

Press Release



**South African
Institute of
Race Relations**

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Media Contact: Kerwin Lebone
Tel: 011 492 0600/0580
E-mail: klebone@sairr.org.za

More whites wanted in defence but fewer in the police

Two departments of the security cluster aim to implement employment equity targets that have contradictory objectives. One wants to increase the proportion of white people in its ranks while the other intends to do the exact opposite.

The employment equity (EE) targets of the Department of Defence and Military Veterans, as set out in the Defence Review guidelines, propose a staff complement that consists of 65% Africans, 24% whites, 10% coloured people, and 1% Indians.

Meanwhile, the South African Police Service (SAPS), in its EE targets, is seeking an employee mix of 79% Africans, 9.6% whites, 8.9% coloured people, and 2.5% Indians.

These figures appear in this year's edition of the *South Africa Survey*, published by the South African Institute of Race Relations.

The SAPS wants to reduce the proportion of its white employees from 15.6% to 9.6% and increase that of Africans from 70.7% to 79%. This would match the proportions of whites and Africans in the broader South African population.

On the other hand, the defence department seeks to reduce the proportion of African staff from 68% to 65% while increasing that of whites from 18% to 24%.

It would seem that the SAPS is committed to making the organisation racially representative while the defence department is so desperately short of skills that it is willing to employ more whites than required by EE targets.