 30% target. Similarly, youth target of 30% has also been exceeded.
 |
| CEF Group  | 31%  | 28% | 1% | * The Group gender representation is 69% male vs 31% female.
* The gender representation at Group Top Management has increased from 25% Female representation in Q1 to 33.3% in Q2 2020/21.
* Youth representation is below 30% target while the organisation has regressed in terms of representation of people living with disabilities
 |

**Necsa and its subsidiaries**

**Necsa**

1. (i) Proportion of person employed by the institution who are women is 673, which represent 37.7%

(ii) Persons who are youth, herewith defined as employees who are not older than 35 years of age - 461

(iii) Persons with the disabilities – 25

**NTP**

(a) What proportion of persons employed by NTP fall under the category of:

(i) Women: 41%

(ii) Youth: 32%

(iii) Persons with disabilities: 0.26%

**Pelchem**

(a) What proportion of persons employed by NTP fall under the category of:

(i) Women: 30

(ii) Youth: 0; permitted 10 students

(iii) Persons with disabilities: 1