

2021/22 POLICY SPEECH

**The Year of
Charlotte Maxeke:**

#2021YearOfCharlotteMaxeke

**“A United, Active and
Winning Province Through
Sport, Recreation,
Arts & Culture”**



Province of the
EASTERN CAPE
SPORT, RECREATION,
ARTS & CULTURE





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MEC POLICY SPEECH 2021/22

“A United, Active and Winning Province
Through Sport, Recreation, Arts, Culture & Heritage”

BUDGET VOTE AND POLICY SPEECH FOR THE YEAR 2021/22 DELIVERED BY THE MEC FOR SPORT, RECREATION, ARTS AND CULTURE

HON. FEZEKA NKOMONYE

EASTERN CAPE PROVINCIAL LEGISLATURE

25 MARCH 2021

Speaker of the Provincial Legislature,
Premier of the Eastern Cape Province,
Members of the Executive Council,
Chairpersons of our Portfolio Committees,
Honourable Members of the House,
Leaders of faith-based organisations,
Government officials present,
Members of the media,
Ladies and gentlemen,
Greetings to you all.

Introduction

This year we mark the 150th anniversary of the birth of one of South Africa's most remarkable and pioneering leaders, uMama uCharlotte Mannya Maxeke, the first black South African woman to obtain a Bachelor of Science degree and the founding President of the Bantu Women's League. uMama Maxeke made an exceptional contribution to our struggle for the liberation, through her activism she challenged established attitudes about the role of women in politics, society and the economy. She was a fearless leader who organised the first defiance campaign against the pass system mobilising women to burn their passes as early as 1913.

As we commemorate the recent anniversary of the 1960 Sharpeville anti pass campaign and massacre, we should also commemorate the women

who pioneered the anti-pass campaigns of 1913 and 1956. Honourable Speaker, this brings me to a critical point about the erasure of women from our history, multitudes of women who fought for our liberation remain nameless and invisible in the history books. As a department we are tasked with the preservation and promotion of our heritage, our liberation heritage programme has to be deliberate about making visible and giving prominence to the critical role played by women in the South African liberation struggle.

This year we also commemorate the 100 years since the brutal massacre of the members of the Church of God and Saints of Christ led by Prophet Enoch Mgijima eNtabelanga in 1921, in what has come to be known as the Bullhoek Massacre. We will also commemorate 200 years of uNtsikana ka Gabha, a towering figure in the history of our province, renowned prophet and philosopher, a giant whose remarkable life story must definitely be shared with future generations.

Honourable Speaker, allow me to say that one of our key responsibilities as a department is to tell the story of what a great nation we are; it is to tell the great story of what a resilient people we are. When we call ourselves the “Home of legends”, it is to remind ourselves that, sizalwa ngamaqhawe namaqhawekazi; singamaqhawe ukutsho oko; it is to remind ourselves of the greatness within us. It is also to acknowledge the great responsibility we have to build on the foundation laid by these legends to make this Province legendary.

We table the 2021/22 policy speech at a very difficult time where the sport, recreation, arts and culture sectors continue to be hard hit due to the regulations on social distancing and the prohibition of gatherings. Siphuma kwixesha apho besinikezela ngeRelief fund ukuqinisekisa ukuba apho, sinako we assist our artists and athletes. Mandivume ukuba akhange ibeyinkqubo elula leyo, ibenamagingxigixi amaninzi. We experienced a lot of unforeseen challenges that delayed the disbursement of funds to successful beneficiaries. Kodwa okusixolisayo kokokuba sakwazi ukucukuceza apho sinako sancedisapho sinako.

The creative and sporting industries are important contributors to the economy and a number of people derive their means of livelihood from these industries. As a department, we have been required to develop short term and long-term interventions to mitigate the impact of the pandemic on these sectors.

Our plans for this current financial year, provide a vision for the Province where citizens will have equal access to services; strong community connections, improved leadership, stakeholder engagements, governance and accountability. Within this framework we will ensure that there is greater collaboration and coordination, through the district development model. The planned programmes of the department will benefit women, youth, people with disabilities and diverse communities, thereby contributing significantly to nation building and social cohesion.

Arts, Culture and heritage

As a province that is endowed with a rich tapestry of culture, heritage, and an abundance of creative talent, we must appreciate that this is our goldmine that we should use to develop the economy of the province. Our investment in the cultural and creative industries seeks to unlock the potential of this sector, to create the conditions for success, to develop and keep our talent here at home. Our aim is to create a vibrant cultural and creative economy through investing in our creators and to produce a critical mass of creative entrepreneurs. Our investment in this regard is anchored on three areas namely; funding for projects, training and capacity building, platforms and access to markets. This investment is intended to stimulate and support the emergence of arts-based enterprises with a focus on women, youth and the rural areas. Our Investment in the cultural and creative industries is critical in supporting our collective attempts towards a post Covid 19 economic recovery.

Arts, Culture and Heritage is way more than just its economic contribution but speaks right to the soul of who we are, it is an expression of our collective identity and rich culture as a people. As a department we are

continually evolving our role from being primarily, a provider of arts, culture and heritage opportunities to providing greater support to programmes initiated and driven by communities and civil society. Over the coming years we are investing in our institutions like the Art centres, Theatres, Museums, the Eastern Cape Provincial Arts and Culture Council (ECPACC), the Eastern Cape Audio Visual Centre(ECAVC) etc. to ensure that these institutions are fully functional, well governed, have modern equipment and the necessary capabilities to support community driven arts and culture initiatives.

Our approach is further underpinned by partnerships and collaboration with local artists, community organisations, academic institutions, entrepreneurs, private enterprises, the different spheres of government and other public agencies.

Performing Arts

In terms of our support to the performing arts, we have over the years been working to consolidate our two main theatres and the art centres into the Eastern Cape Performing Arts Institute. We are happy to report that we have made significant progress in this regard, we have put in place a governance model and developed the necessary policies to guide the operations of the Institute. We will further build on this work leading to the formal launch of the Eastern Cape Performing Arts Institute in September this year. We will also continue with our programme of resourcing our provincial Art Centres in terms of equipment and infrastructure renovations.

Market Access and Platforms

The Covid 19 pandemic has highlighted the need to embrace new technologies and digital platforms for the entire creative industries. The National Arts Festival last year pioneered the hosting of virtual performances, exhibitions and e-commerce platforms in the province. During this financial year we will further consolidate and expand the use

these platforms to digital community driven festivals. Our Community Arts Centres will be resourced to enable them to support local artists with access to digital platforms. Furthermore, through ECPACC, we are committing funding for artists to embrace digital platforms, like podcasts, online events, and e-books.

Through, our entity, ECPACC, we have partnered with the Arts and Culture Trust (ACT) to provide an opportunity to 20 creatives to participate in an **extensive 3 month-long Creative Entrepreneurship Accelerator Programme**, aimed at honing their business skills. Kulo nyaka-mali, we will further provide an opportunity to 10 more creative entrepreneurs to join this programme. The ultimate goal is to accelerate the growth of the creative industries to stimulate self-employment and job opportunities.

We continue to support local fashion designers and seamstresses to gain access to the state-of-the art computer-aided design facility and practical skills through our Fashion Design Innovation Centre at the Mthatha based Craft Hub. Ukuxhasa iifashion designers zethu ke kuqala ngokuba thina sibe kanti sithungisa kuzo, nje ngalombhaco ndiwunxibileyo, lombhaco uthungwe yintombi yaseMt Ayliff uNoloyiso Lubhelwana.

We have also selected a seasoned fashion designer, Ms Linda Sithole, from Mdantsane, who specializes in IsiXhosa traditional wear, to participate in the **International Fashion and Dance Extravaganza**, which will be held virtually in Hannover, Germany in October 2021. She will produce no less than 30 garments that will be shipped to Hanover through our twinning arrangement with the State of Lower Saxony. We will be launching **an Online Craft Market**, a digital platform for marketing the exquisite craft products ezenziwe ngezandla zabantu bephondo lweMpuma Kapa. This is the first of its kind in the history of craft sector development and we trust that oku kuyakuvula ngakumbi amathuba wozakuzelwano phakathi kwephondo namazwe aphesheya.

Film Development

We acknowledge that **market access for filmmakers** is critical to penetrate new markets, build audiences and gain commercial success. Last year we supported the Eastern Cape Provincial Film Festival and elevated it to gain national recognition from institutions such as National Film and Video Foundation, and the Film and Publications Board.

The government's investment to film through the Provincial Economic Stimulus Fund has ensured that the province continues to be a hub of filming activities, attracting various international and national production houses to shoot films in our beautiful locations. In terms of the development of the local film industry, through ECPACC, we had funded a total of 23 films and documentaries whose storylines showcase the theme of the Home of the Legends from across the province. We have also launched an **Online Film Portal** which serves as a digital database and knowledge repository for the film industry.

In this financial year, sithanda ukunyukela kwinqanaba elingasentla, we will collaborate with one of the national broadcasters to develop a 100% Eastern Cape made Television drama series. This drama series is intended to catalyse film development and position the Eastern Cape as an emerging film hub in the country. We seek to unlock the entire filming value-chain, creating employment for a wide variety of people in various film departments, such as sound engineers, film set builders, fashion designers, make up, catering etc. This will have a ripple effect onto the hospitality industry as the cast and the crew would have to be accommodated in the production area, and further showcase the beauty of our locations to promote tourism. Sizakulibuyisela kundalashe eliphondo. kufuneka uMakhwalo xa etyhila umabonakude wakhe abukele imiboniso yalapha kweliphondo, inabantu beliphondo, edidiyelwe apha kweliphondo leengqwele.

We are still very much committed to establishing the Eastern Cape Provincial Film Commission. As reported last year the limitation of resources has meant that we need to take an approach premised on

building the necessary blocks. In this regard we have concluded the development of a provincial film policy and this financial year we are working on consolidating the Eastern Cape Provincial Film Office which will be housed at ECPACC and will serve as a one stop coordinating centre for film activities in the province.

Museums and Heritage

The Department will take advantage of advancement in technology by packaging information and content into the DSRAC Website where South Africans and people from the rest of the World would be able to access museum offerings online and also embark on virtual tours of the institutions. We will also continue with our investment in the infrastructure of our Museums, in this financial year we will do refurbishments of the Fort Beaufort Museum, Kariyega Museum and Barkly East Museum.

We are attending to the challenges facing the Eastern Cape Provincial Heritage Resources Authority (ECPHRA), in this regard we have appointed a new council and it has been tasked with turning around the institution. ECPHRA plays a critical role in the preservation and the administration of heritage sites and related resources, we are working with the new Council on fast-tracking applications for permits to demolish old buildings for the purpose of investment in infrastructure.

Our focus will also be on paleontological and archaeological sites that have a potential to unearth hidden history and heritage, while at the same time contributing to local economic development and job creation through tourism and investment. This includes Qhemegha site in Sterkspruit where rare dinosaur fossils were discovered. We are now working in a collaboration with the University of the Witwatersrand, Free State University, Birmingham University and Oxford University to research the fossils. This project is being prioritised in the current financial year to ensure that it contributes to tourism for the benefit of the province as well as the local communities.

Eastern Cape Geographical Names Committee (ECPGNC)

The ECPGNC will continue to standardise place names in the province in order to promote reconciliation and social cohesion. Focus will be on the approval and publishing in the government gazette standardised names of towns with colonial legacy or historical distortions. The building of a united nation requires a deliberate programme to redress and transform the divisive legacy of our colonial past, apartheid symbols, names and other artefacts continue to represent the exclusion and discrimination of the past.

This is not just about the names, but it speaks to our identity as a nation, we have a task to construct a common identity that affirms the culture, language and symbols of the indigenous people of this country. We must never shy away from correcting the injustices of the past, the affirmation and inclusion of the previously marginalised. The name changes are about restoring the dignity and making visible all those who made invisible by apartheid-colonialism.” Lento yokutshintshwa kwamagama Honourable Speaker, ayingonobenani okanye inkcitha-xesha, bubuthina, kukubuyisela isidima sabantu nokuqinisekisa ukuba sakha uMzantsi Afrika apho wonke ubani aziva eyinxalenye yawo.

Liberation Heritage Route and Home of Legends

The Department will embark on phase two of the Canon James Calata Heritage Landscape in Keiskammahoek by building and unveiling Canon James Calata State of the art memorial at the Anglican Church with a view to promote religious heritage within the broader narrative of the Resistance and Liberation Heritage Route. Also, a memorial dedicated to victims of the Northern Areas Riots Massacre of 1990 in Gqeberha will be built and unveiled to pay homage to those that perished and to foster reconciliation and social cohesion.

Hosting of a series of hybrid significant heritage programmes to promote richness of Eastern Cape and also to promote social cohesion in the eight districts of the province includes Centenary celebration of the Bulhoek

Massacre and 150th anniversary of Charlotte Maxeke. In this regard we will roll-out a comprehensive programme to celebrate the life of uMama uMaxeke, we will ensure that our libraries have books and information about her, museums and art galleries dedicate exhibitions to her, artists bring her memory to life through canvas, poems, songs, theatre stages, local authors will be encouraged to write books about her. Mama Maxeke was also a renowned chorister, this year we will dedicate our annual OR Tambo Choral Festival to her and thus have the two giants of our liberation struggle share the stage through choral music.

Languages

We will engage on a campaign to encourage provincial government departments to establish language units and develop language policies, as the department, we will also facilitate the training of officials tasked with running these units. We will further collaborate with the Department of Education to promote the use and development of our indigenous languages. We have also established an Interdepartmental Provincial Language Forum to improve the coordination of language affairs within the provincial government. As part of our home of legends campaign we will identify and celebrate a number of icons who have contributed to the development of literature in the province, these include the national poet laureate uTata SEK Mqhayi, uMama uNontsizi Mgqwetho, uMama uNoni Jabavu, uTata J.R Jolobe, uTata P.T. Mtuze nabanye abaninzi.

Libraries

Through the use of technology, communities were able to access reading material in electronic format (e-books) from the comfort of their own homes. We will continue to increase our e-books catalogue to ensure variety of books to serve diverse reading needs. Having provided internet connectivity in our libraries the department will continue to improve its services by upgrading its network infrastructure. This will ensure safety of the users and provide the necessary monitoring systems.

Madam Speaker, we have just launched recording studios for audio books in our Mdantsane library. The audio books will be translated to the dominant language in the province isiXhosa, narrated and recorded here in the Eastern Cape and distributed to libraries across the country as this is the first of its kind initiative in public libraries. Le yeminye yemizamo yethu yokuqinisekisa ukuba abantu abaphila nokhubazeko, ingakumbi abangaboniyo, baziva beyinxalenye yaloMzantsi Afrika mtsha sithetha ngawo.

On infrastructure, we have built a state of the art library in Alice, equipped with modern technologies, the library bodes well with the university town that it is built in. We will also be building a new library in Cookhouse, do major refurbishments in the Jeffery's Bay and Fort Beaufort libraries, we will also start with the designs for a new Qumbu library. Okwethu kukukhuthaza iphondo elifundayo ngokwenza amathala ethu eencwadi abeyindawo yokuya xa ubani efuna ulwazi.

Archives and Records Management

The project for the conversion of Provincial Archival Records into digital format will continue. This project will assist in enhancing access to these records. Discussions will be finalised with the Western Cape Department of Cultural Affairs and Sport with regards to access to the Eastern Cape Archival Records housed in the Western Cape

In terms of Provincial Records management, the department will continue to provide support to governmental bodies as per its constitutional mandate. Having drafted the Provincial Records Management Policy, the focus will be on the marketing and implementation of the policy throughout the province. The aim of this is to improve on the Provincial Records Management practices across governmental bodies.

Sport and Recreation

The Covid 19 pandemic has significantly affected the sport and recreation sector with almost all activities being placed on hold with exception of professional sport. As a department that is mostly focused on the development side of sport this has affected our own operations significantly. As a response to the pandemic we modified our plans to prioritise the provision of sporting equipment and apparel, this was to ensure that sporting clubs are better resourced and prepared for when sporting activities resume. We further used our resources to provide social relief to athletes and clubs that were negatively affected by the cancellation of events due to the pandemic.

Our approach to sport is developmental focussed on investing across the entire system but with a priority on grassroots level. We have further targeted our support to sport development in the previously marginalised areas like townships and rural areas. Our delivery model is anchored on school sport, club development, sport administration and governance, sporting excellence and professional sport. This delivery model enables to support sport development across the system, from early ages to professional and international competitive levels.

School Sport

Schools Sport continues to be a shared responsibility between the department and the department of education. We will continue with the resourcing of schools with equipment and attire focusing on quintile 1-3 schools particularly rural schools. In this regard, for this financial year, we are targeting 30 schools per district and a total of 240 schools across the province.

In order to have quality and be progressive in the delivery of school sport programmes, we will capacitate educators and School Sport Volunteers by training them in coaching, administration and technical officiating. In compliance with Covid-19 regulations some educators will be trained as

Compliance Officers. These training programmes will target a total of 490 educators across the province focusing on 7 sporting codes namely; Athletics, Basketball, Cricket, Football, Gymnastics, Netball and Tennis.

Some of the weaknesses that we have observed in the last years is that children from previously marginalised communities only start to be engaged in sport when they are about 11 years old, that negatively affects their abilities to play sport and reach excellence. In our attempt to remedy this, junior sport which includes Early Childhood Centres (4-6yrs) and foundation phase (7-13 yrs) will be prioritized. Officials from the ECD centres will be trained on the implementation of junior sport programs and junior sport specific programs will be implemented throughout the province. The Children's Day will be observed through recreation programs for the children during the month of November.

In order to improve the governance, school sport structures and associations will also be resourced and supported in collaboration with the federations. The Eastern Cape Provincial Academy of Sport will continue with its program to support the identified sport focus schools across the 8 districts. The sport focus schools programme seeks to ensure that identified schools are models of best practice in school sport and centres of sporting excellence through a comprehensive support in coaches' education, scientific approach to training, modern gym equipment and facilities.

Club Development

Sporting clubs are the base of any sport federation, therefore the department, working together with federations, will finalise **club development plan** with a view to strengthen club development programme. Through this plan, we will be able to provide necessary support to 176 identified sporting clubs, ranging from the provision of sport equipment and or attire, training of club officials to supporting local leagues. These clubs cut across 16 identified sporting codes. Through an **established training database**, a target of 250 sporting officials from

different clubs across the province will be trained, prioritising 5 sporting codes, thus 50 Athletics Coaches (Level 1), 50 Football Referees, 20 Rugby Coaches (Level 2), 30 Swimming Judges (Level 1), 50 Netball Coaches (Level 1).

Women Sport

We continue to prioritise women as a historically marginalised group within the male dominated world of sport, women sport development programs will receive priority in terms of policy development framework (*i.e. Women in Sport Policy – EC chapter*) which will chart a way for resourcing and participation of women and girls from local, district, national and international level.

Netball being the biggest women's sport code and given that South Africa is to host the 2023 Netball World Cup, we will increase our support to the code. We have set aside a budget of 1 million Rand to support Eastern Cape Netball Squad in terms of Medics, Nutrition, Transport, Consumables and Fitness Tests. We also have programmes at grassroot levels aimed at developing netball.

In terms of football we are providing support to SAFA to rollout a Provincial Women Football Development Programme, included in this program is a target of 40 women sporting officials who are coaches, referees and technical officials. We will further provide support to the COSAFA Women's Soccer Cup that is hosted annually at the Nelson Mandela Bay Municipality. In terms of rugby, we will continue to host our annual Geneva Scholtz Annual Women's Rugby tournament in Middleburg. In our international relationship with the State of Lower Saxony in Germany we will now place the Women Development programmes at the core across the key elements of the agreement. This includes the hosting of the Annual International Women in Sport Seminar facilitated by German sport development experts.

Sporting Excellence and Professional Sport

In this period of continued limited contact and direct sporting participation, The Eastern Cape Academy of Sports is focused on the conditioning and training of individual athletes using virtual and other non-contact platforms. The Academy working together with the different provincial sporting federations is preparing Eastern Cape athletes to participate in national and international competitions, this includes 8 athletes being prepared to for the 2021 Tokyo Olympics and Para-Olympics.

We continue to provide limited support to professional sports within the province, this includes support towards the recovery and participation of the Border Rugby. We are further looking at means to support the other provincial sporting federation in terms of their professional teams. These include Eastern Province Rugby, Border Cricket and SAFA in terms of the growing number of teams in the province playing in the ABC Motsepe and Glad Africa Leagues like the recently promoted iMbizana Pondo Chiefs.

Our efforts are geared to towards ensuring that the province has a number of teams participating at the professional level across different codes. Mandiyithethe into yokuba ayisiphethanga kakuhle into yokuba iiPondo Chiefs zibe kanti zidlalela kwiphondo laKwaZulu Natal ngokuba kungekho ziseko zisemgangathweni kwiphondo lethu, singurhulumente wephondo siyangenelela kulomcimbi ukuqinisekisa ukuba iPondo Chiefs iyabuya kungekudala. Speaker, siphezulu kokutyikitya isivumelwano neLeague yaseSpain, iLaliga nalapho sijonge ekubeni kuqeqeshwe abaqeqeshi, abalawuli bebhola ekhatywayo nokuphuhlisa ibhola ekhatywayo kweliphondo.

Recreation

One of the major lessons of the Covid 19 pandemic is the importance of healthy and active lifestyles, in this regard we will increase our awareness campaigns and the promotion of recreational activities. We continue to encourage families and individuals to maintain active lifestyles through

home based recreational activities. Our programmes in this regard include Aerobics, Indigenous Games, Fun run/ walk, Golden games for senior citizens, junior sport activities, Girl guides and scouts, Traditional Horse racing, Outdoor Adventure, learn to swim and National Youth Camp. Under our Siyadlala Mass Participation program, we will establish hub profiles for the 120 community hubs with a view to improve our support and resourcing of these development centres. This initiative will further assist us in identifying skills gap, improving on our volunteer management plan and strengthening our junior sport focussing at Early Childhood Centres (4-6yrs) and Foundation Phase (7-13 yrs), as indicated earlier.

Sport Administration and Governance

The department has a sound relationship with the Eastern Cape Sport Confederation which serves as the Macro-Body for sport in the province. In our regular interaction with the Confederation we agreed that in 2021/22 we must focus on improving the capacity of Provincial, District and Local Federations. This assist in sharpening of the of the leadership skills in order to improve governance and administration. In rolling out the program we will include the Associations for People with Disabilities and the District Sport Councils. The department together with the ECSC will audit all sport structures so that the state of each federation is well understood. The process will also include the adherence to the main Transformation Principles.

Administration

We have had set ourselves targets to transform the public service for effective and efficient delivery of services to the people of the province. To this effect, the department will continue with the transformation programmes adopted in the previous financial years to address the gaps identified for attainment of good governance.

Good Governance and Ethical Leadership

In compliance with the PDSA directive on the SMS mandatory capacity building a Good Governance and Ethical Leadership Training was implemented and extended to other managerial levels. We have as a result seen greater improvement in staff financial declarations as well as a significant decrease in the number of officials who have been deemed to be trading with the state. In the current financial year, the focus will be on Strategic and Financial Management as key competencies that will be developed through training.

In order to improve audit outcomes, we have implemented a monitoring mechanism through dedicated meeting of senior managers to monitor and review progress on the Audit Improvement Plan. In the previous financial year we have developed and adopted our own Consequence Management Framework in 2020 which was also endorsed by the Audit Committee. This has been circulated to all employees in an easy to read booklet together with the code of conduct to ensure that every employee is aware of the ethical conduct that is expected from employees and the consequences thereof. We have also reduced managed to decrease our SMS disciplinary cases by 2/3, the 1/3 of which we are targeting to finalise this financial year 2021/2022. Currently, there are no SMS members that are on suspension.

Transformation of Organisational Culture

In the 2020/21 financial year the Compulsory Induction Programme was conducted sixty (60) newly appointed officials including five (5) new members of SMS. The re-orientation programme was implemented in the OR Tambo district. In the 2021/22 financial year the department will continue to implement the Compulsory Induction.

The Compulsory Induction Programmes of the public service are designed to enhance high levels of professionalism, good ethical behaviour to improve service delivery. These induction programmes have been able to

increase the understanding of the Constitution, the mandate of the public, a citizen- centred service ethos, enthusiasm for public duty and a commitment for improved service delivery amongst departmental officials.

Women Empowerment

Through our Accelerated Women Empowerment programme the we have been able to increase capacity and employment opportunities for women, the programme has resulted in a percentage increase of women in the SMS and managerial levels of the department. Through this programme all participants were trained in all the Key competencies of the Senior Management so as to create a pool of readily available officials to assume senior positions. The department will continue with the second and final phase of the Accelerated Women Empowerment Programme by implementing a structured Mentorship Programme as DPSA guidelines. Mentors who will be SMS and MMS members will be trained and appointed as mentors of the proteges.

Employment Equity

Through the implementation of the employment equity plan and the women empowerment programme we have improved in the employment of women at managerial levels, our top management has 80% women representation and the SMS Level has to 41% due to dismissal of the 2 SMS members, currently there are 4 SMS vacancies and we are planning to use these vacancies to bridge the gap. In employment of persons with disability the department is currently sitting at 1,6% and we are also working to improve on this.

Youth Empowerment and Creation of Job Opportunities

Through our developmental programmes we have been able to create learning opportunities to 104 unemployed youth in the form of Internships, learnerships and work Integrated programmes for both TVET students and university graduates. As legislated by the Skills Development Act through its partnership with the Culture, Arts, Tourism, Hospitality and

Sport Education and Training Authority (CATHSSETA) the department has been awarded a Discretionary Grant Funding for five (5) TVET Work Integrated Learners (WIL) and ten (10) University Work Integrated Learners. Through the EPWP we have created work opportunities for 136 young people and we will further recruit fifteen (15) graduate interns for a twenty-four (24) months' contract under our skills development levy in the 2021/22 financial year.

The department will continue to strengthen its relations with different SETAs and apply for more Discretionary Grant funding in order to get more funding, to increase the number of in- take for the upcoming years. An amount of R800 000 under the Skills Development levy is allocated under the Bursary programme for employees of the department. Through its Skills Levey Funding the department can address the skills gaps identified to increase the performance of both the organisation and the employees. The department also partners with PSETA and the Office of the Premier to access more funding opportunities for its employees.

Modernisation and Automation of Business Processes

As we have reported in the last financial year that we had planned to modernise and automate of the e-submission, e-leave management, payment & invoice tracking, S&T and fuel claims, we are happy to announce that all these were completed and are now being utilised by the department. In the 2021/22 financial year, we will expand the automation project to include the strategic, planning and reporting, integrating this with the PMDS so that there is a clear automated process between the targets of the department to those of the individual. We will also introduce and implement e-filing for the department as well as conduct training for all the automated areas for both the administrators and users.

The advent of the Covid 19 and the budget cuts brought about by the undesirable economic outlook, we are rethinking our operations and processes. We will review our service delivery model by decentralising more of our core business services to districts, while we consolidate and

streamline our corporate services, in some instances, applying a shared model so that we are able to do more with less.

Conclusion

Honourable Speaker,

I present to this House and to the entire Eastern Cape community our 2021/22 Annual Performance Plans, 2021/22 Operational Plans and budget summary for both the Department and Eastern Cape Provincial Arts and Culture Council (ECPACC).

Programme	Medium-term Budget Estimates, R'000		
	2021/22	2022/23	2023/24
Administration	307 078	309 377	283 574
Cultural Affairs	255 913	234 314	244 859
Library and Archives Services	254 094	253 089	274 281
Sport and Recreation	163 143	161 981	162 054
Total	980 228	958 761	964 768

I, Thank You