



EPG: Individual Federation Barometer and Sport Transformation Charter Scorecards

2018/19



PART 1

**TRANSFORMATION BAROMETER AND CHARTER SCORECARDS
BASED ON SELF-SET AND PREDETERMINED, ONE-SIZE-FITS-ALL
TARGETS IN SELECT CHARTER CATEGORIES**



sport & recreation

Department:
Sport and Recreation South Africa
REPUBLIC OF SOUTH AFRICA

Transformation
Committee

epg

Eminent Persons Group
on Transformation in Sport



The Independent EPG Committee

The EPG comprises prominent personalities, men and women of good standing in society:

Mr Happy Ntshingila, the Chair of the EPG

Ms Ria Ledwaba

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Mr Louis von Zeuner

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Contents

Foreword by the Minister of Sport	05	Individual Federation Barometer Self-Set and Pre-Set Charter Target Scorecards	14
Statement by the Chairperson of Transformation Committee	07	Athletics	14
Acronyms and Abbreviations	08	Baseball	28
Background	09	Basketball	41
Transformation Status Report Layout 2018/19	10	Bowls	50
		Boxing (Amateur)	64
		Chess	74
		Cricket	75
		Football	90
		Gymnastics	103
		Hockey	118
		Jukskei	134
		Netball	147
		Rowing	161
		Rugby	174
		Softball	189
		Swimming	203
		Table Tennis	217
		Tennis	231
		Volleyball	246

"Development and transformation in sport continues to mirror and reflect the state of the socio-economic status of our country notwithstanding the great efforts made by the department as well as the key stakeholders in the sporting sector."

– Nathi Mthethwa



Mr N Mthethwa, MP
Minister: Sports, Arts and Culture

Foreword by the Minister of Sport

I am honoured to present the first Eminent Persons Group (EPG) report as Minister of the newly configured Department of Sports, Arts and Culture. The 2019/2020 report comes on the back of what has been an exciting year for our sporting codes in the international arena, where our teams have experienced highs and lows.

The Springboks won the Rugby World Cup in Japan – their third crown on three different continents (Africa in 1995, Europe in 2007 and Asia in 2019). Our cricket team, the Proteas, disappointed in their World Cup appearance midyear in England. Our women senior national football team, Banyana Banyana, made their debut at the World Cup in France and made their mark despite bowing out in the first round. Another highlight is the performance of our Protea netball team, which lost at the seminal of the World Cup held in Liverpool. They certainly showed the world what they are capable of, and gave the country reason to believe that come the 2023 Netball World Cup in Cape Town on African soil, we will be strong contenders. Let us not forget that this being an Olympic and Paralympic year, with Japan 2020 taking centre stage, a lot is expected from our athletes, as they will be jetting off to represent 57 million South Africans.

Having said all that, for South Africa to remain competitive in the global sporting arena, we need to champion the transformation agenda. The ongoing exclusion of people from opportunities for developing

their skills and talents to reach their full potential will have unpleasant repercussions for our society at large.

Social justice, a constitutional imperative, is about the fair and just distribution of opportunities, resources, privileges and burdens in society. The preamble to our constitution promises to provide a foundation to “heal the divisions of the past and establish a society based on democratic values, social justice and fundamental human rights”. It further promises to improve the quality of life of all citizens and free the potential of every person.

Championing social justice, therefore, is about delivering on our constitutional mandate. The 2011 Sport Indaba defined a way forward in this regard with the adoption of the Transformation Charter, which paved the way for the establishment of the Transformation Audit Committee, the EPG and the introduction of annual transformation audits.

This year’s report marks a watershed moment since the launch of these audits, in that leadership in the government and sports sector can no longer afford to

not respond to the dysfunctional school sports structure, as this is the baseline and talent pipeline for the future of sport in our country.

We must acknowledge and deal with the dynamics of population demographic changes for the long-term sustainability and competitiveness of sports. Of concern are factors such as the continued under-representation of the growing 80% black African component of society, a projected decrease in white population numbers from the current 4.5 million to about 2 million by 2050, a projected decline of 33% over the next 15 to 20 years in the number of whites under 18 and the corresponding increase, from 17 to 21 million, in the black African under-18 age group.

We have to find a mechanism to deal with the impact of increasing levels of poverty and inequality, which is dividing the sports system in two – one for those who can afford to play, and another for those who cannot afford to play.

It is, therefore, crystal clear that if we fail to administer tough reforms and find reliable partners in implementing the transformation agenda, we will be failing our society and future generations.

Transformation status is established by measuring actual federation performance in 18 categories (as defined by the Charter) against two sets of targets in scorecard format. The one scorecard is based on the achievement of the prescribed and one-size-fits-all targets of the Charter, and the other, the 'Barometer' (introduced in 2016/2017) is based on the achievement of a federation's own or self-set and forward-projected targets. Both sets of measures serve as milestones directing a federation's transformation journey towards 'an accessible, equitable, sustainable, demographically representative and competitive sport system'. As the

adage goes, 'you can't improve what you don't measure'. Therefore, the quality of data collected and submitted by federations becomes integral to the audit process. Though there has been some improvement in the data submitted, more still needs to be done. Credit must go to federations such as those for cricket, netball and rugby, who are consistently providing highly reliable data which are the benchmarks for the process. The biggest improvement from 2017 to 2018 was shown by softball, with 29 percentage points (35% to 60%), whereas football and tennis showed the largest decreases, with 14 and 12 percentage points, respectively.

With all the barometer forecasts reviewed and changed where required, penalties will be rigorously applied in 2020. Four of the five pilot federations, namely rugby, cricket, football and netball, have all achieved their self-set Barometer targets in 2018/19.

A lot of ground has been covered. There have been some marginal successes; however, major challenges remain as highlighted above. There seems to be 'light at the end of the transformation tunnel'. I would like to encourage all the federations to take ownership of the process and commit to upholding very high standards in our quest to transform our sporting landscape and build a country and sports system in which the majority of South Africans have equitable opportunities for participating and excelling in sports.



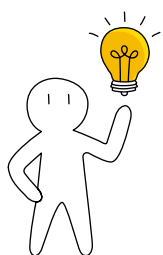
Mr N. Mthethwa, MP
Minister: Sports, Arts and Culture

Statement by the Chairperson of the Transformation Committee (EPG)

First let me congratulate the team for successfully completing yet another audit. As you know, this is no small task and could not have been achieved without the co-operation of the federations. For that I thank all those who have been intimately involved with this process.

The road to transformation is a long one. And it is riddled with many potholes. The country's economy has been faced with its own challenges and, as you know, poverty, which affects those who mainly come from disadvantaged backgrounds, is one of the biggest hindrances to access to sport. Even those who are lucky enough to make a breakthrough from the shackles of poverty and crack it into mainstreams sport, still faces enormous challenges as they enter the arena substantially disadvantaged. Talent alone does not lead to success. All the other ingredients, training, nutrition, health and access are but some of the factors necessary for achieving success in sport.

The Sport Transformation Charter is not ambiguous. It calls for change. Change for the better. And we have no choice in the matter, otherwise we will never be able to compete with the best in the world. Numbers don't lie, and as you will see in this latest publication, the population numbers tell us that if we do not transform now, some of the white dominated sporting codes will soon be extinct.



In terms of the audit itself, while it is encouraging to see that federations are making every effort to achieve the self-set targets, it is also disappointing that those that seem to be making progress are the same ones who have done so in the past. The usual suspects who have, in the past, failed to come to the party, continue to underperform.

The challenge does not end there. The schools' sports system remains a challenge. It is common cause that when the school's sports system is dysfunctional, young talent cannot be nurtured properly.

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This situation cannot be allowed to persist. I have mentioned before that transformation is non-negotiable. It requires a willingness on the part of the leadership of federations to make a play for change. For the betterment of sport. To build a united nation; a winning nation.

Thank you.

Mr Happy Ntshingila,
Chairperson of Transformation Committee

Acronyms and Abbreviations

BEE	Black Economic Empowerment
CEO	Chief Executive Officer
DBE	Department of Basic Education
EPG	Eminent Persons Group
SASCOC	South African Sports Confederation and Olympic Committee
SASSO	South African School Sports Organisation
SAFA	South African Football Association
SISA	Sport Information and Science Agency [no longer exists]
SRSA	Department of Sport and Recreation South Africa
Stats SA	Statistics South Africa
USSASA	United Schools Sports Association of South Africa



Background

Since the adoption of the Transformation Charter by the sport movement, in 2011, and the appointment of an independent transformation commission (the Eminent Persons Group (EPG)) in 2012, by Minister Fikile Mbalula, seven (7) transformation status reports have been published. The responsible study group included Dr Willie Basson, Ms Matoko and Ms Radebe.

The *first ever* report on the transformation status of sport, based on the charter, was a pilot project which included *athletics, cricket, rugby, football, and netball*. This report was published in 2012, *eighteen* years after the country's first democratic elections in 1994.

In 2013, the number of federations that were audited increased to 19, with the inclusion of amateur *boxing, basketball, baseball, bowls, chess, gymnastics, hockey, jukskei, rowing, softball, swimming, table tennis, tennis* and *volleyball*.

Since then, based on the cooperation of the 19 codes indicated, six reports, profiling the transformation status of sport individually and comparatively, have been published annually. This has resulted in a reliable insight into and understanding of individual federation support and commitment to *change* and, importantly, the *strategic* factors impacting the rate and extent of transformation.

The audit reports support the important role of government and sport leadership in:

- Responding more aggressively to an increasingly dysfunctional *school sport* system;

- Acknowledging and reacting to the change in population demographics and the effect of this on the *sustainability* and *competitiveness* of federations with a predominantly White demographic profile;
- Finding mechanisms to deal with the impact of increasing levels of *poverty* and *inequality* which has divided the sport system into one for those who '*can afford to play*' and another for those who '*can't afford to play*'.
- In addition, an increasingly uncertain environment may require sport to make *scenario planning* part of their planning toolkit when looking into the future. 'High' and 'low' road scenario possibilities have become a stark reality for several codes and possibly the South African sport system. Traditional approaches to planning may need to be reviewed. A 'more of the same' approach could have uncomfortable consequences for some.

Part 1 of the report, reflects the achievements of individual federation barometer and charter transformation targets in 'scorecard' format in *selected* Transformation Charter dimensions.

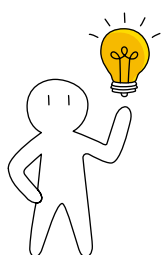
The scorecard provides overviews and comments on the transformation status of federations individually. It compares the achievement of federation targets based on two sets of measures: the achievement of *pre-set*, *one-size-fits-all* charter targets, and the achievement of federation *self-set* and *forward-projected* Memorandum of Understanding (MoU) barometer targets.

Non-achievement of *self-set* charter targets are *not* subject to penalty imposition. Transformation progress in this case depends on the voluntary implementation of interventions designed and implemented by federations in response to the findings, comments and recommendations published in annual EPG transformation status reports.

On the other hand, achievement of *less than 50%* of federation *self-set targets* are subject to the possible imposition of one or more of the following five penalties by the Minister of Sport:

- Suspension or withdrawal of any funding from government;
- Revoking of authority to bid for or stage international tournaments locally;
- *Withdrawal of the right to award national colours; and/or*
- Withdrawal of recognition as a national federation in terms of the National Sport and Recreation Act, 1998 (Act No. 110 of 1998 as amended).

The barometer status of each federation is discussed and commented on, and recommendations are made with respect to penalty imposition and areas requiring improvement.



Non-achievement of *self-set* charter targets are *not* subject to penalty imposition. Transformation progress in this case depends on the voluntary implementation of interventions designed and implemented by federations in response to the findings, comments and recommendations published in annual EPG transformation status reports.



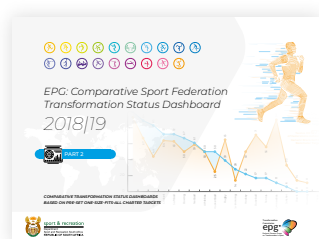
Transformation Status Report Layout 2018/19

The report consists of three parts:



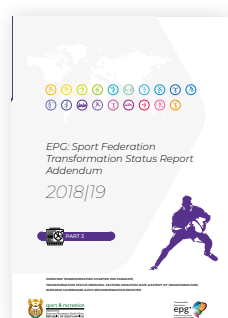
Part 1

EPG: Individual Federation Barometer and Sport Transformation Charter Scorecards



Part 2

EPG: Comparative Sport Federation Transformation Status Dashboard 2018/19



Part 3

EPG: Sport Federation Transformation Status Report Addendum 2018/19

Sport's *Transformation Charter* and the associated ministerial mandate of the *EPG mandate* are included in Part 3 – the addendum.

Sport's transformation status is established based on two scorecard structures: one on the achievement of the pre-set *one-size-fits-all* charter targets (introduced in 2011) and the other on the achievement of federation *self-set* and *forward-projected* 'barometer' targets introduced in 2016/17. The latter structure forms part of an MoU entered into with Sport and Recreation South Africa (SRSA) and the South African Sports Confederation and Olympic Committee (SASCOC) in which failure of a federation to achieve, based on the achievement of a federation's own *forward-projected* barometer targets, is founded on a penalty-based MoU entered into with SRSA and SASCOC.

The 2018/19 report is the seventh since the adoption of the charter. It further expands and deepens insight into sport's transformation status, the factors and drivers impacting the rate and extent of transformation and the strategic and moral reasons for transformation in individual federation and comparative format.

As in 2017/18, this year's transformation status report consists of three separate parts, as listed above and detailed below.

Part 1:

'*EPG Individual Federation Barometer and Sport Transformation Charter Scorecard*' reflects the transformation status of individual federations in *selected* Transformation Charter categories, based on the achievement of two sets of targets.

The first set is based on *charter*-defined '*pre-set* and '*one-size-fits-all*' targets which are not sport-specific and retrospectively focused (rear-windowed). Non-achievement of these *pre-set* charter targets are *not* subject to any penalty imposition, thereby reducing leadership transformation accountability significantly. Transformation progress in this instance is dependent on the voluntary implementation of corrective actions by federations in response to the findings and recommendations forming part of annual EPG transformation status reports.

The second set of targets, '*barometer*' targets, are based on the achievement of a federation's '*own*' (*self-set*) and *forward-projected* targets as part of a MoU between the federation, SRSA and SASCO, introduced in 2012. Non-achievement of 50% or more of the *self-set* targets are subject to the imposition of one or more of the following penalties by the Minister:

- *Revoking of authority to bid for or stage international tournaments locally;*
- *Suspension or withdrawal of funding or support from government;*

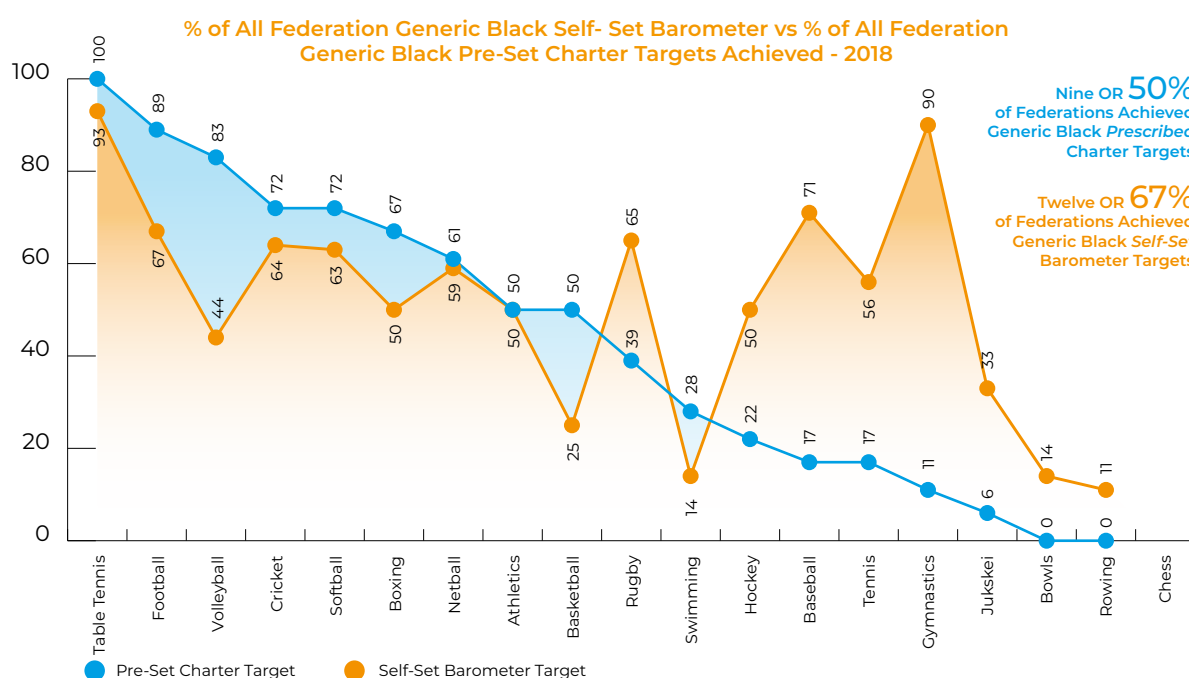
- *Withdrawal of opportunity to award national colours; and*
- *Withdrawal of recognition as national federation in terms of the National Sport and Recreation Act, 1998 (Act No. 110 of 1998 as amended).*

The purpose of the barometer is to improve federation leadership transformation *accountability* and to motivate a greater focus on longer-term sustainability and competitiveness-related issues in sport organisations.

Both sets of performance measures serve as milestones signposting a federation's transformation journey on different roads to '*an accessible, equitable, sustainable, demographically representative and competitive sport system*'.

A comparison between the two sets of measures enables a distinction to be made between conservative (safety first) target setting to avoid penalties and positive, aggressive target setting by federations.

Graphic Comparison of Federation Self-Set Charter and Pre-Set Charter Targets Achieved



In most instances there are noteworthy differences between federation target achievement of *pre-set*, *one-size-fits-all* charter targets and the penalty-based *self-set* barometer MoU targets. The reason is that charter targets are pre-set in

the charter and is therefore the *same* for all federations (a common reference base) whereas the barometer targets are *different* because each federation set their own targets.

The graph reflects two areas of federation target achievement. In the one area the percentage *self-set* barometer target achievement is *higher* than the percentage *pre-set* charter target achievement. This could be the result of conservative, 'safety-first', low barometer target setting by federations, particularly those with predominantly White demographic structures, to avoid penalty imposition. Federations falling into this category include *rugby, hockey, baseball, tennis, gymnastics*, and to a lesser extent *jukskei, bowls* and *rowing* as shown in the graph above. All these federations have achieved *less than* 50% of all pre-set Generic Black charter targets, reflecting low levels of transformation in terms of the charter.

The *chess* federation, due to ongoing governance-related challenges, have not submitted data for 2018/19.

The second region reflects an area where the percentage *self-set* target achievement is *lower or equal* to the *pre-set* percentage charter target achievement. Federations in this category include *table tennis, football, volleyball, cricket, softball, boxing, netball, athletics and basketball*. These federations have all achieved 50% of the prescribed charter target. The reason for the lower *self-set* barometer targets could be that the federations involved have raised their self-set targets to levels higher than the 50% charter target.

Achievement of the *pre-set, one-size-fits-all* charter targets has been challenging for some resource-constrained codes, particularly those with relatively untransformed (predominantly White) demographic profiles. These federations include *rowing, bowls, jukskei, gymnastics, baseball, tennis, hockey and swimming*.

Setting and achieving federation forward-projected *self-set* barometer targets are a function of the insight and understanding of a federation's strategic position and the factors impacting this position. In this regard, the effect of *population demographic* change in certain instances, involvement at school level, the general state of school sport, and poverty-related and inequality-related issues all rate high.

The light at the end of the transformation tunnel is visible for some codes, notably *table tennis, football, volleyball, cricket, amateur boxing, softball, netball,*

athletics and basketball. However, for those with unchanging, predominantly White demographic profiles the light may not be so bright. Codes in this category include *rowing, bowls, jukskei, gymnastics, baseball, tennis, swimming, hockey* and, to a lesser extent, *rugby*. Reshaping demographic profiles in these codes may need to be more aggressively pursued if future leadership structures are not to be left with difficult challenges to resolve.

Ineffective response to the impact of national and regional population demographic changes, small demographically non-representative participation footprints in lower-age groups, ineffective underage high-performance pipelines, and questionable school sport strategies could lead to longer-term sustainability (and *competitive*) challenges.

Compared to pre-1994 and the 20 years immediately thereafter, the period post 2011 has seen substantial changes in the form of more representative and accessible sport structures emerging from a generic Black perspective.

Part 2:

'EPG Comparative Transformation Status Dashboards' reflect the federation transformation status on a comparative basis in 'dashboard' and summarised commentary format, based on the achievement of *pre-set* and *one-size-fits-all* transformation charter targets.

Each component dimension of the Transformation Charter is quantifiable in terms of the measurable outcomes of actions aimed at ultimately bringing about changes that will produce breakthrough results in key areas. Evaluation of the data involves objective examination, analysis and interpretation and allows for appropriate questions to be asked and for judgement calls to be made based on specific criteria. The intention is not simply to assess what the outcomes have been but also why they have occurred, what lessons can be learnt and how the transformation programme might be improved.

Although measures to establish a code's transformation status will be affected by the unique characteristics and situations of a code, a comparison of the outcomes of these measures between federations are useful because performance is measured in the same transformation dimensions. Performance measures serve as milestones signposting a federation's transformation journey

towards 'an accessible, equitable, sustainable, demographically representative and competitive sport system'.

The very essence of a dashboard system consists of a set of strategic metrics which fits the purpose of its use and will drive its long-term success, ultimately supporting improved decision-making and actual performance in specific areas.

There are many ways to build dashboards and all dashboards share the same purpose, that is to deliver information for the right decisions to be taken. A comparative dashboard format allows for the periodic assessment of the impact of specific *actions* undertaken by federations in an *understandable* format which communicates clear and consistent messages. This enables federations to connect scorecards and establish variances, trends, ratios and change in each of the selected transformation dimensions.

A key role of a dashboard is to provide a means for managers to monitor, analyse and sometimes annotate (e.g. explaining variances in an embedded scorecard) and therefore have strong planning links.

Although it is not typical to use major portions of dashboards to display detailed reports, because this would then be more like a 'report-board', it can be highly effective to embed reports within a dashboard. This provides detailed views of information that can support analysis done in scorecards and charts.

Included in Part 2 are federation comparative overviews as well as summary overviews of: Data Input Quality; Overall Generic Black and Black African *Pre-Set Charter Target Achievement*; Federation-Specific Generic Black and Black African *Self-Set Barometer Target Achievement*; Federation Overall Generic Black and Black African Percentage of *Pre-Set Charter Target Achievement*; and Graphic Comparison Federation Barometer *Self-Set and Charter Pre-Set Target Achievements*.

Part 2 concludes with a dashboard comparative performance in each of the charter categories, including an overview of transformation status of women sport in the audited codes.

Part 3:

'EPG: Sport Transformation Report Supplement' comprises comments on general *socio-political* and *socio-economic* issues, including the impact of poverty and inequality on equitable sport participation opportunities. Ongoing exclusion of people from opportunities to develop to their full potential in any area will *not* be without consequences for society at large nor for the longer-term well-being of sport.

Poverty prevents people from entering the race and even when they can, they must carry so much baggage that the odds of excelling are small. Advancing social justice is about delivering on the country's constitutional promise.

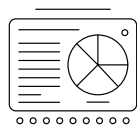
The Transformation Charter adopted at an indaba in 2011, which defines sport's contribution to bring about equitable access to sport, is summarised in this part. Also included are the role and function of the EPG and an overview of federation transformation status measured in terms of *charter* and *barometer* generic Black (Black African, Coloured and Indian) and Black African percentage target achievement.

Two major factors, in addition to poverty and inequality, which affect the *sustainability* and *competitiveness* of sport, are:

- An increasingly dysfunctional school sport system; and
- The changing national population demographic impact on codes with slow-changing, predominantly white demographic structures.

Part 3 includes a brief introduction to scenario planning, concluding with scenario 'game boards' for individual codes as well as South Africa's overall sport system, based on impacting environmental factors. The intention is not to predict a future for SA sport because that is simply not possible. Scenarios and scenario planning are techniques to assist leadership in making choices today with an understanding of how they *might* turn out tomorrow. The approach helps to shape thinking and open disparate minds to alternative possibilities and encouraging a shared vision of the future.

The Supplement concludes with the EPG Recommendations and Implementation Progress Status Register, which includes the latest recommendations.



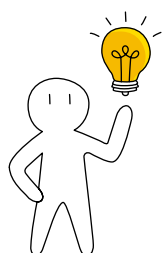
Athletics

Individual Federation Barometer Self-Set and Pre-Set Charter Target Scorecards



SECTION CONTENTS

Athletics: Barometer and Charter Scorecard – 2018 19	15
Athletics Barometer and Charter Performance Overview – 2018	16
1. Subjective Evaluation of Data Submission Quality	16
2. Summary Performance against Barometer Self-Set and Charter One-Size-Fits-All Targets	17
a. Administration	17
b. Senior, Junior and Youth Male and Female Representative Entities	18
c. High-Performance Pipeline	20
d. Performance Records	21
e. Coach and Umpire/Referee Demographic Profiles	22
f. Sport Medicine and Scientific Support Structure	23
General Remarks	26
Conclusion & Recommendation	27



The light at the end of the transformation tunnel is visible for some codes, notably *table tennis, football, volleyball, cricket, amateur boxing, softball, netball, athletics* and *basketball*.

Athletics: Barometer and Charter Scorecard – 2018/19

MORE THAN 100% OF SELF-SET TARGETS ACHIEVED		LESS THAN 100% OF SELF-SET ACHIEVED OR NO FORECAST AND/OR ACTUAL DATA PROVIDED		ZERO SELF-SET TARGET AND ZERO ACTUAL REPORTED				NO DATA PROVIDED BY FEDERATION		
Category	Measures	Barometer Self-set Target 2018	Charter Target	Actual 2018	% Barometer Target Achieved 2018	% Barometer Target Achieved 2017	% Barometer Target Achieved 2016	% Charter Target Achieved 2018	Percentage Point difference Barometer % vs Charter % Target Achievement 2018	Barometer Target Achievement Trend 2016 – 2018
Schools and Clubs	Number of Participating Primary Schools	10 000		3 899	39		87			
	Number of Participating Senior Schools	5 000		1 006	20		1 644			
	Number of Participating Clubs	1235		1 904	154	101	115			
	Number of Club Members	88 000		106 954	122	143	135			
Generic Black Male Representative Teams	Overall Senior Male (Generic Black) Individuals	65	60	67	103	138	75	112	-9	
	Overall Junior Male (Generic Black) Individuals	65	60	55	85	97	58	92	-7	
	Overall Youth Male (Generic Black) Individuals	65	60	52	80	48	58	87	-7	
Black African Male Representative Teams	Overall Senior Male (Black African) Individuals	34	60	50	147	220	46	83	64	
	Overall Junior Male (Black African) Individuals	35	60	45	129	210	32	75	54	
	Overall Youth Male (Black African) Individuals	60	60	35	58	52	25	58	0	
Generic Black Female Representative Teams	Overall Senior Female (Generic Black) Individuals	43	60	25	58	120	0	42	16	
	Overall Junior Female (Generic Black) Individuals	15	60	20	133		45	33	100	
	Overall Youth Female (Generic Black) Individuals	85	60	22	26	50	65	37	-11	
Black African Female Representative Teams	Overall Senior Female (Black African) Individuals	25	60	21	84	267	0	35	49	
	Overall Junior Female (Black African) Individuals	30	60	16	53	36	45	27	27	
	Overall Youth Female (Black African) Individuals	20	60	22	110		60	37	73	
Coaches and Referees or Umpires Demographic Profiles	Demographic Active (registered) Nationally Accredited Generic Black Coaches	68	60	37	54	125	123	62	-7	
	Demographic Active (registered) All Nationally Accredited Generic Black Referees	78	60	70	90	83	96	117	-27	
	Demographic Active (registered) All Nationally Accredited Black African Coaches	50	60	43	86	21	120	72	14	
	Demographic Active (registered) All Nationally Accredited Black African Referees	50	60	44	88	90	91	73	15	
Board and Full-time Staff Demographic Profiles	Board/Exco (Generic Black) Demographic	92	60	85	92	82	100	142	-49	
	Board/Exco (Black African) Demographic	67	60	62	93	75	100	103	-11	
	Full-time Staff (Generic Black) Demographic	85	60	100	118	91	100	167	-49	
	Full-time Staff (Black African) Demographic	75	60	92	123	92	100	153	-31	
Medical and Scientific Group Demographic Profile	Medical Practitioner Generic Black Support Demographic	45	60	100	222	250	303	167	56	
	Physiotherapist Generic Black Support Demographic	45	60	100	222	83	67	167	56	
	Biokineticist Generic Black Support Demographic	NO FORECAST	60	NO DATA						
	Sport Psychologist Generic Black Support Demographic	NO FORECAST	60	NO DATA						
	Computer Analyst Generic Black Support Demographic	NO FORECAST	60	NO DATA						
	Medical Practitioner Black African Support Demographic	42	60	50	119	125	143	83	36	
	Physiotherapist Black African Support Demographic	100	60	100	100	83	67	167	-67	
	Biokineticist Black African Support Demographic	23	60	NO DATA						
	Sport Psychologist Black African Support Demographic	22	60	NO DATA						
	Computer Analyst Black African Support Demographic	11	60	NO DATA						
Preferential Procurement	Total % BEE Purchases	50	50	76	152	3800		152	0	
Number of Categories in which targets have been set					32	32				
Number of Barometer Self-Set Targets achieved					14	11				
% of Barometer Self-Set/Charter Targets achieved					44	34				

Athletics Barometer and Charter Performance Overview – 2018

The following sections summarise the actual performance of athletics against self-set barometer and transformation charter targets in selected charter categories.

1. Subjective Evaluation of Data Submission Quality

The quality of the athletics data provided was subjectively evaluated, based on four criteria. The scores allocated were as follows:

- Completeness of data packages submitted – 40% (40% in 2017);
- Perceived reliability of data submitted – 20% (30% in 2017);
- Perceived commitment to the process – 30% (20% in 2017); and
- Support received from sub-structures – 30% (20% in 2017).

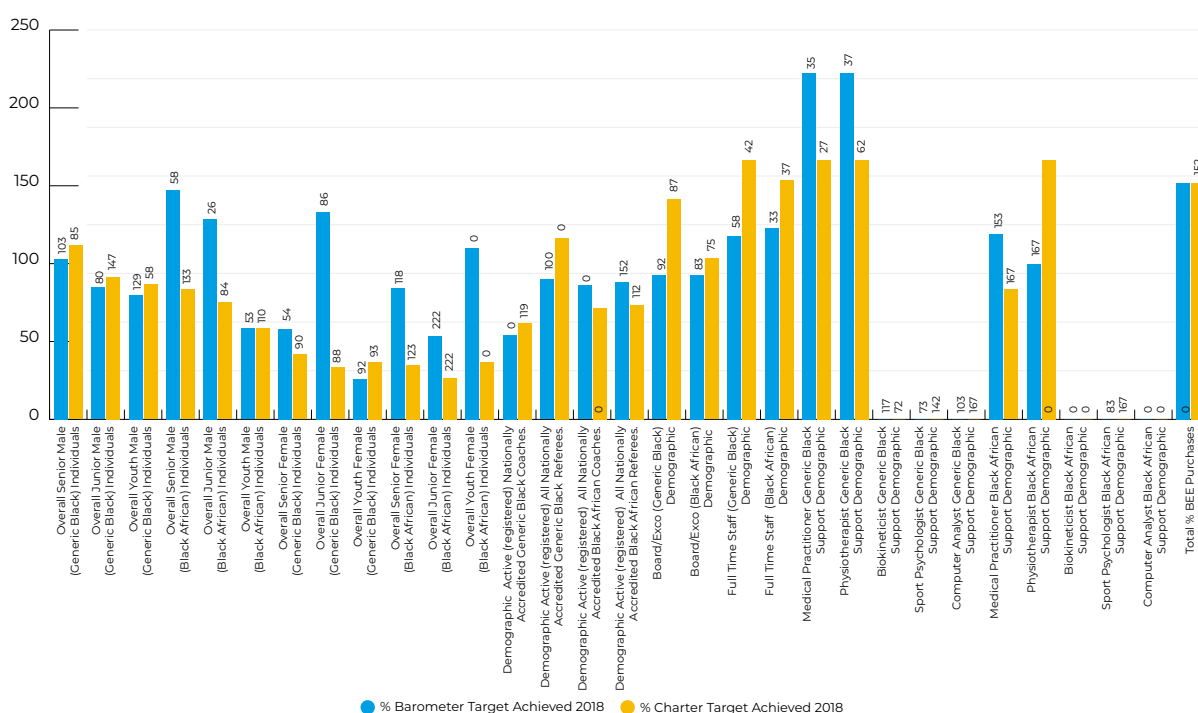
The evaluation of data quality submission resulted in an overall score of 30%, as against 28% achieved in 2017. The average score achieved by the 19 codes audited was 46% compared to the 49% achieved in 2017.

Of concern should be that the quality of the data input of athletics over the past five years is lagging that of the other four original participants in the pilot audit process, being cricket, football, netball and rugby, who have all scored well above 50% in both 2017 and 2016.

The data sheet return process has proved to be challenging to the federation as it still appears to have some administration challenges and a lack of support (although improved) from its component structures, the ultimate source of most data. The appointment of the new CEO has contributed to a much-improved situation. However, the data collection process and EPG reports need more dedicated leadership involvement.

At the request of the federation, the categories for representative participants have been changed to senior, junior and youth. The classification does not provide for suitable insight into the different athletic disciplines and is at best a helicopter view of a complex situation. These categories need to be further broken down and analysed for it to be of any value.

Athletics- % Barometer Target Achieved vs % Predetermined Charter Target Achieved - 2018



2. Summary Performance against Barometer Self-Set and Charter One-Size-Fits-All Targets

The barometer scorecard compares actual performance against self-set barometer and charter targets as shown below.

The athletics federation has submitted self-set performance forecasts in 32 of the barometer categories. There were no targets set in three categories, as shown.

Fourteen (44%) of the 32 self-set barometer targets were achieved, which is less than the 50% required to avoid imposition of any penalties in terms of the barometer MoU. This is an improvement on the 34% and 43% achieved in 2017 and 2016 respectively. However, it is

well below the 50% + scores achieved by cricket, football, netball and rugby, the other 'pilot' codes.

The quality and reliability of school- and club-related data reported over the past three years remains inconsistent and the data provided in different data sheets do not correlate. The school structure for athletics remains problematic. Athletics, despite governance challenges, has made progress since the start of the audit process. However, there are areas that may need attention. Subdivision of the senior, junior and youth participant categories into different disciplines must be considered. In the absence of forecasted self-set targets in these sub-categories for the senior, junior and youth athlete groups, it is not possible to gauge leadership insight into how this situation will change over the next 10 years.

a. Administration

ATHLETICS: NATIONAL ADMINISTRATION DEMOGRAPHIC PROFILE - 2018

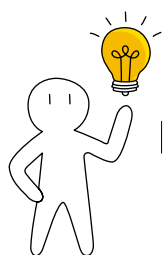
Category	African	Coloured	Indian	White	Women	Disabled	TOTAL	% Black African	% Generic Black	% Coloured	% Indian	% Women	% Disabled
President	1	0	0	0	0	0	1	100	100	0	0	0	0
CEO	0	0	0	1	0	0	1	0	0	0	0	0	0
Full-time Employed Staff Members	11	1	0	0	7	0	12	92	100	8	0	58	0
Part Time Employed Staff Members	1	0	0	3	0	0	4	25	25	0	0	0	0
'Board' Members	16	6		4	9	0	26	62	85	23	0	35	0
Exco/Management Committee Members	5	1	0	2	0	0	8	63	75	13	0	0	0
Finance Committee	1	1		1	0	0	3	33	67	33	0	0	0
Audit and Risk Committee	0	0	0	0	0	0	0						
Transformation Committee	1	0	0	0	1	0	1	100	100	0	0	100	0

At board level, as shown in the scorecard and table above, both the actual generic Black and Black African demographic of 85% and 62% respectively reported *did not* achieve the federation's self-set barometer targets of 92% for generic Black and 67% for Black African respectively.

However, the reported values exceeded the 60% charter targets for the generic Black and Black African board demographic.

The full-time staff complement was reported to have a demographic profile of 92% Black African and a 100% generic Black, both well above the 75% and 85% self-set barometer targets as well as the pre-set 60% charter target (the interim milestone towards sport structures resembling the national demographic profile over time).

The reported board level representation of women, at 35%, is commendable.



The reported board level representation of women, at 35%, is commendable.

b. Senior, Junior and Youth Male and Female Representative Entities

ATHLETICS: NATIONAL REPRESENTATIVE SENIOR AND UNDERAGE MALE INDIVIDUALS DEMOGRAPHICS - 2018

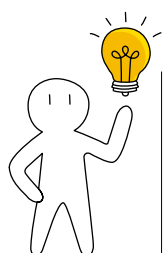
Representation	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
Total Number of Senior Individual Track and Field Male Participants that have Represented Your Code in all International events during 2018	37	17	0	32	86	43	63
Total Number of Senior Individual Cross Country Male Participants that have Represented Your Code in all International events during 2018	6	0	0	0	6	100	100
Total Number of Senior Individual Road Running 21km Male Participants that have Represented Your Code in all International events during 2018	4	1	0	0	5	80	100
Total Number of Senior Individual Race Walk Male Participants that have Represented Your Code in all International events during 2018	3	0	0	1	4	75	75
TOTAL SENIORS	50	18	0	33	101	50	67
Total Number of Junior Individual Track and Field Male Participants that have Represented Your Code in all International events during 2018	20	5	0	22	47	43	53
Total Number of Junior Individual Cross Country Male Participants that have Represented Your Code in all International events during 2018	5	0	0	1	6	83	83
Total Number of Junior Individual Road Running 21km Male Participants that have Represented Your Code in all International events during 2018	NO ROAD RUNNING FOR CATEGORY	NO ROAD RUNNING FOR CATEGORY	NO ROAD RUNNING FOR CATEGORY	NO ROAD RUNNING FOR CATEGORY	0	0	0
Total Number of Junior Individual Race Walk Male Participants that have Represented Your Code in all International events during 2018	0	1	0	2	3	0	33
TOTAL JUNIORS	25	6	0	25	56	45	55
Total Number of Youth Individual Track and Field Male Participants that have Represented Your Code in all International events during 2018	17	8	0	23	48	35	52
Total Number of Youth Individual Cross Country Male Participants that have Represented Your Code in all International events during 2018	NO CROSS COUNTRY FOR CATEGORY	NO CROSS COUNTRY FOR CATEGORY	NO CROSS COUNTRY FOR CATEGORY	NO CROSS COUNTRY FOR CATEGORY	0	0	0
Total Number of Youth Individual Road Running 21km Male Participants that have Represented Your Code in all International events during 2018	NO ROAD RUNNING FOR CATEGORY	NO ROAD RUNNING FOR CATEGORY	NO ROAD RUNNING FOR CATEGORY	NO ROAD RUNNING FOR CATEGORY	0	0	0
Total Number of Youth Individual Race Walk Male Participants that have Represented Your Code in all International events during 2018	0	0	0	0	0		
TOTAL YOUTH	17	8	0	23	48	35	52
OVERALL UNDERAGE DEMOGRAPHIC PROFILE	42	14	0	48	104	40	54

Male Participants – The overall national senior male participant group was reported as 67% generic Black (82% in 2017) and 50% Black African (64% in 2017), both of which exceed the respective self-set 65% and the low 34% self-set barometer targets.

The 60% predetermined one-size-fits-all charter target was achieved for generic Black representation but not for Black African representation.

The overall national junior male participant group was reported as 55% generic Black (63% in 2017)

and 45% Black African (63% in 2017). Both measures reflect a decline in target achievement. The self-set barometer target for generic Black representation of 65% was not achieved, but the 34% Black African target was achieved. The 60% predetermined charter target was not achieved for either of the respective junior male groups as reflected in the scorecard above.



At the request of the federation, the representative participant categories were changed to senior, junior and youth. This classification is at best a helicopter view of a complex situation and does not provide for suitable insight into the different athletic disciplines.

ATHLETICS: NATIONAL REPRESENTATIVE SENIOR AND UNDERAGE FEMALE INDIVIDUALS DEMOGRAPHICS - 2018

Representation	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
Total Number of Senior Individual Track and Field Female Participants that have Represented Your Code in all International events during 2018	8	2	0	43	53	15	19
Total Number of Senior Individual Cross Country Female Participants that have Represented Your Code in all International events during 2018	2	0	0	1	3	67	67
Total Number of Senior Individual Road Running 21km Female Participants that have Represented Your Code in all International events during 2018	3	1	0	1	5	60	80
Total Number of Senior Individual Race Walk Female Participants that have Represented Your Code in all International events during 2018	0	0	0	2	2	0	0
TOTAL SENIORS	13	3	0	47	63	21	25
Total Number of Junior Individual Track and Field Female Participants that have Represented Your Code in all International events during 2018	7	2	0	36	45	16	20
Total Number of Junior Individual Cross Country Female Participants that have Represented Your Code in all International events during 2018	1	0	0	4	5	20	20
Total Number of Junior Individual Road Running 21km Female Participants that have Represented Your Code in all International events during 2018	NO ROAD RUNNING FOR CATEGORY	NO ROAD RUNNING FOR CATEGORY	NO ROAD RUNNING FOR CATEGORY	NO ROAD RUNNING FOR CATEGORY	0	0	0
Total Number of Junior Individual Race Walk Female Participants that have Represented Your Code in all International events during 2018	0	0	0	0	0	0	0
TOTAL JUNIORS	8	2	0	40	50	16	20
Total Number of Youth Individual Track and Field Female Participants that have Represented Your Code in all International events during 2018	12	0	0	42	54	22	22
Total Number of Youth Individual Cross Country Female Participants that have Represented Your Code in all International events during 2018	NO CROSS COUNTRY FOR CATEGORY	NO CROSS COUNTRY FOR CATEGORY	NO CROSS COUNTRY FOR CATEGORY	NO CROSS COUNTRY FOR CATEGORY	0	0	0
Total Number of Youth Individual Road Running 21km Female Participants that have Represented Your Code in all International events during 2018	NO ROAD RUNNING FOR CATEGORY	NO ROAD RUNNING FOR CATEGORY	NO ROAD RUNNING FOR CATEGORY	NO ROAD RUNNING FOR CATEGORY	0	0	0
Total Number of Youth Individual Race Walk Female Participants that have Represented Your Code in all International events during 2018	0	0	0	0	0	0	0
TOTAL YOUTH	12	0	0	42	54	22	22
OVERALL UNDERAGE DEMOGRAPHIC PROFILE	20	2	0	82	104	19	21

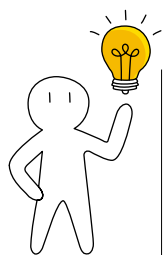
Female Participants – The overall actual national senior female representative group was reported as 25% generic Black (well below the 48% reported in 2017). A 21% Black African demographic was reported for senior women participants. Unlike for senior males, the two measures did not exceed the predetermined 60% charter target. Neither the self-set generic Black target of 43%, nor the 25% Black African target was achieved, as shown in the scorecard.

The actuals for the overall national junior female group was reported as 20% generic Black (10% in 2017) and 16% Black African (10% in 2017). Neither of these two measures exceeded the one-size-fits-all 60% charter target, whereas the self-set target barometer for Black African representation of 10% was also not achieved.

However, the reported 20% generic Black demographic did exceed the 15% self-set barometer target as shown in the barometer scorecard.

The national youth female group was reported as 20% generic Black and 22% Black African on average. Neither of the two measures exceeded the one-size-fits-all 60% charter target. The self-set barometer generic Black target of 85% was not achieved and the Black African barometer target of 20% was also not achieved, as reflected in the barometer scorecard.

Compared to the male senior, junior and youth athletic groups, female representative entities are significantly untransformed, so much so that female athletics, based on the reported demographic profiles above, could face sustainability challenges in the future.



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c. High-Performance Pipeline

ATHLETICS: NATIONAL SENIOR AND UNDERAGE MALE HIGH PERFORMANCE SQUADS - 2018

High Performance Group	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
National Individual Senior Male High Performance Squad Members	16	10	0	7	33	48	79
National Individual Junior Male High Performance Squad Members	5	7	0	6	18	28	67
National Individual Youth Male High Performance Squad Members	4	4	0	7	15	27	53
Average underage	9	11	0	13	33	27	61

ATHLETICS: NATIONAL SENIOR AND UNDERAGE FEMALE HIGH PERFORMANCE SQUADS - 2018

High Performance Group	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
National Individual Senior Female High Performance Squad Members	3	1	0	10	14	21	29
National Individual Junior Female High Performance Squad Members	1	1	0	9	11	9	18
National Individual Youth Female High Performance Squad Members	1	0	0	14	15	7	7
Average underage	2	1	0	23	26	8	12

The male group of high-performance groups of athletes comprising 33 senior athletes (26 in 2017) was reported as 48% Black African (50% in 2017) and 79% generic Black (77% in 2017), with only the generic Black demographic component achieving the 60% one-size-fits-all charter target.

The demographic of the 18 (19 in 2017) junior male athletes in the group was reported as 28% Black African and 67% generic Black, with only the latter achieving the one-size-fits-all 60% charter target.

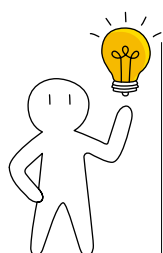
The demographic of the 15 youth male athletes in the group was reported as 27% Black African and 53% generic Black, neither of which achieved the one-size-fits-all 60% charter target.

In contrast, the female group of senior high-performance athletes comprised 14 athletes (10 in 2017), reported as 21% Black African (40% in 2017) and 29% generic Black (67% in 2017). Neither the generic Black demographic nor the Black African components of the group have achieved the one-size-fits-all 60% charter target. A 71% White female senior group.

The demographic of the 11 junior female athletes (12 in 2017) in the group remains problematic from a demographic perspective because it was reported as only 9% Black African despite an improvement on the 0% reported in 2017 and 18% generic Black (50% in 2017), neither of which achieved the one-size-fits-all 60% charter target, reflecting a 92% White profile.

The demographic of the 15 youth athletes in the high-performance female group (12 in 2017) is highly problematic from a demographic perspective because it was reported as only 7% Black African and 7% generic Black, neither of which came close the one-size-fits-all 60% charter target, reflecting a 97% White profile. Similarly shaped high-performance groups of female athletes will not contribute to sustainable female participant structures in the future.

Regular and competitive representative participation opportunities for different underage groups, supported by quality coaching, medical and scientific support, talent identification and nurturing processes, form an integral part of high-performance programmes and represent the very foundation of future competitiveness and longer-term more sustainable demographic representation profiles.



The Athletics female group of senior high-performance athletes comprised 14 athletes (10 in 2017), reported as 21% Black African (40% in 2017) and 29% generic Black (67% in 2017). Neither the generic Black demographic nor the Black African components of the group have achieved the one-size-fits-all 60% charter target, making this a 71% White female senior group.

d. Performance Records

ATHLETICS: NATIONAL SENIOR AND UNDERAGE INDIVIDUAL MALE PERFORMANCE -2018

Participation Categories	Total Number of events Individuals Participated in	Total No of First Positions	Total No of Second Positions	Total No of Third Positions	% First Positions
Performance in in all international Track and Field competitions in which all Senior Male participants have represented your code during 2018.	4	10	17	6	30
Performance in in all international Cross Country competitions in which Senior Male participants have represented your code during 2018	1	0	0	0	
Performance in all international Road Running (21km) competitions in which Senior Male participants have represented your code during 2018	1	0	0	0	
Performance in all international Race Walk competitions in which all Senior Male participants have represented your code during 2018	1	0	0	0	
Overall Senior Male participants performance	7	10	17	6	30
Performance in in all international Track and Field competitions in which all Junior Male participants have represented your code during 2018.	2	20	15	4	51
Performance in in all international Cross Country competitions in which all Junior Male participants have represented your code during 2018	1	0	0	0	
Performance in all international Road Running (21km) competitions in which all Junior Male participants have represented your code during 2018	No road running for this category				
Performance in all international Race Walk competitions in which all Junior Male participants have represented your code during 2018	1	0	0	0	
Overall Junior Male participants performance	4	20	15	4	51
Performance in in all international Track and Field competitions in which all Youth Male participants have represented your code during 2018	3	25	19	3	53
Performance in in all international Cross Country competitions in which all Youth Male participants have represented your code during 2018	No cross country for this category				
Performance in all international Road Running (21km) competitions in which all Youth Male participants have represented your code during 2018	No road running for this category				
Performance in all international Race Walk competitions in which all Youth Male participants have represented your code during 2018	0	0	0	0	
Overall Youth Male participants performance	3	25	19	3	53
Overall Underage Male participants performance	7	45	34	7	52

ATHLETICS: NATIONAL SENIOR AND UNDERAGE INDIVIDUAL FEMALE PERFORMANCE -2018

Participation Categories	Total Number of Events in Which Individuals Participated in	Total No of First Positions	Total No of Second Positions	Total No of Third Positions	% First Positions
Performance in in all international Track and Field competitions in which all Senior Female participants have represented your code during 2018	4	7	3	7	41
Performance in in all international Cross Country competitions in which Senior Female participants have represented your code during 2018	1	0	0	0	
Performance in all international Road Running (21km) competitions in which Senior Female participants have represented your code during 2018	1	0	0	0	
Performance in all international Race Walk competitions in which all Senior Female participants have represented your code during 2018	2	0	0	0	
Overall Senior Female participants	8	7	3	7	41
Performance in in all international Track and Field competitions in which all Junior Female participants have represented your code during 2018	1	18	15	3	50
Performance in in all international Cross Country competitions in which all Junior Female participants have represented your code during 2018	1	0	0	0	
Performance in all international Road Running (21km) competitions in which all Junior Female participants have represented your code during 2018	No road running for this category				
Performance in all international Race Walk competitions in which all Junior Female participants have represented your code during 2018	0	0	0	0	
Performance in in all international Track and Field competitions in which all Youth Female participants have represented your code during 2018	3	23	22	6	45
Performance in in all international Cross Country competitions in which all Youth Female participants have represented your code during 2018	No cross country for this category				
Performance in all international Road Running (21km) competitions in which all Youth Female participants have represented your code during 2018	No road running for this category				
Performance in all international Race Walk competitions in which all Youth Female participants have represented your code during 2018	1	1	0	0	
Overall Underage Female participants	6	42	37	9	48

The average senior male individual performance record was reported as 30% first positions (43% in 2017) in seven events (29 in 2017) in four participation categories, being track and field (18 in 2017), one cross country event (five in 2017), one road running event (five in 2017), and one race walk event, (one in 2017).

Underage male performances in seven events (11 in 2017) in all junior three youth categories produced 53% first positions, (64% in 2017) and 51% in four discipline categories. Participation in seven underage male events resulted in 52% first positions.

The average senior female individual performance record was reported as 41% first positions (40% in 2017) in eight events (21 in 2017) in four participation disciplines as shown.

Overall underage (junior and youth) female performances in six events produced 48% first positions as shown in the table above.

The less transformed female group of athletes also produced lower quality performances compared with male athletes.

e. Coach and Umpire/Referee Demographic Profiles

ATHLETICS: ALL NATIONALLY ACTIVE ACCREDITED MALE AND FEMALE COACHES, REFEREES AND UMPIRES IN AREA OF JURISDICTION - 2018

Category	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black	% White
All Nationally accredited Male Coaches.	32	20	2	86	140	23	39	61
All Nationally accredited Female Coaches.	3	0	0	12	15	20	20	80
Total Coaches (Male plus Female)	35	20	2	98	155	23	37	63
All Nationally Accredited Male Referees/Umpires.	141	67	12	107	327	43	67	33
All Nationally Accredited Female Referees/Umpires.	70	40	5	40	155	45	74	26
Total Referees (Male plus Female)	211	107	17	147	482	44	70	30

The demographics of the 140 male coaches were reported as 39% generic Black (i.e. 61% White) and 23% Black African, whereas for the very small group of only 15 female accredited coaches, the reported demographic was 20% generic Black (i.e. 80% White) and 20% Black African. The total number of reported coaches, being 155, compares with the 334 reported in 2017, which is an indication of the perceived unreliability of the federation's data reporting processes.

The 63% generic Black male plus female coach demographic achieved the one-size-fits-all 60% charter target but not the federation's own self-set barometer target of 68%. The 36% Black African coach demographic was well below the 60% one-size-fits-all charter target and also the federation's self-set 50% barometer target.

The coaching structure of Athletics South Africa (ASA) appears to be demographically unbalanced, with a sub-optimal number of female and Black African coaches, which suggests a need for review and intervention.

The data reported reflects a significantly untransformed and White-dominated coach structure, which will not be without longer-term consequences for the sport. It also signals the extent of exclusion of Black Africans.

The athletics referee/umpire structure reported totalled 482 (381 in 2017), of which 327 (257 in 2017) were male, i.e. 67% of the total. Of these, 43% (39% in 2017) were Black African and 67% generic Black (i.e. 33% White).

The male component was reported as 43% Black African, which is below the 60% charter target, and as 67% generic Black.

The female umpire/referee group of 155 (124 in 2017) was reported as 45% Black African (57% in 2017) and 74% generic Black (an improvement on the 68% reported in 2017), and 26 White (32% in 2017). This means that the 60% generic Black charter target was achieved, but not the Black African target.

As shown in the scorecard, the self-set barometer target for male plus female generic Black umpires/referees of 78% was not achieved, as shown by the reported 70%, nor was the 50% for the self-set Black African target of exceeded by the actual 44% reported.

f. Sport Medicine and Scientific Support Structure

ATHLETICS: DEMOGRAPHIC PROFILE OF ALL MALE + FEMALE SPECIALIST SUPPORT TO NATIONAL INDIVIDUALS - 2018

	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black	% White
Qualified Male/Female Medical Practitioners used by all National level individuals during last season	1	1	0	0	2	50	100	0
Qualified Male/Female Physiotherapists used by all National level individuals during last season	4	0	0	0	4	100	100	0
Qualified Male/Female Biokineticists used by all National level individuals during last season								
Qualified Male/Female Nutritionists used by all National level individuals during last season								
Qualified Female Sport Psychologists used by all National level individuals during last season								
Qualified Male/Female Computer Analysts used by all National level individuals during last season								
Overall Male/Female Specialist Support	5	1	0	0	6	83	100	0

ASA reported specialist support services in two areas: medical practitioners one (two in 2017), with 100% generic Black African and 50% Black African recorded; physiotherapists four (six in 2017), with 100% Black African and 100% generic Black recorded. Both categories achieved the 60% charter target. As shown in the barometer scorecard, both the self-set barometer targets for medical practitioners (45% generic Black and 42% Black African) were also achieved. The self-set targets for physiotherapist support, 100% Black African and 45% generic Black, were also achieved by the actual 100% reported for both categories.

Reporting by the Sport Medicine and Scientific Support Structure remains ineffective, maybe because the structures established and accredited at tertiary educations in the nineties under the Sport Information and Science Agency (SISA) no longer exist. There is no formally constituted entity coordinating provincial and national accredited specialist membership as well as governance structures for sport psychologists, sport physiotherapists, biokineticists, nutritionists, sport medicine practitioners and computer analysts. This means there is no overarching structure to, for example, design and manage accreditation processes and

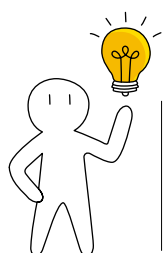
establish and manage applied sport-specific research programmes in association with national coaching structures, in order to establish a register for profiling membership and advise federations on the appointment of appropriately qualified and accredited personnel.

There is reason to believe that South African sport has fallen significantly behind the rest of the world in this area. The need is overdue for sport medical and science support services to be better structured, involving *all* universities (the factories of these sources of specialist knowledge) to coordinate and deliver appropriately structured services on an accredited basis.

It is important for the federation to tailor-make such a structure to serve the widely diversified needs and to reflect the targeted outcome in a revised barometer.

Although targets were set for biokineticists, psychologists and computer analysts, no actual figures for these categories were reported.

Considering the advanced stage of development in the sporting arena worldwide in all the listed categories – nutritionists, sport psychologists, biokineticists, social workers and computer analysts – ASA's medical and scientific support structure remains sub-optimal.



It is important for the federation to tailor-make such a structure to serve the widely diversified needs and to reflect the targeted outcome in a revised barometer.

ATHLETICS: NUMBER OF ALL PARTICIPATING SCHOOLS AND CLUBS (IN AREA OF JURISDICTION) PER DISTRICT AND PROVINCE - 2018

District in Area of Jurisdiction	No of Clubs	No of participating Junior Clubs	No of participating Primary schools	No of Participati ng Senior schools	No of Participating Private schools
Buffalo City	37	0	337	110	13
Nelson Mandela Bay	43	2	248	99	39
Alfred Nzo	12	0	710	140	4
Amathole	10	0	912	195	21
Chris Hani	6	0	665	153	9
Ukhahlamba	7	0	184	49	214
Sarah Baartman	6	0	90	21	3
O R Tambo	33	1	996	494	41
EASTERN CAPE (TOTAL)	154	3	4142	1261	344
Mangaung	40	0	236	123	11
Fezile Dabi	11	0	76	83	6
Lejweleputswa	17	0	149	93	3
Thabo Mofutsanyana	5	0	215	180	3
Xhariep	12	0	48	45	1
FREE STATE (TOTAL)	85	0	724	524	24
City of Johannesburg	170	12	602	269	332
City of Tshwane	177	0	362	243	146
Ekurhuleni	80	4	368	223	124
Sedibeng	16	0	258	85	0
West Rand	50	11	118	58	14
GAUTENG (TOTAL)	493	27	1708	878	616
Ethekwini	135	0	400	285	38
Amajuba	8	0	279	129	5
iLembe	20	0	284	127	1
Sisonke	8	0	255	106	4
Ugu	7	0	285	96	5
uMgungundlovu	30	0	497	207	8
Umkhanyakude	7	0	195	98	4
uMzinyathi	8	0	122	68	5
uThukela	13	0	356	154	6
King C etshwayo (uThungulu)	17	0	564	299	21
Zululand	6	0	782	403	11
KWAZULU NATAL (TOTAL)	259	0	4019	1972	108
Capricorn	30	0	678	385	11
Mopani	28	0	479	197	10
Sekhukhune	15	0	399	259	14
Vhembe	10	0	615	369	8
Waterberg	23	0	198	76	2
LIMPOPO (TOTAL)	106	0	2369	1286	45
Ehlanzeni	23	0	242	109	0
Gert Sibande	12	0	445	128	9
Nkangala	19	0	506	265	13
MPUMALANGA (TOTAL)	54	0	1193	502	22
Bojanala Platinum	48	0	394	165	44
Central (Ngaka Modiri Molema)	152	0	156	63	19
Bophirima (Dr Ruth Mompoti)	23	0	321	131	20
Southern (Dr Kenneth Kaunda)	18	0	212	86	4
NORTH WEST (TOTAL)	241	0	1083	445	87
Frances Baard	9	0	58	45	0
Kgaladi - John Taolo Gaetsewe	6	0	92	52	0
Namakwa	11	0	60	20	5
Pixley-ka-Seme	3	0	72	25	1
Siyanda ZF Mgcawu		0	85	45	1
NORTHERN CAPE (TOTAL)	29	0	367	187	7
City of Cape Town	106	0	486	303	366
Cape W inelands	17	0	232	98	86
Eden	19	0	112	42	86
Central Karoo	2	0	52	41	32
Overberg	3	0	102	15	48
West Coast	10	0	201	13	13
WESTERN CAPE (TOTAL)	157	0	1185	512	631
TOTAL	1578	30	16790	7567	1884

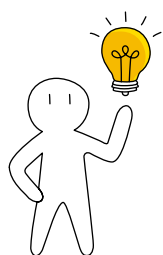
g. Schools and Clubs (Footprint Data)

ATHLETICS: SUMMARY SENIOR SCHOOL PROFILE IN AREA OF JURISDICTION - 2018

Element	NUMBER
Total number of all Senior schools in area of jurisdiction	10681
Total number of all Senior schools (Excluding 'Township' based Senior schools) participating in your code in area of jurisdiction	508
Total number of all 'Township' Based Senior schools participating in your code in area of jurisdiction	498
Total number of facilities available to Senior schools (Excluding 'Township' based Senior schools) in area of jurisdiction	10
Total number of Senior school facilities available to 'Township' based Senior schools)	5373
Total number of accredited coaches available to Senior schools (excluding 'Township' based Senior schools) in area of jurisdiction	515
Total number of accredited coaches available to Senior 'Township' based Senior schools in area of jurisdiction	186
Number of new Senior schools (excluding 'Township' Senior schools) that have started participating in your code during last season in area of jurisdiction	329
Number of Senior schools (excluding 'Township' Senior schools) that have stopped participating in your code last season in area of jurisdiction	1677
Number of new 'Township' based Senior schools that have started participating in your code during last season in area of jurisdiction	0
Number of 'Township' based Senior schools that have stopped participating in your code last season in area of jurisdiction	406
Number of Senior schools (excluding 'Township' Senior schools) participants form part of a High Performance program in area of jurisdiction	31
Number of 'Township Based Senior school participants forming part of a High Performance program in area of jurisdiction	152
Total Number of Senior Schools (excluding 'Township' Senior schools) participating in your code that have girl participants	120
Total Number of 'Township' based Senior Schools participating in your code that have girl participants	0
Direct financial support given to a Senior schools (excluding participating 'Township' based Senior schools) in area of jurisdiction	0
Direct financial support given to 'Township' based Senior schools in area of jurisdiction	151

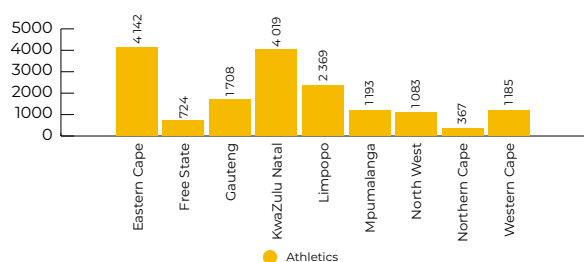
ATHLETICS: SUMMARY CLUB STRUCTURE IN AREA OF JURISDICTION - 2018

Category	NUMBER
Total number of clubs (excluding 'Township' based clubs) participating in your code in area of jurisdiction	1578
Total number of 'Township' based clubs participating in your code in area of jurisdiction	326
Total number of registered male club members (excluding Township based clubs) in area of jurisdiction	34316
Total number of registered male members in 'Township' based clubs in area of jurisdiction	32891
Total number of registered female club members (excluding Township based clubs) in area of jurisdiction	19593
Total number of registered female members in 'Township' based clubs in area of jurisdiction	20154
Total number of league participating teams (excluding 'Township' based clubs) in area of jurisdiction	280
Total number of league participating teams ('Township' based clubs) in area of jurisdiction.	1608
Total number of facilities available to clubs (excluding 'Township' based clubs) in area of jurisdiction	47
Total number of facilities available to 'Township' based clubs in area of jurisdiction.	37
Estimated total facility short fall at club level in area of jurisdiction.	92
Total number of new 'Township' clubs started last season in area of jurisdiction	56
Total number of Township based clubs that have stopped participating last season in area of jurisdiction	38
Total number of new clubs (excluding 'Township' based) that have started participating in your code last season	38
Total number of clubs (excluding 'Township' based clubs that have stopped participating in your code last season.	24
Total number of club players (excluding 'Township' based clubs) forming part of a High Performance Programme last season	83
Total number of club players, from 'Township' based clubs, forming part of a High Performance Programme last season	78
Total number of accredited coaches available at club level (excluding 'Township' based clubs) last season	436
Total number of Teams accredited coaches available at 'Township' based clubs	206
Total Number of Clubs (Excluding Township based Clubs) in your code that have Women Participants	779
Total Number of Township based Clubs participating in your code that have Women Participants	183
Total direct financial support provided clubs (excluding 'Township' based clubs) in area of jurisdiction last season.	R
Total direct financial support provided to 'Township' based clubs) in area of jurisdiction last season	R

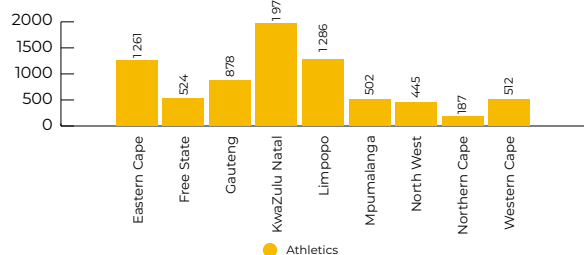


For planning purposes, school sport coordinating structures and data collection processes need to be comprehensively reviewed in association with accountable athletics school structures as suggested to ASA by the then Minister of Sport in 2016.

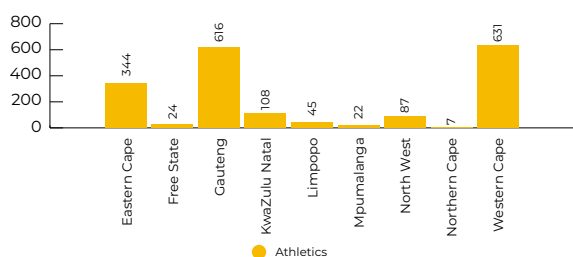
Primary School Participation Profile Per Province for Athletics - 2018



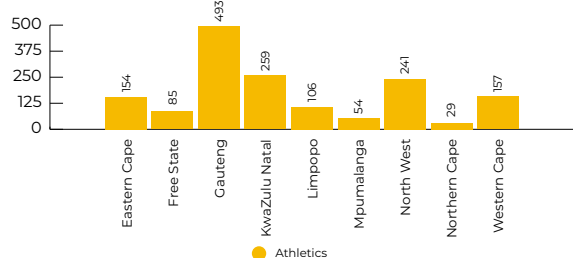
Senior School Participation Profile Per Province for Athletics - 2018



Private School Participation Profile Per Province for Athletics - 2018



Club Participation Profile Per Province for Athletics - 2018



The data above was the first set compiled since 2016. ASA did not submit school- or club-related data other than that required in the footprint part of the data sheet.

The number of primary schools participating in athletics was reported as 16 790 (14 773 reported in 2017) in the footprint and 3 899 (1 109 in 2017) in the primary school profile, whereas the corresponding numbers for senior schools reported were 7 567 as per the footprint and 1 006 as per the senior school profile table. The number of clubs reported in the footprint table was 1 963 (1 237 reported in 2017) and 1 884 (2 017 reported in 2017) in the primary school profile. The differences in the reported numbers in the different source documentation and

last year's data clearly reflect the unreliability of ASA's submitted data. This issue is unfortunate and may require urgent leadership intervention.

As shown in the barometer scorecard, the number of reported participating primary schools did not achieve the self-set barometer targeted number of 10 000 primary schools, nor did the reported number of senior schools achieve the barometer target of 5 000. However, the number of reported participating athletic clubs of 1 904 and 106 954 did achieve the self-set barometer targets of 1 235 and 88 000 respectively.

Targeting and exploring the vast unexplored primary schools and senior schools base (25 000) will have to be more creatively dealt with for the full performance potential to be realised. By all accounts, the federation's school structures need to be reviewed and restructured, based on a closer relationship with ASA structures.

School-related data submitted by the federation, although an improvement on the data submitted in 2016 and 2017, appears to be still unreliable, judging from the discrepancies between the footprint and school profiles presented in data sheets.

For planning purposes, school sport coordinating structures and data collection processes need to be comprehensively reviewed in association with accountable athletics school structures as suggested to ASA by the then Minister of Sport in 2016.

General Remarks

Important challenges to address are:

- The possibility of a somewhat dysfunctional school sport system;
- The decline (in some areas) in numbers of club structures;
- Failure to quantify and understand the real facility problem (and the absence of well-constructed and comprehensive facility plans);
- The ongoing absence of structured and organised sport medical and sport science support structures comparable to that of South African sport's main competitors;
- Sub-optimal and demographically unbalanced high-performance and coaching and referee/umpire structures impacted by changing national population demographics; and
- Black African representation.



CONCLUSION & RECOMMENDATION

Athletics has achieved 44% of its 'self-set' targets in 2018. While this is a significant improvement on the 34% achieved in 2017, it does not reach the 50% required in terms of the MoU entered into with SRSA and SASCOC.

However, it is *recommended* that the federation be given a *conditional* pass subject to it reviewing and resetting its barometer, by extending it to 2030 and resubmitting it before 30 October 2019.

In the barometer review process, the federation needs to carefully consider the comments and observations above as well as those from previous EPG transformation status reports when projecting barometer targets forward to 2030.

The revised barometer should reflect leadership commitment to *change* in key areas of the organisation to lay a foundation on which future leadership structures can build. An ineffective and more-of-the-same approach will not provide such a foundation and will only increase the pressure on those following to adopt more aggressive and risky strategies to deal with unresolved or partially resolved issues.

Consideration should be given to:

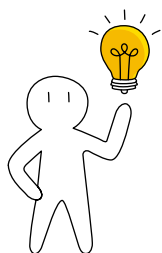
- The issues and weaknesses in the areas highlighted above when revising strategies and resetting barometer targets to ensure *meaningful* change and progress in key strategic areas;
- Ensuring all barometer forecasts demonstrate planned and thoughtful *improvement* and transformational *progress* over the plan period, driven by increasingly challenging targets;

- The implication of *static* or *slow-changing* barometer targets as this reflects sub-optimal rates of change;
- Establishing defined and coordinated programmes throughout the organisation to reduce the impact of *inequality* in all areas; and
- Ensuring the barometer is representative of the 43 listed charter categories, with due regard to: board and administration demographic structure; representative senior and underage teams; coach and umpire demographic profiles; shape of medical and scientific support base; equitable annual representative participation opportunity at 'international' level for *both* senior and underage male *and* female participants; a revised school participation strategy; greater levels of accessibility to club structures; and improved BEE support packages at national and provincial level.

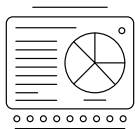
The revised barometer needs to be signed off by the President and CEO, followed by submission thereof to the Director General of Sport and copied to Dr Willie Basson at wdb1801@worldonline.co.za by 30 June 2019.

Failure to comply by 30 June 2019 could result in:

1. 50% or more of annual SRSA grants being withheld, postponed or reduced;
2. The right to bid for and/or stage international events locally being withdrawn; or
3. The position of the federation being reconsidered and the right to participate internationally being suspended.



A revised Athletics barometer should reflect leadership commitment to *change* in key areas of the organisation to lay a foundation on which future leadership structures can build. An ineffective and more-of-the-same approach will not provide such a foundation and will only increase the pressure on those following to adopt more aggressive and risky strategies to deal with unresolved or partially resolved issues.



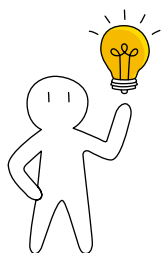
Baseball

Individual Federation Barometer Self-Set and Pre-Set Charter Target Scorecards



SECTION CONTENTS

Baseball: Barometer and Charter Scorecard – 2018 19	29
Baseball's Barometer and Charter Performance Overview – 2018	30
1. Subjective Evaluation of Data Submission Quality	30
2. Summary Performance against Barometer Self-Set and Charter One-Size-Fits-All Targets	30
a. Administration	31
b. Senior, Junior and Youth Male and Female Representative Entities	32
c. High-Performance Pipeline	32
d. Performance Records	33
e. Coach and Umpire/Referee Demographic Profiles	33
f. Sport Medicine and Scientific Support Structure	34
General Remarks	38
Conclusion & Recommendation	40



No high-performance team was reported for baseball – a key element in the development and demographic transformation of the game.

Baseball: Barometer and Charter Scorecard – 2018/19

MORE THAN 100% OF SELF-SET TARGETS ACHIEVED		LESS THAN 100% OF SELF-SET ACHIEVED OR NO FORECAST AND/OR ACTUAL DATA PROVIDED		ZERO SELF-SET TARGET AND ZERO ACTUAL REPORTED			NO DATA PROVIDED BY FEDERATION		
Category	Measures	Barometer self-set target 2018	Charter Target	Actual 2018	% Barometer Target Achieved 2018	% Barometer Target Achieved 2017	% Charter Target Achieved 2018	Percentage Point difference Barometer % vs Charter % Target Achievement 2018	Barometer Target Achievement Trend 2017 - 2018
Schools and Clubs	Number of Participating Primary Schools	174		326	187	108			
	Number of Participating Senior Schools	80		104	130	86			
	Number of Participating Clubs	260		263	101	47			
	Number of Club Members	4 500		7 720	172	130			
Generic Black Male Representative Teams	% Demographic Senior National Generic Black Team Members	20	60	30	150				
	% Demographic National Male Under 21/23 Generic Black Team Members	20	60	24	120				
	Demographic National Male Under 19 Generic Black Team Members	N/A	60						
	Demographic National Male Under 18 Generic Black Team Members	EVERY 2ND YEAR ONLY	60			175	0		
	Demographic National Male Under 15 Generic Black Team Members	30	60	35	117				
Black African Male Representative Teams	Demographic Senior National Male Black African Team Members	10	60	7	70				
	Demographic National Male Under 21/23 Black African Team Members	10	60	10	100				
	Demographic National Male Under 19 Black African Team Members	N/A	60						
	Demographic National Male Under 18 Black African Team Members	EVERY 2ND YEAR ONLY	60			50	0		
	Demographic National Male Under 15 Black African Team Members	10	60	0	0				
Generic Black Female Representative Teams	Demographic Senior National Female Generic Black Team Members	ABANDONED	60						
	Demographic National Female Under 21/23 Generic Black Team Members	ABANDONED	60						
	Demographic National Female Under 19 Generic Black Team Members	ABANDONED	60						
	Demographic National Female Under 18 Generic Black Team Members	ABANDONED	60						
	Demographic National Female Under 16/17 Generic Black Team Members	ABANDONED	60						
Black African Female Representative Teams	Demographic Senior National Female Black African Team Members	ABANDONED	60						
	Demographic National Female Under 21/23 Black African Team Members	ABANDONED	60						
	Demographic National Female Under 19 Black African Team Members	ABANDONED	60						
	Demographic National Female Under 18 Black African Team Members	ABANDONED	60						
	Demographic National Female Under 16/17 Black African Team Members	ABANDONED	60						
Coaches and Referees or Umpires Demographic Profiles	Demographic Active (registered) Nationally Accredited Generic Black Coaches	50	60	40	80	98	67	13	
	Demographic Active (Registered) Nationally Accredited Generic Black Referees	20	60	46	230	324	77	153	
	Demographic Active (Registered) Nationally Accredited Black African Coaches	10	60	14	140	175	23	117	
	Demographic Active (registered) Nationally Accredited Black African Referees	5	60	6	120	100	10	110	
Board and Full-time Staff Demographic Profiles	Board/Exco (Generic Black) Demographic	40	60	40	100	147	67	33	
	Board/Exco (Black African) Demographic	25	60	20	80	125	33	47	
	Full-time Staff (Generic Black) Demographic	0	60	0			0		
	Full-time Staff (Black African) Demographic	0	60	0			0		
Medical and Scientific Group Demographic Profile	Medical Practitioner Generic Black Support Demographic	NO TARGET	60	NO DATA			NO DATA		
	Physiotherapist Generic Black Support Demographic	NO TARGET	60	50			NO DATA		
	Biokineticist Generic Black Support Demographic	100	60	50	50		83	-33	
	Sport Psychologist Generic Black Support Demographic	NO TARGET	60	NO DATA			NO DATA		
	Computer Analyst Generic Black Support Demographic	NO TARGET	60	49			NO DATA		
	Medical Practitioner Black African Support Demographic	NO TARGET	60	NO DATA			NO DATA		
	Physiotherapist Black African Support Demographic	NO TARGET	60	0			NO DATA		
	Biokineticist Black African Support Demographic	NO TARGET	60	0			NO DATA		
	Sport Psychologist Black African Support Demographic	NO TARGET	60	NO DATA			NO DATA		
	Computer Analyst Black African Support Demographic	NO TARGET	60	10			NO DATA		
Preferential Procurement	Total % BEE Purchases	25	60	100	400	0	200	200	
Number of Categories in which targets have been set					20	16			
Number of Barometer Self-Set Targets achieved					13	8			
% of Barometer Self-Set/Charter Targets achieved					65	50			

Baseball Barometer and Charter Performance Overview – 2018

The following sections summarise baseball's actual performance against its 'self-set' barometer and transformation charter targets in selected charter categories.

1. Subjective Evaluation of Data Submission Quality

The quality of baseball's data input, much improved since 2017, was subjectively evaluated, based on four criteria. The scores allocated were as follows:

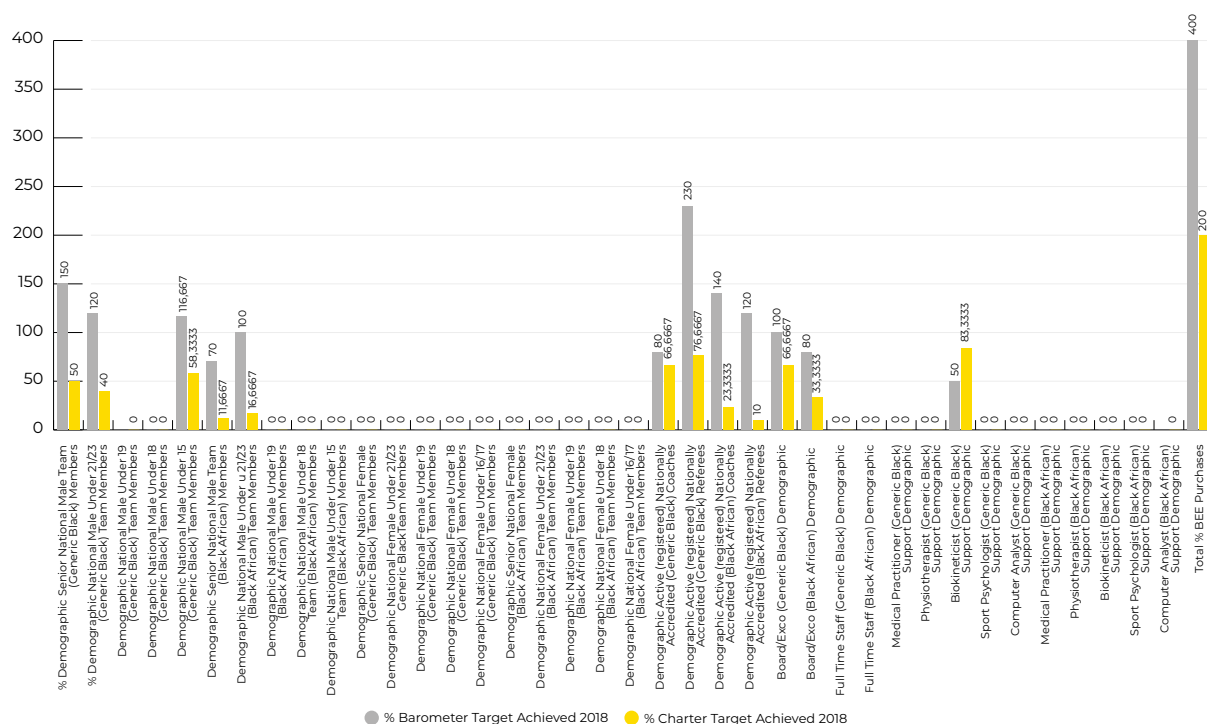
- Completeness of data packages submitted – 30% (20% in 2017);
- Perceived reliability of data submitted – 40% (20% in 2017);

- Perceived commitment to the process – 40% (20% in 2017); and
- Support received from sub-structures – 10% (20% in 2017).

The evaluation of data quality submission resulted in an overall score of 30% (20% in 2017 and 10% achieved in 2016). The average score achieved by the 19 codes audited was 46% (49% in 2017 and 46% in 2016).

2. Summary Performance against Barometer Self-Set and Charter One-Size-Fits-All Targets

Baseball- % Barometer Target Achieved vs % Predetermined Charter Target Achieved - 2018



Barometer self-set forecasts were made in 20 (16 in 2017) of the 43 listed categories, as shown in the scorecard above. The number of self-set barometer targets achieved were 13 (an improvement on the 8 achieved in 2017), representing 65% (50% in 2017) of the self-set barometer targets, which exceeds the 50% required to avoid imposition of penalties.

The 65% target achievement is *overstated* because of the relatively small number of targets set (20 out 43) and because of *only* four targets being set in the 20 senior and underage participant categories (as participation opportunity for some national teams only takes place every two years, with baseball for women being 'abandoned') – a not insignificant concern – and only

two targets being set in the 10 medical and scientific support structure targets.

If the percentage of the self-set targets achieved is calculated based on the total number of self-set barometer targets of 43, the resulting 19% may reflect a more realistic barometer performance.

The small number of self-set targets and the absence of targets in key charter areas suggest a sub-optimally structured federation from a longer-term transformation and sustainability perspective. The federation is also financially constrained as will be shown later.

No targets were set in 27, i.e. 34%, of the 43 listed barometer categories. These categories include key pipeline underage male categories (only two underage categories, under-18, were forecast); participation opportunities for females until 2025 (a significant

problem from a gender equity perspective); medical and scientific support resource base, except for biokinetics from 2018 onwards; and CEO and full-time staff complement foreseen until 2025.

These are real issues that require urgent leadership intervention, the result of which should reflect in the revised MoU barometer to be submitted as part of the recommendations. Unsatisfactory response could lead to the imposition of penalties as per the MoU entered into with SRSA and SASCO.

Against this background, this year's barometer pass can only be conditional on the issues highlighted being satisfactorily addressed. Results in 2019 will be assessed, based on substantial improvement in the problematic areas indicated.

a. Administration

BASEBALL: NATIONAL ADMINISTRATION DEMOGRAPHIC PROFILE - 2018

Category	African	Coloured	Indian	White	Women	Disabled	TOTAL	% Black African	% Generic Black	% Coloured	% Indian	% Women	% Disabled
President	0	0	0	1	0	0	1	● 0	● 0	● 0	● 0	● 0	● 0
CEO							0						
Full-time Employed Staff Members							0						
Part Time Employed Staff Members							0						
'Board' Members	2	2	0	6	2	0	10	● 20	● 40	● 20	● 0	● 20	● 0
Exco/Management Committee Members	5	5	0	9	5	0	19	● 26	● 53	● 26	● 0	● 26	● 0
Finance Committee	0	0	0	0	0	0	0	0	0	0	0	0	0
Audit and Risk Committee	0	0	0	0	0	0	0	0	0	0	0	0	0
Transformation Committee	1	0	0	0	0	0	1	● 100	● 100	● 0	● 0	● 0	● 0

The board demographic reported was 40% generic Black (44% in 2017), 20% Black African (25% in 2017), 60% White (56% in 2017), 20% Coloured (19% in 2017) and 0% Indian, which profile represents a relatively untransformed board which is also less transformed than that reported in 2017.

The actuals for generic Black and Black African board members *did not* achieve the charter target of 60%. The self-set barometer target for Black African board members (25%) was also not achieved. The actual 40% generic Black demographic, however, equaled the 40% self-set barometer target.

The barometer and charter data submitted furthermore suggest no improvement in the sub-optimal administration structure reported in 2017. With no full-time employed staff, which problem is complicated by the absence of a CEO, and with none foreseen until 2025 (MoU barometer forecast), most of the federation's challenges related to developing the game will remain. For one, a one-person transformation committee is insufficient to deal with the transformation/changes required.

b. Senior and Underage National and Representative Teams

BASEBALL: INTERNATIONAL REPRESENTATIVE SENIOR AND UNDERAGE MALE TEAM DEMOGRAPHICS - 2018

Team	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
Total Number of Different Senior National Representative Male Team Members During Season. Competition: FRANCE INCOMING TOUR	2	7	0	21	30	● 7	● 30
Total Number of Different Senior National Representative Male Team Members During Season. Competition:					0		
Total Number of Different Senior National Representative Male Team Members During Season. Competition:					0		
Total Number of Different Senior National Representative Male Team Members During Season. Competition:					0		
Total Number of Different Senior National Representative Male Team Members During Season. Competition:					0		
Total Senior International Male All Competitions During Season	2	7	0	21	30	● 7	● 30
Under 23 National Male Team Members During Last Season	3	4	0	22	29	● 10	● 24
Total Under 19 National Male Team Members During Last Season	0	0	0	0	0		
Total Under 18 National Male Team Members During Last Season					0		
Total Under 17 National Male Team Members During Last Season	0	0	0	0	0		
Total Number of Different Under 15 National Male Team Members During Last Season	0	9	0	17	26	● 0	● 35
Total Underage National Male Team All Competitions During Season	3	13	0	39	55	● 5	● 29

Participation opportunity for representative teams takes place only every two years. The senior national male entity, comprising 30 players, were reported to be 30% generic Black (i.e. 70% White) and only 7% Black African. No participation opportunities were available in 2017.

The under-23 male team demographic was reported as 10% Black African (5% in 2017) and 24% generic Black (24% in 2017), i.e. 76% White. The other underage component reported was the under-15 representatives, which was 35% generic Black, 65% White, 30% Coloured, 0% Black African and 0% Indian.

Neither the senior nor the under-15 team achieved the 60% generic Black and black African charter target. On the other hand, the generic Black 30% actual reported target exceeded the 20% self-set barometer target, as shown in the scorecard. The self-set black African target of 10%, however, was not exceeded in that the actual reported target was 7%.

The 'World Championships' tournaments every two years appear to be the only international exposure for both male and female representative entities, which is inadequate from an optimum 'international' participation opportunity point of view.

The senior male team generic Black demographic profiles projected forward to 2025, as part of the MoU barometer agreement, forecasts a low and largely unchanging black African demographic of about 20%, increasing to only 25% by 2025. In the light of the changing national demographic profile, this suggests sustainability challenges in the future.

Baseball's participant structure is significantly untransformed and, considering the large White demographic, could face longer-term sustainability challenges because of population demographic changes taking place. The fact that baseball is no longer available to women is also a matter of concern, from a gender equity perspective.

Questions may need to be asked about baseball's future and rating as a priority code against the background of the quality of data provided, the outcome of the 2016 and 2017 audit reports and the leadership vision for the game as reflected in the recently completed MoU barometers.

c. High-Performance Pipeline

No high-performance group was reported – a key element in the development and demographic transformation of the game.

d. Performance Records

BASEBALL: NATIONAL SENIOR AND UNDERAGE MALE TEAM PERFORMANCE - 2018

Team	Number of Matches Played	Matches Won	Matches Drawn	% Matches Won
Senior National Male Team Playing Record During Last Seson - Competition: France incoming tour	7	5	0	71
Senior National Male Team Playing Record During Last Seson - Competition:				
Under 23 National Male Team Playing Record During Last Seson	8	1	0	13
Under 21 National Male Team Playing Record During Last Seson				
Under 20 National Male Team Playing Record During Last Seson				
Under 15 National Male Team Playing Record During Last Seson: World Cup U15	8	1	0	13
OVERALL UNDERAGE	16	2	0	13

The senior male team participated in seven matches and won five, a 71% win record. No participation opportunity for a senior male team was reported during 2017, whereas the team played four international matches in 2016, achieving a 50% win record.

Based on data submitted, two underage male teams, under-15 and under-23, participated in 2018, with the under-15 team winning one out of eight (i.e. 13%) of the matches played; and the under-23 team also winning

only one of eight (i.e. 13%) of the matches. One team only, under-18, was reported to participate in 2017, losing all eight matches played.

No participation opportunity for women was reported, as no participation opportunity for women are currently offered by the federation. Women baseball has been 'abandoned' until 2025 (barometer), which is highly problematic from a gender equity perspective and may require urgent intervention.

e. Coach and Umpire/Referee Demographic Profiles

BASEBALL: ALL NATIONALLY ACTIVE ACCREDITED MALE AND FEMALE COACHES, REFEREES AND UMPIRES IN AREA OF JURISDICTION - 2018

Category	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
All Nationally accredited Male Coaches.	26	49	1	117	193	13	39
All Nationally accredited Female Coaches.	3	2	0	4	9	33	56
Total Coaches (Male plus Female)	29	51	1	121	202	14	40
All Nationally Accredited Male Referees/Umpires.	4	32	0	42	78	5	46
All Nationally Accredited Female Referees/Umpires.	1	0	0	1	2	50	50
Total Referees (Male plus Female)	5	32	0	43	80	6	46

The demographic profile of the 193 male coaches was reported as 39% generic Black, 13% Black African, and 61% White – the same as in 2017. This suggests a stagnant situation. Only 9 female coaches were reported, with a demographic of 33% Black African, 56% generic Black and 44% White. Both the female and male coach Black African and generic Black demographics reported were below the transformation charter targets of 60% generic Black and Black African.

The federation's 'self-set' barometer targets for male plus female generic Black and Black African coach demographics, shown in the barometer scorecard above, were forecast to be 50% (41% in 2017) and 20% (8% in 2017) respectively. The latter (female demographic)

represents a huge backward step. The actuals reported were 40% (40% in 2017) and 14% (same as in 2017) respectively, which means that the 'self-set' generic Black coach target was *not* achieved, whereas the actual Black African demographic reported as 14% did exceed the self-set low 8% target (10% in 2017), as shown in the barometer scorecard.

Baseball's coach structure is relatively inaccessible to Black Africans.

Male umpires, being 78, with a reported demographic profile of 46% generic Black and 5% Black African, 41% Coloured, 54% White, 0% Indian, and female umpires, being 2, with a reported demographic of 50% Black

African, 0% Coloured and 50% White, may reflect an imbalanced demographic compared to the national demographic profile and the objectives of the charter.

The self-set barometer targets for generic Black and Black African umpires were 20% (17% in 2017) and 5% (3% in 2017) respectively. The actuals reported were 46% (55% in 2017 and 6% (3% in 2017), which means that the generic Black umpire target has been exceeded by as much as 324% (an indication that generic Black targets set were too low and need to be reviewed), whereas the actual Black African demographic of 6% (3% in 2017) shows no change from the *low* 'self-set' 3% target, which also needs to be reviewed as part of the federation's barometer update process.

The 3% Black African, 52% Coloured and 55% White profile is not aligned to the national population demographic and is projected to remain *largely unchanged* over the next 10 years. Barometer forecasts suggest a questionable largely static and unchanged situation in the eyes of leadership.

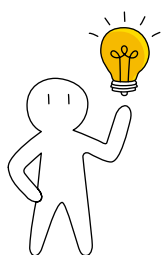
f. Sport Medicine and Scientific Support Base

No medical and scientific support structure was reported.

Medical and sport science support structures of SA sport remain largely unstructured and ineffective. There appears to be no formally constituted entity coordinating provincial and national accredited specialist membership and governance structures for sport psychologists, sport physiotherapists, biokineticists, nutritionists, sport medicine practitioners and computer analysts.

This means there is no overarching structure to design and manage accreditation processes and establish and manage applied sport-specific research programmes in association with national coaching structures, in order to establish a register for profiling membership and advise federations on the appointment of appropriately qualified and accredited personnel to representative entities.

There is reason to believe that South African sport has fallen significantly behind the rest of the world in this area. The need is overdue for sport medical and science support services to be better structured, involving *all* universities (the factories of these sources of specialist knowledge) to coordinate and deliver appropriately structured services on an accredited basis. Baseball's leadership has a responsibility to establish an appropriate structure in line with the sport's future needs.



The 'World Championships' tournaments every two years appear to be the only international exposure for both male and female representative entities, which is inadequate from an optimum 'international' participation opportunity point of view.

g. Schools and Clubs (Footprint Data)

BASEBALL: NUMBER OF ALL PARTICIPATING SCHOOLS AND CLUBS (IN AREA OF JURISDICTION) PER DISTRICT AND PROVINCE - 2017

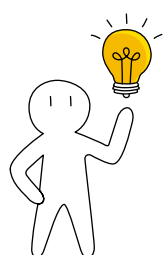
District in Area of Jurisdiction	No of All Clubs	No of All participating Junior Clubs	No of All participating Primary schools	No of All Participating Senior schools	No of Participating Private schools
Buffalo City	5	5	9	1	
Nelson Mandela Bay	6	6		6	
Alfred Nzo	14	14	22	6	
Amathole	4	4	8	2	
Cacadu			10	2	
Chris Hani			3	1	
Ukhahlamba					
Sarah Baartman					
O R Tambo	6	6	15	3	1
EASTERN CAPE (TOTAL)	35	35	67	21	1
Mangaung	-	-	-	-	-
Fezile Dabi	-	-	-	-	-
Lejweleputswa	-	-	-	-	-
Thabo Mofutsanyana	-	-	-	-	-
Motheo	-	-	-	-	-
Xhariep	-	-	-	-	-
FREE STATE (TOTAL)	-	-	-	-	-
City of Johannesburg	5	5	9		
City of Tshwane	4	-	11	-	-
Ekurhuleni	4	4	22	-	-
Metsweding	-	-	-	-	-
Sedibeng	-	-	-	-	-
West Rand	-	-	-	-	-
GAUTENG (TOTAL)	13	9	42	-	-
Ethekwini	8	4	2		
Amajuba	-	-	-	-	-
iLembe	-	-	-	-	-
Sisonke	-	-	-	-	-
Ugu	-	-	-	-	-
uMgungundlovu	-	-	-	-	-
Umkhanyakude	-	-	-	-	-
uMzinyathi	-	-	-	-	-
uThukela	-	-	-	-	-
uThungulu	-	-	-	-	-
City of uMhlathuze	-	-	-	-	-
Zululand	-	-	-	-	-
Vryheid	-	-	-	-	-
KWAZULU NATAL (TOTAL)	8	4	2	-	-
Capricorn	17	8	13	9	0
Mopani	4	2	2	2	0
Sekhukhune	4	2	2	2	0
Vhembe	1	0	0	1	0
Waterberg	3	2	2	1	0
LIMPOPO (TOTAL)	29	14	19	15	-
Ehlanzeni	-	-	-	-	-
Gert Sibande	-	-	-	-	-
Nkangala	-	-	-	-	-
MPUMALANGA (TOTAL)	-	-	-	-	-
Bojanala Platinum	-	-	-	-	-
Central	-	-	-	-	-
Bophirima	-	-	-	-	-
Southern	-	-	-	-	-
NORTH WEST (TOTAL)	-	-	-	-	-
Frances Baard	-	-	-	-	-
Kgaladi	-	-	-	-	-
Namakwa	-	-	-	-	-
Pixley-ka-Seme	-	-	-	-	-
Siyanda	-	-	-	-	-
NORTHERN CAPE (TOTAL)	-	-	-	-	-
Cape Town Unicity	20	17	10	0	UNKNOWN
Boland	29	20	20	9	UNKNOWN
Eden	15	12	12	3	UNKNOWN
Central Karoo	0	0	0	0	UNKNOWN
Overberg	0	0	0	0	UNKNOWN
West Coast	0	0	0	0	UNKNOWN
WESTERN CAPE (TOTAL)	64	49	42	12	0
TOTAL	149	111	172	48	1

BASEBALL: SUMMARY PRIMARY SCHOOL PROFILE IN AREA OF JURISDICTION - 2018

	NUMBER
Total number of all Primary schools in area of jurisdiction	UNKNOWN
Total number of all Primary schools (Excluding Township based Primary schools) participating in your code in area of jurisdiction	163
Total number of facilities available to Primary schools (Excluding Township based Primary schools) in area of jurisdiction	0
Total estimated number of Primary school facility (Excluding Township based Primary schools) shortfall in area of jurisdiction	163
Total number of 'Township' based Primary schools in area of jurisdiction	UNKNOWN
Total number of 'Township' based Primary schools participating in your code in area of jurisdiction	163
Total number of facilities available to Primary schools in 'Townships' participating in your code in area of jurisdiction	0
Total estimated number of Primary school facility shortfall in 'Townships' in area of jurisdiction	163
Total number of accredited coaches available to Primary schools (excluding Township based Primary schools) in area of jurisdiction	78
Total number of accredited coaches available to Primary 'Township' based Primary schools in area of jurisdiction	19
Number of new Primary schools (excluding 'Township' Primary schools) that have started participating in your code during last season in area of jurisdiction	0
Number of Primary schools (excluding 'Township' Primary schools) that have stopped participating in your code last season in area of jurisdiction	0
Number of new 'Township' based Primary schools that have started participating in your code during last season in area of jurisdiction	57
Number of 'Township' based Primary schools that have stopped participating in your code last season in area of jurisdiction	33
Number of Primary school (excluding 'Township' Primary school) participants form part of a High Performance program in area of jurisdiction	0
Number of Primary school ('Township' Primary school) participants forming part of a High Performance program in area of jurisdiction	0
Total Number of Primary Schools (excluding participating Township Primary schools) participating in your code that have girl participating Teams	UNKNOWN
Total Number of Township based Primary Schools participating in your code that have girl participating Teams	UNKNOWN
Direct financial support given to a Primary schools (excluding participating Township Primary schools) in area of jurisdiction	0
Direct financial support given to Township based Primary schools in area of jurisdiction	0

BASEBALL: SENIOR SCHOOL PROFILE IN AREA OF JURISDICTION - 2018

Element	NUMBER
Total number of all Senior schools in area of jurisdiction	UNKNOWN
Total number of all Senior schools (Excluding Township based Senior schools) participating in your code in area of jurisdiction	52
Total number of facilities available to Senior schools (Excluding Township based Senior schools) in area of jurisdiction	0
Total estimated number of Senior school facility (Excluding Township based Senior schools) shortfall in area of jurisdiction	52
Total number of 'Township' based Senior schools in area of jurisdiction	UNKNOWN
Total number of 'Township' based Senior schools participating in your code in area of jurisdiction	52
Total number of facilities available to Senior schools in 'Townships' participating in your code in area of jurisdiction	0
Total estimated number of Senior school facility shortfall in 'Townships' in area of jurisdiction	52
Total number of accredited coaches available to Senior schools (excluding Township based Senior schools) in area of jurisdiction	24
Total number of accredited coaches available to Senior 'Township' based Senior schools in area of jurisdiction	11
Number of new Senior schools (excluding 'Township' Senior schools) that have started participating in your code during last season in area of jurisdiction	0
Number of Senior schools (excluding 'Township' Senior schools) that have stopped participating in your code last season in area of jurisdiction	0
Number of new 'Township' based Senior schools that have started participating in your code during last season in area of jurisdiction	26
Number of 'Township' based Senior schools that have stopped participating in your code last season in area of jurisdiction	22
Number of Primary school (excluding 'Township' Senior school) participants form part of a High Performance program in area of jurisdiction	0
Number of Primary school ('Township' Senior school) participants forming part of a High Performance program in area of jurisdiction	0
Total Number of Primary Schools (excluding participating Township Senior schools) participating in your code that have girl participating Teams	UNKNOWN
Total Number of Township based Senior Schools participating in your code that have girl participating Teams	UNKNOWN
Direct financial support given to a Senior schools (excluding participating Township Primary schools) in area of jurisdiction	0
Direct financial support given to Township based Senior schools in area of jurisdiction	0

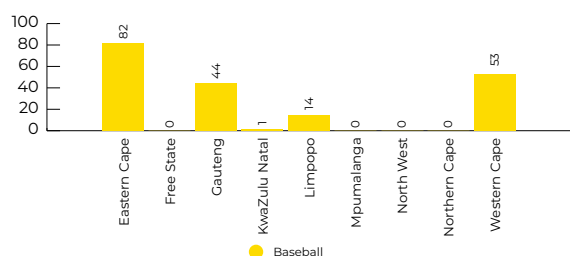


The federation's existing and unchanging demographic profile, together with the position of the game at school level, requires a good understanding of population demographic change and the impact of inequality and poverty to deal effectively with the federation's challenges.

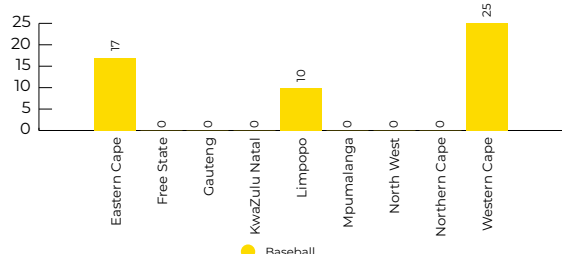
BASEBALL: SUMMARY CLUB PROFILE IN AREA OF JURISDICTION - 2018

Category	NUMBER
Total number of clubs (excluding 'Township' based clubs) participating in your code in area of jurisdiction	44
Total number of 'Township' based clubs participating in your code in area of jurisdiction	219
Total number of registered male club members (excluding Township based clubs) in area of jurisdiction	4435
Total number of registered male members in 'Township' based clubs in area of jurisdiction	3285
Total number of registered female club members (excluding Township based clubs) in area of jurisdiction	UNKNOWN
Total number of registered female members in 'Township' based clubs in area of jurisdiction	UNKNOWN
Total number of league participating teams (excluding 'Township' based clubs) in area of jurisdiction	44
Total number of league participating teams ('Township' based clubs) in area of jurisdiction.	0
Total number of facilities available to clubs (excluding 'Township' based clubs) in area of jurisdiction	44
Total number of facilities available to 'Township' based clubs in area of jurisdiction.	0
Estimated total facility short fall at club level in area of jurisdiction.	219
Total number of new 'Township' clubs started last season in area of jurisdiction	0
Total number of Township based clubs that have stopped participating last season in area of jurisdiction	0
Total number of new clubs (excluding 'Township' based) that have started participating in your code last season	0
Total number of clubs (excluding 'Township' based clubs that have stopped participating in your code last season.	0
Total number of club players (excluding 'Township' based clubs) forming part of a High Performance Programme last season	124
Total number of club players, from 'Township' based clubs, forming part of a High Performance Programme last season	0
Total number of accredited coaches available at club level (excluding 'Township' based clubs) last season	102
Total number of Teams accredited coaches available at 'Township' based clubs	30
Total Number of Clubs (Excluding Township based Clubs) in your code that have participating Women Teams	UNKNOWN
Total Number of Township based Clubs participating in your code that have participating Women Teams	UNKNOWN
Total direct financial support provided clubs (excluding 'Township' based clubs) in area of jurisdiction last season.	0
Total direct financial support provided to 'Township' based clubs) in area of jurisdiction last season	0

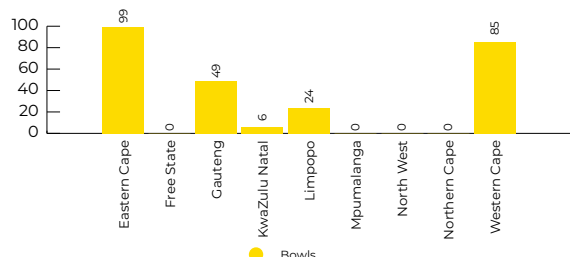
**Baseball: Primary School Participation Profile
Per Province - 2018**



**Baseball: Senior School Participation Profile
Per Province - 2018**



**Baseball: Club Participation Profile
Per Province - 2018**



The number of participating primary schools reported in the 'footprint' (194) and summary tables (326) are NOT the same, which indicates the federation's data reliability challenges. Based on data submitted it appears that less than 1% of primary and senior schools participate in baseball.

The number of reported participating primary schools in the table was 326 (footprint report, 191), whereas the actual number of participating senior schools reported in the barometer scorecard, being 104 (footprint report, 194) exceeded the forecast 174 for primary schools and the 80 for senior schools (scorecard).

The actual number of club members reported, being 7 720 (5 407 in 2017), exceeded the conservative barometer forecast of 4 170 as per the barometer scorecard. The forecast number of clubs of 260 was exceeded by the actual number of clubs reported, i.e. 263.

School- and club-related data received from the federation seems to be unreliable and of little value from a situational analysis perspective.

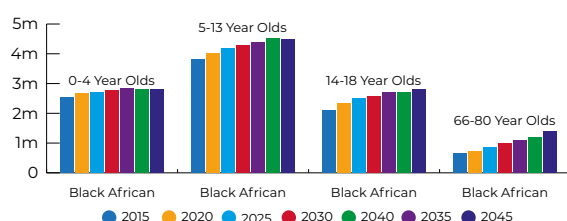
The federation's existing and unchanging demographic profile, together with the position of the game at school level, requires a good understanding of population demographic change and the impact of inequality

and poverty to deal effectively with the federation's challenges.

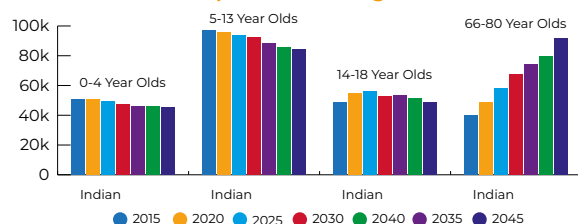
The magnitude of emerging sustainability challenges related to the medium- to longer-term impact of national population demographic change demonstrate the *inevitable* sustainability challenges facing many organisations with predominantly White structures in the future. Of concern are factors such as the ongoing under-representation of the increasing 80% + Black African component of society, a projected decrease in White population numbers from a current 4.5 million to about 2 million by 2050, a projected decline of 33% over the next 15 to 20 years in the number of under-18 Whites and the corresponding increase, from 17 to 21 million, in the under-18 Black African age group.

The figures in the tables below illustrate the projected demographic change for males over the period 2015 to 2045 in different population groups.

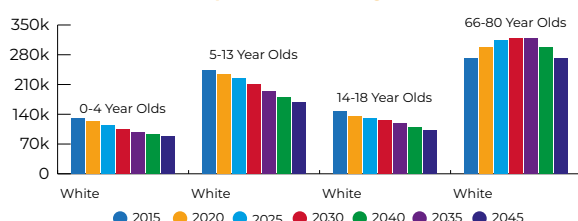
0 to 4, 5 to 13, 14 to 18 and 66 to 80+ Year Old Black African Male Population Change: 2015 to 2045



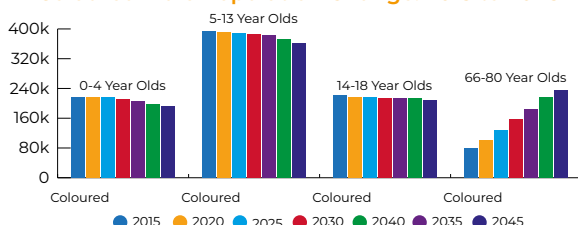
0 to 4, 5 to 13, 14 to 18 and 66 to 80+ Year Old Indian Male Population Change: 2015 to 2045



0 to 4, 5 to 13, 14 to 18 and 66 to 80+ Year Old White Male Population Change: 2015 to 2045



0 to 4, 5 to 13, 14 to 18 and 66 to 80+ Year Old Coloured Male Population Change: 2015 to 2045



The following feature among the multitude of strategic challenges faced by all federations:

- An ongoing challenging school sport system;
- The decline (in general) in the number of club structures;
- Sub-optimal sport club structures in townships;
- Failure to quantify and understand the real facility problem, and the absence of well-constructed and comprehensive facility plans;
- Slow-changing demographic profiles in key areas;
- Quality and extent of coaching and referee/umpire structures;
- Suspect high-performance pipelines;
- Sub-optimally structured and organised medical and sport science support structures compared to South African sport's main competitors;
- Ongoing indifference to gender equity-related issues;
- Quality and extent of administrative support to maintain operations; and
- The impact of factors arising from challenging the socio-economic and political environments.

General Remarks

An understanding of the reproduction of inequality (still aligned with race) after apartheid requires a deeper understanding of how the systems entrenching inequality under the previous dispensation have evolved since 1994. Inequality persists in sport (and other areas) because of highly concentrated economic power, reinforced by continued inequalities in education, residence, infrastructure and work organisation. In all these areas the reforms introduced to date did not go far enough to bring about a step change in equality.

The education system continues to reproduce inequalities through large differences in access to quality education that is linked to location and household income. This impacts school sport in that participation opportunities are greatly reduced, thereby encouraging sport administrators to perpetuate and increase the existing gap between the 'haves' and the 'have nots' by focusing on the more 'privileged' segments of the structure.

The symbiotic relationship between the inequalities highlighted will require creative interventions at all levels on an ongoing basis if the existing equality gap is not

to increase further. For those born into poverty equal opportunity will remain elusive.

The charter data and information received demonstrate a financially constrained organisation with its only source of income coming from SRSA. Data sheet and barometer outcomes suggest the need for an in-depth review of the sport's future as a matter of urgency.

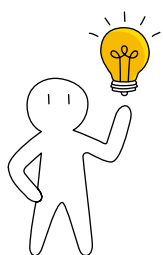
The data sheets reflect real challenges, including sub-optimally *organised* participation at school level, particularly senior school; an inadequate number of regular international participation opportunities at both senior and underage level; gender equity challenges; under-developed high-performance structures; demographically non-aligned charter- and barometer-defined structures, on and off the field of play; Black African under-representation, and White and Coloured overrepresentation; and a questionable approach to women's participation in baseball.

The magnitude of emerging challenges related to the medium to longer-term impact of national population demographic change demonstrate the *inevitable* sustainability challenges facing many organisations with dominant White structures in the future. Of concern are factors such as the continued under-representation of the increasing 80% + Black African component of society, a projected decrease in White population numbers from a current 4.5 million to about 2 million by 2050, the projected decline of 33% over the next 15 to 20 years in the number of under-18 Whites and the corresponding increase, from 17 to 21 million, in the under-18 Black African age group.

The following feature among the multitude of strategic challenges faced by all federations:

- An ongoing challenging school sport system;
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- Slow-changing demographic profiles in key areas;
- Quality and extent of coaching and referee/umpire structures;
- Suspect high-performance pipelines;
- Sub-optimally structured and organised medical and sport science support structures compared to South African sport's main competitors;
- Ongoing indifference to gender equity-related issues;
- Quality and extent of administrative support to maintain operations; and
- The impact of factors arising from challenging the socio-economic and political environments.

The barometer MoU entered into with SRSA and SASCOC should be reviewed so that it reflects the commitment and creativity of leadership to change the federation in key areas in order to lay the foundation on which future leadership structures can build. An ineffective and more-of-the-same approach will not deliver such a foundation. At best it could only increase the pressure on those following in the future to adopt more aggressive and risky strategies to deal with unresolved or partially resolved issues.



The federation's existing and unchanging demographic profile, together with the position of the game at school level, requires a good understanding of population demographic change and the impact of inequality and poverty to deal effectively with the federation's challenges.



CONCLUSION & RECOMMENDATION

Baseball has achieved 65% of its 'self-set' targets in 2018 and 50% in 2017, both of which is higher than the 50% required in terms of the MoU entered into with SRSA and SASCO.

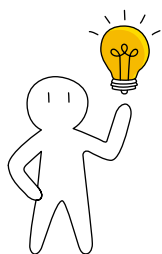
It is recommended that the federation be given a conditional pass, subject to reviewing and resetting its 2018 barometer scorecard, based on accepted amendments/changes to the federation's existing barometer extended to 2030.

In the barometer review process the federation needs to carefully consider the comments and observations above as well as those from previous EPG transformation status reports when projecting forward barometer targets to 2030.

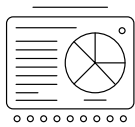
The revised barometer should reflect leadership commitment to *change* in key areas of the organisation to lay a foundation on which future leadership structures can build. An ineffective and more-of-the-same approach will not provide such a foundation and will only increase the pressure on those following to adopt more aggressive and risky strategies to deal with unresolved or partially resolved issues.

Consideration should be given to:

- Reinstating baseball participation opportunities for women;
- The issues and weaknesses in the areas highlighted above when revising strategies and resetting barometer targets to ensure *meaningful* change and progress in key strategic areas;
- Ensuring that all barometer forecasts demonstrate planned and thoughtful *improvement* and transformational *progress* over the plan period, driven by increasingly challenging targets;
- The implication of *static* or *slow-changing* barometer targets as this reflects sub-optimal rates of change;
- Establishing defined and coordinated programmes throughout the organisation to reduce the impact of *inequality* in all areas; and
- Ensuring the barometer is representative of the 43 listed charter categories, with due regard to: board and administration demographic structure; representative senior and underage teams; coach and umpire demographic profiles; shape of medical and scientific support base; equitable annual representative participation opportunity at 'international' level for *both* senior and underage male *and* female participants; a revised school participation strategy (including re-evaluation of school facility structures); greater levels of accessibility to club structures; and improved BEE support packages at national and provincial level.



The charter data and information received demonstrate a financially constrained organisation with its only source of income coming from SRSA. Data sheet and barometer outcomes suggest the need for an in-depth review of the sport's future as a matter of urgency.



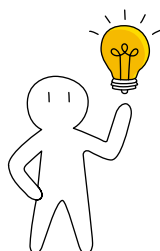
Basketball

Individual Federation Barometer Self-Set and Pre-Set Charter Target Scorecards



SECTION CONTENTS

Basketball: Barometer and Charter Scorecard – 2018 19	42
Basketballs Barometer and Charter Performance Overview – 2018	43
1. Subjective Evaluation of Data Submission Quality	43
2. Summary Performance against Barometer Self-Set and Charter One-Size-Fits-All Targets	43
a. Administration	44
b. Senior, Junior and Youth Male and Female Representative Entities	45
c. High-Performance Pipeline	46
d. Performance Records	46
e. Coach and Umpire/Referee Demographic Profiles	46
f. Sport Medicine and Scientific Support Structure	47
General Remarks	48
Conclusion & Recommendation	49



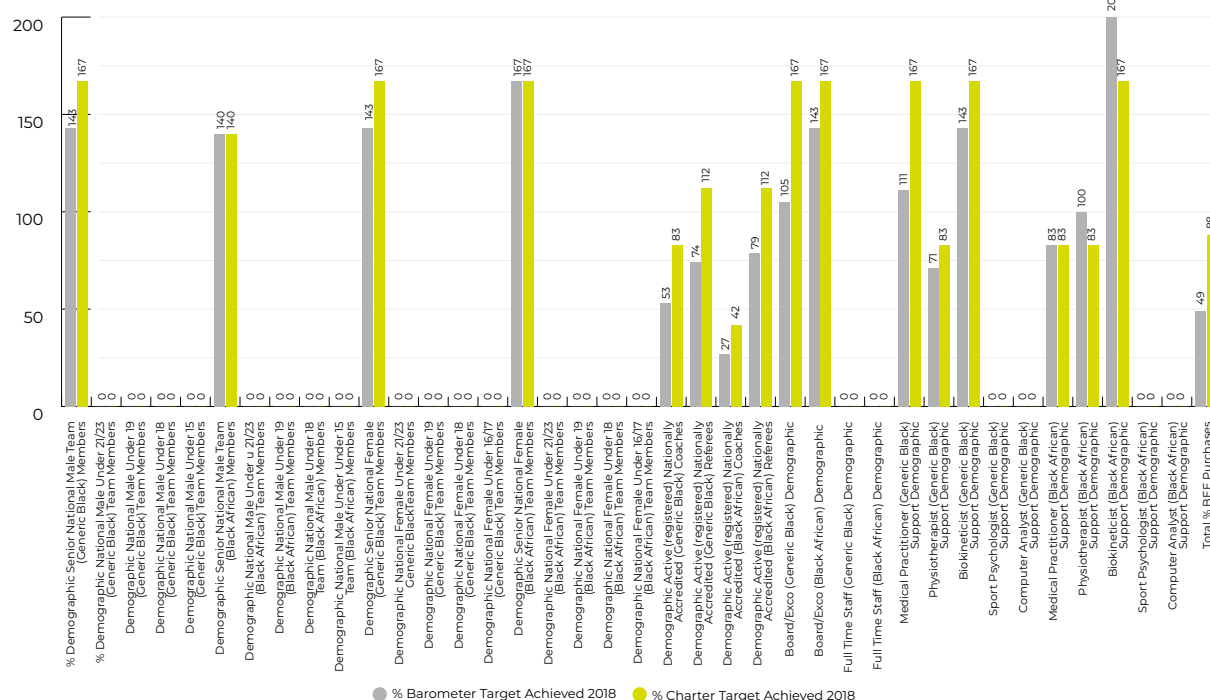
No high-performance team was reported for baseball – a key element in the development and demographic transformation of the game.

Basketball: Barometer and Charter Scorecard – 2018/19

MORE THAN 100% OF SELF-SET TARGETS ACHIEVED			LESS THAN 100% OF SELF-SET ACHIEVED OR NO FORECAST AND/ OR ACTUAL DATA PROVIDED			ZERO SELF-SET TARGET AND ZERO ACTUAL REPORTED			NO DATA PROVIDED BY FEDERATION		
Category	Measures	Barometer self-set target 2018	Charter Target	Actual 2018	% Barometer Target Achieved 2018	% Barometer Target Achieved 2017	% Charter Target Achieved 2018	Percentage Point difference Barometer % vs Charter % target Achievement 2018	Barometer Target Achievement Trend 2017 - 2018		
Schools and Clubs	Number of Participating Primary Schools	250			0						
	Number of Participating Senior Schools	500									
	Number of Participating Clubs	420		440	105	110					
	Number of Club Members	840									
Generic Black Male Representative Teams	% Demographic Senior National Male Generic Black Team Members	70	60	100	143	143	167	-24			
	% Demographic National Male Under 21/23 Generic Black Team Members	70	60				0				
	Demographic National Male Under 19 Generic Black Team Members	70	60				0				
	Demographic National Male Under 18 Generic Black Team Members	70	60				0				
	Demographic National Male Under 16/17 Generic Black Team Members	70	60				0				
Black African Male Representative Teams	Demographic Senior National Male Team Black African Members	60	60	84	140	140	140	0			
	Demographic National Male Under 21/23 Black African Team Members	60	60		0		0	0			
	Demographic National Male Under 19 Black African Team Members	60	60				0				
	Demographic National Male Under 18 Team Black African Members	60	60				0				
	Demographic National Male Under 16/17 Black African Team Members	60	60				0				
Generic Black Female Representative Teams	Demographic Senior National Female Generic Black Team Members	70	60	100	143	143	167	-24			
	Demographic National Female Under 21/23 Generic Black Team Members	70	60				0				
	Demographic National Female Under 19 Generic Black Team Members	70	60				0				
	Demographic National Female Under 18 Generic Black Team Members	70	60				0				
	Demographic National Female Under 16/17 Generic Black Team Members	70	60				0				
Black African Female Representative Teams	Demographic Senior National Female Black African Team Members	60	60	100	167	167	167				
	Demographic National Female Under 21/23 Black African Team Members	60	60				0				
	Demographic National Female Under 19 Black African Team Members	60	60				0				
	Demographic National Female Under 18 Black African Team Members	60	60				0				
	Demographic National Female Under 16/17 Black African Team Members	60	60				0				
Coaches and Referees or Umpires Demographic Profiles	Demographic Active (registered) Nationally Accredited Generic Black Coaches	95	60	50	53	53	83	-31			
	Demographic Active (registered) Nationally Accredited Generic Black Referees	90	60	67	74	74	112	-37			
	Demographic Active (registered) Nationally Accredited Black African Coaches	92	60	25	27	27	42	-14			
	Demographic Active (registered) Nationally Accredited Black African Referees	85	60	67	79	79	112	-33			
Board and Full-time Staff Demographic Profiles	Board/Exco (Generic Black) Demographic	95	60	100	105	105	167	-61			
	Board/Exco (Black African) Demographic	70	60	100	143	125	167	-24			
	Full-time Staff (Generic Black) Demographic	90	60	NO DATA		0					
	Full-time Staff (Black African) Demographic	80	60	NO DATA		0					
Medical and Scientific Group Demographic Profile	Medical Practitioner Generic Black Support Demographic	90	60	100	111	111	167	-56			
	Physiotherapist Generic Black Support Demographic	70	60	50	71	71	83	-12			
	Biokineticist Generic Black Support Demographic	70	60	100	143	143	167	-24			
	Sport Psychologist Generic Black Support Demographic	0	60	0			0				
	Computer Analyst Generic Black Support Demographic	90	60	NO DATA		0					
	Medical Practitioner Black African Support Demographic	60	60	50	83	83	83	0			
	Physiotherapist Black African Support Demographic	50	60	50	100	100	83	17			
	Biokineticist Black African Support Demographic	50	60	100	200	200	167	33			
	Sport Psychologist Black African Support Demographic	0	60	0			0				
	Computer Analyst Black African Support Demographic	60	60	NO DATA		0					
Preferential Procurement	Total % BEE Purchases	90	50	44	49	55	88	-39			
Number of Categories in which targets have been set					32	32					
Number of Barometer Self-Set Targets achieved					11	11					
% of Barometer Self-Set/Charter Targets achieved					34	34					

Basketball Barometer and Charter Related Overview – 2018

Baseball- % Barometer Target Achieved vs % Predetermined Charter Target Achieved - 2018



1. Subjective Evaluation of Data Submission Quality

The quality of basketball's data input was subjectively evaluated based on four criteria. The scores allocated for each were as follows:

- Completeness of data packages submitted – 10% (10% in 2017);
- Perceived reliability of data submitted – 10% (10% in 2017);
- Perceived commitment to the process – 0% (10% in 2017); and
- Support received from sub-structures – 0% (10% in 2017).

The evaluation of data quality submission resulted in an overall score of 5% (10% in 2017 and 0% in 2016). The average score achieved by the 19 codes audited was 46% (49% in 2017 and 46% in 2016 – a 12% improvement). This may reflect an ongoing administration/governance challenge in the federation, which is stunting growth and development of a sport with not insignificant potential. Data sheets submitted for 2017 were largely incomplete and of limited usefulness.

The quality of basketball's data input since inception of the transformation project has been well below acceptable. It has been consistently worse than any one of the other participating federations over the past three years and of little use from a planning perspective.

There is little doubt that at national level the office of this federation is dysfunctional.

2. Summary Performance against Barometer Self-Set and Charter One-Size-Fits-All Targets

Targets were set in all the 43 barometer categories listed in the scorecard above. However, actual performance levels for 2018 were reported in only 18 of the barometer categories. Only 11, i.e. 34%, of the 43 barometer self-set targets were achieved. This is lower than the 50% required to avoid penalties as was the 34% reported in 2017.

The consistent below-average quality output of the federation's efforts as part of the transformation process may be indicative of a substandard administrative capability and suspect governance processes.

a. Administration

BASKETBALL: NATIONAL ADMINISTRATION DEMOGRAPHIC PROFILE - 2018

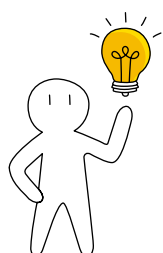
Category	African	Coloured	Indian	White	Women	Disabled	TOTAL	% Black African	% Generic Black	% Coloured	% Indian	% Women	% Disabled
President	1	0	0	0	0	0	1	100	100	0	0	0	0
CEO													
Full-time Employed Staff Members													
Part Time Employed Staff Members													
'Board' Members	5	0	0	0	1	0	5	100	100	0	0	20	0
Exco/Management Committee Members	5	0	0	0	1	0	5	100	100	0	0	20	0
Finance Committee	0	0	0	0	0	0	0						
Audit and Risk Committee	0	0	0	0	0	0	0						
Transformation Committee	0	0	0	0	0	0	0						

BASKETBALL: INTERNATIONAL REPRESENTATIVE SENIOR AND UNDERAGE MALE TEAM DEMOGRAPHICS - 2018

Team	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
Total Number Senior International Male Team Members During Season. Competition: Afro Basket	13	2	0	0	15	87	100
Total Number Senior International Male Team Members During Season. Competition: World Cup Qualifiers	11	2	1	0	14	79	100
Total Number Senior International Male Team Members During Season. Competition: BRICS Games 2018	12	2	0	0	14	86	100
Total Senior National Male Team All Competitions During Season	36	6	1	0	43	84	100
Total Number Under 23 International Male Team Members During Last Season							
Total Number Under 21 International Male Team Members During Last Season							
Total Number Under 20 International Male Team Members During Last Season (If any)							
Total Number Under 19 International Male Team Members During Last Season (If any)							
Total Number Under 18 International Male Team Members During Last Season (If any)							
Total Number Under 17 International Male Team Members During Last Season (If any)							
Total Number Under 16 International Male Team Members During Last Season (If any)							
Total Underage National Male Team All Competitions During Season	0	0	0	0	0		

The table above is the same as that submitted last year and indicates what could be considered a possible *dysfunctional* administrative structure with *no* CEO, *no* full-time or part-time staff and *no* finance, audit and risk and transformation committees reported. The federation also appears to have been under financial pressure over the last two years. Some intervention may be required if the potential of this sport is not to be further affected.

The board reflects a 100% generic Black and Black African demographic, which is above the 60% charter target and the self-set barometer targets of 90% and 80% respectively. The board structure includes 1 female (20%) board member.



The board reflects a 100% generic Black and Black African demographic, which is above the 60% charter target and the self-set barometer targets of 90% and 80% respectively. The board structure includes 1 female (20%) board member.

It is possible that the basketball league introduced may have had a significant impact on the under-resourced organisation lower down in that it could have contributed to a shift in priorities. The impact of recent initiatives on the amateur component part of the sport should not be underestimated.

The data provided demonstrates an *unchanged* situation from that reported on in 2017 and 2016 when the federation also did not submit any data.

b. Senior and Underage Male and Female National and Representative Teams

BASKETBALL: INTERNATIONAL REPRESENTATIVE SENIOR AND UNDERAGE MALE TEAM DEMOGRAPHICS - 2018

Team	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
Total Number Senior International Male Team Members During Season. Competition: Afro Basket	13	2	0	0	15	87	100
Total Number Senior International Male Team Members During Season. Competition: World Cup Qualifiers	11	2	1	0	14	79	100
Total Number Senior International Male Team Members During Season. Competition: BRICS Games 2018	12	2	0	0	14	86	100
Total Senior National Male Team All Competitions During Season	36	6	1	0	43	84	100
Total Number Under 23 International Male Team Members During Last Season.							
Total Number Under 21 International Male Team Members During Last Season.							
Total Number Under 20 International Male Team Members During Last Season (If any)							
Total Number Under 19 International Male Team Members During Last Season (If any)							
Total Number Under 18 International Male Team Members During Last Season (If any)							
Total Number Under 17 International Male Team Members During Last Season (If any)							
Total Number Under 16 International Male Team Members During Last Season (If any)							
Total Underage National Male Team All Competitions During Season	0	0	0	0	0		

BASKETBALL: INDIVIDUAL FEMALE INTERNATIONAL PARTICIPATION DEMOGRAPHIC PROFILES - 2018

Team	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
Total Number Senior Representative International Female Team Members During Season. Competition: Afro Basket	18	0	0	0	18	100	100
Total Number Senior Representative International Female Team Members During Season. Competition:							
Total Number Senior Representative International Female Team Members During Season. Competition:							
Total Number Senior Representative International Female Team Members During Season. Competition:							
Total Number Senior Representative International Female Team Members During Season. Competition:							
Total Number Senior Representative International Female Team Members During Season. Competition:							
Total Number Senior Representative International Female Team Members During Season. Competition:							
Total Number Senior Representative International Female Team Members During Season. Competition:							
Total Senior National Female Team All Competitions During Season	18	0	0	0	18	100	100
Total Number Under 23 International Female Team Members During Last Season (If any)							
Total Number Under 21 International Female Team Members During Last Season (If any)							
Total Number Under 20 International Female Team Members During Last Season (If any)							
Total Under 19 International Female Team Members During Last Season (If any)							
Total Under 18 International Female Team Members During Last Season (If any)							
Total Under 17 International Female Team Members During Last Season (If any)							
Total Under 16 International Female Team Members During Last Season (If any)							
Total Underage National Female Team All Competitions During Season	0	0	0	0	0		

The senior national male team with a reported demographic of 100% generic Black (0% White) and 84% Black African (87% in 2017) was well above the 60% Transformation Charter target. It also exceeded the 70% generic Black and 80% Black African self-set barometer targets as shown in the barometer scorecard. No data (as was the case in both 2017 as well as 2016) was reported for *any* of the underage teams, i.e. the under-21/23, under-19, under-18 or under-16/17 male teams. This a not insignificant strategic weakness as targets for both male and female underage groups were set, forming part of the barometer MoU entered into with SRSA and SASCO.

The senior national female team with a reported 100% generic Black and 100% Black African demographic (same as in 2017) was well above the 60% charter target and also exceeded the 70% generic Black and 60% Black African self-set barometer targets. No data (as was the case in 2016) was reported for any of the underage female teams, i.e. under-21/23, under-19, under-18 and under-16/17.

Of concern is that no representative opportunity has been provided for *any* underage male or female team (for the last two years), exposing a significant strategic development weakness which could have a major impact on upcoming talented young players.

This shortcoming, which reinforces the perception of a dysfunctional organisation, will have to be addressed.

c. High-Performance Pipeline

No high-performance structure was reported over the past two years, reinforcing the perception of a non-functional federation not serving the needs of its members.

d. Performance Records

BASKETBALL: NATIONAL SENIOR AND UNDERAGE MALE TEAM PERFORMANCE - 2018

Team	Number of Matches Played	Matches Won	Matches Drawn	% Matches Won
Senior International Male Team Playing Record. Competition: Afro Basket	6	3	0	50
Senior International Male Team Playing Record. Competition: World Cup Qualifiers	2	0	2	0
Senior International Male Team Playing Record. Competition: Brics Games	3	1	0	33
Senior International Male Team Playing Record. Competition:				
Senior International Male Team Playing Record. Competition:				
Senior International Male Team Playing Record. Competition:				
Senior International Male Team Playing Record. Competition:				
Senior International Male Team Playing Record. Competition: ?				
Overall National Senior Team International Playing Record	11	4	2	36
Under 23 International Male Team Playing Record (If applicable)				
Under 21 International Male Team Playing Record (If applicable)				
Under 20 International Male Team Playing Record (If applicable)				
Under 19 International Male Team Playing Record (If applicable)				
Under 18 International Male Team Playing Record (If applicable)				
Under 17 International Male Team Playing Record (If applicable)				
Under 16 International Male Team Playing Record (If applicable)				
Overall Underage	0	0	0	

From a senior women participant and underage male and female participant perspective, the federation appears to have been *non-functional* for at least the past two years.

e. Coach and Umpire/Referee Demographic Profiles

BASKETBALL: ALL NATIONALLY ACTIVE ACCREDITED MALE AND FEMALE COACHES, REFEREES AND UMPIRES IN AREA OF JURISDICTION - 2018

Category	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
All Nationally Accredited Male Coaches.	0	1	0	2	3	0	33
All Nationally Accredited Female Coaches.	1	0	0	0	1	100	100
Total Coaches (Male plus Female)	1	1	0	2	4	25	50
All Nationally Accredited Male Referees/Umpires.	4	0	0	2	6	67	67
All Nationally Accredited Female Referees/Umpires.	2	0	0	1	3	67	67
Total Referees (Male plus Female)	6	0	0	3	9	67	67

As in most other instances, the same data for coaches and umpires/referees presented in 2017 was presented in 2018.

A very small number of accredited males, i.e. six (67% generic Black and 67% Black African) and three females (67% generic Black) umpires/referees were reported (the same as in 2017). The demographic for women (100% generic Black) exceeded the 60% charter target, but the target for male coaches (33%) was not met.

The male plus female group of four coaches was reported as 50% generic Black, 50% White and only 25% Black African, which did not achieve the 60% charter target nor the 95% generic Black and 85% Black African self-set targets as shown in the barometer scorecard.

The nationally accredited group of three male coaches (33% generic Black, 67% White and 0% Black African) did not achieve the 60% barometer target, while one female coach reported (100% generic Black and 100% black African) did achieve the 60% charter target.

f. Sport Medicine and Scientific Resource Base

BASKETBALL: DEMOGRAPHIC PROFILE OF ALL FEMALE SPECIALIST SUPPORT TO NATIONAL TEAMS - 2018

	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black	% White
Qualified Female Medical Practitioners used by all National level individuals during last season	1	0	0	0	1	100	100	
Qualified Female Physiotherapists used by all National level individuals during last season	1	0	0	1	2	50	50	
Qualified Female Biokineticists used by all National level individuals during last season	0	0	0	0	0			
Qualified Female Nutritionists used by all National level individuals during last season	0	0	0	0	0			
Qualified Male Sport Psychologists used by all National level individuals during last season	0	0	0	0	0			
Qualified Female Computer Male Analysts used by all National level individuals during last season	0	0	0	0	0			
Overall Female Specialist Support	2	0	0	1	3	67	67	

BASKETBALL: DEMOGRAPHIC PROFILE OF ALL MALE + FEMALE SPECIALIST SUPPORT TO NATIONAL TEAMS - 2018

	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black	% White
Qualified Male/Female Medical Practitioners used by all National level individuals during last season	1	0	1	0	2	50	100	0
Qualified Male/Female Physiotherapists used by all National level individuals during last season	1	0	0	1	2	50	50	50
Qualified Male/Female Biokineticists used by all National level individuals during last season	1	0	0	0	1	100	100	0
Qualified Male/Female Nutritionists used by all National level individuals during last season	0	0	0	0	0			
Qualified Female Sport Psychologists used by all National level individuals during last season	0	0	0	0	0			
Qualified Male/Female Computer Analysts used by all National level individuals during last season	0	0	0	0	0			
Overall Male/Female Specialist Support	3	0	1	1	5	60	80	20

Basketball submitted data in only three out of the six specialist categories, namely medical practitioners, biokineticists and physiotherapists. *The same* data as in 2017 was submitted.

The medical practitioner demographic was reported as 50% Black African which is *below* both the 60% charter target as well as the barometer self-set target of 60%, as shown in the barometer scorecard above. The 100% reported actual generic Black demographic for medical practitioners exceeds both the charter target of 60% as well as the self-set 90% barometer target, shown in the barometer scorecard above.

The actual demographic profile of the two physiotherapists reported as 50% Black African and 50% generic Black are both below the 60% charter target and the forecast 70% generic Black self-set barometer target. Only one black African physiotherapist was reported.

The size and extent of the federation's medical and scientific support base is sub-optimal. Medical and sport science support structures of SA sport remain largely unstructured and ineffective. There is no formally

constituted entity coordinating provincial and national accredited specialist membership and governance structures for sport psychologists, sport physiotherapists, biokineticists, nutritionists, sport medicine practitioners and computer analysts.

This means there is no overarching structure to design and manage accreditation processes and establish and manage applied sport-specific research programmes in association with national coaching structures, in order to establish a register for profiling membership and advise federations on the appointment of appropriately qualified and accredited personnel.

There is reason to believe that South African sport has fallen significantly behind the rest of the world in this area. The need is overdue for sport medical and science support services to be better structured, involving *all* universities (the factories of these sources of specialist knowledge) to coordinate and deliver appropriately structured services on an accredited basis. Basketball's leadership has a responsibility to establish an improved structure in line with the sport's needs.

g. Schools and Clubs (Footprint Data)

Since inception of the audit process in 2015, basketball have not reported *any* related basketball participation at school level!

Achievement of the self-set barometer targets of 250 primary and 500 senior participating schools can therefore not be measured.

The reported number of participating clubs, 440 (same as in 2017) exceeds the forecasted barometer target of 400 as shown in the barometer scorecard. However, the federation has not submitted any other club-related data since 2016.

The absence of data related to schools and clubs may be part of an unfortunate set of symptoms reflecting an organisation faced with deep-seated and disturbing governance and dysfunctionality challenges.

SRSA needs to intervene in a federation that appears to be totally dysfunctional. It is strongly recommended that action be taken against this federation in terms of its MoU commitment.

General Remarks

An understanding of the reproduction of inequality (still aligned with race) after apartheid requires a deeper understanding of how the systems entrenching inequality under the previous dispensation have evolved since 1994. Inequality persists in sport (and other areas) because of highly concentrated economic power, reinforced by continued inequalities in education, residence, infrastructure and work organisation. In all these areas the reforms introduced to date did not go far enough to bring about a step change in equality.

The education system continues to reproduce inequalities through large differences in access to quality education that is linked to location and household income. This impacts school sport in that participation opportunities are greatly reduced, thereby encouraging sport administrators to perpetuate and increase the existing gap between the 'haves' and the 'have nots' by focusing on the more 'privileged' segments of the structure.

The symbiotic relationship between the inequalities highlighted will require creative interventions at all levels on an ongoing basis if the existing equality gap is not

to increase further. For those born into poverty, equal opportunity will remain elusive.

The magnitude of the emerging challenges related to the medium- to longer-term impact of national population demographic change demonstrate the *inevitable* sustainability challenges facing many organisations in the future. Of concern are factors such as the ongoing under-representation of the increasing 80% + Black African component of society, a projected decrease in White population numbers from a current 4.5 million to about 2 million by 2050, a projected decline of 33% over the next 15 to 20 years in the number of under-18 Whites and the corresponding increase, from 17 to 21 million, in the under-18 Black African age group.

The following feature among the multitude of strategic challenges faced by all federations:

- An ongoing challenging school sport system;
- The decline (in general) in the number of club structures;
- Sub-optimal sport club structures in townships;
- Failure to quantify and understand the real facility problem, and the absence of well-constructed and comprehensive facility plans;
- Slow-changing demographic profiles in key areas;
- Quality and extent of coaching and referee/umpire structures;
- Suspect high-performance pipelines;
- Sub-optimally structured and organised medical and sport science support structures compared to South African sport's main competitors;
- Ongoing indifference to gender equity-related issues;
- Quality and extent of administrative support to maintain operations; and
- The impact of factors arising from challenging the socio-economic and political environments.

The barometer MoU entered into with SRSA and SASCOC should reflect the commitment and creativity of leadership to change the federation in key areas to lay the foundation on which future leadership structures can build. Data reported/not reported *do not* correlate with the barometer forecasts made. An ineffective and more-of-the-same approach without a professionally constructed strategic plan, driven by serious and committed leadership group, *will not* deliver such a foundation. At best it could only increase the pressure on

those following in the future to adopt more aggressive and risky strategies to deal with unresolved or partially resolved issues.



CONCLUSION & RECOMMENDATION

Basketball's barometer score of 34% in both 2018 and 2017 *did not* achieve the 50% pass rate required in terms of the MoU entered into with SRSA and SASCO.

It is *recommended* that the federation:

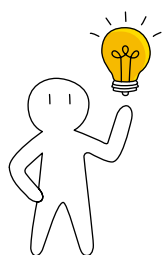
- **Be penalised in terms of the penalties described in the MoU with SRSA and SASCO;**
- **Should review and submit a revised barometer scorecard, based on the comments and observations above and on accepted amendments/changes to the federation's existing barometer extended to 2030; and**
- **Should submit a plan that will address the high degree of dysfunctionality at national level, based on an appropriate head office structure.**

In the barometer review process, the federation needs to carefully consider the comments and observations above as well as those from previous EPG transformation status reports when projecting forward barometer targets to 2030.

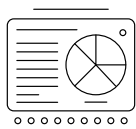
The revised barometer should reflect leadership commitment to *change* in key areas of the organisation to lay a foundation on which future leadership structures can build. An ineffective and more-of-the-same approach will not provide such a foundation and will only increase the pressure on those following to adopt more aggressive and risky strategies to deal with unresolved or partially resolved issues.

Consideration should be given to:

- The issues and weaknesses in the areas highlighted above when revising strategies and resetting barometer targets to ensure *meaningful* change and progress in key strategic areas;
- Ensuring all barometer forecasts demonstrate planned, and thoughtful *improvement* and transformational *progress* over the plan period, driven by increasingly challenging targets;
- The implication of *static* or *slow-changing* barometer targets as this reflects sub-optimal rates of change;
- Establishing defined and coordinated programmes throughout the organisation to reduce the impact of *inequality* in all areas; and
- Ensuring the barometer is representative of the 43 listed charter categories, with due regard to: board and administration demographic structure; representative senior and underage teams; coach and umpire demographic profiles; shape of medical and scientific support base; equitable annual representative participation opportunity at 'international' level for *both* senior and underage male *and* female participants; a revised school participation strategy (including re-evaluation of school facility structures); greater levels of accessibility to club structures; and improved BEE support packages at national and provincial level.



Of concern is that no representative opportunity has been provided for any underage male or female team (for the last two years), exposing a significant strategic development weakness which could have a major impact on upcoming talented young players.



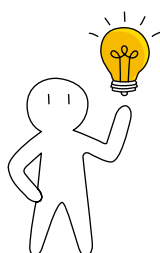
Bowls

Individual Federation Barometer Self-Set and Pre-Set Charter Target Scorecards



SECTION CONTENTS

Bowls: Barometer and Charter Scorecard – 2018 19	51
Bowls Barometer and Charter Performance Overview – 2018	52
1. Subjective Evaluation of Data Submission Quality	52
2. Summary Performance against Barometer Self-Set and Charter One-Size-Fits-All Targets	52
a. Administration	53
b. Senior, Junior and Youth Male and Female Representative Entities	55
c. High-Performance Pipeline	56
d. Performance Records	57
e. Coach and Umpire/Referee Demographic Profiles	58
f. Sport Medicine and Scientific Support Structure	59
General Remarks	62
Conclusion & Recommendation	63



No barometer targets were set for board and staff demographic profiles by the Federation.

Bowls: Barometer and Charter Scorecard – 2018/19

MORE THAN 100% OF SELF-SET TARGETS ACHIEVED			LESS THAN 100% OF SELF-SET ACHIEVED OR NO FORECAST AND/OR ACTUAL DATA PROVIDED			ZERO SELF-SET TARGET AND ZERO ACTUAL REPORTED		NO DATA PROVIDED BY FEDERATION	
Category	Measures	Barometer self-set target 2018	Charter Target	Actual 2018	% Barometer Target Achieved 2018	% Barometer Target Achieved 2017	% Charter Target Achieved 2018	Percentage Point difference Barometer % vs Charter % Target Achievement 2018	Barometer Target Achievement Trend 2017 2018
Schools and Clubs	Number of Participating Primary Schools	70		99	141				
	Number of Participating Senior Schools	201		182	91				
	Number of Participating Clubs	490		487	99				
	Number of Club Members	23 000		22 558	98				
Generic Black Male Representative Teams	% Demographic Senior National Male Generic Black Team Members	16	60	14	88		23	64	
	% Demographic National Male Under 21/23 Generic Black Team Members	NO FORECAST	60				0		
	Demographic National Male Under 19 Generic Black Team Members	NO FORECAST	60				0		
	Demographic National Male Under 18 Generic Black Team Members	NO FORECAST	60				0		
	Demographic National Male Under 16/17 Generic Black Team Members	NO FORECAST	60				0		
Black African Male Representative Teams	Demographic Senior National Male Team Black African Members	16	60	14	88		23	64	
	Demographic National Male Under 21/23 Black African Team Members	NO FORECAST	60				0		
	Demographic National Male Under 19 Black African Team Members	NO FORECAST	60				0		
	Demographic National Male Under 18 Team Black African Members	NO FORECAST	60				0		
	Demographic National Male Under 16/17 Team Black African Members	NO FORECAST	60				0		
Generic Black Female Representative Teams	Demographic Senior National Female Generic Black Team Members	8	60	6	75		10	65	
	Demographic National Female Under 21/23 Generic Black Team Members	NO FORECAST	60				0		
	Demographic National Female Under 19 Generic Black Team Members	NO FORECAST	60				0		
	Demographic National Female Under 18 Generic Black Team Members	NO FORECAST	60				0		
	Demographic National Female Under 16/17 Generic Black Team Members	NO FORECAST	60				0		
Black African Female Representative Teams	Demographic Senior National Female Black African Team Members	8	60	6	75		10	65	
	Demographic National Female Under 21/23 Black African Team Members	NO FORECAST	60				0		
	Demographic National Female Under 19 Black African Team Members	NO FORECAST	60				0		
	Demographic National Female Under 18 Black African Team Members	NO FORECAST	60				0		
	Demographic National Female Under 16/17 Black African Team Members	NO FORECAST	60				0		
Coaches and Referees or Umpires Demographic Profiles	Demographic Active (registered) Nationally Accredited Generic Black Coaches	0	60	4			7		
	Demographic Active (registered) Nationally Accredited Generic Black Referees	0	60	2			3		
	Demographic Active (registered) Nationally Accredited Black African Coaches	0	60	0			0		
	Demographic Active (registered) Nationally Accredited Black African Referees	0	60	1			2		
Board and Full-time Staff Demographic Profiles	Board/Exco (Generic Black) Demographic	0	60	0			0		
	Board/Exco (Black African) Demographic	0	60	0			0		
	Full-time Staff (Generic Black) Demographic	0	60	0			0		
	Full-time Staff (Black African) Demographic	0	60	0			0		
Medical and Scientific Group Demographic Profile	Medical Practitioner Generic Black Support Demographic	0	60	NO DATA					
	Physiotherapist Generic Black Support Demographic	0	60	NO DATA					
	Biokineticist Generic Black Support Demographic	0	60	NO DATA					
	Sport Psychologist Generic Black Support Demographic	0	60	NO DATA					
	Computer Analyst Generic Black Support Demographic	0	60	NO DATA					
	Medical Practitioner Black African Support Demographic	0	60	NO DATA					
	Physiotherapist Black African Support Demographic	0	60	NO DATA					
	Biokineticist Black African Support Demographic	0	60	NO DATA					
	Sport Psychologist Black African Support Demographic	0	60	NO DATA					
	Computer Analyst Black African Support Demographic	0	60	NO DATA					
Preferential Procurement	Total % BEE Purchases	43	50	NO DATA					
Number of Categories in which targets have been set					8	0			
Number of Barometer Self-Set Targets achieved					1	0			
% of Barometer Self-Set/Charter Targets achieved					13	0			

As shown in the scorecard above, only one target (the number of participating primary schools forecast) was achieved, i.e. 13% or eight of the federation's number of self-set targets. There are 42 categories in which targets can be set. The 13% is below the 50% required as described in the barometer MoU the federation has entered into and the federation is therefore subject to the possible imposition of penalties as described in MoU.

The graphic below compares the percentage of self-set target performance with the percentage of charter target achievement performance in each of the categories of the barometer.

The forecast self-set targets until 2025, as set out in the barometer MoU, project a largely unchanging situation, demonstrating the magnitude of the longer-term challenges for future leadership structures. These forecasts will have to be reviewed before the 30 June to reflect a more imaginative and goal-directed strategy to deal with the sport's longer-term sustainability challenges.

Although the federation is responding to the issues raised in previous EPG reports, there is reason to believe that the barometer forecasts presented may not reflect the changes required for meaningful change to take place.

The combined impact of the magnitude of socio-economic and political changes, in addition to the sport's current demographic age and dominant population group profile, may have a greater effect on sustainability in the medium- to longer-term than originally thought. For this reason, it may be necessary to review the sport's future *shape* reflected in a revised barometer covering the next 25 years and updating the barometer annually. The reason for this lies in the differences in the projected shapes of the White and Black African population demographics.

Changes in the White demographic profiles of different age group categories compared to that of Black Africans clearly demonstrate bowls' dilemma – a significant decline in population numbers in all White age categories compared to increasing Black African numbers in all age categories. The changing White and Black African age groups (66 to 80 +) demonstrate the aging characteristic.

Given the sport's average membership age of 70 + as reported by the federation, the sport's traditional human resource base is disappearing and, unless its current membership demographic profile changes, the prevailing socio-economic and political environment could tip the sport into a survival mode. Monitoring and projecting forward trend lines in key categories will make the challenges faced more visible.

a. Administration

BOWLS: NATIONAL ADMINISTRATION DEMOGRAPHIC PROFILE - 2018

Category	African	Coloured	Indian	White	Women	Disabled	TOTAL	% Black African	% Generic Black	% Coloured	% Indian	% Women	% Disabled
President				1			1	● 0	● 0	● 0	● 0	● 0	● 0
CEO	N/A						0	●	●	●	●	●	●
Full-time Employed Staff Members				2			2	● 0	● 0	● 0	● 0	● 0	● 0
Part Time Employed Staff Members				1	1		1	● 0	● 0	● 0	● 0	● 100	● 0
'Board' Members				6	1		6	● 0	● 0	● 0	● 0	● 17	● 0
Exco/Management Committee Members				6	1		6	● 0	● 0	● 0	● 0	● 17	● 0
Finance Committee				1			1	●	●	● 0	● 0	● 0	● 0
Audit and Risk Committee				1	1		1	●	●	● 0	● 0	● 100	● 0
Transformation Committee				1	1		1	● 0	● 0	● 0	● 0	● 100	● 0

The federation's administration and leadership structure are 100% White – 25 years after the first demographic elections and eight years after the adoption of the Transformation Charter in 2011 by the total sport movement.

A board comprising six people (six in 2017) was reported to be 0% Black African, 0% Coloured, 0% Indian and 100% White (the same as in 2017), which reflects an untransformed leadership demographic. Both the actual generic Black and Black African demographics of 0% reported are well below the 60% charter target, as is the very small staff complement reported. This raises

awkward question as to the commitment to transform the sport demographically.

No barometer targets were set for board and staff demographic profiles.

Considering the magnitude of what is clearly becoming a question of survival in the longer term for the sport, urgent and creative interventions are required. A one-person 'transformation' committee, limited support staff and a part-time CEO will *not* have a meaningful impact on implementation of plans and programmes to deal with a rapidly deteriorating situation. The organisation needs to recognise that the game of bowls may have entered a 'survival' stage and that a more purposeful approach is required to deal with the effects of an uncertain future.

The federation's barometer forecasts do not forecast the employment of a full-time or part-time CEO in the future. The number of participants and clubs involved, and the factors impacting the sport, reinforce the need to re-think the shape of administration and leadership structures as a matter of urgency.

Women representation on the board was reported as only 17%. This is well below the all-size-fits-all 25% charter target. The federation's barometer forecast for women representation may have to be reviewed, considering that it is low and incrementally projected to be only 20% by 2025. Current trends related to women's position in society need to be acknowledged and dealt with.

With no pipeline in place, the obstacles/constraints to bring about even small forward-projected change are significant, considering there has been no change since 1994.

The federation's transformation (change) committee is reported as one (100% White), reflecting no change from 2017, which is inadequate, even when considering the

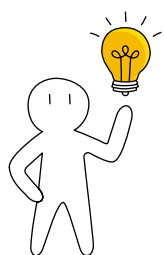
not insignificant challenge of having to virtually reinvent the organisation. The magnitude and complexity of transforming (changing) the organisation from a longer-term sustainability perspective may have been underestimated.

More than any other sport code audited to date, bowls have been impacted by population demographic changes leading to sub-optimal demographic structures. Given the average participant age and declining club members and membership numbers, the sport may have reached the crossroads. Sustainability/survival has become a dominant strategic issue for all codes with predominantly White demographic profiles on and off the field of play.

Stats SA data shows that the White population grouping between the ages of 35 and 65 is on average *decreasing* by about 4% over the next 20 years, and the under-18 age group by about 30% over the same period. In contrast, the Black African 35 to 65 age group *is increasing* by about 70% and the under-18 age group by about 19%. This will eventually see the divide between a sustainable organisation and an organisation in a survival mode becoming increasingly problematic for predominantly White organisation structures.

A stagnant or declining demographically aligned bowls membership by greater than 5% per annum, as reported in 2017, could leave future bowls leadership structures with not insignificant challenges. The federation's MoU barometer forecasts submitted do not show meaningful change over the next 20 years that will impact the current situation.

The comments above suggest the need for a focus on ensuring a *change* in leadership thinking that is more information driven because of a rapidly changing socio-political and socio-economic environment linked to changes in population demographics.



More than any other sport code audited to date, bowls have been impacted by population demographic changes leading to sub-optimal demographic structures.

b. Senior and Underage National and Representative Teams

BOWLS: NATIONAL REPRESENTATIVE SENIOR AND UNDERAGE MALE TEAM DEMOGRAPHICS - 2018

Representation	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
Total Number Different Senior Individual Male Participants that have Represented Your Code Internationally During 2018	3			18	21	14	14
Total Number Different Under 21 Individual Male Participants that have Represented Your Code Internationally During 2018							
Total Number Different Under 20 Individual Male Participants that have Represented Your Code Internationally During 2018							
Total Number Different Under 19 Individual Male Participants that have Represented Your Code Internationally During 2018							
Total Number Different Under 18 Individual Male Participants that have Represented Your Code Internationally During 2018							
Total Number Different Under 17 Individual Male Participants that have Represented Your Code Internationally During 2018							
Total Number Different Under 16 Individual Male Participants that have Represented Your Code Internationally During 2018							
Total Number Different Under 14 Individual Male Participants that have Represented Your Code Internationally During 2018							
Total Number Different Under 13 Individual Male Participants that have Represented Your Code Internationally During 2018							

BOWLS: INDIVIDUAL FEMALE INTERNATIONAL PARTICIPATION DEMOGRAPHIC PROFILES - 2018

Representation	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
Total Number Different Senior Individual Female Participants that have Represented Your Code Internationally During 2018	1			15	16	6	6
Total Number Different Under 21 Individual Female Participants that have Represented Your Code Internationally During 2018							
Total Number Different Under 20 Individual Female Participants that have Represented Your Code Internationally During 2018							
Total Number Different Under 19 Individual Female Participants that have Represented Your Code Internationally During 2018							
Total Number Different Under 18 Individual Female Participants that have Represented Your Code Internationally During 2018							
Total Number Different Under 17 Individual Female Participants that have Represented Your Code Internationally During 2018							
Total Number Different Under 16 Individual Female Participants that have Represented Your Code Internationally During 2018							
Total Number Different Under 15 Individual Female Participants that have Represented Your Code Internationally During 2018							
Total Number Different Under 14 Individual Female Participants that have Represented Your Code Internationally During 2018							
Total Number Different Under 13 Individual Female Participants that have Represented Your Code Internationally During 2018							

The actual senior national female team generic Black demographic of 6%, i.e. 94% White and 6% Black

African, reported, is well *below* the 60% charter target in both instances and do not exceed the 'self-set' barometer target of 16% for generic Black and the self-set Black African target of 8%.

A major effort to achieve the 2025 barometer forecast of 25% by 2025 will be required. No data was provided for *any* representative underage male or female entity, a serious deficiency from a pipeline perspective.

The actual senior national male team generic Black demographic of 14% reported is well below the 60% charter target and does not exceed the 'self-set' barometer target of 16% forecast. To increase this to 25% by 2025 is a not insignificant challenge. As was the case

for female participation structures, no data was provided for any underage representative entities.

Bowl's barometer MoU submitted suggests a way forward that may not be in the best interest of the game, highlighting a need for deeper leadership introspection. The fact that the barometer presented does not include plans for a team structure resembling a 'feeder' structure to achieve higher representative levels, should be of concern to the federation.

The barometer forecast will have to be reviewed and extended to get a better appreciation of leadership's thinking on how the sport will evolve in the future.

The impact of an aging White population on the sustainability of the sport cannot not be underestimated.

c. Representative Team Performances and High-Performance Pipelines

BOWLS: INTERNATIONAL PARTICIPATING MALE INDIVIDUAL PERFORMANCE RECORDS DURING LAST SEASON - 2018

Category	Total Number of Competitions in which all Individuals	Total No of First Positions	Total No of Second Positions	Total No of Third Positions	% of 1st Positions
Performance in All Competitions in which Senior Male participants have represented Your code Internationally During 2018	9		3	1	0
Performance in All Competitions in which Under 21 Male participants have represented Your code Internationally During 2018					
Performance in All Competitions in which Under 20 Male participants have represented Your code Internationally During 2018					
Performance in All Competitions in which Under 21 Male participants have represented Your code Internationally During 2018					
Performance in All Competitions in which Under 19 Male participants have represented Your code Internationally During 2018					
Performance in All Competitions in which Under 18 Male participants have represented Your code Internationally During 2018					
Performance in All Competitions in which Under 17 Male participants have represented Your code Internationally During 2018					
Performance in All Competitions in which Under 16 Male participants have represented Your code Internationally During 2018					

BOWLS: INTERNATIONAL PARTICIPATING FEMALE INDIVIDUAL PERFORMANCE DURING - 2018

Team	Total Number of Events Individuals Participated in	Total No of First Positions	Total No of Second Positions	Total No of Third Positions	% of 1st Positions
Performance in All Competitions in which Senior Female participants have represented Your code Internationally During 2018	7		3	2	0
Performance in All Competitions in which Under 21 Female participants have represented Your code Internationally During 2018					
Performance in All Competitions in which Under 20 Female participants have represented Your code Internationally During 2018					
Performance in All Competitions in which Under 21 Female participants have represented Your code Internationally During 2018					
Performance in All Competitions in which Under 19 Female participants have represented Your code Internationally During 2018					
Performance in All Competitions in which Under 18 Female participants have represented Your code Internationally During 2018					
Performance in All Competitions in which Under 17 Female participants have represented Your code Internationally During 2018					
Performance in All Competitions in which Under 16 Female participants have represented Your code Internationally During 2018					

BOWLS: NATIONAL SENIOR AND UNDERAGE FEMALE HIGH PERFORMANCE SQUADS - 2018

High Performance Group	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
All National Individual Senior Female High Performance Squad Members During 2018				12	12	0	0
All National Under Individual 21 National Female High Performance Squad Members During 2018							
All National Under Individual 20 National Female High Performance Squad Members During 2018							
All National Under Individual 19 National Female High Performance Squad Members During 2018							
All National Under Individual 18 National Female High Performance Squad Members During 2018							
All National Under Individual 17 National Female High Performance Squad Members During 2018							
All National Under Individual 16 National Female High Performance Squad Members During 2018							
Average underage							

BOWLS: NATIONAL SENIOR AND UNDERAGE MALE HIGH PERFORMANCE SQUADS - 2018

High Performance Group	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
All National Individual Senior Male High Performance Squad Members During 2018	2			10	12	17	17
All National Under Individual 21 National Male High Performance Squad Members During 2018							
All National Under Individual 20 National Male High Performance Squad Members During 2018							
All National Under Individual 19 National Male High Performance Squad Members During 2018							
All National Under Individual 18 National Male High Performance Squad Members During 2018							
All National Under Individual 17 National Male High Performance Squad Members During 2018							
All National Under Individual 16 National Male High Performance Squad Members During 2018							
Average underage							

Average performances were reported for both senior male and female representative entities. Both the senior female and male national representative entities reported 0% first position achievements and no underage international participation opportunity.

The demographic profiles of the female and male senior high-performance groups, both comprising the 12 senior members, were reported as 17% generic Black and Black African (i.e. 83% White) for the male group and 0% generic Black (100% White) for the female senior groups.

Both sets of demographics reported were well below the 60% charter target. This structure may not serve the purpose of a reservoir to change the demographics of the senior male or female representative groups. No underage high-performance groups were reported. This will accelerate the demise of a sport already in decline.

The high-performance pipeline does not appear to be part of an integrated system targeted at changing the demographics of senior representative entities.

d. Coach and Umpire/Referee Demographic Profiles

BOWLS: ALL NATIONALLY ACTIVE ACCREDITED MALE AND FEMALE COACHES, REFEREES AND UMPIRES IN AREA OF JURISDICTION - 2018

Category	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
All Nationally accredited Male Coaches.	3	11	6	479	499	1	4
All Nationally accredited Female Coaches.	1	8	4	356	369	0	4
Total Coaches (Male plus Female)	4	19	10	835	868	0	4
All Nationally Accredited Male Referees/Umpires.	26	29	22	2320	2397	1	3
All Nationally Accredited Female Referees/Umpires.	9	11	8	2010	2038	0	1
Total Referees (Male plus Female)	35	40	30	4330	4435	1	2

The number of male coaches reported, i.e. 499 (464 in 2017), had a demographic profile of 4% generic Black (4% in 2017), 96% White, 1% Black African (0% in 2017), which suggests a small demographic change.

The 369 (325 in 2017) female coaches reported had a demographic profile of 4% (3%, in 2017) generic Black, 0% Black African (0% in 2017) and 96% White.

Although the number of male and female coaches showed an increase of 35, 8% and 44, 14% respectively, this did not impact the demographic profile of coaches meaningfully.

The reported female and male coach demographic profiles did not exceed the 60% charter targets. The federation *did not* set targets for coaches and umpires in the barometer MoU entered into with SRSA and SASCO.

The male umpire group demographic of 2397 (2 281 in 2017) increased by 116, i.e. a 5% increase. The generic Black demographic of the male umpire group reported was 3%, which is unchanged from 2017. The Black African demographic, on the other hand, is 1%, and the 97% White demographic was unchanged from

that reported in 2017. The number of female umpires reported, i.e. 2 038, shows an increase of 142,7% over the 1 896 female umpires indicated in 2017. The demographic of this group was unchanged from the 1% generic Black, 0% Black African and 99% White previously reported.

Both the female and male umpire groups reflect effectively untransformed predominantly White structures, which may *not* be sustainable in the longer term, considering the changing 60 + population group demographic.

Neither the reported demographics for coaches nor for umpires achieved the 60% charter targets as shown in the barometer scorecard.

The forward-projected self-set barometer targets shown above do not demonstrate any meaningful change as from 2017 as these do reflect an increase above the 8% generic Black level for 2018 to 2025, in terms of the barometer MoU. Intervention intensity may have to be increased.

The MoU barometer demographic-related forecasts for all administration, umpire and coach structures will have to be reconsidered, reviewed and resubmitted against

the background of remarks and observations above. The small and incremental changes projected in the existing barometer MoU may not be in the best interest of the game's longer-term future.

e. Sport Medicine and Scientific Resource Base

BOWLS: DEMOGRAPHIC PROFILE OF ALL MALE + FEMALE SPECIALIST SUPPORT TO NATIONAL INDIVIDUALS - 2018 (Changed 2017 to 2018 - please check that this change is correct)

	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
Qualified Male/Female Medical Practitioners used by all National level individuals during last season	0	0	0	0	0		
Qualified Male/Female Physiotherapists used by all National level individuals during last season	0	0	0	0	0		
Qualified Male/Female Biokineticists used by all National level individuals during last season	0	0	0	0	0		
Qualified Male/Female Nutritionists used by all National level individuals during last season	0	0	0	0	0		
Qualified Female Sport Psychologists used by all National level individuals during last season	0	0	0	0	0		
Qualified Male/Female Computer Analysts used by all National level individuals during last season	0	0	0	0	0		
Overall Male/Female Specialist Support	0	0	0	0	0		

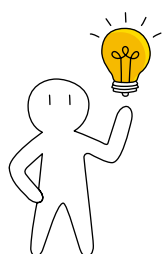
The bowls federation has never reported a medical and scientific support structure to support the unique requirements of the sport since the introduction of the charter and barometer, nor is one foreseen in the MoU submitted.

The medical and sport science support structures of SA sport remain largely unstructured and ineffective. There is no formally constituted entity coordinating provincial and national accredited specialist membership and governance structures for sport psychologists, sport physiotherapists, biokineticists, nutritionists, sport medicine practitioners and computer analysts.

This means there is no overarching structure to design and manage accreditation processes and establish and

manage applied sport-specific research programmes in association with national coaching structures, in order to establish a register profiling membership and advise federations on the appointment of appropriately qualified and accredited personnel.

There is reason to believe that South African sport has fallen significantly behind the rest of the world in this area. The need is overdue for sport medical and science support services to be better structured, involving *all* universities (the factories of these sources of specialist knowledge) to coordinate and deliver appropriately structured services on an accredited basis. Bowl's leadership has a responsibility to establish an appropriate structure in line with bowl's needs.



The bowls federation has never reported a medical and scientific support structure to support the unique requirements of the sport since the introduction of the charter and barometer, nor is one foreseen in the MoU submitted.

f. Schools and Clubs (Footprint Data)

BOWLS: NUMBER OF ALL PARTICIPATING SCHOOLS AND CLUBS (IN AREA OF JURISDICTION) PER DISTRICT AND PROVINCE - 2018

District in Area of Jurisdiction	No of All Clubs	No of All participating Junior Clubs	No of All participating Primary schools	No of All Participating Senior schools	No of Participating Private schools
Buffalo City (Border Bowls - BOR)	32		7	9	1
Nelson Mandela Bay (Eastern Province Bowls - EPB)	31			1	
Alfred Nzo					
Amathole					
Chris Hani					
Ukhahlamba (Joe Qqabi)					
Sarah Baartman (Cacadu)					
O R Tambo					
EASTERN CAPE (TOTAL)	63	-	7	10	1
Mangaung (Northern Free State Bowling ASSOC - NF)	28		6	8	
Fezile Dabi					
Lejweleputswa					
Thabo Mofutsanyana					
Xhariep (Southern Free State Bowling ASSOC - SFS)	25		3	7	
FREE STATE (TOTAL)	53	-	9	15	-
City of Johannesburg (Johannesburg Bowls ASSOC - JB)	36		1	6	1
City of Tshwane (Bowls Gauteng North - BGN)	24		8	5	2
Ekurhuleni (Ekurhuleni Bowls - ECU)	24			14	2
Sedibeng (Sedibeng Bowls - SED)	7		1	4	1
West Rand (Sables Bowling ASSOC - SAB)	11		1	2	1
GAUTENG (TOTAL)	102	-	11	31	7
Ethekwini (Port Natal Bowls - PNB)	30		3	2	1
Amajuba (Kwazulu Natal Country Bowls - KNC)	21		3	6	2
iLembe					
Sisonke					
Ugu (Kingfisher Bowling Assoc - KBA)	18				
uMgungundlovu (Natal Inland Bowling ASSOC - NIB)	20		1	3	
Umkhanyakude					
uMzinyathi					
uThukela					
uThungulu (King Cetshwayo)					
Zululand					
KWAZULU NATAL (TOTAL)	89	-	7	11	3
Capricorn (Limpopo Bowls - LIM)					
Mopani					
Sekhukhune					
Vhembe					
Waterberg					
LIMPOPO (TOTAL)	14	-	3	8	-
Ehlanzeni (Mpumalanga Bowls ASSOC - MPU)					
Gert Sibande					
Nkangala					
MPUMALANGA (TOTAL)	21	-	4	6	-
Bojanala Platinum (North West Bowls - NWB)					
Central (Ngaka Modiri Molema)					
Bophirima (Dr Ruth Mompati)					
Southern (Dr Kenneth Kaunda)					
NORTH WEST (TOTAL)	17	-	1	9	1
Frances Baard (Northern Cape Bowls - NCP)					
Kgaladi					
Namakwa					
Pixley-ka-Seme					
Siyanda					
NORTHERN CAPE (TOTAL)	27	-	4	10	-
Cape Town (Western Province Bowls - WPB)	36		12	16	
Cape Winelands (Boland Bowls - BOL)	39		13	15	2
Eden (Eden Bowls - EDN)	19		18	15	1
Central Karoo					
Overberg					
West Coast					
WESTERN CAPE (TOTAL)	94	-	43	46	3
TOTAL	480	-	89	146	15

BOWLS: SUMMARY CLUB STRUCTURE IN AREA OF JURISDICTION - 2018

Category	NUMBER
Total number of clubs (excluding 'Township' based clubs) participating in your code in area of jurisdiction	487
Total number of 'Township' based clubs participating in your code in area of jurisdiction	
Total number of registered male club members (excluding Township based clubs) in area of jurisdiction (Affiliated Members only)	14006
Total number of registered male members in 'Township' based clubs in area of jurisdiction	
Total number of registered female club members (excluding Township based clubs) in area of jurisdiction (Affiliated Members only)	8552
Total number of registered female members in 'Township' based clubs in area of jurisdiction	
Total number of league participating teams (excluding 'Township' based clubs) in area of jurisdiction	
Total number of league participating teams ('Township' based clubs) in area of jurisdiction.	
Total number of facilities available to clubs (excluding 'Township' based clubs) in area of jurisdiction (Greens)	872
Total number of facilities available to 'Township' based clubs in area of jurisdiction.	
Estimated total facility short fall at club level in area of jurisdiction.	
Total number of new 'Township' clubs started last season in area of jurisdiction	
Total number of Township based clubs that have stopped participating last season in area of jurisdiction	
Total number of new clubs (excluding 'Township' based) that have started participating in your code last season	1
Total number of clubs (excluding 'Township' based clubs that have stopped participating in your code last season.	
Total number of club players (excluding 'Township' based clubs) forming part of a High Performance Programme last season (Gold Squad)	24
Total number of club players, from 'Township' based clubs, forming part of a High Performance Programme last season	
Total number of accredited coaches available at club level (excluding 'Township' based clubs) last season (Assistant & Club & District Level)	814
Total number of Teams accredited coaches available at 'Township' based clubs	
Total Number of Clubs (Excluding Township based Clubs) in your code that have participating Women Teams	487
Total Number of Township based Clubs participating in your code that have participating Women Teams	
Total direct financial support provided clubs (excluding 'Township' based clubs) in area of jurisdiction last season.	R
Total direct financial support provided to 'Township' based clubs) in area of jurisdiction last season	R

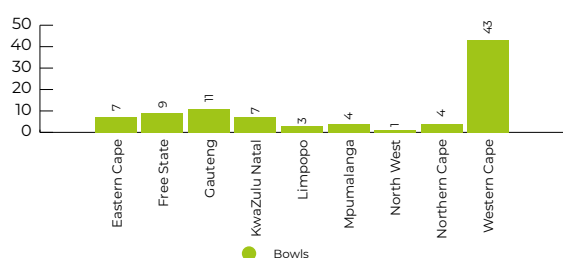
BOWLS: SUMMARY SENIOR SCHOOL STRUCTURE IN AREA OF JURISDICTION - 2018

Element	NUMBER
Total number of all Senior schools in area of jurisdiction	
Total number of all Senior schools (Excluding Township based Senior schools) participating in your code in area of jurisdiction (Includes Private Schools)	182
Total number of facilities available to Senior schools (Excluding Township based Senior schools) in area of jurisdiction (Greens)	872
Total estimated number of Senior school facility (Excluding Township based Senior schools) shortfall in area of jurisdiction	
Total number of 'Township' based Senior schools in area of jurisdiction	
Total number of 'Township' based Senior schools participating in your code in area of jurisdiction	
Total number of facilities available to Senior schools in 'Townships' participating in your code in area of jurisdiction	
Total estimated number of Senior school facility shortfall in 'Townships' in area of jurisdiction	
Total number of accredited coaches available to Senior schools (excluding Township based Senior schools) in area of jurisdiction (Assistant & Club Level)	714
Total number of accredited coaches available to Senior 'Township' based Senior schools in area of jurisdiction	
Number of new Senior schools (excluding 'Township' Senior schools) that have started participating in your code during last season in area of jurisdiction	29
Number of Senior schools (excluding 'Township' Senior schools) that have stopped participating in your code last season in area of jurisdiction	
Number of new 'Township' based Senior schools that have started participating in your code during last season in area of jurisdiction	
Number of 'Township' based Senior schools that have stopped participating in your code last season in area of jurisdiction	
Number of Senior school (excluding 'Township' Senior school) participants form part of a High Performance program in area of jurisdiction	
Number of Senior school ('Township' Senior school) participants forming part of a High Performance program in area of jurisdiction	
Total Number of Senior Schools (excluding participating Township Senior schools) participating in your code that have girl participating Teams	182
Total Number of Township based Senior Schools participating in your code that have girl participating Teams	
Direct financial support given to a Senior schools (excluding participating Township Senior schools) in area of jurisdiction	R
Direct financial support given to Township based Senior schools in area of jurisdiction	R

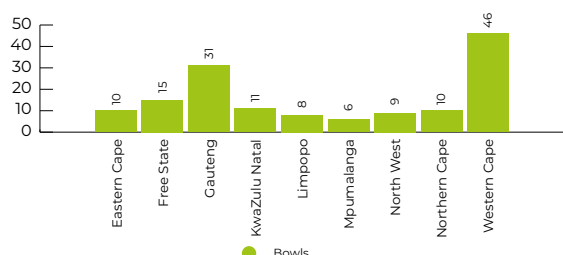
BOWLS: SUMMARY PRIMARY SCHOOL STRUCTURE IN AREA OF JURISDICTION - 2018

Element	NUMBER
Total number of all Primary schools in area of jurisdiction	
Total number of all Primary schools (Excluding Township based Primary schools) participating in your code in area of jurisdiction	99
Total number of facilities available to Primary schools (Excluding Township based Primary schools) in area of jurisdiction (Greens)	872
Total estimated number of Primary school facility (Excluding Township based Primary schools) shortfall in area of jurisdiction	
Total number of 'Township' based Primary schools in area of jurisdiction	
Total number of 'Township' based Primary schools participating in your code in area of jurisdiction	
Total number of facilities available to Primary schools in 'Townships' participating in your code in area of jurisdiction	
Total estimated number of Primary school facility shortfall in 'Townships' in area of jurisdiction	
Total number of accredited coaches available to Primary schools (excluding Township based Primary schools) in area of jurisdiction (Assistant & Club Level)	714
Total number of accredited coaches available to Primary 'Township' based Primary schools in area of jurisdiction	
Number of new Primary schools (excluding 'Township' Primary schools) that have started participating in your code during last season in area of jurisdiction	35
Number of Primary schools (excluding 'Township' Primary schools) that have stopped participating in your code last season in area of jurisdiction	
Number of new 'Township' based Primary schools that have started participating in your code during last season in area of jurisdiction	
Number of 'Township' based Primary schools that have stopped participating in your code last season in area of jurisdiction	
Number of Primary school (excluding 'Township' Primary school) participants form part of a High Performance program in area of jurisdiction	
Number of Primary school ('Township' Primary school) participants forming part of a High Performance program in area of jurisdiction	
Total Number of Primary Schools (excluding participating Township Primary schools) participating in your code that have girl participating Teams	
Total Number of Township based Primary Schools participating in your code that have girl participating Teams	
Direct financial support given to a Primary schools (excluding participating Township Primary schools) in area of jurisdiction	R
Direct financial support given to Township based Primary schools in area of jurisdiction	R

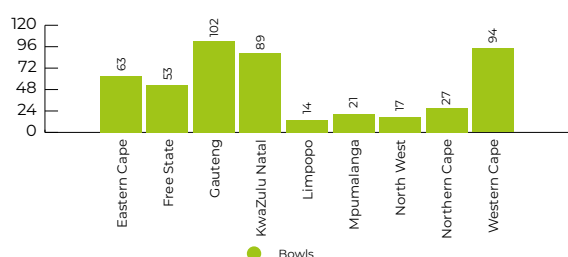
Bowls: Primary School Participation Profile Per Province - 2018



Bowls: Senior School Participation Profile Per Province - 2018



Bowls: Club Participation Profile Per Province - 2018



The number of participating primary and senior schools has increased by 90 (73 in 2017), a 26% increase, and 182 (144 in 2017), a 21% increase, respectively. The number of participating primary schools reported as 99 exceeded the self-set barometer target of 70 (the only barometer target achieved by the federation). The number of participating senior schools and clubs reported as 146 and 487 respectively did not exceed the self-set barometer targets for senior schools, i.e. 201, nor for the number of clubs, i.e. 490 (894 in 2017). The number of club members reported, i.e. 22 558, also did not achieve the self-set barometer target of 23 000.

The federation's detailed in-house database confirms a steady decline in numbers. Municipal strategies with respect to clubs impact the long-term sustainability of the game, which may need to be dealt with by involving communities from the disadvantaged areas who have never had access to the game. This will bring about better utilisation of existing facilities in line with the current and future requirements of South African society.

The rate at which clubs become part of bowls' school programme and the changing number and demographics of participants involved, will be key measures to gauge change progress. Important success measures could include the number and growth of school participants per province and district taking part, the demographic profiles and age categories of participants, the number of competitive and structured

participation opportunities provided, and demographics of the high-performance group.

General Remarks

An understanding of the reproduction of inequality (still aligned with race) after apartheid requires a deeper understanding of how the systems entrenching inequality under the previous dispensation have evolved since 1994. Inequality persists in sport (and other areas) because of highly concentrated economic power, reinforced by continued inequalities in education, residence, infrastructure and work organisation. In all these areas the reforms introduced to date did not go far enough to bring about a step change in equality.

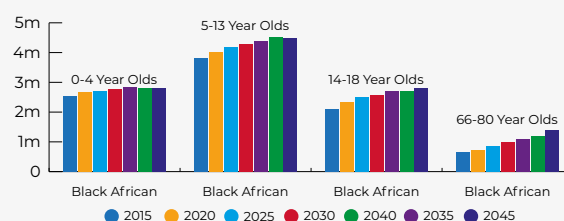
The education system continues to reproduce inequalities through large differences in access to quality of education that is linked to location and household income. This impacts school sport in that participation opportunities are greatly reduced, thereby encouraging sport administrators to perpetuate and increase the existing gap between the 'haves' and the 'have nots' by focusing on the more 'privileged' segments of the structure.

The symbiotic relationship between the inequalities highlighted will require creative interventions at all levels on an ongoing basis if the existing equality gap is not to increase further. For those born into poverty equal opportunity will remain elusive.

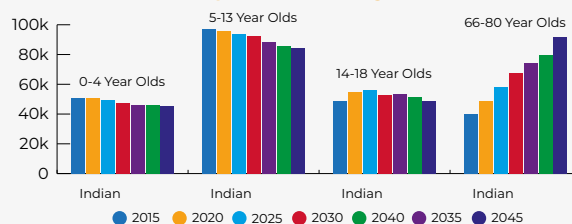
The magnitude of the emerging challenges related to the medium- to longer-term impact of national population demographic change as reflected below cannot be ignored. The ongoing under-representation of the increasing 80% + Black African component of society, a projected decrease in White population numbers from a current 4.5 million to about 2 million by 2050, a projected decline of 33% over the next 15 to 20 years in the number of under-18 Whites and the corresponding increase, from 17 to 21 million, in the under-18 Black African age group demonstrate the inevitable sustainability challenges facing many organisations with predominant White structures in the future.

The graphics below demonstrate the growth and now decline in the 60 to 80 + age group in the White population group (the only population group showing a decline in recent times compared to the other population groups).

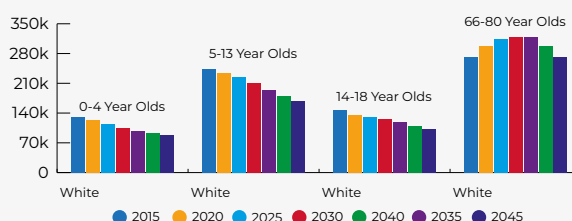
0 to 4, 5 to 13, 14 to 18 and 66 to 80+ Year Old Black African Male Population Change: 2015 to 2045



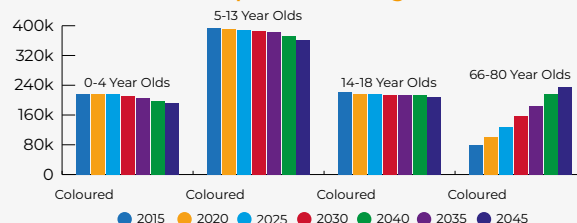
0 to 4, 5 to 13, 14 to 18 and 66 to 80+ Year Old Indian Male Population Change: 2015 to 2045



0 to 4, 5 to 13, 14 to 18 and 66 to 80+ Year Old White Male Population Change: 2015 to 2045



0 to 4, 5 to 13, 14 to 18 and 66 to 80+ Year Old Coloured Male Population Change: 2015 to 2045



This scenario presents an opportunity to engage with higher age group categories of *other* population groups in township areas who have not had the opportunity to be part of the game. In addition, the municipalities and suburbs demonstrating rapidly changing demographics are obvious targets. Aggressive recruiting and marketing programmes associated with the game, based on the strength and extent of bowls' existing network of facilities, including coach and technical official networks, will bring positive outcomes in the short to medium term. For one, the predominantly White demographic profile of the game will be affected and wider access to school children will be possible.

The following feature among the multitude of strategic challenges faced by all federations:

- An ongoing challenging school sport system;
- The decline (in general) in the number of club structures;
- Sub-optimal sport club structures in townships;
- Failure to quantify and understand the real facility problem, and the absence of well-constructed and comprehensive facility plans;
- Slow-changing demographic profiles in key areas;
- Quality and extent of coaching and referee/umpire structures;
- Suspect high-performance pipelines;
- Sub-optimally structured and organised medical and sport science support structures compared to South African sport's main competitors;
- Ongoing indifference to gender equity-related issues;
- Quality and extent of administrative support to maintain operations; and
- The impact of factors arising from challenging the socio-economic and political environments.

sA new innovative strategic approach focused on re-inventing the organisation is required. The barometer MoU entered into with SRSA and SASCOC should reflect the commitment and creativity of leadership to change the federation in key areas in order to lay the foundation on which future leadership structures can build. An ineffective and more-of-the same approach will not deliver such a foundation. At best it could only increase the pressure on those following in the future to adopt more aggressive and risky strategies to deal with unresolved or partially resolved issues.



CONCLUSION & RECOMMENDATION

Bowls has achieved only 13% (1 out of 8) of its self-set targets, largely due to an incomplete barometer, and therefore *did not achieve* the 50% pass rate required in terms of the MoU entered into with SRSA and SASCOC.

It is *recommended* that the federation be given a *conditional pass*, subject to reviewing and rescored of its 2018 barometer scorecard, based on accepted amendments/changes to the federation's existing barometer extended to 2030.

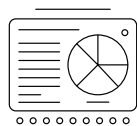
In the barometer review process, the federation needs to carefully consider the comments and observations

above as well as those from previous EPG transformation status reports when projecting barometer targets forward to 2030.

The revised barometer should reflect leadership commitment to *change* in key areas of the organisation to lay a foundation on which future leadership structures can build. An ineffective and more-of-the-same approach will not provide such a foundation and will only increase the pressure on those following to adopt more aggressive and risky strategies to deal with unresolved or partially resolved issues.

Consideration should be given to:

- The issues and weaknesses in the areas highlighted above when revising strategies and resetting barometer targets to ensure *meaningful* change and progress in key strategic areas;
- Ensuring all barometer forecasts demonstrate planned and thoughtful *improvement* and transformational *progress* over the plan period, driven by increasingly challenging targets;
- the implication of *static* or *slow-changing* barometer targets as this reflects sub-optimal rates of change;
- Establishing defined and coordinated programmes throughout the organisation to reduce the impact of *inequality* in all areas; and
- Ensuring the barometer is representative of the 43 listed charter categories, with due regard to: board and administration demographic structure; representative senior and underage teams; coach and umpire demographic profiles; shape of medical and scientific support base; equitable annual representative participation opportunity at 'international' level for *both* senior and underage male *and* female participants; a revised (now overdue) participating school strategy (including re-evaluation of school facility structures); greater levels of accessibility to club structures; and improved BEE support packages at national and provincial level.



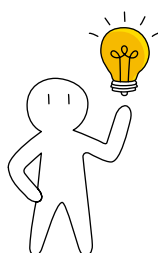
Boxing

Individual Federation Barometer Self-Set and Pre-Set Charter Target Scorecards



SECTION CONTENTS

Boxing: Barometer and Charter Scorecard – 2018 19	65
Boxings Barometer and Charter Performance Overview – 2018	66
1. Subjective Evaluation of Data Submission Quality	66
2. Summary Performance against Barometer Self-Set and Charter One-Size-Fits-All Targets	67
a. Administration	67
b. Senior, Junior and Youth Male and Female Representative Entities	68
c. High-Performance Pipeline	68
d. Performance Records	69
e. Coach and Umpire/Referee Demographic Profiles	70
f. Sport Medicine and Scientific Support Structure	71
General Remarks	72
Conclusion & Recommendation	72



The 60% one-size-fits-all charter target for the generic Black and Black African demographic was achieved in 14 (45%) of the 31 charter listed categories.

Boxing: Barometer and Charter Scorecard – 2018/19

MORE THAN 100% OF SELF-SET TARGETS ACHIEVED		LESS THAN 100% OF SELF-SET ACHIEVED OR NO FORECAST AND/OR ACTUAL DATA PROVIDED		ZERO SELF-SET TARGET AND ZERO ACTUAL REPORTED				NO DATA PROVIDED BY FEDERATION	
Category	Measures	Barometer self-set target 2018	Charter Target	Actual 2018	% Barometer Target Achieved 2018	% Barometer Target Achieved 2017	% Charter Target Achieved 2018	Percentage Point difference Barometer % vs Charter % Target Achievement 2018	Barometer Target Achievement Trend 2017 - 2018
Schools and Clubs	Number of Participating Primary Schools	NO SCHOOL PRESENCE			0	0			
	Number of Participating Senior Schools	NO SCHOOL PRESENCE			0	0			
	Number of Participating Clubs	700		2360	337	105			
	Number of Club Members	9000		5234	58	0			
Generic Black Male Representative Teams	% Demographic National Elite Male (19-40 year olds) Generic Black Individuals	100	60	70	70	100	117	-47	
	% Demographic National Youth Male (U18 year olds) Generic Black Individuals	100	60	100	100	0	167	-67	
	% Demographic National Junior Male (U17 year olds) Generic Black Individuals	100	60	0	0	0	0	0	
Black African Male Representative Teams	% Demographic National Elite Male (19-40 year olds) Black African Individuals.	100	60	70	70	50	117	-47	
	% Demographic National Youth Male (U18 year olds) Black African Individuals	100	60	88	88	0	147	-59	
	% Demographic National Junior Male (U17 year olds) Black African Individuals	100	60	0	0	0	0	0	
Generic Black Female Representative Teams	% Demographic National Elite Female (19-40 year olds) Generic Black Individuals	100	60	100	100	92	167	-67	
	% Demographic National Youth Female (U18 year olds) Generic Black Individuals	100	60	100	100	0	167	-67	
	% Demographic National Junior Female (U17 year olds) Generic Black Individuals	100	60	0	0	0	0	0	
Black African Female Representative Teams	% Demographic National Elite Female (19-40 year olds) Black African Individuals	100	60	100	100	58	167	-67	
	% Demographic National Youth Female (U18 year olds) Black African Individuals	100	60	100	100	0	167	-67	
	% Demographic National Junior Female (U17 year olds) Black African Individuals	100	60	0	0	0	0	0	
Coaches and Referees or Umpires Demographic Profiles	Demographic Active (registered) Nationally Accredited Generic Black Coaches	100	60	90	90	90	150	-60	
	Demographic Active (registered) Nationally Accredited Generic Black Referees	100	60	89	89	82	148	-59	
	Demographic Active (registered) Nationally Accredited Black African Coaches	100	60	84	84	90	140	-56	
	Demographic Active (registered) Nationally Accredited Black African Referees	100	60	82	82	78	137	-55	
Board and Full-time Staff Demographic Profiles	Board/Exco (Generic Black) Demographic	100	60	100	100	100	167	-67	
	Board/Exco (Black African) Demographic	100	60	100	100	100	167	-67	
	Full-time Staff (Generic Black) Demographic	0	60	NO DATA	0	0	0		
	Full-time Staff (Black African) Demographic	0	60	NO DATA	0	0	0		
Medical and Scientific Group Demographic Profile	Medical Practitioner Generic Black Support Demographic	100	60	0	0	0	0		
	Physiotherapist Generic Black Support Demographic	100	60	0	0	0	0		
	Biokineticist Generic Black Support Demographic	100	60	0	0	0	0		
	Sport Psychologist Generic Black Support Demographic	100	60	0	0	0	0		
	Computer Analyst Generic Black Support Demographic	100	60	0	0	0	0		
	Medical Practitioner Black African Support Demographic	100	60	0	0	0	0	0	
	Physiotherapist Black African Support Demographic	100	60	0	0	0	0		
	Biokineticist Black African Support Demographic	100	60	0	0	0	0		
	Sport Psychologist Black African Support Demographic	100	60	0	0	0	0		
Preferential Procurement	Total % BEE Purchases	100	50	0	0	0	0		
Number of Categories in which targets have been set					31	33			
Number of Barometer Self-Set Targets achieved					8	4			
% of Barometer Self-Set/Charter Targets achieved					26	12			

Amateur Boxing: Barometer and Charter-Related Observations and Commentary – 2018

The following sections comment on and evaluate boxing's target achievement in selected transformation charter categories against barometer self-set and transformation charter one-size-fits-all targets.

1. Subjective Evaluation of Data Submission Quality

Subjective evaluation of the quality of boxings' data input in terms of four criteria reveals the following:

- a. Completeness of data packages 20 (30% in 2017);
- b. Perceived reliability of data submitted 20% (20% in 2017);
- c. Perceived commitment to the process 10% (20% in 2017); and
- d. Support received from sub-structures 20%, (10% in 2017).

The overall evaluation resulted in an average score of 18%, which is lower than the 20% achieved in 2017. It compares poorly with the 46% (49% in 2017) average achieved by all 19 federations audited. The overall quality of data input is sub-standard and well below the average of the federations audited for the past three years, and it now needs improvement. The time has come for the sport's leadership to take data collection associated with the transformation process seriously.

The federation set barometer targets in only 31 (33 in 2017) of the 41 charter categories listed. As shown in the barometer scorecard above, eight of the self-set barometer targets, i.e. 26% of the total number of self-set targets, has been achieved. This shows improvement on the 12% of barometer targets achieved in 2017 but remains well below the 50% required to avoid imposition of penalties in terms of the barometer MoU.

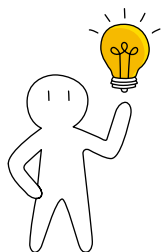
The low score appears to be related to 'non-sensical' target setting (all 100% targets) in the senior and underage male and female categories. Historically, Whites and Coloureds did participate with some success in the sport. Access to the sport for these groups therefore may have to be improved through the establishment of clubs in the old White communities now undergoing rapid demographic change. The reason for these changes is twofold: the impact of population demographic change and an emerging economically empowered black middle class.

As indicated in the 2017 transformation report, this report incorporates a revised classification of boxing's senior and underage categories as requested by the federation.

Although illogical targets have been set in the barometer MoU for the medical and scientific support structure, no performance data was presented in 2018 or 2017. Considering the nature of the sport, the apparent absence of this structure should receive leadership attention.

The 60% one-size-fits-all charter target for the generic Black and Black African demographic was achieved in 14 (45%) of the 31 charter listed categories.

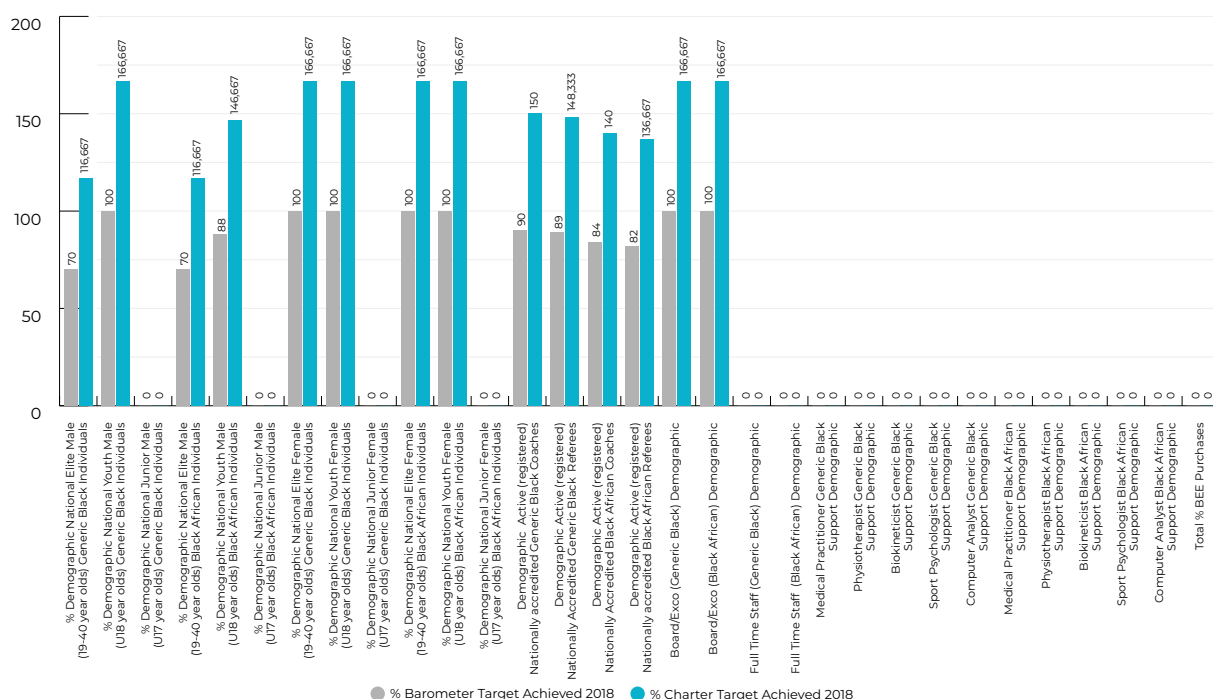
It is advisable for leadership to urgently revisit its barometer MoU self-set targets, shaping these in such a way that they reflect the intended evolving shape of the sport over the plan period, particularly with respect to increased Coloured and White representation in its structures and to bring this in line with the national population demographic profile of approximately 80% Black African, 9% Coloured and 9% White.



It is advisable for leadership to urgently revisit its barometer MoU self-set targets, shaping these in such a way that they reflect the intended evolving shape of the sport over the plan period, particularly with respect to increased Coloured and White representation in its structures and to bring this in line with the national population demographic profile of approximately 80% Black African, 9% Coloured and 9% White.

2. Summary of Performance against Barometer Self-Set and Charter One-Size-Fits-All Targets

Boxing- % Barometer Target Achieved vs % Predetermined Charter Target Achieved - 2018



a. Administration

AMATEUR BOXING: NATIONAL ADMINISTRATION DEMOGRAPHIC PROFILE - 2018

Category	African	Coloured	Indian	White	Women	Disabled	TOTAL	% Black African	% Generic Black	% Coloured	% Indian	% Women	% Disabled
President	1	0	0	0	0	0	1	100	100	0	0	0	0
CEO	1	0	0	0	1	0	1	100	100	0	0	100	0
Full-time Employed Staff Members													
Part Time Employed Staff Members													
'Board' Members													
Exco/Management Committee Members	5	0	0	0	3	0	5	100	100	0	0	60	0
Finance Committee	1	0	0	0	0	0	1	100	100	0	0	0	0
Audit and Risk Committee													
Transformation Committee													

Boxing reported a comparatively small board of only five members, with a demographic of 100% Black African, which was in line with its 100% self-set barometer target for 2017. It also exceeds the charter target of 60%. The 60% charter target (the interim milestone towards sport structures resembling national demographic profile over time) was exceeded by a large margin in the administrative component of the federation.

The small number of board members (Exco), i.e. five, of which three (60%) are women, means that several regions may not be represented, which could be problematic from a governance perspective.

The President has been reported as Black African and the CEO also as Black African and female. No full-time or part-time staff was reported, a weakness requiring attention if the sport is to grow and develop to its full potential. Boxing's administration structure is sub-optimal and cannot possibly serve as the basis for developing and positioning the sport in its rightful place in the South African sport environment.

Of concern is what appears to be a backward trend, given that there was no South African representation in the 2016 Rio Olympics, whereas boxing's gold medal record since the early 1960s has been surpassed by only

athletics. There is no reason why this sport cannot be elevated to higher levels of excellence by improving its governance structures nationally and locally.

b. Senior and Underage National Representative Teams

AMATEUR BOXING: NATIONAL REPRESENTATIVE SENIOR AND UNDERAGE MALE DEMOGRAPHICS - 2018

Team	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
Total Number of Elite Individual Male Participants that have Represented Your Code Internationally During Previous Season	7	0	0	3	10	70	70
Total Number of Youth Individual Male Participants that have Represented Your Code Internationally During Previous Season	7	0	1	0	8	88	100
Total Number of Junior Individual Male Participants that have Represented Your Code Internationally During Previous Season							
Total Number of School boys Individual Male Participants that have Represented Your Code Internationally During Previous Season							
Total Underage National Male Individuals During Previous Season	7	0	1	0	8	88	100

AMATEUR BOXING: NATIONAL REPRESENTATIVE SENIOR AND UNDERAGE FEMALE DEMOGRAPHICS - 2018

	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
Total Number of Elite Individual Female Participants that have Represented Your Code Internationally During Previous Season	5	0	0	0	5	100	100
Total Number of Youth Individual Female Participants that have Represented Your Code Internationally During Previous Season	2	0	0	0	2	100	100
Total Number of Junior Individual Female Participants that have Represented Your Code Internationally During Previous Season	0	0	0	0	0		
Total Number of School girls Individual Female Participants that have Represented Your Code Internationally During Previous Season	0	0	0	0	0		
Total Underage National Female Individuals During Previous Season	2	0	0	0	2	100	100

Male individual national groups:

- The demographic profile of the male *elite* group of 10 (19 to 40 years old) was 70% generic Black (i.e. 30% White) and 70% Black African.
- The demographic profile of the male *youth* group of eight (under-18 years).
- No data was submitted for the male junior (under-18 years) demographic profile.

Female individual national groups:

- The demographic profile of the female *elite* group of five (19 to 40 years old) was 100% generic Black and 100% Black African.
- The demographic profile of the female *youth* group of two (under-18 years) was 100% generic Black and 100% Black African.
- No data was submitted for the female junior (under-18 years) demographic profile.

c. High-Performance Pipeline

No high-performance senior and underage pipeline has been reported, which is a major weakness.

AMATEUR BOXING: INTERNATIONAL PARTICIPATING MALE INDIVIDUAL PERFORMANCE RECORDS DURING LAST SEASON - 2018

	Total Number of Events Individuals Participated	Total No of First Positions	Total No of Second Positions	Total No of Third Positions	% First Positions
Total Number of Elite Individual Male Participants that have Represented Your Code Internationally During Previous Season	1	0	1	0	0
Total Number of Youth Individual Male Participants that have Represented Your Code Internationally During Previous Season	3	1	0	2	33
Total Number of Junior Individual Male Participants that have Represented Your Code Internationally During Previous Season	0	0	0	0	
Total Number of School boys Individual Male Participants that have Represented Your Code Internationally During Previous Season	0	0	0	0	
Total Underage National Male Individuals During Previous Season	3	1	0	2	33

Performance Records

AMATEUR BOXING: INTERNATIONAL PARTICIPATING FEMALE INDIVIDUAL PERFORMANCE DURING 2018

Team	Total Number of Events Individuals Participated In	Total No of First Positions	Total No of Second Positions	Total No of Third Positions	% First Positions
Total Number of Elite Individual Female Participants that have Represented Your Code Internationally During Previous Season	1	0	1	0	0
Total Number of Youth Individual Female Participants that have Represented Your Code Internationally During Previous Season	3	1	0	2	33
Total Number of Junior Individual Female Participants that have Represented Your Code Internationally During Previous Season	0	0	0	0	
Total Number of School girls Individual Female Participants that have Represented Your Code Internationally During Previous Season	0	0	0	0	
Total Underage National Female Individuals During Previous Season	3	1	0	2	33

The average performance of the elite male group was 0% first positions, whereas the 3 male junior and youth groups of boxers achieved 33% first positions.

The average performance of the elite female group was 0% first positions, whereas the 3 female junior and youth groups of boxers also achieved 33% first positions.

d. Coach and Umpire/Referee Demographic Profiles

AMATEUR BOXING: ALL NATIONALLY ACTIVE ACCREDITED MALE AND FEMALE COACHES, REFEREES & UMPIRES IN AREA OF JURISDICTION - 2018

Category	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
All Nationally accredited Male Coaches	49	5		7	61	80	89
All Nationally accredited Female Coaches	38	2	0	3	43	88	93
Total Coaches (Male plus Female)	87	7	0	10	104	84	90
All Nationally Accredited Male Referees/Umpires	24	3	0	5	32	75	84
All Nationally Accredited Female Referees/Umpires	23	1		1	25	92	96
Total Referees (Male plus Female)	47	4	0	6	57	82	89

The demographic of boxing's 104 male- plus female- accredited coaches (82 in 2017) of which 61 are male (51 in 2017) was reported as 93% generic Black (86% in 2017) and 11% White (14% in 2017). The reported 43 female coaches (31 in 2017) was reported as 93% generic Black (93% in 2017), 88% Black African (97% in 2017), 7% White and 5% Coloured and 0% Indian.

It may be useful if the existing, but declining White coaching base is used as one of the resources to influence boxing's participation demographic, particularly among Whites and Coloured participants. The demographic for both male and female coaches exceeds the 60% charter Black African target.

However, the forward projected self-set generic Black barometer target of 100% was not exceeded as reflected

by the 90% generic Black and 84% Black African actuals reported as shown in the barometer scorecard.

The overall demographic of boxing's 57 accredited referees (50 in 2017), comprising 32 males and 25 females, was reported as 89% generic Black, 82% Black African and 11% White (18% in 2017), which exceeded the 60% charter target.

However, the self-set barometer generic Black and Black African target of 100% was not exceeded as reflected by the actual 89% and 82% reported respectively.

Both the coach and referee demographics reflect a slightly more diverse demographic profile than that of the participant and administration components.

e. Sport Medicine and Scientific Support Structure

AMATEUR BOXING: ALL NATIONALLY ACTIVE ACCREDITED MALE AND FEMALE COACHES, REFEREES AND UMPIRES IN AREA OF JURISDICTION - 2018

Category	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
All Nationally accredited Male Coaches.	49	5		7	61	80	89
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Total Coaches (Male plus Female)	87	7	0	10	104	84	90
All Nationally Accredited Male Referees/Umpires.	24	3	0	5	32	75	84
All Nationally Accredited Female Referees/Umpires.	23	1		1	25	92	96
Total Referees (Male plus Female)	47	4	0	6	57	82	89

AMATEUR BOXING: DEMOGRAPHIC PROFILE OF ALL MALE + FEMALE SPECIALIST SUPPORT TO NATIONAL INDIVIDUALS - 2018

	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black	% White
Qualified Male/Female Medical Practitioners used by all National level individuals during last season	0	0	0	0	0			
Qualified Male/Female Physiotherapists used by all National level individuals during last season	0	0	0	0	0			
Qualified Male/Female Biokineticists used by all National level individuals during last season	0	0	0	0	0			
Qualified Male/Female Nutritionists used by all National level individuals during last season	0	0	0	0	0			
Qualified Female Sport Psychologists used by all National level individuals during last season	0	0	0	0	0			
Qualified Male/Female Computer Analysts used by all National level individuals during last season	0	0	0	0	0			
Overall Male/Female Specialist Support	0	0	0	0	0			

The federation has not reported any data for its sport science and medical structure, for three years running, despite setting and committing to recommendable and ambitious targets in the federation's barometer MoU entered with SRSA and SASCO, where 100% generic Black African and Black African representation targets were set in all sub-categories.

No modern-day sport structure can function without this support structure and the establishment and maintenance of such as structure, populated by professionals in key specialist areas, should be a *priority* activity for boxing's leadership.

SA sport remains largely unstructured and ineffective in terms of medical and sport science support structures. There is no formally constituted entity coordinating provincial and national accredited specialist membership and governance structures for sport psychologists, sport physiotherapists, biokineticists, nutritionists, sport medicine practitioners, computer analysts and social welfare practitioners.

This means there is no overarching structure to design and manage accreditation processes for these specialists to provide support for boxing and establish and manage applied sport-specific research programmes in association with national coaching structures, in order to establish a register for profiling membership and advise federations on the appointment of appropriately qualified and accredited personnel.

There is reason to believe that South African sport has fallen significantly behind the rest of the world in this area. The need is overdue for sport medical and science support services to be better structured, involving *all* universities (the factories of these sources of specialist knowledge) to coordinate and deliver appropriately structured services on an accredited basis. Boxing's leadership has a responsibility to establish an appropriate structure in line with the sport's needs.

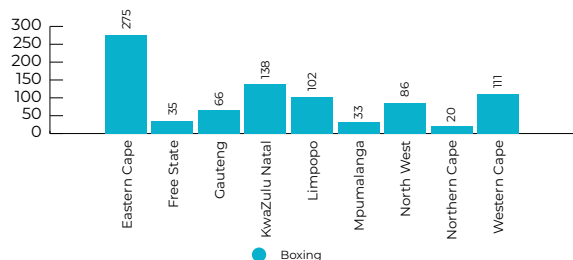
f. Schools and Clubs (Footprint Data)

BOXING: NUMBER OF ALL PARTICIPATING SCHOOLS AND CLUBS (IN AREA OF JURISDICTION) PER DISTRICT AND PROVINCE - 2018

District in Area of Jurisdiction	No of All Clubs	No of All participating Junior Clubs	No of All participating Primary schools	No of All Participating Senior schools	No of Participating Private schools
Buffalo City	85				
Nelson Mandela Bay	40				
Alfred Nzo	10				
Amathole	25				
Cacadu	45				
Chris Hani	8				
Sarah Baartman	42				
O R Tambo	22				
EASTERN CAPE (TOTAL)	275				
Mangaung	7				
Fezile Dabi	10				
Lejweleputswa	5				
Thabo Mofutsanyana	11				
Xhariep	2				
FREE STATE (TOTAL)	35				
City of Johannesburg	10				
City of Tshwane	11				
Ekurhuleni	18				
Sedibeng	17				
West Rand	9				
GAUTENG (TOTAL)	66				
EtheKwini	19				
Amajuba	10				
iLembe	9				
Sisonke	15				
Ugu	7				
uMgungundlovu	14				
Umkhanyakude	16				
uMzinyathi	6				
uThukela	8				
uThungulu	19				
Zululand	15				
KWAZULU NATAL (TOTAL)	138				
Capricorn	21				
Mopani	12				
Sekhukhune	9				
Vhembe	17				
Waterberg	43				
LIMPOPO (TOTAL)	102				
Ehlanzeni	10				
Gert Sibande	6				
Nkangala	17				
MPUMALANGA (TOTAL)	33				
Bojanala Platinum	44				
Central	20				
Bophirima	20				
Southern	2				
NORTH WEST (TOTAL)	86				
Frances Baard	14				
Kgaladi	2				
Namakwa	1				
Pixley-ka-Seme	1				
Siyanda	2				
NORTHERN CAPE (TOTAL)	20				
Cape Town Unicity	73				
Boland	11				
Eden	8				
Central Karoo	2				
Overberg	7				
West Coast	10				
WESTERN CAPE (TOTAL)	111				
TOTAL	1 456				

Because of regulatory constraints, boxing is not a recognised school sport. The historic foundation of most South African successful sports structures are schools, for this reason, coupled with the potential of the sport, every effort should be made to remove this barrier. The following table reflects the club profile submitted by the federation.

Boxing: Primary School Participation Profile Per Province - 2018



General Remarks

Boxing's barometer forecasts and the charter-related data sheet should reflect the current shape of the sport, as well as an insight into boxing leadership's thinking about the sport's future.

The data provided is incomplete and reflects a need for greater demographic diversity in all areas. The accredited coaching/trainer and referee structures reflect the remnants of what is left of White and Coloured referees and trainers. Accessibility for population groups other than Black African is becoming increasingly problematic. The leadership may have to seriously contemplate a more defined way forward for the sport in this regard.

The following feature among the multitude of strategic challenges faced by all federations:

- An ongoing challenging school sport system;
- The decline (in general) in numbers of club structures;
- Sub-optimal sport club structures in townships;
- Failure to quantify and understand the real facility problem, and the absence of well-constructed and comprehensive facility plans;
- Slow-changing demographic profiles in key areas;
- Quality and extent of coaching and referee/umpire structures;
- Suspect high-performance pipelines;
- Sub-optimally structured and organised medical and sport science support structures compared to South African sport's main competitors;

- Ongoing indifference to gender equity-related issues;
- Quality and extent of administrative support to maintain operations; and
- The impact of factors arising from challenging the socio-economic and political environments.

There is little doubt that boxing's administration may be in serious need of leadership attention if the full potential of the sport is to be developed. The barometer MoU entered into with SRSA and SASCOC should reflect the commitment and creativity of leadership to *change* the federation in key areas to lay the foundation on which future leadership structures can build. An ineffective and more-of-the-same approach will not deliver such a foundation. At best it could only increase the pressure on those following in the future to adopt more aggressive and risky strategies to deal with unresolved or partially resolved issues.



CONCLUSION & RECOMMENDATION

Boxing's barometer score of 26% in 2018 (an improvement on 2017's Female 12%) *did not* achieve the 50% pass rate required in terms of the MoU entered into with SRSA and SASCOC.

It is *recommended* that the federation be given a *conditional* barometer pass, subject to the following:

A revision (overhaul) of the original barometer (2018 to 2030) is submitted by 30 June 2019 and that the following is ensured:

- The revised barometer submitted is based on the comments and observations provided above, as well as those in previous EPG transformation status reports.
- The issues and weaknesses in the areas touched on in the narrative above and in previous reports are given in-depth thought and consideration when revising and setting targets that demonstrate meaningful change and progress in support of the overall charter objective of 'an accessible, equitable, demographically representative and competitive sport structure'.
- All barometer forecasts made demonstrate planned and thoughtful *improvement* and *progress* over the plan period (2018 to 2030).
- The revised barometer is balanced with respect

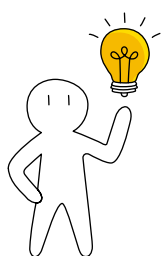
to the charter categories selected from the listed 43 in which targets are set. In this regard, the shape and *demographic* profiles of the following will require judicious and premeditated thought: board and administration structure; *annual* equitable representative participation opportunity at international level for *both* senior and underage male *and* female participants; coach and umpire/referee structures; a developing medical and scientific support base; participating clubs and club members; and a BEE support package.

- The implications of *static* or *slow-changing* targets are carefully considered as these reflect a structure that is transforming sub-optimally.
- The revised barometer needs to be signed off by the President and CEO, followed by submission

thereof to the Director General of Sport and copied to Dr Willie Basson at wdb1801@worldonline.co.za by 30 June 2019.

Failure to comply by 30 June 2019 could result in:

- 50% or more of annual SRSA grants being withheld, postponed or reduced;
- The right to bid for and/or stage international events locally being withdrawn; or
- The position of the federation being reconsidered and the right to participate internationally being suspended.



There is little doubt that boxing's administration may be in serious need of leadership attention if the full potential of the sport is to be developed. The barometer MoU entered into with SRSA and SASCOG should reflect the commitment and creativity of leadership to *change* the federation in key areas to lay the foundation on which future leadership structures can build.



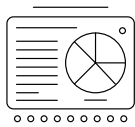
Chess

Individual Federation Barometer Self-Set and Pre-Set Charter Target Scorecards



No data was submitted due to internal governance-related issues.





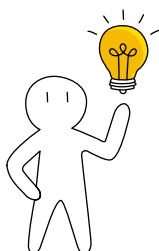
Cricket

Individual Federation Barometer Self-Set and Pre-Set Charter Target Scorecards



SECTION CONTENTS

Cricket: Barometer and Charter Scorecard – 2018 19	76
Cricket's Barometer and Charter Performance Overview – 2018	77
1. Subjective Evaluation of Data Submission Quality	77
2. Summary Performance against Barometer Self-Set and Charter One-Size-Fits-All Targets	77
a. Administration	78
b. Senior, Junior and Youth Male and Female Representative Entities	80
c. High-Performance Pipeline	80
d. Performance Records	81
e. Coach and Umpire/Referee Demographic Profiles	82
f. Sport Medicine and Scientific Support Structure	83
g. Schools and Clubs (Footprint Data)	84
General Remarks	87
Conclusion & Recommendation	89

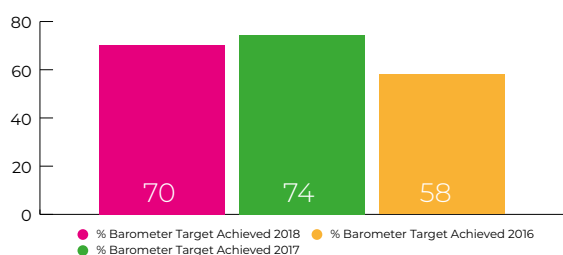


Cricket's evaluation overall score of 80% for 2018, compared to an average of 46% for all federations audited. The quality of cricket's data input was scored as 78% in 2017 and 70% in 2016, which reflects a steady improvement.

Cricket: Barometer and Charter Scorecard – 2018/19

MORE THAN 100% OF SELF-SET TARGETS ACHIEVED			LESS THAN 100% OF SELF-SET ACHIEVED OR NO FORECAST AND/OR ACTUAL DATA PROVIDED			ZERO SELF-SET TARGET AND ZERO ACTUAL REPORTED			NO DATA PROVIDED BY FEDERATION		
Category	Measures	Barometer Self-set Target 2018	Charter Target	Actual 2018	% Barometer Target Achieved 2018	% Barometer Target Achieved 2017	% Barometer Target Achieved 2016	% Charter Target Achieved 2018	Percentage Point difference Barometer % vs Charter % Target Achievement 2018	Barometer Target Achievement Trend 2016 - 2018	
Schools and Clubs	Number of Participating Primary Schools	5 714		5 720	100	101	98				
	Number of Participating Senior Schools	1 075		1 023	95	88	83				
	Number of Participating Clubs	843		823	98	100	100				
	Number of Club Members	27 800		37 886	136	159	54				
Generic Black Male Representative Teams	Senior National Male Team Generic Black Members	58	60	52	90	96	NO DATA	87	3		
	National Male Under 21/23 Generic Black Team Members	58	60	69	119	111	NO DATA	115	4		
	National Male Under 19 Generic Black Team Members	56	60	57	102	93	86	95	7		
	National Male Under 18 Generic Black Team Members	56	60	58	104	107	NO DATA	97	7		
	National Male Under 16/17 Generic Black Team Members	NO U/17 TEAM	60	NO U/17 TEAM			NO DATA				
Black African Male Representative Teams	Senior National Male Team Black African Members	22	60	23	105	90	NO DATA	38	66		
	National Male Under 21/23 Black African Team Members	32	60	56	175	110	NO DATA	93	82		
	National Male Under 19 Black African Team Members	33	60	43	130	97	86	72	59		
	National Male Under 18 Team Black African Members	33	60	42	127	167	NO DATA		57		
	National Male Under 16/17 Team Black African Members	NO U/17 TEAM	60	NO U/17 TEAM			NO DATA				
Generic Black Female Representative Teams	Senior National Female Generic Black Team Members	54	60	46	85	107	NO DATA	77	9		
	National Female Under 21/23 Generic Black Team Members	60	60	62	103	122	NO DATA				
	National Female Under 19 Generic Black Team Members	56	60	54	96	100	NO DATA				
	National Female Under 18 Generic Black Team Members	NO U/18 TEAM	60	NO U/18 TEAM			NO DATA				
	National Female Under 16/17 Generic Black Team Members	NO U/17 TEAM	60	NO U/17 TEAM			NO DATA				
Black African Female Representative Teams	Senior National Female Black African Team Members	24	60	24	100	95	NO DATA	40	60		
	National Female Under 21/23 Black African Team Members	34	60	38	112	167	NO DATA				
	National Female Under 19 Black African Team Members	27	60	42	156	150	NO DATA				
	National Female Under 18 Black African Team Members	NO U/18 TEAM	60	NO U/18 TEAM			NO DATA				
	National Female Under 16/17 Black African Team Members	NO U/17 TEAM	60	NO U/17 TEAM			NO DATA				
Coaches and Referees or Umpires Demographic Profiles	Active (registered) Nationally Accredited Generic Black Coaches	80	60	48	60	119	107	80	-20		
	Active (registered) Nationally Accredited Generic Black Umpires	56	60	61	109	102	204	102	7		
	Active (registered) Nationally Accredited Black African Coaches	52	60	25	48	164	60	42	6		
	Active (registered) Nationally Accredited Black African Umpires	27	60	32	119	108	84	53	65		
Board and Full-time Staff Demographic Profiles	Board/Exco (Generic Black) Demographic	80	60	82	103	114	251	137	-34		
	Board/Exco (Black African) Demographic	41	60	45	110	110	124	75	35		
	Full-time Staff (Generic Black) Demographic	72	60	84	117	111	55	140	-23		
	Full-time Staff (Black African) Demographic	54	60	62	115	126	44	103	11		
Medical and Scientific Group Demographic Profile	Medical Practitioner Generic Black Support Demographic	40	60	100	250	250		167	83		
	Physiotherapist Generic Black Support Demographic	60	60	67	112	83	100	112	0		
	Biokineticist Generic Black Support Demographic	40	60	60	150	100	NO DATA	100	50		
	Sport Psychologist Generic Black Support Demographic	40	60	0	0	100	NO DATA	0	0		
	Computer Analyst Generic Black Support Demographic	60	60	80	133	133	100	133	0		
	Medical Practitioner Black African Support Demographic	20	60	0	0	165	NO DATA	0	0		
	Physiotherapist Black African Support Demographic	40	60	50	125	85	132	83	42		
	Biokineticist Black African Support Demographic	20	60	40	200	100	NO DATA	67	133		
	Sport Psychologist Black African Support Demographic	20	60	0	0	100	NO DATA	0	0		
Preferential Procurement	Total % BEE Purchases	89	50	86	97	106	111	172	-75		
Number of Categories in which targets have been set					37	39	25				
Number of Barometer Self-Set Targets achieved					26	29	13				
% of Barometer Self-Set/Charter Targets achieved					70	74	58				

Cricket Overall Barometer Scores 2016, 2017, 2018



The figures show that the federation has achieved 70% of its self-set barometer targets, which is higher than the 50% required to avoid penalty imposition. This compares with the 74% achieved in 2017 and 58% in 2016. On the other hand, only 10% of the one-size-

fit-all charter targets were achieved, which suggests that the self-set barometer targets are less challenging than the corresponding predetermined charter targets. Barometer scores may have plateaued.

As shown in the barometer scorecard and graphic, the charter categories in which less than 100% of self-set barometer targets were achieved included *the total number and percentage of the total number of participating senior schools, the number of clubs, generic Black African representation in senior male national teams as well as senior and under-19 female national teams*. An unresolved weakness in cricket's national representative entity profile and pipeline

a. National Team Demographic Charter Overview

CRICKET: MALE INTERNATIONAL REPRESENTATIVE SENIOR AND UNDERAGE TEAM DEMOGRAPHIC PROFILES DURING PREVIOUS SEASON - 2018

National Representative Team	Africans	Coloured	Indian	White	Total	% Black African	% Generic Black
Total Number Senior International Representative Male Team Members During Season. Competition: TEST SERIES	20	8	20	62	110	18	44
Total Number Senior International Representative Male Team Members During Season. Competition: ODI SERIES	48	23	29	87	187	26	53
Total Number Senior International Representative Male Team Members During Season. Competition: T20 SERIES	19	17	9	32	77	25	58
Total Number Senior International Representative Male Team Members During Season. Competition:	87	48	58	181	374	23	52
Total Number Under 23 "SA A" International Male Team Members During Last Season (If applicable): SA "A"	12	14	7	22	55	22	60
Total Number Under 21 International Male Team Members During Last Season (if applicable): SA Emerging Team	9	1	1	5	16	56	69
Total Number Under 20 International Male Team Members During Last Season (If applicable)					0		
Total Number Under 19 International Male Team Members During Last Season (If applicable): ODI - WEST INDIES	19	6	0	19	44	43	57
Total Number Under 18 International Male Team Members During Last Season (If applicable): ODI - TRIANGULAR SERIES	10	3	1	10	24	42	58
Total Underage International Male Team	50	24	9	56	139	36	60

CRICKET: FEMALE NATIONAL REPRESENTATIVE TEAM DEMOGRAPHIC PROFILES - 2018

National Representative Team	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black	% White
Total Number Senior Representative International Female Team Members During Season. Competition: ODI SERIES	37	26	6	74	143	26	48	52
Total Number Senior Representative International Female Team Members During Season. Competition: T20 SERIES	40	35	0	90	165	24	45	55
Total Number Senior Representative International Female Team Members During Season. Competition: ICC WORLD CUP	8	11	0	25	44	18	43	57
Total Senior National Female Team All Competitions During Season	85	72	6	189	352	24	46	54
Total Number Under 23 International Female Team Members During Last Season (If applicable): NATIONAL WOMEN'S ACADEMY	5	3	0	5	13	38	62	38
Total Number Under 21 International Female Team Members During Last Season (If applicable).								
Total Number Under 20 International Female Team Members During Last Season (If applicable)								
Total Number Under 19 International Female Team Members During Last Season (If applicable): SA U/19 TEAM	10	2	1	11	24	42	54	46
Total Number Under 18 International Female Team Members During Last Season (If applicable)								
Total Number Under 17 International Female Team Members During Last Season (If applicable)								
Total Number Under 16 International Female Team Members During Last Season (If applicable)								
Total Underage National Female Team All Competitions During Season	15	5	1	16	37	41	57	43

The senior and underage national representative team demographic forecasts show low and apparent slow-changing Black African forward-projected self-set barometer targets (a strategic weakness for cricket) in all national representative male team entities.

The barometer scorecard suggests that cricket's self-set barometer targets for male and female senior and underage teams were reached in 11 out of the 15 listed representative team categories.

The self-set barometer targets *achieved* include:

- The under-21/23 male generic Black team demographic reported as 69% against the self-set target of 58%, the under-19 male generic Black team (57% actual vs 56% target), and the under-18 male generic Black team (58% actual vs 56% target);
- All male black African senior and underage national teams;
- The under-21/23 female generic Black team demographic reported as 62% actual vs 60% target, as well as the corresponding Black African component for the female senior team (24% actual vs 24% target), the under-21/23 team (38% actual vs 34% target) and the under-19 team (42% actual vs a low-set 27% target, which target is too low).

No under-18 representative team for females was reported.

The self-set barometer targets *not* achieved include:

- The senior team generic Black demographic of 52% actual vs 58% target, the only male representative team not achieving barometer target.
- The senior female team generic Black demographic of 46% against the target of 54%, and the under-19 female team of 54% vs the targeted 56%.

The barometer scorecard shows that cricket's self-set barometer targets for male and female senior and underage teams were reached in 11 out of the 14 listed representative team categories (against only 5 in 2017).

Performance against the One-Size-Fits-All Charter Targets

As shown in the barometer scorecard above, *only* the generic Black under-21/23 male (69%) and female team members (62%) exceeded the 60% charter target.

The difference between barometer and charter target achievement reflects less challenging barometer self-set target setting compared to prescribed charter targets. Black African representation in senior and underage teams remains a challenge to overcome, particularly when considering the focus on a relatively small number of old model C schools, and a comparatively small footprint in the under-resourced 25 000 public primary and senior schools, with a 80% + Black African demographic.

The low Black African representation depicted in cricket (and sport structures in general) in the barometer scorecard remains a not insignificant challenge considering the size and magnitude of the socio-economic constraints, the longer-term impact of the changing national population demographic and the prevailing status of the SRSA/DBE MoU implementation. The current federation focus on previous model C schools may have to be more aggressively extended to include a higher percentage of active and structured involvement of the 25 000 public schools.

The *impact* of the projected 15% increase in the overall under-18 population, from 20 to 23 million over the next 25 years, a 24% increase in the under-18 Black African group, from 17 to 21 million, a 30% decline in the under-18 White population from 1.4 to 0.97 million, and a reduction in both Coloured and Indian under-18 numbers from 1.98 to 1.65 million over the same period will have to be carefully monitored and dealt with.

The gap between *slow-changing* forward-projected self-set barometer black African targets and the 60% charter target, caused by the focus on the relatively small number of previous model C schools, may need to be more aggressively addressed. Slow-changing and non-challenging forward-projected self-set barometer black African targets are not in the longer-term interest of sport structures from a sustainability perspective.

b. Administration Demographic

CRICKET: NATIONAL ADMINISTRATION DEMOGRAPHIC PROFILE - 2018

Category	African	Coloured	Indian	White	Women	Disabled	TOTAL	% Black African	% Generic Black	% Coloured	% Indian	% Women	% Disabled
President	1						1	100	100	0	0	0	0
CEO	1						1	100	100	0	0	0	0
Full-time Employed Staff Members	38	8	5	10	30	1	61	62	84	13	8	49	2
Part Time Employed Staff Members	9	5	2	7	3	0	23	39	70	22	9	13	0
'Board' Members	5	3	1	2	3	0	11	45	82	27	9	27	0
Exco/Management Committee Members	5	1	0	2	2	0	8	63	75	13	0	25	0
Finance Committee	0	1	1	0	0	0	2	0	100	50	50	0	0
Audit and Risk Committee	0	0	1	1	0	0	2	0	50	0	50	0	0
Transformation Committee	2	1	0	0	1	0	3	67	100	33	0	33	

The actual generic Black board demographic of 82% and the 45% Black African board demographic reported have exceeded the *barometer* self-set targets of 80% and the low-set 41%, as shown in the barometer scorecard above. The generic Black board demographic of 82% exceeded the predetermined *charter target* of 60%, but the 45% Black African board demographic reported did not exceed the target.

Women board representation were reported as 27%, which remains low from a gender equity perspective even though it is two percentage points above the charter target.

Board demographic representation is linked to the prevailing situation at affiliate (provincial level), which suggests that Black African representation at this level is lagging.

Cricket's full-time staff complement, with a reported 62% Black African and 84% generic Black demographic, has exceeded *both* the self-set barometer targets of 54% and 72% respectively, as reflected in the barometer scorecard above as well as the predetermined 60% charter target.

The tables below reflect more detailed demographic information presented by the federation with respect to actual senior and underage male and female national team representation.

c. High-Performance Pipeline

CRICKET: NATIONAL SENIOR AND UNDERAGE MALE HIGH PERFORMANCE SQUADS - 2018

High Performance Group	African	Coloured	Indian	White	Total	% Black African	% Generic Black
Number of National Senior Male High Performance Squad Members during last season	4	3	4	11	22	18	50
Number of National Senior Male High Performance Squad Members: SA "A" Identified Players	5	7	1	12	25	20	52
Average Senior	9	10	5	23	47	19	51
Number of Under 23 National Male High Performance Squad Members: National Academy	9	1	1	5	16	56	69
Number of Under 19 National Male High Performance Squad Members: SA U/19	6	2	0	9	17	35	47
Number of Under 18 National Male High Performance Squad Members: SA Schools & Colts	10	3	1	10	24	42	58
Number of Under 17 National Male High Performance Squad Members:					0		
Number of Under 16 National Male High Performance Squad Members:					0		
Average underage	39	23	8	59	129	30	54

CRICKET: NATIONAL SENIOR AND UNDERAGE FEMALE HIGH PERFORMANCE SQUADS - 2018

High Performance Group	African	Coloured	Indian	White	Total	% Black African	% Generic Black
Number of National Senior Female High Performance Squad Members during last season	3	2	1	8	14	21	43
Number of Under 23 National Female High Performance Squad Members: National Women's Academy	5	3	0	5	13	38	62
Number of Under 21 National Female High Performance Squad Members:					0		
Number of Under 19 National Female High Performance Squad Members: SA U/19 Team	10	2	1	11	24	42	54
Number of Under 18 National Female High Performance Squad Members:					0		
Number of Under 17 National Female High Performance Squad Members:					0		
Number of Under 16 National Female High Performance Squad Members:					0		
Average underage	15	5	1	16	37	41	57

The demographic profile of cricket's high-performance pipeline at national level comprises 104 (54 in 2017) males, 47 senior (15 in 2017), 16 under-23 (18 in 2017), 17 under-19, and 24 under-18 participants, as well as 14 senior females (19 in 2017); 13 under-23 (14 in 2017), and 24 under-19 participants.

The generic Black demographic for the senior male high-performance group, reported as 51% (60% in 2017) has not achieved the 60% charter target, and the overall underage average generic Black demographic for the male group reported as 58% (57% in 2017) also did not achieve the 60% charter target, as shown in the tables above.

The Black African demographics reported for the male senior and underage high-performance groups were 19% (33% in 2017), and 44% in both 2018 and 2017 respectively,

both well below the 60% charter target.

The corresponding generic Black representation reported for the female senior was 43% (37% in 2017), which is below the 60% charter target, as was the 57% reported for the overall underage high-performance group.

The 60% charter target for Black African senior and overall underage representative female entities, reported as 21% and 41% respectively for the senior and underage female high-performance groups, was not achieved.

Effective optimisation of the high-performance pipeline is key to the rate and extent of eventual change in demographic profiles at national senior representative level, particularly with respect to Black African representation.

d. Team Performance Records

CRICKET: MALE INTERNATIONAL REPRESENTATIVE SENIOR AND UNDERAGE TEAM DEMOGRAPHIC PROFILES DURING PREVIOUS SEASON - 2018

National Representative Team	Africans	Coloured	Indian	White	Total	% Black African	% Generic Black
Total Number Senior International Representative Male Team Members During Season. Competition: TEST SERIES	20	8	20	62	110	18	44
Total Number Senior International Representative Male Team Members During Season. Competition: ODI SERIES	48	23	29	87	187	26	53
Total Number Senior International Representative Male Team Members During Season. Competition: T20 SERIES	19	17	9	32	77	25	58
Total Number Senior International Representative Male Team Members During Season. Competition:	87	48	58	181	374	23	52
Total Number Under 23 "SA A" International Male Team Members During Last Season (If applicable): SA "A"	12	14	7	22	55	22	60
Total Number Under 21 International Male Team Members During Last Season (If applicable): SA Emerging Team	9	1	1	5	16	56	69
Total Number Under 20 International Male Team Members During Last Season (If applicable)					0		
Total Number Under 19 International Male Team Members During Last Season (If applicable): ODI - WEST INDIES	19	6	0	19	44	43	57
Total Number Under 18 International Male Team Members During Last Season (If applicable): ODI - TRIANGULAR SERIES	10	3	1	10	24	42	58
Total Underage International Male Team	50	24	9	56	139	36	60

CRICKET: NATIONAL REPRESENTATIVE FEMALE TEAM PERFORMANCE RECORDS DURING LAST SEASON - 2017

Team	Number of Matches Played	Matches Won	Matches Drawn Tied	Matches Lost	% Matches Won
Senior National Female Team Playing Record During Previous Season-Competition: ODI SERIES	13	8	0	5	62
Senior National Female Team Playing Record During Previous Season-Competition: T20 SERIES	15	7	0	8	47
Senior National Female Team Playing Record During Previous Season-Competition: ICC WORLD CUP	4	2	0	2	50
Total Senior National Female Team All Competitions During Season	28	15	0	13	54
Under 23 International Female Team Playing Record During Previous Season: NATIONAL WOMEN'S ACADEMY	6	3	0	3	50
Under 21 National Female Team Playing Record During Previous Season(if applicable)					
Under 20 National Female Team Playing Record During Previous Season(If applicable)					
Under 19 National Female Team Playing Record During Previous Season: SA U/19 TEAM	1	0	0	0	0
Under 18 National Female Team Playing Record During Previous Season (if applicable)					
Under 17 National Female Team Playing Record During Previous Season (if applicable)					
Under 16 National Female Team Playing Record During Previous Season (if applicable)					
Average Underage Female Team Playing Record	7	3	0	3	43

CRICKET: NATIONAL SENIOR & UNDERAGE REPRESENTATIVE MALE TEAM PERFORMANCE RECORDS DURING PREVIOUS SEASON - 2018

Team	Number of Matches Played	Matches Won	Matches Drawn	Matches Lost	% Matches Won
Senior National Male Team Playing Record During Previous Season- Competition: TEST SERIES	10	6	0	4	60
Senior National Male Team Playing Record During Previous Season- Competition: ODI SERIES	17	9	0	8	53
Senior National Male Team Playing Records During Previous Season-Competition: T20 SERIES	7	4	0	3	57
Average	34	19	0	15	56
Under 23 National Male Team Playing Record During Previous Season(if applicable): SA "A"	6	1	1	4	17
Under 21 National Male Team Playing Record During Previous Season(if applicable): SA EMERGING TEAM	5	0	1	4	0
Under 20 National Male Team Playing Record During Previous Season(if applicable)					
Under 19 N ational Male Team Playing Record During Previous Season(if applicable): SA U/19	4	2	0	2	50
Under 18 National Male Team Playing Record During Previous Season(if applicable): SA SCHOOLS AND COLTS	1	0	0	0	0
Average	16	3	2	10	19

The average senior and underage male team performance record was reported as 56% (60% in 2017) and 19% (45% in 2017) respectively and that of the senior female team as 54% (57% in 2017).

The percentage wins for the under-23 and under-19 female teams were reported as 50% and 0%. Representative opportunity for a wider range of underage women teams remains a weakness in the cricket's female structure.

e. Coach and Umpire/Referee Demographic Profiles

CRICKET: ALL NATIONALLY ACTIVE ACCREDITED MALE AND FEMALE COACHES, REFEREES AND UMPIRES IN AREA OF JURISDICTION - 2018

Category	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
Number of Nationally Accredited and Active Male Coaches in area of jurisdiction.	990	838	224	2397	4449	22	46
Number of Nationally Accredited and Active Female Coaches in area of jurisdiction.	263	66	15	158	502	52	69
Total Coaches (Male plus Female)	1253	904	239	2555	4951	25	48
Number of Nationally Accredited and Active Male Referees/Umpires.	243	187	45	291	766	32	62
Number of Nationally Accredited and Active Female Referees/Umpires.	16	5	1	21	43	37	51
Total Referees (Male plus Female)	259	192	46	312	809	32	61

The demographic of cricket's 4951 accredited and active male and female coaches was reported as 48% generic Black and a low 25% Black African, both of which are *below* the federation's *self-set* barometer targets of 80% and 52% respectively, as shown in the barometer scorecard. Achieving these self-set targets will require greater attention.

As shown in the table above, the 60% charter target for the 4 449 male coaches, reported as 46% generic Black and only 22% Black African, was also *not* achieved.

The demographic profile of the 502 female coaches was reported as 69% generic Black and 52% Black African, reflecting a better transformed structure than the one for male coaches.

Cricket's overall accredited coach resource base with respect to Black African (25%) representation, particularly for males, clearly requires greater focus.

The demographic of cricket's 809 active male and female accredited *umpires* was reported to be 61% generic Black, and 32% Black African, both of which actuals exceeded the self-set barometer targets of 56% and *only* 27% respectively, as shown in the barometer scorecard.

The prescribed one-size-fits-all 60% charter demographic target was achieved for the 61% reported generic Black but not for the 32% Black African umpire profile actuals reported.

As shown in the tables above, the 60% demographic charter target for the 766 male umpires, reported as 62% generic black, was achieved, but not for the 32% Black African component. The demographic profile of the only 43 female umpires, reported as 51% generic Black and 37% Black African, did not achieve the 60% charter target.

There is a significant difference between cricket's relatively untransformed black African umpire and coach demographic profiles. The umpire and coaching structure remain inadequately transformed with respect to black African representation and will require dedicated attention.

f. Sport Medicine and Scientific Support Structure

CRICKET: DEMOGRAPHIC PROFILE OF ALL MALE + FEMALE SPECIALIST SUPPORT TO NATIONAL INDIVIDUALS - 2018

	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black	% White
Qualified Male/Female Medical Practitioners used by all National level individuals during last season	0	0	3	0	3	0	100	0
Qualified Male/Female Physiotherapists used by all National level individuals during last season	3	0	1	2	6	50	67	33
Qualified Male/Female Biokineticists used by all National level individuals during last season	2	0	1	2	5	40	60	40
Qualified Male/Female Nutritionists used by all National level individuals during last season	0	0	0	0	0			
Qualified Female Sport Psychologists used by all National level individuals during last season	0	0	0	1	1	0	0	100
Qualified Male/Female Computer Analysts used by all National level individuals during last season	3	1	0	1	5	60	80	20
Overall Male/Female Specialist Support	8	1	5	6	20	40	70	30

The barometer and charter scorecard above reflects the ongoing absence of sport psychology and sport nutritionist support in the structure of cricket, which absence may require further investigation.

The generic Black and Black African demographics of the physiotherapist group reported as 67% and 50% respectively have both exceeded the self-set barometer targets of 60% and 40%. The actuals reported for the generic Black and Black African demographics of the biokineticist group, reported as 60% and 40%, have also both achieved the 40% and 20% self-set barometer targets.

The self-set barometer targets were achieved in all the other seven specialist support categories.

On the other hand, the 60% charter target was achieved in only two support groups, namely the generic Black

component of the medical practitioner group with a reported 60%, and the 80% of the computer analyst group.

The male plus female specialist support structure comprising 20 practitioner groups (see the table above) reflects an overall demographic profile of 40% Black African (below the 60% charter target) and 70% generic Black, which is better than the charter target in the categories listed.

The support structure is *limited* and may be sub-optimal in size. It also does not incorporate nutrition specialist support, a weakness considering the nutrition-related challenges within the wider South African society. Inclusion of a social worker in the structure may also not be out of place.

g. Schools and Clubs (Footprint Data)

CRICKET: NUMBER OF ALL PARTICIPATING SCHOOLS AND CLUBS (IN AREA OF JURISDICTION) PER DISTRICT AND PROVINCE - 2018

District in Area of Jurisdiction	No of All Clubs	No of All participating Junior Clubs	No of All participating Primary schools	No of All Participating Senior schools	No of Participating Private schools	No of All Participating Private Senior schools
Buffalo City	37	-	196	30	11	
Nelson Mandela Bay	43	18	275	72	4	
Alfred Nzo	4	12	178	10	-	
Amathole	55	22	253	29	2	
Chris Hani	2	4	32	17	3	
Ukhahlamba (Joe Gqabi)	7	-	12	-	-	
Sarah Baartman (Cacadu)	32	-	139	15	4	
O R Tambo	10	18	166	10	-	
EASTERN CAPE (TOTAL)	190	74	1251	183	24	-
Mangaung	12	6	142	20	-	
Fezile Dabi	6	-	57	7	-	
Lejweleputswa	7	-	76	13	-	
Thabo Mofutsanyana	9	-	82	12	-	
Xhariep	6	-	35	1	-	
FREE STATE (TOTAL)	40	6	392	53	-	-
City of Johannesburg	43	19	326	59	31	
City of Tshwane	24	21	316	60	19	
Ekurhuleni	30	23	310	57	7	
Sedibeng	17	5	20	20	-	
West Rand	6	6	64	15	-	
GAUTENG (TOTAL)	120	74	1036	211	57	-
Ethekeveni	57	28	607	80	4	
Amajuba	15	-	45	12	4	
iLembe	14	5	36	18	1	
Harry Gwala	8	-	43	5	1	
Ugu	17	-	140	22	-	
uMgungundlovu	15	9	183	33	1	
Umkhanyakude	-	-	63	9	-	
uMzinyathi	10	-	18	6	3	
uThukela	13	-	99	5	2	
King Cetshwayo	12	-	44	17	1	
Zululand	9	-	14	5	8	
KWAZULU NATAL (TOTAL)	170	42	1292	212	25	-
Capricorn	9	6	154	10	4	
Mopani	5	6	47	23	4	
Sekhukhune	-	-	63	1	-	
Vhembe	5	6	51	2	-	
Waterberg	5	2	32	6	-	
LIMPOPO (TOTAL)	24	20	347	42	8	-
Ehlanzeni	11	11	133	17	3	
Gert Sibande	6	10	67	11	1	
Nkangala	7	10	109	14	3	
MPUMALANGA (TOTAL)	24	31	309	42	7	-
Bojanala Platinum	7	2	197	8	1	
Ngaka Modiri Molema	10	2	128	2	1	
Dr Ruth Segomotsi Mompati	3	-	100	5	-	
Dr Kenneth Kaunda	18	16	89	12	1	
NORTH WEST (TOTAL)	38	20	514	27	3	-
Frances Baard	18	4	132	27	1	
Kgaladi - John Taolo Gaetsewe	8	-	51	7	-	
Namakwa	9	-	21	7	-	
Pixley-ka-Seme	5	-	37	6	-	
Siyanda ZF Mgcawu	11	-	42	7	-	
NORTHERN CAPE (TOTAL)	51	4	283	54	1,00	-
Cape Town	71	37	247	116	18	
Cape Winelands	30	6	247	19	2	
Eden	30	-	81	47	25	
Central Karoo	2	-	28	3	1	
Overberg	10	5	57	2	-	
West Coast	23	5	68	12	3	
WESTERN CAPE (TOTAL)	166	53	728	199	49	-
TOTAL	1456	574	11053	1863	324,00	-

CRICKET: PRIMARY SCHOOL PROFILE - 2018

Element	NUMBER
Total number of all Primary schools in area of jurisdiction	14 661
Total number of all Primary schools (Excluding Township based Primary participating in your code in area of jurisdiction)	821
Total number of facilities available to Primary schools (Excluding Township based Primary School) in area of jurisdiction	894
Total estimated number of Primary school facility (Excluding Township based Primary schools) shortfall in area of jurisdiction	-
Total number of 'Township' based Primary schools in area of jurisdiction	7 917
Total number of 'Township' based Primary schools participating in your code in area of jurisdiction	976
Total number of facilities available to Primary schools in 'Townships' participating in your code in area of jurisdiction	385
Total estimated number of Primary school facility shortfall in 'Townships' in area of jurisdiction	591
Total number of accredited coaches available to Primary schools (excluding Township based Primary schools) in area of jurisdiction	2 287
Total number of accredited coaches available to Primary 'Township' based Primary schools in area of jurisdiction	
Number of new Primary schools (excluding 'Township' Primary schools) that have started participating in your code during last season in area of jurisdiction	34
Number of Primary schools (excluding 'Township' Primary schools) that have stopped participating in your code last season in area of jurisdiction	7
Number of new 'Township' based Primary schools that have started participating in your code during last season in area of jurisdiction	26
Number of 'Township' based Primary schools that have stopped participating in your code last season in area of jurisdiction	-
Number of Primary school (excluding 'Township' Primary school) participating that are part of high Performance in area of jurisdiction	-
Total Number of 'Primary Schools (excluding participating Township' Primary school) participating in your area code that have girl participating Teams	97
Total Number of Township based Primary Schools participating in your code that have girl participating Teams	66
Direct financial support given to a Primary schools (excluding participating Primary schools) in area of jurisdiction	17 253 083
Direct financial support given to a Township based Primary school in area of jurisdiction	25 879 625

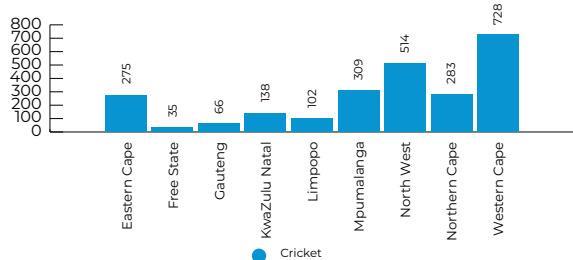
CRICKET: SENIOR SCHOOL PROFILE - 2018

Element	NUMBER
Total number of all Senior schools in area of jurisdiction	10 681
Total number of all Senior schools (Excluding Township based Senior schools) participating in your code in area of jurisdiction	508
Total number of facilities available to Senior schools (Excluding Township based Senior Schools) in area of jurisdiction	498
Total estimated number of Senior school facility (Excluding Township based Senior schools) shortfall in area of jurisdiction	10
Total number of 'Township' based Senior schools in area of jurisdiction	5 373
Total number of 'Township' based Senior schools participating in your code in area of jurisdiction	515
Total number of facilities available to Senior schools in 'Townships' participating in your code in area of jurisdiction	186
Total estimated number of Senior school facility shortfall in 'Townships' in area of jurisdiction	329
Total number of accredited coaches available to Senior schools (excluding Township based Senior schools) in area of jurisdiction	1 677
Total number of accredited coaches available to Senior 'Township' based Senior schools in area of jurisdiction	
Number of new Senior schools (excluding 'Township' Senior schools) that have started participating in your code during last season in area of jurisdiction	406
Number of Senior schools (excluding 'Township' Senior schools) that have stopped participating in your code last season in area of jurisdiction	31
Number of new 'Township' based Senior schools that have started participating in your code during last season in area of jurisdiction	152
Number of 'Township' based Senior schools that have stopped participating in your code last season in area of jurisdiction	120
Number of Senior school (excluding 'Township' Senior school) participants that form part of a High Performance program in area of jurisdiction	-
Number of 'Township' based Senior schools participants that form part of High performance program in your area of jurisdiction	-
Total number of Senior Schools (excluding participating Senior schools) participating in your code that have girl participating Teams	151
Total Number of Township based School participating in your code that have girl participating Teams	128
Direct financial support given to Senior schools (excluding participating Township Senior Schools) in area of jurisdiction	20 877 646,00

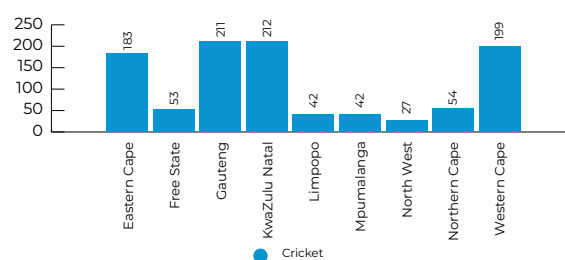
CRICKET: CLUB PROFILE - 2018

Category	NUMBER
Total number of clubs (excluding 'Township' based clubs) participating in your code in area of jurisdiction	248
Total number of 'Township' based clubs participating in your code in area of jurisdiction	575
Total number of registered male club members (excluding Township based clubs) in area of jurisdiction	15058
Total number of registered male club members (excluding Township based clubs) in area of jurisdiction - Junior Teams.	3404
Total number of registered male members in 'Township' based clubs in area of jurisdiction	16155
Total number of registered male members in 'Township' based clubs in area of jurisdiction - Junior Teams.	523
Total number of registered female club members (excluding Township based clubs) in area of jurisdiction	1068
Total number of registered female club members (excluding Township based clubs) in area of jurisdiction - Junior Teams.	0
Total number of registered female members in 'Township' based clubs in area of jurisdiction	1678
Total number of registered female members in 'Township' based clubs in area of jurisdiction - Junior Teams.	0
Total number of league participating Senior teams (excluding 'Township' based clubs) in area of jurisdiction	787
Total number of league participating Junior teams (excluding 'Township' based clubs) in area of jurisdiction	393
Total number of league participating Senior teams ('Township' based clubs) in area of jurisdiction.	1126
Total number of league participating Junior teams ('Township' based clubs) in area of jurisdiction.	214
Total number of facilities available to clubs (excluding 'Township' based clubs) in area of jurisdiction	397
Total number of facilities available to 'Township' based clubs in area of jurisdiction.	505
Estimated total facility short fall at club level in area of jurisdiction.	70
Total number of new 'Township' clubs started last season in area of jurisdiction	0
Total number of Township based clubs that have stopped participating last season in area of jurisdiction	15
Total number of new clubs (excluding 'Township' based) that have started participating in your code last season	0
Total number of clubs (excluding 'Township' based clubs that have stopped participating in your code last season.	7
Total number of club players (excluding 'Township' based clubs) forming part of a High Performance Programme last season	0
Total number of club players, from 'Township' based clubs, forming part of a High Performance Programme last season	0
Total number of accredited coaches available at club level (excluding 'Township' based clubs) last season (No. of Active and Accredited Coaches at the Clubs)	597
Total number of Teams accredited coaches available at 'Township' based clubs (No. of Active and Accredited Coaches at the Clubs)	799
Total Number of Clubs (Excluding Township based Clubs) in your code that have participating Women Teams	62
Total Number of Township based Clubs participating in your code that have participating Women Teams	107
Total direct financial support provided clubs (excluding 'Township' based clubs) in area of jurisdiction last season.	R 7 626 685
Total direct financial support provided to 'Township' based clubs) in area of jurisdiction last season	R 17 682 83

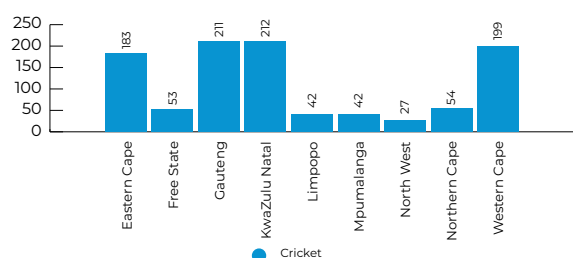
Cricket: Primary School Participation Profile Per Province - 2018



Cricket: Senior School Participation Profile Per Province - 2018



Cricket: Senior School Participation Profile Per Province - 2018



According to the Department of Basic Education (DBE) there are about 15 000 primary and 10 000 senior schools in South Africa. About 11% of primary schools and 9% of the total number of senior schools were reported to participate in cricket, of which the large majority are previous Model C schools.

The actual number of participating primary schools reported in the tabulated profile and footprint do not correlate, with 5 720 have exceeded the self-set barometer target of 5 714, which means that only 31% of

the barometer was achieved as shown in the barometer and charter scorecard.

The actual number, i.e. 1 023 (88% of self-set target), of senior participating schools reported was below the 1 075 self-set target, as shown in the barometer scorecard table.

In the light of changing national demographic profiles impacting the historic resource base of sport, targeting the vast unexplored and under-resourced 25 000 primary and senior schools base may have to be more creatively explored with the objective of enlarging the Black African base and to increase the number of participants.

In this regard, there may be a case for setting up a measuring system to monitor (and manage) the ratio of players emerging from the 'more privileged' (previous model C schools) environment (the current focus) to the number of players reaching the top coming out of the non-old model C school environment.

Effective and constructive engagement with the SRSA and DBE in close and integrated partnership arrangements, together with their provincial structures, as well as effectively organised school cricket structures providing structured underage participation and development opportunities, remain key factors for success.

The reported number of participating clubs, i.e. 823 (845 in 2017), did not exceed the barometer target of 843, which means that 98% of the self-set barometer target was achieved. The 37 886 (26 476 in 2017) forecast number of participating club members was exceeded by the actual number of 27 800 reported (compared to 41 967 reported in 2017) as shown in the barometer and charter scorecard above.

There could be a decline in club and club member numbers, the reasons for which should be probed and responded to. The low forecast barometer number of club members will have to be revisited and the MoU changed.

The school- and club-related data, the very foundation of sport, received from the federations appears to be the least reliable of all data. The data, the collection and use thereof as part of planning processes in the light of rapid national demographic changes, the general condition of school sport and the revised MoU for school sport require careful attention.

General Remarks

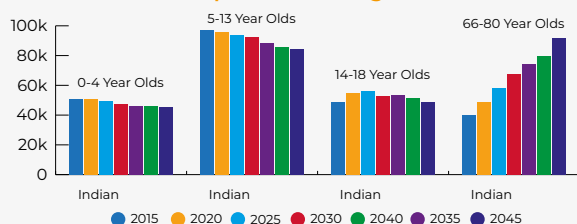
An understanding of the reproduction of inequality (still aligned with race) after apartheid furthermore requires a deeper understanding of how the systems entrenching inequality under the previous dispensation have evolved since 1994. Inequality persists in sport (and other areas) because of highly concentrated economic power reinforced by continued inequalities in education, residence, infrastructure and work organisation. In all these areas the reforms introduced to date did not go far enough to bring about a step change in equality.

The education system continues to reproduce inequalities through large differences in access to quality education that is linked to location and household income. This impacts school sport in that participation opportunities are greatly reduced, thereby encouraging sport administrators to perpetuate and increase the existing gap between the 'haves' and the 'have nots' by focusing on the more 'privileged' segments of the structure.

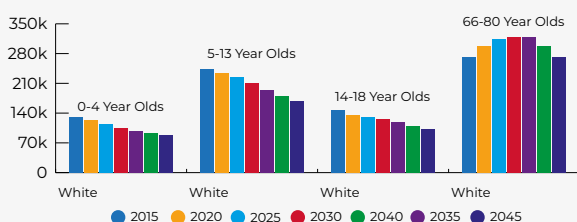
The symbiotic relationship between the inequalities highlighted will require creative interventions at all levels on an ongoing basis if the existing equality gap is not to increase further. For those born into poverty equal opportunity will remain elusive.

The magnitude of the emerging challenges related to the medium- to longer-term impact of national population demographic change demonstrate the *inevitable* sustainability challenges facing many organisations with dominant White structures in the future. Of concern are factors such as the continued under-representation of the increasing 80% + Black African component of society, a projected decrease in White population numbers from a current 4.5 million to about 2 million by 2050, a projected decline of 33% over the next 15 to 20 years in the number of under-18 Whites and the corresponding increase, from 17 to 21 million, in the under-18 Black African age group. The following figures illustrate projected demographic change for males over the next 20 years in different population groups.

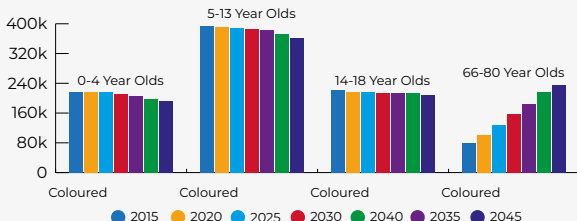
0 to 4, 5 to 13, 14 to 18 and 66 to 80+ Year Old Indian Male Population Change: 2015 to 2045



0 to 4, 5 to 13, 14 to 18 and 66 to 80+ Year Old White Male Population Change: 2015 to 2045



0 to 4, 5 to 13, 14 to 18 and 66 to 80+ Year Old Coloured Male Population Change: 2015 to 2045



The following factors represent a strategic challenge of format to most sporting codes:

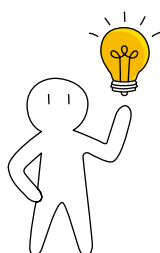
- Misplaced club structures;
- The continued absence of a structured and organised sport medical and sport science structure comparable to that of South African sport's main competitors; and
- The increasing impact of commercialised sport on the foundation of sport.

If not dealt with diligently and proactively, the possibility of a significantly less competitive South African sport system in the future cannot be ruled out.

The barometer MoU entered into with SRSA and SASCOC should reflect the commitment and creativity of leadership to change the federation in key areas to lay the foundation on which future leadership structures can build. An ineffective and more-of-the-same approach will not deliver such a foundation. At best it could only increase the pressure in the longer-term to adopt more aggressive strategies to deal with unresolved or partially resolved issues.

The following feature among the multitude of strategic challenges faced by all federations:

- Black African representation and forecasts in all charter areas;
- Board member, underage female and male and female senior representative entity demographics;
- Female and male coach and referee demographic profiles;
- The possibility of an ongoing sub-optimal school sport system;
- A decline (in general) in numbers of club structures;
- Failure to quantify and understand the *real* facility problem (and the absence of well-constructed and comprehensive facility plans);
- Slow-changing demographic profiles in key areas;
- The shape of coaching and referee/umpire structures;
- Suspect high-performance pipelines;
- Sub-optimally structured and organised medical and sport science support structures compared to South African sport's main competitors;
- The quality, shape and extent of administrative support to maintain operations; and
- The impact of factors arising from a changing national population demographic profile and the socio-economic and political environments.



In the barometer review process, the federation needs to carefully consider the comments and observations above as well as those from previous EPG transformation status reports when projecting barometer targets forward to 2030.



CONCLUSION & RECOMMENDATION

The federation has posted barometer scores of 74%, 70% and 58% over the past three years, which reflect a steady improvement and ensured that the federation achieved the 50% pass rate required in terms of the MoU entered into with SRSA and SASCOC.

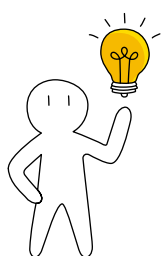
It is recommended that the federation be given a conditional pass subject to a review and rescored of its 2018 barometer scorecard, based on accepted amendments/changes to the federation's existing barometer extended to 2030.

In the barometer review process, the federation needs to carefully consider the comments and observations above as well as those from previous EPG transformation status reports when projecting barometer targets forward to 2030.

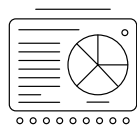
The revised barometer should reflect leadership commitment to *change* in key areas of the organisation to lay a foundation on which future leadership structures can build. An ineffective and more-of-the-same approach will not provide such a foundation and will only increase the pressure on those following to adopt more aggressive and risky strategies to deal with unresolved or partially resolved issues.

Consideration should be given to:

- The issues and weaknesses in the areas highlighted above when revising strategies and resetting barometer targets to ensure *meaningful* change and progress in key strategic areas;
- Ensuring all barometer forecasts demonstrate planned and thoughtful *improvement* and transformational *progress* over the plan period driven by increasingly challenging targets;
- The implication of *static* or *slow-changing* barometer targets as these reflect sub-optimal rates of change;
- Establishing defined and coordinated programmes throughout the organisation to reduce the impact of *inequality* in all areas; and
- Ensuring the barometer is representative of the 43 listed charter categories, with due regard to: board and administration demographic structure; representative senior and underage teams; coach and umpire demographic profiles; shape of medical and scientific support base; equitable annual representative participation opportunity at 'international' level for *both* senior and underage male *and* female participants; a revised (now overdue) participating school strategy (including re-evaluation of school facility structures); greater levels of accessibility to club structures; and improved BEE support packages at national and provincial level.



Effective and constructive engagement with the SRSA and DBE in close and integrated partnership arrangements, together with their provincial structures, as well as effectively organised school cricket structures providing structured underage participation and development opportunities, remain key factors for success.



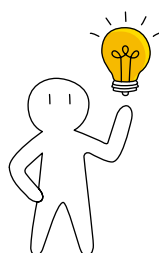
Football

Individual Federation Barometer Self-Set and Pre-Set Charter Target Scorecards



SECTION CONTENTS

Football: Barometer and Charter Scorecard – 2018 19	91
Footballs Barometer and Charter Performance Overview – 2018	91
1. Subjective Evaluation of Data Submission Quality	92
2. Summary Performance against Barometer Self-Set and Charter One-Size-Fits-All Targets	92
a. Administration	93
b. Senior and Underage National and Representative Teams	94
c. Performance against One-Size-Fits-All Charter Targets	95
d. High-Performance Pipeline	95
e. Performance Records	96
f. Coach and Referee Demographic Profiles	97
g. Sport Medicine and Scientific Support Structure	98
h. Schools and Clubs (Footprint Data)	99
General Remarks	101
Conclusion & Recommendation	102



No high-performance team was reported for baseball – a key element in the development and demographic transformation of the game.

Football: Barometer and Charter Scorecard – 2018/19

More than 100% of self-set targets achieved		Less than 100% of self-set achieved or no forecast and/or actual data provided			Zero self-set target and zero actual reported			No data provided by federation		
Category	Measures	Barometer Self-set Target 2018	Charter Target	Actual 2018	% Barometer Target Achieved 2018	% Barometer Target Achieved 2017	% Barometer Target Achieved 2016	% Charter Target Achieved 2018	Percentage Point difference Barometer % vs Charter % Target Achievement 2018	Barometer Target Achievement Trend 2016 - 2018
Schools and Clubs	Number of Participating Primary Schools	8 500		11 000	129	367				
	Number of Participating Senior Schools	10 000		no data		63	180			
	Number of Participating Clubs	30 000		95 700	319	100	221			
	Number of Club Members	46 000		98 347	214	105	1			
Generic Black Male Representative Teams	Demographic Senior National Male Generic Black Team Members	92	60	88	96	103	108	147	-51	
	Demographic National Male Under 21/23 Generic Black Team Members	91	60	NO DATA		108	112			
	Demographic National Male Under 19/20 Generic Black Team Members	91	60	96	105	107	119	160	-55	
	Demographic National Male Under 18 Generic Black Team Members		60							
	Demographic National Male Under 16/17 Generic Black Team Members	91	60	92	101	98	117	153	-52	
Black African Male Representative Teams	Demographic Senior National Male Team Black African Members	90	60	80	89	91	85	133	-44	
	Demographic National Male Under 21/23 Black African Team Members	80	60	NO DATA		101	51			
	Demographic National Male Under 19/20 Black African Team Members	75	60	84	112	85	78	140	-28	
	Demographic National Male Under 18 Team Black African Members		60							
	Demographic National Male Under 16/17 Team Black African Members	75	60	80	107	81	100	133	-27	
Generic Black Female Representative Teams	Demographic Senior National Female Generic Black Team Members	91	60	91	100	103	58	152	-52	
	Demographic National Female Under 21/23 Generic Black Team Members		60							
	Demographic National Female Under 19/20 Generic Black Team Members	91	60	90	99	103	119	150	-51	
	Demographic National Female Under 18 Generic Black Team Members		60							
	Demographic National Female Under 16/17 Generic Black Team Members	91	60	92	101	108	98	153	-52	
Black African Female Representative Teams	Demographic Senior National Female Black African Team Members	80	60	78	98	99	55	130	-33	
	Demographic National Female Under 21/23 Black African Team Members		60							
	Demographic National Female Under 19/20 Black African Team Members	80	60	80	100	104	103	133	-33	
	Demographic National Female Under 18 Black African Team Members		60							
	Demographic National Female Under 16/17 Black African Team Members	80	60	75	94	101	100	125	-31	
Coaches and Referees or Umpires Demographic Profiles	Demographic Active (registered) Nationally Accredited Generic Black Coaches	91	60	95	104	105		158	-54	
	Demographic Active (registered) Nationally Accredited Generic Black Referees	91	60	94	103	103		157	-53	
	Demographic Active (registered) Nationally Accredited Black African Coaches	80	60	77	96	96		128	-32	
	Demographic Active (registered) Nationally Accredited Black African Referees	80	60	89	111	99		148	-37	
Board and Full-time Staff Demographic Profiles	Board/Exco (Generic Black) Demographic	90	60	95	106	109	101	158	-53	
	Board/Exco (Black African) Demographic	90	60	79	88	99	107	132	-44	
	Full-time Staff (Generic Black) Demographic	94	60	93	99	99	102	155	-56	
	Full-time Staff (Black African) Demographic	80	60	78	98	100	99	130	-33	
Medical and Scientific Group Demographic Profile	Medical Practitioner Generic Black Support Demographic	90	60	100	111	111	100	167	-56	
	Physiotherapist Generic Black Support Demographic	90	60	100	111	111	128	167	-56	
	Biokineticist Generic Black Support Demographic	90	60	92	102	103	100	153	-51	
	Sport Psychologist Generic Black Support Demographic	90	60	80	89	103		133	-44	
	Computer Analyst Generic Black Support Demographic	90	60	80	89	103	120	133	-44	
	Medical Practitioner Black African Support Demographic	89	60	92	103	108	125	153	-50	
	Physiotherapist Black African Support Demographic	80	60	100	125	118	118	167	-42	
	Biokineticist Black African Support Demographic	80	60	83	104	101		138	-35	
	Sport Psychologist Black African Support Demographic	80	60	80	100	102		133	-33	
	Computer Analyst Black African Support Demographic	80	60	80	100	102	118	133	-33	
Preferential Procurement	Total % BEE Purchases	53	50	54	102	108	138	108	-6	
Number of Categories in which targets have been set					37	37	37			
Number of Barometer Self-Set Targets achieved					21	27	21			
% of Barometer Self-Set/Charter Targets achieved					57	73	57			

Barometer and Charter-Related Observations, General Comment and Recommendations – 2018

The following sections comment on and evaluate football's target achievement performance in selected transformation charter categories and barometer self-set and transformation charter one-size-fits-all targets.

1. Subjective Evaluation of Data Submission Quality

Football has submitted data packages of reasonable quality over the past three years, as subjectively evaluated based on the following criteria:

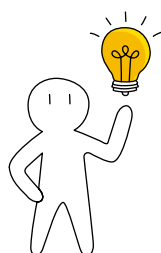
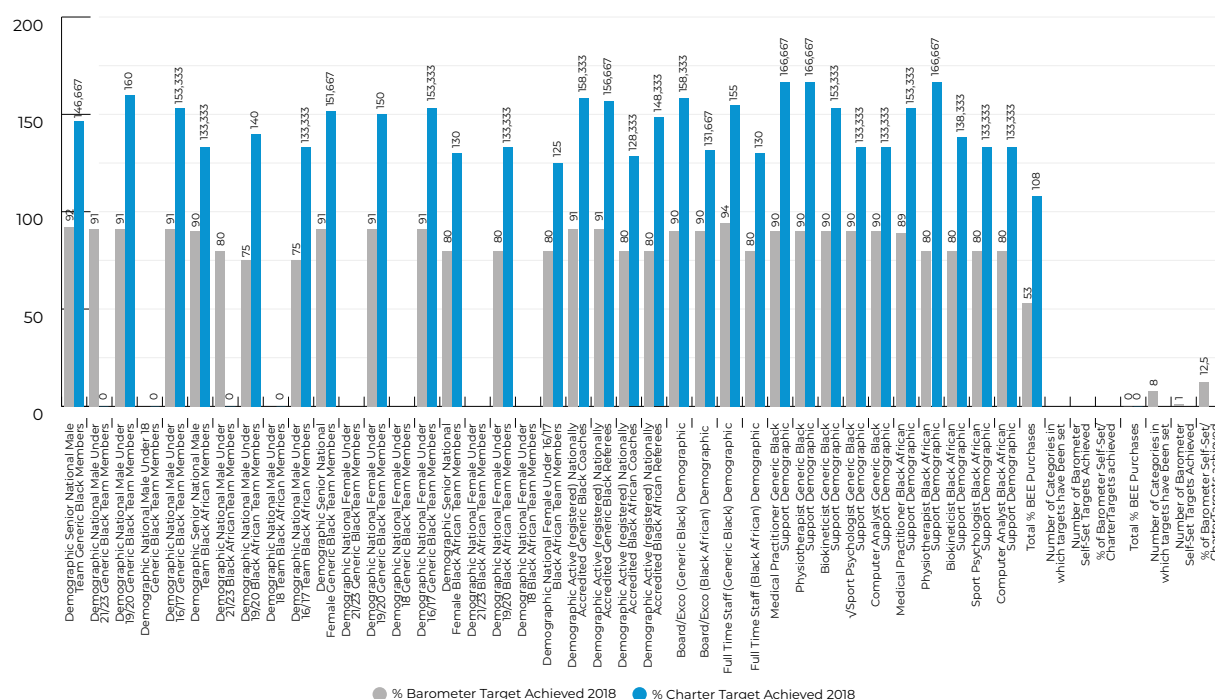
- Completeness of data packages 70% (70% in 2017);
- Perceived reliability of data submitted 60% (60% in 2017);
- Perceived commitment to the process 80% (80% in 2017); and
- Support received from sub-structures 0% (0% in 2017).

This evaluation results in an overall 53% score compared to 53% in 2017 and 65% in 2016. The average achieved by the 19 federations audited in 2018 was 46% and 49% in 2017 and 46% in 2016.

2. Summary Performance against Self-Set Barometer and Charter One-Size-Fits-All Targets

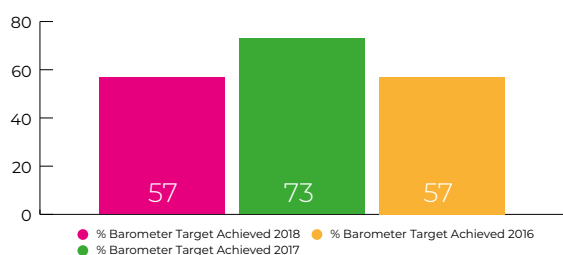
The following figures reflect the barometer and charter target achievement rates in different categories of football's scorecard.

Football- % Barometer Target Achieved vs % Predetermined Charter Target Achieved - 2018



It is important that all categories in which no targets have been set and the data for 2018 reported are revisited and all forecasts are extended to 2030.

Football Overall Barometer Scores 2016, 2017, 2018



Barometer targets were set in 37 of the 43 charter categories listed.

As shown in the barometer scorecard above, 21, i.e. 57%, of self-set targets were achieved in 2018, as against 27, i.e. 73%, in 2017. This represents a significant *decrease* compared with 2017. The performance, however, exceeds the 50% required to avoid any penalties in terms of the agreed barometer MoU.

On the other hand, the scorecard shows that the 60% one-size-fits-all generic Black and Black African charter targets were achieved in *all* categories in which results were reported. The 50% preferential procurement charter target was also achieved.

The quality of school- and club-related data remains substandard and requires greater attention and oversight

at the highest levels of the organisation. *Organised* school football has been one of the federation's major weaknesses for some time.

It is important that all categories in which no targets have been set and the data for 2018 reported are revisited and all forecasts are extended to 2030. All underage representative team categories also need to be clearly defined and the long overdue structured school football programme implemented. Although football in schools have been recognised as a key strategic weakness, little progress has been made to improve this over the past four years. This area remains one of the federation's most important challenges, particularly compared to the outcomes produced by other federations in this area.

It is also advisable for leadership to revisit all the MoU self-set targets with a view to proactively shaping the Coloured, White and Indian demographic of all football's structures to bring these in line with the national population demographic profile of approximately 80% Black African 9% Coloured, 9% White and 2% Indian.

The forward projected *barometer forecasts* should reflect leadership's view of how football's pipeline structures, particularly school football, and the high-performance groups and underage 'international' participation male and female opportunities will evolve in the future.

a. Administration

FOOTBALL: NATIONAL ADMINISTRATION DEMOGRAPHIC PROFILE - 2018

Category	African	Coloured	Indian	White	Women	Disabled	TOTAL	% Black African	% Generic Black	% Coloured	% Indian	% Women	% Disabled
President		1					1	0	100	100	0	0	0
CEO		1					1	0	100	100	0	0	0
Full-time Employed Staff Members	67	13		6	32	1	86	78	93	15	0	37	1
Part Time Employed Staff Members	5	1					6	83	100	17	0	0	0
'Board' Members	30	5	1	2	5		38	79	95	13	3	13	0
Exco/Management Committee Members	6	2		1	3		9	67	89	22	0	33	0
Finance Committee	10	1		1	1		12	83	92	8	0	8	0
Audit and Risk Committee	9	1			1		10	90	100	10	0	10	0
Transformation Committee							0						

Football reported a large 38-member board, which is smaller and maybe more manageable than the 47 reported in 2017, yet larger than that of any other sport structure reviewed to date. This could be the result of an unresolved, unstructured and fragmented 'provincial' structure.

The generic Black demographic of the board reported as 95%, down from the 98% reported in 2017 due to an increase in Coloured representation. The 2018 targets reported are 79% Black African (89% in 2017), 13% Coloured (6% in 2017), 3% Indian (2% in 2017), and 5% White (2% in 2017), which shows that the federation is getting in line with the national population demographic profile,

except for White representation.

As reflected in the scorecard, the generic Black barometer self-set target of 90% was achieved (95% actual target reported) but not the Black African target of 90% (the actual re-reported target was 79%).

However, the one-size-fits-all 60% charter target (an interim milestone towards sport structures resembling national demographic profile over time) was exceeded by a large margin in both instances. The data provided reflects a well transformed board approaching the national population demographic goal of the charter.

Women representation at board level, at 13%, was much improved from the 6% reported in 2017, but it remains well below the 25% charter target and may not be in line with gender equity requirements, as well as the increasing success and importance of women football.

The demographic of football's full-time staff complement was reported as 78% Black African (80% in 2017), which was below the 80% self-set barometer target. The generic Black actual of 93% remains unchanged from 2017 and is marginally below the 94% self-set barometer target. Both measures, however, exceeded the one-size-fits-all charter target of 60% as shown in the barometer scorecard.

b. Senior and Underage National and Representative Teams

FOOTBALL: MALE INTERNATIONAL REPRESENTATIVE SENIOR AND UNDERAGE TEAM DEMOGRAPHIC PROFILES DURING PREVIOUS SEASON - 2018

National Representative Team	African	Coloured	Indian	White	TOTAL	Black % African	Generic % Black	White %
Total Number of Different Senior National Representative Male Team Members During Season. Competition: Cosafa	20	2	0	3	25	80	88	12
Total Number of Different Senior National Representative Male Team Members During Season. Competition: Afcon Qualifiers	20	2	0	3	25	80	88	12
Total Senior International Male Team All Competitions During Season	40	4	0	6	50	80	88	12
Total Number of Different of Different Under 23 National Male Team Members During Last Season					0			
Total Number of Different Under 20 National Male Team Members During Last Season : Afcon Qualifiers	21	3	0	1	25	84	96	4
Total Number of Different Under 20 National Male Team Members During Last Season : Cosafa	21	3	0	1	25	84	96	4
Total U20 International Male Team Members	42	6	0	2	50	84	96	4
Total Number of Different Under 17 National Male Team Members During Last Season : Afcon	20	3	0	2	25	80	92	8
Total Number of Different Under 17 National Male Team Members During Last Season : Cosafa	20	3	0	2	25	80	92	8
Total U17 International Male Team Members	40	6	0	4	50	80	92	8
Total Underage International Male Team Members	82	12	0	6	100	82	94	6

FOOTBALL: FEMALE INTERNATIONAL REPRESENTATIVE SENIOR AND UNDERAGE TEAM DEMOGRAPHIC PROFILES DURING PREVIOUS SEASON - 2018

National Representative Team	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black	% White
Total Number of Different Senior Representative National Female Team Members During Season. Competition: World Cup Qualifiers	18	3	0	2	23	78	91	9
Total Number of Different Senior Representative National Female Team Members During Season. Competition: Afcon Qualifiers	18	3	0	2	23	78	91	9
Total Number of Different Senior Representative National Female Team Members During Season. Competition: Cyprus Cup	18	3	0	2	23	78	91	9
Average	54	9	0	6	69	78	91	9
Total Number of Different Under 23 National Female Team Members During Last Season					0			
Total Number of Different Under 20 National Female Team Members During Last Season: World Cup Qualifiers	16	2	0	2	20	80	90	10
Total Number of Different Under 17 National Female Team Members During Last Season : Brics	18	4	0	2	24	75	92	8
Total Underage National Female Team All Competitions During Season	34	6	0	4	44	77	91	9

The barometer scorecard shows that the 60% one-size-fits-all charter target was achieved for all male and female senior as well as underage teams reported on, as shown in the scorecard. This makes football the most demographically transformed sport among the big five (football, athletics, cricket, netball and rugby) in terms of the *one-size-fits-all* charter targets.

The average generic Black barometer self-set target for senior male teams of 92% was not exceeded by the actual 88% reported, whereas the self-set target for senior females of 91% equaled the actual 91% reported (95% in 2017).

The actual Black African representation in senior male team of 80% reported (67% in 2017) did not achieve the barometer self-set target of 92%, whereas the actual black African demographic for the females of 78% (85% in 2017) did not exceed the 'self-set' target of 80% (because of the high Coloured representation of 14%, as shown in the tables above).

c. Performance against One-Size-Fits-All Charter Targets

The average senior male team Black African demographic reported was 80% (67% in 2017), Black African, 8% (24% in 2017), Coloured, Indian 0%, White 12% (7% in 2017) and generic Black 88% (92% in 2017). Except for Indian representation, the demographic is approaching the notational population demographic profile.

d. High-Performance Pipeline

FOOTBALL: NATIONAL SENIOR AND UNDERAGE MALE HIGH PERFORMANCE SQUAD DEMOGRAPHIC COMPOSITION DURING PREVIOUS SEASON - 2018

High Performance Group	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
National Senior Male High Performance Squad Members	20	2	0	3	25	80	88
Under 23 National Male High Performance Squad Members							
Under 21 National Male High Performance Squad Members					0		
Under 20 National Male High Performance Squad Members	21	3	0	1	25	84	96
Under 19 National Male High Performance Squad Members					0		
Under 18 National Male High Performance Squad Members					0		
Under 17 National Male High Performance Squad Members	20	3	0	2	25	80	92
Under 16 National Male High Performance Squad Members							
Average underage	41	6	0	3	50	82	94

This differs from the average demographic reported for the senior female unit of 78% (85% in 2017), Black African 13% (10% in 2017), Coloured, Indian 0%, White 6% (5% in 2017), and generic Black 91% (95% in 2017).

It is obvious that both female and male senior representatives are well transformed. However, in both instances, White and Indian representation may require more attention at grass roots. Better and more effective intervention, as indicated in previous reports, with the previous model C school environment (rugby, cricket and hockey's strategy) may produce unexpected results.

As shown, all underage male and female representative teams are demographically well transformed but could be marginally underrepresented with respect to Indian and White representation. The issue could be dealt with by increasing participation opportunities at school level.

Football's reported underage representative pipeline is substantial and should serve the game well once the significant and ongoing strategic weakness of organised and structured football participation at school level is resolved. Improved success in the international arena could remain suboptimal if this issue is not resolved.

The barometer forecasts need to be reviewed and extended to 2030 in the light of some of the comments above. Unlike several codes, football's challenge is not one of longer-term sustainability but the need to improve performance at levels, particularly at international level.

FOOTBALL: NATIONAL SENIOR AND UNDERAGE FEMALE HIGH PERFORMANCE SQUAD - 2018

High Performance Group	African	Coloured	Indian	White	Total	% Black African	% Generic Black
National Senior Female High Performance Squad Members	18	3	0	2	23	78	91
Under 23 National Female High Performance Squad Members					0		
Under 21 National Female High Performance Squad Members					0		
Under 20 National Female High Performance Squad Members	16	2	0	2	20	80	90
Under 19 National Female High Performance Squad Members					0		
Under 18 National Female High Performance Squad Members					0		
Under 17 National Female High Performance Squad Members	18	4	0	2	24	75	92
Under 16 National Female High Performance Squad Members							
Average underage	34	6	0	4	44	77	91

The shape and quality of a sport's high-performance and school programmes reflect a medium- to longer-term strategy from a sustainability and potential performance quality perspective, which requires focused planning and management processes underpinned by a well-defined strategy.

Football's 75 senior and underage male high-performance group is substantially smaller than the 134 reported in 2017. The demographic of the 25 senior male members (32 in 2017) of the group was reported as 88% generic Black (97% in 2017), 80% (82% in 2017) Black African, 6% (10% in 2017) Coloured, 0% (3% in 2017) Indian, and 12% (3% in 2017) White, which appears to be demographically better balanced.

The demographic of the overall male underage (under-20 and under-17) high-performance group of 50 (72 in 2017) was reported as 82% (64% in 2017) Black African, 23% Coloured, 3% Indian, 10% White and 90% generic Black.

The smaller 44 (71 in 2017) senior female high-performance group reflects a demographic of 91% generic Black, 78% Black African, 13% Coloured, 9% White and 0% Indian, which, from a Coloured and White perspective, is in line with national population demographic profile, except for Indian participants.

The 44 underage female high-performance groups, under-20 and under-17, reflect a demographic of 77% (73% in 2017) Black African, 14% (17% in 2017) Coloured, an unchanged 0% Indian, 9% (10% in 2017 White) and 91% generic Black.

From a demographic perspective, the composition of the high-performance group may require a greater focus on White and Indian participation.

There may be merit in considering the introduction of an under-18/19 high-performance grouping.

All high-performance groups (male and female) achieved the 60% black African and generic Black charter target.

e. Performance Records

FOOTBALL: NATIONAL SENIOR AND UNDERAGE REPRESENTATIVE MALE TEAM PERFORMANCE RECORDS DURING PREVIOUS SEASON - 2018

Team	Number of Matches Played	Matches Won	Matches Drawn	Matches Lost	% Matches Won
Senior National Male Team Playing Record During Last Season - Competition: Afcon Qualifiers	4	1	0	4	25
Senior National Male Team Playing Record During Last Season - Competition: Cosafa	4	3	1	0	75
Average Senior National Male Team Playing Record	8	4	1	4	50
Under 23 National Male Team Playing Record During Last Season				1	
Under 20 National Male Team Playing Record During Last Season : Afcon	5	2	1	2	40
Under 20 National Male Team Playing Record During Last Season : Cosafa	5	5	0	0	100
Under 17 National Male Team Playing Record During Last Season : Cosafa	5	3	1	1	60
Under 17 National Male Team Playing Record During Last Season : Afcon Qualifiers	3	1	2	0	33
Average Underage National Male Team Playing Record	18	11	4	4	61

FOOTBALL: NATIONAL SENIOR AND UNDERAGE REPRESENTATIVE FEMALE TEAM PERFORMANCE RECORDS DURING PREVIOUS SEASON - 2018

Team	Number of Matches Played	Matches Won	Matches Drawn	Matches Lost	% Matches Won
Senior National Female Team Playing Record During Last Seson. Competition: Afcon	7	5	1	1	71
Senior National Female Team Playing Record During Last Seson. Competition: Cosafa	5	5	0	0	100
Senior National Female Team Playing Record During Last Seson. Competition: Cyprus Cup	4	1	2	1	25
Average Senior National Female Team Playing Record	9	6	2	1	67
Under 23 National Female Team Playing Record During Last Seson					
Under 20 National Female Team Playing Record During Last Seson: World Cup Qualifiers	1	1	0	0	100
Under 20 National Female Team Playing Record During Last Seson:					
Under 19 National Female Team Playing Record During Last Seson :					
Under 18 National Female Team Playing Record During Last Seson : Brics Tournament	4	1	2	1	
Average Underage Female Team Playing Record	5	2	2	1	40

The average senior male team win record of 50% reported was an improvement on the 44% reported in 2017. The average underage male team performance was reported as 61%, which is less than the 71% wins reported in 2017.

The average senior female team win record was reported as 67% (50% in 2017).

The corresponding female average win records for underage representative teams (under-20 and under-18)

were disappointing in that 40% wins were reported compared to the high 71% achieved in 2017.

The win records of underage females and senior and underage male teams reflect an average performance, except for the female senior representative entity.

Compared to cricket and rugby, football's representative teams play significantly fewer matches, something that may require attention for performances to be improved.

f. Coach and Referee Demographic Profiles

FOOTBALL: ALL NATIONALLY ACTIVE ACCREDITED MALE AND FEMALE COACHES, REFEREES AND UMPIRES IN AREA OF JURISDICTION - 2018

Category	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
All Nationally accredited Male Coaches.	3 551	771	86	225	4 633	● 77	● 95
All Nationally accredited Female Coaches.	427	61	7	53	548	● 78	● 90
Total Coaches (Male plus Female)	3 978	832	93	278	5 181	● 77	● 95
All Nationally Accredited Male Referees/Umpires.	70	5	0	5	80	● 88	● 94
All Nationally Accredited Female Referees/Umpires.	7	0	0	0	7	● 100	● 100
Total Referees (Male plus Female)	77	5	0	5	87	● 89	● 94

The demographic of football's total male and female accredited coaches numbering 5 181 (3 092 in 2017) was reported as 77% (77% in 2017) Black African and 95% (94% in 2017) generic Black, both of which exceeds the 60% charter target as well as the self-set barometer target of 91% generic Black, but not the barometer target of 80% for Black African.

For the female coaching complement of 548 out of 5 181, only 11% of the total number of coaches were reported as

78% Black African, 10% White, 11% Coloured and 1% Indian. Considering the increasing profile of women football and gender equity issues, increasing the number of female coaches may need to be more aggressively pursued.

All barometer targets, considering the current status reported above, will have to be reviewed and extended to 2030.

The demographic of football's 87 (83 in 2017) accredited umpires, of which only 8% (6% in 2017) were reported to

be females, were 94% generic Black against a self-set barometer target of 60%, and 89% Black African compared to a low self-set target of 45%. In both instances, the charter target of 60% was achieved, as shown in the barometer scorecard.

All barometer targets, considering the current status reported above, will have to be reviewed.

g. Sport Medicine and Scientific Support Structure

FOOTBALL: DEMOGRAPHIC PROFILE OF ALL MALE + FEMALE SPECIALIST SUPPORT TO NATIONAL INDIVIDUALS - 2018

	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black	% White
Qualified Male/Female Medical Practitioners used by all National level individuals during last season	24	0	2	0	26	92	100	0
Qualified Male/Female Physiotherapists used by all National level individuals during last season	17	0	0	0	17	100	100	0
Qualified Male/Female Biokineticists used by all National level individuals during last season	10	1	0	1	12	83	92	8
Qualified Male/Female Nutritionists used by all National level individuals during last season	1	0	0	0	1	100	100	0
Qualified Female Sport Psychologists used by all National level individuals during last season	4	0	0	1	5	80	80	20
Qualified Male/Female Computer Analysts used by all National level individuals during last season	4	0	0	1	5	80	80	20
Overall Male/Female Specialist Support	60	1	2	3	66	91	95	5

Football reported a sport science and medical structure of 66 (40 male and 27 female) practitioners, which is the same as reported in 2017. The group size remains one of the largest reported by the federations audited.

The 60% Black African and generic Black demographic charter target was achieved in all specialist areas as shown, except for sport psychologists, and Black African medical, physiotherapist and biokineticist support. The self-set barometer targets were achieved in all but three of the 12 specialist areas as shown. The self-set targets that were not achieved included Black African representation for sport psychologist and medical practitioner categories, as shown in the barometer scorecard.

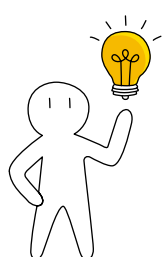
The overall group was 91% Black African, 95% generic Black, 1% Coloured, 3% Indian and 5% White.

Medical and sport science support structures of SA sport remain largely unstructured and ineffective. There is no formally constituted entity coordinating provincial

and national accredited specialist membership and governance structures for sport psychologists, sport physiotherapists, biokineticists, nutritionists, sport medicine practitioners and computer analysts.

This means there is no overarching structure to design and manage accreditation processes and establish and manage applied sport-specific research programmes in association with national coaching structures, in order to establish a register profiling membership and advise federations on the appointment of appropriately qualified and accredited personnel.

There is reason to believe that South African sport has fallen significantly behind the rest of the world in this area. The need is overdue for sport medical and science support services to be better structured, involving *all* universities (the factories of these sources of specialist knowledge) to coordinate and deliver appropriately structured services on an accredited basis. Football's leadership has a responsibility to establish an appropriate structure in line with the sport's needs.



Football has no overarching structure to design and manage accreditation processes and establish and manage applied sport-specific research programmes in association with national coaching structures, in order to establish a register profiling membership and advise federations on the appointment of appropriately qualified and accredited personnel.

h. Schools and Clubs (Footprint Data)

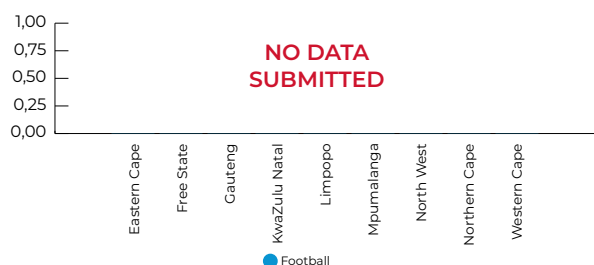
FOOTBALL NUMBER OF ALL PARTICIPATING SCHOOLS AND CLUBS (IN AREA OF JURISDICTION) PER DISTRICT AND PROVINCE - 2018

District in Area of Jurisdiction	No of All Clubs	No of All participating Junior Clubs	No of All participating Primary schools	No of All Participating Senior schools	No of Participating Private Primary Schools	No of Participating Private Senior Schools
Buffalo City	600	400				
Nelson Mandela Bay	1000	980				
Alfred Nzo	380	360				
Amathole	410	400				
Chris Hani	480	460				
Ukhahlamba (Joe Gqabi)	280	200				
Saroh Bartmon (Cacadu)	500	495				
O R Tambo	310	290				
EASTERN CAPE (TOTAL)	3 960	3 585	-	-	-	-
Mangaung	750	650				
Fezile Dabi	580	480				
Lejweleputswa	520	490				
Thabo Mofutsanyana	574	520				
Xhariep	390	320				
FREE STATE (TOTAL)	2 814	2 460	-	-	-	-
City of Johannesburg	3 030	3 020				
City of Tshwane	1 400	1 195				
Ekhuruleni	1 000	980				
Sedibeng	180	170				
West Rand	478	450				
GAUTENG (TOTAL)	6 138	5 815	-	-	-	-
Ethekeini	1650	1500				
Amajuba	480	415				
iLembe	120	100				
Harry Gwala	280	200				
Ugu	70	50				
uMgungundlovu	510	490				
uMkhanyakude	601	480				
uMzinyathi	290	150				
uThukela	100	90				
King Cetshwayo	95	82				
Zululand	186	95				
KWAZULU NATAL (TOTAL)	4 382	3 652	-	-	-	-
Capricorn	970	900				
Mopani	380	270				
Sekhukhune	290	255				
Vhembe	980	890				
Waterberg	400	380				
LIMPOPO (TOTAL)	3 020	2 695	-	-	-	-
Ehlanzeni	980	950				
Gert Sibande	790	760				
Nkangala	500	470				
MPUMALANGA (TOTAL)	2270	2180	-	-	-	-
Bojanala Platinum	260	200				
Ngaka Modiri Molema	290	270				
Dr Ruth Segomotsi Mompati	200	180				
Dr Kenneth Kaunda	204	176				
NORTH WEST (TOTAL)	954	826	-	-	-	-
Francis Baard	580	500				
Kgaladi - John Taolo Gaetsewe	270	240				
Namakwa	210	180				
Pixley-ka-Seme	180	165				
Siyanda ZF Mgcawu	140	130				
NORTHERN CAPE (TOTAL)	1 380	1 215	-	-	-	-
Cape Town	1 980	1 600				
Cape Winelands	190	170				
Eden	180	165				
Central Karoo	200	180				
Overburg	190	175				
West Coast	300	270				
WESTERN CAPE (TOTAL)	3 040	2 560	-	-	-	-
TOTAL	51 956	46 391	-	-	-	-

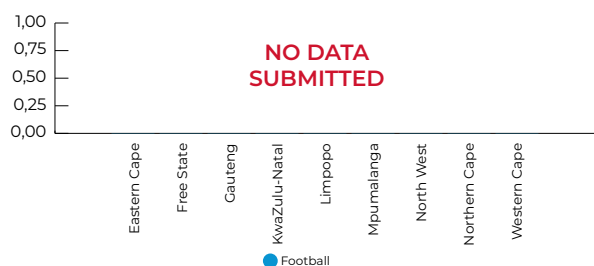
FOOTBALL: CLUB PROFILE - 2018

Category	NUMBER
Total number of clubs (excluding 'Township' based clubs) participating in your code in area of jurisdiction	51 956
Total number of 'Township' based clubs participating in your code in area of jurisdiction	46 391
Total number of registered male club members (excluding Township based clubs) in area of jurisdiction	40000
Total number of registered male members in 'Township' based clubs in area of jurisdiction	42300
Total number of registered female club members (excluding Township based clubs) in area of jurisdiction	11956
Total number of registered female members in 'Township' based clubs in area of jurisdiction	4091
Total number of league participating teams (excluding 'Township' based clubs) in area of jurisdiction	
Total number of league participating teams ('Township' based clubs) in area of jurisdiction.	
Total number of facilities available to clubs (excluding 'Township' based clubs) in area of jurisdiction	
Total number of facilities available to 'Township' based clubs in area of jurisdiction.	
Estimated total facility short fall at club level in area of jurisdiction.	
Total number of new 'Township' clubs started last season in area of jurisdiction	
Total number of Township based clubs that have stopped participating last season in area of jurisdiction	
Total number of new clubs (excluding 'Township' based) that have started participating in your code last season	
Total number of clubs (excluding 'Township' based clubs that have stopped participating in your code last season.	
Total number of club players (excluding 'Township' based clubs) forming part of a High Performance Programme last season	
Total number of club players, from 'Township' based clubs, forming part of a High Performance Programme last season	
Total number of accredited coaches available at club level (excluding 'Township' based clubs) last season	
Total number of Teams accredited coaches available at 'Township' based clubs	
Total Number of Clubs (Excluding Township based Clubs) in your code that have participating Women Teams	
Total Number of Township based Clubs participating in your code that have participating Women Teams	
Total direct financial support provided clubs (excluding 'Township' based clubs) in area of jurisdiction last season.	R
Total direct financial support provided to 'Township' based clubs) in area of jurisdiction last season	R

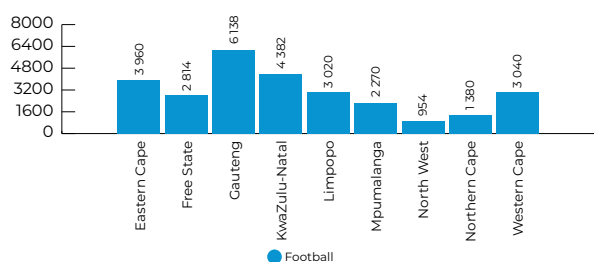
**Football: Primary School Participation Profile
Per Province - 2018**



**Football: Senior School Participation Profile
Per Province - 2018**



**Football: Senior School Participation Profile
Per Province - 2018**



Football still does not have a structured and *organised* footprint in the 25 000 schools in the country, comparable to that of some of the other codes. The longer this situation continues, the bigger the gap between South African football and its competitors could become. No progress has been made over the past three years in this regard despite the verbal commitments made by football's leadership in response to previous reports, as well as commitments made to the sport ministry. The tables above reflect football's emphasis on its junior club structures linked to clubs, which may need to be supplemented with a more structured improved school structure.

The forward-projected barometer MoU entered into with SRSA and SASCOC by football appears to be more of a wish list than a real commitment reflecting any targeted plans to deliver the game at school level, which is the ongoing source of human capital for most South African successful sport structures. Barometer forecasts (a view on the thinking of leadership on the future foundation of the sport) do not reflect *any* meaningful change in one of football's most important strategic areas. Football's barometer reflects a more-of-the-same scenario with respect to primary and senior school football, which may not sufficiently impact the obvious weaknesses in the sport's structures.

With the school- and club-related data submitted by federations in general being the least reliable of all data received, it would appear as if football's initiatives in this regard are substandard. The data collection and the use of the data as part of planning processes in the light of rapid national demographic changes, the general condition of school sport and the revised MoU for school sport need to become focus points.

General Remarks

An understanding of the reproduction of inequality (still aligned with race) after apartheid requires deeper understanding of how the systems entrenching inequality under the previous dispensation have evolved since 1994. Inequality persists in sport (and other areas) because of highly concentrated economic power reinforced by continued inequalities in education, residence, infrastructure and work organisation. In all these areas the reforms introduced to date did not go far enough to bring about a step change in equality.

The education system continues to reproduce inequalities through large differences in access to quality of education that linked to location and household income. This impacts school sport in that participation opportunity are greatly reduced, thereby encouraging sport administrators to perpetuate and increase the existing gap between the 'haves' and the 'have nots' by focusing on the more 'privileged' segments of the structure.

The symbiotic relationship between the inequalities highlighted will require creative interventions at all levels on an ongoing basis if the existing equality gap is not to increase further. For those born into poverty equal opportunity will remain elusive.

The following feature among the multitude of strategic challenges faced by all federations:

- An ongoing problematic school sport system;
- Misplaced club structures;
- Failure to quantify and understand the real facility problem, and the absence of well-constructed and comprehensive facility plans;
- Quality and extent of coaching and referee/umpire structures;
- Suspect high-performance pipelines;
- Sub-optimally structured and organised medical and sport science support structures compared to

South African sport's main competitors;

- Ongoing gender equity issues;
- Quality and extent of administrative support to maintain operations; and
- The impact of factors arising from challenging the socio-economic and political environments.

The barometer MoU entered into with SRSA and SASCO should reflect the commitment and creativity of leadership to change the federation in key areas to lay the foundation on which future leadership structures can build. An ineffective and more-of-the-same approach will not deliver such a foundation. At best it could only increase the pressure on those following in the future to adopt more aggressive and risky strategies to deal with unresolved or partially resolved issues.

It is important to ensure ongoing review, analysis, communication of and response to comments and observations arising out of audit reports, supported by in-house workshops and research programmes, to gain a deeper insight into and an understanding of the impact of issues as these relate to *inequality* in all areas of the charter.

In this regard an understanding of the reproduction of inequality in all areas and still aligned with race after apartheid requires a deeper understanding of how the systems entrenching inequality under the previous dispensation have evolved since 1994. Inequality persists in sport (and other areas) because of highly concentrated economic power reinforced by continued inequalities in education, residence, infrastructure and work organisation. In all these areas the reforms introduced to date did not go far enough to bring about a step change in equality.

The education system continues to reproduce inequalities through large differences in access to quality education that is linked to location and household income. This impacts school sport in that participation opportunities are greatly reduced, thereby encouraging sport administrators to perpetuate and increase the existing gap between the 'haves' and the 'have nots' by focusing on the more 'privileged' segments of the structure.

The symbiotic relationship between the inequalities highlighted will require creative interventions at all levels on an ongoing basis if the existing equality gap is not to increase further. For those born into poverty equal opportunity will remain elusive.



CONCLUSION & RECOMMENDATION

Football posted barometer scores of 54%, 73% and 57% over the past three years (scores that suggest a declining trend), ensuring that the federation *did* achieve the 50% pass rate required in terms of the MoU entered into with SRSA and SASCOC.

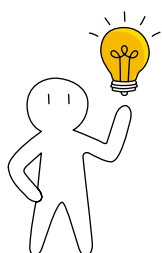
It is *recommended* that the federation is given a *conditional* pass subject to a review and rescore of its 2018 barometer scorecard, based on accepted amendments/changes to the federation's existing barometer extended to 2030.

In the barometer review process, the federation needs to carefully consider the comments and observations above as well as those from previous EPG transformation status reports when projecting barometer targets forward to 2030.

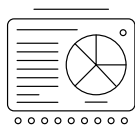
The revised barometer should reflect leadership commitment to *change* in key areas of the organisation to lay a foundation on which future leadership structures can build. An ineffective and more-of-the-same approach will not provide such a foundation and will only increase the pressure on those following to adopt more aggressive and risky strategies to deal with unresolved or partially resolved issues.

Consideration should be given to:

- The issues and weaknesses in the areas highlighted above when revising strategies and resetting barometer targets to ensure *meaningful* change and progress in key strategic areas;
- Ensuring all barometer forecasts demonstrates planned and thoughtful *improvement* and transformational *progress* over the plan period, driven by increasingly challenging targets;
- The implication of *static* or *slow-changing* barometer targets as these reflect sub-optimal rates of change;
- Establishing defined and coordinated programmes throughout the organisation to reduce the impact of *inequality* in all areas; and
- Ensuring the barometer is representative of the 43 listed charter categories, with due regard to: board and administration demographic structure; representative senior and underage teams; coach and umpire demographic profiles; shape of medical and scientific support base; equitable annual representative participation opportunity at 'international' level for *both* senior and underage male *and* female participants; a revised (now overdue) participating school strategy (including re-evaluation of school facility structures); greater levels of accessibility to club structures; and improved BEE support packages at national and provincial level.



The education system continues to reproduce inequalities through large differences in access to quality education that is linked to location and household income. This impacts school sport in that participation opportunities are greatly reduced, thereby encouraging sport administrators to perpetuate and increase the existing gap between the 'haves' and the 'have nots' by focusing on the more 'privileged' segments of the structure.



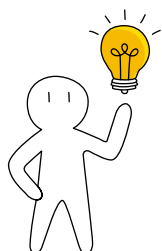
Gymnastics

Individual Federation Barometer Self-Set and Pre-Set Charter Target Scorecards



SECTION CONTENTS

Gymnastics: Barometer and Charter Scorecard – 2018 19	104
Gymnastics Barometer and Charter Performance Overview – 2018	105
1. Subjective Evaluation of Data Submission Quality	105
2. Summary Performance against Barometer Self-Set and Charter One-Size-Fits-All Targets	106
a. Administration	106
b. Senior, Junior and Youth Male and Female Representative Entities	107
c. High-Performance Pipeline	108
d. Performance Records	109
e. Coach and Umpire/Referee Demographic Profiles	110
f. Sport Medicine and Scientific Support Structure	110
g. Schools and Clubs (Footprint Data)	112
General Remarks	115
Conclusion & Recommendation	117



Gymnastics very low self-set barometer targets amounts to a 'safety-first' approach to avoid penalties instead of setting more demanding targets to bring about change.

Gymnastics: Barometer and Charter Scorecard – 2018/19

MORE THAN 100% OF SELF-SET TARGETS ACHIEVED			LESS THAN 100% OF SELF-SET ACHIEVED OR NO FORECAST AND/OR ACTUAL DATA PROVIDED			ZERO SELF-SET TARGET AND ZERO ACTUAL REPORTED		NO DATA PROVIDED BY FEDERATION	
Category	Measures	Barometer self-set target 2018	Charter Target	Actual 2018	% Barometer Target Achieved 2018	% Barometer Target Achieved 2017	% Charter Target Achieved 2018	Percentage Point difference Barometer % Charter % Target Achievement 2018	Barometer Target Achievement Trend 2017 - 2018
Schools and Clubs	Number of Participating Primary Schools	316		360	114	2			
	Number of Participating Senior Schools	100		170	170	3			
	Number of Participating Clubs	340		799	235	233			
	Number of Club Members	18 000		19 171	107	103			
Black African Male Representative Teams	All (17 years +) Black African Male Individuals in International Representative Competitions	33	60	60	182	121	67	55	
	Under 16 Individual Male black African National Gymnasts (all disciplines)	0	60	0	0	100	0	0	
	Under 15 Individual Male black African National Gymnasts (all disciplines)	12	60	14	117	0	23	93	
	Under 14 Individual Male black African National Gymnasts (all disciplines)	11	60	50	455	130	22	97	
	Under 13 Individual Male black African National Gymnasts (all disciplines)	15	60	15	100	120	20	60	
Generic Black Male Representative Teams	All (17 years +) Generic Black Male Individuals in International Representative Competitions	40	60	60	150	121	67	33	
	Under 16 Individual Male generic Black National Gymnasts (all disciplines)	15	60	18	120	100	30	90	
	Under 15 Individual Male generic Black National Gymnasts (all disciplines)	33	60	29	88	193	48	40	
	Under 14 Individual Male generic Black National Gymnasts (all disciplines)	15	60	50	333	115	83	250	
	Under 13 Individual Male generic Black National Gymnasts (all disciplines)	20	60	40	200	100	67	133	
Black African Female Representative Teams	All (17 years +) Black African Female Individuals in International Representative Competitions	15	60	22	147	0	0	0	
	Under 16 Individual Female black African National Gymnasts (all disciplines)	0	60	0	0	100	0	0	
	Under 15 Individual Female black African National Gymnasts (all disciplines)	10	60	7	70	0	12	58	
	Under 14 Individual Female black African National Gymnasts (all disciplines)	5	60	36	720	140	112	1 228	
	Under 13 Individual Female black African National Gymnasts (all disciplines)	10	60	18	180	160	30	150	
Generic Black Female Representative Teams	All (17 years +) Generic Black Female Individuals in International Representative Competitions	25	60	34	136	660	48	68	
	Under 16 Individual Female generic Black National Gymnasts (all disciplines)	0	60	42	0	152	70	0	
	Under 15 Individual Female generic Black National Gymnasts (all disciplines)	10	60	13	130	0	22	108	
	Under 14 Individual Female generic Black National Gymnasts (all disciplines)	33	60	55	167	47	167	136	
	Under 13 Individual Female generic Black National Gymnasts (all disciplines)	33	60	40	121	109	67	55	
Coaches and Referees or Umpires Demographic Profiles	Demographic Active (registered) Nationally accredited Generic Black Coaches.	42	60	42	100	121	70	30	
	Demographic Active (registered) Nationally Accredited Generic Black Referees.	23	60	25	109	105	38	62	
	Demographic Active (registered) Nationally Accredited Black African Coaches.	30	60	31	103	120	52	52	
	Demographic Active (registered) Nationally accredited Black African Referees.	12	60	18	150	100	27	107	
Board and Full-time Staff Demographic Profiles	Board/Exco (Generic Black) Demographic	29	60	36	124	100	60	64	
	Board/Exco (Black African) Demographic	14	60	21	150	100	35	115	
	Full Time Staff (Generic Black) Demographic	50	60	50	100	89	83	17	
	Full Time Staff (Black African) Demographic	50	60	42	84	89	70	14	
Medical and Scientific Group Demographic Profile	Medical Practitioner Generic Black Support Demographic	50	60	NO DATA			0	0	
	Physiotherapist Generic Black Support Demographic	50	60	NO DATA			0	0	
	Biokineticist Generic Black Support Demographic	NO FORECAST	60	NO DATA			0	0	
	Sport Psychologist Generic Black Support Demographic	50	60	NO DATA			0	0	
	Computer Analyst Generic Black Support Demographic	NO FORECAST	60	NO DATA			0	0	
	Medical Practitioner Black African Support Demographic	NO FORECAST	60	NO DATA			0	0	
	Physiotherapist Black African Support Demographic	NO FORECAST	60	NO DATA			0	0	
	Biokineticist Black African Support Demographic	NO FORECAST	60	NO DATA			0	0	
	Sport Psychologist Black African Support Demographic	NO FORECAST	60	NO DATA			0	0	
Preferential Procurement	Total % BEE Purchases	30	60	37	123	10	74	49	
Number of Categories in which targets have been set					36	33			
Number of Barometer Self-Set Targets Achieved					27	24			
% of Barometer Self-Set/Charter Targets achieved					75	73			

Gymnastics: Commentary on Barometer- and Charter-Related Observations – 2018

The following sections comment on and evaluate the target achievement performance of gymnastics in selected transformation charter categories and barometer self-set and transformation charter one-size-fits-all targets.

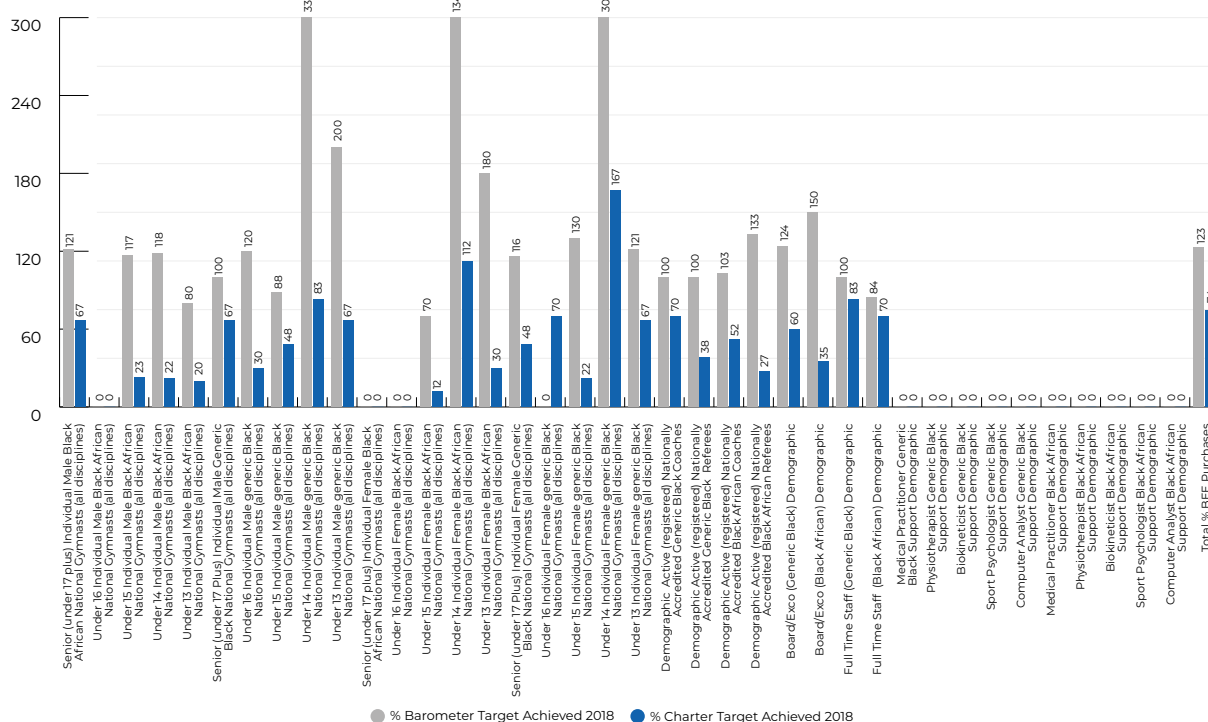
1. Subjective Evaluation of Data Submission Quality

Subjective evaluation of the quality of gymnastics' data input in terms of four criteria reveals the following:

- Completeness of data packages 70% (60% in 2017);
- Perceived reliability of data submitted 70% (60% in 2017);
- Perceived commitment to the process 70% (70%); and
- Support received from sub-structures 60% (60% in 2017).

The overall evaluation resulted in a score of 68% (73% in 2017 and 50% in 2016), which compares with the 46% average (49% in 2017 and 46% in 2016) achieved by all 19 federations audited.

Gymnastics- % Barometer Target Achieved vs % Predetermined Charter Target Achieved - 2018



Barometer targets were set in 36 (compared to 33 in 2017) of the 43 charter categories, as shown in the barometer scorecard above. A total of 27 (24 in 2017) or 75% (73% in 2017) of the barometer categories in which the federation has set targets have been achieved. Of the total 43 barometer categories, 63% (69% in 2017) of self-set targets were achieved.

The high percentage of barometer self-set targets achieved (as shown in the graphic below) may be a consequence of very low self-set barometer targets

(amounting to a 'safety-first' approach to avoid penalties instead of setting more demanding targets to bring about change). The gap between the 60% charter demographic target and the federation's self-set barometer targets is illustrated by the fact that the charter target was achieved in *only* two of the listed 36 categories, namely the 17 year old + All Black African and Generic Black male individuals in international representative competitions. None of the other charter targets were achieved.

The self-set targets are conservative and may not contribute sufficiently to the changes required to transform the federation.

Gymnastics' forward projected MoU barometer to 2025 submitted reflects ineffectual change, particularly with respect to Black African representation which, if not addressed, signals longer-term sustainability challenges.

It is important that all categories in which no *targets* and/or no actual *performance* data have been reported (including the all-important medical and scientific

support group) are revisited and dealt with on a more purposeful basis.

The organisation's current barometer reflect relatively small and incremental change in almost all listed charter categories until 2025, suggesting a *more-of-the-same approach* by the federation to transforming itself. Forward projected forecasts should reflect leadership's *commitment* to change and its view as to how the federation's structures will evolve demographically over the next decade in order to deal with sustainability issues.

2. Summary Performance against Barometer Self-Set and Charter One-Size-Fits-All Targets

a. Administration

GYMNASTICS (ALL DISCIPLINES): NATIONAL ADMINISTRATION DEMOGRAPHIC PROFILE - 2018

Category	African	Coloured	Indian	White	Women	Disabled	TOTAL	% Black African	% Generic Black	% Coloured	% Indian	% Women	% Disabled
President				1	1		1	0	0	0	0	100	0
CEO	1						1	100	100	0	0	0	0
Full-time Employed Staff Members	5	1		6	5		12	42	50	8	0	42	0
Part Time Employed Staff Members							0						
'Board' Members	3	1	1	9	6		14	21	36	7	7	43	0
Exco/Management Committee Members		1	1	3	3		5	0	40	20	20	60	0
Finance Committee	1	1		1	1		3	33	67	33	0	33	0
Audit and Risk Committee	1			2	1		3	33	33	0	0	33	0
Transformation Committee	1	1		1	1		3	33	67	33	0	33	0

The gymnastic federation board comprising 14 members was reported as predominantly White, i.e. 64% (an improvement from the 71% reported in 2017), 21% Black African (14% in 2017), 7% Coloured, 7% Indian and 36% Generic Black (29% in 2017), which reflects an improved demographic profile.

Women representation at board level, being 43%, is *considerably* lower than the 50% reported in 2017 but well above the charter target of 25%.

There was no change in the President's demographic profile over the past three years.

The actual generic Black board demographic reported of 36% is well below the 60% charter target but above the *low* self-set barometer target of 29% (barometer scorecard). The reported Black African demographic of 21% is below the 60% charter target (the interim milestone towards sport structures resembling national

demographic profile over time) as well as the very low 14% self-set barometer target. The overall administration structure appears to be relatively untransformed.

Women representation on the board, reported as 43%, was lower than the 50% reported in 2017 and exceeded the 25% charter target. However, the federation's barometer entered into with SRSA and SASCOC forecasts no increase above 22% in women representation over the next six years – a forecast that clearly makes little sense considering the current situation and which needs to be reconsidered.

The full-time staff complement of gymnastics' administration structure was reported as 50% Black African, 50% White, 0% Coloured, 0% Indian and 50% generic Black. Both generic Black and Black African demographics reported are below the 60% charter target. The self-set 50% generic Black barometer full-time staff demographic target was achieved, but the

42% actual Black African component reported did not achieve the 50% self-set barometer target as shown in the barometer scorecard above.

b. Senior and Underage National and Representative Entities

GYMNASTICS (ALL DISCIPLINES): NATIONAL REPRESENTATIVE SENIOR AND UNDERAGE MALE TEAM DEMOGRAPHICS - 2018

Representation	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
All (17 years +) Individual Male Gymnasts (all disciplines) Competing at International level during 2018	18			12	30	60	60
Total Number Different Under 16 Individual Male Gymnasts (all disciplines) Competing at International level during 2018		2		9	11	0	18
Total Number Different Under 15 Individual Male Gymnasts (all disciplines) Competing at International level during 2018	1	1		5	7	14	29
Total Number Different Under 14 Individual Male Gymnasts (all disciplines) Competing at International level during 2018	3			3	6	50	50
Total Number Different Under 13 Individual Male Gymnasts (all disciplines) Competing at International level during 2018	3	5		12	20	15	40
Total Underage Individual Male Participants All Competitions During Season	17	8	0	29	44	16	34

GYMNASTICS (ALL DISCIPLINES): NATIONAL REPRESENTATIVE SENIOR AND UNDERAGE FEMALE TEAM DEMOGRAPHICS - 2018

Representation	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
All (17 years +) Individual Female Gymnasts (all disciplines) Competing at International level during 2018	9	5		27	41	22	34
Total Number Different Under 16 Individual Female Gymnasts (all disciplines) Competing at International level during 2018		4	1	7	12	0	42
Total Number Different Under 15 Individual Female Gymnasts (all disciplines) Competing at International level during 2018	1		1	13	15	7	13
Total Number Different Under 14 Individual Female Gymnasts (all disciplines) Competing at International level during 2018	4	1	1	5	11	36	55
Total Number Different Under 13 Individual Female Gymnasts (all disciplines) Competing at International level during 2018	8	9	1	27	45	18	40
Total and Underage National Individual Female Participants All Competitions During Previous Season	13	14	4	52	83	16	37

Both the generic Black, i.e. 60%, and Black African, i.e. 60%, actuals for the all individual male Gymnastics (17 year olds +) representative entities reported did not achieve the pre-set 60% charter target nor the low self-set barometer targets of 40% generic Black and 40% Black African set by the federation as shown in the barometer scorecard.

The demographic of the 41 All individual female gymnastics (17 year olds +) was reported as 34% generic Black (33% in 2017), 22% Black African (25% in 2017) and 66% White, reflecting a considerably less transformed group than the corresponding male group.

The 34% generic Black and 22% Black African demographic reported for All (17-year-old plus) female representative entities achieved the 25% self-set generic Black barometer target and the 15% Black African barometer target but not the 60% one-size-fits-all charter targets.

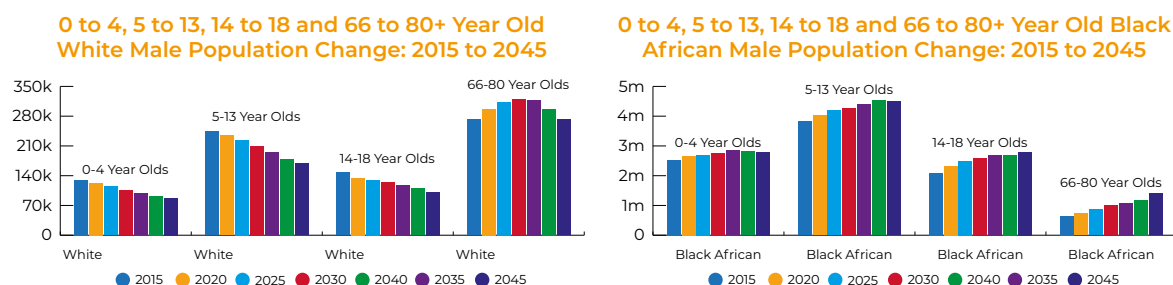
The low non-demanding forward-projected barometer forecasts will not change the federation's demographic

situation significantly in the short to medium term and will have to be revisited and supported by a more aggressive programme to change the sport's participant demographic profile. Potential longer-term sustainability challenges for predominantly White structures has been shown to be a strategic possibility.

The way in which senior representative entities as well as high-performance age group categories are reported in the barometer and data sheets submitted needs to be resolved to avoid further confusion.

The self-set barometer targets in the MoU reflect how leadership see the demographic profile of representative entities unfold in the future, whereas the 60% charter target represents an interim milestone towards the goal of national demographically representative structures. Comparing the actual values with the charter target and the federation's self-set and forward-projected targets shows the magnitude of the task ahead for the federation. The 30% + projected decline in the under-18 White population age group over the next 25 years will have a not insignificant impact on the sport.

For this reason, the sport's future *shape* may have to be *reviewed* and reflected in a revised barometer, covering the next 25 years and be updated annually. The reason for this lies in the differences in the projected shapes of the White and Black African population demographics as shown in the following graphs:



Changes in the demographics of different White age group categories compared to that of Black Africans clearly demonstrate the dilemma of declining numbers in all White age group categories. The barometer forecasts submitted as part of the MoU with SRSA and SASCO will have to be reconsidered if it is to be of value in shaping the sport's future demographic profile.

c. High-Performance Pipelines

GYMNASTICS (ALL DISCIPLINES): NATIONAL SENIOR AND UNDERAGE FEMALE HIGH PERFORMANCE SQUADS - 2018

High Performance Group	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
National Senior Individual Female High Performance Squad Members	2			4	6	33	33
Under 21 Individual Female High Performance Squad Members	0			1	1	0	0
Under 20 Individual Female High Performance Squad Members	1			3	4	25	25
Under 19 Individual Female High Performance Squad Members	5	1		2	8	63	75
Under 18 Individual Female High Performance Squad Members	1	2	1	6	10	10	40
Under 17 Individual Female High Performance Squad Members		2		5	7	0	29
Under 16 Individual Male High Performance Squad Members	2	2		15	19	11	21
Under 15 Individual Female High Performance Squad Members	3	1	1	13	18	17	28
Under 14 Individual Female High Performance Squad Members	1	3		7	11	9	36
Under 13 Individual Female High Performance Squad Members	8	9	1	35	53	15	34
Average underage	21	20	3	87	131	16	34

GYMNASTICS (ALL DISCIPLINES): NATIONAL SENIOR AND UNDERAGE MALE HIGH PERFORMANCE SQUADS - 2018

High Performance Group	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
Individual Senior Male High Performance Squad Members	2	1		3	6	33	50
Under 21 Individual Male High Performance Squad Members	2				2	100	100
Under 20 Individual Male High Performance Squad Members	1			2	3	33	33
Under 19 Individual Male High Performance Squad Members	3			4	7	43	43
Under 18 Individual Male High Performance Squad Members	6			5	11	55	55
Under 17 Individual Male High Performance Squad Members	4			6	10	40	40
Under 16 Individual Male High Performance Squad Members	2	3	1	9	15	13	40
Under 15 Individual Male High Performance Squad Members	4			8	12	33	33
Under 14 Individual Male High Performance Squad Members	3			4	7	43	43
Under 13 Individual Male High Performance Squad Members	2		5	15	22	9	32
Average underage	27	3	6	53	89	30	40

High-performance programmes reflect the medium- to longer-term strategy from both a sustainability as well as demographic change perspective. Gymnastics *did not* report on senior and underage high-performance male and female groups in 2017, a shortcoming corrected in 2018.

The tables above reflect a senior male group of six with a reported 33% generic Black, 33% Black African and 67% White demographic. The senior female high-performance group of six was reported as 33% generic Black, 67% White, 0% Coloured, 0% Indian and 33% Black African, resulting in a relatively untransformed male and female senior high-performance group.

The table shows that the average demographic of the overall 131-member underage male high-performance group was 34% generic Black, 66% White and 16% Black African, whereas the female underage group average reported was 34% generic Black, 66% White and 16% Black African.

The overall 47-member female underage high-performance group which was reported as 26% Black African, 53% White, 17% Coloured and 4% Indian remains underrepresented from a Black African perspective.

d. Performance Records

GYMNASTICS (ALL DISCIPLINES): INTERNATIONAL PARTICIPATING FEMALE INDIVIDUAL PERFORMANCE DURING 2018

Individuals	Total Number of Competitions Individuals Participated in	Total No of First Positions	Total No of Second Positions	Total No of Third Positions	% First Positions
Performance in All Competitions in which Senior Females represented the Country in 2018 in All Gymnastic Disciplines	31	20	9	7	56
Performance in All Competitions in which Under 17 Female participants have represented the Country in 2018	7	4	1	4	44
Performance in All Competitions in which Under 16 Female participants have represented the Country in 2018	12	12	3	1	75
Performance in All Competitions in which Under 15 Female participants have represented the Country in 2018	15	3	5	1	33
Performance in All Competitions in which Under 14 Female participants have represented the Country in 2018	11	2	3		40
Performance in All Competitions in which Under 13 Female participants have represented the Country in 2018	45	23	16	4	53
OVERALL UNDERAGE	90	44	28	10	54

GYMNASTICS (ALL DISCIPLINES): INTERNATIONAL PARTICIPATING MALE INDIVIDUAL PERFORMANCE DURING 2018

	Total Number of Competitions Individuals Participated in	Total No of First Positions	Total No of Second Positions	Total No of Third Positions	% First Positions
Performance in All Competitions in which Senior Males represented the Country in 2018	22	12	10	2	50
Performance in All Competitions in which Under 17 Male participants have represented the Country in 2018	10	1	2	4	14
Performance in All Competitions in which Under 16 Male participants have represented the Country in 2018	11	2	1	2	40
Performance in All Competitions in which Under 15 Male participants have represented the Country in 2018	7	9	6	1	56
Performance in All Competitions in which Under 14 Male participants have represented the Country in 2018	6		3		0
Performance in All Competitions in which Under 13 Male participants have represented the Country in 2018	20	10	7	1	56
OVERALL UNDERAGE	54	22	19	8	45

As shown above the average percentage of first positions reported for senior males in 31 events (four in 2017) was 56%. The average percentage wins for underage representative male entities were reported as 54%, which was an improvement on the average 46% posted in 2017 in 10 events.

The corresponding outcomes for female senior entities were 0% wins (20% in 2017) and a 58% average for all female underage entities (the same as in 2017).

e. Coach and Umpire/Referee Demographic Profiles

GYMNASTICS (ALL DISCIPLINES): ALL NATIONALLY ACTIVE ACCREDITED MALE AND FEMALE COACHES, REFEREES AND UMPIRES IN AREA OF JURISDICTION - 2018

Category	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
All Nationally accredited Male Gymnastic (All Disciplines) Coaches in area of jurisdiction	129	38	4	181	352	37	49
All Nationally accredited Female Gymnastic (All Disciplines) Coaches in area of jurisdiction	328	112	6	660	1106	30	40
Total Coaches (Male plus Female)	457	150	10	841	1458	31	42
All Nationally Accredited Male Gymnastic (All Disciplines) Referees/Umpires in area of jurisdiction	58	15	3	165	241	24	32
All Nationally Accredited Female Gymnastic (All Disciplines) Referees/Umpires in area of jurisdiction	126	57	6	620	809	16	23
Total Referees (Male plus Female)	184	72	9	785	1050	18	25

The demographic profile of gymnastics' total male plus female 1 458 accredited coaches (1 384 in 2017) was reported as 42% generic Black and 31% Black African, both of which are below the 60% one-size-fits-all charter target. The self-set Black African barometer target of 30% was exceeded by the actual 31% reported for male plus female coaches, as shown in the barometer scorecard.

The number of male coaches reported was 352 (296 in 2017) and the number of female coaches reported was 1106. The demographic of the 352 male coaches was reported as 49% generic Black, 51% White, 11% Coloured and 37% Black African. For the female coaches this was 40% generic Black, 60% White, 10% Coloured and 30% Black African. Both the male and female generic Black and Black African demographic for coaches reported were below the 60% charter target.

The self-set generic Black barometer target of 42% for the number of male plus female coaches was achieved by the actual 42% reported, and the actual 31% black

African demographic reported achieve the 30% barometer target as shown in the barometer scorecard.

The forward-projected Black African demographic to 2025 for coaches shows only incremental change over the plan period, suggesting that coaching structures could remain predominantly White and largely inaccessible to Black Africans for some time to come.

The demographic of the 1050 males plus female referees (241 males and 809 females) was reported as only 18% Black African (24% in 2017) and 25% generic Black, an improvement on the 11% reported in 2017. The generic Black and Black African demographic actuals reported were both well below the 60% charter but achieved the low self-set Black African target of 12% and the low self-set 23% generic Black target, as reflected in the barometer scorecard.

Forward-projected demographic targets to 2025 show incremental change only and do not reflect meaningful change over the period.

f. Sport Medicine and Scientific Support Structure

GYMNASTICS (ALL DISCIPLINES): DEMOGRAPHIC PROFILE OF ALL MALE + FEMALE SPECIALIST SUPPORT TO NATIONAL INDIVIDUALS - 2018

	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black	% White
Qualified Male/Female Medical Practitioners used by all National level individuals during last season	0	0	0	0	0			
Qualified Male/Female Physiotherapists used by all National level individuals during last season	0	0	0	0	0			
Qualified Male/Female Biokineticists used by all National level individuals during last season	0	0	0	0	0			
Qualified Male/Female Nutritionists used by all National level individuals during last season	0	0	0	0	0			
Qualified Female Sport Psychologists used by all National level individuals during last season	0	0	0	0	0			
Qualified Male/Female Computer Analysts used by all National level individuals during last season	0	0	0	0	0			
Overall Male/Female Specialist Support	0	0	0	0	0			

For the third year running the federation did not submit *any* data in this all-important support structure, signaling a major weakness in the sport's medical and scientific support base. Nor were any forecasts submitted as part of the federation's MoU barometer input. This reflects a substantial weakness from a participant point of view, which remains unattended to.

The federation's performance in this area compared to other federations remains well below par.

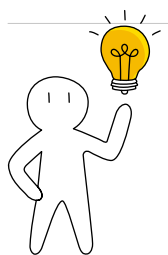
The medical and sport science support structures of SA sport remain largely unstructured and ineffective. There is no formally constituted entity coordinating provincial and national accredited specialist membership and governance structures for sport psychologists, sport physiotherapists, biokineticists, nutritionists, sport medicine practitioners and computer analysts.

This means there is no overarching structure to design and manage accreditation processes and establish and

manage applied sport-specific research programmes in association with national coaching structures, in order to establish a register for profiling membership and advise federations on the appointment of appropriately qualified and accredited personnel.

There is reason to believe that South African sport has fallen significantly behind the rest of the world in this area. The need is overdue for sport medical and science support services to be better structured, involving *all* universities (the factories of these sources of specialist knowledge) to coordinate and deliver appropriately structured services on an accredited basis. Gymnastics' leadership has a responsibility to establish an appropriate structure in line with the sport's needs as an important priority.

This is an area requiring in-depth introspection and comparison with similar structures in the rest of the gymnastics world.



The forward-projected Black African demographic to 2025 for coaches shows only incremental change over the plan period, suggesting that coaching structures could remain predominantly White and largely inaccessible to Black Africans for some time to come.

g. Schools and Clubs (Footprint Data)

GYMNASTICS: NUMBER OF ALL PARTICIPATING SCHOOLS AND CLUBS (IN AREA OF JURISDICTION) PER DISTRICT AND PROVINCE - 2018

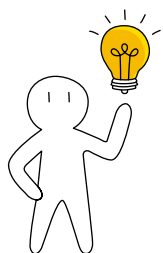
District in Area of Jurisdiction	No of ALL Clubs	No of ALL participating Junior Clubs	No of ALL participating Primary schools	No of ALL Participating Senior schools	No of ALL Participating Private Primary schools	No of ALL Participating Private Senior schools
Buffalo City	12	2	9	1		
Nelson Mandela Bay	23	9	8	6		
Alfred Nzo	12	1	4	7		
Amathole	14	2	4	8		
Chris Hani	3		2	1		
Ukhahlamba (Joe Qqabi)						
Sarah Baartman (Cacadu)	9	4	4	1		
O R Tambo	22	3	11	8		
EASTERN CAPE (TOTAL)	95	21	42	32	-	-
Mangaung	18	4	4	10		
Fezile Dabi	7	2	3	2	1	
Lejweleputswa	9	4	4	1		
Thabo Mofutsanyana	5	3	1	1		
Xhariep	1	1				
FREE STATE (TOTAL)	40	14	12	14	1	-
City of Johannesburg	130	74	39	13	4	
City of Tshwane	106	32	63	10	1	
Ekurhuleni	66	24	32	9	1	
Sedibeng	14	3	11			
West Rand	10	4	5	1		
GAUTENG (TOTAL)	326	137	150	33	6	-
Ethekwini	17	12	1	4		
Amajuba	19	4	10	5		
iLembe						
Sisonke						
Ugu	19	5	7	7		
uMgungundlovu	12	4	4	4		
Umkhanyakude	8	2	3	3		
uMzinyathi	3	1	2			
uThukela	4	3	1			
uThungulu (King Cetshwayo)	3	1	2			
Zululand	2	2				
KWAZULU NATAL (TOTAL)	87	34	30	23	-	-
Capricorn	13	2	5	4	2	
Mopani	5	2	1	2		
Sekhukhune	3	1	1	1		
Vhembe	4	1	2	1		
Waterberg	10	8		2		
LIMPOPO (TOTAL)	35	14	9	10	2	-
Ehlanzeni	11	4	7			
Gert Sibande	6	5		1		
Nkangala	10	6	2	2		
MPUMALANGA (TOTAL)	27	15	9	3	-	-
Bojanala Platinum	9	9				
Ngaka Modiri Molema	4	3		1		
Dr Ruth Mompati	4	4				
Dr Kenneth Kaunda	6	4		2		
NORTH WEST (TOTAL)	23	20	-	3	-	-
Frances Baard	20	6	11	3		
John Taolo	3	1	1	1		
Namakwa						
Pixley-ka-Seme						
Siyanda ZF Mgcawu	12	1	8	3		
NORTHERN CAPE (TOTAL)	35	8	20	7	-	-
Cape Town	94	49	30	11	4	
Cape Winelands	17	14	3			
Eden	13	11	1		1	
Central Karoo						
Overberg	5	5	4			
West Coast	16	7		5		
WESTERN CAPE (TOTAL)	145	86	38	16	5	-
TOTAL	813	349	310	141	14	-

GYMNASTICS: SUMMARY CLUB STRUCTURE IN OVERALL AREA OF JURISDICTION - 2018

ELEMENT	NUMBER
Total number of clubs (excluding 'Township' based clubs) participating in your code in area of jurisdiction	542
Total number of 'Township' based clubs participating in your code in area of jurisdiction	257
Total number of registered male club members (excluding Township based clubs) in area of jurisdiction	4 083
Total number of registered male members in 'Township' based clubs in area of jurisdiction	5 476
Total number of registered female club members (excluding Township based clubs) in area of jurisdiction	9 174
Total number of registered female members in 'Township' based clubs in area of jurisdiction	438
Total number of league participating teams (excluding 'Township' based clubs) in area of jurisdiction	36
Total number of league participating teams ('Township' based clubs) in area of jurisdiction.	20
Total number of facilities available to clubs (excluding 'Township' based clubs) in area of jurisdiction	175
Total number of facilities available to 'Township' based clubs in area of jurisdiction.	24
Estimated total facility short fall at club level in area of jurisdiction.	30
Total number of new 'Township' clubs started last season in area of jurisdiction	10
Total number of Township based clubs that have stopped participating last season in area of jurisdiction	12
Total number of new clubs (excluding 'Township' based) that have started participating in your code last season	10
Total number of clubs (excluding 'Township' based clubs that have stopped participating in your code last season.	7
Total number of club players (excluding 'Township' based clubs) forming part of a High Performance Programme last season	36
Total number of club players, from 'Township' based clubs, forming part of a High Performance Programme last season	5
Total number of accredited coaches available at club level (excluding 'Township' based clubs) last season	1 423
Total number of Teams accredited coaches available at 'Township' based clubs	12
Total Number of Clubs (Excluding Township based Clubs) in your code that have Women Participants	252
Total Number of Township based Clubs participating in your code that have Women Participants	35
Total direct financial support provided clubs (excluding 'Township' based clubs) in area of jurisdiction last season.	R683 000,00

GYMNASTICS (ALL DISCIPLINES): SUMMARY PRIMARY SCHOOL STRUCTURE IN AREA OF JURISDICTION - 2018

	NUMBER
Total number of all Primary schools in area of jurisdiction	18 760
Total number of all Primary schools (Excluding 'Township' based Primary schools) participating in your code in area of jurisdiction	130
Total number of all 'Township' Based Primary schools participating in your code in area of jurisdiction	230
Total number of facilities available to Primary schools (Excluding 'Township' based Primary schools) in area of jurisdiction	58
Total number of Primary school facilities available to 'Township' based Primary schools)	58
Total number of accredited coaches available to Primary schools (excluding 'Township' based Primary schools) in area of jurisdiction	885
Total number of accredited coaches available to Primary 'Township' based Primary schools in area of jurisdiction	2 003
Number of new Primary schools (excluding 'Township' Primary schools) that have started participating in your code during last season in area of jurisdiction	5
Number of Primary schools (excluding 'Township' Primary schools) that have stopped participating in your code last season in area of jurisdiction	7
Number of new 'Township' based Primary schools that have started participating in your code during last season in area of jurisdiction	68
Number of 'Township' based Primary schools that have stopped participating in your code last season in area of jurisdiction	11
Number of Primary schools (excluding 'Township' Primary schools) participants form part of a High Performance program in area of jurisdiction	0
Number of 'Township Based Primary school participants forming part of a High Performance program in area of jurisdiction	1
Total Number of Primary Schools (excluding 'Township' Primary schools) participating in your code that have girl participants	75
Total Number of 'Township' based Primary Schools participating in your code that have girl participants	191
Direct financial support given to a Primary schools (excluding participating 'Township' based Primary schools) in area of jurisdiction	R83 009,67
Direct financial support given to 'Township' based Primary schools in area of jurisdiction	R302 250,00

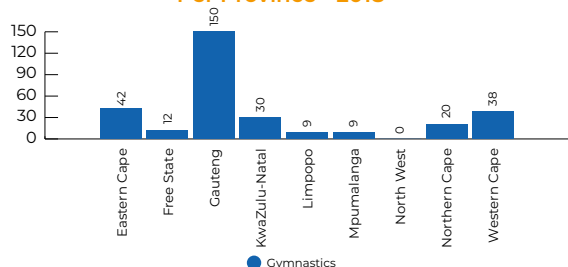


Coach, umpire and referee forward-projected demographic targets to 2025 show incremental change only and do not reflect meaningful change over the period.

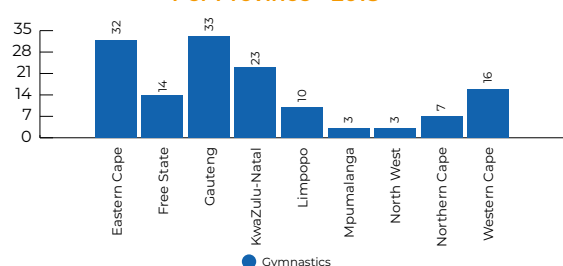
GYMNASTICS (ALL DISCIPLINES): SUMMARY SENIOR SCHOOL STRUCTURE IN AREA OF JURISDICTION - 2018

ELEMENT	NUMBER
Total number of all Senior schools in area of jurisdiction	6 414
Total number of all Senior schools (Excluding 'Township' based Senior schools) participating in your code in area of jurisdiction	77
Total number of all 'Township' Based Senior schools participating in your code in area of jurisdiction	93
Total number of facilities available to Senior schools (Excluding 'Township' based Senior schools) in area of jurisdiction	20
Total number of Senior school facilities available to 'Township' based Senior schools	9
Total number of accredited coaches available to Senior schools (excluding 'Township' based Senior schools) in area of jurisdiction	876
Total number of accredited coaches available to Senior 'Township' based Senior schools in area of jurisdiction	903
Number of new Senior schools (excluding 'Township' Senior schools) that have started participating in your code during last season in area of jurisdiction	10
Number of Senior schools (excluding 'Township' Senior schools) that have stopped participating in your code last season in area of jurisdiction	2
Number of new 'Township' based Senior schools that have started participating in your code during last season in area of jurisdiction	23
Number of 'Township' based Senior schools that have stopped participating in your code last season in area of jurisdiction	3
Number of Senior schools (excluding 'Township' Senior schools) participants form part of a High Performance program in area of jurisdiction	1
Number of 'Township Based Senior school participants forming part of a High Performance program in area of jurisdiction	1
Total Number of Senior Schools (excluding 'Township' Senior schools) participating in your code that have girl participants	42
Total Number of 'Township' based Senior Schools participating in your code that have girl participants	69
Direct financial support given to a Senior schools (excluding participating 'Township' based Senior schools) in area of jurisdiction	R64 077,64
Direct financial support given to 'Township' based Senior schools in area of jurisdiction	R100 750,00

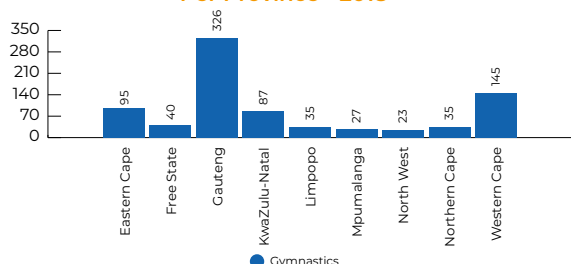
Gymnastics: Primary School Participation Profile Per Province - 2018



Gymnastics: Senior School Participation Profile Per Province - 2018



Gymnastics: Club Participation Profile Per Province - 2018



The tables above profile primary, senior and club level gymnastics. The data provided in the footprint and school structure tables is contradictory, which places a question mark on the reliability of the data submitted.

Data in the footprint indicates 349 participating primary schools (299 in 2017) and 310 participating senior schools (135 in 2017). This compares with the 360 primary schools (of which 230 are township-based primary schools) reported in the more detailed school and club profile table.

The 360 participating primary schools reported achieved the self-set 316 forecast in the barometer.

The number of participating senior schools reported in the footprint, i.e. 141, compares with the 170 (93 of which was township-based senior schools) reported in the senior school structure table above.

The 170 participating senior schools reported achieved the self-set 100 forecast, as shown in the barometer scorecard.

The low number of participating schools, about 2% of primary and 1% of senior schools, should be of concern. The sport's footprint in township schools bodes well for the future.

The federation's mainstay is its reported club structure, comprising 813 clubs (787 in 2017), which compares with the 799 reported in the club structure table above. The number of junior clubs was reported as 349 (338 in 2017) and the number of club members as 19 171 (of which 9 612 are women).

The number of male township-based club participants of 5 476 exceeds the number of female township-based club participants of 438 by a substantial margin. This suggests a significant growth opportunity for women gymnasts.

The increase in the number of participating schools, clubs and club members, particularly in township areas, will impact the sport's largely untransformed profile in the future. However, the federation's forward-projected barometer MoU entered into with SRSA and SASCOC can be considered conservative in that it does not reflect the required changes that will affect the federation's sustainability and transformation profile meaningfully. Barometer forecasts, reflecting leadership's thinking on how the federation's future will unfold, do not show meaningful change in important strategic areas and will have to be reviewed.

General Remarks

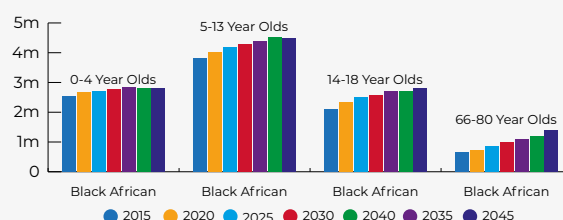
An understanding of the reproduction of inequality (still aligned with race) after apartheid requires a deeper understanding of how the systems entrenching inequality under the previous dispensation have evolved since 1994. Inequality persists in sport (and other areas) because of highly concentrated economic power reinforced by continued inequalities in education, residence, infrastructure and work organisation. In all these areas the reforms introduced to date did not go far enough to bring about a step change in equality.

The education system continues to reproduce inequalities through large differences in access to quality education that is linked to location and household income. This impacts school sport in that participation opportunities are greatly reduced, thereby encouraging sport administrators to perpetuate and increase the existing gap between the 'haves' and the 'have nots' by focusing on the more 'privileged' segments of the structure.

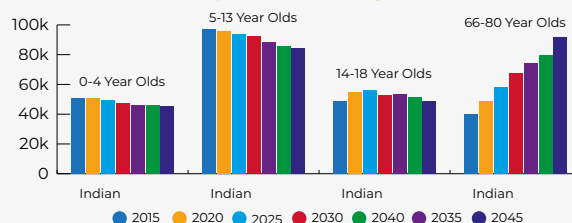
The symbiotic relationship between the inequalities highlighted will require creative interventions at all levels on an ongoing basis if the existing equality gap is not to increase further. For those born into poverty equal opportunity will remain elusive.

The magnitude of the emerging challenges related to the medium- to longer-term impact of national population demographic change demonstrate the inevitable sustainability challenges facing many organisations with predominantly White structures in the future. Of concern are factors such as the continued under-representation of the increasing 80% + Black African component of society, a projected decrease in White population numbers from a current 4.5 million to about 2 million by 2050, a projected decline of 33% over the next 15 to 20 years in the number of under-18 Whites and the corresponding increase, from 17 to 21 million, in the under-18 year Black African age group. The following figures illustrate a projected demographic change for males over the next 20 years in different population groups.

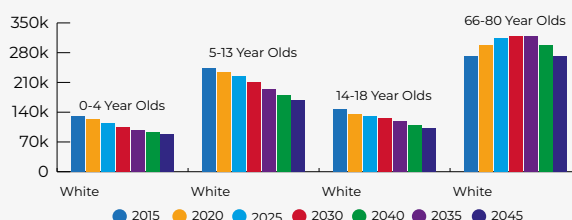
0 to 4, 5 to 13, 14 to 18 and 66 to 80+ Year Old Black African Male Population Change: 2015 to 2045



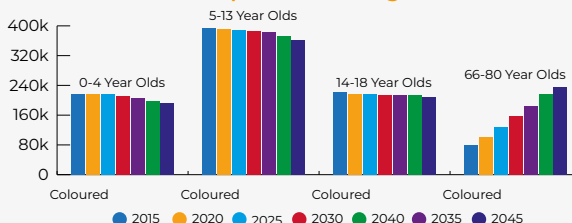
0 to 4, 5 to 13, 14 to 18 and 66 to 80+ Year Old Indian Male Population Change: 2015 to 2045



0 to 4, 5 to 13, 14 to 18 and 66 to 80+ Year Old White Male Population Change: 2015 to 2045



0 to 4, 5 to 13, 14 to 18 and 66 to 80+ Year Old Coloured Male Population Change: 2015 to 2045

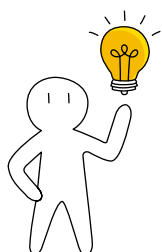


These changes, together with the possibility of an ongoing sub-optimal school sport system; the decline (in general) in the number of club structures; failure to quantify and understand the real facility problem (and the absence of well-constructed and comprehensive facility plans); the continued absence of structured and organised sport medical and sport science structures comparable to that of South African sport's main competitors; and the increasing impact of commercialised sport on the foundation of sport represent a strategic challenge of format to most sporting codes. If not dealt with diligently and proactively the possibility of a significantly less competitive South African sport system in the future cannot be ruled out.

The barometer MoU entered into with SRSA and SASCOC should reflect the commitment and creativity of leadership to change the federation in key areas to lay the foundation on which future leadership structures can build. An ineffective and more-of-the-same approach will not deliver such a foundation. At best it could only increase the pressure in the longer term to adopt more aggressive strategies to deal with unresolved or partially resolved issues.

The following feature among the multitude of strategic challenges faced by all federations:

- Black African representation and forecasts in all charter areas;
- Board member, underage female and male and female senior representative entity demographics;
- Female and male coach and referee demographic profiles;
- The possibility of an ongoing sub-optimal school sport system;
- A decline (in general) in the number of club structures;
- Failure to quantify and understand the *real* facility problem (and the absence of well-constructed and comprehensive facility plans);
- Slow-changing demographic profiles in key areas;
- The shape of coaching and referee/umpire structures;
- Suspect high-performance pipelines;
- Sub-optimally structured and organised medical and sport science support structures compared to South African sport's main competitors;
- The quality, shape and extent of administrative support to maintain operations; and
- The impact of factors arising from a changing national population demographic profile and the socio-economic and political environments.



The low number of participating schools, about 2% of primary and 1% of senior schools, should be of concern. The sport's footprint in township schools bodes well for the future.

CONCLUSION & RECOMMENDATION

Gymnastics' barometer score of 75% (two percentage points *higher* than the score of 73% achieved in 2017) was above the 50% pass rate required in terms of the MoU entered into with SRSA and SASCO to avoid the imposition of penalties.

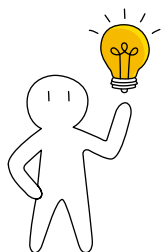
It is *recommended* that the federation be given a *conditional* pass subject to a review and rescore of its 2018 barometer scorecard, based on accepted amendments/changes to the federation's existing barometer extended to 2030.

In the barometer review process, the federation needs to carefully consider the comments and observations above as well as those from previous EPG transformation status reports when projecting barometer targets to forward to 2030.

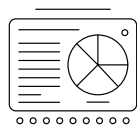
The revised barometer should reflect leadership's commitment to *change* in key areas of the organisation to lay a foundation on which future leadership structures can build. An ineffective and more-of-the-same approach will not provide such a foundation and will only increase the pressure on those following to adopt more aggressive and risky strategies to deal with unresolved or partially resolved issues.

Consideration should be given to:

- The issues and weaknesses in the areas highlighted above when revising strategies and resetting barometer targets to ensure *meaningful* change and progress in key strategic areas;
- Ensuring all barometer forecasts demonstrate planned and thoughtful *improvement* and transformational *progress* over the plan period, driven by increasingly challenging targets;
- The implication of *static* or *slow-changing* barometer targets as these reflect sub-optimal rates of change;
- Establishing defined and coordinated programmes throughout the organisation to reduce the impact of *inequality* in all areas; and
- Ensuring the barometer is representative of the 43 listed charter categories, with due regard to: board and administration demographic structure; representative senior and underage teams; coach and umpire demographic profiles; shape of medical and scientific support base; equitable annual representative participation opportunity at 'international' level for *both* senior and underage male *and* female participants; a revised school participation strategy (including re-evaluation of school facility structures); greater levels of accessibility to club structures; and improved BEE support packages at national and provincial level.



The increase in the number of participating schools, clubs and club members, particularly in township areas, will impact the sport's largely untransformed profile in the future.



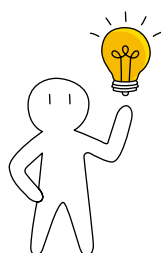
Hockey

Individual Federation Barometer Self-Set and Pre-Set Charter Target Scorecards



SECTION CONTENTS

Hockey: Barometer and Charter Scorecard – 2018 19	119
Hockeys Barometer and Charter Performance Overview – 2018	120
1. Subjective Evaluation of Data Submission Quality	120
2. Summary Performance against Barometer Self-Set and Charter One-Size-Fits-All Targets	120
a. Male and Female Senior and Underage Participation Demographic Profiles	121
b. Administration	122
c. Senior and Underage National and Representative Teams	123
d. High-Performance Pipeline	124
e. Performance Records	125
f. Coach and Umpire/Referee Demographic Profiles	126
g. Sport Medicine and Scientific Support Structure	126
h. Schools and Clubs (Footprint Data)	128
General Remarks	131
Conclusion & Recommendation	133



Hockeys reported data reflects a relatively untransformed male representative structure, both in terms of self-set barometer targets as well as prescribed charter targets.

Hockey: Barometer and Charter Scorecard – 2018/19

MORE THAN 100% OF SELF-SET TARGETS ACHIEVED			LESS THAN 100% OF SELF-SET ACHIEVED OR NO FORECAST AND/OR ACTUAL DATA PROVIDED			ZERO SELF-SET TARGET AND ZERO ACTUAL REPORTED			NO DATA PROVIDED BY FEDERATION		
Category	Measures	Barometer self-set target 2018	Charter Target	Actual 2018	% Barometer Target Achieved 2018	% Barometer Target Achieved 2017	% Charter Target Achieved 2018	Percentage Point difference Barometer % vs Charter % Target Achievement 2018	Barometer Target Achievement Trend 2017 - 2018		
Schools and Clubs	Number of Participating Primary Schools	1 000		1 222	122	122					
	Number of Participating Senior Schools	800		901	113	107					
	Number of Participating Clubs	220		215	98	109					
	Number of Club Members	9 693		9 830	101	106					
Generic Black Male Representative Teams	Demographic Senior National Male Generic Black Team Members	46	60	46	100	125	77	124			
	Demographic National Male Under 21/23 Generic Black Team Members	46	60					0			
	Demographic National Male Under 19 Generic Black Team Members		60								
	Demographic National Male Under 18 Generic Black Team Members	50	60	48	96		80	0			
	Demographic National Male Under 16/17 Generic Black Team Members	50	60					0			
Black African Male Representative Teams	Demographic Senior National Male Team Black African Members	22	60	20	91	82	33	82			
	Demographic National Male Under 21/23 Black African Team Members	33	60	NO DATA				0			
	Demographic National Male Under 19 Black African Team Members		60								
	Demographic National Male Under 18 Team Black African Members	33	60	15	45		25	0			
	Demographic National Male Under 16/17 Team Black African Members	33	60	NO DATA				0			
Generic Black Female Representative Teams	Demographic Senior National Female Generic Black Team Members	46	60	36	78	130	60	129			
	Demographic National Female Under 21/23 Generic Black Team Members	46	60	NO DATA		0		0			
	Demographic National Female Under 19 Generic Black Team Members		60								
	Demographic National Female Under 18 Generic Black Team Members	50	60	47	94		78	0			
	Demographic National Female Under 16/17 Generic Black Team Members	50	60	NO DATA				0			
Black African Female Representative Teams	Demographic Senior National Female Black African Team Members	15	60	11	73	60	18	60			
	Demographic National Female Under 21/23 Black African Team Members	22	60	NO DATA		0		0			
	Demographic National Female Under 19 Black African Team Members	0	60				0				
	Demographic National Female Under 18 Black African Team Members	25	60	25	100	0	42	0			
	Demographic National Female Under 16/17 Black African Team Members	30	60	NO DATA		0		0			
Coaches and Referees or Umpires Demographic Profiles	Demographic Active (registered) Nationally Accredited Generic Black Coaches	30	60	15	50	50	25	50			
	Demographic Active (registered) Nationally Accredited Generic Black Referees	10	60	9	90	90	15	90			
	Demographic Active (registered) Nationally Accredited Black African Coaches	15	60	7	47	40	12	40			
	Demographic Active (registered) Nationally Accredited Black African Referees	10	60	5	50	50	8	50			
Board and Full-time Staff	Board/Exco (Generic Black) Demographic	40	60	43	108	125	72	124			
	Board/Exco (Black African) Demographic	20	60	14	70	130	23	130			
	Full-time Staff (Generic Black) Demographic	67	60	75	112	112	125	111			
	Full-time Staff (Black African) Demographic	NO TARGET	60	25			42				
Medical and Scientific Group Demographic Profile	Medical Practitioner Generic Black Support Demographic	50	60	100	200	200	167	198			
	Physiotherapist Generic Black Support Demographic	50	60	60	120	134	100	133			
	Biokineticist Generic Black Support Demographic	0	60	0			0				
	Sport Psychologist Generic Black Support Demographic	0	60	no data							
	Computer Analyst Generic Black Support Demographic	50	60	75	150	134	125	133			
	Medical Practitioner Black African Support Demographic	0	60	0			0				
	Physiotherapist Black African Support Demographic	10	60	20	200	0	33	0			
	Biokineticist Black African Support Demographic	0	60	0			0				
	Sport Psychologist Black African Support Demographic	0	60	no data							
Preferential Procurement	% BEE Purchases	40	50	41	129	129	82	128			
Number of Categories in which targets have been set					38	35					
Number of Barometer Self-Set Targets achieved					14	13					
% of Barometer Self-Set/Charter Targets achieved					37	37					

a. Male and Female Senior and Underage Participation Demographic Profiles

The actual generic Black demographic, i.e. 46%, of the senior male representative team achieved the 46% self-set barometer target but not the predetermined one-size-fits-all 60% charter target. The actual 20% Black African demographic reported did not achieve the 22% self-set barometer target nor the 60% charter target.

The barometer scorecard shows that, despite targets being set by hockey for generic Black and Black African representation in the under-21/23 and under-16/17 male as well female teams, *no data for 2018 was submitted*.

In addition, the actuals reported for the under-18 generic Black demographic, i.e. 48%, and the Black African male representative teams, i.e. 15%, were both below the self-set targets of 50% and 33%. The under-18 demographic reported also did not achieve the predetermined 60% charter target.

The data reported reflects a relatively untransformed male representative structure, both in terms of self-set barometer targets as well as prescribed charter targets.

As was the case for the under-18 senior Black and Black African male representative entities, no actuals were reported for the corresponding female structures, *despite barometer targets having been set*.

The actuals reported for the under-18 female generic Black demographic, i.e. 47%, was below the self-set barometer target of 50%, whereas the actual Black African demographic, reported as 25%, achieved the low self-set 25% target. The 60% predetermined charter target was also not achieved. The female representative team structure reflects a relatively untransformed group.

Of concern should be that overall, *only one (6%)* of the 16 senior and underage male and female representative team self-set targets was achieved. This, together with

the extent and demographic shape of the game's high-performance groups (see further on), could be raising clear red flags.

The low Black African representation in hockey's representative participant structures, as depicted in the barometer scorecard, remains a major challenge, considering the longer-term impact of a changing national population demographic (particularly at an under-18 level) and questionable strategies by the federation from a longer-term sustainability perspective.

Thoughtful consideration should be given to the impact of the following demographic projections for South Africa: an overall 33% increase in the total South African population, from 55 million to 73 million by 2045; an increasing Black African and decreasing White population (projected to be only 2 million by 2050, from the current 4.5 million); the 15% increase in the total under-18 population, from 20 to 23 million, against the background of a 30% decline in the under-18 White population, from 1.4 to 0.97 million, and a 24% increase in the under-18 Black African group, from 17 to 21 million, as well as a reduction in both Coloured and Indian under-18 numbers, from 1.98 to 1.65 million over the same period.

The significant gap between hockey's slow-changing forward-projected self-set barometer Black African targets and the 60% charter target, complicated by an apparent focus on previous model C schools and private schools as well as major facility challenges, particularly at grassroots level, may require imaginative and aggressive strategies to change the organisation's demographic profile.

The limited involvement with a larger number of 25 000 public schools signals a not insignificant strategic weakness (and maybe a threat as well). Using slow-changing and incremental forward-projected, non-stretching self-set barometer Black African targets is not an effective longer-term strategy.

b. Administration

HOCKEY: NATIONAL ADMINISTRATION DEMOGRAPHIC PROFILE - 2018

Category	African	Coloured	Indian	White	Women	Disabled	TOTAL	% Black African	% Generic Black	% Coloured	% Indian	% Women	% Disabled
President		1					1	0	100	100	0	0	0
CEO	1				1		1	100	100	0	0	100	0
Full-time Employed Staff Members	1	2		1	3		4	25	75	50	0	75	0
Part Time Employed Staff Members							0						
'Board' Members	1	2		4	2		7	14	43	29	0	29	0
Exco/Management Committee Members	1	2		1	2		4	25	75	50	0	50	0
Finance Committee				2			2	0	0	0	0	0	0
Audit and Risk Committee							0						
Transformation Committee	1	1		1	2		3	33	67	33	0	67	0

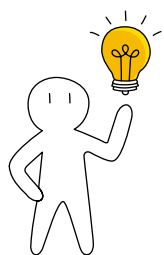
Hockey's board demographic reported as 57% White (50% in 2017), 29% Coloured (38% in 2017), 14% Black African (13% in 2017), 0% Indian and 43% generic Black, exceeds the self-set barometer targets of 20% for Black African and 40% generic Black respectively but *not* the one-size-fits-all 60% charter target (the interim milestones towards sport structures resembling national demographic profile over time). The reported figures reflect a relatively untransformed board, particularly from a Black African perspective. The implications and reasons for the non-progressive 7% *increase* in the White board representation, the 9% decrease in Coloured board representation and a stagnant Black African representation profile over the past year require a deeper understanding and proactive response to avoid possible conflict.

Women representation at board level, reported as 29%, reflects an improvement on the 13% reported in 2017, which is a positive development. However, considering women's historical position in the game and the

increasing importance of gender equity-related issues, failure to further increase women representation could cause conflicting situations.

Hockey's full-time staff complement, reported as 25% Black African, 50% Coloured (which is a high component), 25% White and 75% generic Black, is the same as that reported 2017. The reported 75% generic Black demographic (Black African and Coloured) component exceeded the 67% self-set generic Black barometer target, as well as the 60% charter target. Regrettably, no barometer target was set for Black African full-time staff members and the 25% actual achievement reported was well below the predetermined one-size-fits-all 60% charter target. Black African representation has also not been forecast for the next decade. This deficiency in the barometer was highlighted in 2017 and requires attention.

Black African representation, at 80% of the population, remains a challenge in hockey's structures.



The data reported reflects a relatively untransformed male representative structure, both in terms of self-set barometer targets as well as prescribed charter targets.

c. Senior and Underage National and Representative Teams

HOCKEY: INTERNATIONAL REPRESENTATIVE SENIOR AND UNDERAGE MALE TEAM DEMOGRAPHICS - 2018

Team	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
Total Number Senior International Representative Male Team Members During Season. Competition: Commonwealth	4	5	0	9	18	● 22	● 50
Total Number Senior International Representative Male Team Members During Season. Competition: French Series	4	4	1	9	18	● 22	● 50
Total Number Senior International Representative Male Team Members During Season. Competition: World Cup	3	3	1	11	18	● 17	● 39
Total Number Senior International Male Team Members During Season. Competition:					0		
Total Senior National Male Team All Competitions During Season	11	12	2	29	54	● 20	● 46
Total Number Under 23 International Male Team Members During Last Season (If applicable).....							
Total Number Under 21 International Male Team Members During Last Season (if applicable).....							
Total Number Under 20 International Male Team Members During Last Season (If applicable).....							
Total Number Under 19 International Male Team Members During Last Season (If applicable).....							
Total Number Under 18 International Male Team Members During Last Season (If applicable) Australia Series	3	5	1	9	18	● 17	● 50
Total Number Under 18 International Male Team Members During Last Season (If applicable) Africa Youth Games	1	3		5	9	● 11	● 44
Total Underage National Male Team All Competitions During Season	4	8	1	14	27	● 15	● 48

HOCKEY: INTERNATIONAL REPRESENTATIVE SENIOR AND UNDERAGE FEMALE TEAM DEMOGRAPHICS - 2018

Team	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
Total Number Senior Representative International Female Team Members During Season. Competition: Commonwealth	2	6		10	18	● 11	● 44
Total Number Senior Representative International Female Team Members During Season. Competition: World Cup	2	3	0	13	18	● 11	● 28
Total Senior National Female Team All Competitions During Season	4	9	0	23	36	● 11	● 36
Total Number Under 23 International Female Team Members During Last Season (If applicable).....							
Total Number Under 21 International Female Team Members During Last Season (If applicable).....							
Total Number Under 20 International Female Team Members During Last Season (If applicable).....							
Total Number Under 19 International Female Team Members During Last Season (If applicable).....							
Total Number Under 18 International Female Team Members During Last Season (If applicable) Australia Series	5	4	0	9	18	● 28	● 50
Total Number Under 18 International Female Team Members During Last Season (If applicable) Africa Youth Games	2	2	0	5	9	● 22	● 44
Total Number Under 18 International Female Team Members During Last Season (If applicable) Youth Olympic Games	2	2	0	5	9	● 22	● 44
Total Underage National Female Team All Competitions During Season	9	8	0	19	36	● 25	● 47

The tables above and the barometer scorecard show that the reported average generic Black demographic for senior male teams of 46% achieved the 46% self-set barometer target but not the 60% charter target. The 46% generic Black barometer self-set target for senior female teams was not exceeded by the actual 36% reported (39% in 2017), nor was the 60% charter target achieved.

The actual 20% (14% in 2017) Black African demographic reported for the senior male team did not achieve the low self-set target of 22%. The reported 11% (6% in 2017) Black African demographic for the female senior team

also did not achieve the low self-set target of 15%, as shown in the barometer scorecard. These targets may not be optimal nor challenging enough for the effective longer-term changes required from a sustainability perspective.

The two tables above show that *not one* of the senior or underage male or female entities achieved the 60% charter demographic target. In terms of both the self-set barometer and one-size-fits-all charter target achievement, hockey is faced with not insignificant challenges.

The possible medium- to longer-term impact of population demographic changes, highlighted above and in previous reports, together with an ongoing focus on previous model C schools as well as facility constraints, could lead to higher levels of inaccessibility for potential participants from the larger and poorer part of society. A more aggressive and *imaginative* approach to shaping the game's future demographic profile on and off the field of play has become strategically imperative.

Of concern should be that the MoU entered into with SRSA and SASCOC does not reflect any meaningful change over the forecast period in the Black African demographic profile of the federation on and off the field of play. The projected change in the Black African profiles of male and particularly female senior and underage entities is small, incremental and signals potential sustainability challenges that should not be ignored. As will be seen further on, dealing with this will require a major mindset change.

d. High-Performance Pipeline

HOCKEY: NATIONAL SENIOR AND UNDERAGE FEMALE HIGH PERFORMANCE SQUADS - 2018

High Performance Group	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
National Senior Female High Performance Squad Members	9	9		26	44	20	41
Under 23 National Female High Performance Squad Members					0		
Under 21 National Female High Performance Squad Members	4	3		11	18	22	39
Under 20 National Female High Performance Squad Members					0		
Under 19 National Female High Performance Squad Members					0		
Under 18 National Female High Performance Squad Members	9	9	0	18	36	25	50
Under 17 National Female High Performance Squad Members	3	8	0	7	18	17	61
Under 16 National Male High Performance Squad Members	6	10	2	18	36	17	50
Average underage	22	30	2	54	108	20	50

HOCKEY: NATIONAL SENIOR AND UNDERAGE MALE HIGH PERFORMANCE SQUADS - 2018

High Performance Group	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
National Senior Male High Performance Squad Members	8	12	1	20	41	20	51
Under 23 National Male High Performance Squad Members					0		
Under 21 National Male High Performance Squad Members	4	7		9	20	20	55
Under 20 National Male High Performance Squad Members					0		
Under 19 National Male High Performance Squad Members					0		
Under 18 National Male High Performance Squad Members	6	8	3	18	35	17	49
Under 17 National Male High Performance Squad Members	5	4	0	9	18	28	50
Under 16 National Male High Performance Squad Members	5	11	2	18	36	14	50
Average underage	20	30	5	54	109	18	50

High-performance structures are important from a development, nurturing as well as a performance perspective.

The overall demographic reported for hockey's 41 senior male high-performance group is 20% Black African, 49% White, 29% Coloured, 2% Indian and 51% generic Black. The demographic reported for the male under-age high-performance group of 109 is 18% (24% in 2017) Black African, 50% White, 28% Coloured, 5% Indian and 50% (55% in 2017) generic Black. Both groups did not achieve the 60% charter targets in any category.

This structure compares with the 44 senior female high-performance group reported as 20% Black African, 59% White, 20% Coloured, 0% Indian and 41% generic Black, as well as the 108 underage female high-performance group, reflecting a demographic of 20% (19% in 2017) Black African, 50% White, 28% Coloured, 2% Indian and 50% (43% in 2017) generic Black.

Of concern is that the overall high-performance group's demographic profile could be changing in a negative direction and does not reflect a structure that is addressing the longer-term sustainability challenges faced by the federation.

Both senior and underage male and female high-performance groups reported Black African and Generic Black group demographics that are well below the 60% one-size-fits-all-charter target. Both hockey's male and female pipeline components are flashing red signals in terms of their demographic shape and may require more insightful management if they are to make a positive contribution to hockey's longer-term demographic and performance needs.

Regular and competitive representative opportunities and insightful management of the demographics of each of the underage high-performance groups, supported by quality coaching and medical and scientific support structures, as well as talent identification and nurturing processes, and addressing facility challenges form the foundation of a strategy to support both longer-term sustainability and much needed higher levels of competitiveness.

e. Performance Records

HOCKEY: w - 2018

Team	Number of Matches Played	Matches Won	Matches Drawn	% Matches Won
Senior International Male Team Playing Record During Previous Season - Competition: CWC	5	1	0	20
Senior International Male Team Playing Record During Previous Season - Competition: French Series	4	0	1	0
Senior International Male Team Playing Record During Previous Season - Competition: World Cup	3	0	1	0
Senior International Male Team Playing Record During Previous Season - Competition:				
Senior International Male Team Playing Record During Previous Season - Competition:				
Overall National Senior Team International Playing Record	12	1	2	8
Under 23 International Male Team Playing Record During Previous Season (If applicable)				
Under 21 International Male Team Playing Record During Previous Season (If applicable)				
Under 20 International Male Team Playing Record During Previous Season (If applicable)				
Under 19 International Male Team Playing Record During Previous Season (If applicable)				
Under 18 International Male Team Playing Record During Previous Season (If applicable): Australia Series	3	0	2	0
Under 18 International Male Team Playing Record During Previous Season (If applicable): Africa Youth Games	7	7	0	100
Under 17 International Male Team Playing Record During Previous Competition				
Overall Underage	10	7	2	70

HOCKEY: NATIONAL SENIOR AND UNDERAGE FEMALE TEAM PERFORMANCE - 2018

Team	Number of Matches Played	Matches Won	Matches Drawn	% Matches Won
Senior International Female Team Playing Record During Previous Season - Competition: CWC	5	1	1	20
Senior International Female Team Playing Record During Previous Season - Competition: Canada Series	2	0	0	0
Senior International Female Team Playing Record During Previous Season - Competition: World Cup	3	0	1	0
Total Senior National Female Team All Competitions During Season	10	1	2	10
Under 23 International Female Team Playing Record During Previous Season (If applicable):.....				
Under 21 International Female Team Playing Record During Previous Season (If applicable):.....				
Under 20 International Female Team Playing Record During Previous Season (If applicable):.....				
Under 19 International Female Team Playing Record During Previous Season (If applicable):.....				
Under 18 International Female Team Playing Record During Previous Season (If applicable):.....	3	3	0	100
Under 18 International Female Team Playing Record During Previous Season (If applicable): Africa Youth Games	7	7	0	100
Under 18 International Female Team Playing Record During Previous Season (If applicable): Youth Olympic Games	8	6	0	75
Total Underage National Female Team All Competitions During Season	18	16	0	89

The average senior male win record reported was 8%, much worse than the 60% reported in 2017, and 10% (64% reported in 2017) for the senior female team. This is a not insignificant negative trend in performance compared to 2017, which compounds the overall problem.

At an underage level, the under-18 male and female representative teams (the only underage teams which are problematic from a pipeline perspective) reported respectable win records of 70% and 89% respectively. Regretfully, no representative participation opportunity for underage teams was reported in 2017.

The shape of hockey's pipeline should be of concern to management.

f. Coach and Umpire/Referee Demographic Profiles

HOCKEY: ALL NATIONALLY ACTIVE ACCREDITED MALE AND FEMALE COACHES, REFEREES AND UMPIRES IN AREA OF JURISDICTION - 2018

Category	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
All Nationally accredited Male Coaches.	105	86	11	522	724	15	28
All Nationally accredited Female Coaches.	59	72	12	1450	1593	4	9
Total Coaches (Male plus Female)	164	158	23	1972	2317	7	15
All Nationally Accredited Male Referees/Umpires.	46	28	19	494	587	8	16
All Nationally Accredited Female Referees/Umpires.	47	42	5	1294	1388	3	7
Total Referees (Male plus Female)	93	70	24	1788	1975	5	9

The demographic of hockey's 2 317 accredited male and female coaches (only 1 297 reported in 2017) were reported as 7% (6% in 2017) Black African and 15% (15% in 2017) generic Black, i.e. predominantly White at 84%. The generic Black and Black African demographics *do not* equal or exceed the 60% generic Black and Black African predetermined charter targets, nor do these exceed the federation's non-challenging and low forward-projected self-set barometer 30% generic Black and 15% Black African self-set target, as shown in the barometer scorecard.

The demographic of hockey's 1 975 (unchanged from 2017) accredited number of male and female umpires was reported to be only 9% (9% in 2017) generic Black, i.e. 91% White, and only 5% Black African.

The self-set barometer generic Black target of 30% was also not achieved by the low actual 9% reported, nor was the 10% self-set target for Black African achieved by the actual 5% reported. In addition, both the actual generic Black and Black African umpire demographics reported were *well below* the 60% charter target.

This profile as reported reflects a relatively untransformed environment which deepens the federation's longer-term sustainability challenges requiring attention.

g. Sport Medicine and Scientific Support Structure

HOCKEY: DEMOGRAPHIC PROFILE OF ALL FEMALE SPECIALIST SUPPORT TO NATIONAL INDIVIDUALS - 2018

	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
Qualified Female Medical Practitioners used by all National level individuals during last season		1			1	0	100
Qualified Female Physiotherapists used by all National level individuals during last season				2	2	0	0
Qualified Female Biokineticists used by all National level individuals during last season				1	1	0	0
Qualified Female Nutritionists used by all National level individuals during last season					0		
Qualified Female Sport Psychologists used by all National level individuals during last season					0		
Qualified Female Computer Analysts used by all National level individuals during last season		1			1	0	100
Overall Female Specialist Support	0	2	0	3	5	0	40

HOCKEY: DEMOGRAPHIC PROFILE OF ALL MALE SPECIALIST SUPPORT TO NATIONAL INDIVIDUALS - 2018

	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
Qualified Male Medical Practitioners used by all National level individuals during last season		1			1	0	100
Qualified Male Physiotherapists used by all National level individuals during last season	1	2			3	33	100
Qualified Male Biokineticists used by all National level individuals during last season				1	1	0	0
Qualified Male Nutritionists used by all National level individuals during last season					0		
Qualified Male Sport Psychologists used by all National level individuals during last season					0		
Qualified Male Computer Analysts used by all National level individuals during last season	1	1		1	3	33	67
Overall Male Specialist Support	2	4	0	2	8	25	75

A sport science and medical structure comprising nine practitioners (44% female), reported in all but one specialist area, i.e. sport psychology, reflects an overall 44% Coloured, 44% White and 11% Black African demographic, which is well below the 60% generic Black and Black African charter target.

As shown in the barometer scorecard, the federation's self-set targets were achieved in all support categories where targets were set, except for Black African representation in the computer analyst support group.

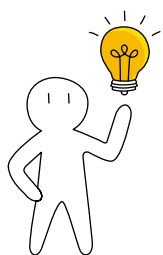
No targets were set in the generic Black component for the categories sport psychology and biokinetics and in the Black African component for the categories medical practitioner and sport psychology. Hockey's forward-projected barometer also does not reflect an intention to include these components in the future. Hockey's barometer forecasts in the sport medicine and science category may have to be reviewed from both a strategic perspective as well as a demographic representation transformation viewpoint.

The medical and sport science support structures of SA sport remain largely unstructured and ineffective. There

is no formally constituted entity coordinating provincial and national accredited specialist membership and governance structures for sport psychologists, sport physiotherapists, biokineticists, nutritionists, sport medicine practitioners and computer analysts.

This means there is no overarching structure to design and manage accreditation processes and establish and manage applied sport-specific research programmes in association with national coaching structures, in order to establish a register for profiling membership and advise federations on the appointment of appropriately qualified and accredited personnel.

There is reason to believe that South African sport has fallen significantly behind the rest of the world in this area. The need is overdue for sport medical and science support services to be better structured, involving all universities (the factories of these sources of specialist knowledge) to coordinate and deliver appropriately structured services on an accredited basis. Hockey's leadership has a responsibility to establish an appropriate structure in line with the sport's needs.



As shown in the barometer scorecard, the federation's self-set targets were achieved in all support categories where targets were set, except for Black African representation in the computer analyst support group.

h. Schools and Clubs (Footprint Data)

HOCKEY: NUMBER OF ALL PARTICIPATING SCHOOLS AND CLUBS (IN AREA OF JURISDICTION) PER DISTRICT AND PROVINCE - 2018

District in Area of Jurisdiction	No of All Clubs	No of All participating Junior Clubs	No of All participating Primary schools	No of All Participating Senior schools	No of Participating Private schools
Buffalo City	8		32	18	1
Nelson Mandela Bay	17		46	47	9
Alfred Nzo	-		-	-	
Amathole	2		12	4	
Chris Hani	-		6	3	
Ukhahlamba (Joe Gqabi)	-				
Sarah Baartman (Cacadu)	2			13	3
O R Tambo	-				
EASTERN CAPE (TOTAL)	29		96	85	13
Mangaung	6		29	21	1
Fezile Dabi	-		6	9	-
Lejweleputswa	-		6	12	2
Thabo Mofutsanyana	-		10	9	2
Xhariep			-	-	-
FREE STATE (TOTAL)	6		51	51	5
City of Johannesburg	22	10	91	44	25
City of Tshwane	13	2	58	42	20
Ekurhuleni	10	3	78	82	38
Sedibeng	5		30	11	
West Rand	2		21	30	
GAUTENG (TOTAL)	52	15	278	209	83
Ethekwini	20		55	47	
Amajuba			6	6	1
iLembe			8	3	
Harry Gwala			8	5	2
Ugu			5	5	
uMgungundlovu	6		31	24	15
Umkhanyakude					
uMzinyathi			7	7	
uThukela			9	3	
uThungulu (King Cetshwayo)			12	9	
Zululand					
KWAZULU NATAL (TOTAL)	26		141	109	18
Capricorn	3		12	5	1
Mopani	3		15	5	1
Sekhukhune			6	2	
Vhembe	1		7	2	
Waterberg			9	4	
LIMPOPO (TOTAL)	7		49	18	2
Ehlanzeni	5	1	15	8	3
Gert Sibande	1		24	11	1
Nkangala	4	2	27	7	3
MPUMALANGA (TOTAL)	10	3	66	26	7
Bojanala Platinum			16	10	2
Central (Ngaka Modiri Molema)	4		21	16	1
Bophirima (Dr Ruth Mompati)			10	3	
Southern (Dr Kenneth Kaunda)	1		6	2	1
NORTH WEST (TOTAL)	5		53	31	4
Frances Baard	6		11	8	2
Kgaladi				2	
Namakwa					
Pixley-ka-Seme			1	6	
Siyanda			2	2	
NORTHERN CAPE (TOTAL)	6		14	18	2
Cape Town	21	8	104	81	22
Cape Winelands	8	2	43	30	3
Eden	9	-	17	10	4
Central Karoo	-	-	-	-	-
Overberg	1	-	6	3	-
West Coast	1	-	4	2	-
WESTERN CAPE (TOTAL)	40	10	174	126	29
TOTAL	181	28	922	673	163

HOCKEY: SUMMARY PRIMARY SCHOOL PROFILE IN AREA OF JURISDICTION - 2018

Element	NUMBER
Total number of all Primary schools in area of jurisdiction	
Total number of all Primary schools (Excluding Township based Primary schools) participating in your code in area of jurisdiction	922
Total number of facilities available to Primary schools ((Excluding Township based Primary schools) in area of jurisdiction	922
Total estimated number of Primary school facility (Excluding Township based Primary schools) shortfall in area of jurisdiction	300
Total number of 'Township' based Primary schools in area of jurisdiction	
Total number of 'Township' based Primary schools participating in your code in area of jurisdiction	300
Total number of facilities available to Primary schools in 'Townships' participating in your code in area of jurisdiction	25
Total estimated number of Primary school facility shortfall in 'Townships' in area of jurisdiction	300
Total number of accredited coaches available to Primary schools (excluding Township based Primary schools) in area of jurisdiction	800
Total number of accredited coaches available to Primary 'Township' based Primary schools in area of jurisdiction	300
Number of new Primary schools (excluding 'Township' Primary schools) that have started participating in your code during last season in area of jurisdiction	26
Number of Primary schools (excluding 'Township' Primary schools) that have stopped participating in your code last season in area of jurisdiction	
Number of new 'Township' based Primary schools that have started participating in your code during last season in area of jurisdiction	120
Number of 'Township' based Primary schools that have stopped participating in your code last season in area of jurisdiction	40
Number of Primary school (excluding 'Township' Primary school) participants that are part of a High Performance program in area of jurisdiction	512
Total Number of Primary Schools (excluding participating Township Primary schools) participating in your code that have girl participating Teams	796
Total Number of Primary Schools (excluding participating Township Primary schools participating in your code that have girl participating Teams	
Total Number of Township based Primary Schools participating in your code that have girl participating Teams	100
Total Rand financial support given to a Primary schools (excluding participating Township Primary schools) in area of jurisdiction	R 200 000
Total Rand financial support given to Township based Primary schools in area of jurisdiction	R 600 000

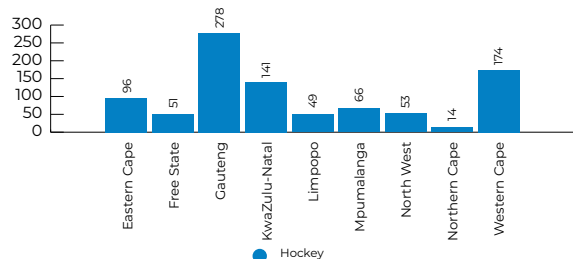
HOCKEY: SUMMARY SENIOR SCHOOL PROFILE IN AREA OF JURISDICTION - 2018

Element	NUMBER
Total number of all Senior schools in area of jurisdiction	
Total number of all Senior schools (Excluding Township based Senior schools) participating in your code in area of jurisdiction	836
Total number of facilities available to Senior schools ((Excluding Township based Senior schools) in area of jurisdiction	836
Total estimated number of Senior school facility (Excluding Township based Senior schools) shortfall in area of jurisdiction	150
Total number of 'Township' based Senior schools in area of jurisdiction	
Total number of 'Township' based Senior schools participating in your code in area of jurisdiction	65
Total number of facilities available to Senior schools in 'Townships' participating in your code in area of jurisdiction	15
Total estimated number of Senior school facility shortfall in 'Townships' in area of jurisdiction	65
Total number of accredited coaches available to Senior schools (excluding Township based Senior schools) in area of jurisdiction	1400
Total number of accredited coaches available to Senior 'Township' based Senior schools in area of jurisdiction	120
Number of new Senior schools (excluding 'Township' Senior schools) that have started participating in your code during last season in area of jurisdiction	
Number of Senior schools (excluding 'Township' Senior schools) that have stopped participating in your code last season in area of jurisdiction	0
Number of new 'Township' based Senior schools that have started participating in your code during last season in area of jurisdiction	0
Number of 'Township' based Senior schools that have stopped participating in your code last season in area of jurisdiction	0
Number of Senior school (excluding 'Township' Senior school) participants that are part of a High Performance program in area of jurisdiction	300
Total Number of Senior Schools (excluding participating Township Senior schools) participating in your code that have girl participating Teams	836
Total Number of Senior Schools (excluding participating Township Senior schools participating in your code that have girl participating Teams	
Total Number of Township based Senior Schools participating in your code that have girl participating Teams	80
Total Rand financial support given to a Senior schools (excluding participating Township Senior schools) in area of jurisdiction	R 240 000
Total Rand financial support given to Township based Senior schools in area of jurisdiction	R 200 000

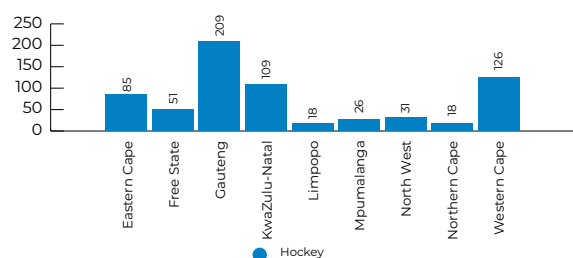
HOCKEY: SUMMARY CLUB PROFILE IN AREA OF JURISDICTION - 2018

Category	NUMBER
Total number of ALL clubs (excluding 'Township' based clubs) participating in your code in area of jurisdiction.	181
Total number of ALL 'Township' based clubs participating in your code in area of jurisdiction.	34
Total number of ALL registered members in all clubs (excluding Township based clubs) in area of jurisdiction.	8300
Total number of ALL registered members of all 'Township' based clubs in area of jurisdiction.	1530
Total number of ALL facilities available to ALL clubs (excluding 'Township' based clubs) in area of jurisdiction	95
Total number of ALL facilities available to ALL 'Township' based clubs in area of jurisdiction.	12
Estimated total facility shortfall at club level in area of jurisdiction.	16
Total number of new 'Township' clubs started previous season in area of jurisdiction.	4
Total number of ALL Township based clubs that have stopped participating in your code previous season in area of jurisdiction.	8
Total number of ALL new clubs (excluding 'Township' based) that have started participating in your code previous season.	6
Total number of ALL clubs (excluding 'Township' based clubs that have stopped participating in your code previous season.	8
Total number of 'Township' based club participants included in High Performance Programme in area of jurisdiction.	120
Total number of ALL other club players (excluding 'Township' based clubs) included in High Performance Programme in area of jurisdiction.	512
Total number of ALL accredited coaches available at club level (excluding 'Township' based clubs) previous season.	1000
Total number of ALL accredited coaches available at 'Township' based clubs.	80
Total Number of Clubs (Excluding Township based Clubs) in your code that have girl participating Teams	189
Total Number of Township based Clubs participating in your code that have girl participating Teams	34
Total rand financial support provided to ALL clubs (excluding 'Township' based clubs) in area of jurisdiction previous season.	R 400 000

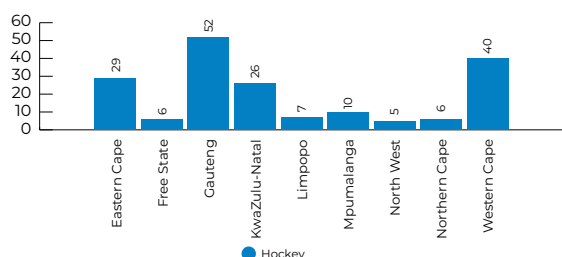
Hockey: Primary School Participation Profile Per Province - 2018



Hockey: Senior School Participation Profile Per Province - 2018



Hockey: Club Participation Profile Per Province - 2018



Only about 6% of the total number of primary and 6% of the total number of senior schools were reported as hockey participating schools. The majority of participating schools appears to be previous model C schools.

The actual number of participating primary schools reported in the primary schools profile table, i.e. 1 222 (1 096 reported in 2017), achieved the self-set barometer target of 1 000, whereas the actual 901 participating senior schools profile table reported (793 in 2017) exceeded the self-set barometer target of 800 for senior schools, as shown in the barometer scorecard.

The reported number of actual participating clubs of 215 (239 reported in 2017, signalling a decline in club numbers) did not exceed the 220 forecast in the scorecard. The reported number of club members is 9 830 against the targeted 9 693, as shown in the barometer scorecard table.

As shown above, the school and club data reported in the federation's annual transformation school and club profile tables *do not* correlate with the footprint data as shown above. The number of primary schools reported in the footprint data sheet was 922 vs the 1 222 reported in the profile table, whereas for senior schools the corresponding numbers were 673 vs 901. These discrepancies cast doubt on the reliability of the data reported.

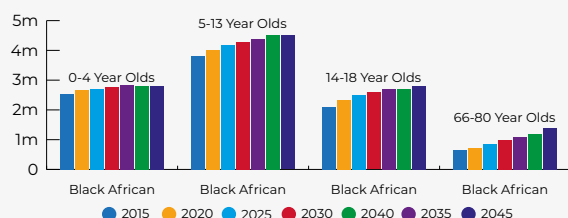
In the light of changing national demographic profiles impacting hockey's historic and now declining resource base, targeting the vast unexplored and under-resourced 25 000 primary and senior schools base (keeping in mind facility constraints), may have to be more creatively explored to gain access to the large Black African base outside the current old model C environment.

The school- and club-related data submitted by most federations appears to be the least reliable of all data received. Data collection processes and use thereof in the light of national demographic changes, the general condition of school sport and the revised MoU for school sport, will require improved and better managed data base structures to observe and monitor trends.

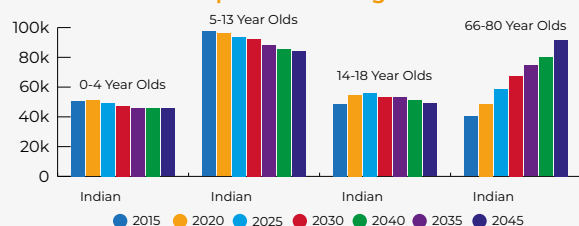
General Remarks

The magnitude of the emerging challenges related to the medium- to longer-term impact of national population demographic change demonstrate the inevitable sustainability challenges facing many organisations with predominantly White structures in the future. Of concern are factors such as the continued under-representation of the increasing 80% + Black African component of society, a projected decrease in White population numbers from a current 4.5 million to about 2 million by 2050, a projected decline of 33% over the next 15 to 20 years in the number of under-18 Whites and the corresponding increase, from 17 to 21 million, in the under-18 year Black African age group. The following figures illustrate a projected demographic change for males over the next 20 years in different population groups.

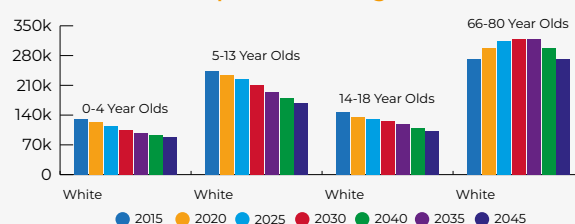
0 to 4, 5 to 13, 14 to 18 and 66 to 80+ Year Old Black African Male Population Change: 2015 to 2045



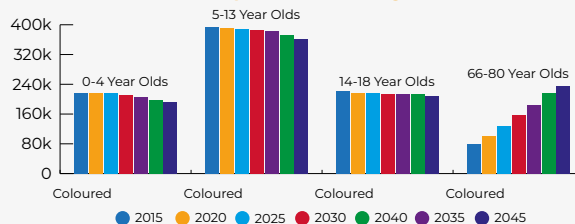
0 to 4, 5 to 13, 14 to 18 and 66 to 80+ Year Old Indian Male Population Change: 2015 to 2045



0 to 4, 5 to 13, 14 to 18 and 66 to 80+ Year Old White Male Population Change: 2015 to 2045



0 to 4, 5 to 13, 14 to 18 and 66 to 80+ Year Old Coloured Male Population Change: 2015 to 2045



These changes together with the possibility of an on-going suboptimal school sport system; the number of misplaced club structures; failure to quantify and understand the real facility problem (and the absence of well-constructed and comprehensive facility plans); the continued absence of a structured and organised sport medical and sport science structure comparable to that of South African sport's main competitors; and the increasing impact of commercialised sport on the foundation of sport represent strategic challenges of format to most sporting codes. If not dealt with diligently and proactively, the possibility of a significantly less competitive South African sport system in the future cannot be ruled out.

The barometer MoU entered into with SRSA and SASCOC should reflect the commitment and creativity of leadership to change the federation in key areas to lay the foundation on which future leadership structures can build. An ineffective and more-of-the-same approach will not deliver such a foundation. At best it could only increase the pressure in the longer-term to adopt more aggressive strategies to deal with unresolved or partially resolved issues.

The following represent a strategic challenge of format to most sporting codes:

- Black African representation and forecasts in all charter areas;
- Board member, underage female and male and female senior representative entity demographics;
- Female and male coach and referee demographic profiles;

- The possibility of an ongoing sub-optimal school sport system;
- A decline (in general) in numbers of club structures;
- Failure to quantify and understand the *real* facility problem (and the absence of well-constructed and comprehensive facility plans);
- Slow-changing demographic profiles in key areas;
- The shape of coaching and referee/umpire structures;
- Suspect high-performance pipelines;
- Sub-optimally structured and organised medical and sport science support structures compared to South African sport's main competitors;
- The quality, shape and extent of administrative support to maintain operations; and
- The impact of factors arising from a changing national population demographic profile and the socio-economic and political environments.

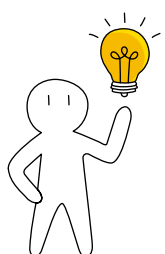
An understanding of the reproduction of inequality (still aligned with race) after apartheid furthermore requires a deeper understanding of how the systems entrenching inequality under the previous dispensation have evolved since 1994. Inequality persists in sport (and other areas) because of highly concentrated economic power reinforced by continued inequalities in education, residence, infrastructure and work organisation. In all these areas the reforms introduced to date did not go far enough to bring about a step change in equality.

The education system continues to reproduce inequalities through large differences in access to quality education that is linked to location and household income. This impacts school sport in that participation opportunities are greatly reduced, thereby encouraging sport administrators to perpetuate and increase the existing gap between the 'haves' and the 'have nots' by focusing on the more 'privileged' segments of the structure.

The symbiotic relationship between the inequalities highlighted will require creative interventions at all levels on an ongoing basis if the existing equality gap is not to increase further. For those born into poverty equal opportunity will remain elusive.

The magnitude of the emerging challenges relates to:

- a possible ongoing problematic school sport system;
- misplaced club structures;
- sub-optimal sport club structures in townships;
- the quality and extent of coaching and referee/umpire structures; and
- ongoing gender equity-related issues.



The reported number of actual participating clubs of 215 (239 reported in 2017, signalling a decline in club numbers) did not exceed the 220 forecast in the scorecard. The reported number of club members is 9 830 against the targeted 9 693.



CONCLUSION & RECOMMENDATION

Hockey's Barometer score of 32% (two percentage points less than the score achieved in 2017), did not achieve the 50% pass rate required in terms of the MoU entered into with SRSA and SASCOC.

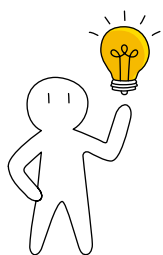
It is recommended that the federation be given a conditional pass subject to a review and rescore of its 2018 barometer scorecard, based on accepted amendments/changes to the federation's existing barometer extended to 2030.

In the barometer review process, the federation needs to carefully consider the comments and observations above as well as those from previous EPG transformation status reports when projecting barometer targets forward to 2030.

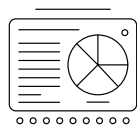
The revised barometer should reflect leadership commitment to *change* in key areas of the organisation to lay a foundation on which future leadership structures can build. An ineffective and more-of-the-same approach will not provide such a foundation and will only increase the pressure on those following to adopt more aggressive and risky strategies to deal with unresolved or partially resolved issues.

Consideration should be given to:

- The issues and weaknesses in the areas highlighted above when revising strategies and resetting barometer targets to ensure *meaningful* change and progress in key strategic areas;
- Ensuring all Barometer forecasts demonstrate planned, and thoughtful *improvement* and transformational *progress* over the plan period, driven by increasingly challenging targets;
- The implication of *static* or *slow-changing* barometer targets as these reflect sub-optimal rates of change;
- Establishing defined and coordinated programmes throughout the organisation to reduce the impact of *inequality* in all areas; and
- Ensuring the barometer is representative of the 43 listed charter categories, with due regard to: board and administration demographic structure; representative senior and underage teams; coach and umpire demographic profiles; shape of medical and scientific support base; equitable annual representative participation opportunity at 'international' level for *both* senior and underage male *and* female participants; a revised school participation strategy (including re-evaluation of school facility structures); greater levels of accessibility to club structures; and improved BEE support packages at national and provincial level.



The significant gap between hockey's slow-changing forward-projected self-set barometer Black African targets and the 60% charter target, complicated by an apparent focus on previous model C schools and private schools as well as major facility challenges, particularly at grassroots level, may require imaginative and aggressive strategies to change the organisation's demographic profile.

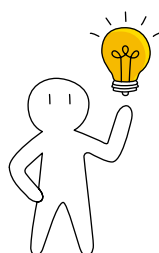


Individual Federation Barometer Self-Set and Pre-Set Charter Target Scorecards



SECTION CONTENTS

Jukskei: Barometer and Charter Scorecard – 2018 19	135
Jukskei Barometer and Charter Performance Overview – 2018	136
1. Subjective Evaluation of Data Submission Quality	136
2. Summary Performance against Barometer Self-Set and Charter One-Size-Fits-All Targets	137
a. Administration	137
b. Senior, Junior and Youth Male and Female Representative Entities	138
c. High-Performance Pipeline	139
d. Performance Records	140
e. Coach and Umpire/Referee Demographic Profiles	141
f. Sport Medicine and Scientific Support Structure	141
g. Schools and Clubs (Footprint Data)	142
General Remarks	145
Conclusion & Recommendation	146



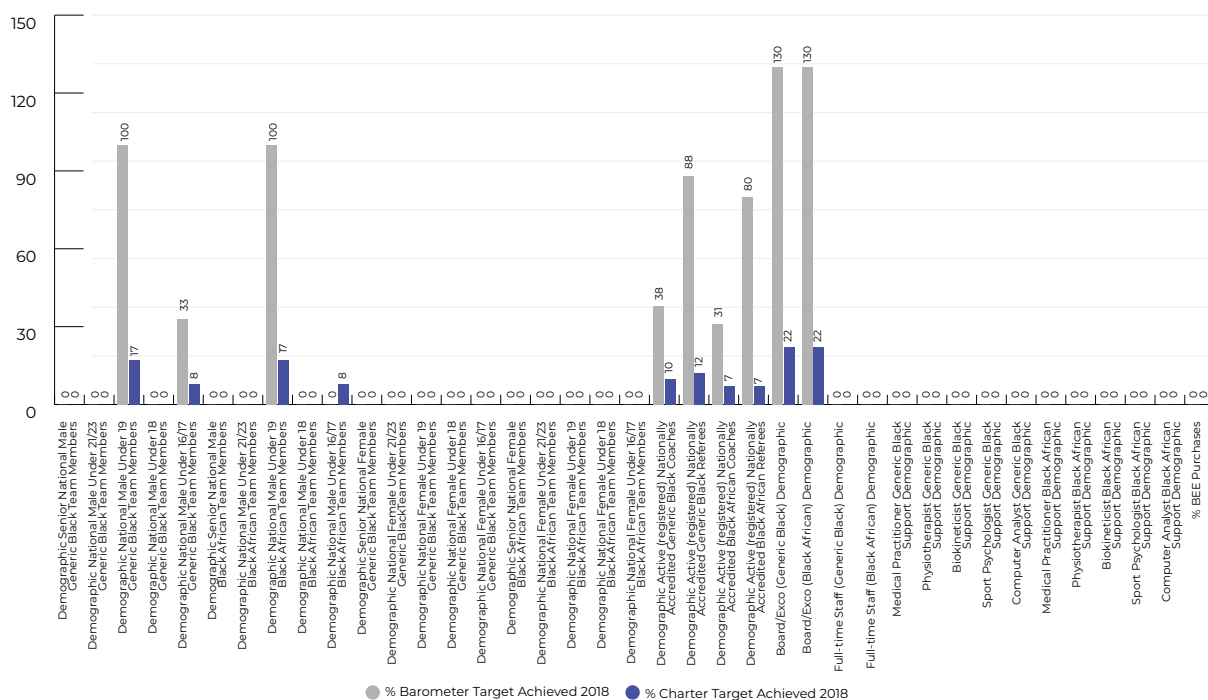
Jukskei set no barometer targets for senior male or female representative entities.

Jukskei: Barometer and Charter Scorecard – 2018/19

MORE THAN 100% OF SELF-SET TARGETS ACHIEVED		LESS THAN 100% OF SELF-SET ACHIEVED OR NO FORECAST AND/OR ACTUAL DATA PROVIDED		ZERO SELF-SET TARGET AND ZERO ACTUAL REPORTED			NO DATA PROVIDED BY FEDERATION		
Category	Measures	Barometer self-set target 2018	Charter Target	Actual 2018	% Barometer Target Achieved 2018	% Barometer Target Achieved 2017	% Charter Target Achieved 2018	Percentage Point difference Barometer % vs Charter % Target Achievement 2018	Barometer Target Achievement Trend 2017/2018
Schools and Clubs	Number of Participating Primary Schools	120		146	122	142			
	Number of Participating Senior Schools	85		96	113	130			
	Number of Participating Clubs	90		73	81	90			
	Number of Club Members	2 963		2 172	73	81			
Generic Black Male Representative Teams	% Demographic Senior National Male Generic Black Team Members	0	60	0			0		
	% Demographic National Male Under 21/23 Generic Black Team Members		60				0		
	Demographic National Male Under 19 Generic Black Team Members	10	60	10	100	200	17	83	
	Demographic National Male Under 18 Generic Black Team Members		60				0		
	Demographic National Male Under 16/17 Generic Black Team Members	15	60	5	33		8		
Black African Male Representative Teams	Demographic Senior National Male Black African Team Members	0	60	0			0		
	Demographic National Male Under 21/23 Black African Team Members		60				0		
	Demographic National Male Under 19 Black African Team Members	10	60	10	100	200	17	83	
	Demographic National Male Under 18 Black African Team Members		60				0		
	Demographic National Male Under 16/17 Black African Team Members	0	60	5			8		
Generic Black Female Representative Teams	Demographic Senior National Female Generic Black Team Members	0	60	0			0		
	Demographic National Female Under 21/23 Generic Black Team Members		60				0		
	Demographic National Female Under 19 Generic Black Team Members	0	60	0			0		
	Demographic National Female Under 18 Generic Black Team Members		60				0		
	Demographic National Female Under 16/17 Generic Black Team Members	0	60	0			0		
Black African Female Representative Teams	Demographic Senior National Female Black African Team Members	0	60	0			0		
	Demographic National Female Under 21/23 Black African Team Members		60				0		
	Demographic National Female Under 19 Black African Team Members	0	60	0			0		
	Demographic National Female Under 18 Black African Team Members		60				0		
	Demographic National Female Under 16/17 Black African Team Members	0	60	0			0		
Coaches and Referees or Umpires Demographic Profiles	Demographic Active (registered) Nationally Accredited Generic Black Coaches	16	60	6	38	80	10	28	
	Demographic Active (registered) Nationally Accredited Generic Black Referees	8	60	7	88	86	12	76	
	Demographic Active (registered) Nationally Accredited Black African Coaches	13	60	4	31	100	7	24	
	Demographic Active (registered) Nationally Accredited Black African Referees	5	60	4	80	80	7	73	
Board and Full-time Staff Demographic Profiles	Board/Exco (Generic Black) Demographic	10	60	13	130	110	22	108	
	Board/Exco (Black African) Demographic	10	60	13	130	110	22	108	
	Full-time Staff (Generic Black) Demographic	0	60				0		
	Full-time Staff (Black African) Demographic	0	60				0		
Medical and Scientific Group Demographic Profile	Medical Practitioner Generic Black Support Demographic	NO TARGET	60				0		
	Physiotherapist Generic Black Support Demographic	NO TARGET	60				0		
	Biokineticist Generic Black Support Demographic	NO TARGET	60				0		
	Sport Psychologist Generic Black Support Demographic	NO TARGET	60				0		
	Computer Analyst Generic Black Support Demographic	NO TARGET	60				0		
	Medical Practitioner Black African Support Demographic	NO TARGET	60				0		
	Physiotherapist Black African Support Demographic	NO TARGET	60				0		
	Biokineticist Black African Support Demographic	NO TARGET	60				0		
	Sport Psychologist Black African Support Demographic	NO TARGET	60				0		
Computer Analyst Black African Support Demographic	NO TARGET	60				0			
Preferential Procurement	Total % BEE Purchases	0	50	0			0		
Number of Categories in which targets have been set					23	23			
Number of Barometer Self-Set Targets achieved					7	9	0		
% of Barometer Self-Set/Charter Targets achieved					30	39	0		

Jukskei: Commentary on Barometer- and Charter-Related Observations – 2018

Jukskei- % Barameter Target Achieved vs % Predetermined Charter Target Achieved - 2018



1. Subjective Evaluation of Data Submission Quality

The following sections comment on and evaluate jukskei's target achievement in selected transformation charter categories, based on the federation's barometer self-set and transformation charter one-size-fits-all targets.

The overall quality of jukskei's data input has decreased consistently from 60% in 2016, to 58% in 2017 to 30% in 2018, based on the following criteria:

- Completeness of data packages 40%, (60% in 2017);
- Perceived reliability of data submitted 30% (60% in 2017);
- Perceived commitment to the process 30% (50% in 2017); and
- Support received from sub-structures 20% (60% in 2017).

This evaluation results in an overall 30% score compared to the 46% achieved by all federations audited in 2018.

Barometer targets were set in only 23 of the 43 transformation categories listed. Seven (nine in 2017), or

30%, of the 23 self-set barometer targets were achieved which is less than the 50% required to avoid imposition of penalties in terms of the barometer MoU.

The barometer scorecard reflects seven categories in which the federation set no, or 0%, targets, linked to 0% actuals (orange indicator) reported, which have not been counted as a 'target achieved'. Targets set at 0% need to be carefully considered, particularly if these are projected into the future indicating a *no-change* situation.

As shown in the barometer scorecard, there were no targets set for any of the specialist areas in the medical and scientific support area that may be applicable to the sport. Modern-day sport participants worldwide rely on quality support in most of these categories.

No targets were set for senior male or female representative entities. The actual 10% generic Black and Black African targets reported for the under-19 male representative entities achieved the self-set barometer target of 10%. The 5% actual target reported for the under-16/17 male generic Black representation also did not achieve the 15% self-set barometer target. No target was set for the under-16/17 Black African male representation, but an actual of 5% was reported.

No barometer generic Black and Black African targets or actuals were reported for female senior and underage representative entities. The 60% charter targets were not achieved by any of the representative national entities.

The barometer scorecard shows that the eight barometer categories in which targets were set included: the demographics for male generic Black and Black African under-19 and under-16/17 representative entities, coach and umpire structures, board member, and school sport- and club-related data.

The forward projected barometer targets in each category and the shape of the federation's barometer

will have to be revisited, particularly with respect to 0% set targets. The targets are slow changing and may not be aggressive enough in key areas.

Setting appropriate and a wider range of targets for more structured and regular underage representative participation opportunity may require special attention. The current level of generic Black and Black African demographics of male and female representative teams reported suggests increasingly complex sustainability challenges for future leadership structures.

2. Summary Performance against Barometer Self-Set and Charter One-Size-Fits-All Targets

a. Administration

JUKSKEI: NATIONAL ADMINISTRATION DEMOGRAPHIC PROFILE - 2018

Category	African	Coloured	Indian	White	Women	Disabled	TOTAL	% Black African	% Generic Black	% Coloured	% Indian	% Women	% Disabled
President				1			1	● 0	● 0	● 0	● 0	● 0	● 0
CEO				1	1		1	● 0	● 0	● 0	● 0	● 100	● 0
Full-time Employed Staff Members													
Part Time Employed Staff Members													
'Board' Members	1			7	4		8	● 13	● 13	● 0	● 0	● 50	● 0
Exco/Management Committee Members				4	2		4	● 0	● 0	● 0	● 0	● 50	● 0
Finance Committee				2	1		2	●	●	●	●	●	●
Audit and Risk Committee													
Transformation Committee	1			11	5		12	● 8	● 8	● 0	● 0	● 42	● 0

Both the actual generic Black demographic of 13% (11% in 2017) and the Black African board demographic of 13% (11% in 2017) exceeded the MoU self-set barometer targets of 10% for both demographics, as shown in the barometer scorecard. This signals a commitment to the need for change. However, forward projections in the barometer need to reflect higher levels of change over the next decade.

The 60% charter target (the interim milestone towards sport structures resembling the national demographic profile over time) was not achieved in *any* of the federation's demographic-related categories.

Considering the growth and demographic change challenges faced by sport, the fact that there were no full-time or part-time staff members reported represents a not insignificant constraint in dealing with the federation's development and transformation challenges in strategic areas.

Women representation on the board, reported as 50% (well above the charter requirement of 25%) shows a significant improvement over the 23% reported in 2017. This should influence the position of women in the sport in a positive way.

b. Senior and Underage Male and Female National and Representative Entities

JUKSKEI: NATIONAL REPRESENTATIVE SENIOR AND UNDERAGE MALE TEAM DEMOGRAPHICS - 2018

Team	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
Total Number Senior International Representative Male Team Members During Season. Competition: 2017 SA Senior Championship				20	20	0	0
Total Number Senior International Representative Male Team Members During Season. Competition: 2017 Namibian Championship				20	20	0	0
Total Senior National Male Team All Competitions During Season	0	0	0	40	40	0	0
Total Number Under 23 International Male Team Members During Last Season							
Total Number Under 21 International Male Team Members During Last Season							
Total Number Under 20 International Male Team Members During Last Season							
Total Number Under 19 International Male Team Members During Last Season	1			9	10	10	10
Total Number Under 18 International Male Team Members During Last Season							
Total Number Under 17 International Male Team Members During Last Season (If any)							
Total Number Under 16 International Male Team Members During Last Season (If any)				10	10	0	0
Total Underage National Male Team All Competitions During Season	1	0	0	19	20	5	5

JUKSKEI: NATIONAL REPRESENTATIVE SENIOR AND UNDERAGE FEMALE TEAM DEMOGRAPHICS - 2018

Team	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
Total Number Senior International Representative Female Team Members During Season. Competition:				20	20	0	0
Total Number Senior International Representative Female Team Members During Season. Competition:				20	20	0	0
Total Senior National Female Team All Competitions During Season	0	0	0	40	40	0	0
Total Number Under 23 International Female Team Members During Last Season. Competition (If any)					0		
Total Number Under 23 International Female Team Members During Last Season. Competition (If any)					0		
Total Number Under 21 International Female Team Members During Last Season. Competition (If any)					0		
Total Number Under 21 International Female Team Members During Last Season. Competition (If any)					0		
Total Number Under 20 International Female Team Members During Last Season. Competition (If any)					0		
Total Under 19 International Female Team Members During Last Season (If any) Competition				10	10	0	0
Total Under 18 International Female Team Members During Last Season (If any) Competition					0		
Total Under 17 International Female Team Members During Last Season (If any) Competition					0		
Total Under 16 International Female Team Members During Last Season (If any) Competition				10	10	0	0
Total Junior National Female Team All Competitions During Season	0	0	0	20	20	0	0

The national senior male and female team demographic profiles reported as 0% generic Black and 0% Black African (i.e.100% White) are both well below the 60% charter target. There is also no change reflected in the federation's forward-projected barometer MoU entered into with SRSA and SASCOC. The current leadership's barometer-based view is that the 0% generic Black representation will increase to only about 5% over the next decade, reflecting an ongoing predominantly White male and female senior representative participant structures. In other words, this reflects an untransformed structure which could face similar sustainability challenges in the future as those currently experienced by bowls.

The figures reported also do not exceed the *all-size-fits-all* 60% generic Black charter targets.

At an underage level, only two underage male groups (no females reported), namely under-19 and under-16/17 were reported, which could be sub-optimal from a pipeline perspective. The average generic Black and Black African demographics of the male under-19 entities were reported as 10% (the same as in 2017) and 10% (20% in 2017) respectively, which exceed the self-set barometer targets of 10% and 0%, but not the 60% charter target, as illustrated in the barometer scorecard.

The underage generic Black demographic barometer MoU-based forecasts do not reflect meaningful change in the two underage groups (under-19 and under-16) listed for both males and females. The forecast change from about 10% to 15% in the barometer over the next decade will have to be improved if the impact of population demographic changes is to be countered.

Given the fact that the under-18 White population age group is projected to decrease by 30% while the corresponding under-18 Black African group is projected to increase by 24% over the next 30 years, and that the mortality rate of Whites has exceeded the birthrate from about 2010, it is inescapable that longer-term sustainability will become a major issue.

Of concern should be that the MoU entered into with SRSA and SASCOC does not reflect meaningful change in key categories. The slow-changing barometer forecasts may require a more assertive and creative review of Jukskei's plans to bring about the changes required. Jukskei's MoU barometer scorecard is in need of a substantial overhaul as part of an in-depth reality check of the game's longer-term future.

c. High-Performance Pipeline

JUKSKEI: NATIONAL SENIOR AND UNDERAGE FEMALE HIGH PERFORMANCE SQUADS - 2018

High Performance Group	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
National Senior Female High Performance Squad Members				60	60	● 0	● 0
Under 23 National Female High Performance Squad Members					0		
Under 21 National Female High Performance Squad Members					0		
Under 20 National Female High Performance Squad Members					0		
Under 19 National Female High Performance Squad Members		1		5	6	● 0	● 17
Under 18 National Female High Performance Squad Members					0		
Under 17 National Female High Performance Squad Members					0		
Under 16 National Female High Performance Squad Members				6	6	● 0	● 0
Average underage	0	1	0	11	12	● 0	● 8

JUKSKEI: NATIONAL SENIOR AND UNDERAGE MALE HIGH PERFORMANCE SQUADS - 2018

High Performance Group	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
National Senior Male High Performance Squad Members	1			59	60	● 2	● 2
Under 23 National Male High Performance Squad Members					0		
Under 21 National Male High Performance Squad Members					0		
Under 20 National Male High Performance Squad Members					0		
Under 19 National Male High Performance Squad Members	1			5	6	● 17	● 17
Under 18 National Male High Performance Squad Members					0		
Under 17 National Male High Performance Squad Members							
Under 16 National Male High Performance Squad Members		2		4	6	● 0	● 33
Average underage	1	2	0	9	12	● 8	● 25

A federation's high-performance programme reflects leadership's medium to longer-term strategy from a team performance quality and developmental (pipeline) point of view.

Jukskei's high-performance programme above shows two underage groups, which are small in numbers, comprising:

1. An under-19 group of six males, 17% generic Black (83% White) and 17% Black African; and six females, 0% generic Black (100% White) and 0% Black African; and

2. An under-16/17 group of six males, 33% generic Black (67% White) and 0% Black African, and six females, 0% generic Black (100% White) and 0% Black African.

Regular and competitive representative participation opportunities for different underage groups supported by quality coaching and medical and scientific support structures and talent identification and nurturing processes form an integral part of all high-performance programmes for promoting strategic demographic change and higher levels of future competitiveness.

The senior high-performance groups reported were *large* in comparison with the all-important underage groups, namely 60 males, 2% Black African and 2% generic Black (98% White) and 60 females, 0% Black African and 0% generic Black (100% White).

This pipeline is the main instrument to impact the demographic profiles of the senior representative male and female entities.

d. Performance Records

JUKSKEI: NATIONAL SENIOR AND UNDERAGE FEMALE TEAM PERFORMANCE - 2018

Team	Number of Matches Played	Matches Won	Matches Lost	% Matches Won
Senior International Female Team Playing Record. Competition: ...2018 SA Senior Championship.....	4	4		100
Senior International Female Team Playing Record. Competition: ...2018 SA Namibian Championship.....	4	4		100
Overall National Senior Team International Playing Record	8	8		100
Under 21 National Female Team Playing Record.				
Under 20 National Female Team Playing Record.	1	1		
Under 19 National Female Team Playing Record:				
Under 18 National Female Team Playing Record.				
Under 17 National Female Team Playing Record.				
Under 16 National Female Team Playing Record:	1	1		100
Overall National Underage Team International Playing Record	2	2	0	100

JUKSKEI: NATIONAL SENIOR AND UNDERAGE MALE TEAM PERFORMANCE - 2018

Team	Number of Matches Played	Matches Won	Matches Lost	% Matches Won
Senior International Male Team Playing Record. Competition: 2018 SA Championship	4	3	1	75
Senior International Male Team Playing Record. Competition: 2018 Namibia Championship	4	3	1	75
Overall National Senior Team International Playing Record	8	6	2	75
Under 21 National Male Team Playing Record.				
Under 20 National Male Team Playing Record.				
Under 19 National Male Team Playing Record.	2	1		50
Under 18 National Male Team Playing Record.				
Under 17 National Male Team Playing Record.				
Under 16 National Male Team Playing Record.	2	2		100
OVERALL UNDERAGE	4	3	0	75

Unlike in 2017, several competitive opportunities were reported for male senior and underage representative teams in 2018.

The average senior female performance record was reported as 100% wins from eight matches played, whereas the performance record for the under-20 team was 0% wins and for the under-16 team 100% wins in the one match played by each.

The male senior and underage representative entities participated in eight and four matches (two more than the females), posting an average 75% win record for both groups.

e. Coach and Umpire/Referee Demographic Profiles

JUKSKEI: ALL NATIONALLY ACTIVE ACCREDITED MALE AND FEMALE COACHES, REFEREES AND UMPIRES IN AREA OF JURISDICTION - 2018

Category	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
All Nationally accredited Male Coaches.	8	3		127	138	6	8
All Nationally accredited Female Coaches.	2	1		109	112	2	3
Total Coaches (Male plus Female)	10	4	0	236	250	4	6
All Nationally Accredited Male Referees/Umpires.	2	2		65	69	3	6
All Nationally Accredited Female Referees/Umpires.	2	1		27	30	7	10
Total Referees (Male plus Female)	4	3	0	92	99	4	7

The demographic profile of the federation's coach complement has also changed in size and demographic profile compared to 2017.

The number of male plus female coaches reported were 250 (186 in 2017) of which 138 (a decrease from the 151 reported in 2017) were males and 112 females, representing a significant increase on the 35 reported in 2017.

Of the total number of male and female coaches, 10 were Black African (18 in 2017), and 4% Coloured, 4% generic Black, which translates into a 94% White, 4% Black African (12% in 2017), 2% Coloured and 6% generic Black structure.

The actuals reported are all below the 60% charter target, whereas the actual 7% generic Black demographic reported does not exceed the self-set barometer target of 8%. The 4% Black African coach demographic reported also does not exceed the 13% self-set barometer target, as shown in the barometer scorecard.

The number of male and female umpires reported were 99 (67 in 2017), of which 69 were males (46 in 2017) and 30 females (21 in 2017). Of the total, i.e. four (three in 2017) were Black African and seven generic Black, which translates into a 4% Black African, 93% White, 3% Coloured and 7% generic Black (6% in 2017) structure.

Although the reported generic Black and Black African figures reported are well below the 60% charter target, as well as the 8% self-set barometer target for generic Black and the 5% barometer self-set Black African target, there is some progress.

f. Sport Medicine and Scientific Support Structure

No data was provided for the federation's sport science and medical structure nor did the barometer submission reflect *any* intention of establishing such a structure appropriate to the needs of jukskei.

Medical and sport science support structures of SA sport remain largely unstructured and ineffective.

The structures established and accredited at tertiary educational institutions in the nineties under the Sport Information and Science Agency (SISA) no longer exist. There is no formally constituted entity coordinating provincial and national accredited specialist membership and governance structures for sport psychologists, sport physiotherapists, biokineticists, nutritionists, sport medicine practitioners and computer analysts.

This means there is no overarching structure to design and manage accreditation processes and establish and manage applied sport-specific research programmes in association with national coaching structures, in order to establish a register for profiling membership and advise federations on the appointment of appropriately qualified and accredited personnel.

There is reason to believe that South African sport has fallen significantly behind the rest of the world in this area. The need is overdue for sport medical and science support services to be better structured, involving *all* universities (the factories of these sources of specialist knowledge) to coordinate and deliver appropriately structured services on an accredited basis.

It is important for jukskei to consider tailor-making such a structure to serve their specific needs and to reflect the targeted outcome in a revised barometer.

g. Schools and Clubs (Footprint Data)

JUKSKEI: NUMBER OF ALL PARTICIPATING SCHOOLS AND CLUBS (IN AREA OF JURISDICTION) PER DISTRICT AND PROVINCE - 2018

District in Area of Jurisdiction	No of All Clubs	No of All participating Junior Clubs	No of All participating Primary schools	No of All Participating Senior schools	No of All Participating Private Primary schools
Buffalo City	1		1	-	
Nelson Mandela Bay	2		1	1	
Alfred Nzo			1		
Amathole			1		
Chris Hani			1		
Ukhahlamba (Joe Qqabi)	1				
Sarah Baartman (Cacadu)	1		1	1	
O R Tambo	5		7	2	-
EASTERN CAPE (TOTAL)	10		13	4	-
Mangaung	3		7	5	0
Fezile Dabi	2		11	9	0
Lejweleputswa	1		26	1	0
Thabo Mofutsanyana	3		0	0	0
Xhariep	0		5	3	0
FREE STATE (TOTAL)	9		49	23	0
City of Johannesburg	4		9	15	-
City of Tshwane	12		6	13	1
Ekurhuleni	3		4	9	-
Sedibeng					
West Rand	3		15	6	
GAUTENG (TOTAL)	22		34	43	1
Ethekwini	2				
Amajuba	1				
iLembe	-				
Sisonke	-				
Ugu	1				
uMgungundlovu	-				
Umkhanyakude	-				
uMzinyathi	1		2	1	-
uThukela	-				
uThungulu (King Cetshwayo)	1				
Zululand	1				
KWAZULU NATAL (TOTAL)	7		2,00	1,00	-
Capricorn	1		3	3	3
Mopani	0		-	-	-
Sekhukhune	0		1	-	-
Vhembe	1		-	-	-
Waterberg	3		1	1	-
LIMPOPO (TOTAL)	5		5	4	3
Ehlanzeni	2		1	2	-
Gert Sibande	-		4	4	
Nkangala	4		1	3	
MPUMALANGA (TOTAL)	6		6	9	-
Bojanala Platinum			6	1	-
Dr Kenneth Kaunda			1	1	-
Dr Ruth Segomotsi Mompati			6	8	3
Ngaka Modiri Molema			3	2	-
NORTH WEST (TOTAL)	2		16	12	3
Frances Baard			3	5	
John Taolo			-		
Namakwa					
Pixley-ka-Seme			1		
Siyanda			1	1	
NORTHERN CAPE (TOTAL)	-		5	6	-
City of Cape Town					
Cape Winelands	13		5	8	-
Central Karoo					
Eden District					
Overberg	4			2	1
West Coast					
WESTERN CAPE (TOTAL)	17		5	10	1
TOTAL	78		136	112	8

JUKSKEI: SUMMARY CLUB PROFILE IN AREA OF JURISDICTION - 2018

Category	NUMBER
Total number of clubs (excluding 'Township' based clubs) participating in your code in area of jurisdiction	64
Total number of 'Township' based clubs participating in your code in area of jurisdiction	9
Total number of registered male club members (excluding Township based clubs) in area of jurisdiction	1917
Total number of registered male members in 'Township' based clubs in area of jurisdiction	73
Total number of registered female club members (excluding Township based clubs) in area of jurisdiction	137
Total number of registered female members in 'Township' based clubs in area of jurisdiction	45
Total number of league participating teams (excluding 'Township' based clubs) in area of jurisdiction	98
Total number of league participating teams ('Township' based clubs) in area of jurisdiction.	14
Total number of facilities available to clubs (excluding 'Township' based clubs) in area of jurisdiction	151
Total number of facilities available to 'Township' based clubs in area of jurisdiction.	22
Estimated total facility short fall at club level in area of jurisdiction.	185
Total number of new 'Township' clubs started last season in area of jurisdiction	1
Total number of Township based clubs that have stopped participating last season in area of jurisdiction	1
Total number of new clubs (excluding 'Township' based) that have started participating in your code last season	177
Total number of clubs (excluding 'Township' based clubs that have stopped participating in your code last season.	246
Total number of club players (excluding 'Township' based clubs) forming part of a High Performance Programme last season	100
Total number of club players, from 'Township' based clubs, forming part of a High Performance Programme last season	1
Total number of accredited coaches available at club level (excluding 'Township' based clubs) last season	41
Total number of Teams accredited coaches available at 'Township' based clubs	27
Total Number of Clubs (Excluding Township based Clubs) in your code that have participating Women Teams	5
Total Number of Township based Clubs participating in your code that have participating Women Teams	1
Total direct financial support provided clubs (excluding 'Township' based clubs) in area of jurisdiction last season.	R 0,00
Total direct financial support provided to 'Township' based clubs) in area of jurisdiction last season	R 0,00

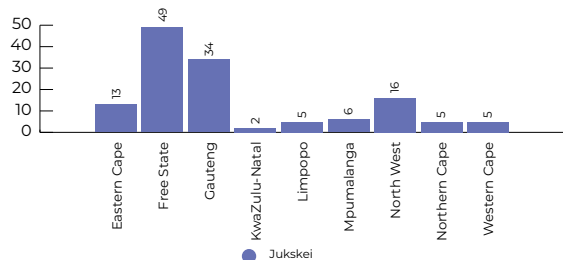
JUKSKEI: SENIOR SCHOOL PROFILE - 2018

Element	NUMBER
Total number of all Senior schools in area of jurisdiction	4378
Total number of all Senior schools (Excluding Township based Senior schools) participating in your code in area of jurisdiction	80
Total number of facilities available to Senior schools (Excluding Township based Senior schools) in area of jurisdiction	28
Total estimated number of Senior school facility (Excluding Township based Senior schools) shortfall in area of jurisdiction	994
Total number of 'Township' based Senior schools in area of jurisdiction	2143
Total number of 'Township' based Senior schools participating in your code in area of jurisdiction	16
Total number of facilities available to Senior schools in 'Townships' participating in your code in area of jurisdiction	20
Total estimated number of Senior school facility shortfall in 'Townships' in area of jurisdiction	457
Total number of accredited coaches available to Senior schools (excluding Township based Senior schools) in area of jurisdiction	94
Total number of accredited coaches available to Senior 'Township' based Senior schools in area of jurisdiction	136
Number of new Senior schools (excluding 'Township' Senior schools) that have started participating in your code during last season in area of jurisdiction	0
Number of Senior schools (excluding 'Township' Senior schools) that have stopped participating in your code last season in area of jurisdiction	1
Number of new 'Township' based Senior schools that have started participating in your code during last season in area of jurisdiction	0
Number of 'Township' based Senior schools that have stopped participating in your code last season in area of jurisdiction	0
Number of Primary school (excluding 'Township' Senior school) participants form part of a High Performance program in area of jurisdiction	9
Number of Primary school ('Township' Senior school) participants forming part of a High Performance program in area of jurisdiction	12
Total Number of Primary Schools (excluding participating Township Senior schools) participating in your code that have girl participating Teams	19
Total Number of Township based Senior Schools participating in your code that have girl participating Teams	9
Direct financial support given to a Senior schools (excluding participating Township Primary schools) in area of jurisdiction	R 0,00
Direct financial support given to Township based Senior schools in area of jurisdiction	R 0,00

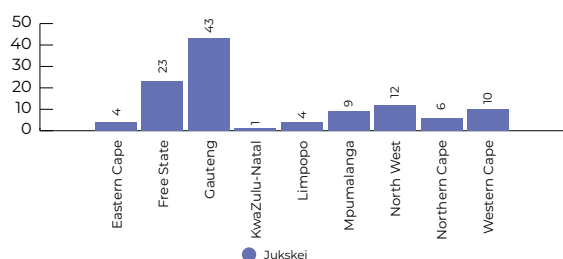
JUSKEI: SUMMARY PRIMARY SCHOOL PROFILE IN AREA OF JURISDICTION - 2018

Element	NUMBER
Total number of all Primary schools in area of jurisdiction	9162
Total number of all Primary schools (Excluding Township based Primary schools) participating in your code in area of jurisdiction	72
Total number of facilities available to Primary schools (Excluding Township based Primary schools) in area of jurisdiction	34
Total estimated number of Primary school facility (Excluding Township based Primary schools) shortfall in area of jurisdiction	1922
Total number of 'Township' based Primary schools in area of jurisdiction	5859
Total number of 'Township' based Primary schools participating in your code in area of jurisdiction	74
Total number of facilities available to Primary schools in 'Townships' participating in your code in area of jurisdiction	22
Total estimated number of Primary school facility shortfall in 'Townships' in area of jurisdiction	2552
Total number of accredited coaches available to Primary schools (excluding Township based Primary schools) in area of jurisdiction	57
Total number of accredited coaches available to Primary 'Township' based Primary schools in area of jurisdiction	109
Number of new Primary schools (excluding 'Township' Primary schools) that have started participating in your code during last season in area of jurisdiction	4
Number of Primary schools (excluding 'Township' Primary schools) that have stopped participating in your code last season in area of jurisdiction	4
Number of new 'Township' based Primary schools that have started participating in your code during last season in area of jurisdiction	6
Number of 'Township' based Primary schools that have stopped participating in your code last season in area of jurisdiction	0
Number of Primary school (excluding 'Township' Primary school) participants form part of a High Performance program in area of jurisdiction	8
Number of Primary school ('Township' Primary school) participants forming part of a High Performance program in area of jurisdiction	9
Total Number of Primary Schools (excluding participating Township Primary schools) participating in your code that have girl participating Teams	9
Total Number of Township based Primary Schools participating in your code that have girl participating Teams	62
Direct financial support given to a Primary schools (excluding participating Township Primary schools) in area of jurisdiction	0
Direct financial support given to Township based Primary schools in area of jurisdiction	0

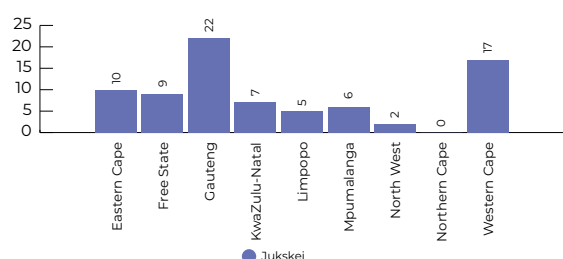
Jukskei: Primary School Participation Profile Per Province - 2018



Jukskei: Senior School Participation Profile Per Province - 2018



Jukskei: Club Participation Profile Per Province - 2018



It is obvious that the vast unexplored base of 25 000 primary schools and senior schools may need to be more creatively and aggressively explored, particularly in township areas, if the sport's Black African base is to be increased to improve the longer-term sustainability of the sport.

Jukskei has reported a school and club footprint in *each* province in the country. The total number of participating primary schools reported in the federation's footprint was 136 (a not insignificant change from the 470 reported in 2017), 112 for senior schools (a major reduction from the 285 reported in 2017), and 78 for clubs, which is more than the 69 reported in 2017. This data is different from the data reflected in the profile tables submitted, in which the reported number of primary schools were 146, the senior schools 96 and the clubs 73. Greater care in compiling school and club data is needed.

The school numbers in Mpumalanga reported in 2017 were problematic. The 360 primary schools reported in 2017 compares with the only 136 indicated in 2018, whereas the 212 senior schools reported compares with the 112 indicated in 2017. The quality of school participation data clearly requires better attention as this will be important for monitoring relevant baseline changes.

General Remarks

An understanding of the reproduction of inequality (still aligned with race) after apartheid furthermore requires a deeper understanding of how the systems entrenching inequality under the previous dispensation have evolved since 1994. Inequality persists in sport (and other areas) because of highly concentrated economic power reinforced by continued inequalities in education, residence, infrastructure and work organisation. In all these areas the reforms introduced to date did not go far enough to bring about a step change in equality.

The education system continues to reproduce inequalities through large differences in access to quality education that is linked to location and household income. This impacts school sport in that participation opportunities are greatly reduced, thereby encouraging sport administrators to perpetuate and increase the existing gap between the 'haves' and the 'have nots' by focusing on the more 'privileged' segments of the structure.

The symbiotic relationship between the inequalities highlighted will require creative interventions at all levels on an ongoing basis if the existing equality gap is not to increase further. For those born into poverty equal opportunity will remain elusive.

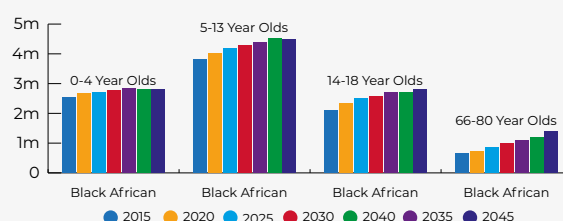
The following feature among the multitude of strategic challenges faced by all federations:

- Black African representation and forecasts in all charter areas;
- Board member, underage female and male and female senior representative entity demographics;
- Female and male coach and referee demographic profiles;
- The possibility of an ongoing sub-optimal school sport system;
- A decline (in general) in numbers of club structures;
- Failure to quantify and understand the *real* facility problem (and the absence of well-constructed and comprehensive facility plans);
- Slow-changing demographic profiles in key areas;
- The shape of coaching and referee/umpire structures;
- Suspect high-performance pipelines;

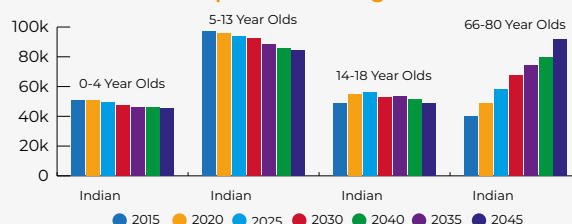
- Sub-optimally structured and organised medical and sport science support structures compared to South African sport's main competitors;
- The quality, shape and extent of administrative support to maintain operations; and
- The impact of factors arising from a changing national population demographic profile and the socio economic and political environments.

The emerging challenges related to the medium- to longer-term impact of national population demographic change demonstrate the inevitable sustainability challenges facing many organisations with predominantly White structures in the future. Of concern are factors such as the continued under-representation of the increasing 80% + Black African component of society; a projected decrease in White population numbers from a current 4.5 million to about 2 million by 2050; a projected decline of 33% over the next 15 to 20 years in the number of under-18 Whites and the corresponding increase, from 17 to 21 million, in the under-18 Black African age group. The following figures illustrate projected demographic change in different male population groups over the next 20 years.

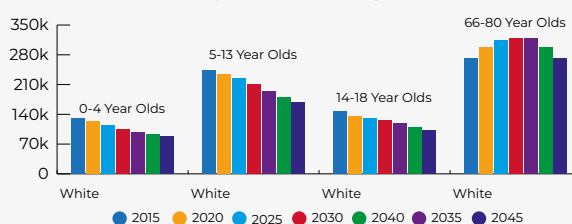
0 to 4, 5 to 13, 14 to 18 and 66 to 80+ Year Old Black African Male Population Change: 2015 to 2045



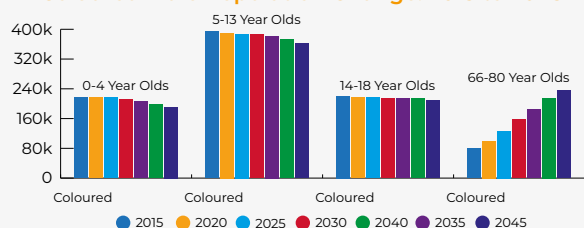
0 to 4, 5 to 13, 14 to 18 and 66 to 80+ Year Old Indian Male Population Change: 2015 to 2045



0 to 4, 5 to 13, 14 to 18 and 66 to 80+ Year Old White Male Population Change: 2015 to 2045



0 to 4, 5 to 13, 14 to 18 and 66 to 80+ Year Old Coloured Male Population Change: 2015 to 2045



If not more proactively dealt with these issues could lead to a significantly changed South African sport system 20 years from now.

The barometer MoU entered into with SRSA and SASCOC by a federation should reflect the commitment and creativity of leadership to change the federation in key areas in order to lay the foundation on which future leadership structures can build. An ineffective and more-of-the-same approach will not deliver such a foundation. At best it could only increase the pressure on those following in the future to adopt more aggressive and risky strategies to deal with unresolved or partially resolved issues.



CONCLUSION & RECOMMENDATION

Jukskei's Barometer score of 35% (four percentage points less than the score of 39% achieved in 2017), did not achieve the 50% pass rate required in terms of the MoU entered into with SRSA and SASCOC.

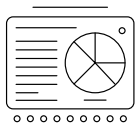
It is recommended that the federation is given a conditional pass subject to a review and rescore of its barometer, based on accepted amendments/changes to the federation's existing barometer extended to 2030.

In the Barometer review process, the federation needs to carefully consider the comments and observations above as well as those from previous EPG transformation status reports when projecting forward barometer targets to 2030.

The revised barometer should reflect leadership commitment to *change* in key areas of the organisation to lay a foundation on which future leadership structures can build. An ineffective and more-of-the-same approach will not provide such a foundation and will only increase the pressure on those following to adopt more aggressive and risky strategies to deal with unresolved or partially resolved issues.

Consideration should be given to:

- The issues and weaknesses in the areas highlighted above when revising strategies and resetting barometer targets to ensure *meaningful* change and progress in key strategic areas;
- Ensuring all Barometer forecasts demonstrate planned and thoughtful *improvement* and transformational *progress* over the plan period, driven by increasingly challenging targets;
- The implication of *static* or *slow-changing* barometer targets as these reflect sub-optimal rates of change;
- Establishing defined and coordinated programmes throughout the organisation to reduce the impact of *inequality* in all areas; and
- Ensuring the barometer is representative of the 43 listed charter categories, with due regard to: board and administration demographic structure; representative senior and underage teams; coach and umpire demographic profiles; shape of medical and scientific support base; equitable annual representative participation opportunity at 'international' level for *both* senior and underage male *and* female participants; a revised school participation strategy (including re-evaluation of school facility structures); greater levels of accessibility to club structures; and improved BEE support packages at national and provincial level.

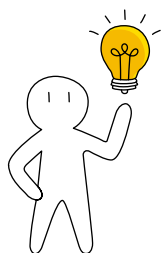


Individual Federation Barometer Self-Set and Pre-Set Charter Target Scorecards



SECTION CONTENTS

Netball: Barometer and Charter Scorecard – 2018 19	148
NetballS Barometer and Charter Performance Overview – 2018	149
1. Subjective Evaluation of Data Submission Quality	149
2. Summary Performance against Barometer Self-Set and Charter One-Size-Fits-All Targets	149
a. Administration	150
b. National Team Demographic Charter Overview	151
c. Performance Compared to the 60% One-Size-Fits-All Charter Targets	151
d. High-Performance Pipeline	152
e. Performance Records	153
f. Sport Medicine and Scientific Support Structure	153
g. Coach and Umpire/Referee Demographic Profiles	154
h. Schools and Clubs (Footprint Data)	155
General Remarks	158
Conclusion & Recommendation	159



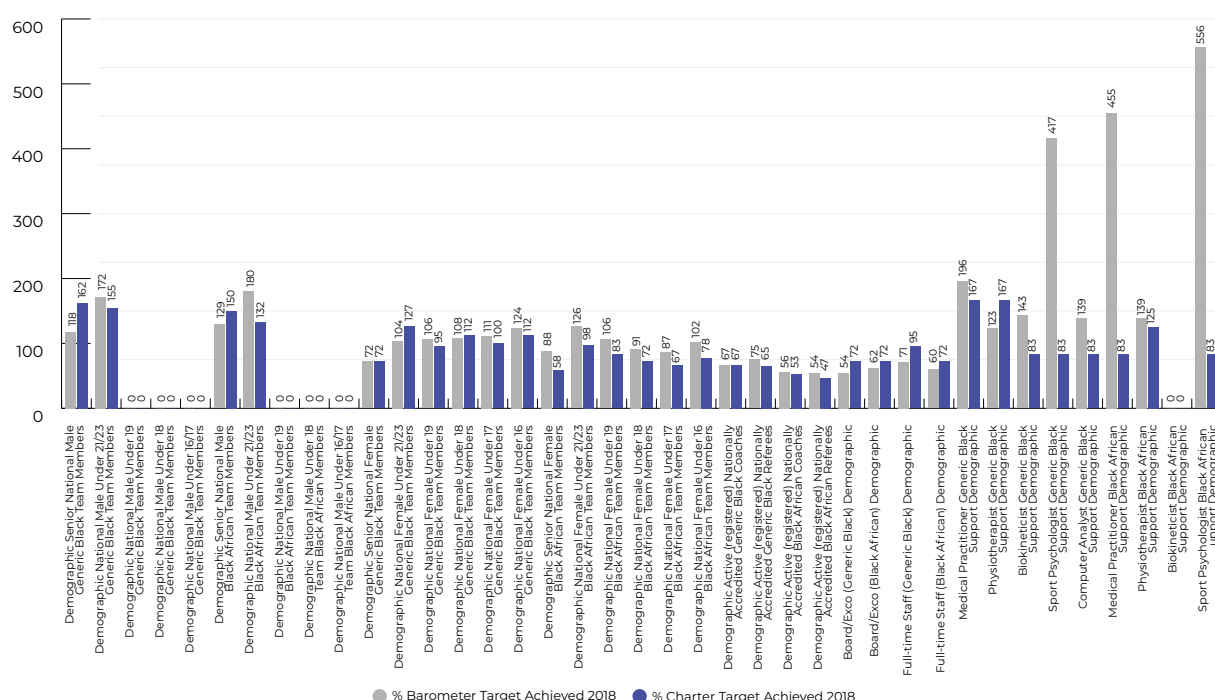
Crickets evaluation overall score of 80% for 2018, compared to an average of 46% for all federations audited. The quality of cricket's data input was scored as 78% in 2017 and 70% in 2016, which reflects a steady improvement.

Netball: Barometer and Charter Scorecard – 2018/19

MORE THAN 100% OF SELF-SET TARGETS ACHIEVED		LESS THAN 100% OF SELF-SET ACHIEVED OR NO FORECAST AND/OR ACTUAL DATA PROVIDED		ZERO SELF-SET TARGET AND ZERO ACTUAL REPORTED				NO DATA PROVIDED BY FEDERATION		
Category	Measures	Barometer Self-set Target 2018	Charter Target 2018	Actual 2018	% Barometer Target Achieved 2018	% Barometer Target Achieved 2017	% Barometer Target Achieved 2016	% Charter Target Achieved 2018	Percentage Point difference Barometer % vs Charter % Target Achievement 2018	Barometer Target Achievement Trend 2016 - 2018
Schools and Clubs	Number of Participating Primary Schools	8 775		5 435	62	54	242			
	Number of Participating Senior Schools	5 768		3 061	53	44	293			
	Number of Participating Clubs	2 150		933	43	76	104			
	Number of Club Members	13 450		8 366	62	109	667			
Generic Black Male Representative Teams	Demographic Senior National Male Generic Black Team Members	82	60	97	118	113		162	-43	
	Demographic National Male Under 21/23 Generic Black Team Members	54	60	93	172	165		155	17	
	Demographic National Male Under 19 Generic Black Team Members		60					0		
	Demographic National Male Under 18 Generic Black Team Members		60					0		
	Demographic National Male Under 16/17 Generic Black Team Members		60				0	0		
Black African Male Representative Teams	Demographic Senior National Male Team Black African Members	70	60	90	129	133	123	150	-21	
	Demographic National Male Under 21/23 Black African Team Members	44	60	79	180	169		132	48	
	Demographic National Male Under 19 Black African Team Members		60					0		
	Demographic National Male Under 18 Team Black African Members		60				0	0		
	Demographic National Male Under 16/17 Team Black African Members		60					0		
Generic Black Female Representative Teams	Demographic Senior National Female Generic Black Team Members	60	60	43	72	76	100	72	0	
	Demographic National Female Under 21/23 Generic Black Team Members	73	60	76	104	76	107	127	-23	
	Demographic National Female Under 19 Generic Black Team Members	54	60	57	106	115	110	95	11	
	Demographic National Female Under 18 Generic Black Team Members	62	60	67	108	100	100	112	-4	
	Demographic National Female Under 17 Generic Black Team Members	54	60	60	111	115	100	100	11	
	Demographic National Female Under 16 Generic Black Team Members	54	60	67	124	102	105	112	12	
Black African Female Representative Teams	Demographic Senior National Female Black African Team Members	40	60	35	88	97	105	58	29	
	Demographic National Female Under 21/23 Black African Team Members	47	60	59	126	84	107	98	27	
	Demographic National Female Under 19 Black African Team Members	47	60	50	106	118	100	83	23	
	Demographic National Female Under 18 Black African Team Members	47	60	43	91	73	100	72	20	
	Demographic National Female Under 17 Black African Team Members	46	60	40	87	73	100	67	20	
	Demographic National Female Under 16 Black African Team Members	46	60	47	102	104	100	78	24	
Coaches and Referees or Umpires Demographic Profiles	Demographic Active (registered) Nationally Accredited Generic Black Coaches	60	60	40	67	55	58	67	0	
	Demographic Active (registered) Nationally Accredited Generic Black Referees	52	60	39	75	72	30	65	10	
	Demographic Active (registered) Nationally Accredited Black African Coaches	57	60	32	56	45	101	53	3	
	Demographic Active (registered) Nationally Accredited Black African Referees	52	60	28	54	52	60	47	7	
Board and Full-time Staff Demographic Profiles	Board/Exco (Generic Black) Demographic	80	60	43	54	52	107	72	-18	
	Board/Exco (Black African) Demographic	69	60	43	62	59	103	72	-9	
	Full-time Staff (Generic Black) Demographic	80	60	57	71	71	105	95	-24	
	Full-time Staff (Black African) Demographic	72	60	43	60	61	110	72	-12	
Medical and Scientific Group Demographic Profile	Medical Practitioner Generic Black Support Demographic	51	60	100	196	200	50	167	29	
	Physiotherapist Generic Black Support Demographic	81	60	100	123	125	167	167	-43	
	Biokineticist Generic Black Support Demographic	35	60	50	143	197	83	83	60	
	Sport Psychologist Generic Black Support Demographic	12	60	50	417	417	0	83	333	
	Computer Analyst Generic Black Support Demographic	36	60	50	139	143	83	83	56	
	Medical Practitioner Black African Support Demographic	11	60	50	455	670	0	83	371	
	Physiotherapist Black African Support Demographic	54	60	75	139	129	250	125	14	
	Biokineticist Black African Support Demographic	35	60	0	0	97	0	0	0	
	Sport Psychologist Black African Support Demographic	9	60	50	556	625	0	83	472	
Preferential Procurement	% BEE Purchases	53	50	75	142	142	107	150	-8	
Number of Categories in which targets have been set					39	39	39	35		
Number of Barometer/Charter Targets Achieved					22	21	25	12		
% of Barometer Self-Set/Charter Targets achieved					56	54	58	34		

Barometer- and Charter-Related Observations, General Comment and Recommendations – 2018

Netball- % Barometer Target Achieved vs % Predetermined Charter Target Achieved - 2018



The following sections comment on and evaluate netball's target achievement performance in selected transformation charter categories and barometer self-set and transformation charter one-size-fits-all targets.

1. Subjective Evaluation of Data Submission Quality

Netball has maintained and improved on the high quality of data input as subjectively evaluated, based on the following criteria:

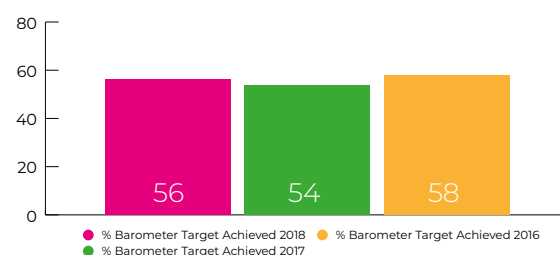
- Completeness of data packages (80%);
- Perceived reliability of data submitted (80%);
- Perceived commitment to the process (80%); and
- Support received from sub-structures (80%).

This evaluation results in an overall score of 80% against the 78% achieved in 2017 and the 70% achieved in 2016, compared with the 46%, 49% and 46% average achieved by 19 federations audited in 2018, 2017 and 2016.

2. Summary Performance against Self-Set Barometer and Charter One-Size-Fits-All Targets

The following figures reflect the percentage barometer and charter target achievement rates in different categories of netball's scorecard.

Netball Overall Barometer Scores 2016, 2017, 2018



The figures above show that the federation has achieved 56% of its self-set barometer targets in 2018, which is higher than the 50% required to avoid penalty imposition. This compares with the 54% achieved in 2017 and the 58% in 2016, suggesting a static situation which needs to be improved.

The graphic highlights the large difference between the percentage of self-set barometer and predetermined one-size-fits-all charter targets achieved. Only 12% of the one-size fit all charter targets were achieved, which highlights that self-set barometer targets are less challenging than corresponding predetermined charter targets.

Barometer target achievement levels appear to have plateaued, emphasising the need for more aggressive intervention, particularly in the Black African demographic of teams, coaches and referees (a major weakness), board and full-time staff, as well as the number of schools and clubs as indicated in the barometer scorecard.

Netball achieved 22, i.e. 56% (54% in 2017) of the 39 self-set targets out of the 43 listed in the barometer. This is higher than the 50% required to pass, but lower than the 58% of self-set targets achieved in 2016.

No targets were set in six of the 43 listed barometer categories. These categories include the key pipeline underage male categories of under-19, under-18 and under-16/17 for generic Black and Black African males. Netball for males remains problematic and needs to be addressed from a gender equity perspective. Rugby, football and cricket and other codes are promoting their sport among women under the umbrella of the gender equity perspective, and netball may have to follow suit by promoting this sport among men.

The scorecard highlights (red) the charter categories in which less than 100% of the self-set barometer targets were achieved. These categories include the number of participating clubs and schools, generic Black African representation in senior female teams, under-17 and under-18 Black African representative team members, coach and referee, and the generic Black and Black African representation of biokineticists.

a. Administration

NETBALL: NATIONAL ADMINISTRATION DEMOGRAPHIC PROFILE - 2018

Category	African	Coloured	Indian	White	Women	Disabled	TOTAL	% Black African	% Generic Black	% Coloured	% Indian	% Women	% Disabled
President	1	0	0	0	1	0	1	100	100	0	0	100	0
CEO	0	0	0	1	1	0	1	0	0	0	0	100	0
Full-time Employed Staff Members	3	1	0	3	7	0	7	43	57	14	0	100	0
Part Time Employed Staff Members	1	0	0	4	5	0	5	20	20	0	0	100	0
'Board' Members	3	0	0	4	7	0	7	43	43	0	0	100	0
Exco/Management Committee Members	3	0	0	3	6	0	6	50	50	0	0	100	0
Finance Committee	2	0	0	2	4	0	4	50	50	0	0	100	0
Audit and Risk Committee	2	1	0	2	5	0	5	40	60	20	0	100	0
Transformation Committee	2	1	0	2	5	0	5	40	60	20	0	100	0

At board level, the 43% (40% in 2017) Black African, 57% White (60% in 2017), 0% Coloured and 0% Indian demographic reflects an ongoing relatively untransformed leadership demographic, which appears to be lagging the extent of transformation on the field of play.

The 43% Black African and 43% generic Black board demographic reported did not achieve the 60% charter target and is *well below* the federation's self-set barometer targets of 80% and 69% respectively, as shown in the barometer scorecard.

Care needs to be taken that demographic change on the field of play does not outstrip demographic change in the boardroom.

Barometer and charter data for the actual full-time staff complement reported reflects an unchanged demographic profile of 43% Black African, 43% White, 14% Coloured, and 57% generic Black. This means that the self-set barometer targets of 80% generic Black and 72% black African representation for full-time staff were not achieved.

In addition, the 43% black African and 57% generic full-time staff demographic reported was below the 60% charter target. Non-achievement of both the self-set and charter targets suggests a problematic administration component from a demographic representation perspective.

The situation above demonstrates a relatively unchanged situation from 2017, suggesting that greater focus on changing demographic profiles at a leadership and administration level, in tandem with what is happening on the field of play, may be required.

The federation appears to be financially affected as a result of reduced support from SRSA, the Lotto and sponsorships received and a steady increase in expenses, complicated by an increasing salary bill.

b. National Team Demographic Charter Overview

NETBALL: FEMALE INTERNATIONAL REPRESENTATIVE SENIOR AND UNDERAGE FEMALE TEAM DEMOGRAPHICS PROFILES DURING PREVIOUS SEASON - 2018

Team	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
Total Number of Different Senior Representative National Female Team Members During Season. Competition: COMMONWEALTH GAMES	6	0	1	10	17	35	41
Total Number of Different Senior Representative National Female Team Members During Season. Competition: QUAD SERIES AUS, NZ	7	0	1	12	20	35	40
Total Number of Different Senior Representative National Female Team Members During Season. Competition: QUAD SERIES ENGLAND	7	0	1	12	20	35	40
Total Number of Different Senior Representative National Female Team Members During Season. Competition: SPAR PROTEAS - DIAMOND CHALLENGE	7	0	1	12	20	35	40
Total Number of Different Senior Representative National Female Team Members During Season. Competition: PRESIDENT's XII - DIAMOND CHALLENGE	6	2	0	9	17	35	47
Total Number of Different Senior Representative National Female Team Members During Season. Competition: SA FAST 5 TEAM	5	2	0	7	14	36	50
Total Senior National Female Team All Competitions During Season	38	4	4	62	108	35	43
Total Number of Different Under 23 National Female Team Members During Last Season	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total Number of Different Under 21 National Female Team Members During Last Season SPAR NATIONAL NETBALL CHAMPS	17	5	0	7	29	59	76
Total Number of Different Under 19 National Female Team Members During Last Season REGION 5 GAMES, BOTSWANA	7	1	0	6	14	50	57
Total Number of Different Under 18 National Female Team Members During Last Season SA JUNIOR CHAMPIONSHIPS	9	5	0	7	21	43	67
Total Number of Different Under 17 National Female Team Members During Last Season New Zealand Tour	6	3	0	6	15	40	60
Total Number of Different Under 16 National Female Team Members During Last Season COSSASA	7	3	0	5	15	47	67
Total Underage National Female Team All Competitions During Season	46	17	0	31	94	49	67

The barometer scorecard shows that the senior and underage national representative female team profiles in the Black African demographic remain challenging – a strategic weakness for netball.

The barometer scorecard indicates that netball's self-set barometer targets for female senior and underage teams were reached in eight of the 12 generic Black and Black African senior and underage team categories.

The self-set barometer team targets achieved are as follows:

- The under-21/23 female actual generic Black and Black African female team demographic reported as 76% generic Black and 59% Black African achieved the self-set barometer targets of 76% and 59% respectively, as shown in the scorecard.
- The actual under-19 demographic reported as 57% generic Black and 54% Black African also achieved the self-set barometer targets of 54% and 47% respectively.
- The actual under-18, under-17 and under-16 female generic Black team demographic reported as

57%, 67%, 60% and 67% achieved the respective barometer targets of 54%, 62%, and 54%, as shown in the barometer scorecard.

The self-set barometer targets *not* achieved are:

- The senior *female* team generic Black (43% actual vs 60% barometer target) as well as Black African (35% actual vs 40% barometer target); and
- The female under-18 (43% vs 47%) and under-17 (40% vs 46%) Black African team components.

c. Performance Compared to the 60% One-Size-Fits-All Charter Targets

As shown in the table above, the actuals of *only* the underaged female teams, i.e. under-21/23 (76%), under-18 (67%), under-17 (60%) and under-16 (67%), and the senior female team (86%) achieved the 60% one-size-fits-all generic Black target. No senior or underage group achieved the 60% Black African charter target.

The higher number (i.e. eight) of self-set barometer targets achieved compared to the number (i.e. four) of one-size-fits-all charter targets achieved reflects the less

challenging barometer targets set by the federation.

Black African representation in the senior and underage teams remains a challenge to overcome, particularly when considering the focus on mainly previous model C schools and the comparatively small footprint in the under-resourced 25 000 public primary and senior schools, with an 80% + Black African demographic.

The table above reflects a largely untransformed senior female representative complement for netball, reported as 43% generic Black (i.e. 57% White) and only 35% Black African, as measured against the one-size-fits-all targets of the charter. At an underage level, the situation is healthier in that, on average, the underage group was reported as 67% generic Black (i.e. 33% White) and 49% Black African. A basis for improvement at senior level exists.

The low Black African representation depicted in netball's participation structure in the barometer scorecard and table above remains a not insignificant challenge considering the size and magnitude of socio-economic constraints, the longer-term impact of the changing national population demographic, and the prevailing status of the SRSA/DBE MoU implementation.

The federation's current focus on previous model C schools may have to be more aggressively extended to include a higher percentage of active and structured involvement of the 25 000 public schools, particularly township schools.

The *impact* of the projected 15% increase in the overall under-18 population from 20 to 23 million over the next 25 years, a 24% increase in the under-18 black African age group from 17 to 21 million, a corresponding 30% *decline* in the under-18 White population from 1.4 to 0.97 million and a reduction in both Coloured and Indian under-18 numbers from 1.98 to 1.65 million over the same period, will have to be carefully monitored and dealt with.

Slow-changing, non-challenging forward-projected self-set barometer Black African targets may not be in the longer-term interest of the sport structures from a sustainability perspective.

The *gap* between slow-changing, forward-projected self-set barometer Black African targets and the 60% charter target, complicated by the focus on the relatively small number of previous model C schools, may need more attention.

d. High-Performance Pipeline

NETBALL: NATIONAL SENIOR AND UNDERAGE FEMALE HIGH PERFORMANCE SQUADS - 2018

High Performance Group	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
National Senior Female High Performance Squad Members	8	0	0	14	22	36	36
Under 23 National Female High Performance Squad Members	N/A	N/A	N/A	N/A	0		
Under 21 National Female High Performance Squad Members	10	3	0	13	26	38	50
Under 20 National Female High Performance Squad Members	7	1	0	6	14		
Under 19 National Female High Performance Squad Members	9	5	0	7	21	43	67
Under 18 National Female High Performance Squad Members					0		
Under 17 National Female High Performance Squad Members	6	3	0	6	15	40	60
Under 16 National Female High Performance Squad Members	7	3	0	5	15	47	67
Average underage	39	15	0	37	91	43	59

Netball reported a female high-performance group comprising a 22-member senior and a 91-member underage group as shown above.

The demographic profile of the senior female representative group was reported as 36% Black African, (less than the 40% reported in 2017), 64% White (47% in 2017) and 36% generic Black (50% in 2017), which profile does not comply with the one-size-fits-all 60% charter target requirement. These figures suggest a major change in a questionable direction.

The demographic of the under-21 representative group was reported as 38% Black African, 50% White and 50% generic Black, which does not comply with the 60% charter target. The under-20 group was reported as 50% Black African, 43% White and 5% generic Black, and this demographic also does not achieve the 60% charter target. The under-19 high-performance group was reported as 43% Black African, only 33% White and 67% generic Black, which achieves the 60% generic Black target but not the Black African target. The under-17

high-performance group reported as 40% Black African, 40% White and 60% generic Black is in line with the 60% charter requirement for generic Black but not for Black African.

The demographic profile of the overall underage high-performance group of 91 was reported as 43% Black African, 41% White and 59% generic Black.

e. Performance Records

NETBALL: NATIONAL SENIOR AND UNDERAGE FEMALE TEAM PLAYING RECORD - 2018

Team	Number of Matches Played	Matches Won	Matches Drawn	% Matches Won
Senior National Female Team Playing Record During Last Season. Competition: COMMONWEALTH GAMES	6	4	0	67
Senior National Female Team Playing Record During Last Season. Competition: QUAD SERIES AUS & NZ	6	0	0	0
Senior National Female Team Playing Record During Last Season. Competition: QUAD SERIES ENGLAND	3	1	0	33
Senior National Female Team Playing Record During Last Season. Competition: SPAR PROTEAS DIAMOND CHALLENGE	5	5	0	100
Senior National Female Team Playing Record During Last Season. Competition: PRESIDENTS XI DIAMOND CHALLENGE	5	4	0	80
Senior National Female Team Playing Record During Last Season. Competition: SA FAST 5 TEAM	6	1	0	17
Total Senior National Female Team All Competitions During Season	31	15	0	48
Under 23 National Female Team Playing Record During Last Season				
Under 21 National Female Team Playing Record During Last Season				
Under 19 National Female Team Playing Record During Last Season REGION 5 GAMES	7	7	0	100
Under 18 National Female Team Playing Record During Last Season				
Under 17 National Female Team Playing Record During Last Season NEW ZEALAND TOUR	12	7	0	58
Under 16 National Female Team Playing Record During Last Season COSSASA	5	4	0	80
Overall underage	24	18	0	75

Netball's female senior representative team participated in 31 matches (14 in 2017), achieving a *low* 48%-win record, although this is an improvement on the 36% average wins reported in 2017.

The performance of the underage representative entities, as shown above, were much better, considering the 75%-win record (72% in 2017) achieved in 24 matches (32 in 2017), which bodes well for the future.

There were no representative matches arranged for male participants.

f. Sport Medicine and Scientific Support Structure

NETBALL: DEMOGRAPHIC PROFILE OF ALL MALE + FEMALE SPECIALIST SUPPORT TO NATIONAL INDIVIDUALS - 2018

	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black	% White
Qualified Male/Female Medical Practitioners used by all National level individuals during last season	1	0	1	0	2	50	100	0
Qualified Male/Female Physiotherapists used by all National level individuals during last season	3	1	0	0	4	75	100	0
Qualified Male/Female Biokineticists used by all National level individuals during last season	0	1	0	1	2	0	50	50
Qualified Male/Female Nutritionists used by all National level individuals during last season	0	1	0	0	1	0	100	0
Qualified Female Sport Psychologists used by all National level individuals during last season	1	0	0	1	2	50	50	50
Qualified Male/Female Computer Analysts used by all National level individuals during last season	1	0	0	1	2	50	50	50
Overall Male/Female Specialist Support	6	3	1	3	13	46	77	23

Netball reported a small medical and scientific support structure covering all the listed disciplines and consisting of 13 specialists (25 in 2017) of which 11 (15 in 2017) were female and two (15 in 2017) male. The group is smaller than previously reported and may not be appropriately structured to optimally fulfill all the requirements of the sport.

Medical and sport science support structures of SA sport remain largely unstructured and ineffective. There is no formally constituted entity coordinating provincial and national accredited specialist membership and governance structures for sport psychologists, sport physiotherapists, biokineticists, nutritionists (a growing need), sport medicine practitioners and computer analysts.

This means there is no overarching structure to design and manage accreditation processes and establish and manage applied sport-specific research programmes in association with national coaching structures, in order to establish a register for profiling membership and advise federations on the appointment of appropriately qualified and accredited personnel.

The refrain 'there is reason to believe that South African sport has fallen significantly behind the rest of the world

in this area' is valid. The need is overdue for sport medical and science support services to be better structured, involving *all* universities (the factories of these sources of specialist knowledge), to coordinate and deliver appropriately structured services on an accredited basis. Netball's leadership has a responsibility to establish an appropriate and professional structure in line with the sport's needs with what is happening in competitive international developments.

g. Coach and Umpire/Referee Demographic Profiles

NETBALL: ALL NATIONALLY ACTIVE ACCREDITED MALE AND FEMALE COACHES, REFEREES AND UMPIRES IN AREA OF JURISDICTION - 2018								
Category	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black	
All Nationally accredited Male Coaches.	166	18	0	31	215	77	86	
All Nationally accredited Female Coaches.	814	192	30	1766	2802	29	37	
Total Coaches (Male plus Female)	980	210	30	1797	3017	32	40	
All Nationally Accredited Male Referees/Umpires.	47	15	0	9	71	66	87	
All Nationally Accredited Female Referees/Umpires.	42	20	1	185	248	17	25	
Total Referees (Male plus Female)	89	35	1	194	319	28	39	

The demographic profile of the 2802 female coaches reported (which was higher than the 2322 reported in 2017) was 29% Black African (23% in 2017), 63% White (70% in 2017) and 37% generic Black (30% in 2017). This reflects a *predominantly* White coach structure, which does not meet the 60% generic Black and Black African charter targets, nor does it achieve the self-set barometer Black African target of 52% and the self-set 60% generic Black target, as shown in the barometer scorecard.

The demographic profile of the group of 215 male coaches (140 in 2017) was reported as 86% generic Black (74% in 2017), 77% Black African (66% in 2017) and 14% White.

The demographic of the 3017 female plus male coaches (2462 in 2017) was reported as 40% generic Black (33% in 2017), i.e. 60% White, and 32% Black African (25% in 2017), reflecting a predominantly White structure which, if not changed, may not be without consequences in the medium to longer term.

Both the generic Black and Black African actuals were well below the 60% charter targets. These actuals were also well below the federation's 60% generic Black and 57% Black African self-set barometer targets, as shown in the scorecard.

The White component of the overall coaching group is 60%, reflecting a largely untransformed and predominantly White coaching group. The coach demographic profile remains largely unchanged and will require intensified leadership intervention down to provincial level to effect changes. There is significant lost ground in the coaching environment to be made up.

The barometer self-set target for the male plus female generic Black and Black African demographic of 248 female and 71 male umpires/referees was forecast to be 52% and 52% respectively. This means that, compared to the actual 39% (36% in 2017) generic Black and 28% (26% in 2017) Black African demographic reported, these actuals were well below the forecasts and the 60% charter target, as shown in the barometer scorecard.

As was the case with coaches, there is much lost ground to be made up. The need to change the coach and referee/umpire demographics represents a major challenge for the sport.

The MoU barometer forecasts for both umpires and coaches will have to be seriously considered when barometer targets are reviewed and resubmitted during 2019.

The federation's administration and board structure and the coach and referee structure are slow-transforming areas.

h. Schools and Clubs (Footprint Data)

NETBALL: NUMBER OF ALL PARTICIPATING SCHOOLS AND CLUBS (IN AREA OF JURISDICTION) PER DISTRICT AND PROVINCE - 2018

	No of All Clubs	No of All participating Primary schools	No of All Participating Senior schools	No of Participating Private schools
Buffalo City	20	290	96	5
Nelson Mandela Bay	16	189	134	7
Alfred Nzo	11	79	58	4
Amathole	16	343	167	4
Chris Hani	14	132	73	4
Ukhahlamba (Joe Gqabi)	14	169	68	5
Sarah Baartman (Cacadu)	15	251	98	5
O R Tambo	NO AFFILIATION PAID	84	177	4
EASTERN CAPE (TOTAL)	106	1537	871	38
Mangaung	11	125	126	0
Fezile Dabi	15	27	23	0
Lejweleputswa	6	34	29	2
Thabo Mofutsanyana	12	10	33	0
Xhariep	Not active	13	10	0
FREE STATE (TOTAL)	44	209	221	2
City of Johannesburg	20	530	270	48
City of Tshwane	21	239	231	15
Ekurhuleni	13	181	115	0
Sedibeng	18	188	29	13
West Rand	29	57	21	2
GAUTENG (TOTAL)	101	1195	666	78
Ethekeveni	50	135	78	0
Amajuba	22	31	19	0
iLembe	24	98	31	0
Sisonke (Harry Gwala)	21	0	0	0
Ugu	17	36	43	0
uMgungundlovu	15	167	131	0
Umkhanyakude	13	119	98	0
uMzinyathi	19	34	29	0
uThukela	11	48	35	0
uThungulu (King Cetshwayo)	12	94	73	0
Zululand	20	151	73	0
KWAZULU NATAL (TOTAL)	224	913	610	0
Capricorn	6	32	14	55
Mopani	14	34	12	28
Sekhukhune	12	89	27	23
Vhembe	13	48	17	26
Waterberg	8	35	15	34
LIMPOPO (TOTAL)	53	238	85	166
Ehlanzeni	17	64	65	4
Gert Sibande	18	63	36	1
Nkangala	10	33	8	1
MPUMALANGA (TOTAL)	45	160	109	6
Bojanala Platinum	10	98	69	8
Central (Ngaka Modiri Molema)	21	44	56	4
Bophirima (Dr Ruth Mompati)	10	138	24	4
Southern (Dr Kenneth Kaunda)	44	15	23	
NORTH WEST (TOTAL)	85	295	172	16
Frances Baard	14	37	11	0
John Tao	9	13	0	0
Namakwa	17	31	14	1
Pixley	DISBANDED	9	7	0
Siyanda ZF Mgcawu	9	54	12	2
NORTHERN CAPE (TOTAL)	49	144	44	3
Cape Town	121	340	149	57
Cape Winelands	28	122	54	3
Eden	26	126	39	4
Central Karoo	14	11	6	0
Overberg	15	76	15	1
West Coast	22	69	20	5
WESTERN CAPE (TOTAL)	226	744	283	70
TOTAL	933	5435	3061	379

NETBALL: SUMMARY PRIMARY SCHOOL PROFILE IN AREA OF JURISDICTION - 2018

Element	NUMBER
Total number of all Primary schools in area of jurisdiction	13963
Total number of all Primary schools (Excluding Township based Primary schools) participating in your code in area of jurisdiction	3767
Total number of facilities available to Primary schools (Excluding Township based Primary schools) in area of jurisdiction	3321
Total estimated number of Primary school facility (Excluding Township based Primary schools) shortfall in area of jurisdiction	2123
Total number of 'Township' based Primary schools in area of jurisdiction	8343
Total number of 'Township' based Primary schools participating in your code in area of jurisdiction	1668
Total number of facilities available to Primary schools in 'Townships' participating in your code in area of jurisdiction	585
Total estimated number of Primary school facility shortfall in 'Townships' in area of jurisdiction	7485
Total number of accredited coaches available to Primary schools (excluding Township based Primary schools) in area of jurisdiction	1694
Total number of accredited coaches available to Primary 'Township' based Primary schools in area of jurisdiction	271
Number of new Primary schools (excluding 'Township' Primary schools) that have started participating in your code during last season in area of jurisdiction	146
Number of Primary schools (excluding 'Township' Primary schools) that have stopped participating in your code last season in area of jurisdiction	107
Number of new 'Township' based Primary schools that have started participating in your code during last season in area of jurisdiction	281
Number of 'Township' based Primary schools that have stopped participating in your code last season in area of jurisdiction	170
Number of Primary school (excluding 'Township' Primary school) participants form part of a High Performance program in area of jurisdiction	1848
Number of Primary school ('Township' Primary school) participants forming part of a High Performance program in area of jurisdiction	1017
Total Number of Primary Schools (excluding participating Township Primary schools) participating in your code that have girl participating Teams	2985
Total Number of Township based Primary Schools participating in your code that have girl participating Teams	695
Direct financial support given to a Primary schools (excluding participating Township Primary schools) in area of jurisdiction	0
Direct financial support given to Township based Primary schools in area of jurisdiction	0

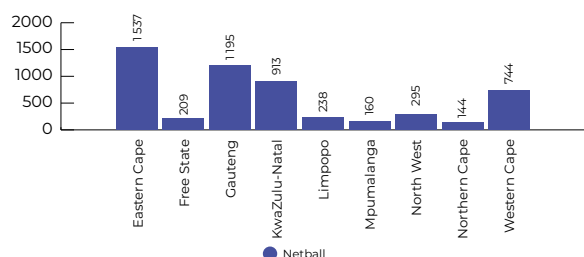
NETBALL: SUMMARY SENIOR SCHOOL PROFILE IN AREA OF JURISDICTION - 2018

Element	NUMBER
Total number of all Senior schools in area of jurisdiction	7413
Total number of all Senior schools (Excluding Township based Senior schools) participating in your code in area of jurisdiction	2032
Total number of facilities available to Senior schools (Excluding Township based Senior schools) in area of jurisdiction	1938
Total estimated number of Senior school facility (Excluding Township based Senior schools) shortfall in area of jurisdiction	984
Total number of 'Township' based Senior schools in area of jurisdiction	3805
Total number of 'Township' based Senior schools participating in your code in area of jurisdiction	1029
Total number of facilities available to Senior schools in 'Townships' participating in your code in area of jurisdiction	854
Total estimated number of Senior school facility shortfall in 'Townships' in area of jurisdiction	1815
Total number of accredited coaches available to Senior schools (excluding Township based Senior schools) in area of jurisdiction	1156
Total number of accredited coaches available to Senior 'Township' based Senior schools in area of jurisdiction	271
Number of new Senior schools (excluding 'Township' Senior schools) that have started participating in your code during last season in area of jurisdiction	109
Number of Senior schools (excluding 'Township' Senior schools) that have stopped participating in your code last season in area of jurisdiction	78
Number of new 'Township' based Senior schools that have started participating in your code during last season in area of jurisdiction	140
Number of 'Township' based Senior schools that have stopped participating in your code last season in area of jurisdiction	176
Number of Primary school (excluding 'Township' Senior school) participants form part of a High Performance program in area of jurisdiction	254
Number of Primary school ('Township' Senior school) participants forming part of a High Performance program in area of jurisdiction	329
Total Number of Primary Schools (excluding participating Township Senior schools) participating in your code that have girl participating Teams	1454
Total Number of Township based Senior Schools participating in your code that have girl participating Teams	239
Direct financial support given to a Senior schools (excluding participating Township Primary schools) in area of jurisdiction	0
Direct financial support given to Township based Senior schools in area of jurisdiction	0

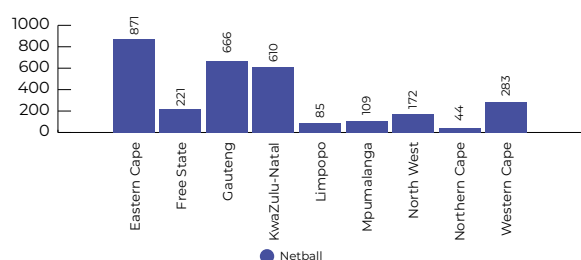
NETBALL: SUMMARY CLUB PROFILE IN AREA OF JURISDICTION - 2018

Category	NUMBER
Total number of clubs (excluding 'Township' based clubs) participating in your code in area of jurisdiction	558
Total number of 'Township' based clubs participating in your code in area of jurisdiction	375
Total number of registered male club members (excluding Township based clubs) in area of jurisdiction	2551
Total number of registered male members in 'Township' based clubs in area of jurisdiction	319
Total number of registered female club members (excluding Township based clubs) in area of jurisdiction	2629
Total number of registered female members in 'Township' based clubs in area of jurisdiction	2867
Total number of league participating teams (excluding 'Township' based clubs) in area of jurisdiction	572
Total number of league participating teams ('Township' based clubs) in area of jurisdiction.	431
Total number of facilities available to clubs (excluding 'Township' based clubs) in area of jurisdiction	165
Total number of facilities available to 'Township' based clubs in area of jurisdiction.	128
Estimated total facility short fall at club level in area of jurisdiction.	151
Total number of new 'Township' clubs started last season in area of jurisdiction	83
Total number of Township based clubs that have stopped participating last season in area of jurisdiction	427
Total number of new clubs (excluding 'Township' based) that have started participating in your code last season	98
Total number of clubs (excluding 'Township' based clubs that have stopped participating in your code last season.	231
Total number of club players (excluding 'Township' based clubs) forming part of a High Performance Programme last season	265
Total number of club players, from 'Township' based clubs, forming part of a High Performance Programme last season	273
Total number of accredited coaches available at club level (excluding 'Township' based clubs) last season	1616
Total number of Teams accredited coaches available at 'Township' based clubs	1401
Total Number of Clubs (Excluding Township based Clubs) in your code that have participating Women Teams	531
Total Number of Township based Clubs participating in your code that have participating Women Teams	210
Total direct financial support provided clubs (excluding 'Township' based clubs) in area of jurisdiction last season.	0
Total direct financial support provided to 'Township' based clubs) in area of jurisdiction last season	0

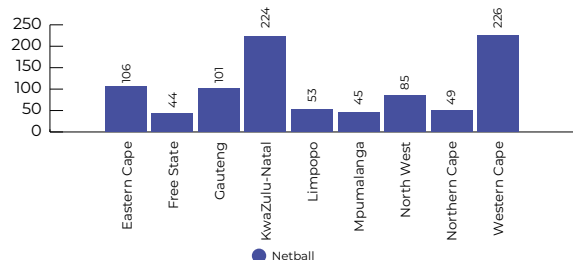
Netball: Primary School Participation Profile Per Province - 2018



Netball: Senior School Participation Profile Per Province - 2018



Netball: Club Participation Profile Per Province - 2018



The federation's school association structure still appears to operate independently, with no representation at board level. The federation's school structure may need a substantial overhaul. An appropriately revised school netball strategy may be long overdue as it is an important key to the longer-term *quality* of netball's performances on the field of play.

Netball's school situation should be brought in line with the recently reviewed MoU between the DBE and SRSA on school sport.

About 5 435, i.e. about 29% (the highest of all federations) of primary schools and 3 061, i.e. 25% of the total number of senior schools were reported as netball participating schools.

Neither the actual number of participating primary schools, 5 435 (4 744 reported in 2017), nor the actual number of participating senior schools, 3 061 (2 528 reported in 2017) exceeded the respective self-set barometer targets of 8 775 primary and 5 768 senior schools, as shown in barometer scorecard. Netball's school participation data is highly questionable and requires urgent leadership intervention.

The reported number of participating clubs, i.e. 933, differs substantially from the 1 591 reported in 2017 and is

below the 2 150 barometer forecast of the federation. The actual number of club members reported, i.e. 8 366, was well below the self-set 13 450 barometer forecast target.

Netball's school- and club-related data, the very foundation of any sport, needs improved management and control if it is to be of *any* value in planning initiatives related to the future. Considering the well-below-standard data quality submitted over the past few years a better coordinated approach to managing netball's grass roots structures may need urgent leadership attention.

General Remarks

An understanding of the reproduction of inequality (still aligned with race) after apartheid furthermore requires a deeper understanding of how the systems entrenching inequality under the previous dispensation have evolved since 1994. Inequality persists in sport (and other areas) because of highly concentrated economic power reinforced by continued inequalities in education, residence, infrastructure and work organisation. In all these areas the reforms introduced to date did not go far enough to bring about a step change in equality.

The education system continues to reproduce inequalities through large differences in access to quality education that is linked to location and household income. This impacts school sport in that participation opportunities are greatly reduced, thereby encouraging sport administrators to perpetuate and increase the existing gap between the 'haves' and the 'have nots' by focusing on the more 'privileged' segments of the structure.

The symbiotic relationship between the inequalities highlighted will require creative interventions at all levels on an ongoing basis if the existing equality gap is not to increase further. For those born into poverty equal opportunity will remain elusive.

The multitude of the strategic challenges faced by all federations relate to:

- A possible ongoing problematic school sport system;

- Misplaced club structures;
- Sub-optimal sport club structures in townships;
- Failure to quantify and understand the real facility problem and the absence of well-constructed and comprehensive facility plans;
- Slow-changing demographic profiles in key areas;
- The quality and extent of coaching and referee/umpire structures;
- Suspect high-performance pipelines;
- Sub-optimally structured and organised medical and sport science support structures compared to South African sport's main competitors;
- Ongoing indifference to gender equity-related issues;
- Quality and extent of administrative support to maintain operations; and
- The impact of factors arising from challenging socio-economic and political environments.

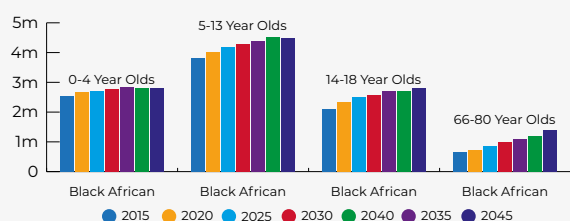
If not more proactively dealt with these issues could lead to a significantly changed South African sport system 20 years from now.

The emerging challenges demonstrating the inevitable sustainability challenges facing many organisations with predominantly White structures in the future relate to:

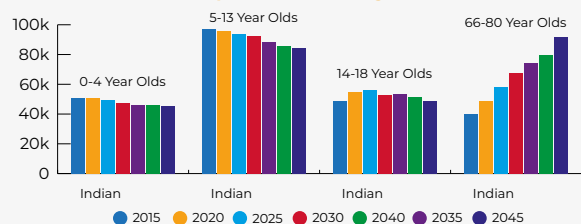
- The medium- to longer-term impact of national population demographic change;
- The continued under-representation of the increasing 80% + Black African component of society;
- A projected decrease in White population numbers from a current 4.5 million to about 2 million by 2050; and
- A projected decline of 33% over the next 15 to 20 years in the number of under-18 Whites and the corresponding increase, from 17 to 21 million, in the under-18 Black African age group.

The following figures illustrate the projected demographic change in different male population groups over the next 20 years.

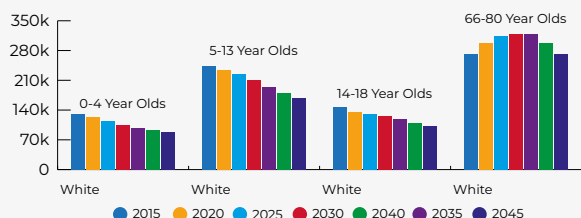
0 to 4, 5 to 13, 14 to 18 and 66 to 80+ Year Old Black African Male Population Change: 2015 to 2045



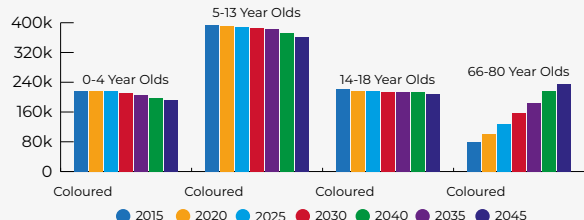
0 to 4, 5 to 13, 14 to 18 and 66 to 80+ Year Old Indian Male Population Change: 2015 to 2045



0 to 4, 5 to 13, 14 to 18 and 66 to 80+ Year Old White Male Population Change: 2015 to 2045



0 to 4, 5 to 13, 14 to 18 and 66 to 80+ Year Old Coloured Male Population Change: 2015 to 2045



The barometer MoU entered into with SRSA and SASCOC by a federation should reflect the commitment and creativity of leadership to change the federation in key areas in order to lay the foundation on which future leadership structures can build. An ineffective and more-of-the-same approach will not deliver such a foundation. At best it could only increase the pressure on those following in the future to adopt more aggressive and risky strategies to deal with unresolved or partially resolved issues.



CONCLUSION & RECOMMENDATION

Netball's 2018 barometer score of 56% compared with scores of 54% and 58% achieved in 2017 and 2016 reflects a possible stagnant situation, although the 50% pass rate required in terms of the MoU entered into with SRSA and SASCOC was achieved for three years running

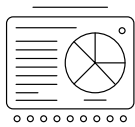
It is *recommended* that the federation be given a *conditional* pass subject to a review and rescoring of its 2018 barometer scorecard, based on accepted amendments/changes to the federation's existing barometer extended to 2030.

In the barometer review process the federation needs to carefully consider the comments and observations above as well as those from previous EPG transformation status reports when projecting forward barometer targets to 2030.

The revised barometer should reflect leadership commitment to *change* in key areas of the organisation to lay a foundation on which future leadership structures can build. An ineffective and more-of-the-same approach will not provide such a foundation and will only increase the pressure on those following to adopt more aggressive and risky strategies to deal with unresolved or partially resolved issues.

Consideration should be given to:

- The issues and weaknesses in the areas highlighted above when revising strategies and resetting barometer targets to ensure *meaningful* change and progress in key strategic areas;
- Ensuring all barometer forecasts demonstrate planned and thoughtful *improvement* and transformational *progress* over the plan period, driven by increasingly challenging targets;
- The implication of *static* or *slow-changing* barometer targets as these reflect sub-optimal rates of change;
- Establishing defined and coordinated programmes throughout the organisation to reduce the impact of *inequality* in all areas; and
- Ensuring the barometer is representative of the 43 listed charter categories, with due regard to: board and administration demographic structure; representative senior and underage teams; coach and umpire demographic profiles; shape of medical and scientific support base; equitable annual representative participation opportunity at 'international' level for *both* senior and underage male *and* female participants; a revised school participation strategy (including re-evaluation of school facility structures); increasing the number of participating schools, clubs, club member numbers in *township* areas; greater levels of accessibility to club structures; and improved BEE support packages at national and provincial level.



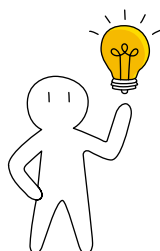
Rowing

Individual Federation Barometer Self-Set and Pre-Set Charter Target Scorecards



SECTION CONTENTS

Rowing: Barometer and Charter Scorecard – 2018 19	162
Rowings Barometer and Charter Performance Overview – 2018	163
1. Subjective Evaluation of Data Submission Quality	163
2. Summary Performance against Barometer Self-Set and Charter One-Size-Fits-All Targets	163
a. Administration	164
b. Senior, Junior and Youth Male and Female Representative Entities	164
c. High-Performance Pipeline	166
d. Performance Records	166
e. Coach and Umpire/Referee Demographic Profiles	167
f. Sport Medicine and Scientific Support Structure	168
g. Schools and Clubs (Footprint Data)	169
General Remarks	172
Conclusion & Recommendation	173



Crickets evaluation overall score of 80% for 2018, compared to an average of 46% for all federations audited. The quality of cricket's data input was scored as 78% in 2017 and 70% in 2016, which reflects a steady improvement.

Rowing: Barometer and Charter Scorecard – 2018/19

MORE THAN 100% OF SELF-SET TARGETS ACHIEVED		LESS THAN 100% OF SELF-SET ACHIEVED OR NO FORECAST AND/OR ACTUAL DATA PROVIDED		ZERO SELF-SET TARGET AND ZERO ACTUAL REPORTED			NO DATA PROVIDED BY FEDERATION		
Category	Measures	Barometer self-set target 2018	Charter Target	Actual 2018	% Barometer Target Achieved 2018	% Barometer Target Achieved 2017	% Charter Target Achieved 2018	Percentage Point difference Barometer % vs Charter % Target Achievement 2018	Barometer Target Achievement Trend 2017 - 2018
Schools and Clubs	Number of Participating Primary Schools		60						
	Number of Participating Senior Schools	57	60	52	91				
	Number of Participating Clubs	88	60	84	95				
	Number of Club Members	3 800	60	3644	96				
Generic Black Male Representative Teams	% Demographic Senior National Male Generic Black Team Members	0	60	13			22		
	% Demographic National Male Under 21/23 Generic Black Team Members	0	60	20			33		
	Demographic National Male Under 19 Generic Black Team Members		60						
	Demographic National Male Under 18 Generic Black Team Members	25	60	13	52		22	30	
	Demographic National Male Under 16/17 Generic Black Team Members	30	60	26	87		43	43	
Black African Male Representative Teams	Demographic Senior National Male Black African Team Members	0	60	13			22		
	Demographic National Male Under 21/23 Black African Team Members	NO DATA	60	20			33		
	Demographic National Male Under 19 Black African Team Members		60						
	Demographic National Male Under 18 Team Black African Members	25	60	13	52			30	
	Demographic National Male Under 16/17 Black African Team Members	30	60	26	87		43	43	
Generic Black Female Representative Teams	Demographic Senior National Female Generic Black Team Members	0	60	0			0		
	Demographic National Female Under 21/23 Generic Black Team Members		60	0					
	Demographic National Female Under 19 Generic Black Team Members		60						
	Demographic National Female Under 18 Generic Black Team Members	25	60	NO DATA				0	
	Demographic National Female Under 16/17 Generic Black Team Members	30	60	28	93		47	47	
Black African Female Representative Teams	Demographic Senior National Female Black African Team Members	0	60	0			0		
	Demographic National Female Under 21/23 Black African Team Members		60	0			0		
	Demographic National Female Under 19 Black African Team Members		60				0		
	Demographic National Female Under 18 Black African Team Members	25	60	0	0		0	0	
	Demographic National Female Under 16/17 Black African Team Members	30	60	28	93		47	47	
Coaches and Referees or Umpires Demographic Profiles	Demographic Active (registered) Nationally Accredited Generic Black Coaches	25	60	38	152		63	89	
	Demographic Active (registered) Nationally Accredited Generic Black Referees	5	60	5	100		8	92	
	Demographic Active (registered) Nationally Accredited Black African Coaches	25	60	33	132		55	77	
	Demographic Active (registered) Nationally Accredited Black African Referees	5	60	2	40		3	37	
Board and Full-time Staff Demographic Profiles	Board/Exco (Generic Black) Demographic	25	60	15	60		25	35	
	Board/Exco (Black African) Demographic	25	60	15	60		25	35	
	Full-time Staff (Generic Black) Demographic	50	60	NO DATA					
	Full-time Staff (Black African) Demographic	50	60	NO DATA					
Medical and Scientific Group Demographic Profile	Medical Practitioner Generic Black Support Demographic	0	60	0			0		
	Physiotherapist Generic Black Support Demographic	0	60	0			0		
	Biokineticist Generic Black Support Demographic		60	0			0		
	Sport Psychologist Generic Black Support Demographic		60	0			0		
	Computer Analyst Generic Black Support Demographic		60	0			0		
	Medical Practitioner Black African Support Demographic	0	60	0			0		
	Physiotherapist Black African Support Demographic	0	60	0			0		
	Biokineticist Black African Support Demographic		60	0			0		
	Sport Psychologist Black African Support Demographic		60	0			0		
	Computer Analyst Black African Support Demographic		60	0			0		
Preferential Procurement	Total % BEE Purchases	20	50	NO DATA					
Number of Categories in which targets have been set					29				
Number of Barometer Self-Set Targets achieved					3				
% of Barometer Self-Set/Charter Targets achieved					10				

a. Administration

ROWING: NATIONAL ADMINISTRATION DEMOGRAPHIC PROFILE - 2018

Category	African	Coloured	Indian	White	Women	Disabled	TOTAL	% Black African	% Generic Black	% Coloured	% Indian	% Women	% Disabled
President				1			1	● 0	● 0	● 0	● 0	● 0	● 0
CEO													
Full-time Employed Staff Members	1			1	1		2	● 50	● 50	● 0	● 0	● 50	● 0
Part Time Employed Staff Members				1	1		1	● 0	● 0	● 0	● 0	● 100	● 0
'Board' Members	N/A						0						
Exco/Management Committee Members	2			11	3		13	● 15	● 15	● 0	● 0	● 23	● 0
Finance Committee	2			11	3		13	● 15	● 15	● 0	● 0	● 23	● 0
Audit and Risk Committee	2			11	3		13	● 15	● 15	● 0	● 0	● 23	● 0
Transformation Committee	1				1		1	● 100	● 100	● 0	● 0	● 100	● 0

The 13-person Board/Exco entity remains largely demographically untransformed, with a reported 85% White (77% in 2017), 15% Black African (23% in 2017), 0% Coloured (unchanged from 2017), 0% Indian (unchanged from 2017) and 15% Generic Black (23% in 2017) profile.

Women representation on the Board/Exco has improved steadily from 8% in 2016, 15% in 2017 to a commendable 23% in 2018. Although the federation is not yet achieving the 25% charter target, progress is noteworthy.

The Board/Exco demographic of 15% Black African as well as generic Black reported is well below the self-set barometer target of 25% as well as the one-size-fits-all 60% charter target. The barometer forecast in the MoU, reflecting an intention to increase the generic Black component of the Exco to 40% by 2025, is under pressure.

In response to a recommendation in 2017 to introduce a smaller separate finance committee reporting to the board, leadership responded by indicating that the full Board/Exco fulfils the role and function of a finance as well as that of audit and risk committee. This arrangement could be questionable from a governance perspective since it could present an opportunity to bring on board some *independent* thinking into the sport.

The reported transformation committee may be too small, given the magnitude of the sport's integrated transformation- and longer-term sustainability-related challenges.

b. Senior and Underage National and Representative Teams

ROWING: NATIONAL REPRESENTATIVE SENIOR AND UNDERAGE MALE TEAM DEMOGRAPHICS - 2018

Team	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
Total Number Different Senior Individual Male Participants that have Represented Your Code Internationally During 2018	2			13	15	● 13	● 13
Total Number Different Under 23 Individual Male Participants that have Represented Your Code Internationally During 2018	1			4	5	● 20	● 20
Total Number Different Under 21 Individual Male Participants that have Represented Your Code Internationally During 2018	N/A ONLY U23 AND SENIOR ROWING						
Total Number Different Under 20 Individual Male Participants that have Represented Your Code Internationally During 2018							
Total Number Different Under 19 Individual Male Participants that have Represented Your Code Internationally During 2018							
Total Number Different Under 18 Individual Male Participants that have Represented Your Code Internationally During 2018	1			7	8	● 13	● 13
Total Number Different Under 17 Individual Male Participants that have Represented Your Code Internationally During 2018					0		
Total Number Different Under 16 Individual Male Participants that have Represented Your Code Internationally During 2018	6			17	23	● 26	● 26
Total Underage National Individual Male Participants All Competitions During Season	8	0	0	28	36	● 22	● 22

ROWING: INDIVIDUAL FEMALE INTERNATIONAL PARTICIPATION DEMOGRAPHIC PROFILES - 2018

Team	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
Total Number Different Senior Individual Female Participants that have Represented Your Code Internationally During 2018				4	4	0	0
Total Senior National Female Team All Competitions During Season	0	0	0	4	4	0	0
Total Number Different Under 23 Individual Female Participants that have Represented Your Code Internationally During 2018				0			
Total Number Different Under 21 Individual Female Participants that have Represented Your Code Internationally During 2018	N/A ONLY U23 AND SENIOR ROWING						
Total Number Different Under 20 Individual Female Participants that have Represented Your Code Internationally During 2018							
Total Number Different Under 19 Individual Female Participants that have Represented Your Code Internationally During 2018							
Total Number Different Under 18 Individual Female Participants that have Represented Your Code Internationally During 2018				3	3	0	0
Total Number Different Under 17 Individual Female Participants that have Represented Your Code Internationally During 2018							
Total Number Different Under 16 Individual Female Participants that have Represented Your Code Internationally During 2018	5			13	18	28	28
Total Underage National Female Team All Competitions During Season	5	0	0	16	21	24	24

The senior national male representative entity, comprising 15 members (five in 2017), was reported as 87% White (100% in 2017), 13% Black African (10% in 2017) and 13% generic Black (10% in 2017).

Performance against self-set charter targets, as shown in the barometer scorecard, reveals that the male underage representative group of participants comprised three underage groups of rowers: five under-23 rowers (10 in 2017), reported as 20% Black African, 80% White and 20% generic Black (unchanged from 2017); eight under-18 rowers (13 in 2017), reported as 13% Black African, 87% White and 13% generic Black. The total number of underage rowers of 36 (45 in 2017) was reported to be 22% Black African, 78% White (77% in 2017) and 22% generic Black.

None of the 60% charter demographic targets were achieved for any representative male entity.

Performance against self-set barometer targets (barometer scorecard) shows that no targets were set by the federation for the generic Black and Black African senior and the under-21/23 and under-19 male and female representative entities, although actuals were reported for 2018.

The tables above show that the senior national female representative entity was reported to consist of four members (two in 2017) being 100% White (50% in 2017), compared to the much larger 15 male group. In 2016, this

group comprised eight members, 89% White and 11% Black African, suggesting a deteriorating situation for senior women rowers.

The female underage pipeline was reported to consist of 21 rowers (only four in 2017), compared to the bigger 36 male underage rowers reported. The three under-18 group members (six in 2017) was reported as 100% White (0% generic Black), whereas the 18-member under-16 group (12 in 2017) was reported as 76% White (89% in 2017) and a 24% generic Black.

The 60% charter target was not achieved in any representative female entity, as shown in the barometer scorecard.

Performance against the self-set barometer targets (barometer scorecard) shows that no targets were set by the federation for generic Black and Black African senior, under-21/23 and under-19 male and female representative entities.

The self-set generic Black and Black African barometer targets (barometer scorecard) of 25% and 30% for the under-18 and under-16/17 female groups (the same for males) were not achieved by the respective 0% and 28% actuals reported.

It is important to recognise that neither the male nor female representative senior and underage groups reflect any Coloured or Indian representation.

c. High-Performance Pipeline

ROWING: NATIONAL SENIOR AND UNDERAGE MALE HIGH PERFORMANCE SQUADS - 2018

High Performance Group	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
Individual Senior Male High Performance Squad Members	2			13	15	c 13	13
Under 23 Individual Male High Performance Squad Members	1			4	5	20	20
Under 21 National Male High Performance Squad Members	Rowing has only Senior, U23, U18 and				0		
Under 20 Individual Male High Performance Squad Members					0		
Under 19 Individual Male High Performance Squad Members					0		
Under 18 Individual Male High Performance Squad Members	1			7	8	13	13
Under 17 Individual Male High Performance Squad Members					0		
Under 16 Individual Male High Performance Squad Members	6			17	23	26	26
Average underage	8	0	0	28	36	22	22

ROWING: NATIONAL SENIOR AND UNDERAGE FEMALE HIGH PERFORMANCE SQUADS - 2018

High Performance Group	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
National Individual Female High Performance Squad Members	1			4	5	20	20
Under 23 Individual Female High Performance Squad Members					0		
Under 21 National Male High Performance Squad Members							
Under 20 Individual Female High Performance Squad Members							
Under 19 Individual Female High Performance Squad Members				3	3	0	0
Under 18 Individual Female High Performance Squad Members					0		
Under 17 Individual Female High Performance Squad Members							
Under 16 Individual Male High Performance Squad Members	5			13	18	28	28
Average underage	5	0	0	16	21	24	24

The figures for the male senior and underage national representative entities were the same as for the high-performance groups reported.

The high-performance squads form part of the development pipeline of a sport and refers to those senior and underage participants identified as potential future international participants receiving special coaching and training. They are not the current international national representatives.

d. Performance Records

ROWING: INTERNATIONAL PARTICIPATING MALE INDIVIDUAL PERFORMANCE RECORDS DURING LAST SEASON - 2018

	Total Number of Competitions in which all individuals	Total No of First Positions	Total No of Second Positions	Total No of Third Positions	% First Positions
Performance in All Competitions in which Senior Male participants have represented Your code Internationally during 2018	5	2	1	3	40
Performance in All Competitions in which Under 23 Male participants have represented Your code Internationally during 2018	1	1			100
Performance in All Competitions in which Under 21 Male participants have represented Your code Internationally during 2018					
Performance in All Competitions in which Under 20 Male participants have represented Your code Internationally during 2018					
Performance in All Competitions in which Under 19 Male participants have represented Your code Internationally during 2018					
Performance in All Competitions in which Under 18 Male participants have represented Your code Internationally during 2018	2				
Performance in All Competitions in which Under 17 Male participants have represented Your code Internationally during 2018					
Performance in All Competitions in which Under 16 Male participants have represented Your code Internationally during 2018	2		2	2	0
OVERALL UNDERAGE	5	1	2	2	20

ROWING: INTERNATIONAL PARTICIPATING FEMALE INDIVIDUAL PERFORMANCE DURING 2018

Team	Total Number of Competitions in which all Individuals	Total No of First Positions	Total No of Second Positions	Total No of Third Positions	% First Positions
Performance in All Competitions in which Senior Female participants have represented Your code Internationally During 2018	4	1	1		25
Performance in All Competitions in which Under 21 Female participants have represented Your code Internationally During 2018					
Performance in All Competitions in which Under 20 Female participants have represented Your code Internationally During 2018					
Performance in All Competitions in which Under 21 Female participants have represented Your code Internationally During 2018					
Performance in All Competitions in which Under 19 Female participants have represented Your code Internationally During 2018					
Performance in All Competitions in which Under 18 Female participants have represented Your code Internationally During 2018	2				
Performance in All Competitions in which Under 17 Female participants have represented Your code Internationally During 2018					
Performance in All Competitions in which Under 16 Female participants have represented Your code Internationally During 2018	2	1	1		50
Total Underage National Female Individual Participants All Competitions During Season	4	1	1	0	25

The senior male and underage national participants were reported to have achieved 40% and 20% first positions (none was reported in 2017). The female senior and underage national participants recorded 25% and 25% in 2018 (80% and 20% in 2017).

e. Sport Medicine and Science Support Structure

ROWING: DEMOGRAPHIC PROFILE OF ALL MALE + FEMALE SPECIALIST SUPPORT TO NATIONAL INDIVIDUALS - 2018

	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black	% White
Qualified Male/Female Medical Practitioners used by all National level individuals during last season	0	0	0	1	1	● 0	● 0	100
Qualified Male/Female Physiotherapists used by all National level individuals during last season	0	0	0	2	2	● 0	● 0	100
Qualified Male/Female Biokineticists used by all National level individuals during last season	0	0	0	1	1	● 0	● 0	100
Qualified Male/Female Nutritionists used by all National level individuals during last season	0	0	0	1	1	● 0	● 0	100
Qualified Female Sport Psychologists used by all National level individuals during last season	0	0	0	0	0			
Qualified Male/Female Computer Analysts used by all National level individuals during last season	0	0	0	1	1	● 0	● 0	100
Overall Male/Female Specialist Support	0	0	0	6	6	● 0	● 0	100

A medical and scientific group of six (five in 2017), being 0% Black African, 100% White, 0% generic Black, in five of the listed disciplines (medical, physiotherapy, biokineticists, nutritionists and computer analysts) was reported. There are no sport psychologists in the group.

The federation's barometer forecasts in this area may require more thought and attention.

As indicated in previous audit reports, the medical and sport science support structures of SA sport remain largely unstructured and ineffective. There is no formally constituted entity coordinating provincial and national accredited specialist membership and governance structures for sport psychologists, sport physiotherapists, biokineticists, nutritionists, sport medicine practitioners and computer analysts.

This means there is no overarching structure to design and manage accreditation processes and establish and manage applied sport-specific research programmes in association with national coaching structures, in order to establish a register for profiling membership and advise federations on the appointment of appropriately qualified and accredited personnel.

There is reason to believe that South African sport has fallen significantly behind the rest of the world in this area. The need is overdue for sport medical and science support services to be better structured, involving *all* universities (the factories of these sources of specialist knowledge), to coordinate and deliver appropriately structured services on an accredited basis. Rowing's leadership has a responsibility to establish an appropriate structure in line with the sport's needs.

f. Coach and Umpire/Referee Demographic Profiles

ROWING: ALL NATIONALLY ACTIVE ACCREDITED MALE AND FEMALE COACHES, REFEREES AND UMPIRES IN AREA OF JURISDICTION - 2018

Category	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
All Nationally accredited Male Coaches.	45	8	1	89	143	● 31	● 38
All Nationally accredited Female Coaches.	26	1		46	73	● 36	● 37
Total Coaches (Male plus Female)	71	9	1	135	216	● 33	● 38
All Nationally Accredited Male Referees/Umpires.	3	1		110	114	● 3	● 4
All Nationally Accredited Female Referees/Umpires.	1	2	1	54	58	● 2	● 7
Total Referees (Male plus Female)	4	3	1	164	172	● 2	● 5

The demographic profile of the 143 accredited male coaches (129 in 2017 and 182 in 2016) was reported as 38% generic Black (27% in 2017 and 23% in 2016), 62% White and 31% Black African (21% in 2017).

The demographic of the 73 female coaches (70 in 2017 and 97 in 2016) was reported as 37% generic Black (39% in 2017 and 26% in 2016) and 63% White, reflecting a small incremental progress from a demographic change perspective over the past three years.

The male and female coaching groups are 62% and 63% White respectively.

The charter target of 60% was *not* achieved for either the generic Black or Black African targets. On the other hand, the actual 38% generic Black demographic reported for male plus female coaches achieved the 25% self-set barometer target as did the 33% actual Black African demographic reported. No self-set barometer forecasts were set in 2017.

The demographic profile of the 114 accredited male referees, 103 in 2017 and 34 in 2016, was reported as 96% White, 4% generic Black (1% in 2017 and 0% in 2016),

whereas the Black African demographic component of the 58 female referees/umpires, 47 in 2017 and 34 in 2016, was reported as 93% White, 7% generic Black (2% in 2017 and 3% in 2016) and 2% Black African (6% in 2017 and 9% in 2016).

The overall referee/umpire demographic (male plus female) total of 172 (150 in 2017) was reported as 95% White (97% in 2017).

The charter target of 60% was *not* achieved for either the generic Black or black African targets. On the other hand, the actual 5% generic Black demographic reported achieved the 5% self-set barometer target for male and female referees. However, the 2% actual Black African demographic reported did not achieve the 5% self-set barometer target. No self-set barometer forecasts were made for 2017.

The referee/umpire structure lags the coach structure and will need greater focus.

The barometer forecasts from 2018 to 2025 may not be sufficiently challenging to encourage faster change.

g. Schools and Clubs (Footprint Data)

ROWING: NUMBER OF ALL PARTICIPATING SCHOOLS AND CLUBS (IN AREA OF JURISDICTION) PER DISTRICT AND PROVINCE - 2018

District in Area of Jurisdiction	No of ALL Clubs	No of ALL participating Junior Clubs	No of ALL participating Primary schools	No of ALL Participating Senior schools	No of ALL Participating Private Primary schools	No of ALL Participating Private Senior schools
Buffalo City	5	2		2		
Nelson Mandela Bay	3	1		1		
Alfred Nzo						
Amathole						
Chris Hani	3			3		
Ukhahlamba (Joe Gqabi)						
Sarah Baartman (Cacadu)	3	1		1		1
O R Tambo	3			3		
EASTERN CAPE (TOTAL)	17	4	-	10	-	1
Mangaung	3			3		
Fezile Dabi	4			4		
Lejweleputswa						
Thabo Mofutsanyana						
Xhariep						
FREE STATE (TOTAL)	7	-	-	7	-	-
City of Johannesburg	14	2	-	8		4
City of Tshwane	3		-	1		1
Ekurhuleni	10	1	-	7		6
Sedibeng						
West Rand						
GAUTENG (TOTAL)	27	3	-	16	-	11
Ethekwini	4	1		1		
Amajuba						
iLembe						
Sisonke (Harry Gwala)						
Ugu						
uMgungundlovu	3			1		1
Umkhanyakude						
uMzinyathi						
uThukela						
uThungulu (King Cetshwayo)						
Zululand						
KWAZULU NATAL (TOTAL)	7	1	-	2	-	1
Capricorn	2			2		
Mopani	2			2		
Sekhukhune						
Vhembe						
Waterberg						
LIMPOPO (TOTAL)	4	-	-	4	-	-
Ehlanzeni						
Gert Sibande						
Nkangala	2			2		
MPUMALANGA (TOTAL)	2	-	-	2	-	-
Bojanala Platinum	2			2		
Ngaka Modiri Molema						
Dr Ruth Mompati						
Dr Kenneth Kaunda						
NORTH WEST (TOTAL)	2	-	-	2	-	-
Frances Baard	6			6		
John Taolo						
Namakwa						
Pixley-ka-Seme						
Siyanda ZF Mgcawu						
NORTHERN CAPE (TOTAL)	6	-	-	6	-	-
Cape Town	8	2		3		1
Cape Winelands	1					
Eden						
Central Karoo						
Overberg	3			1		1
West Coast						
WESTERN CAPE (TOTAL)	12	2	-	4	-	2
TOTAL	84	10	-	53	-	15

ROWING:SUMMARY CLUB STRUCTURE IN AREA OF JURISDICTION-2018

Category	NUMBER
Total number of clubs (excluding 'Township' based clubs) participating in your code in area of jurisdiction	54
Total number of 'Township' based clubs participating in your code in area of jurisdiction	30
Total number of registered male club members (excluding Township based clubs) in area of jurisdiction	1453
Total number of registered male members in 'Township' based clubs in area of jurisdiction	806
Total number of registered female club members (excluding Township based clubs) in area of jurisdiction	693
Total number of registered female members in 'Township' based clubs in area of jurisdiction	692
Total number of league participating teams (excluding 'Township' based clubs) in area of jurisdiction	
Total number of league participating teams ('Township' based clubs) in area of jurisdiction.	
Total number of facilities available to clubs (excluding 'Township' based clubs) in area of jurisdiction	15
Total number of facilities available to 'Township' based clubs in area of jurisdiction.	36
Estimated total facility short fall at club level in area of jurisdiction.	7
Total number of new 'Township' clubs started last season in area of jurisdiction	1
Total number of Township based clubs that have stopped participating last season in area of jurisdiction	0
Total number of new clubs (excluding 'Township' based) that have started participating in your code last season	1
Total number of clubs (excluding 'Township' based clubs that have stopped participating in your code last season.	1
Total number of club players (excluding 'Township' based clubs) forming part of a High Performance Programme last season	102
Total number of club players, from 'Township' based clubs, forming part of a High Performance Programme last season	4
Total number of accredited coaches available at club level (excluding 'Township' based clubs) last season	145
Total number of Teams accredited coaches available at 'Township' based clubs	45
Total Number of Clubs (Excluding Township based Clubs) in your code that have participating Women Teams	37
Total Number of Township based Clubs participating in your code that have participating Women Teams	30
Total direct financial support provided clubs (excluding 'Township' based clubs) in area of jurisdiction last season.	R100 000,00
Total direct financial support provided to 'Township' based clubs) in area of jurisdiction last season	R1 020 000,00

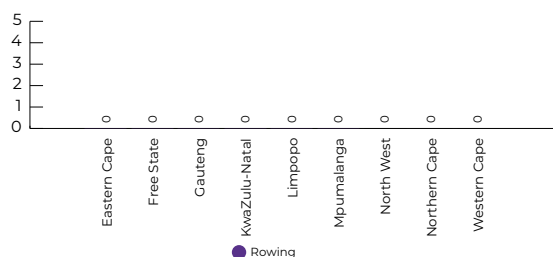
ROWING: SUMMARY SENIOR SCHOOL STRUCTURE IN AREA OF JURISDICTION - 2018

ELEMENT	NUMBER
Total number of all Senior schools in area of jurisdiction	10000 WAS THE NUMBER USED BY EPG
Total number of all Senior schools (Excluding Township based Senior schools) participating in your code in area of jurisdiction	25
Total number of facilities available to Senior schools (Excluding Township based Senior schools) in area of jurisdiction	15
Total estimated number of Senior school facility (Excluding Township based Senior schools) shortfall in area of jurisdiction	12
Total number of 'Township' based Senior schools in area of jurisdiction	
Total number of 'Township' based Senior schools participating in your code in area of jurisdiction	27
Total number of facilities available to Senior schools in 'Townships' participating in your code in area of jurisdiction	33
Total estimated number of Senior school facility shortfall in 'Townships' in area of jurisdiction	12
Total number of accredited coaches available to Senior schools (excluding Township based Senior schools) in area of jurisdiction	152
Total number of accredited coaches available to Senior'Township' based Senior schools in area of jurisdiction	41
Number of new Senior schools (excluding 'Township' Senior schools) that have started participating in your code during last season in area of jurisdiction	0
Number of Senior schools (excluding 'Township' Senior schools) that have stopped participating in your code last season in area of jurisdiction	0
Number of new 'Township' based Senior schools that have started participating in your code during last season in area of jurisdiction	0
Number of 'Township' based Senior schools that have stopped participating in your code last season in area of jurisdiction	0
Number of Senior school (excluding 'Township' Senior school) participants form part of a High Performance program in area of jurisdiction	54
Number ofSenior school ('Township' Senior school) participants forming part of a High Performance program in area of jurisdiction	0
Total Number of Senior Schools (excluding participating Township Senior schools) participating in your code that have girl participating Teams	10
Total Number of Township based Senior Schools participating in your code that have girl participating Teams	27
Direct financial support given to a Senior schools (excluding participating Township Primary schools) in area of jurisdiction	R
Direct financial support given to Township based Senior schools in area of jurisdiction	R950 000,00

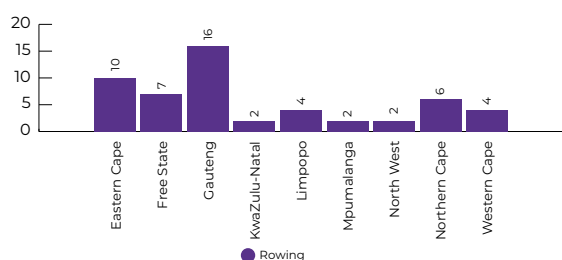
ROWING: SUMMARY PRIMARY SCHOOL STRUCTURE IN AREA OF JURISDICTION -2018

	NUMBER
Total number of all Primary schools in area of jurisdiction	NO PRIMARY SCHOOL FOCUS IN ROWING
Total number of all Primary schools (Excluding Township based Primary schools) participating in your code in area of jurisdiction	
Total number of facilities available to Primary schools (Excluding Township based Primary schools) in area of jurisdiction	
Total estimated number of Primary school facility (Excluding Township based Primary schools) shortfall in area of jurisdiction	
Total number of 'Township' based Primary schools in area of jurisdiction	
Total number of 'Township' based Primary schools participating in your code in area of jurisdiction	
Total number of facilities available to Primary schools in 'Townships' participating in your code in area of jurisdiction	
Total estimated number of Primary school facility shortfall in 'Townships' in area of jurisdiction	
Total number of accredited coaches available to Primary schools (excluding Township based Primary schools) in area of jurisdiction	
Total number of accredited coaches available to Primary 'Township' based Primary schools in area of jurisdiction	
Number of new Primary schools (excluding 'Township' Primary schools) that have started participating in your code during last season in area of jurisdiction	NO PRIMARY SCHOOL FOCUS IN ROWING
Number of Primary schools (excluding 'Township' Primary schools) that have stopped participating in your code last season in area of jurisdiction	
Number of new 'Township' based Primary schools that have started participating in your code during last season in area of jurisdiction	
Number of 'Township' based Primary schools that have stopped participating in your code last season in area of jurisdiction	
Number of Primary school (excluding 'Township' Primary school) participants form part of a High Performance program in area of jurisdiction	
Number of Primary school ('Township' Primary school) participants forming part of a High Performance program in area of jurisdiction	
Total Number of Primary Schools (excluding participating Township Primary schools) participating in your code that have girl participating Teams	
Total Number of Township based Primary Schools participating in your code that have girl participating Teams	
Direct financial support given to a Primary schools (excluding participating Township Primary schools) in area of jurisdiction	
Direct financial support given to Township based Primary schools in area of jurisdiction	

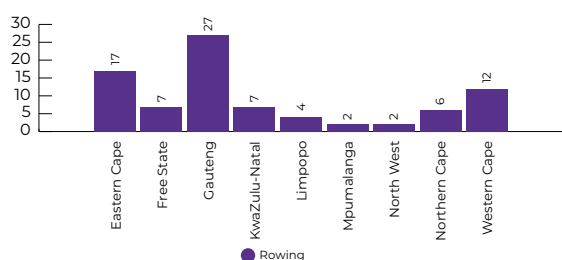
Rowing: Primary School Participation Profile Per Province - 2018



Rowing: Senior School Participation Profile Per Province - 2018



Rowing: Club Participation Profile Per Province - 2018



Equipment and facility constraints result in a smaller school footprint than for most other federations.

No primary school participation was reported. Participation by 52 senior schools (out of 10 000 senior schools) (81 in 2017) was reported. The senior participating schools are forecast to be 78 by 2025. These schools comprise mainly private and previous model C schools. Involvement in schools with larger Black African and Coloured learner profiles may have to be more aggressively pursued to avoid possible sustainability challenges (as raised in previous reports) in the future.

The participation number increases in this area are obviously resource-constrained (in terms of equipment and facilities), particularly within the ranks of the vast number of disadvantaged schools. The potential for a higher rate of growth, based on well researched regionally focused plans in association with SRSA's provincial government sport structures, may be worth pursuing. The problem should not be left for future leadership structures to resolve.

The number of senior schools reported, i.e. 52, did not reach the low and non-challenging self-set barometer target of 57 forecast.

The number of participating clubs, i.e. 84 (85 in 2017), and the number of registered club members, i.e. 3 644 (2 492 in 2017), reported did not achieve the 88 clubs and 3 800 club members forecast in the barometer, as shown in the scorecard.

The number of club members are forecast to increase to 4100 by 2025, a 38% increase from its current level of 2 535. The rate and extent of the demographic change of club membership are important measures in these areas.

General Remarks

An understanding of the reproduction of inequality (still aligned with race) after apartheid requires deeper understanding of how the systems entrenching inequality under the previous dispensation have evolved since 1994. Inequality persists in sport (and other areas) because of highly concentrated economic power reinforced by continued inequalities in education, residence, infrastructure and work organisation. In all these areas the reforms introduced to date did not go far enough to bring about a step change in equality.

The education system continues to reproduce inequalities through large differences in access to quality of education that linked to location and household income. This impacts school sport in that participation opportunities are greatly reduced, thereby encouraging sport administrators to perpetuate and increase the existing gap between the 'haves' and the 'have nots' by focusing on the more 'privileged' segments of the structure.

The symbiotic relationship between the inequalities highlighted will require creative interventions at all levels on an ongoing basis if the existing equality gap is not to increase further. For those born into poverty equal opportunity will remain elusive.

The following feature among the multitude of strategic challenges faced by all federations:

- An ongoing problematic school sport system;
- Misplaced club structures;
- Sub-optimal sport club structures in townships;
- Failure to quantify and understand the real facility problem and the absence of well-constructed and comprehensive facility plans;
- Slow-changing demographic profiles in key areas;
- Quality and extent of coaching and referee/umpire structures;
- Suspect high-performance pipelines;
- Sub-optimally structured and organised medical and sport science support structures compared to South African sport's main competitors;

- Ongoing indifference to gender equity-related issues;
- Quality and extent of administrative support to maintain operations; and
- The impact of factors arising from challenging the socio economic and political environments.

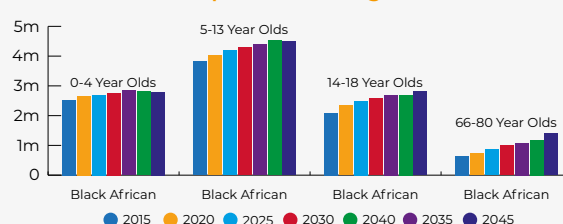
If not more proactively dealt with these issues could lead to a significantly changed South African sport system 20 years from now.

The inevitable sustainability challenges facing many organisations with predominantly White structures in the future relate to:

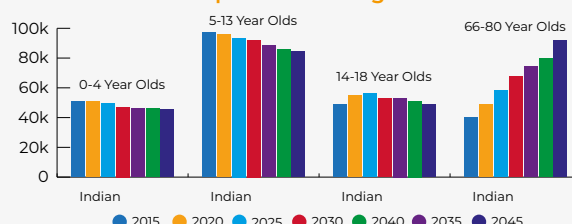
- The medium- to longer-term impact of national population demographic change;
- The continued under-representation of the increasing 80% + Black African component of society;
- The projected decrease in White population numbers from a current 4.5 million to about 2 million by 2050; and
- The projected decline of 33% over the next 15-20 years in the number of under-18 Whites and the corresponding increase, from 17 to 21 million, in the under-18 Black African age group.

The following figures illustrate the projected demographic change in different male population groups over the next 20 years.

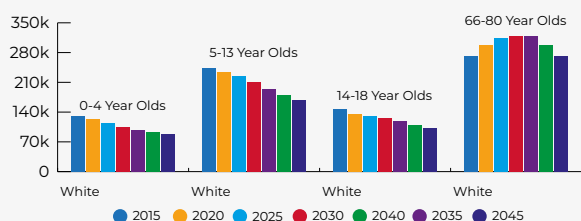
0 to 4, 5 to 13, 14 to 18 and 66 to 80+ Year Old Black African Male Population Change: 2015 to 2045



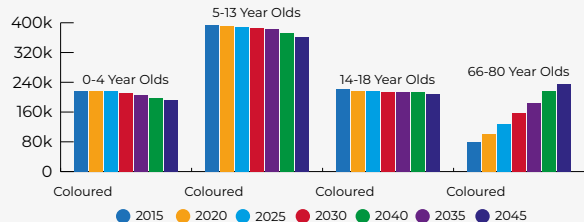
0 to 4, 5 to 13, 14 to 18 and 66 to 80+ Year Old Indian Male Population Change: 2015 to 2045



0 to 4, 5 to 13, 14 to 18 and 66 to 80+ Year Old White Male Population Change: 2015 to 2045



0 to 4, 5 to 13, 14 to 18 and 66 to 80+ Year Old Coloured Male Population Change: 2015 to 2045



The Barometer MoU entered into with SRSA and SASCOC by a federation should reflect the commitment and creativity of leadership to change the federation in key areas in order to lay the foundation on which future leadership structures can build. An ineffective and more-of-the-same approach will not deliver such a foundation. At best it could only increase the pressure on those following in the future to adopt more aggressive and risky strategies to deal with unresolved or partially resolved issues.



CONCLUSION & RECOMMENDATION

Rowing's score of 43% does not achieve the 50% self-set target rate as required by the MoU with SRSA and SASCOC. It is, however, recommended that the federation be given a conditional pass subject to revising and resubmitting its existing barometer by ensuring that:

- The revised Barometer reflects leadership commitment to *change* in key areas of the organisation to lay a foundation on which future leadership structures can build, given that
- an ineffective and more-of-the-same approach will not provide such a foundation and will increase the pressure on those following to adopt more aggressive and higher risk strategies to deal with unresolved or partially resolved issues;

- Consideration is given to the comments and observations, highlighting issues and weaknesses, made above as well as those made in previous EPG transformation status reports when projecting barometer targets forward to 2030;
- The revised barometer demonstrates meaningful change and progress in support of the overall charter objective of establishing 'an accessible, equitable, demographically representative and competitive sport structure';
- Barometer forecasts demonstrate planned and thoughtful *improvement* and *progress* over the period (2018 to 2030);
- Defined and coordinated programmes are established throughout the organisation to reduce the impact of *inequality* in all areas;
- The revised barometer comprises an optimal number of charter categories selected from the 43 listed barometer categories, including the shape and *demographic* profiles of the board and administration structure; *annual* equitable representative participation opportunity at 'international' level for *both* senior and underage male *and* female participants; coach and umpire/ referee demographics; the shape of the medical and scientific support base; participating schools, clubs and club members; and BEE support packages – all of which will require judicious and premeditated thought; and
- The implications of *static* or *slow-changing* targets are carefully considered as these reflect a structure that is transforming sub-optimally.



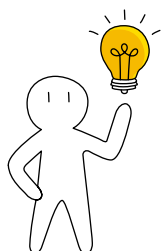
Rugby

Individual Federation Barometer Self-Set and Pre-Set Charter Target Scorecards



SECTION CONTENTS

Rugby: Barometer and Charter Scorecard – 2018 19	175
Rugbys Barometer and Charter Performance Overview – 2018	176
1. Subjective Evaluation of Data Submission Quality	176
2. Summary Performance against Barometer Self-Set and Charter One-Size-Fits-All Targets	176
a. National Team Demographic Charter Overview	177
b. Performance against the One-Size-Fits-All Charter Targets	177
c. National Team Demographic Overview	178
d. Administration	179
e. High-Performance Pipelines	179
f. Performance Records	180
g. Coach and Umpire/Referee Demographic Profiles	181
h. Sport Medicine and Scientific Support Structure	182
i. Schools and Clubs Footprint Profile	184
General Remarks	186
Conclusion & Recommendation	188

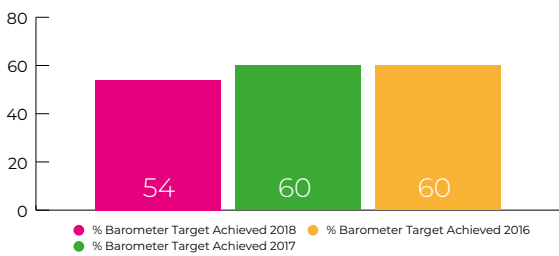


Jujskei set no barometer targets for senior male or female representative entities.

Rugby: Barometer and Charter Scorecard – 2018/19

MORE THAN 100% OF SELF-SET TARGETS ACHIEVED		LESS THAN 100% OF SELF-SET ACHIEVED OR NO FORECAST AND/OR ACTUAL DATA PROVIDED			ZERO SELF-SET TARGET AND ZERO ACTUAL REPORTED				NO DATA PROVIDED BY FEDERATION		
Category	Measures	Barometer Self-set Target 2018	Charter Target	actual 2018	% Barometer Target Achieved 2018	% Barometer Target Achieved 2017	% Barometer Target Achieved 2016	% Charter Target Achieved 2018	Percentage Point difference Barometer % vs Charter % Target Achievement 2018	Barometer Target Achievement Trend 2016 - 2018	
Schools and Clubs	Number of Participating Primary Schools	1 964		3078	157	127	191				
	Number of Participating Senior Schools	1 219		2637	216	166	135				
	Number of Participating Clubs	1 662		1164	70	166	122				
	Number of Club Members	76 396		81434	107	166	109				
Generic Black Male Representative Teams	Demographic Senior National Male Generic Black Team Members	45	60	39	87	166	107	65	22		
	Demographic of National 7s Male Generic Black Team Members	45	60	50	111	166	105	83	28		
	Demographic National Male Under 23 Generic Black Team Members	45	60	68	151	166	107	113	38		
	Demographic National Male Under 21/20 Generic Black Team Members	45	60	45	100						
	Demographic National Male Under 19 Generic Black Team Members	45	60	60	133			100	33		
	Demographic National Male Under 18 Generic Black Team Members	50	60	50	100	109	105	83	17		
	Demographic National Male Under 16/17 Generic Black Team Members	50	60	56	112			93	19		
Black African Male Representative Teams	Demographic Senior National Male Black African Team Members	30	60	22	73	89	88	37	37		
	Demographic of National 7s Male Black African Team Members	30	60	25	83	96	107	42	42		
	Demographic National Male Under 23 Black African Team Members	30	60	32	107	61	71	53	53		
	Demographic National Male Under 21/20 Black African Team Members	30	60	24	80						
	Demographic National Male Under 19 Black African Team Members	30	60	30	100			50	50		
	Demographic National Male Under 18 Black African Team Members	30	60	37	123	121	104	62	62		
	Demographic National Male Under 16/17 Black African Team Members	30	60	34	113			57	57		
Generic Black Female Representative Teams	Demographic Senior National Female Generic Black Team Members	80	60	86	108	123	0	143	-36		
	Demographic of National 7s Female Generic Black Team Members	80	60	60	75	97	84	100	-25		
	Demographic National Female Under 23 Generic Black Team Members		60								
	Demographic National Female Under 19 Generic Black Team Members		60								
	Demographic National Female Under 18 Generic Black Team Members		60								
	Demographic National Female Under 16/17 Generic Black Team Members		60								
Black African Female Representative Teams	Demographic Senior National Female Black African Team Members	50	60	68	136	142	0	113	23		
	Demographic of National 7s Female Black African Team Members	50	60	36	72	110	65	60	12		
	Demographic National Female Under 21/23 Black African Team Members		60								
	Demographic National Female Under 19 Black African Team Members		60								
	Demographic National Female Under 18 Black African Team Members		60								
	Demographic National Female Under 16/17 Black African Team Members		60					0			
Coaches and Referees or Umpires Demographic Profiles	Demographic Active (registered) Nationally Accredited Generic Black Coaches	60	60	37	62	60	88	62	0		
	Demographic Active (registered) Nationally Accredited Generic Black Referees	60	60	39	65	58	94	65	0		
	Demographic Active (registered) Nationally Accredited Black African Coaches	45	60	23	51	42	65	38	13		
	Demographic Active (registered) Nationally Accredited Black African Referees	45	60	17	38	42	45	28	9		
Board and Full-time Staff Demographic Profiles	Board/Exco (Generic Black) Demographic	65	60	62	95	111	111	103	-8		
	Board/Exco (Black African) Demographic	40	60	15	38	43	40	25	13		
	Full-time Staff (Generic Black) Demographic	60	60	69	115	123	127	115	0		
	Full-time Staff (Black African) Demographic	40	60	36	90	86	124	60	30		
Medical and Scientific Group Demographic Profile	Medical Practitioner Generic Black Support Demographic	45	60	67	149	83	83	112	37		
	Physiotherapist Generic Black Support Demographic	50	60	100	200	222	250	167	33		
	Biokineticist Generic Black Support Demographic	45	60	60	133	100	158	100	33		
	Sport Psychologist Generic Black Support Demographic	45	60	0	0	0	0	0	0		
	Computer Analyst Generic Black Support Demographic	45	60	75	167	150	143	125	42		
	Medical Practitioner Black African Support Demographic	20	60	17	85	85	125	28	57		
	Physiotherapist Black African Support Demographic	20	60	33	165	145	145	55	110		
	Biokineticist Black African Support Demographic	20	60	20	100	100	100	33	67		
	Sport Psychologist Black African Support Demographic	20	60	0	0	0	0	0	0		
	Computer Analyst Black African Support Demographic	20	60	75	375	300	333	125	250		
Preferential Procurement	Total % BEE Purchases	32	50	53	166	178	253	106	60		
Number of Categories in which targets have been set					41	35	35				
Number of Barometer Self-Set Targets achieved					24	21	21				
% of Barometer Self-Set/Charter Targets achieved					59	60	60				

Rugby Overall Barometer Scores 2016, 2017, 2018



The graphics show that the federation has achieved 59% of its self-set barometer targets, which is higher than the 50% required to avoid penalty imposition. This compares with the 60% achieved in 2017 and in 2016. On the other hand, only 38% of the one-size fit all charter targets were achieved, which suggests that self-set barometer targets are less challenging than corresponding predetermined charter targets, as shown.

Performance has moved slightly backward but can be improved if the situation around Black African representation in teams can be improved. The underage representative participation opportunity for women reflects a weakness which requires attention.

The charter categories in which less than 100% of the self-set barometer targets were achieved included the number and percentage of clubs, generic Black African representation in the senior male team, the male and female 7's national teams and the under-23 male representative team.

a. National Team Demographic Charter Overview

The *senior and underage national representative team categories* show low and slow-changing *Black African* forward projected self-set barometer targets, which points to a strategic weakness for rugby.

The barometer scorecard shows that rugby's self-set barometer targets for male and female senior and underage teams were reached in 12 out of the 18 (67%) of the listed representative team categories.

The self-set barometer targets *achieved* include those for:

- The 7's (50% vs 45%); the under-21/23 male team generic Black demographic reported as 68% against the self-set target of 45%; the under-21/20 male team generic Black, 45% vs 45%; the under-19 male team generic Black, 60% vs 45%, and the under-18 male team generic Black, 55% vs 55%; and

- The senior female team generic Black (86% vs 80%).

The self-set barometer targets *not* achieved include those for:

- The senior male team generic Black demographic, 39% vs 45%;
- The senior male team Black African (22% vs 30%), 7s (25% vs 30%) and under-21/20 (24% vs 30%); and
- The generic Black target for female senior 7s (60% vs 80%), as well as the Black African 7s target (36% vs 50%).

b. Performance against the One-Size-Fits-All Charter Targets

As shown in the barometer scorecard above, the following categories equal or exceed the 60% charter target in:

- Generic Black representation – the under-19 male team (60%), the under-23 male team (68%), the board (62%), full-time staff (69%), medical practitioners (67%), physiotherapists (100%), computer analysts (75%); and
- Black African representation – senior female team (68%).

The difference between the barometer and charter target achievement reflects less challenging barometer self-set target setting compared to prescribed charter targets. Black African representation in senior and underage teams remains a challenge to overcome, particularly when considering the focus on a relatively small number of old model C schools, and a comparatively small footprint in the under-resourced 25 000 public primary and senior schools, with a 80% + Black African demographic.

The low black African representation depicted in rugby's barometer scorecard (and that of sport structures in general) remains a not insignificant challenge considering the size and magnitude of socio-economic constraints, the longer-term impact of the changing national population demographic and the prevailing status of the SRSA/DBE MoU implementation. The current federation focus on previous model C schools may have to be more aggressively extended to include a higher percentage of active and structured involvement of the 25 000 public schools, particularly township schools.

The *impact* of the projected 15% increase in the overall under-18 population from 20 to 23 million over the next 25 years, a 24% increase in the under-18 Black African age group from 17 to 21 million, a 30% decline in the under-18 White population from 1.4 to 0.97 million and a reduction in both Coloured and Indian under-18 numbers from 1.98 to 1.65 million over the same period will have to be carefully monitored and dealt with.

The gap between the *slow-changing* forward-projected self-set barometer black African targets and the 60% charter target, complicated by the focus on the relatively small number of previous model C schools, may need to be more aggressively addressed. Slow-changing and non-challenging forward-projected self-set barometer Black African targets are not in the longer-term interest of sport structures from a sustainability perspective.

c. National Team Demographic Overview

RUGBY: MALE INTERNATIONAL REPRESENTATIVE TEAM DEMOGRAPHIC PROFILES - 2018

National Representative Team	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
Total Number of Different Senior National Representative Male Team Members During Season. Incoming series	6	4	0	13	23	26	43
Total Number of Different Senior National Representative Male Team Members During Season. Outgoing series	4	4	0	15	23	17	35
Total Number of Different Senior National Representative Male Team Members During Season. Championship	5	4	0	14	23	22	39
Total Senior International Male Team All Competitions During Season	15	12	0	42	69	22	39
Total Number of Different Senior National Representative Male Team Members During Season. Senior 7s - Blitzboks	3	3	0	6	12	25	50
Total Number of Different Under 23 National Male Team Members During Last Season - 7s	6	7	0	6	19	32	68
Total Number of Different Under 21 National Male Team Members During Last Season							
Total Number of Different Under 20 National Male Team Members During Last Season	8	7	0	18	33	24	45
Total Number of Different Under 19 National Male Team Members During Last Season	6	6	0	8	20	30	60
Total Number of Different Under 18 National Male Team Members During Last Season	11	4	0	15	30	37	50
Total Underage International Male Team All Competitions During Season	31	24	0	47	102	30	54

RUGBY: FEMALE INTERNATIONAL REPRESENTATIVE TEAM DEMOGRAPHIC PROFILES - 2018

International Representative Team	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
Total Number of Different Senior Representative National Female Team Members During Season. Springbok Women	19	5	0	4	28	68	86
Total Number of Different Senior Representative National Female Team Members During Season. RWC 7s	5	3	0	4	12	42	67
Total Number of Different Senior Representative National Female Team Members During Season. Commonwealth 7s	4	3	0	6	13	31	54
Total 7s National Female Team All Competitions During Season	9	6	0	10	25	36	60
Total Number of Different Under 23 National Female Team Members During Last Season							
Total Number of Different Under 21 National Female Team Members During Last Season							
Total Number of Different Under 20 National Female Team Members During Last Season							
Total Number of Different Under 19 National Female Team Members During Last Season							
Total Number of Different Under 18 National Female Team Members During Last Season							
Total Underage National Female Team All Competitions During Season	0	0	0	0	0		

If women are to compete successfully against top countries in the rugby world, underage representative participation as part of a pipeline, comprising at least three underage categories as well as increased participation opportunity at school level, backed up by appropriate high-performance structures, are key success factors. The imbalance between female and male participation opportunities also needs to be viewed from a gender equity perspective.

Areas that require greater attention include:

1. Those in which less than 100% of self-set barometer targets were achieved and those where the 60% charter targets were not achieved, as shown in the barometer scorecard. Black African representation on and off the field of play appears to be a problem area for rugby.
2. The self-set and forward-projected Black African barometer targets appear to be *low* and *slow-changing* and may not reflect the progress required.

The large forward-projected gap (about 30 percentage points) between existing Black African representation levels and the 60% charter target level requires greater focus at lower levels of rugby's structures.

d. Administration

RUGBY: NATIONAL ADMINISTRATION DEMOGRAPHIC PROFILE - 2018

	African	Coloured	Indian	White	Total No Women*	Total No Disabled Persons*	TOTAL	% Black African	% Generic Black	% Coloured	% Indian	% Women	% Disabled
President		1					1	0	100	100	0	0	0
CEO				1			1	0	0	0	0	0	0
Full-time Employed Staff Members	27	23	1	23	34	1	74	36	69	31	1	46	1
Part Time Employed Staff Members	99	121	4	191	59	0	415	24	54	29	1	14	0
'Board' Members													
Exco/Management Committee Members	2	6	0	5	1		13	15	62	46	0	8	0
Finance Committee	1	3	0	3			7	14	57	43	0	0	0
Audit and Risk Committee	2	3	0	2	2		7	29	71	43	0	29	0
Transformation Committee	1	8	1	9	1		19	5	53	42	5	5	0

Board/Exco: The generic Black board demographic of 62% (69% in 2017) exceeds the 60% charter target but not the 65% self-set barometer target.

The actual 15% Black African representation reported is well below both the 40% self-set barometer target of the federation as well and the 60% charter one-size-fits-all target, as shown in the barometer scorecard.

If demographic change over the next five years on the field of play takes place at a higher rate (and it could very well do so) than that in the board room, different challenges could emerge.

Rugby's full-time staff complement with a reported 69% (70% in 2017) generic Black demographic exceeds both its self-set barometer target of 60% as well as the 60% charter target, as shown in the scorecard. However, the 36% (30% in 2017) actual Black African demographic reported is below the self-set 40% forecast barometer target as well as the 60% charter target.

e. High-Performance Pipelines

RUGBY: NATIONAL SENIOR AND UNDERAGE MALE HIGH PERFORMANCE SQUAD COMPOSITION - 2018

High Performance Group	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
Number of National Senior Male High Performance Squad Members	13	13	0	35	61	21	43
Number of National Senior Male High Performance Squad Members 7s	9	6	0	13	28	32	54
Number of Under 23 National Male High Performance Squad Members 7s	6	7	0	6	19	32	68
Number of Under 21 National Male High Performance Squad Members					0		
Number of Under 20 National Male High Performance Squad Members	8	9	0	21	38	21	45
Number of Under 19 National Male High Performance Squad Members	14	7	0	10	31	45	68
Number of Under 18 National Male High Performance Squad Members	11	4	0	15	30	37	50
Number of Under 17 National Male High Performance Squad Members	16	14	0	30	60	27	50
Number of Under 16 National Male High Performance Squad Members	23	15	0	30	68	34	56
Average underage	78	56	0	112	246	32	54

RUGBY: NATIONAL SENIOR AND UNDERAGE FEMALE HIGH PERFORMANCE SQUAD COMPOSITION - 2018

High Performance Group	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
National Senior Female High Performance Squad Members During last season	19	5	0	4	28	68	86
Under 23 National Female High Performance Squad Members							
Under 21 National Female High Performance Squad Members							
Under 20 National Female High Performance Squad Members							
Under 19 National Female High Performance Squad Members							
Under 18 National Female High Performance Squad Members							
Under 17 National Female High Performance Squad Members							
Under 16 National Female High Performance Squad Members							
Average underage	0	0	0	0	0		

The demographic profile of rugby's high-performance pipeline at national level comprises 246 (196 in 2017) underage males. This includes 89 seniors (98 in 2017), 28 7s, 19 under-23s, 38 under-20s, (50 in 2017); 31 under-19s; 30 under-18s (48 in 2017), 60 under-17s, and 68 under-16s.

The number of senior female high-performance members reported was 28. There are no other high-performance female members in the group.

The generic Black demographic of the 61 senior male senior group was reported as 43% (48% in 2017) and the average underage high-performance group as 54% (48% in 2017). The corresponding Black African demographic for the two male groups was reported as 21% (30% in 2017) and 32% (28% in 2017) respectively, all well below the 60% charter target.

The high-performance pipeline of 28 (49 in 2017) senior females was reported as 86% (94% in 2017) generic Black and 68% (69% in 2017) Black African, which exceeded the

60% charter target, which reflects a highly transformed group representing a good foundation for future international representative demographic profiles.

No underage female groups are included in rugby's high-performance programme, reflecting an ineffective pipeline from a female participant perspective.

Given the negative trend in the number of high-performance groups and demographic profiles, effective optimisation of pipeline numbers, age group spread, demographic profiles and programme quality are key to achieving the desired rate and extent of demographic change at national representative levels, particularly with respect to Black African representation and subsequent improved long-term sustainability.

A more aggressive approach at underage level for females is required, both from an accessibility and performance perspective.

f. Performance Records

RUGBY: NATIONAL SENIOR AND UNDERAGE FEMALE TEAM PERFORMANCE - 2018

Team	Matches Played	Matches Won	Matches Drawn	% Matches Won
Senior National Female Team Playing Record During Last Season: Springbok women	4	1	0	25
Senior National Female Team Playing Record During Last Season: RWC 7s	4	1	0	25
Senior National Female Team Playing Record During Last Season: Commonwealth 7s	5	0	0	
Total Senior National Female Team All Competitions During Season	13	2	0	15
Under 23 International Female Team Playing Record (If applicable)				
Under 21 International Female Team Playing Record (If applicable)				
Under 20 International Female Team Playing Record (If applicable)				
Under 19 International Female Team Playing Record (If applicable)				
Under 18 International Female Team Playing Record (If applicable)				
Under 17 International Female Team Playing Record (If applicable)				
Under 16 International Female Team Playing Record (If applicable)				

RUGBY: NATIONAL SENIOR AND UNDERAGE MALE TEAM PLAYING RECORD - 2018

Team	Number of Matches Played	Matches Won	Matches Drawn	% Matches Won
Senior National Male Team Playing Record During Last Season - Incoming Series	4	2	0	50
Senior National Male Team Playing Record During Last Season - Outgoing Series	4	2	0	50
Senior National Male Team Playing Record During Last Season - Championship	6	3	0	50
Senior National Male Team Playing Record During Last Season - Blitzboks	69	49	0	71
Overall National Senior Team International Playing Record	83	56	0	67
Under 23 International Male Team Playing Record (If applicable)				
Under 21 International Male Team Playing Record (If applicable)				
Under 20 National Male Team Playing Record During Last Season	10	8	0	80
Under 19 National Male Team Playing Record During Last Season	1	1	0	100
Under 18 National Male Team Playing Record During Last Season	3	2	0	67
Under 17 International Male Team Playing Record (If applicable)				
Under 16 International Male Team Playing Record (If applicable)				
Overall Underage	14	11	0	79

The average percentage of matches won by the male senior (springboks) national and 7s representative entities was reported as 50% (54% in 2017) and 71% (86% reported in 2017), a negative trend in both instances. The performance of the national 7s group, an almost perfect example of the benefits forthcoming from a successful transformation process, was disappointing.

The three national underage male representative entities, under-20, under-19 and under-18, reported

credible win records for 2018 of 80% (60% in 2017), 100%, and 67% (67% in 2017) respectively.

The senior women's national team participated in four (only two in 2017) international matches, winning one (a 25% win record). The women's 7s group played nine matches and recorded a disappointing 11% win record (against a 64% win record recorded in 2017). Special initiatives are required to improve women's rugby compared with that of women's football and cricket.

g. Coach and Umpire/Referee Demographic Profiles

RUGBY: ALL NATIONALLY ACTIVE ACCREDITED MALE AND FEMALE COACHES, REFEREES AND UMPIRES IN AREA OF JURISDICTION - 2018

Category	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
All Nationally accredited Male Coaches.	2504	1638	70	7721	11933	21	35
All Nationally accredited Female Coaches.	325	34	7	235	601	54	61
Total Coaches (Male plus Female)	2829	1672	77	7956	12534	23	37
All Nationally Accredited Male Referees/Umpires.	219	294	4	820	1337	16	39
All Nationally Accredited Female Referees/Umpires.	21	9	1	28	59	36	53
Total Referees (Male plus Female)	240	303	5	848	1396	17	39

The demographic of rugby's 12 534 male and female accredited coaches (10 220 reported in 2017) was 37% (34% in 2017) generic Black and 23% Black African (18% in 2017), which, although improved, still reflects a relatively untransformed and predominantly White structure. It also does not exceed rugby's own self-set barometer targets of 60% and 45% respectively, as shown in the barometer scorecard. The reported demographics also

do not exceed the 60% charter targets. Much work is required in this area to achieve self-set targets so as to improve accessibility.

As much as 95% (11 933) of the reported number of coaches were male, with a reported 35% generic Black (i.e. 65% White) and only 21% Black African demographic, both well below the charter target of 60%, reflecting a relatively untransformed structure.

Of the 12 534 coaches reported only 601, i.e. 5% of the total, were women, reflecting a significant increase from the 353 reported in 2017. Of these 235, i.e. 39% (71% in 2017), were reported as White, 6% (10% in 2017) as Coloured and 54% (20% in 2017) as Black African. This reflects a major demographic change in a very short period.

The demographic of rugby's 1396 (1663 in 2017) accredited referees was reported as 39% (33% in 2017) generic Black and 17% (18% in 2017) Black African respectively, which means that neither the self-set barometer targets of 45% for both nor the 60% charter target was achieved, as shown in the barometer scorecard above.

Only 59 out of the 1 396 referees were women (4% of the total number of referees), with a 53% generic Black

(i.e. 47% White) and 36% Black African demographic, reflecting a more demographically transformed structure than that for men.

Based on the data provided, rugby's referee and coach structures remain largely untransformed with respect to both generic Black and Black African representation. As the rate and extent of transformation in playing structures improve, slower and ineffective demographic change within coaching and referee ranks could precipitate unexpected challenges if not dealt with more proactively. With more opportunity for women participation emerging, more women coaches and referees will be needed.

h. Sport Medicine and Scientific Support Structure

RUGBY: DEMOGRAPHIC PROFILE OF ALL MALE + FEMALE SPECIALIST SUPPORT TO NATIONAL TEAMS - 2018

	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black	% White
Qualified Male/Female Medical Practitioners used by all National level individuals during last season	1	2	1	2	6	17	67	33
Qualified Male/Female Physiotherapists used by all National level individuals during last season	3	5	1	0	9	33	100	0
Qualified Male/Female Biokineticists used by all National level individuals during last season	1	2	0	2	5	20	60	40
Qualified Male/Female Nutritionists used by all National level individuals during last season	0	0	0	0	0			
Qualified Female Sport Psychologists used by all National level individuals during last season	0	0	0	1	1	0	0	100
Qualified Male/Female Computer Analysts used by all National level individuals during last season	3	0	0	1	4	75	75	25
Overall Male/Female Specialist Support	8	9	2	6	25	32	76	24

Twenty-five specialists, of which five are women, i.e. 20%, were reported as part of the five groups supporting rugby's national teams.

As shown in the barometer scorecard at the beginning of this section, only four (four in 2017) of the 10 self-set barometer targets set for the medical and scientific support specialist support group were achieved. These include the generic Black target for the medical practitioner group (67% actual vs 45% target), the physiotherapist group (100% actual vs 45% target), biokineticists (60% actual vs 45% target), and computer analysts (75% actual vs 45% target).

The actual 33% (29% in 2017) reported for Black African physiotherapists, compares with the low 20% self-set target for the group as did the 20% (no change from 2017) Black African actual reported for biokineticists compared to the self-set 20% target. On the other hand, the 60% charter target was achieved for Black African representation in the computer analyst group, reported

as 75% (60% in 2017) and for generic Black representation as shown in the barometer scorecard for medical practitioner, physiotherapist, biokineticist and computer analyst specialist groups.

The overall medical and scientific structure, comprising 25 practitioners (10 male and five female), reflects a demographic profile of 32% (19% in 2017) Black African and 76% (52% in 2017) generic Black, i.e. 24% White (48% in 2017), in the categories listed, which profile does not meet the 60% charter target requirement for Black African but exceeds the 60% generic Black charter target.

The absence of sport psychologists in the support structure remains an issue, and considering the issues affecting most young people in the country, it may also be advisable to incorporate support from nutritionists and social welfare practitioners in the overall support structure.

The medical and sport science support structures of SA sport remain small and largely unstructured nationally. It still appears if there is no formally constituted entity coordinating provincial and national accredited specialist membership and governance structures comprising sport psychologists, sport physiotherapists, biokineticists, nutritionists, sport medicine practitioners and computer analysts for rugby.

This means there is no overarching structure to design and manage accreditation processes and establish and manage applied rugby-specific research programmes in association with national and provincial coaching

structures, in order to establish a register for profiling membership and advise federations on the appointment of appropriately qualified and accredited personnel.

There is reason to believe that South African sport has fallen significantly behind the rest of the world in this area. The need is overdue for sport medical and science support services to be better structured, involving *all* universities (the factories of these sources of specialist knowledge), to coordinate and deliver appropriately structured services on an accredited basis. Rugby's leadership has a responsibility of establishing a robust structure in line with the sport's needs.

i. Schools and Clubs Footprint Profile

RUGBY: NUMBER OF ALL PARTICIPATING SCHOOLS AND CLUBS (IN AREA OF JURISDICTION) PER DISTRICT AND PROVINCE - 2018

District in Area of Jurisdiction	No of All Clubs	No of All participating Junior Clubs	No of All participating Primary schools	No of All Participating Senior schools	No of All Participating Private Primary schools	No of All Participating Private Senior schools
Buffalo City	154		136	81	1	-
Nelson Mandela Bay	53		102	96		5
Alfred Nzo	-		143	126		
Amathole	137		380	327		
Chris Hani	23		281	229		
Ukhahlamba (Joe Qqabi)	8		92	82		
Sarah Baartman (Cacadu)	66		90	65		8
O R Tambo	32		288	317		
EASTERN CAPE (TOTAL)	473	-	1 512	1 323	1	13
Mangaung	10		28	39		
Fezile Dabi	4		8	13		
Lejweleputswa	17		28	26		
Thabo Mofutsanyana	14		26	30		
Xhariep	10		4	12		
FREE STATE (TOTAL)	55	-	94	120	-	-
City of Johannesburg	14					
City of Tshwane	20	8	56	34	10	12
Ekurhuleni	22	9	135	81		8
Sedibeng	7	3	38	39		1
West Rand	3					
GAUTENG (TOTAL)	66	20	229	154	10	21
Ethekeveni	22	17	21	16		12
Amajuba	5	5	76	61		9
iLembe	3	3	23	12		1
Sisonke	4	4	19	15		2
Ugu	4	4	24	10		2
uMgungundlovu	8	7	34	28		6
Umkhanyakude	1	1	25	11		2
uMzinyathi	2	2	22	23		-
uThukela	3	3	30	20		2
uThungulu (King Cetshwayo)	6	5	47	49		8
Zululand	3	3	25	26		2
KWAZULU NATAL (TOTAL)	61	54	346	271	-	46
Capricorn	3	1	4	2	1	2
Mopani	1	-	7	3	-	1
Sekhukhune	1	-	6	1	-	-
Vhembe	2	1	3	2	-	-
Waterberg	9	1	13	6	-	-
LIMPOPO (TOTAL)	16	3	33	14	1	3
Ehlanzeni	10		35	38	4	4
Gert Sibande	5		29	36	2	2
Nkangala	4		25	30	6	6
MPUMALANGA (TOTAL)	19	-	89	104	12	12
Bojanala Platinum	7		17	13		
Central (Ngaka Modiri Molema)	5		40	8		
Bophirima (Dr Ruth Mompati)	3		15	5		
Southern (Dr Kenneth Kaunda)	20		43	31		
NORTH WEST (TOTAL)	35	-	115	57	-	-
Frances Baard	9		24	11		
Kgaladi	4		10	8		
Namakwa	24		23	17		
Pixley-ka-Seme	10		16	10		
Siyanda	6		16	10		
NORTHERN CAPE (TOTAL)	53	-	89	56	-	-
Cape Town	106	13	221	192	6	3
Cape Winelands	144		190	56		1
Eden	61		92	50	3	3
Central Karoo	2		12	50		
Overberg	44			16		
West Coast	26			17		
WESTERN CAPE (TOTAL)	383	13	515	381	9	7
TOTAL	1 161	90	3 022	2 480	33	102

RUGBY: SUMMARY CLUB PROFILE IN AREA OF JURISDICTION - 2018

Category	NUMBER
Total number of clubs (excluding 'Township' based clubs) participating in your code in area of jurisdiction	529
Total number of 'Township' based clubs participating in your code in area of jurisdiction	635
Total number of registered male club members (excluding Township based clubs) in area of jurisdiction	34343
Total number of registered male members in 'Township' based clubs in area of jurisdiction	39301
Total number of registered female club members (excluding Township based clubs) in area of jurisdiction	5771
Total number of registered female members in 'Township' based clubs in area of jurisdiction	2 019
Total number of league participating teams (excluding 'Township' based clubs) in area of jurisdiction	823
Total number of league participating teams ('Township' based clubs) in area of jurisdiction.	602
Total number of facilities available to clubs (excluding 'Township' based clubs) in area of jurisdiction	514
Total number of facilities available to 'Township' based clubs in area of jurisdiction.	195
Estimated total facility short fall at club level in area of jurisdiction.	481
Total number of new 'Township' clubs started last season in area of jurisdiction	7
Total number of Township based clubs that have stopped participating last season in area of jurisdiction	14
Total number of new clubs (excluding 'Township' based) that have started participating in your code last season	8
Total number of clubs (excluding 'Township' based clubs that have stopped participating in your code last season.	3
Total number of club players (excluding 'Township' based clubs) forming part of a High Performance Programme last season	69
Total number of club players, from 'Township' based clubs, forming part of a High Performance Programme last season	99
Total number of accredited coaches available at club level (excluding 'Township' based clubs) last season	3638
Total number of Teams accredited coaches available at 'Township' based clubs	1058
Total Number of Clubs (Excluding Township based Clubs) in your code that have participating Women Teams	22
Total Number of Township based Clubs participating in your code that have participating Women Teams	38
Total direct financial support provided clubs (excluding 'Township' based clubs) in area of jurisdiction last season.	5 419 043
Total direct financial support provided to 'Township' based clubs) in area of jurisdiction last season	3 897 715

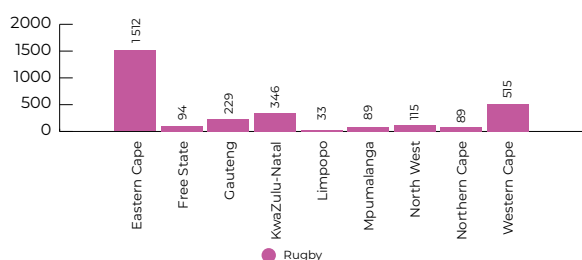
RUGBY: SUMMARY SENIOR SCHOOL PROFILE IN AREA OF JURISDICTION - 2018

Element	NUMBER
Total number of all Senior schools in area of jurisdiction	10 052
Total number of all Senior schools (Excluding Township based Senior schools) participating in your code in area of jurisdiction	973
Total number of facilities available to Senior schools (Excluding Township based Senior schools) in area of jurisdiction	1249
Total estimated number of Senior school facility (Excluding Township based Senior schools) shortfall in area of jurisdiction	702
Total number of 'Township' based Senior schools in area of jurisdiction	8 436
Total number of 'Township' based Senior schools participating in your code in area of jurisdiction	1 664
Total number of facilities available to Senior schools in 'Townships' participating in your code in area of jurisdiction	380
Total estimated number of Senior school facility shortfall in 'Townships' in area of jurisdiction	2 509
Total number of accredited coaches available to Senior schools (excluding Township based Senior schools) in area of jurisdiction	3 995
Total number of accredited coaches available to Senior 'Township' based Senior schools in area of jurisdiction	1 086
Number of new Senior schools (excluding 'Township' Senior schools) that have started participating in your code during last season in area of	4
Number of Senior schools (excluding 'Township' Senior schools) that have stopped participating in your code last season in area of jurisdiction	4
Number of new 'Township' based Senior schools that have started participating in your code during last season in area of jurisdiction	119
Number of 'Township' based Senior schools that have stopped participating in your code last season in area of jurisdiction	16
Number of Primary school (excluding 'Township' Senior school) participants form part of a High Performance program in area of jurisdiction	303
Number of Primary school ('Township' Senior school) participants forming part of a High Performance program in area of jurisdiction	98
Total Number of Primary Schools (excluding participating Township Senior schools) participating in your code that have girl participating Teams	99
Total Number of Township based Senior Schools participating in your code that have girl participating Teams	393
Direct financial support given to a Senior schools (excluding participating Township Primary schools) in area of jurisdiction	3 984 867
Direct financial support given to Township based Senior schools in area of jurisdiction	3 242 612

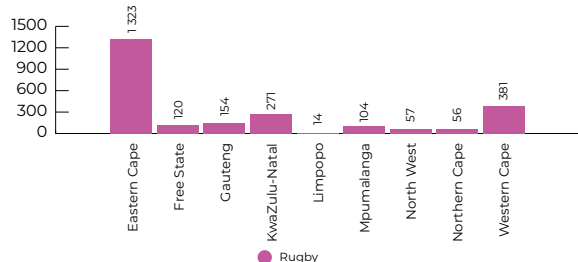
RUGBY: SUMMARY PRIMARY SCHOOL PROFILE IN AREA OF JURISDICTION - 2018

Element	NUMBER
Total number of all Primary schools in area of jurisdiction	14 587
Total number of all Primary schools (Excluding Township based Primary schools) participating in your code in area of jurisdiction	1 029
Total number of facilities available to Primary schools (Excluding Township based Primary schools) in area of jurisdiction	1 155
Total estimated number of Primary school facility (Excluding Township based Primary schools) shortfall in area of jurisdiction	414
Total number of 'Township' based Primary schools in area of jurisdiction	10 189
Total number of 'Township' based Primary schools participating in your code in area of jurisdiction	2 049
Total number of facilities available to Primary schools in 'Townships' participating in your code in area of jurisdiction	260
Total estimated number of Primary school facility shortfall in 'Townships' in area of jurisdiction	553
Total number of accredited coaches available to Primary schools (excluding Township based Primary schools) in area of jurisdiction	5 018
Total number of accredited coaches available to Primary 'Township' based Primary schools in area of jurisdiction	1 304
Number of new Primary schools (excluding 'Township' Primary schools) that have started participating in your code during last season in area of jurisdiction	19
Number of Primary schools (excluding 'Township' Primary schools) that have stopped participating in your code last season in area of jurisdiction	16
Number of new 'Township' based Primary schools that have started participating in your code during last season in area of jurisdiction	34
Number of 'Township' based Primary schools that have stopped participating in your code last season in area of jurisdiction	38
Number of Primary school (excluding 'Township' Primary school) participants form part of a High Performance program in area of jurisdiction	229
Number of Primary school ('Township' Primary school) participants forming part of a High Performance program in area of jurisdiction	70
Total Number of Primary Schools (excluding participating Township Primary schools) participating in your code that have girl participating Teams	86
Total Number of Township based Primary Schools participating in your code that have girl participating Teams	272
Direct financial support given to a Primary schools (excluding participating Township Primary schools) in area of jurisdiction	2 335 8114.62
Direct financial support given to Township based Primary schools in area of jurisdiction	

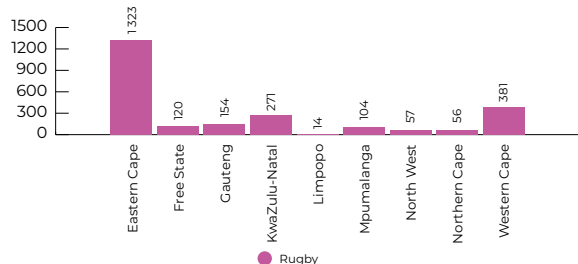
Rugby: Primary School Participation Profile Per Province - 2018



Rugby: Senior School Participation Profile Per Province - 2018



Rugby: Club Participation Profile Per Province - 2018



About 3 022, i.e. 20%, of the estimated 15 000 primary

schools and 2 480, i.e. 25%, of the estimated 10 000 senior schools have been reported as rugby participating schools by rugby.

The barometer scorecard shows that rugby's self-set barometer number of 1964 participating primary schools (1,964 in 2017) was exceeded by the actual number of 3 078 reported (2 410 in 2017). The self-set target of 1219 for senior participating schools (1 512 in 2017) was also exceeded by the actual number of 2 637 reported (1 755 in 2017), as shown in the barometer scorecard table. The data provided reveals a degree of inconsistency.

In the light of changing national demographic profiles impacting the historic resource base of sport, targeting the vast unexplored and under-resourced 25 000 primary and senior schools base may have to be more creatively explored with the objective of enlarging rugby's black African base for its demographic and sustainability profiles to be strengthened. This may be important if the game is not to become more and more exclusive as a result of its current school focus.

In this regard there may be a case for SARU to set up a measurement system to monitor (and manage) the ratio of players emerging from the 'more privileged' (previous model C) and private school environments (its current focus) to the number of players reaching the top coming out of the non-previous model C school environment. It may also be important to start with establishing and

monitoring the demographic shape of the first and under-16 and under-13 teams of schools.

Effective and constructive engagement with SRSA and DBE in close and integrated partnership arrangements with their provincial structures, providing structured participation and development opportunities, could prove to be key factors for success.

The reported number of 1 164 actual participating clubs (2 535 in 2017) was well below the self-set target of 1 662 (1 512 in 2017), whereas the actual 81 434 (82 768 in 2017) forecast number of participating club members exceeded the 76 246 barometer target, as shown in the barometer scorecard. The data provided suggests a deteriorating school and club situation.

School- and club-related sport participation data provided by federations is the very foundation from which to base future scenarios. However, this appears to be the least reliable of the data provided by federations. The collection and use of this data as part of planning processes may need to receive more dedicated attention against the background of rapid national demographic changes, the general condition of school sport and the revised MoU for school sport between the DBE and SRSA.

General Remarks

An understanding of the reproduction of inequality (still aligned with race) after apartheid requires a deeper understanding of how the systems entrenching inequality under the previous dispensation have evolved since 1994. Inequality persists in sport (and other areas) because of highly concentrated economic power reinforced by continued inequalities in education, residence, infrastructure and work organisation. In all these areas the reforms introduced to date did not go far enough to bring about a step change in equality.

The education system continues to reproduce inequalities through large differences in access to quality education that linked to location and household income. This impacts school sport in that participation opportunities are greatly reduced, thereby encouraging sport administrators to perpetuate and increase the existing gap between the 'haves' and the 'have nots' by focusing on the more 'privileged' segments of the structure.

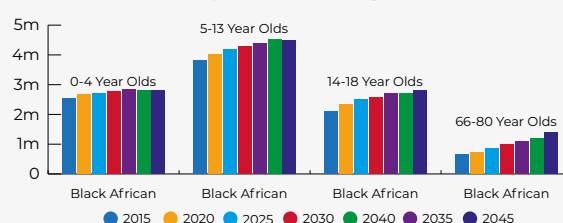
The symbiotic relationship between the inequalities highlighted will require creative interventions at all levels on an ongoing basis if the existing equality gap is not to increase further. For those born into poverty equal opportunity will remain elusive.

The inevitable sustainability challenges facing many organisations with predominantly White structures in the future relate to:

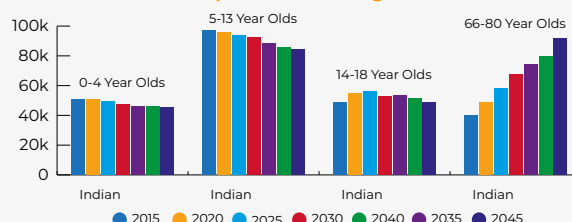
- The medium- to longer-term impact of national population demographic change;
- The continued under-representation of the increasing 80% + Black African component of society;
- The projected decrease in White population numbers from a current 4.5 million to about 2 million by 2050; and
- The projected decline of 33% over the next 15 to 20 years in the number of under-18 Whites and the corresponding increase, from 17 to 21 million, in the under-18 year Black African age group.

The following figures illustrate the projected demographic change in different male population groups over the next 20 years.

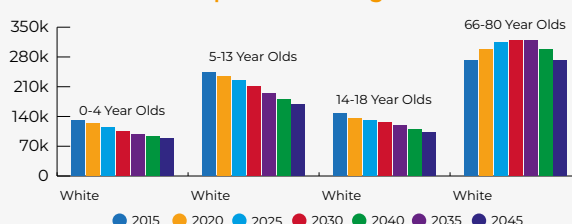
0 to 4, 5 to 13, 14 to 18 and 66 to 80+ Year Old Black African Male Population Change: 2015 to 2045



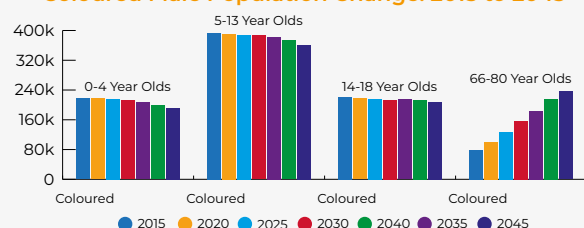
0 to 4, 5 to 13, 14 to 18 and 66 to 80+ Year Old Indian Male Population Change: 2015 to 2045



0 to 4, 5 to 13, 14 to 18 and 66 to 80+ Year Old White Male Population Change: 2015 to 2045



0 to 4, 5 to 13, 14 to 18 and 66 to 80+ Year Old Coloured Male Population Change: 2015 to 2045



The following feature among the multitude of strategic challenges faced by *all* federations:

- A possible ongoing challenging school sport system;
- A decline (in general) in numbers of club structures;
- Sub-optimal sport club structures in townships;
- Failure to quantify and understand the *real* facility problem (and the absence of well-constructed and comprehensive facility plans);
- Slow-changing demographic profiles in key areas;
- The quality and extent of coaching and referee/umpire structures;
- Sub-optimally structured and organised medical and sport science support structures compared to South African sport's main competitors;
- Ongoing indifference to gender equity-related issues;
- The quality, shape and extent of administrative support to maintain operations; and
- The impact of factors arising from a changing national population demographic profile and the socio-economic and political environments.

If not more proactively dealt with these issues could lead to a significantly changed South African sport system 20 years from now.



CONCLUSION & RECOMMENDATION

Rugby's 2018 barometer score of 54% compares with the 60% barometer scores reported in 2016 and 2017, and represents a pass in terms of the MoU between the federation, SRSA and SASCO.

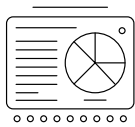
The federation is requested to review the existing barometer MoU with SRSA and, as part of the process, the federation needs to carefully consider the comments and observations above as well as those from previous

EPG transformation status reports when projecting barometer targets forward to 2030.

The revised barometer should reflect leadership commitment to *change* in key areas of the organisation to lay a foundation on which future leadership structures can build. An ineffective and more-of-the-same approach will not provide such a foundation and will only increase the pressure on those following to adopt more aggressive and risky strategies to deal with unresolved or partially resolved issues.

Consideration should be given to:

- The issues and weaknesses in the areas highlighted above when revising strategies and resetting barometer targets to ensure *meaningful* change and progress in key strategic areas;
- Ensuring all barometer forecasts demonstrates planned, and thoughtful *improvement* and transformational *progress* over the plan period driven by increasingly challenging targets;
- The implication of *static* or *slow-changing* barometer targets as these reflect sub-optimal rates of change;
- Establishing defined and coordinated programmes throughout the organisation to reduce the impact of *inequality* in all areas; and
- Ensuring the barometer is representative of the 43 listed charter categories, with due regard to: board and administration demographic structure; representative senior and underage teams; coach and umpire demographic profiles; shape of medical and scientific support base; equitable annual representative participation opportunity at 'international' level for *both* senior and underage male *and* female participants; revised participating school participation strategy (including re-evaluation of school facility structures); increasing the number of participating schools, clubs and club members in *township* areas; greater levels of accessibility to club structures; and improved BEE support packages at national and provincial level.



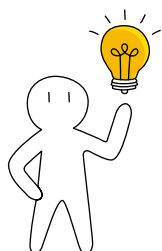
Softball

Individual Federation Barometer Self-Set and Pre-Set Charter Target Scorecards



SECTION CONTENTS

Softball: Barometer and Charter Scorecard – 2018 19	190
Softballs Barometer and Charter Performance Overview – 2018	191
1. Subjective Evaluation of Data Submission Quality	191
2. Summary Performance against Barometer Self-Set and Charter One-Size-Fits-All Targets	192
a. Administration	192
b. Senior, Junior and Youth Male and Female Representative Entities	193
c. High-Performance Pipeline	194
d. Performance Records	195
e. Coach and Umpire/Referee Demographic Profiles	196
f. Sport Medicine and Scientific Support Structure	196
g. Schools and Clubs (Footprint Data)	198
General Remarks	201
Conclusion & Recommendation	202



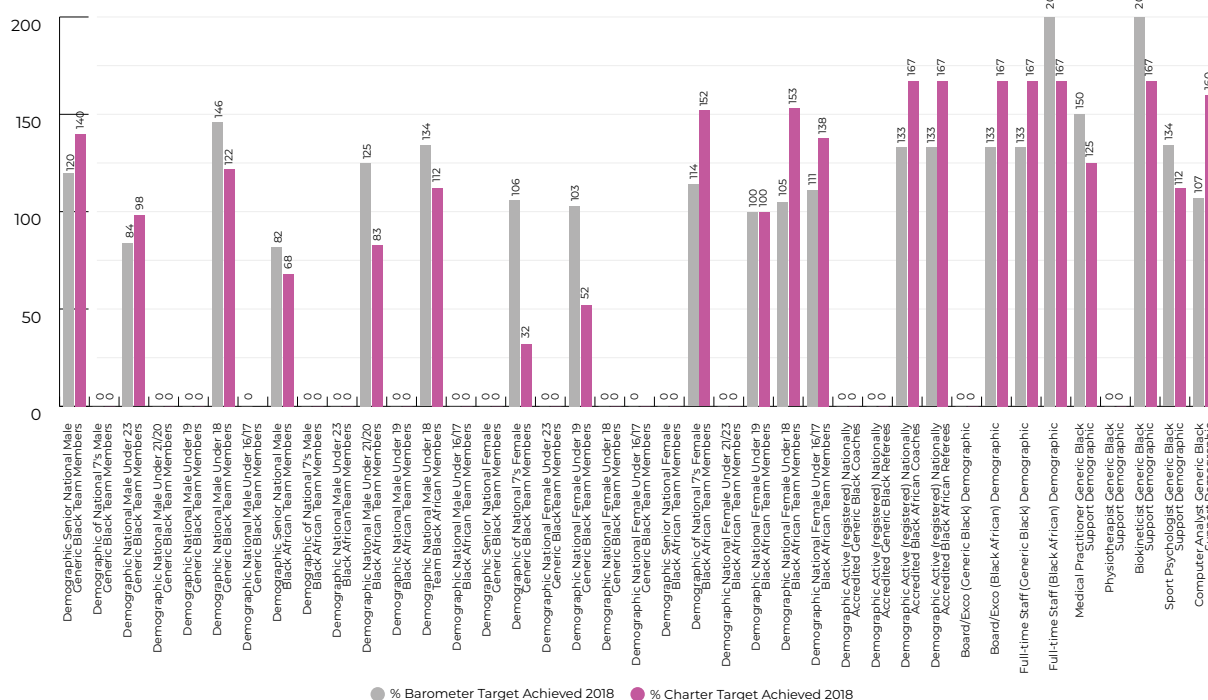
Only one softball underage male team (under-19) was reported. The generic Black actual reported 41% did not achieve the 70% self-set target, nor did the self-set Black African actual of 41% reported achieve the 50% self-set target.

Softball: Barometer and Charter Performance Scorecard – 2018/19

MORE THAN 100% OF SELF-SET TARGETS ACHIEVED		LESS THAN 100% OF SELF-SET ACHIEVED OR NO FORECAST AND/OR ACTUAL DATA PROVIDED		ZERO SELF-SET TARGET AND ZERO ACTUAL REPORTED			NO DATA PROVIDED BY FEDERATION		
Category	Measures	Barometer self-set target 2018	Charter Target	Actual 2018	% Barometer Target Achieved 2018	% Barometer Target Achieved 2017	% Charter Target Achieved 2018	Percentage Point difference Barometer % vs Charter %	Barometer Target Achievement Trend 2017 - 2018
Schools and Clubs	Number of Participating Primary Schools	150		260	173	132			
	Number of Participating Senior Schools	260		256	98	95			
	Number of Participating Clubs	209		169	81	91			
	Number of Club Members	3 135		169	5	234			
Generic Black Male Representative Teams	Demographic Senior National Male Generic Black Team Members	70	60	84	120	90	140	-20	
	% Demographic National Male Under 21/23 Generic Black Team Members	NO TOURNAMENT	60						
	Demographic National Male Under 19 Generic Black Team Members	70	60	59	84	0		-14	
	Demographic National Male Under 18 Generic Black Team Members	NO TOURNAMENT	60						
	Demographic National Male Under 16/17 Generic Black Team Members	NO TOURNAMENT	60						
Black African Male Representative Teams	Demographic Senior National Male Black African Team Members	50	60	73	146	100	122	24	
	Demographic National Male Under 21/23 Black African Team Members	NO TOURNAMENT	60						
	Demographic National Male Under 19 Black African Team Members	50	60	41	82			14	
	Demographic National Male Under 18 Black African Team Members	NO TOURNAMENT	60						
	Demographic National Male Under 16/17 Black African Team Members	NO TOURNAMENT	60						
Generic Black Female Representative Teams	Demographic Senior National Female Generic Black Team Members	40	60	50	125	133		42	
	Demographic National Female Under 21/23 Generic Black Team Members	NO TOURNAMENT	60						
	Demographic National Female Under 19 Generic Black Team Members	50	60	67	134		112	22	
	Demographic National Female Under 18 Generic Black Team Members	NO TOURNAMENT	60						
	Demographic National Female Under 16/17 Generic Black Team Members	NO TOURNAMENT	60						
Black African Female Representative Teams	Demographic Senior National Female Black African Team Members	18	60	19	106	100		74	
	Demographic National Female Under 21/23 Black African Team Members	NO TOURNAMENT	60						
	Demographic National Female Under 19 Black African Team Members	30	60	31	103			52	
	Demographic National Female Under 18 Black African Team Members	NO TOURNAMENT	60						
	Demographic National Female Under 16/17 Black African Team Members	NO TOURNAMENT	60						
Coaches and Referees or Umpires Demographic Profiles	Demographic Active (registered) Nationally Accredited Generic Black Coaches	75	60	NO DATA			NO DATA		
	Demographic Active (registered) Nationally Accredited Generic Black Referees	80	60	91	114	111	152	-38	
	Demographic Active (registered) Nationally Accredited Black African Coaches	50	60	NO DATA			NO DATA		
	Demographic Active (registered) Nationally Accredited Black African Referees	60	60	60	100	95	100	0	
Coaches and Referees or Umpires Demographic Profiles	Board/Exco (Generic Black) Demographic	88	60	92	105	105	153	-49	
	Board/Exco (Black African) Demographic	75	60	83	111	111	138	-28	
	Full-time Staff (Generic Black) Demographic	100	60	NO DATA			NO DATA		
	Full-time Staff (Black African) Demographic	100	60	NO DATA			NO DATA		
Medical and Scientific Group Demographic Profile	Medical Practitioner Generic Black Support Demographic	75	60	100	133	133	167	-33	
	Physiotherapist Generic Black Support Demographic	75	60	100	133	133	167	-33	
	Biokineticist Generic Black Support Demographic	75	60	NO DATA			NO DATA		
	Sport Psychologist Generic Black Support Demographic	75	60	100	133		167	-33	
	Computer Analyst Generic Black Support Demographic	75	60	100	133		167	-33	
	Medical Practitioner Black African Support Demographic	50	60	100	200		167	33	
	Physiotherapist Black African Support Demographic	50	60	75	150		125	25	
	Biokineticist Black African Support Demographic	50	60	NO DATA			NO DATA		
	Sport Psychologist Black African Support Demographic	50	60	100	200		167	33	
	Computer Analyst Black African Support Demographic	50	60	67	134		112	22	
Preferential Procurement	Total % BEE Purchases	75	50	80	107	123	160	-53	
Number of Categories in which targets have been set					31	31			
Number of Barometer Self-Set Targets achieved					20	11			
% of Barometer Self-Set/Charter Targets achieved					65	35			

Softball: Barometer- and Charter-Related Observations and Commentary – 2018

Softball- % Barometer Target Achieved vs % Predetermined Charter Target Achieved - 2018



The following sections evaluate softball's target achievement performance in selected transformation charter and barometer MoU categories.

1. Subjective Evaluation of Data Submission Quality

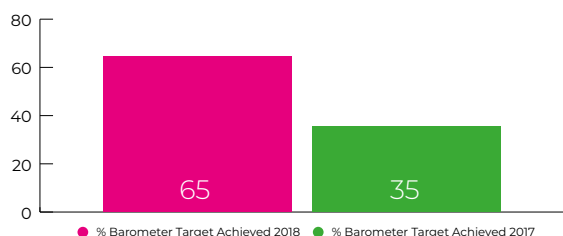
Softball's data submission process has improved from 2016 to 2018 as subjectively evaluated, based on the following criteria:

- Completeness of data packages 60% (60% in 2017);
- Perceived reliability of data submitted 60% (50% in 2017);
- Perceived commitment to the process 70% (60% in 2017); and
- Support received from sub-structures 60% (60% in 2017).

This evaluation results in an overall score of 63%, which compares with 58% achieved in 2017 and 10% in 2016. This is better than the 46% average score achieved by all 19 federations audited in 2018.

2. Summary Performance against Barometer Self-Set and Charter One-Size-Fits-All Targets

Softball Overall Barometer Scores 2017, 2018



Barometer forecasts were made in 31, i.e. 74%, of the 42 barometer transformation targets. This is low because of non-participating underage male and female teams.

Self-set barometer targets were achieved in 20 (65%) categories against only 11 (35%) in 2017. This is more than the 50% required as per the barometer MoU. No targets were set in 10 of the 42 barometer categories as shown in the barometer scorecard. This is due to underage teams not having scheduled participation opportunities, signaling a weakness in the system that needs to be resolved. Regular representative participation opportunity is a key component of a healthy development continuum.

The barometer self-set targets for generic Black (84% actual vs 70% target) and Black African (73% actual vs 50% target) for senior male representative teams were achieved. (The self-set targets may be low and need to be addressed in the MoU.)

The barometer self-set targets for generic Black (50% actual vs 40% target) and Black African (19% actual vs 18% target) for senior female representative teams were also achieved. This level of target setting and target achievement performance lags that of the male teams. The self-set targets may be low and need to be addressed in the MoU.

Only one underage male team (under-19) was reported. The generic Black actual reported 41% did not achieve the 70% self-set target, nor did the self-set Black African actual of 41% reported achieve the 50% self-set target.

For the under-19 females the actual performance of the under-19 generic Black group was 67% against the 50% forecast, whereas for the Black African component it was a low 31% actual vs a 30% forecast.

Black African representation remains a challenge.

a. Administration

SOFTBALL: NATIONAL ADMINISTRATION DEMOGRAPHIC PROFILE - 2018

Category	African	Coloured	Indian	White	Women	Disabled	TOTAL	% Black African	% Generic Black	% Coloured	% Indian	% Women	% Disabled
President	1	0	0	0	0	0	1	100	100	0	0	0	0
CEO	1	0	0	0	0	0	1	100	100	0	0	0	0
Full-time Employed Staff Members	0	0	0	0	0	0	0						
Part Time Employed Staff Members	0	0	0	0	0	0	0						
'Board' Members	0	0	0	0	0	0	0						
Exco/Management Committee Members	10	1	0	1	4	0	12	83	92	8	0	33	0
Finance Committee	2	0	0	0	0	0	2	100	100	0	0	0	0
Audit and Risk Committee	2	0	0	0	0	0	2	100	100	0	0	0	0
Transformation Committee	3	1	0	0	0	0	4	75	100	25	0	0	0

The federation was under administration in 2013 and 2014 and is staging a solid recovery.

The Exco (board) demographic of 83% (83% in 2017) Black African and 92% (92% in 2017) generic Black (i.e. 8% White) members reported reflect a highly transformed governance structure. Both demographics are well above the one-size-fits-all 60% target for both generic Black and Black African demographic representation.

The actual 84% Black African board demographic reported also achieved the self-set barometer target of 75%, whereas the 92% actual generic Black board demographic achieved the 88% self-set barometer target, as shown the scorecard above.

However, the data submitted suggests a problematic administration structure in that no full-time employed staff or part-time staff were reported, despite barometer targets set in both 2017 and 2018. Barometer forecasts also suggest that no full-time staff appointments will be made from now until 2025. The absence of a CEO highlighted in the 2017 audit has been addressed.

The absence of administrative support (full-time and/or part time) is a major constraining factor.

The federation's financially constrained position will impact the growth of the game. The *only* income received by the federation appears to be the annual R2 million grant from SRSA over the past three years.

Unlocking the undoubted potential of the game will require a major commitment.

b. Senior and Underage National and Representative Teams

SOFTBALL: NATIONAL REPRESENTATIVE SENIOR AND UNDERAGE FEMALE TEAM DEMOGRAPHICS - 2018

Team	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
Total Number of Different Senior Representative National Female Team Members During Season. Competition: World Cup in Japan August 2018	4	3	0	9	16	25	44
Total Number of Different Senior Representative National Female Team Members During Season. Competition: Botswana International Sanctioned Tournament	3	8	0	9	20	15	55
Total Senior National Female individual participants All Competitions During Season	7	11	0	18	36	19	50
Total Number of Different Under 23 National Female Team Members During Last Season: National Provincial Championships	9	1	0	7	17	53	59
Total Number of Different Under 21 National Female Team Members During Last Season							
Total Number of Different Under 20 National Female Team Members During Last Season							
Total Number of Different Under 19 National Female Team Members During Last Season: World Cup in USA July 2019	5	5	0	5	15	33	67
Total Number of Different Under 18 National Female Team Members During Last Season: Schools Training Team in preparation for 2020 U18 World Cup	12	6	0	8	26	46	69
Total Underage National Female individual participants All Competitions During Season	26	12	0	20	58	45	66

SOFTBALL: NATIONAL REPRESENTATIVE SENIOR AND UNDERAGE MALE TEAM DEMOGRAPHICS - 2018

Team	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
Total Number of Different Senior National Representative Male Team Members During Season. Competition: African World Cup Qualifiers	11	1	1	4	17	65	76
Total Number of Different Senior National Representative Male Team Members During Season. Competition: Botswana International Sanctioned Tournament	16	1	1	2	20	80	90
Total Senior National Male Team All Competitions During Season	27	2	2	6	37	73	84
Total Number of Different Under 23 National Male Team Members During Last Season: National Provincial Championships	15	0	0	2	17	88	88
Total Number of Different Under 21 National Male Team Members During Last Season							
Total Number of Different Under 20 National Male Team Members During Last Season							
Total Number of Different Under 19 National Male Team Members During Last Season: World Cup in CANADA July 2018	7	2	1	7	17	41	59
Total Number of Different Under 18 National Male Team Members During Last Season: Schools Training Team in preparation for 2020 U18 World Cup	21	2	0	3	26	81	88
Total Underage National Male Team All Competitions During Season	43	4	1	12	60	72	80

The senior national male team reported as 84% (63% in 2017) generic Black, 73% (50% in 2017) Black African, 5% Coloured and 16% (37% in 2017) White reflects a major change which, in terms of charter targets, reflects a well transformed structure.

The actual 84% generic Black demographic reported for the senior male team exceeded the 60% charter target and the 70% self-set barometer target, as shown in the barometer scorecard. The self-set Black African actual of 73% (50% in 2017) also exceeded the 50% barometer forecast.

The actual 73% Black African demographic for the senior male team reported also achieved the 60% charter target.

The World Championships tournament appears to be the only international exposure for both male and female softball representative entities. This is inadequate from a developmental perspective.

The senior male team generic Black demographic profiles projected forward to 2025 as part of the MoU barometer agreement forecasts a 50% and *unchanging* Black African demographic and an *unchanging* 70% generic Black demographic up until 2025. This make little sense and needs to be reviewed and corrected.

Three underage male groups were reported as under-23 (88% generic Black and 88% Black African), under-19 (41% generic Black and 88% Black African) and under-18 (80% generic Black and 72% Black African). However, the federation's barometer MoU agreement indicated forward-projected and non-changing under-19 generic

Black and Black African demographic profiles of 70% and 50% respectively. A 'no tournament note for under-17 and under-21 at international level' was included into the barometer by softball.

The average senior national female team demographic was reported as 50% (53% in 2017) generic Black, 50% (47% in 2017) White, 31% (45% in 2017) Coloured and only 19% (18% in 2017) Black African. This means that the 60% generic Black and Black African targets were *not* achieved in either of the two categories. However, the 19% actual Black African and 50% generic Black demographic reported for senior women teams did exceed the respective low self-set 40% generic Black African and self-set 18% Black African barometer target, as shown in the scorecard. These targets are too low.

The underage female teams (under-23, under-19 and under-18) were reported as 57% generic Black, i.e. 43% White, neither of which achieves the 60% charter target.

The female senior and underage representative teams appear to be significantly less 'transformed' than the corresponding male teams because of relatively high White and Coloured representation. Female softball needs a clearly defined strategy to make it more accessible to strategically important groups.

c. Performance Records

SOFTBALL: NATIONAL SENIOR AND UNDERAGE MALE TEAM PERFORMANCE - 2018

Team	Number of Matches Played	Matches Won	Matches Drawn	Matches Lost	% Matches Won
Senior National Male Team Playing Record During Last Seson - Competition: African World Cup Qualifiers	5	3	0	2	60
Senior National Male Team Playing Record During Last Seson - Competition: Botswana International Sanctioned Tournament	3	2	0	1	67
Overall National Senior Team International Playing Record	8	5	0	3	63
Under 23 National Male Team Playing Record During Last Seson: National Provincial Championships	8	4	0	4	50
Under 21 National Male Team Playing Record During Last Seson					
Under 20 National Male Team Playing Record During Last Seson					
Under 19 National Male Team Playing Record During Last Seson: World Cup in CANADA July 2018	10	4	0	6	40
Under 18 National Male Team Playing Record During Last Seson:					
Overall Underage	18	8	0	10	44

SOFTBALL: NATIONAL SENIOR AND UNDERAGE FEMALE TEAM PERFORMANCE - 2018

Team	Number of Matches Played	Matches Won	Matches Drawn	Matches Lost	% Matches Won
Senior National Female Team Playing Record During Last Seson. Competition: World Cup in Japan August 2018	8	0	0	8	0
Senior National Female Team Playing Record During Last Seson. Competition: Botswana International Sanctioned T	3	3	0	0	100
Senior National Female Team Playing Record. Competition:					
Overall National Senior Team International Playing Record	11	3	0	8	27
Under 23 National Female Team Playing Record During Last Seson: National Provincial Championships	8	7	0	0	88
Under 21 National Female Team Playing Record During Last Seson	0	0	0	0	
Under 20 National Female Team Playing Record During Last Seson	0	0	0	0	
Under 19 National Female Team Playing Record During Last Seson: World Cup in USA July 2019	8	1	0	7	13
Under 18 National Female Team Playing Record During Last Seson	0	0	0	0	
Overall National Underage Team International Playing Record	16	8	0	7	50

The senior male representative team participated in eight (10 in 2017) matches of which they won five (four in 2017), reflecting a much-improved win record of 60% compared to the 40% in 2017.

The two underage male teams, under-23 and under-19, participated in eight and 10 matches and reported average win records of 40% and 44% respectively.

The senior female representative team participated in 11 matches of which they won three, resulting in a low 27% win record, which adds to the challenges faced by the female complement.

Two underage (under-23 and under-19) female teams participated internationally, playing 16 matches and winning eight – a 50% win record, which bodes well for the future.

However, the under-19 female representative team was reported to have taken part in the World Championships in eight matches, winning only 1 – a 7% win record.

d. High-Performance Pipelines

SOFTBALL: NATIONAL SENIOR AND UNDERAGE FEMALE HIGH PERFORMANCE SQUADS - 2018

High Performance Group	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
National Senior Female High Performance Squad Members							
Under 23 National Female High Performance Squad Members							
Under 21 National Female High Performance Squad Members							
Under 20 National Female High Performance Squad Members							
Under 19 National Female High Performance Squad Members							
Under 18 National Female High Performance Squad Members							
Under 17 National Female High Performance Squad Members							
Under 16 National Male High Performance Squad Members							
Under 15 National Female High Performance Squad Members							
Average underage	0	0	0	0	0		

SOFTBALL: NATIONAL SENIOR AND UNDERAGE MALE HIGH PERFORMANCE SQUADS - 2018

High Performance Group	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
National Senior Male High Performance Squad Members							
Under 21 National Male High Performance Squad Members							
Under 20 National Male High Performance Squad Members							
Under 19 National Male High Performance Squad Members							
Under 18 National Male High Performance Squad Members							
Under 17 National Male High Performance Squad Members							
Under 16 National Male High Performance Squad Members							
Average underage	0	0	0	0	0		

For the second year running no senior high-performance male or female groups were reported, signaling a major weakness from both a transformation as well as development point of view, and something that requires attention sooner rather than later.

e. Coach and Umpire/Referee Demographic Profiles

SOFTBALL: ALL NATIONALLY ACTIVE ACCREDITED MALE AND FEMALE COACHES, REFEREES AND UMPIRES IN AREA OF JURISDICTION - 2018

Category	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
All Nationally accredited Male Coaches.							
All Nationally accredited Female Coaches.							
Total Coaches (Male plus Female)							
All Nationally Accredited Male Referees/Umpires.	89	42	0	10	141	63	93
All Nationally Accredited Female Referees/Umpires.	38	24	0	9	71	54	87
Total Referees (Male plus Female)	127	66	0	19	212	60	91

No actual data for the federation's male and female generic Black and Black African coaching structure was reported. This was also the case in 2017 and 2016. It is almost inconceivable that no coaching structure is emerging. This is a significant weakness for the future well-being of the sport and raises concern about whether the sport has a vision and plan.

Softball's barometer MoU indicates that this issue may only be corrected during 2019 where an accredited male and female coaching structure of 30% Black African and 50% generic Black has been forecast. A major challenge lies ahead for federation leadership.

The male umpire complement of 141 (139 reported in 2017) was reported as 93% (91% in 2017) generic Black and 63% (60% in 2017) Black African, 30% (32% in 2017) Coloured, and 7% (9% in 2017) White, and 0% Indian.

The 71 female umpire group was reported as 87% (87% in 2017) generic Black, 54% (52% in 2017) Black African, 34% Coloured and 13% White.

The self-set targets for the male plus female generic Black and Black African umpire demographics were set at 80% and 60% (60% for both in 2017) respectively in the MoU barometer. This means that the actual 60% generic Black demographic reported achieved the 60% self-set barometer target, but the actual 60% black African demographic reported did not achieve the 60% self-set barometer target, as shown in the barometer scorecard.

The shape of softball's umpire structure compared to that of the coaching structure is strange.

f. Sport Medical and Scientific Support Structure

SOFTBALL: DEMOGRAPHIC PROFILE OF ALL MALE + FEMALE SPECIALIST SUPPORT TO NATIONAL INDIVIDUALS - 2018

	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black	% White
Qualified Male/Female Medical Practitioners used by all National level individuals during last season	1	0	0	0	1	100	100	0
Qualified Male/Female Physiotherapists used by all National level individuals during last season	3	1	0	0	4	75	100	0
Qualified Male/Female Biokineticists used by all National level individuals during last season								
Qualified Male/Female Nutritionists used by all National level individuals during last season								
Qualified Female Sport Psychologists used by all National level individuals during last season	1	0	0	0	1	100	100	0
Qualified Male/Female Computer Analysts used by all National level individuals during last season	4	2	0	0	6	67	100	0
Overall Male/Female Specialist Support	9	3	0	0	12	75	100	0

Twelve specialists (four females), 100% generic Black and 75% Black African, were reported in four disciplines (two in 2017), namely medicine, physiotherapy, psychology and computer analytics. Self-set barometer targets, however, have been set and forecast up to 2025 in *each* discipline.

A generic Black demographic representation of 100% was reported in the four disciplines, with medical psychology and physiotherapy exceeding the self-set Barometer targets of 75% as well as the 60% charter target, as shown in the barometer scorecard.

The medical and sport science support structures of SA sport remain largely unstructured and ineffective. There is no formally constituted entity coordinating provincial and national accredited specialist membership and governance structures for sport psychologists, sport physiotherapists, biokineticists, nutritionists, sport medicine practitioners and computer analysts.

This means there is no overarching structure to design and manage accreditation processes and establish and manage applied sport-specific research programmes in association with national coaching structures, in order to establish a register for profiling membership and advise federations on the appointment of appropriately qualified and accredited personnel.

There is reason to believe that South African sport has fallen significantly behind the rest of the world in this area. The need is overdue for sport medical and science support services to be better structured, involving *all* universities (the factories of these sources of specialist knowledge), to coordinate and deliver appropriately structured services on an accredited basis. Softball leadership has a responsibility of establishing an appropriate structure in line with the federation's needs.

g. Schools and Clubs (Footprint Data)

SOFTBALL: NUMBER OF ALL PARTICIPATING SCHOOLS AND CLUBS (IN AREA OF JURISDICTION) PER DISTRICT AND PROVINCE - 2018

District in Area of Jurisdiction	No of All Clubs	No of All participating Junior Clubs	No of All participating Primary schools	No of All Participating Senior schools	No of All Participating Private Primary schools	No of All Participating Private Senior schools
Buffalo City	4	0	6	6	0	0
Nelson Mandela Bay	3	0	0	0	0	0
Alfred Nzo	1	0	2	3	0	0
Amathole	0	0	0	0	0	0
Chris Hani	2	0	2	3	0	0
Ukhahlamba (Joe Gqabi)	0	0	6	7	0	0
Sarah Baartman (Cacadu)	0	0	8	7	0	0
O R Tambo	5	0	7	5	0	0
EASTERN CAPE (TOTAL)	15	0	31	31	0	0
Mangaung	2	0	2	1	0	0
Fezile Dabi	6	0	3	5	0	0
Lejweleputswa	2	0	0	0	0	0
Thabo Mofutsanyana	4	0	7	2	0	0
Xhariep	0	0	0	0	0	0
FREE STATE (TOTAL)	14	0	12	8	0	0
City of Johannesburg	7	0	9	16	0	4
City of Tshwane	13	0	46	52	1	4
Ekurhuleni	6	0	0	11	10	6
Sedibeng	0	0	0	0	0	0
West Rand	0	0	0	0	0	0
GAUTENG (TOTAL)	26	0	55	79	11	14
Ethekwini	8	0	12	19	2	6
Amajuba	0	0	0	0	0	0
iLembe	0	0	0	0	0	0
Sisonke	0	0	0	0	0	0
Ugu	0	0	0	0	0	0
uMgungundlovu	0	0	0	0	0	0
Umkhanyakude	0	0	0	0	0	0
uMzinyathi	0	0	0	0	0	0
uThukela	0	0	0	0	0	0
uThungulu (King Cetshwayo)	0	0	0	0	0	0
Zululand	0	0	0	0	0	0
KWAZULU NATAL (TOTAL)	8	0	12	19	2	6
Capricorn	14	13	28	25	1	0
Mopani	7	7	3	8	0	0
Sekhukhune	7	6	6	8	0	0
Vhembe	2	4	2	3	0	0
Waterberg	6	5	7	8	1	0
LIMPOPO (TOTAL)	36	35	46	52	2	0
Ehlanzeni	1	0	2	2	0	0
Gert Sibande	1	0	1	1	0	0
Nkangala	1	0	1	1	0	0
MPUMALANGA (TOTAL)	3	0	4	4	0	0
Bojanala Platinum	4	1	8	6	0	0
Dr Kenneth Kaunda	4	0	15	10	0	0
Dr Ruth Segomotsi Mompati	2	0	3	2	0	0
Ngaka Modiri Molema	4	0	8	6	0	0
NORTH WEST (TOTAL)	14	1	34	24	0	0
Frances Baard	0	0	0	0	0	0
John Taolo	0	0	0	0	0	0
Namakwa	0	0	0	0	0	0
Pixley-ka-Seme	0	0	0	0	0	0
Siyanda	0	0	0	0	0	0
NORTHERN CAPE (TOTAL)	0	0	0	0	0	0
City of Cape Town	28	18	32	18	2	0
Cape Winelands	4	4	6	4	0	0
Central Karoo	4	4	6	4	0	0
Eden District	6	8	6	4	0	0
Overberg	5	7	8	4	0	0
West Coast	6	6	8	4	0	0
WESTERN CAPE (TOTAL)	53	47	66	38	2	0
TOTAL	169	83	260	255	17	20

SOFTBALL: SUMMARY PRIMARY SCHOOL PROFILE IN AREA OF JURISDICTION - 2018

	NUMBER
Total number of all Primary schools in area of jurisdiction (Data not available)	-
Total number of all Primary schools (Excluding Township based Primary schools) participating in your code in area of jurisdiction	101
Total number of facilities available to Primary schools (Excluding Township based Primary schools) in area of jurisdiction	0
Total estimated number of Primary school facility (Excluding Township based Primary schools) shortfall in area of jurisdiction	102
Total number of 'Township' based Primary schools in area of jurisdiction	-
Total number of 'Township' based Primary schools participating in your code in area of jurisdiction	159
Total number of facilities available to Primary schools in 'Townships' participating in your code in area of jurisdiction	0
Total estimated number of Primary school facility shortfall in 'Townships' in area of jurisdiction	159
Total number of accredited coaches available to Primary schools (excluding Township based Primary schools) in area of jurisdiction	0
Total number of accredited coaches available to Primary 'Township' based Primary schools in area of jurisdiction	0
Number of new Primary schools (excluding 'Township' Primary schools) that have started participating in your code during last season in area of jurisdiction	0
Number of Primary schools (excluding 'Township' Primary schools) that have stopped participating in your code last season in area of jurisdiction	0
Number of new 'Township' based Primary schools that have started participating in your code during last season in area of jurisdiction	0
Number of 'Township' based Primary schools that have stopped participating in your code last season in area of jurisdiction	0
Number of Primary school (excluding 'Township' Primary school) participants form part of a High Performance program in area of jurisdiction	0
Number of Primary school ('Township' Primary school) participants forming part of a High Performance program in area of jurisdiction	0
Total Number of Primary Schools (excluding participating Township Primary schools) participating in your code that have girl participating Teams	101
Total Number of Township based Primary Schools participating in your code that have girl participating Teams	159
Direct financial support given to a Primary schools (excluding participating Township Primary schools) in area of jurisdiction	R 0
Direct financial support given to Township based Primary schools in area of jurisdiction	R 0

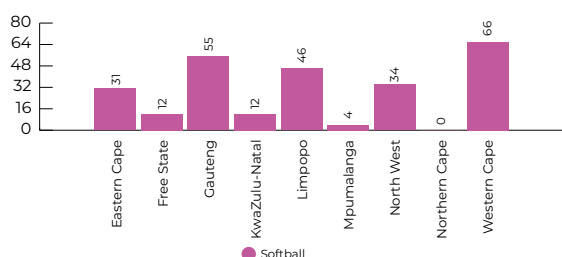
SOFTBALL: SUMMARY SENIOR SCHOOL PROFILE IN AREA OF JURISDICTION - 2018

Element	NUMBER
Total number of all Senior schools in area of jurisdiction	-
Total number of all Senior schools (Excluding Township based Senior schools) participating in your code in area of jurisdiction	103
Total number of facilities available to Senior schools (Excluding Township based Senior schools) in area of jurisdiction	0
Total estimated number of Senior school facility (Excluding Township based Senior schools) shortfall in area of jurisdiction	0
Total number of 'Township' based Senior schools in area of jurisdiction	-
Total number of 'Township' based Senior schools participating in your code in area of jurisdiction	153
Total number of facilities available to Senior schools in 'Townships' participating in your code in area of jurisdiction	0
Total estimated number of Senior school facility shortfall in 'Townships' in area of jurisdiction	0
Total number of accredited coaches available to Senior schools (excluding Township based Senior schools) in area of jurisdiction	0
Total number of accredited coaches available to Senior 'Township' based Senior schools in area of jurisdiction	0
Number of new Senior schools (excluding 'Township' Senior schools) that have started participating in your code during last season in area of	0
Number of Senior schools (excluding 'Township' Senior schools) that have stopped participating in your code last season in area of jurisdiction	0
Number of new 'Township' based Senior schools that have started participating in your code during last season in area of jurisdiction	0
Number of 'Township' based Senior schools that have stopped participating in your code last season in area of jurisdiction	0
Number of Primary school (excluding 'Township' Senior school) participants form part of a High Performance program in area of jurisdiction	0
Number of Primary school ('Township' Senior school) participants forming part of a High Performance program in area of jurisdiction	0
Total Number of Primary Schools (excluding participating Township Senior schools) participating in your code that have girl participating Teams	103
Total Number of Township based Senior Schools participating in your code that have girl participating Teams	153
Direct financial support given to a Senior schools (excluding participating Township Primary schools) in area of jurisdiction	R 0
Direct financial support given to Township based Senior schools in area of jurisdiction	R 0

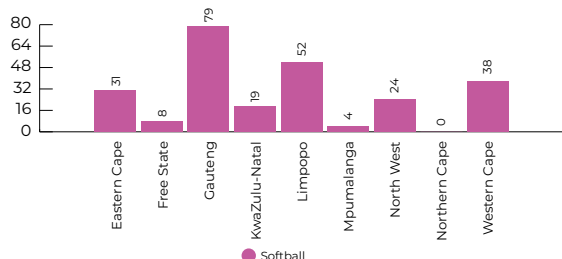
SOFTBALL: SUMMARY CLUB PROFILE IN AREA OF JURISDICTION - 2018

Category	NUMBER
Total number of clubs (excluding 'Township' based clubs) participating in your code in area of jurisdiction	23
Total number of 'Township' based clubs participating in your code in area of jurisdiction	146
Total number of registered male club members (excluding Township based clubs) in area of jurisdiction	8
Total number of registered male members in 'Township' based clubs in area of jurisdiction	84
Total number of registered female club members (excluding Township based clubs) in area of jurisdiction	15
Total number of registered female members in 'Township' based clubs in area of jurisdiction	62
Total number of league participating teams (excluding 'Township' based clubs) in area of jurisdiction	23
Total number of league participating teams ('Township' based clubs) in area of jurisdiction.	146
Total number of facilities available to clubs (excluding 'Township' based clubs) in area of jurisdiction	4
Total number of facilities available to 'Township' based clubs in area of jurisdiction.	0
Estimated total facility short fall at club level in area of jurisdiction.	165
Total number of new 'Township' clubs started last season in area of jurisdiction	14
Total number of Township based clubs that have stopped participating last season in area of jurisdiction	0
Total number of new clubs (excluding 'Township' based) that have started participating in your code last season	0
Total number of clubs (excluding 'Township' based clubs that have stopped participating in your code last season.	0
Total number of club players (excluding 'Township' based clubs) forming part of a High Performance Programme last season	0
Total number of club players, from 'Township' based clubs, forming part of a High Performance Programme last season	0
Total number of accredited coaches available at club level (excluding 'Township' based clubs) last season	0
Total number of Teams accredited coaches available at 'Township' based clubs	0
Total Number of Clubs (Excluding Township based Clubs) in your code that have participating Women Teams	15
Total Number of Township based Clubs participating in your code that have participating Women Teams	62
Total direct financial support provided clubs (excluding 'Township' based clubs) in area of jurisdiction last season.	R 0
Total direct financial support provided to 'Township' based clubs) in area of jurisdiction last season	R 719 000

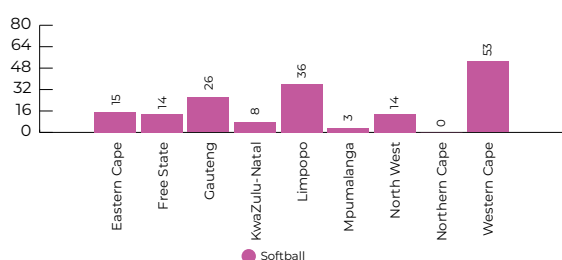
Softball: Primary School Participation Profile Per Province - 2018



Softball: Senior School Participation Profile Per Province - 2018



Softball: Senior School Participation Profile Per Province - 2018



Data provided in the footprint and data sheet tables are not aligned with respect to participating schools and clubs, which raises questions about the data submitted.

Only about 1% of the total number of primary and senior schools may be participating in softball. The reported number of participating primary schools, i.e. 260 (198 in 2017) exceeded the self-set barometer target of 150, but the reported 256 (226 in 2017) participating senior schools did not exceed the self-set barometer target of 260.

The reported number of participating clubs, i.e. 169 (188 in 2017), is well below the 209 self-set barometer target, as shown in the barometer scorecard, reflecting a small footprint and in some instances no footprint in certain provinces and districts.

The federation's school and club data (the foundation of any sport structure) is of low quality and will require high-level leadership intervention if it is to be of any strategic value to the federation.

General Remarks

Softball has achieved 65% of its barometer targets which was above the 50% required and a marked improvement on the 35% reached in 2017.

The inevitable sustainability challenges facing many organisations with predominantly White structures in the future relate to:

- The medium to longer-term impact of national population demographic change;
- The continued under-representation of the increasing 80% + black African component of society;
- The projected decrease in White population numbers from a current 4.5 million to about 2 million by 2050; and
- The projected decline of 33% over the next 15 to 20 years in the number of under-18 Whites and the corresponding increase, from 17 to 21 million, in the under-18 Black African age group.

An understanding of the reproduction of inequality (still aligned with race) after apartheid requires a deeper understanding of how the systems entrenching inequality under the previous dispensation have evolved since 1994. Inequality persists in sport (and other areas) because of highly concentrated economic power reinforced by continued inequalities in education, residence, infrastructure and work organisation. In all these areas the reforms introduced to date did not go far enough to bring about a step change in equality.

The education system continues to reproduce inequalities through large differences in access to quality education that linked to location and household income. This impacts school sport in that participation opportunities are greatly reduced, thereby encouraging sport administrators to perpetuate and increase the existing gap between the 'haves' and the 'have nots' by focusing on the more 'privileged' segments of the structure.

The symbiotic relationship between the inequalities highlighted will require creative interventions at all levels on an ongoing basis if the existing equality gap is not to increase further. For those born into poverty equal opportunity will remain elusive.

Consideration should be given to:

- Engaging with the issues and weaknesses in the

areas highlighted above on a more informed and structured basis when revising strategies and considering resetting barometer targets to promote *meaningful* change and progress in key areas;

- Ensuring all barometer forecasts demonstrate planned and thoughtful *improvement* and transformational *progress* over the plan period on the basis of stretched targets;
- The implications of *static* or *slow-changing* barometer targets as these reflect sub-optimal rates of change;
- Establishing defined and coordinated programmes throughout the organisation to reduce the impact of inequalities in the areas listed; and
- Ensuring the barometer is representative of the 43 listed charter categories, with due regard to:
 - › the shape and *demographic* profiles of the board and administration structure;
 - › equitable representative participation opportunity at 'international' level for *both* senior and underage male *and* female participants;
 - › coach and umpire/referee structures;
 - › the developing medical and scientific support base; and
 - › increasing the number of participating schools, clubs and club members in *township* areas.

This will require judicious, informed and premeditated thought and planning.

The following feature among the multitude of strategic challenges faced by *all* federations:

- An ongoing dysfunctional school sport system;
- Small sport participation footprints focused on previous model C schools;
- A general decline in club structures;
- Sub-optimal sport club structures in townships;
- Failure to quantify and understand the *real* sport facility problem and the absence of
- well-constructed and comprehensive facility plans;
- Slow-changing demographic profiles in key areas;
- The quality and extent of coaching and referee/umpire structures;
- Suspect high-performance pipelines;

- Sub-optimally structured and organised medical and sport science support structures compared to South African sport's main competitors;
- Ongoing gender equity related issues;
- The quality and extent of administrative support to maintain operations; and
- The impact of factors arising from a challenging socio-economic and political environment.

The barometer MoU entered into with SRSA and SASCOC should reflect the commitment and creativity of leadership to change the federation in key areas to lay the foundation on which future leadership structures can build. An ineffective and more-of-the-same approach will not deliver such a foundation. At best it could only increase the pressure on those following in the future to adopt more aggressive and risky strategies to deal with unresolved or partially resolved issues.

If relevant issues are not dealt with more proactively, the possibility of a significantly sub-optimal South African sport system within 20 years cannot be ruled out entirely.

shape and *demographic* profiles of the board and administration structure; *annual* equitable representative participation opportunity at 'international' level for *both* senior and underage male *and* female participants; coach and umpire/referee structures; a developing medical and scientific support base; participating schools, clubs and club members; and BEE support packages, all of which will require judicious and premeditated thought.

- The implications of *static* or *slow-changing* targets as well as conservative target setting are carefully considered as these reflect a structure that is transforming sub-optimally.
- The revised barometer needs to be signed off by the federation's President and CEO, followed by submission thereof to the Director General of Sport and copied to Dr Willie Basson at wdb1801@worldonline.co.za.

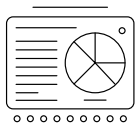


CONCLUSION & RECOMMENDATION

Softball has achieved the baseline requirement of reaching 50% of its self-set targets by achieving 65% of its self-set targets.

The federation is required to revise and resubmit its original barometer by ensuring that:

- The revision of the Barometer submitted is based on comments and observations above as well as those from previous EPG transformation status reports.
- The issues and weaknesses in the areas touched on in the narrative above and in previous reports are given in-depth thought and consideration when revising and setting targets that demonstrate *meaningful* change and progress in support of the overall charter objective of 'an accessible, equitable, demographically representative and competitive sport structure'.
- All barometer forecasts made demonstrate planned and thoughtful *improvement* and *progress* over the plan period (2019 to 2030).
- The revised barometer is balanced with respect to the charter categories selected from the listed 43 in which targets are set, with due regard to: the



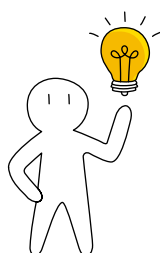
Swimming

Individual Federation Barometer Self-Set and Pre-Set Charter Target Scorecards



SECTION CONTENTS

Swimming: Barometer and Charter Scorecard – 2018 19	204
Swimmings Barometer and Charter Performance Overview – 2018	205
1. Subjective Evaluation of Data Submission Quality	205
2. Summary Performance against Barometer Self-Set and Charter One-Size-Fits-All Targets	205
a. Administration	207
b. Senior, Junior and Youth Male and Female Representative Entities	207
c. High-Performance Pipeline	209
d. Performance Records	210
e. Coach and Umpire/Referee Demographic Profiles	210
f. Sport Medicine and Scientific Support Structure	211
g. Schools and Clubs (Footprint Data)	212
General Remarks	215
Conclusion & Recommendation	216



Only one softball underage male team (under-19) was reported. The generic Black actual reported 41% did not achieve the 70% self-set target, nor did the self-set Black African actual of 41% reported achieve the 50% self-set target.

Swimming: Barometer and Charter Scorecard – 2018/19

MORE THAN 100% OF SELF-SET TARGETS ACHIEVED		LESS THAN 100% OF SELF-SET ACHIEVED OR NO FORECAST AND/OR ACTUAL DATA PROVIDED		ZERO SELF-SET TARGET AND ZERO ACTUAL REPORTED			NO DATA PROVIDED BY FEDERATION		
Category	Measures	Barometer self-set target 2018	Charter Target	Actual 2018	% Barometer Target Achieved 2018	% Barometer Target Achieved 2017	% Charter Target Achieved 2018	Percentage Point difference Barometer % vs Charter % Target Achievement 2018	Barometer Target Achievement Trend 2017 2018
Schools and Clubs	Number of Participating Primary Schools	773		631	82	219			
	Number of Participating Senior Schools	220		414	188	191			
	Number of Participating Clubs	466		311	67	65			
	Number of Club Members	17 000		15 547	91	97			
Generic Black Male Representative Teams	Demographic Senior National Male Team Generic Black Members	18	60	16	89	61	27	62	
	Demographic National Male Under 21/23 Generic Black Team Members		60	14			23		
	Demographic National Male Under 19 Generic Black Team Members		60	9			15		
	Demographic National Male Under 18 Generic Black Team Members	40	60	23	58	55	38	19	
	Demographic National Male Under 16/17 Generic Black Team Members		60	52			87		
Black African Male Representative Teams	Demographic Senior National Male Team Black African Members	0	60	3			5		
	Demographic National Male Under 21/23 Black African Team Members		60	14			23		
	Demographic National Male Under 19 Black African Team Members		60	9					
	Demographic National Male Under 18 Team Black African Members	8	60	10	125	113	17	108	
	Demographic National Male Under 16/17 Team Black African Members		60	25			42		
Generic Black Female Representative Teams	Demographic Senior National Female Generic Black Team Members	0	60	0			0		
	Demographic National Female Under 21/23 Generic Black Team Members		60	14			23		
	Demographic National Female Under 19 Generic Black Team Members		60	8			13		
	Demographic National Female Under 18 Generic Black Team Members	27	60	13	48	22	22	26	
	Demographic National Female Under 16/17 Generic Black Team Members		60	30			50		
Black African Female Representative Teams	Demographic Senior National Female Black African Team Members	0	60	0					
	Demographic National Female Under 21/23 Black African Team Members		60	14			23		
	Demographic National Female Under 19 Black African Team Members		60	8					
	Demographic National Female Under 18 Black African Team Members	6	60	8	133				
	Demographic National Female Under 16/17 Black African Team Members		60	16			27		
Coaches and Referees or Umpires Demographic Profiles	Demographic Active (registered) Nationally Accredited Generic Black Coaches	24	60	17	71	83	28	43	
	Demographic Active (registered) Nationally Accredited Generic Black Referees	24	60	19	79	79	32	48	
	Demographic Active (registered) Nationally Accredited Black African Coaches	13	60	4	31	62	7	24	
	Demographic Active (registered) Nationally Accredited Black African Referees	5	60	5	100	160	8	92	
Board and Full-time Staff Demographic Profiles	Board/Exco (Generic Black) Demographic	50	60	44	88	90	73	15	
	Board/Exco (Black African) Demographic	20	60	22	110	90	37	73	
	Full-time Staff (Generic Black) Demographic	69	60	73	106	119	122	-16	
	Full-time Staff (Black African) Demographic	54	60	55	102	119	92	10	
Medical and Scientific Group Demographic Profile	Medical Practitioner Generic Black Support Demographic		60	50					
	Physiotherapist Generic Black Support Demographic	50	60	100	200	0			
	Biokineticist Generic Black Support Demographic		60				0		
	Sport Psychologist Generic Black Support Demographic		60						
	Computer Analyst Generic Black Support Demographic		60				0		
	Medical Practitioner Black African Support Demographic		60	0					
	Physiotherapist Black African Support Demographic	25	60	0	0	0			
	Biokineticist Black African Support Demographic		60				0		
	Sport Psychologist Black African Support Demographic		60						
	Computer Analyst Black African Support Demographic		60				0		
Preferential Procurement	Total % BEE Purchases	20	50	15	75	155	30	45	
Number of Categories in which targets have been set					23	23			
Number of Barometer Self-Set Targets achieved					18	9			
% of Barometer Self-Set Targets achieved					35	39			

This, together with the relatively small number of self-set targets, could reflect a sub-optimally structured federation from a longer-term transformation perspective.

As shown in the barometer scorecard above, the federation submitted self-set demographic targets in:

- The school and club categories;
- Only the male senior and under-18 national male and female participant groups (with *no* targets set for the female senior, under-21/23, under-19 and under-16/17 national representative entities although *actual* performance data was reported for these age groups);
- Only the physiotherapist category of the sport medical and scientific support base group;
- Board/Exco and full-time staff categories;
- Coach and umpire/referee categories; and
- Preferential procurement categories.

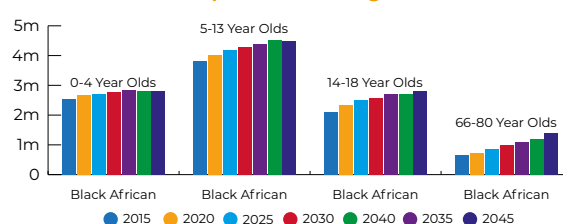
The Barometer submitted is incomplete and will have to be reviewed and extended to 2030 to gain a deeper insight into how the federation intends to deal with its potential sustainability- and facility-related challenges.

All categories for which no targets were set, as well as the categories that reflect slow changing and sub-optimal forward-projected self-set targets, will have to be reconsidered.

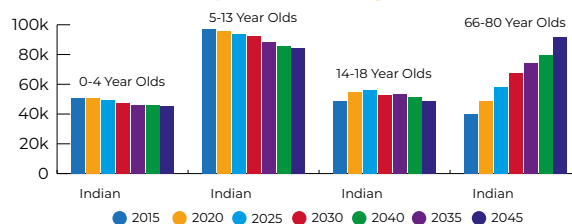
Ongoing low Black African, Coloured and Indian representation in swimming's structure, as depicted in the barometer scorecard, remains a not insignificant challenge, considering the socio-economic constraints involved and the longer-term impact of a changing national population demographic. These all raise longer-term sustainability issues, presenting leadership with not insignificant challenges.

The impact of the national demographic illustrated below, coupled with what appears to be a questionable and under-resourced school sport system, will demand creative strategy formulation and implementation processes from a longer-term sustainability perspective.

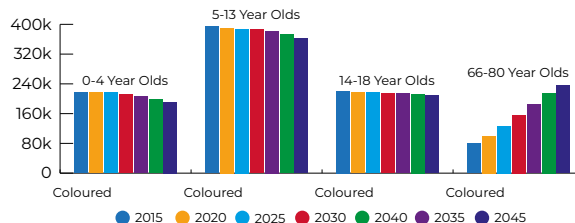
0 to 4, 5 to 13, 14 to 18 and 66 to 80+ Year Old Black African Male Population Change: 2015 to 2045



0 to 4, 5 to 13, 14 to 18 and 66 to 80+ Year Old Indian Male Population Change: 2015 to 2045



0 to 4, 5 to 13, 14 to 18 and 66 to 80+ Year Old Coloured Male Population Change: 2015 to 2045



The overall national demographic scenario can be summarised as follows:

- An overall *increase* of 33% in the total South African population from 55 million to 73 million by 2045;
- An *increasing* Black African and decreasing 4.5 million White population (a historic source of sport's human resource base), projected to be only about 2 million by 2050;
- A 15% *increase* in the overall under-18 population from 20 to 23 million over the same period;
- A 30% *decrease* in the under-18 White population from 1.4 to 0.97 million over the next 15 to 20 years;
- A 24% *increase* in the under-18 Black African population group from 17 to 21 million over the same period; and
- A *decrease* in Coloured and Indian under-18 population numbers from 1.98 to 1.65 million over the same period.

Slow-changing, non-demanding, 'comfortable' forward-projected self-set barometer generic Black (Black African, Coloured, Indian) targets may not be an effective approach as the sport's sustainability-related challenges will only be shifted onto the agendas of future leadership structures.

a. Administration

SWIMMING: NATIONAL ADMINISTRATION DEMOGRAPHIC PROFILE - 2018

Category	African	Coloured	Indian	White	Women	Disabled	TOTAL	% Black African	% Generic Black	% Coloured	% Indian	% Women	% Disabled
President		1					1	● 0	● 100	● 100	● 0	● 0	● 0
CEO		1					1	● 0	● 100	● 100	● 0	● 0	● 0
Full-time Employed Staff Members	6	1	1	3	6		11	● 55	● 73	● 9	● 9	● 55	● 0
Part Time Employed Staff Members		1		3			4	● 0	● 25	● 25	● 0	● 0	● 0
'Board' Members	2		2	5	3		9	● 22	● 44	● 0	● 22	● 33	● 0
Exco/Management Committee Members	1	1	1	1	2		4	● 25	● 75	● 25	● 25	● 50	● 0
Finance Committee			1	2	0		3	● 0	● 33	● 0	● 33	● 0	● 0
Audit and Risk Committee			1	2	0		3	● 0	● 33	● 0	● 33	● 0	● 0
Transformation Committee	2	0	1	2	1		5	● 40	● 60	● 0	● 20	● 20	● 0

The board demographic of 56% White (55% in 2017), 9% Coloured (18% in 2017), 22% Indian (22% in 2017), 22% Black African (18% in 2017) and 44% generic Black reported for 2018 reflects a slightly improved profile compared to 2017.

However, as shown in the barometer scorecard, the actual generic Black board demographic of 44% did not achieve swimming's forecast self-set generic Black target of 50% but achieved the 20% Black African target. The 60% charter target was not achieved.

The existing MoU-based barometer forecasts to 2025 suggest a largely *unchanged* board scenario, judged by the forward projected 50% generic Black, 20% Black African and 50% White board demographic. Extrapolation into the future of these targets, and those in other areas, accentuates the magnitude of the

potential challenges the federation is facing. It is for this reason that the time horizon for all self-set barometer MoU targets will need to be reviewed and extended to 2030, so as to gain a deeper insight into swimming's change strategies and tactics to deal with possible sustainability in the future.

Swimming's full-time staff complement, with a reported demographic profile of 55% Black African (64% in 2017) and 73% generic Black (82% in 2017) both exceeded the self-set barometer targets of 54% and 69% respectively, as shown in the barometer scorecard, as well as the 60% charter target for generic Black representation. The White component of the full-time staff is 27%.

The overall structure has some way to go to achieve the ultimate long-term goal of 80% Black African, 9% White, 9% Coloured and 25% Indian.

b. Senior and Underage National and Representative Teams

SWIMMING: NATIONAL REPRESENTATIVE SENIOR AND UNDERAGE MALE TEAM DEMOGRAPHICS - 2018

Team	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
Total Number Different Senior Individual Male Participants that have Represented Your Code Internationally During 2018	1	5	0	32	38	● 3	● 16
Total Number Different Under 21 Individual Male Participants that have Represented Your Code Internationally During 2018	2	0	0	12	14	● 14	● 14
Total Number Different Under 20 Individual Male Participants that have Represented Your Code Internationally During 2018	2	3	0	4	9	● 22	● 56
Total Number Different Under 19 Individual Male Participants that have Represented Your Code Internationally During 2018	1	0	0	10	11	● 9	● 9
Total Number Different Under 18 Individual Male Participants that have Represented Your Code Internationally During 2018	8	10	0	61	79	● 10	● 23
Total Number Different Under 17 Individual Male Participants that have Represented Your Code Internationally During 2018	5	5	5	47	62	● 8	● 24
Total Number Different Under 16 Individual Male Participants that have Represented Your Code Internationally During 2018	15	11	6	29	61	● 25	● 52
Total Number Different Under 14 Individual Male Participants that have Represented Your Code Internationally During 2018	0	0	0	0	0		
Total Number Different Under 13 Individual Male Participants that have Represented Your Code Internationally During 2018	0	0	0	0	0		
Total Underage National Individual Male Participants All Competitions During Season	33	29	11	163	236	● 14	● 31

SWIMMING: NATIONAL REPRESENTATIVE SENIOR AND UNDERAGE FEMALE TEAM DEMOGRAPHICS - 2018

Team	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
Total Number Different Senior Individual Female Participants that have Represented Your Code Internationally During 2018	0	0	0	10	10	0	0
Total Number Different Under 21 Individual Female Participants that have Represented Your Code Internationally During 2018	1	0	0	6	7	14	14
Total Number Different Under 20 Individual Female Participants that have Represented Your Code Internationally During 2018	2	1	0	7	10	20	30
Total Number Different Under 19 Individual Female Participants that have Represented Your Code Internationally During 2018	1	0	0	11	12	8	8
Total Number Different Under 18 Individual Female Participants that have Represented Your Code Internationally During 2018	3	2	0	35	40	8	13
Total Number Different Under 17 Individual Female Participants that have Represented Your Code Internationally During 2018	7	6	0	30	43	16	30
Total Number Different Under 16 Individual Female Participants that have Represented Your Code Internationally During 2018	7	13	2	37	59	12	37
Total Underage National Female individual participants All Competitions During Season	21	22	2	126	171	12	26

Barometer self-set targets were set in only five of the 20 senior and underage male and female representative participant categories by the federation, as shown in the barometer scorecard. Of the five self-set barometer targets for representative entities, only two (three in 2017) was achieved, whereas the 60% charter target was not reached in any of the male and female categories.

The self-set targets achieved include the under-18 male and female Black African representative entities.

The federation's barometer needs to be reviewed and targets set in *each* of the underage categories for which actual performance data was reported in 2018. These underage groups include the international under-21, under-19, under-18 and under-16/17 representative entities.

The overall underage male group, comprising 236 individuals (less than the 506 reported in 2017), divided into six underage categories, was reported as 14% Black African (3% in 2017), 31% generic Black (14% in 2017) and 69% White (85% in 2017), which reflects a meaningful demographic change.

A similar structure for underage females, comprising 171 (far less than the 522 individual participants reported in 2017), divided into six underage categories (7 in 2017), was reported as 12% Black African (2% in 2017), 26% generic Black (10% in 2017) and 74% White (90% in 2017), which also reflects a positive change. However, these figures may be impacted by the smaller number of participants, the reason for which has not been reported.

Overall, the male and female participant demographic, in terms of the actuals reported, reflects an untransformed, predominantly White demographic, comprising several underage categories, possibly from advantaged areas and previous model C schools.

The nature and magnitude of challenges to overcome so as to make the sport more accessible and improve its longer-term sustainability is a massive task. The projected low and slow-changing barometer forecasts presented may not be the optimal foundation for this to happen.

Barometer MoU forecasts, as tabled in an agreement with SRSA and SASCOC, suggest a slow-changing scenario over the next 10 years, suggesting that sustainability *will* become increasingly problematic. As has been demonstrated, Bowls is the classic example of a code reflecting the full impact and measurable sustainability consequences of an ageing White population.

Black African representation in both the senior and underage teams remains a challenge, particularly when considering the following: the well-communicated facility-related challenges; the focus on the small number of resourced previous model C schools; the small footprint in 90% of the under-resourced 25 000 primary schools and senior public schools (80% or more lack Black African presentation); and the access to qualified coaches for only those that can afford it.

c. High-Performance Pipeline

SWIMMING: NATIONAL SENIOR AND UNDERAGE MALE HIGH PERFORMANCE SQUADS - 2018

High Performance Group	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
All National Individual Senior Male High Performance Squad Members During 2018		5		9	14	● 0	● 36
All National Under Individual 21 National Male High Performance Squad Members During 2018		1		1	2	● 0	● 50
All National Under Individual 20 National Male High Performance Squad Members During 2018				2	2	● 0	● 0
All National Under Individual 19 National Male High Performance Squad Members During 2018	5	3	2	6	16	● 31	● 63
All National Under Individual 18 National Male High Performance Squad Members During 2018	4	1	2	7	14	● 29	● 50
All National Under Individual 17 National Male High Performance Squad Members During 2018	4	1	1	1	7	● 57	● 86
All National Under Individual 16 National Male High Performance Squad Members During 2018	3	4	2	25	34	● 9	● 26
Average underage	16	10	7	42	75	● 21	● 44

SWIMMING: NATIONAL SENIOR AND UNDERAGE FEMALE HIGH PERFORMANCE SQUADS - 2018

High Performance Group	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
All National Individual Senior Female High Performance Squad Members During 2018				3	3	● 0	● 0
All National Under Individual 21 National Female High Performance Squad Members During 2018	1			3	4	● 25	● 25
All National Under Individual 20 National Female High Performance Squad Members During 2018				1	1	● 0	● 0
All National Under Individual 19 National Female High Performance Squad Members During 2018		1		8	9	● 0	● 11
All National Under Individual 18 National Female High Performance Squad Members During 2018	1	1		5	7	● 14	● 29
All National Under Individual 17 National Female High Performance Squad Members During 2018	2	1		13	16	● 13	● 19
All National Under Individual 16 National Female High Performance Squad Members During 2018	2	5		34	41	● 5	● 17
Average underage	6	8	0	64	78	● 8	● 18

The reported demographic of swimming's senior and underage 75 male (83 in 2017) high-performance group is 21% Black African (6% in 2017), 44% generic Black (19% in 2017) and 56% White (81% in 2017). The underage group reflects the federation's transformation objective down to the under-16 level.

The equivalent reported female high-performance participant group of 78 is smaller than the group reported in 2017, with an overall demographic of 18% generic Black, 28% White and 28% Black African.

The underage male group of 78 reflected a more *advanced* overall demographic of 21% Black African, 44% generic Black and 56% White, compared to the overall 18% generic Black, 82% White and 8% Black African female high-performance group.

Both these structures will require more attention when the existing barometer is reviewed in 2019.

d. Performance Records

SWIMMING: INTERNATIONAL PARTICIPATING MALE INDIVIDUAL PERFORMANCE RECORDS DURING LAST SEASON - 2018

	Total Number of Events of Individuals Participated In	Total No of First Positions	Total No of Second Positions	Total No of Third Positions	% First Positions
Performance in All Competitions in which Senior Male participants have represented Your code Internationally During 2018	4	7	13	8	25
Performance in All Competitions in which Under 20 Male participants have represented Your code Internationally During 2018	4	2	0	0	100
Performance in All Competitions in which Under 19 Male participants have represented Your code Internationally During 2018	3	3	3	0	50
Performance in All Competitions in which Under 18 Male participants have represented Your code Internationally During 2018	3	7	2	0	78
Performance in All Competitions in which Under 17 Male participants have represented Your code Internationally During 2018	3	3	6	0	33
Performance in All Competitions in which Under 16 Male participants have represented Your code Internationally During 2018	3	41	29	10	51
Overall Underage	16	56	40	10	53

SWIMMING: INTERNATIONAL PARTICIPATING FEMALE INDIVIDUAL PERFORMANCE RECORDS DURING LAST SEASON - 2018

	Total Number of Events of Individuals Participated In	Total No of First Positions	Total No of Second Positions	Total No of Third Positions	% First Positions
Performance in All Competitions in which Senior Female participants have represented Your code Internationally During 2018	4	2	2	0	50
Performance in All Competitions in which Under 21 Female participants have represented Your code Internationally During 2018		1	2	2	20
Performance in All Competitions in which Under 20 Female participants have represented Your code Internationally During 2018	4	5	0	0	100
Performance in All Competitions in which Under 21 Female participants have represented Your code Internationally During 2018	3	1	2	2	20
Performance in All Competitions in which Under 19 Female participants have represented Your code Internationally During 2018	3	5	4	1	50
Performance in All Competitions in which Under 18 Female participants have represented Your code Internationally During 2018	3	1	0	0	100
Performance in All Competitions in which Under 17 Female participants have represented Your code Internationally During 2018	3	2	7	4	15
Performance in All Competitions in which Under 16 Female participants have represented Your code Internationally During 2018	3	46	28	17	51
Overall underage	19	61	43	26	47

The average senior male individual performance record was reported as a low 25% first positions (31% in 2017). The performance record reported for females was 50% first positions (44% in 2017).

The average percentage of first positions for underage males was 53% (an improvement on the 38% achieved in 2017) and 47% for females (a decline from the 58% in 2017).

e. Coach and Umpire/Referee Demographic Profiles

SWIMMING: ALL NATIONALLY ACTIVE ACCREDITED MALE AND FEMALE COACHES, REFEREES AND UMPIRES IN AREA OF JURISDICTION - 2018

Category	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
All Nationally accredited Male Coaches.	20	30	15	184	249	8	26
All Nationally accredited Female Coaches.	15	41	19	487	562	3	13
Total Coaches (Male plus Female)	35	71	34	671	811	4	17
All Nationally Accredited Male Referees/Umpires.	87	166	99	1269	1621	5	22
All Nationally Accredited Female Referees/Umpires.	143	269	101	2439	2952	5	17
Total Referees (Male plus Female)	230	435	200	3708	4573	5	19

The demographic of swimming's 811 reported accredited coaches (considerably more than the 361 indicated in 2017) was reported as only 4% Black African (3% in 2017), 17% generic Black (19% in 2017) and 83% White (80% in 2017). This reflects a structure that is not aligned to future requirements, as it does not represent cultural and value characteristics.

None of the reported coach demographics achieved the 60% charter target nor swimming's own self-set barometer Black African target of 13% and generic Black target of 13%, as shown in the Barometer scorecard.

The situation is forecast *not* to change significantly in swimming's barometer. The barometer MoU forward-projected coach demographics reflect little change over the next decade and need to be addressed.

The demographic of swimming's 4 573 accredited umpires (1 519 in 2017) was reported as 19% generic Black (i.e. 81% White) and 5% Black African (8% in 2017), which is

not significantly different from the coach demographic. The umpire generic Black demographic reported does not exceed the self-set barometer target of 25% but exceeds the low self-set target of 5% Black African demographic reported, as shown in the barometer scorecard.

The reported demographics also did not achieve the 60% charter barometer targets.

Swimming's extensive coach and umpire demographic profile is significantly untransformed and largely White.

f. Sport Medicine and Scientific Support Structure

SWIMMING: DEMOGRAPHIC PROFILE OF ALL MALE + FEMALE SPECIALIST SUPPORT TO NATIONAL INDIVIDUALS - 2018

	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black	% White
Qualified Male/Female Medical Practitioners used by all National level individuals during last season	0	0	1	1	2	0	50	50
Qualified Male/Female Physiotherapists used by all National level individuals during last season	0	1	1	0	2	0	100	0
Qualified Male/Female Biokineticists used by all National level individuals during last season								
Qualified Male/Female Nutritionists used by all National level individuals during last season								
Qualified Female Sport Psychologists used by all National level individuals during last season								
Qualified Male/Female Computer Analysts used by all National level individuals during last season								
Overall Male/Female Specialist Support	0	1	2	1	4	0	75	25

Swimming reported a sport science and medical structure comprising a total of only four specialist practitioners (three female and one male) which does not resemble the 25 (16 female and nine male) structure reported in 2017. The average demographic of the group was reported as 0% Black African, 75% generic Black and 25% White, as shown in the table above.

The federation's self-set barometer targets of 50% generic Black and 30% Black African physiotherapist support were achieved for generic Black (actual 100%) but not for the 30% Black African self-set target where a demographic of 0% was reported, nor was the 60% charter target achieved, as shown in the barometer scorecard. Swimming's barometer MoU, however, does not reflect demographic data in *any* category, except for physiotherapists. There has been no change in this area over the past three years.

The medical and sport science support structures of SA sport remain largely unstructured and ineffective. There is no formally constituted entity coordinating provincial

and national accredited specialist membership and governance structures for sport psychologists, sport physiotherapists, biokineticists, nutritionists, sport medicine practitioners and computer analysts. This means there is no overarching structure to design and manage accreditation processes and establish and manage applied sport-specific research programmes in association with national coaching structures, in order to establish a register for profiling membership and advise federations on the appointment of appropriately qualified and accredited personnel.

There is reason to believe that South African sport has fallen significantly behind the rest of the world in this area. The need is overdue for sport medical and science support services to be better structured, involving *all* universities (the factories of these sources of specialist knowledge), to coordinate and deliver appropriately structured services on an accredited basis. Swimming's leadership has a responsibility of establishing an appropriate structure in line with swimming's needs.

g. Schools and Clubs (Footprint Data)

SWIMMING: NUMBER OF ALL PARTICIPATING SCHOOLS AND CLUBS (IN AREA OF JURISDICTION) PER DISTRICT AND PROVINCE - 2018

District in Area of Jurisdiction	No of ALL Clubs	No of ALL participating Junior Clubs	No of ALL participating Primary schools	No of ALL Participating Senior schools	No of ALL Participating Private Primary & Senior schools
Buffalo City	6	3	26	18	1
Nelson Mandela Bay	25	9	29	20	12
Alfred Nzo	0	0	0	0	0
Amathole	0	0	0	0	0
Chris Hani	0	0	0	0	0
Ukhahlamba (Joe Gqabi)	0	0	0	0	0
Sarah Baartman (Cacadu)	0	0	0	0	0
O R Tambo	0	0	0	0	0
EASTERN CAPE (TOTAL)	31	12	55	38	13
Mangaung	6	0	12	9	1
Fezile Dabi	4	0	10	5	0
Lejweleputswa	0	0	4	4	0
Thabo Mofutsanyana	0	0	2	2	0
Xhariep	0	0	2	2	0
FREE STATE (TOTAL)	10	0	30	22	1
City of Johannesburg	40		81	78	73
City of Tshwane	18		39	35	29
Ekurhuleni	17		22	17	12
Sedibeng	3		1	1	0
West Rand	1		5	2	3
GAUTENG (TOTAL)	79	0	148	133	117
Ethekwini	38	32	93	50	19
Amajuba	2	2	2	3	1
iLembe	3	3	3	1	1
Sisonke	1	1	2	2	1
Ugu	2	2	1	3	1
uMgungundlovu	3	3	30	8	4
Umkhanyakude	0	0	0	0	0
uMzinyathi	1	1	2	2	1
uThukela	2	2	3	2	1
uThungulu (King Cetshwayo)	3	3	21	11	9
Zululand	3	3	9	5	2
KWAZULU NATAL (TOTAL)	58	52	166	87	40
Capricorn	1	0	3	5	3
Mopani	2	0	6	4	1
Sekhukhune	0	0	2	1	0
Vhembe	0	0	2	1	0
Waterberg	4	0	7	6	2
LIMPOPO (TOTAL)	7	0	20	17	6
Ehlanzeni	10	0	11	8	3
Gert Sibande	2	0	1	0	1
Nkangala	3	0	11	3	1
MPUMALANGA (TOTAL)	15	0	23	11	5
Bojanala Platinum	7	0	15	12	7
Central	4	0	23	16	5
Bophirima	1	0	4	3	1
Southern	3	0	9	4	2
NORTH WEST (TOTAL)	15	0	51	35	15
Frances Baard	5	0	5	2	1
Kgaladi	1	0	2	1	0
Namakwa	0	0	0	0	0
Pixley-ka-Seme	1	0	2	0	0
Siyanda	1	0	2	2	0
NORTHERN CAPE (TOTAL)	8	0	11	5	1
Cape Town	44	0	30	24	12
Cape Winelands	5	0	15	20	3
Eden	9	5	12	2	1
Central Karoo	0	0	0	0	0
Overberg	1	0	2	2	1
West Coast	2	0	10	4	1
WESTERN CAPE (TOTAL)	61	5	69	52	18
TOTAL	284	69	574	401	216

SWIMMING : SUMMARY PRIMARY SCHOOL STRUCTURE IN AREA OF JURISDICTION - 2018

Element	NUMBER
Total number of all Primary schools in area of jurisdiction	19001
Total number of all Primary schools (Excluding Township based Primary schools) participating in your code in area of jurisdiction	514
Total number of facilities available to Primary schools (Excluding Township based Primary schools) in area of jurisdiction	440
Total estimated number of Primary school facility (Excluding Township based Primary schools) shortfall in area of jurisdiction	4524
Total number of 'Township' based Primary schools in area of jurisdiction	15145
Total number of 'Township' based Primary schools participating in your code in area of jurisdiction	117
Total number of facilities available to Primary schools in 'Townships' participating in your code in area of jurisdiction	103
Total estimated number of Primary school facility shortfall in 'Townships' in area of jurisdiction	3784
Total number of accredited coaches available to Primary schools (excluding Township based Primary schools) in area of jurisdiction	240
Total number of accredited coaches available to Primary 'Township' based Primary schools in area of jurisdiction	59
Number of new Primary schools (excluding 'Township' Primary schools) that have started participating in your code during last season in area of jurisdiction	23
Number of Primary schools (excluding 'Township' Primary schools) that have stopped participating in your code last season in area of jurisdiction	6
Number of new 'Township' based Primary schools that have started participating in your code during last season in area of jurisdiction	11
Number of 'Township' based Primary schools that have stopped participating in your code last season in area of jurisdiction	2
Number of Primary school (excluding 'Township' Primary school) participants form part of a High Performance program in area of jurisdiction	56
Number of Primary school ('Township' Primary school) participants forming part of a High Performance program in area of jurisdiction	0
Total Number of Primary Schools (excluding participating Township Primary schools) participating in your code that have girl participating Teams	480
Total Number of Township based Primary Schools participating in your code that have girl participating Teams	117
Direct financial support given to a Primary schools (excluding participating Township Primary schools) in area of jurisdiction	55 000
Direct financial support given to Township based Primary schools in area of jurisdiction	96 000

SWIMMING: SENIOR SCHOOL PROFILE - 2018

Element	NUMBER
Total number of all Senior schools in area of jurisdiction	5556
Total number of all Senior schools (Excluding Township based Senior schools) participating in your code in area of jurisdiction	380
Total number of facilities available to Senior schools (Excluding Township based Senior schools) in area of jurisdiction	383
Total estimated number of Senior school facility (Excluding Township based Senior schools) shortfall in area of jurisdiction	1553
Total number of 'Township' based Senior schools in area of jurisdiction	2908
Total number of 'Township' based Senior schools participating in your code in area of jurisdiction	34
Total number of facilities available to Senior schools in 'Townships' participating in your code in area of jurisdiction	93
Total estimated number of Senior school facility shortfall in 'Townships' in area of jurisdiction	1314
Total number of accredited coaches available to Senior schools (excluding Township based Senior schools) in area of jurisdiction	238
Total number of accredited coaches available to Senior 'Township' based Senior schools in area of jurisdiction	62
Number of new Senior schools (excluding 'Township' Senior schools) that have started participating in your code during last season in area of jurisdiction	17
Number of Senior schools (excluding 'Township' Senior schools) that have stopped participating in your code last season in area of jurisdiction	2
Number of new 'Township' based Senior schools that have started participating in your code during last season in area of jurisdiction	11
Number of 'Township' based Senior schools that have stopped participating in your code last season in area of jurisdiction	1
Number of Senior school (excluding 'Township' Senior school) participants form part of a High Performance program in area of jurisdiction	95
Number of Senior school ('Township' Senior school) participants forming part of a High Performance program in area of jurisdiction	6
Total Number of Senior Schools (excluding participating Township Senior schools) participating in your code that have girl participating Teams	311
Total Number of Township based Senior Schools participating in your code that have girl participating Teams	64
Direct financial support given to a Senior schools (excluding participating Township Primary schools) in area of jurisdiction	0
Direct financial support given to Township based Senior schools in area of jurisdiction	0

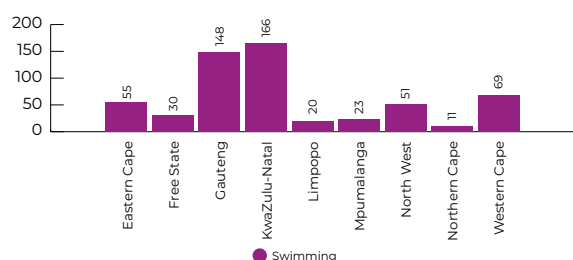
SWIMMING: CLUB PROFILE - 2018

Catergory	NUMBER
Total number of clubs (excluding 'Township' based clubs) participating in your code in area of jurisdiction	268
Total number of 'Township' based clubs participating in your code in area of jurisdiction	43
Total number of registered male club members (excluding Township based clubs) in area of jurisdiction	6260
Total number of registered male members in 'Township' based clubs in area of jurisdiction	1354
Total number of registered female club members (excluding Township based clubs) in area of jurisdiction	6767
Total number of registered female members in 'Township' based clubs in area of jurisdiction	1166

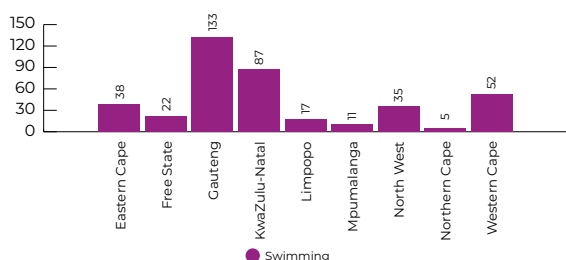
SWIMMING: CLUB PROFILE - 2018

Category	NUMBER
Total number of league participating teams (excluding 'Township' based clubs) in area of jurisdiction	79
Total number of league participating teams ('Township' based clubs) in area of jurisdiction.	17
Total number of facilities available to clubs (excluding 'Township' based clubs) in area of jurisdiction	252
Total number of facilities available to 'Township' based clubs in area of jurisdiction.	109
Estimated total facility short fall at club level in area of jurisdiction.	1677
Total number of new 'Township' clubs started last season in area of jurisdiction	10
Total number of Township based clubs that have stopped participating last season in area of jurisdiction	2
Total number of new clubs (excluding 'Township' based) that have started participating in your code last season	9
Total number of clubs (excluding 'Township' based clubs that have stopped participating in your code last season.	12
Total number of club players (excluding 'Township' based clubs) forming part of a High Performance Programme last season	127
Total number of club players, from 'Township' based clubs, forming part of a High Performance Programme last season	12
Total number of accredited coaches available at club level (excluding 'Township' based clubs) last season	303
Total number of Teams accredited coaches available at 'Township' based clubs	48
Total Number of Clubs (Excluding Township based Clubs) in your code that have participating Women Teams	137
Total Number of Township based Clubs participating in your code that have participating Women Teams	33
Total direct financial support provided clubs (excluding 'Township' based clubs) in area of jurisdiction last season.	580 000
Total direct financial support provided to 'Township' based clubs) in area of jurisdiction last season	726 000

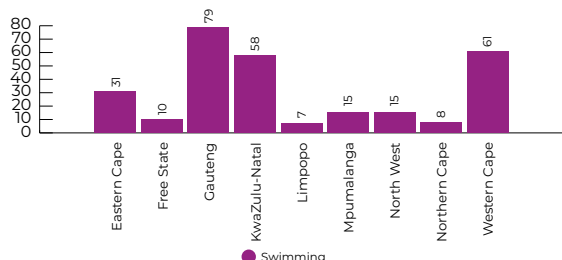
Swimming: Primary School Participation Profile Per Province - 2018



Swimming: Senior School Participation Profile Per Province - 2018



Swimming: Club Participation Profile Per Province - 2018



Only about 4% of primary schools (574) and 4% of senior schools (401) were reported to participate in swimming in the school and club footprint tables.

The actual number of participating primary schools reported, i.e. 631, does not exceed the self-set barometer target of 783. The actual 414 participating senior schools reported exceeded the 220 self-set target for senior schools by 184%, as shown in the barometer scorecard.

The changing national population demographic profiles are impacting swimming's historic, now declining, resource base, presenting the sport with significant longer-term sustainability challenges if the Black African market for swimmers is not effectively penetrated.

The reported number of participating clubs, i.e. 311, did not exceed the self-set target of 470. The 17 500 forecast number of participating club members was also not exceeded by the actual number of 15 547 reported, as shown in the barometer scorecard.

The school- and club-related data submitted by the federations appears to be the least reliable of all data received. The collection and use of the data as part of the planning processes need much more attention, in the light of rapid national demographic changes, the general condition of school sport and the revised MoU for school sport.

General Remarks

An understanding of the reproduction of inequality (still aligned with race) requires deeper understanding of how the systems entrenching inequality under the previous dispensation have evolved since 1994. Inequality persists in sport (and other areas) because of highly concentrated economic power reinforced by continued inequalities in education, residence, infrastructure and work organisation. In all these areas the reforms introduced to date did not go far enough to bring about a step change in equality.

The education system continues to reproduce inequalities through large differences in access to quality of education that is linked to location and household income. This impacts school sport in that participation opportunities are greatly reduced, thereby encouraging sport administrators to perpetuate and increase the existing gap between the 'haves' and the 'have nots' by focusing on the more 'privileged' segments of the structure.

The symbiotic relationship between the inequalities highlighted will require creative interventions at all levels on an ongoing basis if the existing equality gap is not to increase further. For those born into poverty equal opportunity will remain elusive.

The following demonstrate the magnitude of the inevitable sustainability challenges facing many organisations with predominant White structures in the future:

- The medium- to longer-term impact of national population demographic change;
- The continued under-representation of the increasing 80% + Black African component of society;
- The projected decrease in White population numbers from a current 4.5 million to about 2 million by 2050; and

- The projected decline of 33% over the next 15 to 20 years in the number of under-18 Whites and the corresponding increase, from 17 to 21 million, in the under-18 Black African age group.

The following feature among the multitude of strategic challenges faced by *all* federations:

- A possible ongoing dysfunctional school sport system;
- A general decline in club structures;
- Failure to quantify and understand the *real* sport facility problem and the absence of
- well-constructed and comprehensive facility plans;
- Slow-changing demographic profiles in key areas;
- The quality and extent of coaching and referee/umpire structures;
- Suspect high-performance pipelines;
- Sub-optimally structured and organised medical and sport science support structures compared to South African sport's main competitors;
- Ongoing indifference to gender equity-related issues;
- The quality and extent of administrative support to maintain operations; and
- The impact of factors arising from a challenging socio-economic and political environment.

The barometer MoU entered into with SRSA and SASCOC should reflect the commitment and creativity of leadership to change the federation in key areas to lay the foundation on which future leadership structures can build. An ineffective and more-of-the-same approach will not deliver such a foundation. At best it could only increase the pressure on those following in the future to adopt more aggressive and risky strategies to deal with unresolved or partially resolved issues.



CONCLUSION & RECOMMENDATION

Swimming's barometer score of 35% (39% 2017) does not meet the baseline MoU requirement of 50% of its self-set targets.

It is recommended that the federation be given a *conditional* barometer pass, subject to revising (overhauling) the original barometer (2017 to 2025) for submission in June 2019 by ensuring the barometer fulfils the following requirements:

- The revised Barometer submitted is based on the comments and observations made in previous EPG transformation status reports;
- The issues and weaknesses in the areas touched on in the narrative provided in previous reports are given in-depth thought and consideration when revising and setting targets that demonstrate meaningful change and progress in support of the overall charter objective of 'an accessible, equitable, demographically representative and competitive sport structure';
- All barometer forecasts made demonstrate planned and thoughtful *improvement* and *progress* over the plan period (2018 to 2030);
- The revised barometer is balanced with respect to the charter categories selected from the listed 43 in which targets are set, with due regard to

the following: giving judicious and premeditated thought to the shape and *demographic* profile of the board and administration structure; *annual* equitable representative participation opportunity at 'international' level for *both* senior and underage male *and* female participants; coach and umpire/referee structures; a developing medical and scientific support base; participating schools, clubs and club members; and the implications of *static* or *slow-changing* targets, which need to be carefully considered as these reflect a structure that is transforming sub-optimally.

- The revised Barometer should be signed off by the federation's President and CEO, followed by submission thereof to the Director General of Sport and copied to Dr Willie Basson at wdb1801@worldonline.co.za by 30 June 2019.

Failure to comply by 30 June 2019 could result in:

- 50% or more of the annual SRSA grants being withheld, postponed or reduced;
- The right to bid for and/or stage international events locally being withdrawn; or
- The position of the federation being reconsidered and the right to participate internationally being suspended.

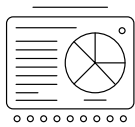


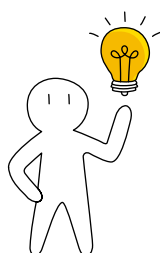
Table Tennis

Individual Federation Barometer Self-Set and Pre-Set Charter Target Scorecards



SECTION CONTENTS

Table Tennis: Barometer and Charter Scorecard – 2018 19	218
Table Tennis Barometer and Charter Performance Overview – 2018	219
1. Subjective Evaluation of Data Submission Quality	219
2. Summary Performance against Barometer Self-Set and Charter One-Size-Fits-All Targets	219
a. Administration	220
b. Senior, Junior and Youth Male and Female Representative Entities	221
c. High-Performance Pipeline	222
d. Performance Records	222
e. Coach and Umpire/Referee Demographic Profiles	223
f. Sport Medicine and Scientific Support Structure	224
g. Schools and Club Profiles and Footprint Data	225
General Remarks	229
Conclusion & Recommendation	230



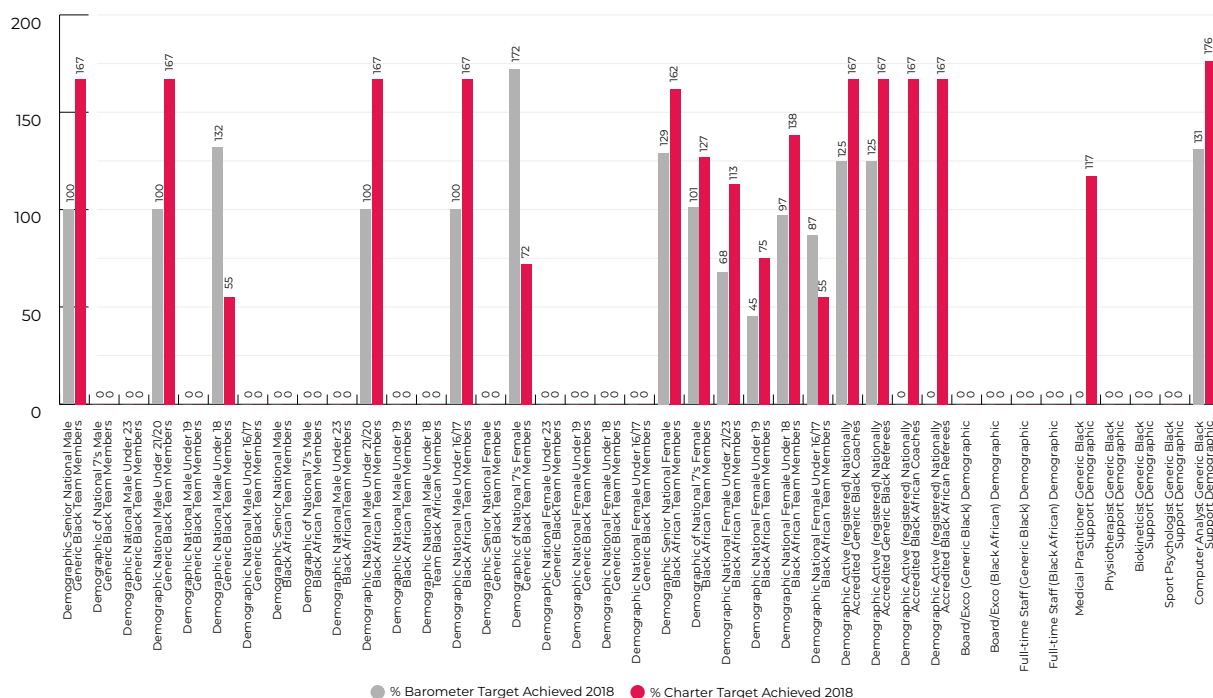
Only one softball underage male team (under-19) was reported. The generic Black actual reported 41% did not achieve the 70% self-set target, nor did the self-set Black African actual of 41% reported achieve the 50% self-set target.

Table Tennis: Barometer and Charter Scorecard – 2018/19

MORE THAN 100% OF SELF-SET TARGETS ACHIEVED		LESS THAN 100% OF SELF-SET ACHIEVED OR NO FORECAST AND/OR ACTUAL DATA PROVIDED		ZERO SELF-SET TARGET AND ZERO ACTUAL REPORTED			NO DATA PROVIDED BY FEDERATION		
Category	Measures	Barometer self-set target 2018		Actual 2018	% Barometer Target Achieved 2018	% Barometer Target Achieved 2017	% Charter Target Achieved 2018	Percentage Point difference Barometer % vs Charter % Target Achievement 2018	Barometer Target Achievement Trend 2017 - 2018
Schools and Clubs	Number of Participating Primary Schools	2 000		2 494	125	198			
	Number of Participating Senior Schools	900		2 224	247	259			
	Number of Participating Clubs	450		947	210	205			
	Number of Club Members	3 600		3 686	102	104			
Generic Black Male Representative Teams	% Demographic Senior National Male Generic Black Team Members	100	60	100	100	100	167	-67	
	% Demographic National Male Under 21/23 Generic Black Team Members		60						
	Demographic National Male Under 19 Generic Black Team Members		60						
	Demographic National Male Under 18 Generic Black Team Members	100	60	100	100	100	167	-67	
	Demographic National Male Under 16/17 Generic Black Team Members		60						
Black African Male Representative Teams	Demographic Senior National Male Team Black African Members	25	60	33	132	100	55	77	
	Demographic National Male Under 21/23 Black African Team Members		60						
	Demographic National Male Under 19 Black African Team Members		60						
	Demographic National Male Under 18 Team Black African Members	25	60	0	0	68	0	0	
	Demographic National Male Under 16/17 Team Black African Members		60						
Generic Black Female Representative Teams	Demographic Senior National Female Generic Black Team Members	100	60	100	100	100	167	-67	
	Demographic National Female Under 21/23 Generic Black Team Members		60						
	Demographic National Female Under 19 Generic Black Team Members		60						
	Demographic National Female Under 18 Generic Black Team Members	100	60	100	100	100	167	-67	
	Demographic National Female Under 16/17 Generic Black Team Members		60						
Black African Female Representative Teams	Demographic Senior National Female Black African Team Members	25	60	43	172	0			
	Demographic National Female Under 21/23 Black African Team Members		60						
	Demographic National Female Under 19 Black African Team Members		60						
	Demographic National Female Under 18 Black African Team Members	25	60	0	0	0			
	Demographic National Female Under 16/17 Black African Team Members		60						
Coaches and Referees or Umpires Demographic Profiles	Demographic Active (registered) Nationally Accredited Generic Black Coaches	75	60	97	129	125	162	-32	
	Demographic Active (registered) Nationally Accredited Generic Black Referees	75	60	76	101	115	127	-25	
	Demographic Active (registered) Nationally Accredited Black African Coaches	100	60	68	68	78	113	-45	
	Demographic Active (registered) Nationally Accredited Black African Referees	100	60	45	45	52	75	-30	
Board and Full-time Staff Demographic Profiles	Board/Exco (Generic Black) Demographic	86	60	83	97	100	138	-42	
	Board/Exco (Black African) Demographic	38	60	33	87	100	55	32	
	Full-time Staff (Generic Black) Demographic	80	60	100	125	100	167	-42	
	Full-time Staff (Black African) Demographic	80	60	100	125	100	167	-42	
Medical and Scientific Group Demographic Profile	Medical Practitioner Generic Black Support Demographic	NO TARGET	60	100					
	Physiotherapist Generic Black Support Demographic	NO TARGET	60	100					
	Biokineticist Generic Black Support Demographic	NO TARGET	60	NO DATA					
	Sport Psychologist Generic Black Support Demographic	NO TARGET	60	NO DATA					
	Computer Analyst Generic Black Support Demographic	NO TARGET	60	NO DATA					
	Medical Practitioner Black African Support Demographic	NO TARGET	60	0			0		
	Physiotherapist Black African Support Demographic	NO TARGET	60	70					
	Biokineticist Black African Support Demographic	NO TARGET	60	NO DATA					
	Sport Psychologist Black African Support Demographic	NO TARGET	60	NO DATA					
	Computer Analyst Black African Support Demographic	NO TARGET	60	NO DATA					
Preferential Procurement	Total % BEE Purchases	67	50	88	131	127	176	-45	
Number of Categories in which targets have been set					21	21			
Number of Barometer Self-Set Targets achieved					15	16			
% of Barometer Self-Set/Charter Targets achieved					71	76			

Table Tennis: Commentary on Barometer- and Charter-Related Observations – 2018

Table Tennis - % Barometer Target Achieved vs % Predetermined Charter Target Achieved - 2018



The following sections comment on and evaluate table tennis's target achievement in selected transformation charter categories against barometer self-set and transformation charter one-size-fits-all targets.

1. Subjective Evaluation of Data Submission Quality

Table tennis has improved on the quality of data input as subjectively evaluated, based on the following criteria:

- Completeness of data packages 60% (50% in 2017);
- Perceived reliability of data submitted 60% (60% in 2017);
- Perceived commitment to the process 60% (60% in 2017); and
- Support received from sub-structures 50% (50% in 2017).

This evaluation results in an overall score of 58%, compared to the 55% achieved in 2017 and the 40% in 2016. This compares with the 46% (49% in 2017) and 46% average achieved by all federations audited.

2. Summary Performance against Barometer Self-Set and Charter One-Size-Fits-All Targets

Barometer forecasts were made in only 21 of the 43 categories listed. No targets were set in 22 categories, as shown in the scorecard.

Fifteen, one less than in 2017, representing 71% (76% in 2017) of the 21 self-set barometer targets were achieved, which is higher than the 50% required to avoid imposition of any penalties in terms of the barometer MoU. However, it must be kept in mind that targets have been set in only 21 of the 43 selected transformation charter categories. No targets have been set and forecast into the future, which suggests that the leadership does not intend developing the organisation in critical areas. In revising the barometer, this issue must be addressed.

Fourteen (eleven in 2017) of the self-set barometer demographic measures reached the 60% charter targets, as shown in the barometer scorecard.

No targets were set in 22, i.e. 51% (51% in 2017), of the 43 listed barometer categories, which includes the female and male generic Black and Black African under-21/23, under-19 and under-16/17 representative national entities and the medical and science support group, as shown in the barometer scorecard.

The scorecard suggests a possible sub-optimal female and male underage representative pipeline and no medical and scientific sport structure.

a. Administration

TABLE TENNIS: NATIONAL ADMINISTRATION DEMOGRAPHIC PROFILE - 2018

Category	African	Coloured	Indian	White	Women	Disabled	TOTAL	% Black African	% Generic Black	% Coloured	% Indian	% Women	% Disabled
President		1					1	● 0	● 100	● 100	● 0	● 0	● 0
CEO			1		1		1	● 0	● 100	● 0	● 100	● 100	● 0
Full-time Employed Staff Members	1						1	● 100	● 100	● 0	● 0	● 0	● 0
Part Time Employed Staff Members		1					1	● 0	● 100	● 100	● 0	● 0	● 0
'Board' Members	2	2	1	1	3	0	6	● 33	● 83	● 33	● 17	● 50	● 0
Exco/Management Committee Members	2	2	1	1	3	0	6	● 33	● 83	● 33	● 17	● 50	● 0
Finance Committee				1	1		1	● 0	● 0	● 0	● 0	● 100	● 0
Audit and Risk Committee													
Transformation Committee	2	1	1		3	0	4	● 50	● 100	● 25	● 25	● 75	● 0

The generic Black Board demographic of 83% (86% in 2017) reported is *below* the 86% *self-set* barometer target but *exceeds* the 60% charter target, as shown in the scorecard and graph above.

The *low* 33% actual black African board demographic, an improvement on the 29% reported in 2017, did not achieve the self-set barometer target of 38% and is well below the 60% charter one-size-fits-all target, as shown. This demonstrates a level of inaccessibility for Black Africans to the sport's leadership structure at national level.

Coloured board representation, reported as 33% (43% in 2017), is well above the national demographic of 9% – the ultimate long-term goal of the charter. The board's White demographic of 16% is also above the

national population demographic of 9%, and the Indian board demographic of 17% is also above the national population demographic of 2%. This profile may be a consequence of the slow-changing demographic of leadership structures in some provinces.

Table tennis's full-time staff complement of 1 (2 in 2017), reported as 100% generic Black African and 100% Black African, achieved both self-set barometer targets of 80%, as well as the 60% charter target, as shown in the scorecard. The one part-time employee reported as 100% Black African achieved the 60% charter target.

Women board representation, at 50%, reflects a perfect gender equity situation, which is better than for most other federations.

b. Senior and Underage National and Representative Teams

TABLE TENNIS: NATIONAL REPRESENTATIVE SENIOR AND UNDERAGE MALE TEAM DEMOGRAPHICS - 2018

Team	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
Total Number Senior Individual Male Participant that have Represented Your code Internationally During Previous Season.	2	4	0	0	6	33	100
Total Senior National Male Team All Competitions During Season	2	4	0	0	6	33	100
Total Number Different Under 21 Individual Male Participants that have Represented Your Code Internationally During 2018	0	2	0	0	2	0	100
Total Number Different Under 20 Individual Male Participants that have Represented Your Code Internationally During 2018							
Total Number Different Under 19 Individual Male Participants that have Represented Your Code Internationally During 2018	0	0	0	0	0		
Total Number Different Under 18 Individual Male Participants that have Represented Your Code Internationally During 2018	0	2	2	0	4	0	100
Total Number Different Under 17 Individual Male Participants that have Represented Your Code Internationally During 2018							
Total Number Different Under 16 Individual Male Participants that have Represented Your Code Internationally During 2018							
Total Number Different Under 14 Individual Male Participants that have Represented Your Code Internationally During 2018	1	0	0	1	2	50	50
Total Number Different Under 13 Individual Male Participants that have Represented Your Code Internationally During 2018							
Total Underage National Male Team All Competitions During Season	1	5	2	0	8	13	100

TABLE TENNIS: INDIVIDUAL FEMALE INTERNATIONAL PARTICIPATION DEMOGRAPHIC PROFILES - 2018

Representation	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
Total Number Different Senior Individual Female Participants that have Represented Your Code Internationally During 2018	3	2	2	0	7	43	100
Total Number Different Under 21 Individual Female Participants that have Represented Your Code Internationally During 2018							
Total Number Different Under 20 Individual Female Participants that have Represented Your Code Internationally During 2018							
Total Number Different Under 19 Individual Female Participants that have Represented Your Code Internationally During 2018							
Total Number Different Under 18 Individual Female Participants that have Represented Your Code Internationally During 2018	0	3	1	0	4	0	100
Total Number Different Under 17 Individual Female Participants that have Represented Your Code Internationally During 2018							
Total Number Different Under 16 Individual Female Participants that have Represented Your Code Internationally During 2018							
Total Number Different Under 15 Individual Female Participants that have Represented Your Code Internationally During 2018	0	0	2	0	2	0	100
Total Number Different Under 14 Individual Female Participants that have Represented Your Code Internationally During 2018							
Total Number Different Under 13 Individual Female Participants that have Represented Your Code Internationally During 2018							
Total Underage National Female Team All Competitions During Season	0	3	3	0	6	0	100

The *self-set* barometer targets achieved include the senior and under-18 generic Black male and female representative entities where the 100% demographic reported met the 100% self-set targets, as well as the 60% charter target.

The senior and under-18 male team Black African demographics were reported as 33% for the seniors (which achieved the 25% self-set barometer target but not the 60% charter target) and 0% for the under-18 team (which was well below the 25% barometer target as well as the 60% charter target). These demographics reflect the level of inaccessibility for female Black Africans to the game.

The senior and under-18 female team Black African demographics were reported as 43% for the seniors

(which achieved the 25% self-set barometer target but not the 60% charter target) and 0% for the under-18 team (which was well below the 25% barometer target as well as the 60% charter target). These demographics reflect the level of inaccessibility for Black Africans to the game.

Except for under-18 teams, no other underage representative group was reported, signalling a 'pipeline' weakness which requires attention.

Black African representation in senior and underage teams remains a major challenge to overcome, considering the *small* footprint in 90% of the 25 000 under-resourced primary schools and senior schools (more than 80% Black African) and misplaced club structures.

c. Performance Records

TABLE TENNIS: INTERNATIONAL PARTICIPATING MALE INDIVIDUAL PERFORMANCE RECORDS DURING LAST SEASON -2018

	Total Number of Competitions in which all Individuals Participated in	Total No of First Positions	Total No of Second Positions	Total No of Third Positions	% of First Positions
Performance in All Competitions in which Senior Male participants have represented Your code Internationally During 2018	4	1	1	1	25
Performance in All Competitions in which Under 21 Male participants have represented Your code Internationally During 2018	1	0	0	0	
Performance in All Competitions in which Under 20 Male participants have represented Your code Internationally During 2018					
Performance in All Competitions in which Under 21 Male participants have represented Your code Internationally During 2018					
Performance in All Competitions in which Under 19 Male participants have represented Your code Internationally During 2018					
Performance in All Competitions in which Under 18 Male participants have represented Your code Internationally During 2018	1	0	0	0	
Performance in All Competitions in which Under 17 Male participants have represented Your code Internationally During 2018					
Overall Underage	2	0	0	0	0

TABLE TENNIS: INTERNATIONAL PARTICIPATING FEMALE INDIVIDUAL PERFORMANCE DURING 2018

Team	Total Number of Competitions in which all Individuals Participated in	Total No of First Positions	Total No of Second Positions	Total No of Third Positions	% Matches Won
Performance in All Competitions in which Senior Female participants have represented Your code Internationally During 2018	4	1	1	1	33
Performance in All Competitions in which Under 21 Female participants have represented Your code Internationally During 2018	0	0	0	0	
Performance in All Competitions in which Under 20 Female participants have represented Your code Internationally During 2018					
Performance in All Competitions in which Under 19 Female participants have represented Your code Internationally During 2017					
Performance in All Competitions in which Under 18 Female participants have represented Your code Internationally During 2018	1	0	0	0	0
Performance in All Competitions in which Under 17 Female participants have represented Your code Internationally During 2018					
Performance in All Competitions in which Under 16 Female participants have represented Your code Internationally During 2018					
Overall National Underage Team International Playing Record	1	0	0	0	0

The average percentage win record (1st positions) for both the senior and under 18-male representative teams was reported as 25% and 0% respectively. The win record of the female senior and under-18 representative entities was reported as 33% and 0% respectively.

Both the female and male representative entity performances were below par.

d. High-Performance Pipeline

TABLE TENNIS: NATIONAL SENIOR AND UNDERAGE MALE HIGH PERFORMANCE SQUADS - 2018

High Performance Group	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
Individual Senior Male High Performance Squad Members	2	4	0	0	6	33	100
Under 21 Individual Male High Performance Squad Members							
Under 20 Individual Male High Performance Squad Members							
Under 19 Individual Male High Performance Squad Members							
Under 18 Individual Male High Performance Squad Members	0	2	2	0	4	0	100
Under 17 Individual Male High Performance Squad Members							
Under 16 Individual Male High Performance Squad Members							
Average underage	0	2	2	0	4	0	100

TABLE TENNIS: NATIONAL SENIOR AND UNDERAGE FEMALE HIGH PERFORMANCE SQUADS - 2018

High Performance Group	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
National Individual Female High Performance Squad Members	3	2	2	0	7	43	100
Under 23 National Female High Performance Squad Members							
Under 21 Individual Female High Performance Squad Members							
Under 20 Individual Female High Performance Squad Members							
Under 19 Individual Female High Performance Squad Members							
Under 18 Individual Female High Performance Squad Members	0	3	1	0	4	0	100
Under 17 Individual Female High Performance Squad Members							
Under 16 Individual Male High Performance Squad Members							
Under 15 Individual Female High Performance Squad Members							
Average underage	0	3	1	0	4	0	100

Weak pipelines were reported for both male and female participants.

The demographic profile of table tennis's high-performance pipeline consists of 10 males (10 in 2017), reported as 100% generic Black, 33% Black African, 67% Coloured, 0% White and 0% Indian for the senior team and 0% Black African, 50% Coloured, 50% Indian and 0% White for the under-18 group.

The demographic profile of the seven senior female group members was reported as 100% generic Black, 43% Black African (a major change from 2017), 29% Coloured (50% in 2017), 0% White and 29% Indian (50% in 2017).

The 60% generic black Charter target was achieved, but not for the Black African component in all instances. The demographics of the high-performance groups reported raise questions as to how the pipeline will facilitate change in line with national objectives.

Effective optimisation of the pipeline numbers, age groups and demographics is key to the rate and extent of change in demographic profiles at national representative levels, particularly with respect to Black African representation and therefore longer-term sustainability. The sport could face potential sustainability challenges if the Black African demographic profile is not improved.

e. Coach and Umpire/Referee Demographic Profiles

TABLE TENNIS: ALL NATIONALLY ACTIVE ACCREDITED MALE AND FEMALE COACHES, REFEREES AND UMPIRES IN AREA OF JURISDICTION - 2018

Category	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
All Nationally accredited Male Coaches.	35	10	2	1	48	73	98
All Nationally accredited Female Coaches.	16	9	1	1	27	59	96
Total Coaches (Male plus Female)	51	19	3	2	75	68	97
All Nationally Accredited Male Referees/Umpires.	34	21	10	22	87	39	75
All Nationally Accredited Female Referees/Umpires.	30	10	4	12	56	54	79
Total Referees (Male plus Female)	64	31	14	34	143	45	76

The demographic of table tennis's 75 (48 male and only 27 female) coaches (36 in 2017) was reported as 68% Black African (47% in 2017), 25% Coloured (42% in 2017), 4% Indian (6% in 2017) and 3% White (2% in 2017).

The 97% generic Black (94% in 2017) demographic of the overall group of coaches exceeded both the 75% self-set barometer target and the 60% charter target. However,

the Black African coach demographic of 68%, while much improved from the 47% reported in 2017, did not achieve the 100% self-set barometer target nor the 60% charter target, as shown in the barometer scorecard.

Table tennis's 143 umpires (94 in 2017) comprise 87 male and 56 female umpires with a reported demographic of 45% Black African, 76% generic Black (69% in 2017), 22%

Coloured (33% in 2017), 10% Indian (11% in 2017) and 24% White (31% in 2017).

This means that the self-set barometer target of 75% generic Black umpires was achieved, but not the 100% target set for Black African representation, as shown in the barometer scorecard. The charter target of 60% for generic Black umpires was achieved but not for Black African umpires.

f. Sport Medicine and Scientific Support Structure

TABLE TENNIS: DEMOGRAPHIC PROFILE OF ALL MALE + FEMALE SPECIALIST SUPPORT TO NATIONAL INDIVIDUALS - 2018

	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black	% White
Qualified Male/Female Medical Practitioners used by all National level individuals during last season	0	1	0	0	1	0	100	0
Qualified Male/Female Physiotherapists used by all National level individuals during last season	7	2	1	0	10	70	100	0
Qualified Male/Female Biokineticists used by all National level individuals during last season								
Qualified Male/Female Nutritionists used by all National level individuals during last season								
Qualified Female Sport Psychologists used by all National level individuals during last season								
Qualified Male/Female Computer Analysts used by all National level individuals during last season								
Overall Male/Female Specialist Support	7	3	1	0	11	64	100	0

No self-set barometer targets have been set by the federation, which signals no intention of establishing a tailor-made medical and scientific support structure for table tennis.

However, actual data for one medical (100% generic Black and 100% Black African) and four physiotherapists (100% generic Black and 75% Black African) have been reported.

The medical and sport science support structures of SA sport remain largely unstructured and ineffective. There is no formally constituted entity coordinating provincial and national accredited specialist membership and governance structures for sport psychologists, sport physiotherapists, biokineticists, nutritionists, sport medicine practitioners and computer analysts. It has recently been found that the use of social workers in high-performance structures where the number of sportspeople from disadvantaged communities are increasing are particularly beneficial.

The absence of an organised medical and scientific initiative means there is no overarching structure to design and manage accreditation processes and establish and manage applied sport-specific research programmes in association with national coaching structures, in order to establish a register for profiling membership and advise federations on the appointment of appropriately qualified and accredited personnel when needed.

There is reason to believe that South African sport has fallen significantly behind the rest of the world in this area. The need is overdue for sport medical and science support services to be better structured, involving *all* universities (the factories of these sources of specialist knowledge), to coordinate and deliver appropriately structured services on an accredited basis. Table tennis's leadership has a responsibility of establishing an appropriate structure in line with the sport's needs.

g. Schools and Club Profiles and Footprint Data

TABLE TENNIS: NUMBER OF ALL PARTICIPATING SCHOOLS AND CLUBS (IN AREA OF JURISDICTION) PER DISTRICT AND PROVINCE - 2018

District in Area of Jurisdiction	No of ALL Clubs	No of ALL participating Junior Clubs	No of ALL participating Primary schools	No of ALL Participating Senior schools	No of ALL Participating Private Primary schools	No of ALL Participating Private Senior schools
Buffalo City	8	8	15	11	2	-
Nelson Mandela Bay	25	10	17	12	1	-
Alfred Nzo	9	3	10	8	-	-
Amathole	32	25	34	16	-	-
Chris Hani	16	16	5	5	-	-
Ukhahlamba (Joe Gqabi)	4	4	7	-	-	-
Sarah Baartman (Cacadu)	13	12	19	8	-	-
O R Tambo	42	29	44	23	3	-
EASTERN CAPE (TOTAL)	149	107	151	83	6	-
Mangaung	27	10	64	39	-	-
Fezile Dabi	12	2	32	37	-	-
Lejweleputswa	2	-	37	33	1	-
Thabo Mofutsanyana	11	1	75	27	-	-
Xhariep	11	-	30	20	-	-
FREE STATE (TOTAL)	63	13	238	156	1	-
City of Johannesburg	11	9	5	16	-	-
City of Tshwane	7	-	66	53	-	-
Ekurhuleni	10	-	63	29	1	-
Sedibeng	-	-	-	-	-	-
West Rand	-	-	-	-	-	-
GAUTENG (TOTAL)	28	9	134	98	1	-
Ethekwini	15	15	13	15	1	-
Amajuba	-	-	-	-	-	-
iLembe	-	-	-	-	-	-
Sisonke (Harry Gwala)	5	5	5	5	-	-
Ugu	-	-	-	-	-	-
uMgungundlovu	9	9	11	12	1	1
Umkhanyakude	-	-	-	-	-	-
uMzinyathi	-	-	-	-	-	-
uThukela	8	6	9	4	-	-
uThungulu (King Cetshwayo)	-	-	-	-	-	-
Zululand	4	4	12	4	-	-
KWAZULU NATAL (TOTAL)	41	39	50	40	2	1
Capricorn	19	6	8	5	-	-
Mopani	21	4	10	4	2	-
Sekhukhune	21	10	6	8	-	-
Vhembe	23	3	6	5	-	-
Waterberg	5	2	2	3	-	-
LIMPOPO (TOTAL)	89	25	32	25	2	-
Ehlanzeni	9	9	7	5	-	-
Gert Sibande	11	11	13	7	5	-
Nkangala	-	-	2	2	-	-
MPUMALANGA (TOTAL)	20	20	22	14	5	-
Bojanala Platinum	15	12	32	41	-	-
Central (Ngaka Modiri Molema)	55	55	71	92	5	2
Bophirima (Dr Ruth Mompati)	8	8	17	21	-	-
Southern (Dr Kenneth Kaunda)	19	19	36	40	2	-
NORTH WEST (TOTAL)	97	94	156	194	7	2
Frances Baard	6	5	59	79	3	-
John Taolo	7	6	12	13	-	-
Namakwa	6	5	13	15	1	-
Pixley-ka-Seme	1	1	14	13	-	-
Siyanda	-	-	-	-	-	-
NORTHERN CAPE (TOTAL)	20	17	98	120	4	-
Cape Town	18	15	14	9	1	-
Cape Winelands	7	-	9	8	-	-
Eden	5	2	10	5	-	-
Central Karoo	6	1	5	3	-	-
Overberg	-	-	5	2	-	-
West Coast	5	-	7	5	-	-
WESTERN CAPE (TOTAL)	41	18	50	32	1	-
TOTAL	947	577	1 711	1 441	52	6

TABLE TENNIS: SUMMARY CLUB STRUCTURE IN AREA OF JURISDICTION - 2018

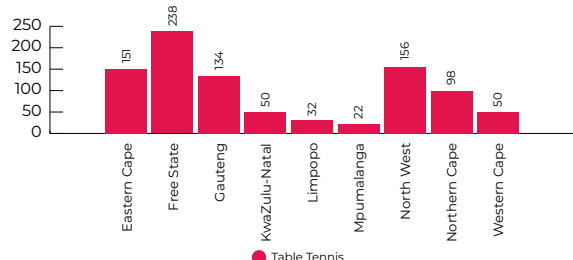
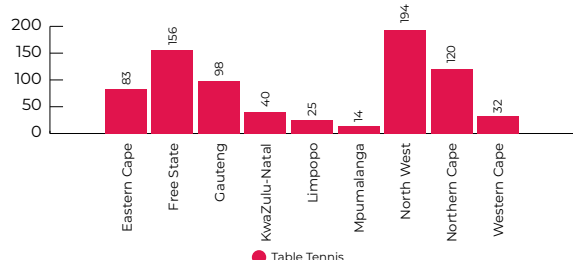
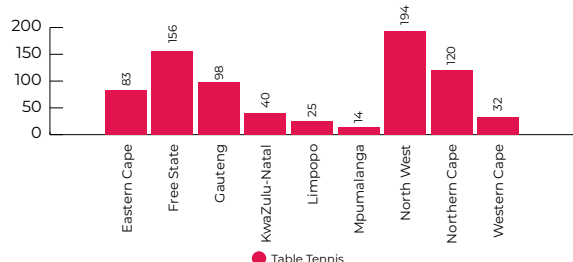
Category	NUMBER
Total number of clubs (excluding 'Township' based clubs) participating in your code in area of jurisdiction	595
Total number of 'Township' based clubs participating in your code in area of jurisdiction	352
Total number of registered male club members (excluding Township based clubs) in area of jurisdiction	1134
Total number of registered male members in 'Township' based clubs in area of jurisdiction	709
Total number of registered female club members (excluding Township based clubs) in area of jurisdiction	1135
Total number of registered female members in 'Township' based clubs in area of jurisdiction	708
Total number of league participating teams (excluding 'Township' based clubs) in area of jurisdiction	
Total number of league participating teams ('Township' based clubs) in area of jurisdiction.	
Total number of facilities available to clubs (excluding 'Township' based clubs) in area of jurisdiction	500
Total number of facilities available to 'Township' based clubs in area of jurisdiction.	230
Estimated total facility short fall at club level in area of jurisdiction.	11
Total number of new 'Township' clubs started last season in area of jurisdiction	3
Total number of Township based clubs that have stopped participating last season in area of jurisdiction	0
Total number of new clubs (excluding 'Township' based) that have started participating in your code last season	15
Total number of clubs (excluding 'Township' based clubs that have stopped participating in your code last season.	0
Total number of club players (excluding 'Township' based clubs) forming part of a High Performance Programme last season	15
Total number of club players, from 'Township' based clubs, forming part of a High Performance Programme last season	10
Total number of accredited coaches available at club level (excluding 'Township' based clubs) last season	148
Total number of Teams accredited coaches available at 'Township' based clubs	148
Total Number of Clubs (Excluding Township based Clubs) in your code that have participating Women Teams	595
Total Number of Township based Clubs participating in your code that have participating Women Teams	352
Total direct financial support provided clubs (excluding 'Township' based clubs) in area of jurisdiction last season.	R
Total direct financial support provided to 'Township' based clubs) in area of jurisdiction last season	R

TABLE TENNIS: SUMMARY SENIOR SCHOOL STRUCTURE IN AREA OF JURISDICTION - 2018

Element	NUMBER
Total number of all Senior schools in area of jurisdiction	12193
Total number of all Senior schools (Excluding Township based Senior schools) participating in your code in area of jurisdiction	1441
Total number of facilities available to Senior schools (Excluding Township based Senior schools) in area of jurisdiction	804
Total estimated number of Senior school facility (Excluding Township based Senior schools) shortfall in area of jurisdiction	543
Total number of 'Township' based Senior schools in area of jurisdiction	
Total number of 'Township' based Senior schools participating in your code in area of jurisdiction	783
Total number of facilities available to Senior schools in 'Townships' participating in your code in area of jurisdiction	314
Total estimated number of Senior school facility shortfall in 'Townships' in area of jurisdiction	469
Total number of accredited coaches available to Senior schools (excluding Township based Senior schools) in area of jurisdiction	148
Total number of accredited coaches available to Senior 'Township' based Senior schools in area of jurisdiction	148
Number of new Senior schools (excluding 'Township' Senior schools) that have started participating in your code during last season in area of jurisdiction	115
Number of Senior schools (excluding 'Township' Senior schools) that have stopped participating in your code last season in area of jurisdiction	0
Number of new 'Township' based Senior schools that have started participating in your code during last season in area of jurisdiction	76
Number of 'Township' based Senior schools that have stopped participating in your code last season in area of jurisdiction	0
Number of Primary school (excluding 'Township' Senior school) participants form part of a High Performance program in area of jurisdiction	4
Number of Primary school ('Township' Senior school) participants forming part of a High Performance program in area of jurisdiction	4
Total Number of Primary Schools (excluding participating Township Senior schools) participating in your code that have girl participating Teams	1441
Total Number of Township based Senior Schools participating in your code that have girl participating Teams	783
Direct financial support given to a Senior schools (excluding participating Township Primary schools) in area of jurisdiction	R
Direct financial support given to Township based Senior schools in area of jurisdiction	R

TABLE TENNIS: SUMMARY PRIMARY SCHOOL STRUCTURE IN AREA OF JURISDICTION - 2018

Element	NUMBER
Total number of all Primary schools in area of jurisdiction	14332
Total number of all Primary schools (Excluding Township based Primary schools) participating in your code in area of jurisdiction	1711
Total number of facilities available to Primary schools (Excluding Township based Primary schools) in area of jurisdiction	1115
Total estimated number of Primary school facility (Excluding Township based Primary schools) shortfall in area of jurisdiction	487
Total number of 'Township' based Primary schools in area of jurisdiction	
Total number of 'Township' based Primary schools participating in your code in area of jurisdiction	783
Total number of facilities available to Primary schools in 'Townships' participating in your code in area of jurisdiction	314
Total estimated number of Primary school facility shortfall in 'Townships' in area of jurisdiction	469
Total number of accredited coaches available to Primary schools (excluding Township based Primary schools) in area of jurisdiction	148
Total number of accredited coaches available to Primary 'Township' based Primary schools in area of jurisdiction	148
Number of new Primary schools (excluding 'Township' Primary schools) that have started participating in your code during last season in area of jurisdiction	113
Number of Primary schools (excluding 'Township' Primary schools) that have stopped participating in your code last season in area of jurisdiction	0
Number of new 'Township' based Primary schools that have started participating in your code during last season in area of jurisdiction	78
Number of 'Township' based Primary schools that have stopped participating in your code last season in area of jurisdiction	0
Number of Primary school (excluding 'Township' Primary school) participants form part of a High Performance program in area of jurisdiction	8
Number of Primary school ('Township' Primary school) participants forming part of a High Performance program in area of jurisdiction	8
Total Number of Primary Schools (excluding participating Township Primary schools) participating in your code that have girl participating Teams	1711
Total Number of Township based Primary Schools participating in your code that have girl participating Teams	783
Direct financial support given to a Primary schools (excluding participating Township Primary schools) in area of jurisdiction	R
Direct financial support given to Township based Primary schools in area of jurisdiction	R

Table Tennis: Primary School Participation Profile Per Province - 2018

Table Tennis: Senior School Participation Profile Per Province - 2018

Table Tennis: Club Participation Profile Per Province - 2018


Based on footprint data submitted, 1 711 primary schools participated in table tennis, which is less than the 2 977 reported in 2017, whereas the 1 441 participation figure for senior schools was also less than the 1 939 reported in 2017. It is important to note that the footprint school participation figures (1 711 primary and 1 939 senior schools) do not correlate with the numbers reported in the *summary tables* for primary schools, as shown above. The reasons for or causes of these discrepancies need to be cleared up to ensure that the footprint and summary tables reflect similar data.

Table tennis's self-set barometer target for participating primary schools, i.e. 2 000 (1,500 in 2017), was lower than the actual number of 2 494 reported. The self-set target of 900 (750 in 2017) for senior participating schools was also lower than the actual 2 224 (1 939 in 2017) reported, as shown in the barometer scorecard table.

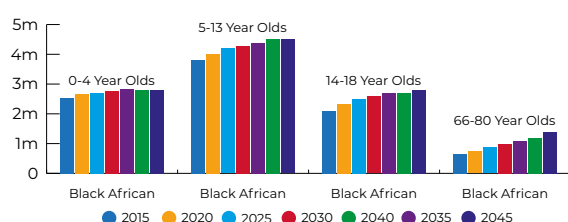
The reported number of participating clubs in the footprint is 577, which is different from the 947 reported on the summary data sheets, as shown above. This is yet another discrepancy that needs to be resolved. As shown in the barometer scorecard, the actual number of club members reported, i.e. 3 686, exceeded the self-set barometer target of 3 600.

The school- and club-related data, the very foundation of sport, received from federations appears to be the least reliable of all data. However, the importance of the data should not be underestimated.

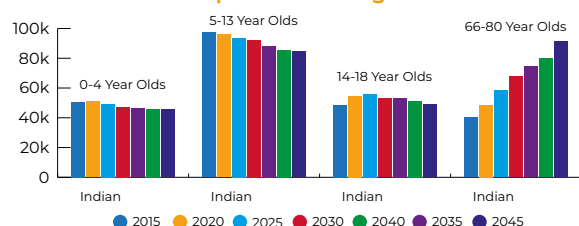
The rate of transformation can only be improved by more stretching targets, supported by the implementation of aggressive and creative change programmes.

Barometer targets set and forecast to 2025 by the federation were generally low and incremental with limited impact, particularly in respect to Black African representation in tennis's structures. These self-set targets may have to be re-evaluated against the following population demographics derived from published StatsSA data.

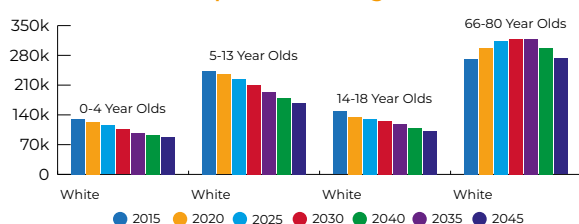
0 to 4, 5 to 13, 14 to 18 and 66 to 80+ Year Old Black African Male Population Change: 2015 to 2045



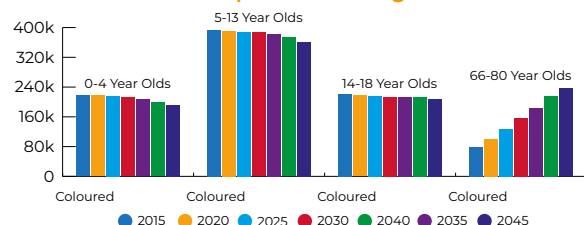
0 to 4, 5 to 13, 14 to 18 and 66 to 80+ Year Old Indian Male Population Change: 2015 to 2045



0 to 4, 5 to 13, 14 to 18 and 66 to 80+ Year Old White Male Population Change: 2015 to 2045



0 to 4, 5 to 13, 14 to 18 and 66 to 80+ Year Old Coloured Male Population Change: 2015 to 2045



In this regard the impact of the following will not be without consequences over the next 15 years:

- An overall increase of 33% in the total South African population from 55 million to 73 million by 2045;
- An increasing Black African and decreasing 4.5

million White population (a historic source of sport's human resource base) projected to be only 2 million by 2050;

- A 15% increase in the overall under-18 population from 20 to 23 million;
- A 30% decline in the under-18 White population from 1.4 to 0.97 million;
- A 24% increase in the under-18 black African group from 17 to 21 million, and
- A reduction in both Coloured and Indian under-18 numbers from 1.98 to 1.65 million over the same period.

The barometer forecasts presented by the table tennis federation reflect a structure where the sport could remain inaccessible to a large part of the 80% Black African population for some time to come. Limited change can be expected from representation forecasts made by the federation to 2025. Sustainability-related issues (comparable to that of bowls) could become increasingly important for the game in the longer term.

The large gap between the federation's *slow-changing* and forward-projected self-set barometer Black African targets and the 60% charter target needs to be closed.

In the light of the changing national demographic profile that is impacting the historic resource base of this sport, ways in which to target the vast unexplored and under-resourced base of the 25 000 primary schools and senior schools may have to be explored more creatively, with the objective of enlarging the Black African base in order to increase the number of table tennis participants.

In this regard, there may be a case for setting up a measuring system to monitor (and manage) the ratio of participants emerging from the previous model C schools environment to the number of players reaching the top coming out of the previous model C school environment.

Effective and constructive engagement with SRSa and DBE in close and integrated partnership arrangements with provincial structures and effective organisation of school table tennis structures are key factors for success.

General Remarks

An understanding of the reproduction of inequality (still aligned with race) after apartheid requires a deeper understanding of how the systems entrenching inequality under the previous dispensation have evolved since 1994. Inequality persists in sport (and other areas) because of highly concentrated economic power reinforced by continued inequalities in education, residence, infrastructure and work organisation. In all these areas the reforms introduced to date did not go far enough to bring about a step change in equality.

The education system continues to reproduce inequalities through large differences in access to quality education that is linked to location and household income. This impacts school sport in that participation opportunities are greatly reduced, thereby encouraging sport administrators to perpetuate and increase the existing gap between the 'haves' and the 'have nots' by focusing on the more 'privileged' segments of the structure.

The symbiotic relationship between the inequalities highlighted will require creative interventions at all levels on an ongoing basis if the existing equality gap is not to increase further. For those born into poverty equal opportunity will remain elusive.

The magnitude of the emerging challenges related to the medium to longer-term impact of national population demographic change demonstrate the inevitable sustainability challenges facing many organisations with predominant White structures in the future. Of concern are factors such as the continued under-representation of the increasing 80% + Black African component of society, a projected decrease in

White population numbers from a current 4.5 million to about 2 million by 2050, a projected decline of 33% over the next 15 to 20 years in the number of under-18 Whites and a corresponding increase, from 17 to 21 million, in the under-18 year Black African age group.

The impacting factors arising from a challenging socio-economic and political environment faced by all federations include:

- A potential ongoing challenging school sport system;
- Misplaced club structures;
- Ongoing facility shortages;
- Slow-changing demographic profiles in key areas;
- The quality and extent of coaching and referee/umpire structures;
- Suspect high-performance pipelines;
- Sub-optimally structured and organised medical and sport science support structures compared to South African sport's main competitors;
- Ongoing indifference to gender equity related issues;
- The quality and extent of governance processes; and
- The quality administrative operational support.

The Barometer MoU entered into with SRSA and SASCOC should reflect the commitment and creativity of leadership to change the federation in key areas to lay the foundation on which future leadership structures can build. An ineffective and more-of-the-same approach will not deliver such a foundation. At best it could only increase the pressure on those following in the future to adopt more aggressive and risky strategies to deal with unresolved or partially resolved issues.



CONCLUSION & RECOMMENDATION

Table tennis has achieved the baseline requirement of reaching 50% of its self-set targets by achieving 71% of its self-set targets. However, in the light of the large number of categories in which no barometer targets were set, it is recommended that the federation be given a *conditional* barometer pass, subject to the following:

A revision (overhaul) of the original barometer (2017 to 2030) is submitted by 30 June 2019, after ensuring that:

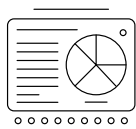
- The revision of the Barometer submitted is based on the comments and observations provided above, as well as those in previous EPG transformation status reports;
- The issues and weaknesses in the areas touched on in the narrative provided above and in previous reports are given in-depth thought and consideration when revising and setting targets that demonstrate meaningful change and progress in support of the overall charter objective of 'an accessible, equitable, demographically representative and competitive sport structure'.
- All barometer forecasts made demonstrate planned and thoughtful *improvement* and *progress* over the plan period (2018 to 2030).
- The revised barometer is balanced with respect to the charter categories selected from the

listed 43 in which targets are set, with due regard to: judicious and premeditated thought required regarding the shape and *demographic* profile of the board and administration structure; *annual* equitable representative participation opportunity at 'international' level for *both* senior and underage male *and* female participants; coach and umpire/referee structures; a developing medical and scientific support base; participating schools, clubs and club members; and BEE support packages;

- The implications of *static* or *slow-changing* targets are carefully considered as these reflect a structure that is transforming sub-optimally.
- The revised Barometer is signed off by the federation's President and CEO, followed by submission thereof to the Director General of Sport and copied to Dr Willie Basson at wdb1801@worldonline.co.za on by 30 June 2019.

Failure to comply by the due date could result in:

- a. 50% or more of annual SRSA grants from being withheld, postponed or reduced;
- b. The right to bid for and/or stage international events locally being withdrawn; or
- c. The position of the federation being reconsidered and the right to participate internationally being suspended.



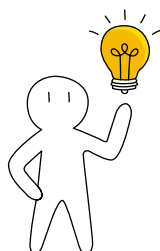
Tennis

Individual Federation Barometer Self-Set and Pre-Set Charter Target Scorecards



SECTION CONTENTS

Tennis: Barometer and Charter Scorecard – 2018 19	232
Tennis Barometer and Charter Performance Overview – 2018	233
1. Subjective Evaluation of Data Submission Quality	233
2. Summary Performance against Barometer Self-Set and Charter One-Size-Fits-All Targets	233
a. Administration	235
b. Senior, Junior and Youth Male and Female Representative Entities	235
c. High-Performance Pipeline	237
d. Performance Records	238
e. Coach and Umpire/Referee Demographic Profiles	239
f. Sport Medicine and Scientific Support Structure	239
g. Schools and Clubs (Footprint Data)	241
General Remarks	244
Conclusion & Recommendation	245



Only one softball underage male team (under-19) was reported. The generic Black actual reported 41% did not achieve the 70% self-set target, nor did the self-set Black African actual of 41% reported achieve the 50% self-set target.

Tennis: Barometer and Charter Scorecard – 2018/19

MORE THAN 100% OF SELF-SET TARGETS ACHIEVED		LESS THAN 100% OF SELF-SET ACHIEVED OR NO FORECAST AND/OR ACTUAL DATA PROVIDED		ZERO SELF-SET TARGET AND ZERO ACTUAL REPORTED			NO DATA PROVIDED BY FEDERATION		
Category	Measures	Barometer self-set target 2018	Charter Target	Actual 2018	% Barometer Target Achieved 2018	% Barometer Target Achieved 2017	% Charter Target Achieved 2018	Percentage Point difference Barometer % vs Charter % Target Achievement 2018	Barometer Target Achievement Trend 2017 2018
Schools and Clubs	Number of Participating Primary Schools	614		692	113	135			
	Number of Participating Senior Schools	450		517	115	125			
	Number of Participating Clubs	344		385	112	110			
	Number of Club Members	12 300		17 523	142	128			
Generic Black Male Representative Teams	% Demographic Senior National Male Generic Black Team Members	25	60	47	188	132	78	110	
	% Demographic National Male Under 21/20 Generic Black Team Members	35	60	100	286				
	Demographic National Male Under 19 Generic Black Team Members	30	60	0	0				
	Demographic National Male Under 18 Generic Black Team Members	25	60	20	80	100	33	47	
	Demographic National Male Under 17 Generic Black Team Members	25	60	57	228				
Black African Male Representative Teams	Demographic Senior National Male Black African Team Members	25	60	28	112		47		
	Demographic National Male Under under 21/20 Black African Team Members	30	60	0	0				
	Demographic National Male Under 19 Black African Team Members	25	60	0					
	Demographic National Male Under 18 Black African Team Members	20	60	20	100	100	33	67	
	Demographic National Male Under 17 Team Black African Team Members	20	60	14	70		23		
Generic Black Female Representative Teams	Demographic Senior National Female Generic Black Team Members	25	60	20	80		33		
	Demographic National Female Under 21/20 Generic Black Team Members	25	60	50	200				
	Demographic National Female Under 19 Generic Black Team Members	30	60	NO DATA					
	Demographic National Female Under 18 Generic Black Team Members	25	60	43	172		72	100	
	Demographic National Female Under 16/17 Generic Black Team Members	25	60	50	200		83	117	
Generic Black Female Representative Teams	Demographic Senior National Female Black African Team Members	25	60	20	80				
	Demographic National Female Under 21 Black African Team Members	25	60	50	200				
	Demographic National Female Under 19 Black African Team Members	25	60	NO DATA				cc	
	Demographic National Female Under 18 Black African Team Members	20	60	29	145		48	97	
	Demographic National Female Under 16/17 Black African Team Members	20	60	38	190		63	127	
Coaches and Referees or Umpires Demographic Profiles	Demographic Active (registered) Nationally Accredited Generic Black Coaches	21	60	19	90	76	32	59	
	Demographic Active (registered) Nationally Accredited Generic Black Referees	69	60	91	132	103	152	-20	
	Demographic Active (registered) Nationally Accredited Black African Coaches	12	60	15	125	100	25	100	
	Demographic Active (registered) Nationally Accredited Black African Referees	55	60	74	135	106	123	11	
Board and Full-time Staff Demographic Profiles	Board/Exco (Generic Black) Demographic	44	60	54	123	119	90	33	
	Board/Exco (Black African) Demographic	12	60	15	125	217	25	100	
	Full-time Staff (Generic Black) Demographic	63	60	63	100	102	105	-5	
	Full-time Staff (Black African) Demographic	56	60	56	100	104	93	7	
Medical and Scientific Group Demographic Profile	Medical Practitioner Generic Black Support Demographic	50	60	0	0				
	Physiotherapist Generic Black Support Demographic	50	60	33	66				
	Biokineticist Generic Black Support Demographic	50	60	NO DATA					
	Sport Psychologist Generic Black Support Demographic	25	60	0	0				
	Computer Analyst Generic Black Support Demographic	25	60	NO DATA					
	Medical Practitioner Black African Support Demographic	50	60	0	0				
	Physiotherapist Black African Support Demographic	50	60	33	66				
	Biokineticist Black African Support Demographic	50	60	NO DATA					
	Sport Psychologist Black African Support Demographic	25	60	0					
	Computer Analyst Black African Support Demographic	25	60	NO DATA					
Preferential Procurement	Total % BEE Purchases	52	50	66	127	143	132	-5	
Number of Categories in which targets have been set					43	26			
Number of Barometer Self-Set Targets achieved					23	17			
% of Barometer Self-Set/Charter Targets achieved					53	65			

Tennis: Commentary on Barometer- and Charter-Related Observations – 2018

The following sections compare and evaluate tennis's target achievement performance in selected transformation charter categories and barometer self-set and transformation one-size-fits-all targets.

1. Subjective Evaluation of Data Submission Quality

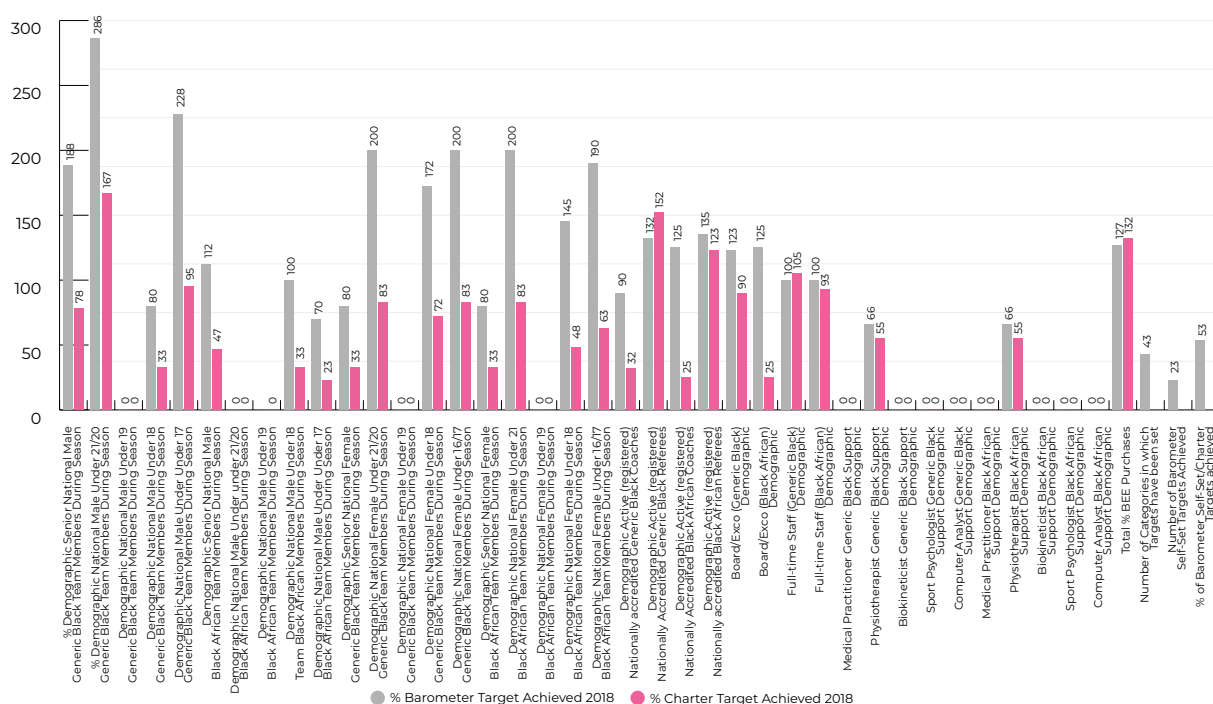
The quality of tennis's data submission has not been up to its previous standards and was below that achieved in 2016, based on a subjective evaluation using following criteria:

- Completeness of data packages 70% (70% in 2017);
- Perceived reliability of data submitted 60% (50% in 2017);
- Perceived commitment to the process 60% (60% in 2017); and
- Support received from sub-structures (50%) 50% in 2017.

This evaluation results in an overall 63% score, which is an improvement on the 58% score achieved in 2018 but below the 70% achieved in 2016 and compares with the 46% in 2018, 49% in 2017 and 46% in 2016 average achieved by all 19 federations audited.

2. Summary Performance against Barometer Self-Set and Charter One-Size-Fits-All Targets

Table Tennis - % Barometer Target Achieved vs % Predetermined Charter Target Achieved - 2018



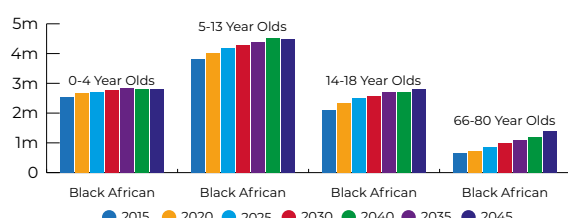
There are 43 barometer categories within which MoU self-set targets are required. Tennis has set targets in 23 of these categories. The percentage of self-set targets achieved (barometer score) for 2019 was 53% compared to 65% achieved in 2017. The score is higher than the 50% required to avoid penalty imposition.

However, the barometer score is somewhat inflated in that self-set barometer targets could be conservative when compared to the percentage achievement (only 10%) of the more stretching one-size-fits-all charter targets, which were achieved, as shown in the barometer scorecard and graphic above.

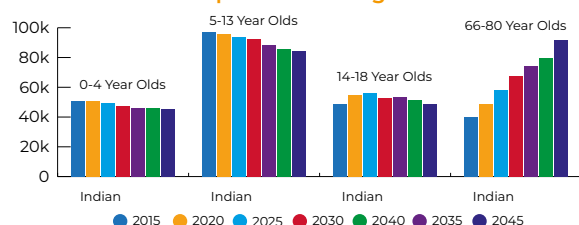
The rate of transformation can only be improved by more stretching targets, supported by the implementation of aggressive and creative change programmes.

The barometer targets set and forecast to 2025 by the federation were generally low and incremental with limited impact, particularly with respect to Black African representation in tennis's structures. These self-set targets may have to be re-evaluated against the following population demographics derived from published StatsSA data.

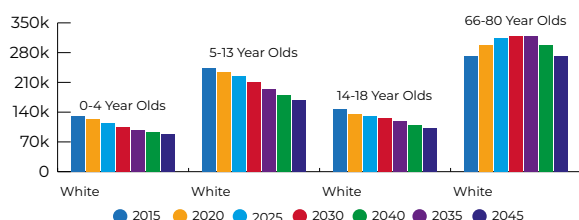
0 to 4, 5 to 13, 14 to 18 and 66 to 80+ Year Old Black African Male Population Change: 2015 to 2045



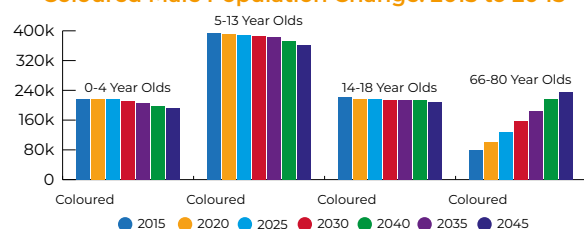
0 to 4, 5 to 13, 14 to 18 and 66 to 80+ Year Old Indian Male Population Change: 2015 to 2045



0 to 4, 5 to 13, 14 to 18 and 66 to 80+ Year Old White Male Population Change: 2015 to 2045



0 to 4, 5 to 13, 14 to 18 and 66 to 80+ Year Old Coloured Male Population Change: 2015 to 2045



The barometer forecasts presented by the tennis federation projects a tennis structure where the sport could remain inaccessible to a large part of the 80% Black African population for some time to come. Limited change can be expected from representation forecasts made by the federation to 2025. Sustainability-related issues (comparable to that of bowls) could become increasingly important for the game in the longer term.

In this regard the impact of the following factors will not be without consequences over the next 15 years:

- An overall increase of 33% in the total South African population from 55 million to 73 million by 2045;
- An increasing Black African and decreasing 4.5 million White population (a historic source of sport's human resource base) projected to be only 2 million by 2050;
- The 15% increase in the overall under-18 population from 20 to 23 million;
- A 30% decline in the under-18 White population from 1.4 to 0.97 million;
- A 24% increase in the under-18 Black African group from 17 to 21 million; and
- A reduction in both Coloured and Indian under-18 numbers from 1.98 to 1.65 million over the same period.

The large gap between the federation's *slow-changing* and forward-projected self-set barometer Black African targets and the 60% charter target needs to be closed.

Areas that may require more creative intervention include:

- Those in which less than 100% of self-set targets and less than 60% of charter targets were achieved, namely: the number and percentage of the total number of public schools participating in tennis, generic Black and Black African representation in the senior male and the under-19 and under-18 national teams, as well as the senior and under-19, under-18 and under-16/17 national female teams;
- The size of tennis's school and club footprint; and
- The shape and size of high-performance structures.

a. Administration

TENNIS: NATIONAL ADMINISTRATION DEMOGRAPHIC PROFILE - 2018

Category	African	Coloured	Indian	White	Women	Disabled	TOTAL	% Black African	% Generic Black	% Coloured	% Indian	% Women	% Disabled
President	0	0	0	1	0	0	1	● 0	● 0	● 0	● 0	● 0	● 0
CEO	0	0	0	1	0	0	1	● 0	● 0	● 0	● 0	● 0	● 0
Full-time Employed Staff Members	9	0	1	6	6	0	16	● 56	● 63	● 0	● 6	● 38	● 0
Part Time Employed Staff Members	6	0	0	0	0	0	6						
'Board' Members	2	4	1	6	3	0	13	● 15	● 54	● 31	● 8	● 23	● 0
Exco/Management Committee Members	2	1	1	8	3	0	12	● 17	● 33	● 8	● 8	● 25	● 0
Finance Committee							0						
Audit and Risk Committee	0	2	2	4		0	8	● 0	● 50	● 25	● 25	● 0	● 0
Transformation Committee	2	2	0	3	2	0	7	● 29	● 57	● 29	● 0	● 29	● 0

At board level the generic Black demographic of 54% (44% in 2017), 46% White (54% in 2017) and only 15% Black African (13% in 2017) reported showed an overall improvement.

The reported 54% generic Black demographic exceeded the self-set barometer target of 44% and the reported actual 15% Black African demographic also exceeded the low self-set barometer target of 12%. However, the 60% transformation charter target, as shown in the barometer scorecard, was not achieved.

Tennis's full-time staff complement reported a demographic profile of 56% Black African (54% in 2017) and 63% generic Black (63% in 2017), both of which achieved their self-set barometer targets.

The generic Black demographic component exceeded the one-size-fits-all 60% charter target, whereas the Black African demographic did not achieve the 60% charter target.

b. Senior and Underage National and Representative Entities

TENNIS: NATIONAL REPRESENTATIVE SENIOR AND UNDERAGE MALE TEAM DEMOGRAPHICS - 2018

Team	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
Total Number Different Senior Individual Male Participants that have Represented Your Code Internationally During 2018	18	7	5	34	64	● 28	● 47
Total Senior National Male Team All Competitions During Season	18	7	5	34	64	● 28	● 47
Total Number Different Under 21 Individual Male Participants that have Represented Your Code Internationally During 2018							
Total Number Different Under 20 Individual Male Participants that have Represented Your Code Internationally During 2018	0	2	0	0	2	● 0	● 100
Total Number Different Under 19 Individual Male Participants that have Represented Your Code Internationally During 2018							
Total Number Different Under 18 Individual Male Participants that have Represented Your Code Internationally During 2018	1	0	0	4	5	● 20	● 20
Total Number Different Under 17 Individual Male Participants that have Represented Your Code Internationally During 2018	1	2	1	3	7	● 14	● 57
Total Number Different Under 16 Individual Male Participants that have Represented Your Code Internationally During 2018	1	2	0	3	6	● 17	● 50
Total Number Different Under 14 Individual Male Participants that have Represented Your Code Internationally During 2018	3	2	0	10	15	● 20	● 33
Total Number Different Under 12 Individual Male Participants that have Represented Your Code Internationally During 2018	3	0	0	5	8	● 38	● 38
Total Underage National Male Team All Competitions During Season	9	8	1	25	43	● 21	● 42

TENNIS: INDIVIDUAL FEMALE INTERNATIONAL PARTICIPATION DEMOGRAPHIC PROFILES - 2018

Team	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
Total Number Different Senior Individual Female Participants that have Represented Your Code Internationally During 2018	1	0	0	4	5	20	20
Total Senior National Female Team All Competitions During Season	1	0	0	4	5	20	20
Total Number Different Under 21 Individual Female Participants that have Represented Your Code Internationally During 2018							
Total Number Different Under 20 Individual Female Participants that have Represented Your Code Internationally During 2018	1	0	0	1	2	50	50
Total Number Different Under 19 Individual Female Participants that have Represented Your Code Internationally During 2018							
Total Number Different Under 18 Individual Female Participants that have Represented Your Code Internationally During 2018	2	1	0	4	7	29	43
Total Number Different Under 17 Individual Female Participants that have Represented Your Code Internationally During 2018	4	0	0	14	18	22	22
Total Number Different Under 16 Individual Female Participants that have Represented Your Code Internationally During 2018	3	1	0	4	8	38	50
Total Number Different Under 15 Individual Female Participants that have Represented Your Code Internationally During 2018							
Total Number Different Under 14 Individual Female Participants that have Represented Your Code Internationally During 2018	4	1	0	10	15	27	33
Total Number Different Under 12 Individual Female Participants that have Represented Your Code Internationally During 2018	1	0	1	6	8	13	25
Total Underage National Female individual participants All Competitions During Season	15	3	1	39	58	26	33

The barometer scorecard and table above show that only the under-20 representative male entity reflected achievement of the one-size-fits-all transformation charter target of 60%. The national male under-20 generic Black individuals achieved 100%.

The senior male entity of 64 participants were reported as 47% generic Black, only 28% Black African and 53% White. The average demographic for the four underage groups, comprising 43 participants, were reported as 42% generic Black, 58% White and 21% Black African.

On the other hand, the low self-set barometer targets for male senior and underage representative entities were achieved in five of the representative entities reported. The self-set targets achieved include the generic Black demographic of the senior and under-17 male entities, as well as the Black African demographic of two entities, namely the senior and under-18 entities as shown in barometer scorecard.

The barometer scorecard and table above show that no representative female entity achieved the one-size-fits-all transformation charter target of 60%.

The senior female entity of five participants compared to the 64 male participants (a large discrepancy in male and female numbers) was reported as 20% generic Black, 80% White and 20% Black African, reflecting an untransformed structure compared to that of the men.

The average demographic for the six underage female groups, comprising 58 participants, was reported as 33% generic Black, 67% White and 26% Black African. The underage group, an important part of the sport's pipeline, also appears to be less transformed than the male underage representative group. If not changed sustainably, challenges could emerge in the medium to longer term.

On the other hand, the low self-set barometer targets for female senior and underage representative entities were achieved in six (compared to the five reported for men) of the representative entity categories. The self-set targets achieved include the generic Black demographic of the under-20/21, under-18 and under-16/17 female entities, as well as the Black African demographic of three representative female entities, under-21, under-18 and under-16/17, as shown in barometer scorecard above.

Overall, the data reported for representative entities shows progress in what remains a largely untransformed profile. This reflects a relatively untransformed representative participant group as measured in terms of the federation's self-set as well as transformation charter targets. The low barometer forward projections may require the forecasts to be more creatively and aggressively reviewed and pursued.

c. High-Performance Pipeline

TENNIS: NATIONAL SENIOR AND UNDERAGE FEMALE HIGH PERFORMANCE SQUADS - 2018

High Performance Group	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
All National Individual Senior Female High Performance Squad Members	1	0	0	5	6	17	17
All National Under Individual 21 National Female High Performance Squad Members							
All National Under Individual 20 National Female High Performance Squad Members							
All National Under Individual 19 National Female High Performance Squad Members							
All National Under Individual 18 National Female High Performance Squad Members	2	1	0	8	11	18	27
All National Under Individual 17 National Female High Performance Squad Members	0	0	0	0	0		
All National Under Individual 16 National Female High Performance Squad Members	3	3	0	8	14	21	43
All National Under Individual 14 National Female High Performance Squad Members	0	1	1	6	25	0	8
All National Under Individual 12 National Female High Performance Squad Members	2	0	0	6	50	4	4
Average underage	7	5	1	28	100	7	13

TENNIS: NATIONAL SENIOR AND UNDERAGE MALE HIGH PERFORMANCE SQUADS - 2018

High Performance Group	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
All National Individual Senior Male High Performance Squad Members	1	1	0	5		14	29
All National Under Individual 21 National Male High Performance Squad Members							
All National Under Individual 20 National Male High Performance Squad Members							
All National Under Individual 19 National Male High Performance Squad Members							
All National Under Individual 18 National Male High Performance Squad Members	1	2	0	5	8	13	38
All National Under Individual 17 National Male High Performance Squad Members							
All National Under Individual 16 National Male High Performance Squad Members	1	2	0	6	9	11	33
All National Under Individual 14 National Male High Performance Squad Members	1	1	0	6	24	4	8
All National Under Individual 12 National Male High Performance Squad Members	1	1	0	6	8	13	25
Average underage	4	6	0	23	49	8	20

The 14% Black African (47% in 2017) and 29% generic Black (53% in 2017) senior male high-performance group of seven members (15 members in 2017) reported signal a significant change in the number and demographics of the group compared to 2017. The data reported also shows change taking place in the male underage high-performance demographic for the under-18 eight-member group (nine in 2017), reported as 38% generic Black and 13% Black African, and the demographic of the under-16 11-member group, reported as 33% generic Black (27% in 2017) and 11% Black African (18% in 2017), both of which are well below the charter 60% target.

The reported Black African components of these two underage groups were only 13% (9% in 2017) and 11% (18% in 2017) respectively, highlighting the longer-term challenge for tennis from a pipeline perspective.

The transformation charter target of 60% was not achieved in any of the high-performance categories for males.

On the other hand, the demographic of tennis's six (nine in 2017) senior female high-performance group members was reported as 17% Black African (33% in 2017), 83% White and 17% generic Black, which reflects a less transformed group than that of the male high-performance group.

The transformation charter target of 60% was not achieved in any of the high-performance categories for females either.

On face value, the structure above appears to be a deliberate attempt to impact the demographic of the sport on the field of play, but it has to be kept in mind that *demographics at senior level are impacted if representative participation opportunities at school level, supported by well-developed underage high-performance structures and broad-based participation in key strategic market segments, are pursued.*

Black African representation in senior and underage teams remains a major challenge to overcome,

particularly when considering its continued focus on the relatively small number of 'privileged' previous model C schools. The focus on selected segments of the under-resourced 25 000 primary and senior schools (80% + Black African) may have to be increased if Black African representation in tennis's structures is to improve.

This should not be left unattended for too long as it will not be without longer-term consequences, considering the potential impact of population demographic changes in motion.

d. Performance Records

TENNIS: INTERNATIONAL PARTICIPATING FEMALE INDIVIDUAL PERFORMANCE DURING 2018

	Total Number of Events Individuals Participated in	Total No of First Positions	Total No of Second Positions	Total No of Third Positions	% First Positions
Performance in All Competitions in which Senior Female participants have represented Your code Internationally During 2018	60	2	2	0	3
Performance in All Competitions in which Under 21 Female participants have represented Your code Internationally During 2018					
Performance in All Competitions in which Under 20 Female participants have represented Your code Internationally During 2018	1	2	1	0	200
Performance in All Competitions in which Under 21 Female participants have represented Your code Internationally During 2018					
Performance in All Competitions in which Under 19 Female participants have represented Your code Internationally During 2018					
Performance in All Competitions in which Under 18 Female participants have represented Your code Internationally During 2018	21	0	0	0	0
Performance in All Competitions in which Under 17 Female participants have represented Your code Internationally During 2018					
Performance in All Competitions in which Under 16 Female participants have represented Your code Internationally During 2018	48	3	2	0	6
Performance in All Competitions in which Under 14 Female participants have represented Your code Internationally During 2018	45	0	0	0	0
Performance in All Competitions in which Under 12 Female participants have represented Your code Internationally During 2018	24	0	1	0	0
Overall underage	139	5	4	0	4

BASEBALL: NATIONAL SENIOR AND UNDERAGE MALE TEAM PERFORMANCE - 2018

Team	Number of Matches Played	Matches Won	Matches Drawn	% Matches Won
Senior National Male Team Playing Record During Last Seson - Competition: France incoming tour	7	5	0	71
Senior National Male Team Playing Record During Last Seson - Competition:				
Under 23 National Male Team Playing Record During Last Seson	8	1	0	13
Under 21 National Male Team Playing Record During Last Seson				
Under 20 National Male Team Playing Record During Last Seson				
Under 15 National Male Team Playing Record During Last Seson: World Cup U15	8	1	0	13
OVERALL UNDERAGE	16	2	0	13

The senior male representative entity achieved 8% (6% in 2017) first positions in 192 events (145 in 2017), whereas the underage percentage first positions for the male group was reported as 8% (21% in 2017) in 220 events. The average underage male performance level reported was 8% first positions in 220 events (65 in 2017).

The senior female representative entity achieved 3% first positions in 60 events, whereas the average underage percentage of first positions for the female group was reported as 3%, in 139 events.

e. Coach and Umpire/Referee Demographic Profiles

TENNIS: ALL NATIONALLY ACTIVE ACCREDITED MALE AND FEMALE COACHES, REFEREES AND UMPIRES IN AREA OF JURISDICTION - 2018

Category	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
All Nationally accredited Male Coaches.	92	11	11	387	501	18	23
All Nationally accredited Female Coaches.	18	1	1	193	213	8	9
Total Coaches (Male plus Female)	110	12	12	580	714	15	19
All Nationally Accredited Male Referees/Umpires.	148	31	8	19	206	72	91
All Nationally Accredited Female Referees/Umpires.	103	10	6	12	131	79	91
Total Referees (Male plus Female)	251	41	14	31	337	74	91

The demographic of tennis's 714 male and female accredited coaches (687 in 2017) was reported as only 15% Black African (10% in 2017), 19% generic Black (13% in 2017) and 81% White (87% in 2017). This reflected some improvement but remained well below the 60% charter target.

The 19% generic Black demographic for male and female coaches was also below the self-set barometer target of 21%, although the 15% actual reported for Black African coaches was higher than the 12% forecast in the barometer, as shown in the barometer scorecard.

Although the federation's self-set and forward-projected generic Black barometer coach target in 2025 is 59%, which translates to a 41% White and 30% Black African demographic, represents change, it still signals a high level of inaccessibility to tennis's coaching structures for Black Africans coaches, more so for female than male coaches, as shown above.

The number of male coaches, i.e. 501, with a reported demographic of 18% Black African and 23% generic Black (77% White) is significantly greater than the number of female coaches, i.e. 213, reported, with a demographic

profile of 8% Black African and 9% generic Black (i.e. 91% White), reflects a relatively untransformed structure.

Transforming tennis's coach demographic is important and will require a high level of creativity.

The demographics of tennis's 337 male and female group of umpires, reported as 74% Black African (56% in 2017) and 91% generic Black (69% in 2017), are both *well above* the one-size-fits-all 60% charter target, as well as the self-set barometer targets of 55% Black African and 69% generic Black, as shown in the barometer scorecard, which represents a *major* improvement and reflects a *well transformed* umpire structure.

The number of male umpires reported, i.e. 206, with a reported demographic of 72% Black African and 91% generic Black (i.e. 9% White), is significantly greater than the number of female umpires, i.e. 131, reported, with a demographic profile of 79% Black African and 91% generic Black (i.e. 9% White).

Changing tennis's coaching structure is extremely important and will be more challenging than changing its umpiring structure.

f. Sport Medicine and Scientific Support Structure

TENNIS: DEMOGRAPHIC PROFILE OF ALL MALE + FEMALE SPECIALIST SUPPORT TO NATIONAL INDIVIDUALS - 2018

	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black	% White
Qualified Male/Female Medical Practitioners used by all National level individuals during last season	0	0	0	2	2	0	0	100
Qualified Male/Female Physiotherapists used by all National level individuals during last season	1	0	0	2	3	33	33	67
Qualified Male/Female Biokineticists used by all National level individuals during last season								
Qualified Male/Female Nutritionists used by all National level individuals during last season								
Qualified Female Sport Psychologists used by all National level individuals during last season	0	0	0	1	1	0	0	100
Qualified Male/Female Computer Analysts used by all National level individuals during last season								
Overall Male/Female Specialist Support	1	0	0	5	6	17	17	83

Tennis reported a relatively underdeveloped and unstructured medical and scientific specialist support structure, which is not in line with the quality and extent of structures in modern day competitive sport. Only one specialist group (two in 2017) out of the listed specialist groups was reported, namely a three-member 33% Black African (0% in 2017) and 33% generic Black (i.e. 67% White) *physiotherapist* group, as shown in the table and barometer scorecard above.

Tennis's forward-projected barometer also does not reflect a commitment to develop and strengthen this all-important component of sport, a situation which may require a revisit by leadership.

The medical and sport science support structures of SA sport remain largely unstructured and ineffective. There is no formally constituted entity coordinating provincial and national accredited specialist membership and governance structures for sport psychologists, sport physiotherapists, biokineticists, nutritionists, sport medicine practitioners, social welfare practitioners and

computer analysts.

This means there is no overarching structure to design and manage accreditation processes and establish and manage applied sport-specific research programmes in association with national coaching structures, in order to establish a register profiling membership and who can advise federations on the appointment of appropriately qualified and accredited personnel.

There is reason to believe that South African sport may have fallen behind the rest of the world in this area. The need is overdue for sport medical and science support services to be better structured, involving *all* universities (the factories of these sources of specialist knowledge), to coordinate and deliver appropriately structured services on an accredited basis. Tennis's leadership has a responsibility of establishing an appropriate structure in line with the sport's needs.

g. Schools and Clubs (Footprint Data)

TENNIS: NUMBER OF ALL PARTICIPATING SCHOOLS AND CLUBS (IN AREA OF JURISDICTION) PER DISTRICT AND PROVINCE - 2018

District in Area of Jurisdiction	No of ALL Clubs	No of ALL participating Junior Clubs	No of ALL participating Primary schools	No of ALL Participating Senior schools	No of ALL Participating Private Primary schools	No of ALL Participating Private Senior schools
Buffalo City	11	11	10	8	1	1
Nelson Mandela Bay	17	17	20	22	6	6
Alfred Nzo	3	3	5	6		
Amathole	6	6				
Chris Hani	3	3	3	4		
Ukhahlamba (Joe Gqabi)	5	5	3	2		
Sarah Baartman (Cacadu)	11	11	5	5	3	3
O R Tambo	1	1	2	5		
EASTERN CAPE (TOTAL)	57	57	48	52	10	10
Mangaung	9	9	18	11	1	1
Fezile Dabi	2	2	18	7		
Lejweleputswa	8	8	20	7	2	2
Thabo Mofutsanyana	5	5	19	13		
Xhariep	6	6	5			
FREE STATE (TOTAL)	30	30	80	38	3	3
City of Johannesburg	38	38	67	43	10	10
City of Tshwane	54	54	52	48	6	6
Ekurhuleni	16	16	40	73	10	10
Sedibeng	3	3			5	5
West Rand	3	3			3	3
GAUTENG (TOTAL)	114	114	159	164	34	34
Ethekeveni	36	36	30	31	10	12
Amajuba			6	5	1	1
iLembe			6	5	3	3
Sisonke	1	1	4	2	1	1
Ugu	6	6	8	6	3	3
uMgungundlovu	9	9	22	18	11	11
Umkhanyakude			3	-	-	-
uMzinyathi			5	1	1	1
uThukela			6	2	1	-
uThungulu (King Cetshwayo)	6	6	8	7	3	3
Zululand	2	2	4	2	1	
KWAZULU NATAL (TOTAL)	60	60	102	79	35	35
Capricorn	2	2	20	14	-	-
Mopani	1	1	-	-	-	-
Sekhukhune	1	1	-	-	-	-
Vhembe	1	1	-	-	-	-
Waterberg	1	1	-	-	-	-
LIMPOPO (TOTAL)	6	6	20	14	-	-
Ehlanzeni	22	22	42	29	3	3
Gert Sibande	2	2	4	5	1	1
Nkangala	3	3	3	3	2	2
MPUMALANGA (TOTAL)	27	27	49	37	6	6
Bojanala Platinum	2	2	5	4	-	-
Ngaka Modiri Molema	8	8	5	3	-	-
Dr Ruth Mompati	2	2	3	2	-	-
Dr Kenneth Kaunda	2	2	4	5	-	-
NORTH WEST (TOTAL)	14	14	17	14	-	-
Frances Baard	3	3	9	10	-	-
John Taolo	-	-	1	1	-	-
Namakwa	1	1	2	2	-	-
Pixley-ka-Seme	-	-	1	1	-	-
Siyanda ZF Mgcawu	-	-	2	3	-	-
NORTHERN CAPE (TOTAL)	4	4	15	17	-	-
Cape Town	38	38	87	62	-	-
Cape Winelands	29	29	89	26	-	-
Eden	16	16	26	14	-	-
Central Karoo	-	-	-	-	-	-
Overberg	-	-	-	-	-	-
West Coast	-	-	-	-	-	-
WESTERN CAPE (TOTAL)	83	83	202	102	-	-
TOTAL	395	395	692	517	88	88

TENNIS: SUMMARY SENIOR SCHOOL STRUCTURE IN AREA OF JURISDICTION - 2018

Element	NUMBER
Total number of all Senior schools in area of jurisdiction	8 012
Total number of all Senior schools (Excluding Township based Senior schools) participating in your code in area of jurisdiction	419
Total number of facilities available to Senior schools (Excluding Township based Senior schools) in area of jurisdiction	380
Total estimated number of Senior school facility (Excluding Township based Senior schools) shortfall in area of jurisdiction	70
Total number of 'Township' based Senior schools in area of jurisdiction	3 985
Total number of 'Township' based Senior schools participating in your code in area of jurisdiction	98
Total number of facilities available to Senior schools in 'Townships' participating in your code in area of jurisdiction	114
Total estimated number of Senior school facility shortfall in 'Townships' in area of jurisdiction	266
Total number of accredited coaches available to Senior schools (excluding Township based Senior schools) in area of jurisdiction	72
Total number of accredited coaches available to Senior 'Township' based Senior schools in area of jurisdiction	113
Number of new Senior schools (excluding 'Township' Senior schools) that have started participating in your code during last season in area of jurisdiction	0
Number of Senior schools (excluding 'Township' Senior schools) that have stopped participating in your code last season in area of jurisdiction	0
Number of new 'Township' based Senior schools that have started participating in your code during last season in area of jurisdiction	5
Number of 'Township' based Senior schools that have stopped participating in your code last season in area of jurisdiction	0
Number of Primary school (excluding 'Township' Senior school) participants form part of a High Performance program in area of jurisdiction	105
Number of Primary school ('Township' Senior school) participants forming part of a High Performance program in area of jurisdiction	85
Total Number of Primary Schools (excluding participating Township Senior schools) participating in your code that have girl participating Teams	380
Total Number of Township based Senior Schools participating in your code that have girl participating Teams	55
Direct financial support given to a Senior schools (excluding participating Township Primary schools) in area of jurisdiction	R 582 955
Direct financial support given to Township based Senior schools in area of jurisdiction	R 313 898

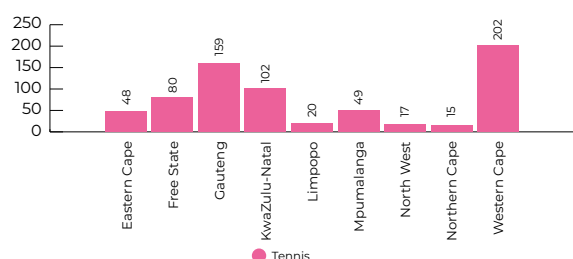
TENNIS: SUMMARY PRIMARY SCHOOL STRUCTURE IN AREA OF JURISDICTION - 2018

	NUMBER
Total number of all Primary schools in area of jurisdiction	13 710
Total number of all Primary schools (Excluding Township based Primary schools) participating in your code in area of jurisdiction	489
Total number of facilities available to Primary schools (Excluding Township based Primary schools) in area of jurisdiction	470
Total estimated number of Primary school facility (Excluding Township based Primary schools) shortfall in area of jurisdiction	150
Total number of 'Township' based Primary schools in area of jurisdiction	8 226
Total number of 'Township' based Primary schools participating in your code in area of jurisdiction	203
Total number of facilities available to Primary schools in 'Townships' participating in your code in area of jurisdiction	45
Total estimated number of Primary school facility shortfall in 'Townships' in area of jurisdiction	137
Total number of accredited coaches available to Primary schools (excluding Township based Primary schools) in area of jurisdiction	68
Total number of accredited coaches available to Primary 'Township' based Primary schools in area of jurisdiction	68
Number of new Primary schools (excluding 'Township' Primary schools) that have started participating in your code during last season in area of jurisdiction	0
Number of Primary schools (excluding 'Township' Primary schools) that have stopped participating in your code last season in area of jurisdiction	0
Number of new 'Township' based Primary schools that have started participating in your code during last season in area of jurisdiction	6
Number of 'Township' based Primary schools that have stopped participating in your code last season in area of jurisdiction	0
Number of Primary school (excluding 'Township' Primary school) participants form part of a High Performance program in area of jurisdiction	145
Number of Primary school ('Township' Primary school) participants forming part of a High Performance program in area of jurisdiction	95
Total Number of Primary Schools (excluding participating Township Primary schools) participating in your code that have girl participating Teams	620
Total Number of Township based Primary Schools participating in your code that have girl participating Teams	188
Direct financial support given to a Primary schools (excluding participating Township Primary schools) in area of jurisdiction	107 692
Direct financial support given to Township based Primary schools in area of jurisdiction	71 795

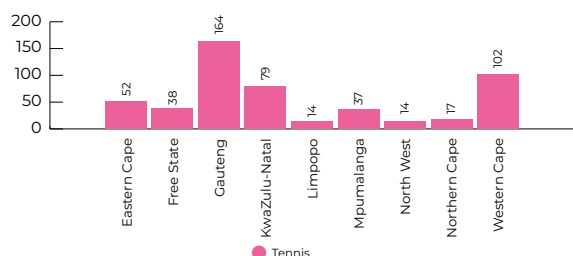
TENNIS: SUMMARY CLUB STRUCTURE IN AREA OF JURISDICTION - 2018

Category	NUMBER
Total number of clubs (excluding 'Township' based clubs) participating in your code in area of jurisdiction	340
Total number of 'Township' based clubs participating in your code in area of jurisdiction	45
Total number of registered male club members (excluding Township based clubs) in area of jurisdiction	8 112
Total number of registered male members in 'Township' based clubs in area of jurisdiction	2 704
Total number of registered female club members (excluding Township based clubs) in area of jurisdiction	5 701
Total number of registered female members in 'Township' based clubs in area of jurisdiction	1 006
Total number of league participating teams (excluding 'Township' based clubs) in area of jurisdiction	931
Total number of league participating teams ('Township' based clubs) in area of jurisdiction.	21
Total number of facilities available to clubs (excluding 'Township' based clubs) in area of jurisdiction	901
Total number of facilities available to 'Township' based clubs in area of jurisdiction	100
Estimated total facility short fall at club level in area of jurisdiction.	328
Total number of new 'Township' clubs started last season in area of jurisdiction	4
Total number of Township based clubs that have stopped participating last season in area of jurisdiction	0
Total number of new clubs (excluding 'Township' based) that have started participating in your code last season	0
Total number of clubs (excluding 'Township' based clubs that have stopped participating in your code last season.	4
Total number of club players (excluding 'Township' based clubs) forming part of a High Performance Programme last season	345
Total number of club players, from 'Township' based clubs, forming part of a High Performance Programme last season	395
Total number of accredited coaches available at club level (excluding 'Township' based clubs) last season	607
Total number of Teams accredited coaches available at 'Township' based clubs	107
Total Number of Clubs (Excluding Township based Clubs) in your code that have participating Women Teams	280
Total Number of Township based Clubs participating in your code that have participating Women Teams	20
Total direct financial support provided clubs (excluding 'Township' based clubs) in area of jurisdiction last season.	R 540 465
Total direct financial support provided to 'Township' based clubs) in area of jurisdiction last season	R 231 628

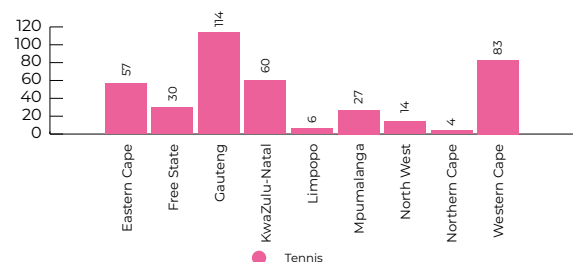
Tennis: Primary School Participation Profile Per Province - 2018



Tennis: Senior School Participation Profile Per Province - 2018



Tennis: Senior School Participation Profile Per Province - 2018



In 2018, it was reported that 692 (802 in 2017) or 5% of the estimated 15 000 primary schools and 517 (543 in 2017) or 5% of the estimated 10 000 senior schools participated in tennis. Of concern should be that in both instances the number of participating schools in 2018 was less than the number reported in 2017. The reasons for this need to be well understood and dealt with.

The barometer scorecard shows that the actual number of participating primary schools reported, i.e. 692, exceeds the low (unrealistic) self-set barometer target of 614 by a substantial margin, and that the reported actual number of 517 participating senior schools reported also exceeds the low 450 self-set target by far. The self-set targets are low and conservative and may not effectively contribute to the sport's potential sustainability challenges in the medium to longer term.

The number of participating township-based primary schools, i.e. 203 (only 29% of the total number of participating primary schools), and the number of participating senior township-based schools, i.e. 98 (19% of the total number of participating senior schools), may need to be increased substantially.

Against the background of changing national population demographic profiles impacting tennis's historic, now declining, resource base it is obvious that the vast

unexplored and under-resourced 25 000 primary and senior school base may have to be more aggressively and creatively explored if tennis's Black African base is to be expanded.

As mentioned, the longer-term impact of the socio-economic and demographic changes in South African society, combined with tennis's strategies in the past, could have a not insignificant effect on the game's longer-term sustainability. In this regard, there may be a case for tennis to set up its own set of measures to monitor (and manage) the ratio and rate of players emerging from the 'privileged' previous model C school environment to the number of players from less privileged schools reaching the top.

Effective and constructive engagement with the SRSA and DBE regional sport structures, in close and integrated partnership arrangements with tennis's provincial school sport structures providing structured underage participation and development opportunities, will be key factors for success.

The reported number of participating clubs, i.e. 385, five more than the 380 reported in 2017, exceeded the 344 self-set barometer target, as shown in the scorecard. The low and conservative self-set barometer target of 12 300 club members was comfortably exceeded by the actual self-set barometer target of 17 523 reported. It may be advisable for the federation to extend school and club data collection processes to include processes that will monitor the extent and rate of demographic (number, gender and population) change of club members. This information could be useful to gauge the longer-term sustainability of the game.

The school- and club-related data submitted by federations has been shown to be the least reliable of all data received. The data, the collection and use thereof as part of planning processes need to be incorporated in all federation school sport-related plans in the light of rapid national demographic changes, the general condition of school and club sport and the associated revised MoU for school sport between SRSA and DBE.

General Remarks

An understanding of the reproduction of inequality (still aligned with race) after apartheid requires a deeper understanding of how the systems entrenching inequality under the previous dispensation have evolved since 1994. Inequality persists in sport (and other areas) because of highly concentrated economic power reinforced by continued inequalities in education, residence, infrastructure and work organisation. In all these areas the reforms introduced to date did not go far enough to bring about a step change in equality.

The education system continues to reproduce inequalities through large differences in access to quality education that is linked to location and household income. This impacts school sport in that participation opportunities are greatly reduced, thereby encouraging sport administrators to perpetuate and increase the existing gap between the 'haves' and the 'have nots' by focusing on the more 'privileged' segments of the structure.

The symbiotic relationship between the inequalities highlighted will require creative interventions at all levels on an ongoing basis if the existing equality gap is not to increase further. For those born into poverty equal opportunity will remain elusive.

The inevitable sustainability challenges facing many organisations with predominantly White structures in the future relate to:

- The medium- to longer-term impact of national population demographic change;
- The continued under-representation of the increasing 80% + Black African component of society;
- The projected decrease in White population numbers from a current 4.5 million to about 2 million by 2050; and
- The projected decline of 33% over the next 15 to 20 years in the number of under-18 Whites and the corresponding increase, from 17 to 21 million, in the under-18 Black African age group.

The following feature among the multitude of strategic challenges faced by *all* federations:

- A possible ongoing challenging school sport system;
- Misplaced and sub-optimal club structures;

- Failure to quantify and understand the *real* facility problem and the absence of well-constructed and comprehensive facility plans;
- Slow-changing demographic profiles in key areas;
- The quality and extent of coaching and referee/umpire structures;
- Suspect high-performance pipelines;
- Sub-optimally structured and organised medical and sport science support structures compared to South African sport's main competitors;
- Ongoing indifference to gender equity-related issues;
- The quality and extent of administrative support to maintain operations; and
- The impact of factors arising from challenging the socio-economic and political environments.

The barometer MoU entered into with SRSA and SASCOC should reflect the commitment and creativity of leadership to change the federation in key areas to lay the foundation on which future leadership structures can build. An ineffective and more-of-the-same approach will not deliver such a foundation. At best it could only increase the pressure on those following in the future to adopt more aggressive and risky strategies to deal with unresolved or partially resolved issues.



CONCLUSION & RECOMMENDATION

Tennis has achieved 53% of its self-set targets, which means it has exceeded the baseline requirement of 50%.

The federation is requested to review the existing barometer MoU. The revision (overhaul) of the original barometer (2017 to 2030) should be submitted before the 30th June 2019 and should ensure that:

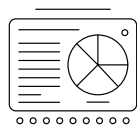
- The revision of the barometer submitted is based on the comments and observations above as well as those from previous EPG transformation status reports.
- The issues and weaknesses in the areas touched on in the narrative above and in previous reports are given in-depth thought and consideration when revising and setting targets that demonstrate meaningful change and progress in support of the overall charter objective of 'an accessible, equitable, demographically representative and competitive

sport structure'.

- All barometer forecasts made demonstrate planned and thoughtful *improvement* and *progress* over the plan period (2018 to 2025).
- The revised barometer is balanced with respect to the charter categories selected from the listed 43 in which targets are set, with due regard to: judicious and premeditated thought required regarding the shape and *demographic* profiles of the board and administration structure; *annual* equitable representative participation opportunity at 'international' level for *both* senior and underage male *and* female participants; coach and umpire/referee structures; a developing medical and scientific support base; participating schools, clubs and club members and BEE support packages;
- The implications of *static* or *slow-changing* targets as well as conservative target setting are carefully considered as these reflect a structure that is transforming sub-optimally; and
- The revised barometer is signed off by the federation's President and CEO, followed by submission thereof to the Director General of Sport and copied to Dr Willie Basson at wdb1801@worldonline.co.za on or before 30 June 2019.

Failure to comply before 30 June 2019 could result in:

- 50% or more of the annual SRSA grants being withheld, postponed or reduced;
- The right to bid for and/or stage international events being locally withdrawn; or
- The position of the federation being reconsidered and the right to participate 'internationally' suspended.



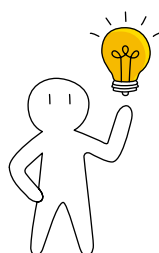
Volleyball

Individual Federation Barometer Self-Set and Pre-Set Charter Target Scorecards



SECTION CONTENTS

Volleyball: Barometer and Charter Scorecard – 2018 19	247
Volleyball Barometer and Charter Performance Overview – 2018	248
1. Subjective Evaluation of Data Submission Quality	248
2. Summary Performance against Barometer Self-Set and Charter One-Size-Fits-All Targets	248
a. Administration	249
b. Senior, Junior and Youth Male and Female Representative Entities	249
c. High-Performance Pipeline	250
d. Performance Records	251
e. Coach and Umpire/Referee Demographic Profiles	252
f. Sport Medicine and Scientific Support Structure	253
g. Schools and Clubs (Footprint Data)	254
General Remarks	257
Conclusion & Recommendation	258



The light at the end of the transformation tunnel is visible for some codes, notably *table tennis, football, volleyball, cricket, amateur boxing, softball, netball, athletics* and *basketball*.

Volleyball: Barometer and Charter Performance – 2018

MORE THAN 100% OF SELF-SET TARGETS ACHIEVED		LESS THAN 100% OF SELF-SET ACHIEVED OR NO FORECAST AND/ OR ACTUAL DATA PROVIDED		ZERO SELF-SET TARGET AND ZERO ACTUAL REPORTED			NO DATA PROVIDED BY FEDERATION		
Measures		Barometer self-set target 2018	Charter Target	Actual 2018	% Barometer Target Achieved 2018	% Barometer Target Achieved 2017	% Charter Target Achieved 2018	Percentage Point difference Barometer % vs Charter % Target Achievement 2018	Barometer Target Achievement Trend 2017 - 2018
Schools and Clubs	Number of Participating Primary Schools	1 425		NO DATA		252			
	Number of Participating Senior Schools	1 425		NO DATA		169			
	Number of Participating Clubs	1 035		919	89	117			
	Number of Club Members	603		11 028	1 829				
Generic Black Male Representative Teams	% Demographic Senior National Male Generic Black Team Members	22	60	100	455	476	167	288	
	% Demographic National Male Under 21/23 Generic Black Team Members	22	60	NO DATA		0			
	Demographic National Male Under 19 Generic Black Team Members	17	60	100	588	0	167		
	Demographic National Male Under 18 Generic Black Team Members	11	60	NO DATA		0			
	Demographic National Male Under 16/17 Generic Black Team Members	11	60	NO DATA		0			
Black African Male	Demographic Senior National Male Black African Team Members	25	60	0	0	250	0	0	
	Demographic National Male Under 21/23 Black African Team Members	25	60	NO DATA		0			
	Demographic National Male Under 19 Black African Team Members	25	60	100	400	0	167		
	Demographic National Male Under 18 Black African Team Members	15	60	NO DATA		0			
	Demographic National Male Under 16/17 Black African Team Members	15	60	NO DATA		0			
Generic Black Female Representative Teams	Demographic Senior National Female Generic Black Team Members	20	60	100	500	613	167	333	
	Demographic National Female Under 21/23 Generic Black Team Members	20	60	NO DATA		613			
	Demographic National Female Under 19 Generic Black Team Members	20	60	100	500	0	167		
	Demographic National Female Under 18 Generic Black Team Members	25	60	NO DATA		0			
	Demographic National Female Under 16/17 Generic Black Team Members	25	60	NO DATA		0			
Black African Female Representative Teams	Demographic Senior National Female Black African Team Members	25	60	50	200	290	83	117	
	Demographic National Female Under 21/23 Black African Team Members	25	60	NO DATA		375			
	Demographic National Female Under 19 Black African Team Members	25	60	50	200	0			
	Demographic National Female Under 18 Black African Team Members	20	60	NO DATA		0			
	Demographic National Female Under 16/17 Black African Team Members	20	60	NO DATA		0			
Coaches and Referees or Umpires Demographic Profiles	Demographic Active (registered) Nationally Accredited Generic Black Coaches	20	60	94	470	775	157	313	
	Demographic Active (registered) Nationally Accredited Generic Black Referees	15	60	89	593	0	148		
	Demographic Active (registered) Nationally Accredited Black African Coaches	15	60	44	293	358	73	220	
	Demographic Active (registered) Nationally Accredited Black African Referees	14	60	50	357	0	83	274	
Board and Full-time Staff	Board/Exco (Generic Black) Demographic	25	60	100	400	455	167	233	
	Board/Exco (Black African) Demographic	25	60	40	160	333	67	93	
	Full-time Staff (Generic Black) Demographic	25	60	100	400	455	167	233	
	Full-time Staff (Black African) Demographic	20	60	50	250	333	83	167	
Medical and Scientific Group Demographic Profile	Medical Practitioner Generic Black Support Demographic	23	60	100	435	0	167		
	Physiotherapist Generic Black Support Demographic	25	60	100	400	0	167		
	Biokineticist Generic Black Support Demographic	20	60	NO DATA		0			
	Sport Psychologist Generic Black Support Demographic	25	60	NO DATA		0			
	Computer Analyst Generic Black Support Demographic	25	60	NO DATA		0			
	Medical Practitioner Black African Support Demographic	20	60	33	165	0	55		
	Physiotherapist Black African Support Demographic	22	60	50	227	0	83		
	Biokineticist Black African Support Demographic	18	60	NO DATA		0			
	Sport Psychologist Black African Support Demographic	20	60	NO DATA		0			
	Computer Analyst Black African Support Demographic	22	60	NO DATA		0			
Preferential Procurement	Total % BEE Purchases	50	50	NO DATA		0			
Number of Categories in which targets have been set					43	43			
Number of Barometer Self-Set Targets achieved					20	15			
% of Barometer Self-Set/Charter Targets achieved					47	35			

a. Administration

VOLLEYBALL: NATIONAL ADMINISTRATION DEMOGRAPHIC PROFILE - 2018

Category	African	Coloured	Indian	White	Women	Disabled	TOTAL	% Black African	% Generic Black	% Coloured	% Indian	% Women	% Disabled
President	1	0	0	0	0	0	1	100	100	0	0	0	0
CEO							0						
Full-time Employed Staff Members	1	1					2	50	100	50	0	0	0
Part Time Employed Staff Members	6	4	4	0	3		14	43	100	29	29	21	0
'Board' Members	2		3				5	40	100	0	60	0	0
Exco/Management Committee Members	4	1	6		2		11	36	100	9	55	18	0
Finance Committee	1		1				2	50	100	0	50	0	0
Audit and Risk Committee	1		1				2	50	100	0	50	0	0
Transformation Committee	2				1		2	100	100	0	0	50	0

The actual generic Black demographic of volleyball's administrative structure reported as 100% in each administration category achieved both the charter 60% as well as the low, unrealistic barometer self-set target.

The Black African board demographic which was reported as 40% (lower than the 46% reported in 2017) achieved the low self-set barometer target of 15% for Black African representation but not the 60% charter target. Indian board representation, at 60%, is higher than in any other code.

The federation's full-time staff, 50% Black African and 100% generic Black (50% Coloured, 0% White) exceeded the unrealistically low self-set generic Black barometer targets of 25% and 25% Black African. These outcomes place further question marks on the targets set in the federation's barometer MoU.

The one-size-fits-all 60% charter target (the interim milestone towards sport structures resembling the national demographic profile over time) was achieved only for the board and full-time staff generic Black demographic, for which 100% actuals were reported. It was, however, not achieved for the corresponding Black African components, reported as 40% (lower than the 46% reported in 2017) and 50% (50% in 2017), as shown in the scorecard.

With respect to women representation, the federation reported a board comprising of 0% women, which is below the charter target of 25% and not in line with the current debate related to gender equity.

b. Senior and Underage National and Representative Teams

VOLLEYBALL: NATIONAL REPRESENTATIVE SENIOR AND UNDERAGE FEMALE TEAM DEMOGRAPHICS - 2018

Team	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
Total Number Senior Representative International Female Team Members During Season. Competition:	1	1	0	0	2	50	100
Total Number Senior Representative International Female Team Members During Season. Competition:							
Total Senior National Female Team All Competitions During Season	1	1	0	0	2	50	100
Total Under 23 National Female Team Members During Last Season. (If applicable)					0		
Total Under 21 National Female Team Members During Last Season. (If applicable)	0	0	0	0	0		
Total Under 19 National Female Team Members During Last Season. (If applicable)	1	1	0	0	2	50	100
Total Under 18 National Female Team Members During Last Season. (If applicable)							
Total Under 17 National Female Team Members During Last Season. (If applicable)							
Total Number of Under 16 National Female Team Members During Last Season. (If applicable)							
Total Underage National Female Team All Competitions During Season	1	1	0	0	2	50	100

VOLLEYBALL: NATIONAL REPRESENTATIVE SENIOR AND UNDERAGE MALE TEAM DEMOGRAPHICS - 2018

Team	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
Total Number Senior National Male Team Members During Season. Competition:		2		0	2	0	100
Total Senior National Male Team All Competitions During Season		2		0	2	0	100
All Under 23 National Male Team Members During Last Season							
All Under 21 National Male Team Members During Last Season							
Total Under 19 National Male Team Members During Last Season	2	0	0	0	2	100	100
Total Under 18 National Male Team Members During Last Season							
Total Under 17 National Male Team Members During Last Season							
Total Number of Under 16 National Male Team Members During Last Season							
Total Underage National Male Team All Competitions During Season	2	0	0	0	2	100	100

The unrealistic self-set barometer demographic targets in *each* representative team category, coupled with the fact that *no* actual data was reported for most categories, create a problematic situation and cast doubt on the reliability of the data submitted.

Volleyball's MoU barometer self-set targets do not harmonise with the actual demographics of teams reported. The national senior male team demographic profile was reported as 100% generic Black, which is a 455% achievement of the federation's self-set barometer target of only 22%. The same holds for the actual Black African component, reported as 0% (50% in 2017), not achieving the MoU agreed self-set target of 25%.

The actual national senior female team demographic profile reported as 100% generic Black (92% in 2017) is an unrealistic 500% above the self-set barometer target of 20%. The actual Black African component reported as 50% (75% in 2017) exceeded the MoU self-set target of 25% by 200%, as shown in the Barometer scorecard.

Unlike in 2017, when no underage entities were reported, two male and two female under-19 representative entities were reported. The male group was 100% Black African and the female group 50% generic Black (one Black African and one Coloured).

The small number of participants and the sub-optimal range of underage groups reflect limited representative participation opportunity, which could be a significant strategic weakness.

The barometer MoU forward-projected targets may need to be overhauled, because of the questionable validity of the forecast numbers, the limited participation opportunity and the uncertainty about whether these reflect how volleyball will align to transformation charter objectives in the future. The existing barometer MoU agreed with SRSA and SASCOC reflects small, unrealistic and non-changing, self-set targets that are not in line with the *existing* situation.

c. High-Performance Pipeline

VOLLEYBALL: NATIONAL SENIOR AND UNDERAGE FEMALE HIGH PERFORMANCE SQUADS - 2018

High Performance Group	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
National Senior Female High Performance Squad Members	2	2		1	5	40	80
Under 23 National Female High Performance Squad Members							
Under 21 National Female High Performance Squad Members							
Under 20 National Female High Performance Squad Members							
Under 19 National Female High Performance Squad Members	1	1	0	0	2	50	100
Under 18 National Female High Performance Squad Members							
Under 17 National Female High Performance Squad Members							
Under 16 National Male High Performance Squad Members							
Under 15 National Female High Performance Squad Members							
Average underage	1	1	0	0	2	50	100

VOLLEYBALL: NATIONAL SENIOR AND UNDERAGE MALE HIGH PERFORMANCE SQUADS - 2018

High Performance Group	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
National Senior Male High Performance Squad Members	4	2	1		7	57	100
Under 23 National Male High Performance Squad Members							
Under 21 National Male High Performance Squad Members							
Under 20 National Male High Performance Squad Members							
Under 19 National Male High Performance Squad Members	2				2	100	100
Under 18 National Male High Performance Squad Members							
Under 17 National Male High Performance Squad Members							
Under 16 National Male High Performance Squad Members							
Average underage	2	0	0	0	2	100	100

A federation's high-performance programme reflects leadership's medium- to longer-term strategy from a team performance quality and developmental (pipeline) point of view.

Compared to high-performance systems reported by many other federations, volleyball's high-performance programme appears to be sub-optimal with respect to the overall number of male and female members in the group, i.e. 12 (16 in 2017), comprising seven senior males (57% Black African, 14% Indian, 0% White and 100% generic Black). The five females in the group was 40% Black African, 20% Coloured, 10% Indian and 80% generic

Black. Only two underage groups, namely one under-19 male group (100% generic Black and 100% Black African) and one under-19 female group (100% generic Black and 80% Black African) were reported. The high-performance structure reported in 2017 comprised only seniors.

Regular competitive representative participation opportunities for different underage groups supported by an extensive programme, comprising quality coaching and medical and scientific support, talent identification and nurturing processes, are integral parts of a high-performance programmes.

d. Performance Records

VOLLEYBALL: NATIONAL REPRESENTATIVE SENIOR AND UNDERAGE MALE TEAM PERFORMANCE - 2018

Team	Number of Matches Played	Matches Won	Matches Drawn	% Matches Won
Senior National Male Team Playing Record. Competition:	6	4	0	67
Senior National Male Team Playing Record. Competition:	5	4	0	80
Senior National Male Team Playing Record. Competition:	5	5	0	100
Senior National Male Team Playing Record. Competition:	8	5	0	63
Senior National Male Team Playing Record. Competition:	5	3	0	60
Overall National Senior Team International Playing Record	29	21	0	72
Under 23 National Male Team Playing Record				
Under 21 National Male Team Playing Record				
Under 20 National Male Team Playing Record				
Under 19 National Male Team Playing Record	4	3	0	75
Under 18 National Male Team Playing Record				
Under 17 National Male Team Playing Record				
Under 16 National Male Team Playing Record	0	0	0	

VOLLEYBALL: NATIONAL SENIOR AND UNDERAGE FEMALE TEAM PERFORMANCE - 2018

Team	Number of Matches Played	Matches Won	Matches Drawn	% Matches Won
Senior National Female Team Playing Record. Competition:	6	3	0	50
Senior National Female Team Playing Record. Competition:	5	2	0	40
Senior National Female Team Playing Record. Competition:				
Overall National Senior Team International Playing Record	11	5	0	45
Under 21 National Female Team Playing Record.				
Under 20 National Female Team Playing Record.				
Under 19 National Female Team Playing Record.	4	3		75
Under 18 National Female Team Playing Record.				
Under 17 National Female Team Playing Record.				
Under 16 National Female Team Playing Record.				
Overall National Underage Team International Playing Record	4	3	0	75

The average senior male performance record was reported as 72% wins (57% in 2017) from 29 matches (30 in 2017) and a low 45% wins (31% in 2017) out of 11 matches (13 in 2017) for senior female representative entities.

Only one male and female underage team, under-19, participated in four matches each. (No underage team, male or female, was provided with representative participation opportunity in 2017). Both the male and female under-19 teams won 75% of their games.

e. Coach and Umpire/Referee Demographic Profiles

VOLLEYBALL: ALL NATIONALLY ACTIVE ACCREDITED MALE AND FEMALE COACHES, REFEREES AND UMPIRES IN AREA OF JURISDICTION - 2018

Category	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
All Nationally accredited Male Coaches.	23	20	12	3	58	40	95
All Nationally accredited Female Coaches.	11	3	3	2	19	58	89
Total Coaches (Male plus Female)	34	23	15	5	77	44	94
All Nationally Accredited Male Referees/Umpires.	10	4	4	1	19	53	95
All Nationally Accredited Female Referees/Umpires.	4	2	1	2	9	44	78
Total Referees (Male plus Female)	14	6	5	3	28	50	89

The demographic of volleyball's total number of 77 accredited coaches reported (42 in 2017) comprised 58 males of which 95% were reported as generic Black, 40% Black African, 34% Coloured, 21% Indian and 6% White. The 19 female accredited coaches were reported as 89% generic Black, 58% Black African, 11% White, 16% Coloured and 16% Indian.

The actual generic Black male coach demographic of 95% was well above the 60% charter target as was the female 89% generic Black demographic.

The actual generic Black demographic reported for male *plus* female coaches was 94% (93% in 2017), which exceeded the federation's very low and unrealistic barometer forecast of 20% by a significant margin, and the actual Black African demographic of 44% (43% in 2017) also exceeded the unrealistic 15% barometer forecast by the federation. This raises doubts about the

reliability of barometer forecasts and the understanding thereof.

The demographic of volleyball's total number of 28 accredited umpires/referees comprised 19 males of which 95% were reported as generic Black, 53% Black African, 21% Coloured, 21% Indian and 5% White. The nine female accredited umpires/referees were reported as 78% generic Black, 44% Black African, 22% White, 22% Coloured and 11% Indian.

The actual generic Black male umpire/referee demographic of 95% was well above the 60% charter target as was the female 78% generic Black demographic.

The actual generic Black demographic reported for male *plus* female umpire/referee was 89%, which exceeded the federation's very low and unrealistic barometer forecast of 15% by a significant margin, and the actual

Black African demographic of 50% also exceed the unrealistic 15% barometer forecast by the federation. This raises further doubts about the reliability of barometer forecasts and understanding thereof.

No data was reported for umpires/referees in 2017.

f. Sport Medicine and Scientific Support Structure

VOLLEYBALL: DEMOGRAPHIC PROFILE OF ALL MALE + FEMALE SPECIALIST SUPPORT TO NATIONAL INDIVIDUALS - 2018

	African	Coloured	Indian	White	TOTAL	% Black African	% Generic Black
Qualified Male/Female Medical Practitioners used by all National level individuals during last season	1	0	2	0	3	33	100
Qualified Male/Female Physiotherapists used by all National level individuals during last season	1	1	0	0	2	50	100
Qualified Male/Female Biokineticists used by all National level individuals during last season							
Qualified Male/Female Nutritionists used by all National level individuals during last season							
Qualified Female Sport Psychologists used by all National level individuals during last season							
Qualified Male/Female Computer Analysts used by all National level individuals during last season							
Overall Male/Female Specialist Support	2	1	2	0	5	40	100

No data was provided for the medical and sport science support structure in 2017 despite the barometer forecasts committed to in the Barometer MoU with SRSA and SASCOC.

The data provided in 2018 indicates a small structure, comprising five practitioners, three medical (100% generic Black, 33% Black African and 67% White) and two physiotherapists (100% generic Black, 50% Black African and 50% Coloured).

The medical and sport science support structures of SA sport remain largely unstructured and ineffective. There is no formally constituted entity coordinating provincial and national accredited specialist membership and governance structures for sport psychologists, sport physiotherapists, biokineticists, nutritionists, sport medicine practitioners and computer analysts.

This means there is no overarching structure to design and manage accreditation processes and establish and manage applied sport specific research programmes in association with national coaching structures, in order to establish a register for profiling membership and advise federations on the appointment of appropriately qualified and accredited personnel.

There is reason to believe that South African sport has fallen significantly behind the rest of the world in this area. The need is overdue for sport medical and science support services to be better structured, involving *all* universities (the factories of these sources of specialist knowledge), to coordinate and deliver appropriately structured services on an accredited basis. Volleyball's leadership has a responsibility of establishing an appropriate structure in line with the sport's needs.

The actual generic Black male umpire/referee demographic of 95% was well above the 60% charter target as was the female 78% generic Black demographic.

g. Schools and Clubs (Footprint Data)

VOLLEYBALL: NUMBER OF ALL PARTICIPATING SCHOOLS AND CLUBS (IN AREA OF JURISDICTION) PER DISTRICT AND PROVINCE - 2018

District in Area of Jurisdiction	No of all Clubs	No of all participating Junior Clubs	No of all participating Primary schools	No of all Participating Senior schools	No of all Participating Private Primary schools	No of all Participating Private Senior schools
Buffalo City	9	5	3	2	9	0
Nelson Mandela Bay	22	8	5	4	15	2
Alfred Nzo	6	5	6	0	0	0
Amathole	9	4	4	6	4	1
Chris Hani	4	3	4	4	5	2
Ukhahlamba (Joe Gqabi)	3	2	3	6	3	0
Sarah Baartman (Cacadu)	6	3	3	5	5	1
O R Tambo	8	7	6	7	5	
EASTERN CAPE (TOTAL)	67	37	34	34	46	6
Mangaung	20	9	19	22	10	1
Fezile Dabi	17	18	20	22	0	0
Lejweleputswa	5	11	10	10	1	1
Thabo Mofutsanyana	9	16	10	10	0	2
Xhariep	6	5	6	6		
FREE STATE (TOTAL)	57	59	65	70	2	13
City of Johannesburg	9	1	212	89	23	3
City of Tshwane	7	0	101	62	19	1
Ekurhuleni	2	5	166	48	7	5
Sedibeng	4	4	98	78	4	1
West Rand	12	3	67	22	2	0
GAUTENG (TOTAL)	34	13	644	299	55	26
Ethekeini	23	241	21	168	1	0
Amajuba	10	39	75	61	2	2
iLembe	10	8	10	5	0	0
Sisonke	2	0	4	2	0	0
Ugu	14	1	25	17	0	0
uMgungundlovu	8	8	8	7	0	0
Umkhanyakude	45	41	59	33	2	0
uMzinyathi	18	18	13	11	0	0
uThukela	8	20	2	3	1	0
uThungulu (King Cetshwayo)	16	21	6	8	0	0
Zululand	5	8	26	5	0	0
KWAZULU NATAL (TOTAL)	159	405	249	320	6	2
Capricorn	22	8	106	78	6	3
Mopani	12	4	96	90	5	2
Sekhukhune	16	6	148	112	4	2
Vhembe	18	6	92	78	6	3
Waterberg	20	8	117	89	6	2
LIMPOPO (TOTAL)	88	32	559	447	27	14
Ehlanzeni	17	0	33	21	0	0
Gert Sibande	14	0	36	33	0	0
Nkangala	20	0	48	35	0	0
MPUMALANGA (TOTAL)	51	0	117	89	0	28
Bojanala Platinum	15	5	8	10	0	0
Dr. Kenneth Kaunda	12	4	8	10	0	1
Dr. Ruth Segomotsi Mompati	10	4	9	9	0	0
Ngaka Modiri Molema	10	5	9	12	0	0
NORTH WEST (TOTAL)	47	18	34	41	0	48
Frances Baard	20	16	22	11	3	0
Kgaladi	10	15	10	7	3	3
Namakwa	8	10	6	6	3	1
Pixley-ka-Seme	7	7	7	8	2	0
Siyanda	9	9	7	10	2	1
NORTHERN CAPE (TOTAL)	54	57	52	42	13	82
Cape Town	14	2	28	26	4	4
Cape Winelands	10	2	4	3	5	5
Eden	2	0	3	3	0	0
Central Karoo	4	0	2	1	0	0
Overberg	2	2	2	2	0	
West Coast	1	0	6	4	2	2
WESTERN CAPE (TOTAL)	33	6	45	39	11	98
TOTAL	1 113	1 217	3 564	2 728	154	362

VOLLEYBALL: SUMMARY CLUB PROFILE IN AREA OF JURISDICTION - 2018

Category	NUMBER
Total number of clubs in area of jurisdiction participating in your code.	919
Total number of registered members in all clubs participating in your code in area of jurisdiction.	11 028
Total number of all club teams participating in organised competitions in area of jurisdiction.	65
Total number of 'Township' based clubs participating in code in area of jurisdiction.	
Total number of facilities available to Township based clubs.	
Total number of all facilities available to clubs.	
Estimated total facility shortfall at club level.	
Total number of new 'Township' clubs started last season.	
Total number of 'Township' based club players included in High Performance Programme.	
Total number of all club players included in High Performance Programme.	
Total number of all new clubs started last season.	
Total number of Township based club players included in High Performance Programme.	
Total number of clubs that have stopped participating in your code last season.	
Total number of Township based clubs that have stopped participating in your code last season.	
Total number of accredited coaches available at club level clubs last season.	
Total rand financial support provided to Township based clubs in area of jurisdiction.	0
Total rand financial support provided to all clubs in area of jurisdiction last season.	0
Total number of Women Club teams in area of jurisdiction during last season.	0
Total number of Women Club league Competitions in area of jurisdiction during last season.	0

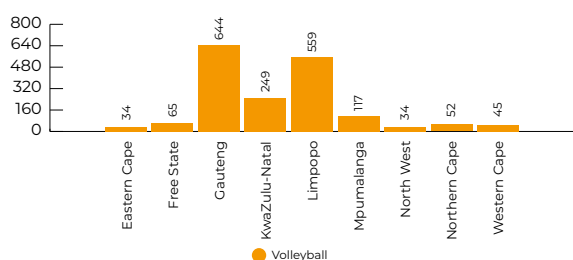
VOLLEYBALL: SUMMARY SENIOR SCHOOL PROFILE IN AREA OF JURISDICTION - 2018

	NUMBER
Total number of all Senior schools in area of jurisdiction	1244
Total number of all Senior schools participating in your code in area of jurisdiction	
Total number of sport facilities available to all Senior schools in area of jurisdiction	
Total estimated number of Senior school sport facility shortfall in area of jurisdiction	
Total number of Senior School participating under 18 teams in area of jurisdiction	
Total number of Senior School participating under 17 teams in area of jurisdiction	
Total number of Senior School participating under 16 teams in area of jurisdiction	
Total number of Senior School participating under 15 teams in area of jurisdiction	
Total number of 'Township' based Senior schools in area of jurisdiction	
Total number of 'Township' based Senior schools participating in your code in area of jurisdiction	
Total number of under 18 'Township' based Senior school teams participating in area of jurisdiction	
Total number of under 17 'Township' based Senior school teams participating in area of jurisdiction	
Total number of under 16 'Township' based Senior school teams participating in area of jurisdiction	
Total number of under 15 'Township' based Senior school teams participating in area of jurisdiction	
Total number of accredited coaches available to Senior schools in area of jurisdiction	
Total number of facilities available to Senior schools participating in your code in area of jurisdiction	
Total number of facilities available to Senior schools in Townships participating in your code in area of jurisdiction	
Number of new Senior schools that have started participating in your code during last season in area of jurisdiction	
Number of Senior schools that stopped participating in your code last season in area of jurisdiction	
Number of Senior school participants in High Performance program in area of jurisdiction	
Number of all 'Township' based Senior school participants in High Performance program in area of jurisdiction	
Total number of accredited coaches available to all participating Senior schools in area of jurisdiction	
Number of schools with girl teams participating in your code	
Total rand financial support provided to Senior schools in area of jurisdiction	

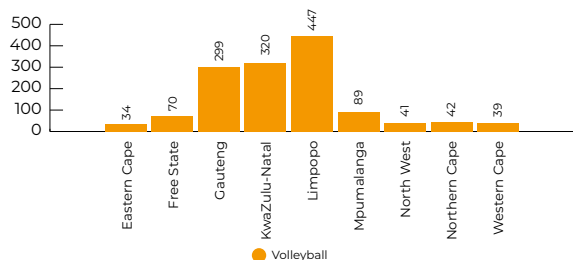
VOLLEYBALL: SUMMARY PRIMARY SCHOOL PROFILE IN AREA OF JURISDICTION - 2018

	NUMBER
Total number of all primary schools in area of jurisdiction	1444
Total number of all primary schools participating in your code in area of jurisdiction	
Total number of sport facilities available to all primary schools in area of jurisdiction	
Total estimated number of primary school sport facility shortfall in area of jurisdiction	
Total number of participating under 11 teams in area of jurisdiction	
Total number of participating under 13 teams in area of jurisdiction	
Total number of 'Township' based primary schools in area of jurisdiction	
Total number of 'Township' based primary schools participating in your code in area of jurisdiction	
Total number of under 11 'Township' based primary school teams participating in area of jurisdiction	
Total number of under 13 'Township' based primary school teams participating in area of jurisdiction	
Total number of accredited coaches available to primary schools in area of jurisdiction	
Total number of facilities available to primary schools participating in your code in area of jurisdiction	
Total number of facilities available to primary schools in Townships participating in your code in area of jurisdiction	
Number of new primary schools that have started participating in your code during last season in area of jurisdiction	
Number of primary schools that stopped participating in your code last season in area of jurisdiction	
Number of primary school participants in High Performance program in area of jurisdiction	
Number of all 'Township' based primary school participants in High Performance program in area of jurisdiction	
Total number of accredited coaches available to all participating primary schools in area of jurisdiction	
Number of schools with girl teams participating in your code	
Total rand financial support provided to primary schools in area of jurisdiction	

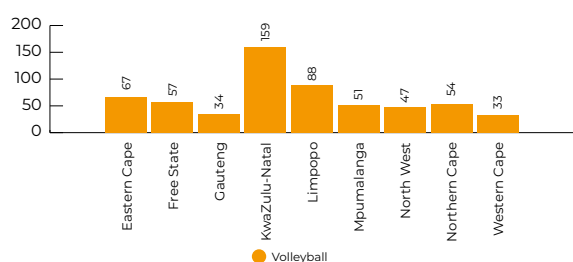
Volleyball: Primary School Participation Profile Per Province - 2018



Volleyball: Senior School Participation Profile Per Province - 2018



Volleyball: Senior School Participation Profile Per Province - 2018



As was the case in 2017, no school- or club-related data was submitted by the federation other than that contained in the footprint data sheet.

The tables above reflect an ongoing situation since inception of the transformation audit project in 2014. The federation has submitted *blank* data sheets for primary and senior school volleyball profiles and *incomplete* club profiles on an annual basis, without exception. The reasons for the unacceptable situation need to be identified and corrective action taken.

The data provided in the footprint layout (by the federation's provincial structures) appears to be inflated when compared to that of other federations, and may need to be verified, reviewed and confirmed.

The tables above are a poor reflection on the federation's administration and governance structures and possible commitment to the process under way. The information required for profiling school and clubs has just not been forthcoming. No federation can afford the luxury of having so little insight into the basic building blocks of their sport, nor can South African sport's attempts to develop a reliable helicopter view of South African sport be negatively impacted.

The quality of data collection processes and use thereof as part of planning processes, as well as the impact of rapid national population demographic changes, the general condition of school sport and the recently

revised MoU for school sport between the DBE and SRSA need to be carefully evaluated and communicated throughout the organisation.

Leadership intervention has become a matter of urgency. Understanding the vast unexplored base of 25 000 primary and senior schools and changing club scenarios is a prerequisite for growing the sport's participation base and improving competitiveness. A degree of dysfunctionality may be creeping in.

General Remarks

An understanding of the reproduction of inequality (still aligned with race) after apartheid requires a deeper understanding of how the systems entrenching inequality under the previous dispensation have evolved since 1994. Inequality persists in sport (and other areas) because of highly concentrated economic power reinforced by continued inequalities in education, residence, infrastructure and work organisation. In all these areas the reforms introduced to date did not go far enough to bring about a step change in equality.

The education system continues to reproduce inequalities through large differences in access to quality education that is linked to location and household income. This impacts school sport in that participation opportunities are greatly reduced, thereby encouraging sport administrators to perpetuate and increase the existing gap between the 'haves' and the 'have nots' by focusing on the more 'privileged' segments of the structure.

The symbiotic relationship between the inequalities highlighted will require creative interventions at all levels on an ongoing basis if the existing equality gap is not to increase further. For those born into poverty equal opportunity will remain elusive.

The magnitude of the emerging challenges related to the medium to longer-term impact of national population demographic change demonstrate the inevitable sustainability challenges facing many organisations

with predominant White structures in the future. Of concern are the continued under-representation of the increasing 80% + Black African component of society; the projected decrease in White population numbers from a current 4.5 million to about 2 million by 2050; the projected decline of 33% over the next 15 to 20 years in the number of under-18 Whites and the corresponding increase, from 17 to 21 million, in the under-18 Black African age group.

Among the multitude of strategic challenges faced by all federations are:

- A potential ongoing challenging school sport system;
- Misplaced club structures;
- Failure to quantify and understand the real facility problem and the absence of well-constructed and comprehensive facility plans;
- Slow-changing demographic profiles in key areas;
- The quality and extent of coaching and referee/umpire structures;
- Suspect high-performance pipelines;
- Sub-optimally structured and organised medical and sport science support structures compared to South African sport's main competitors;
- Ongoing indifference to gender equity related issues;
- The quality and extent of governance processes and quality administrative operational support; and
- The impact of factors arising from challenging socio-economic and political environments.

The barometer MoU entered into with SRSA and SASCOC should reflect the commitment and creativity of leadership to change the federation in key areas to lay the foundation on which future leadership structures can build. An ineffective and more-of-the same-approach will not deliver such a foundation. At best it could only increase the pressure on those following in the future to adopt more aggressive and risky strategies to deal with unresolved or partially resolved issues.



CONCLUSION & RECOMMENDATION

Volleyball's barometer score of 47% does not meet the baseline MoU requirement of 50% of its self-set targets.

It is recommended that the federation be given a conditional barometer pass, subject to the following:

A revision (overhaul) of the original barometer (2017 to 2030), based on targets that make sense and are in line with the current situation, is undertaken and resubmitted before 30 September 2019, fulfilling the following requirements:

- The revised barometer submitted is based on the comments and observations made in previous EPG transformation status reports;
- The issues and weaknesses in the areas touched on in the narrative provided in previous reports are given in-depth thought and consideration when revising and setting targets that demonstrate meaningful change and progress in support of the overall charter objective of 'an accessible, equitable, demographically representative and competitive sport structure';
- All barometer forecasts made demonstrate planned and thoughtful *improvement* and *progress* over the plan period (2018 to 2030);

- The revised barometer is balanced with respect to the charter categories selected from the listed 43 in which targets are set, with due regard to: judicious and premeditated thought required regarding the shape and *demographic* profiles of the board and administration structure; *annual* equitable representative participation opportunity at 'international' level for *both* senior and underage male *and* female participants; coach and umpire/referee structures; a developing medical and scientific support base; participating schools, clubs and club members; and careful consideration of the implications of *static* or *slow-changing* targets as these reflect a structure that is transforming sub-optimally.

The revised barometer is to be signed off by the federation's President and CEO and submitted to the Director General of Sport and copied to Dr Willie Basson at wdb1801@worldonline.co.za by 30 September 2019.

Failure to comply by 30 September 2019 could result in:

- 50% or more of annual SRSA grants being withheld, postponed or reduced;
- The right to bid for and/or stage international events locally being withdrawn; or
- The position of the federation being reconsidered and the right to participate internationally being suspended.

Notes

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Published in the Republic of South Africa by SRSA
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Pretoria

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www.srsa.gov.za