



**MINISTRY: PUBLIC SERVICE AND ADMINISTRATION
REPUBLIC OF SOUTH AFRICA**

NATIONAL ASSEMBLY

QUESTION FOR ORAL REPLY

QUESTION NO.: 145.

Ms B P Mabe (ANC) to ask the Minister of Public Service and Administration

In the light of the fact that the Constitution of the Republic of South Africa, 1996, protects the rights of all citizens and promotes equality in the workplace, are there any consequences for departments which consistently fail to prioritise and appoint women and people with disabilities as the Government seems to be lagging behind in achieving the set targets of 50% of women in senior management and 2% of people with disabilities?

NO1919E

REPLY

The representation of women at Senior Management Services (SMS) was 41% as at 31 March 2016 while the representation of persons with disabilities was 0.74%. Departments that have met the 50% target were 16 and those that met the 2% target were 35 as at 31 March 2016.

The Minister may request the Head of Department (HoD) to account as Cabinet took a decision to retain the 50% representation of women at SMS and 2% representation of persons with disabilities at all levels in November 2012 and upheld the recommendation by DPSA to hold HoD's accountable for the achievement of employment equity targets. On 20th March 2013, the MPSA wrote letters to his counterparts to appeal to them to note and implement the Cabinet Resolutions. The Director General of the DPSA wrote a circular dated 08 March 2013 to his counterparts to communicate the implementation of the Cabinet Resolutions. The review of the Performance Management and

Development System (PMDS) Framework for HODs as part of strengthening the meeting of equity targets,

On an annual basis departments are expected to report progress with regard to the achievements of equity targets and our observation through the monitoring process is that comparatively, the progress with regard to women at SMS is more progressive than that of persons with disabilities since 2012 as indicated in the table below:

| YEARS | REPRESENTATION | |
|--------------|---------------------------|--------------|
| 2012 | Women at SMS | 38.1% |
| | Persons with Disabilities | 0.36% |
| 2013 | Women at SMS | 38.7% |
| | Persons with Disabilities | 0.39% |
| 2014 | Women at SMS | 39.8% |
| | Persons with Disabilities | 0.55% |
| 2015 | Women at SMS | 40.5% |
| | Persons with Disabilities | 0.66% |
| 2016 | Women at SMS | 41% |
| | Persons with Disabilities | 0.74% |

The achievement of numerical goals is a requirement according to Chapter 3, section 15 (3) and section 20 (2)(c) of the Employment equity Act, No 55 of 1998, and if non-compliance is brought to the attention of the Director-General of the Department of Labour, the Director-General may conduct a review to determine whether an employer is complying with the provisions of the Act as per section 43 (1),

The Portfolio Committee on Public Administration, Monitoring and Evaluation is given progress reports with regard to achievements of equity targets by departments, as and when required, by DPISA in order to call Ministers and departments that are not performing as required, and

The DPISA also requests departments that are not meeting equity targets to develop remedial plans with clear objectives and timelines indicating interventions that will be undertaken to achieve the set targets.

