

# Eastern Cape Province

21 July 2023

## Educator Demand Projections 2021-2030



# Introduction (1)



- The proportion of educators that are 50 years or older has steadily risen between 2012 to 2021 in South Africa.
  - ⇒ Nationally a **wave of educator retirements is expected** as older educators reach the standard retirement age of between 60 and 65.

## Implications:

- **Many more appointments:** The retirement wave will open up both teaching & school management & leadership positions & other office-based education specialists.
- **Total compensation of educators:** Since older teachers earn more, when retiring they are replaced with younger (less costly) teachers.

# Introduction (2)

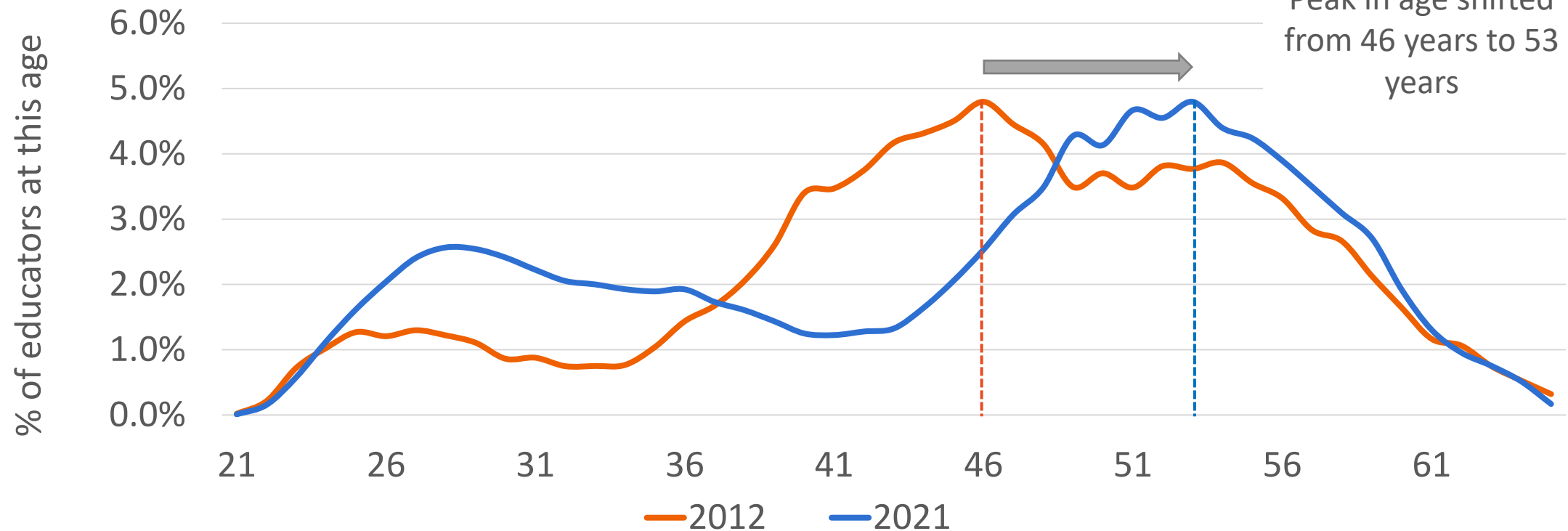


- As retirements increase, the required number of **new appointments will need to increase** to ensure that total educator numbers (at a minimum) stay at current levels and/or are sufficient to **meet learner enrolment growth** to **prevent deterioration in learner-educator ratios**.
- Planning will be required to ensure that provinces are ready for the sustained increase in appointments.
- If these positions are not filled, this could result in a further deterioration in the learner-educator ratio and lead to further increases in already large class sizes.

# Introduction (3)



Educator age distribution in 2012 & 2021



Source: Anonymised PERSAL data from 2021, only educators (Rank 60 000 – 69 999) are considered. ECD practitioners, TVET lecturers and ABET teachers were removed.

# What do changes in the demand and supply of educators mean for universities and schools over the next decade?

Martin Gustafsson

June 2023



# Objective



- In each province there are some differences in the age profile of teachers, differences in the expected growth of the school-going population and differences in expected teacher attrition (resignations & retirements).
  - ⇒ The year of the retirement wave peak will differ across provinces.
  - ⇒ Also some provinces need to accommodate much more growth in learners than others.

**In this presentation, we highlight the situation in the Eastern Cape to inform province-specific planning.**

# Overview

- 1 Age distributions
- 2 Projected retirements & resignations
- 3 Provincial population and enrolment trends
- 4 Public and independent school growth
- 5 Educator growth: Teachers and SMT positions
- 6 The implications for appointments and class sizes
- 7 Expected financial implications to 2030
- 8 Movement of educators: Between and within provinces
- 9 Gender imbalance in school management
- 10 Discussion

# Eastern Cape educator demand summary

- **Age distribution:** The age distribution in the EC had a peak at around 53 years of age in 2021
- **Projected resignations and retirements:** From 2018 onwards, the majority of educators that exited PERSAL were age-related retirements (ages 56 to 65); the number of senior educators (SMT positions and other specialists) that are retiring is expected to increase (71% were 50+ years old in 2021)
- **Enrolment and population growth:** Enrolment in the EC ordinary schools declined by -5% from 2012-2021 (~103K learners), and the school-aged population is forecast to decline by a further -15% (~235K learners) to 2030. School rationalization may need to continue in response to this decrease.
- **School and educator growth:** Between 2012 and 2021, the educator number has fallen (-17%), and the number of ordinary schools has decreased (-7%), driving up the LE ratio and class sizes.
- **SMT position changes:** In EC, there has been a decline in the number of Principals between 2012 and 2021 (-10%). Teacher numbers have also declined over this period (-20%), while there has been an increase in the number of HODs(6%) and Deputy Principals (8%)
- **Appointments and LE Ratio:** The LE ratio increased from 26.6 to 30.9 between 2012 and 2021
- **Projected educator cost trends:** The unit cost of educators is predicted to remain constant. Due to the change in age distribution.
- **Educator movements:** There is low movement out of EC (~2%), and few educators move to EC (~1%). About 5% of educators move between schools within the province



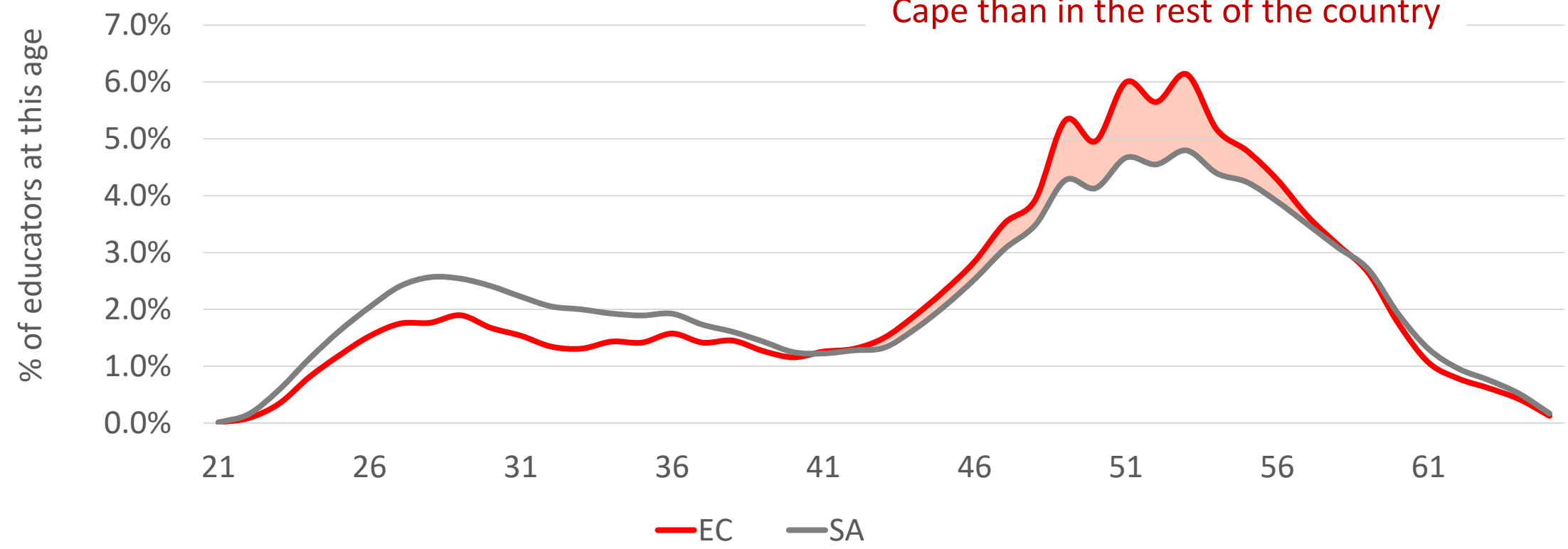


# **Age distributions and projected retirements and resignations**

# Educator age distribution (2021)



A higher proportion of educators are over 50 years old in the Eastern Cape than in the rest of the country



Source: Anonymised PERSAL data from 2021, only educators (Rank 60 000 – 69 999) are considered. ECD practitioners, TVET lecturers and ABET teachers were removed.

# Older teacher proportions for senior educator and primary schools educators

## Percentage of educators aged 50+ in 2021

Province	All educators	Senior educators (HOD, Dep.- principals, Principals & Other)	Primary school educators
EC	51%	71%	58%
FS	43%	65%	49%
GP	41%	65%	42%
KN	39%	65%	44%
LP	58%	81%	63%
MP	50%	73%	55%
NC	43%	69%	44%
NW	47%	70%	52%
WC	42%	73%	40%
<b>SA</b>	<b>46%</b>	<b>69%</b>	<b>49%</b>

Source: Anonymised PERSAL data from 2021, only educators (Rank 60 000 – 69 999) are considered. ECD practitioners, TVET lecturers and ABET teachers were removed. The 2021 rankclass file was expanded to include ranks found only in years prior to 2021, used to classify educators by rank. Primary school only includes all educators that are in a component that is classified as a Primary school.

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GP	41%	55%	42%
KN	39%	65%	44%
LP	58%	81%	65%
MP	50%	73%	55%
NC	43%	69%	44%
NW	47%	70%	52%
WC	42%	73%	40%
SA	46%	69%	49%

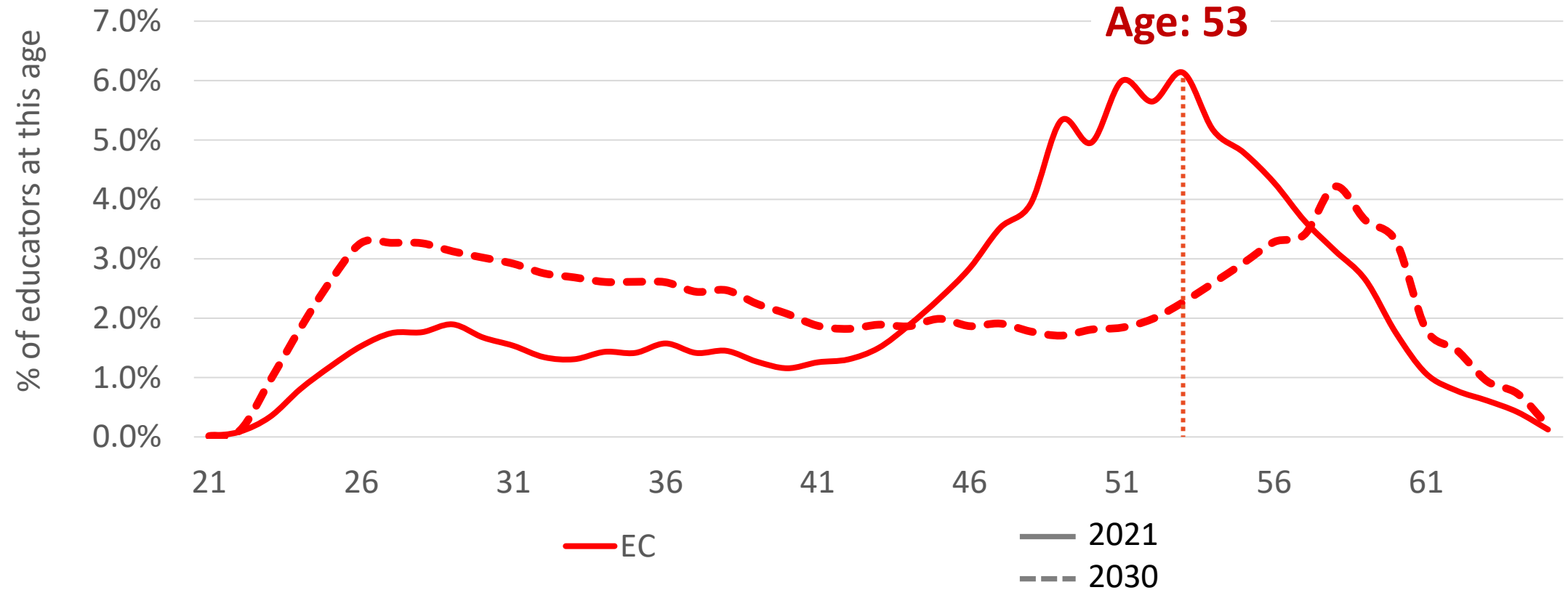
**Large numbers of SMT positions and education specialists (71%) were aged 50 years and older in 2021 in the EC**

Source: Anonymised PERSAL data from 2021, only educators (Rank 60 000 – 69 999) are considered. ECD practitioners, TVET lecturers and ABET teachers were removed. The 2021 rankclass file was expanded to include ranks found only in years prior to 2021, used to classify educators by rank. Primary school only includes all educators that are in a component that is classified as a Primary school.

# Educator age distribution in 2021 & 2030



Assume constant 2021 educator numbers

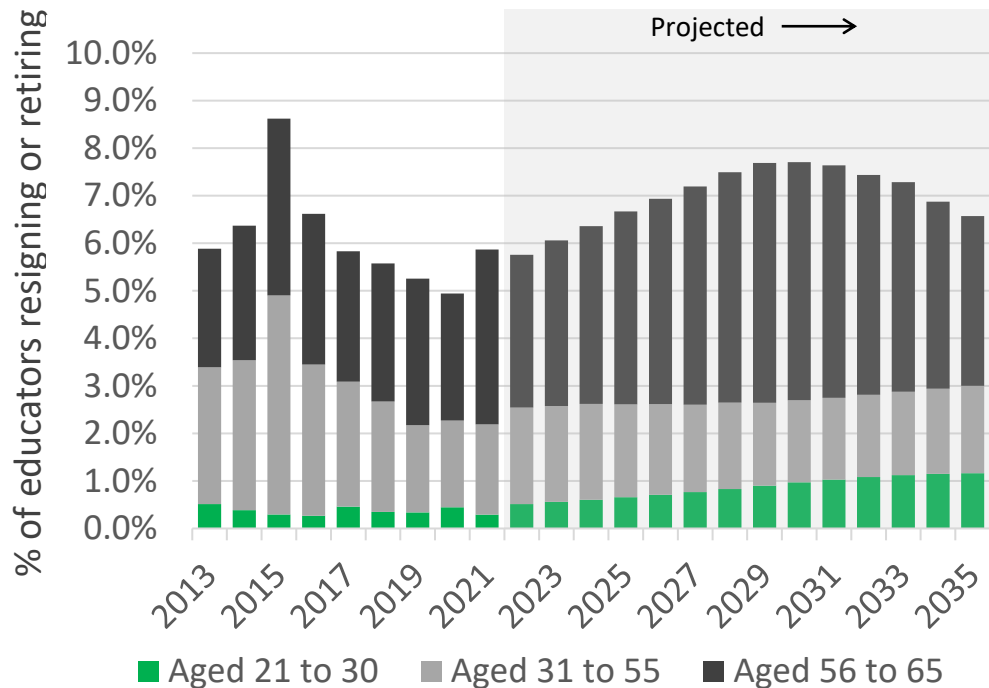


Source: Anonymised PERSAL data from 2021, only educators (Rank 60 000 – 69 999) are considered. ECD practitioners, TVET lecturers and ABET teachers were removed.

# Projected resignation & retirements (EC)

Assume constant 2021 educator numbers

## Proportion of Educators



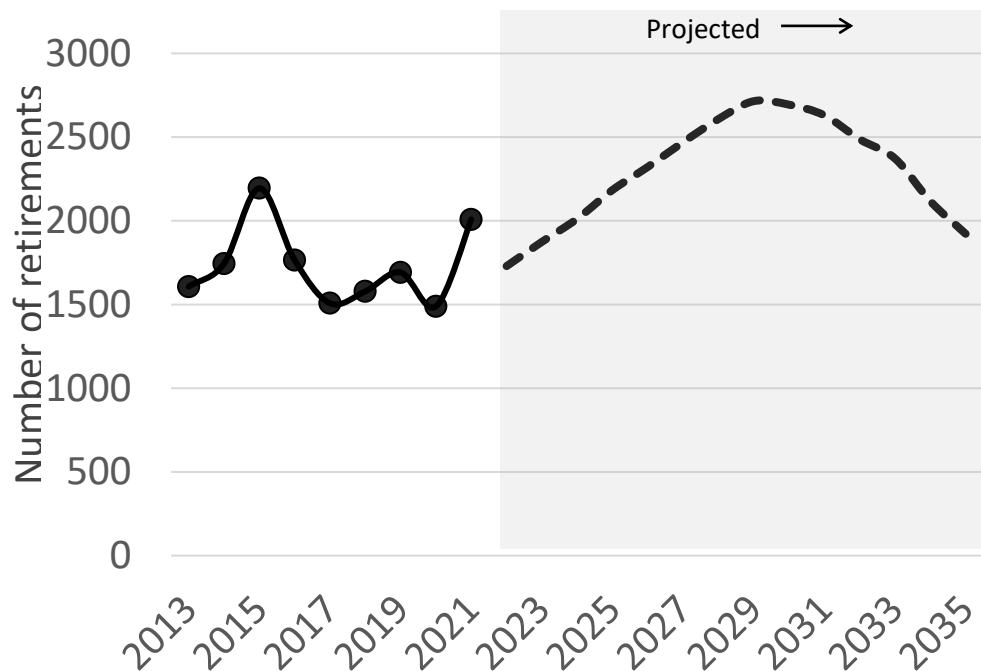
- The majority of educators that exit PERSAL in the Eastern Cape are retirees (ages 56 to 65)
- The resignation rate in the Eastern Cape is low. Fewer educators opt to leave teaching before retirement
- The number of young teachers (ages 21-30) resigning is projected to increase as the number of newly hired young teachers increases.

Source: Anonymised PERSAL data from 2021, only educators (Rank 60 000 – 69 999) are considered. ECD practitioners, TVET lecturers and ABET teachers were removed. Estimates to 2035 derived from the National and provincial teacher supply and demand models – assumption of no growth in educator numbers. Note: Retirements refer to all educators, aged 56 to 65, that leave PERSAL, whilst resignations refer to all educators aged 55 and below that leave PERSAL (as educators) for any reason.

# Projected resignation & retirements (EC)

Assume constant 2021 educator numbers

## Retirement headcount



- The number of retirements is projected to increase, peaking in ~2029 and then declining again
- The number of retirements is projected to increase from about 1,750 in 2022 to about 2,700 in 2029, an increase of about 950 retirements annually

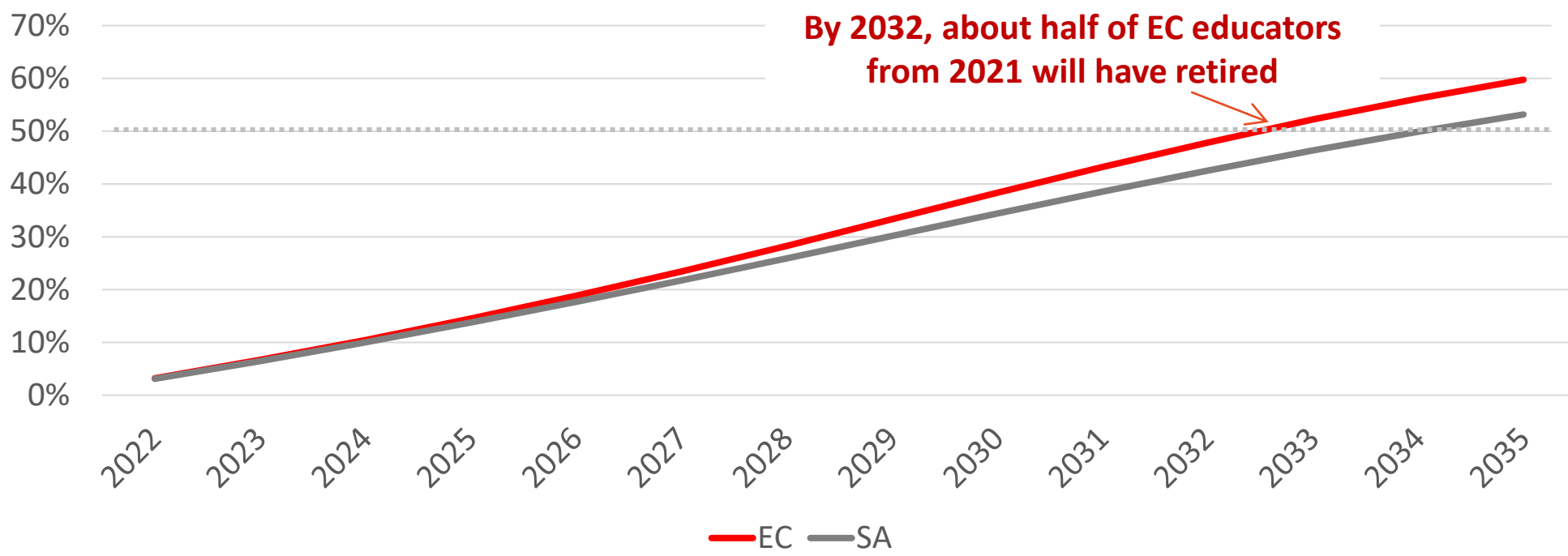
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# Older leaver trend estimates to 2035



Assume constant 2021 educator numbers

Cumulative proportion of estimated leavers aged 56-65 as a proportion of total educators in 2022



**About 32,000** educators estimated to retire by 2035 in the EC (60% of total educators in 2021)

Source: Anonymised 2021 PERSAL data, only educators (Rank 60 000 – 69 999) are considered. ECD practitioners, TVET lecturers and ABET teachers were removed. Estimates to 2035 derived from the National and provincial models – assumption of no growth in educator numbers.

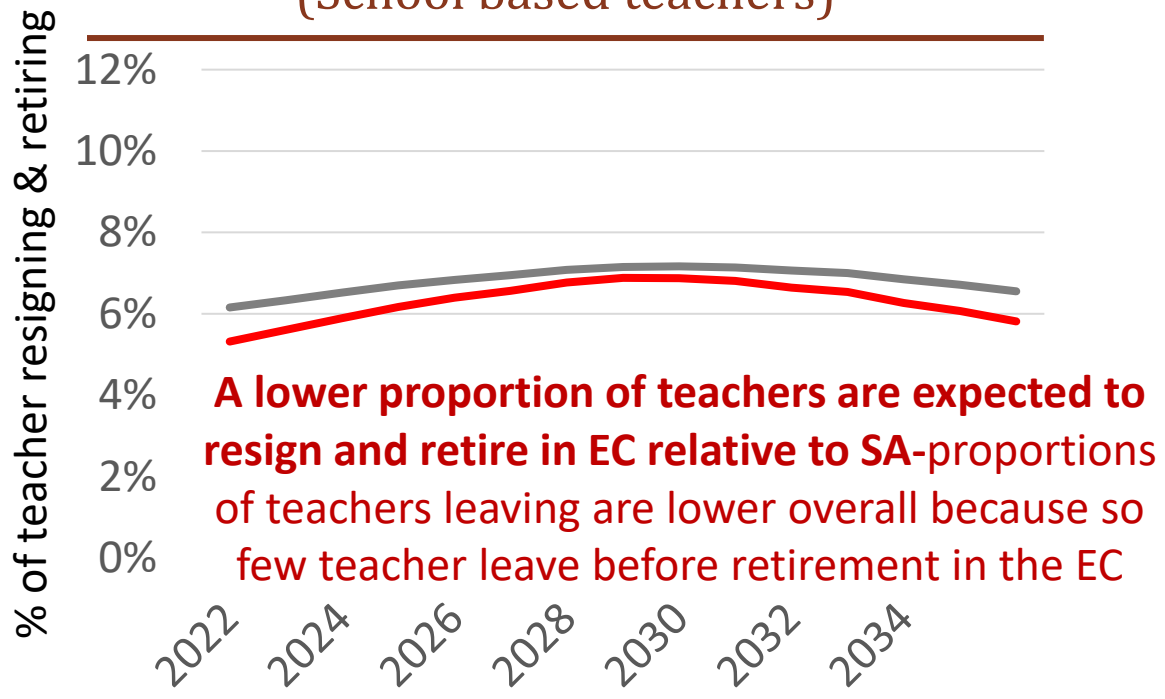


# Projected educators leaving



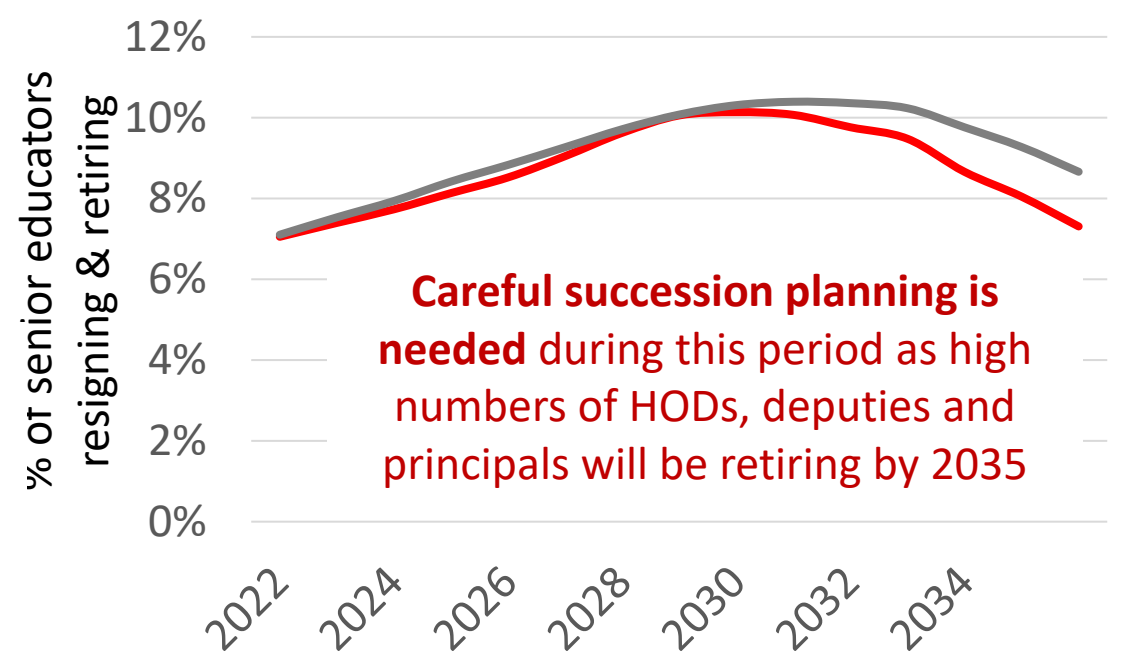
Assume constant 2021 educator numbers

## Teachers (School based teachers)



**A lower proportion of teachers are expected to resign and retire in EC relative to SA-proportions of teachers leaving are lower overall because so few teacher leave before retirement in the EC**

## Senior educators (HODs, Deputy's, Principals & Other)



**Careful succession planning is needed during this period as high numbers of HODs, deputies and principals will be retiring by 2035**

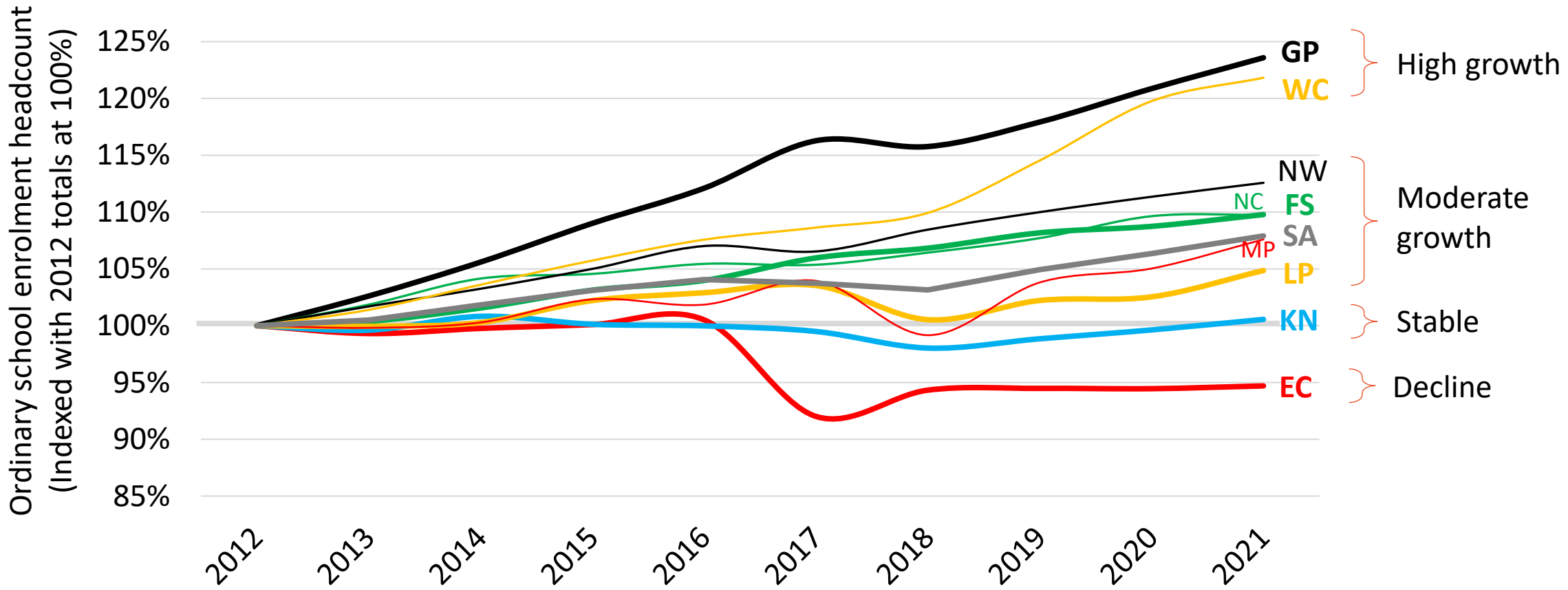
— EC — SA

Source: Anonymised 2021 PERSAL data, only educators (Rank 60 000 – 69 999) are considered. ECD practitioners, TVET lecturers and ABET teachers were removed. Estimates to 2035 derived from the National and provincial models – assumption of no growth in educator numbers.



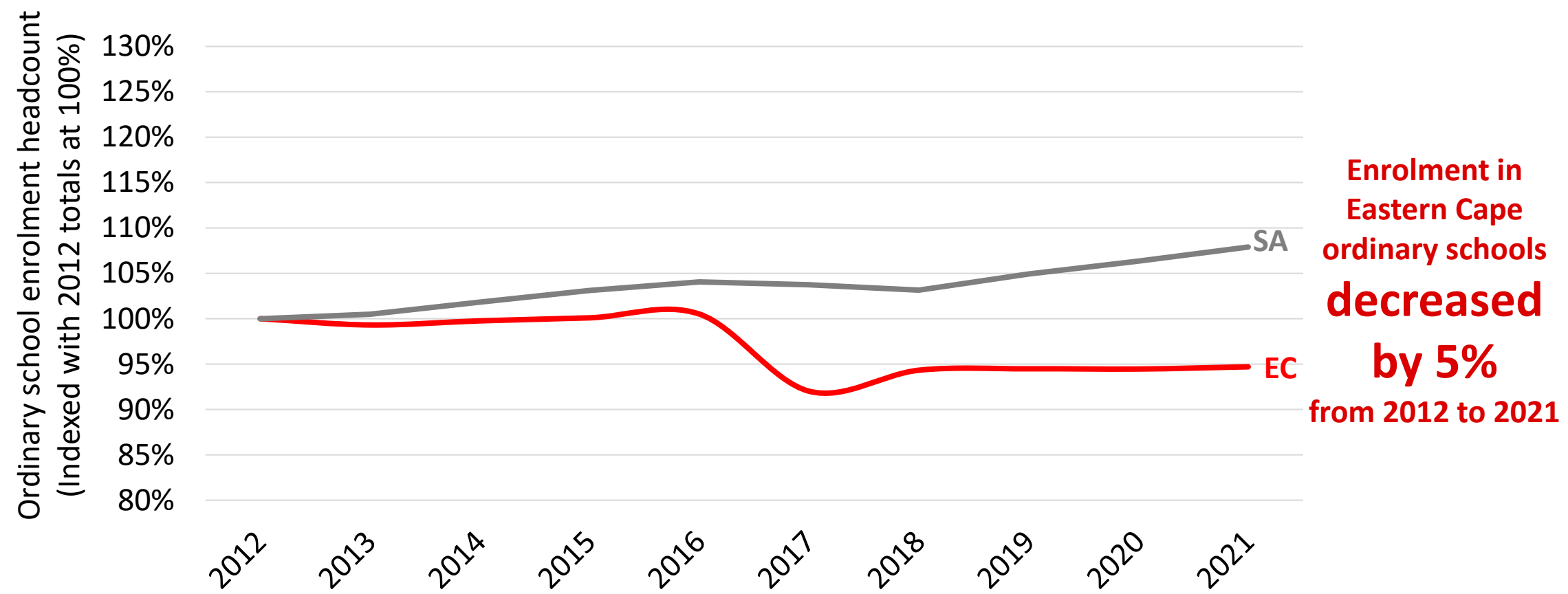
# Provincial population and enrolment trends

# Provincial enrolment trends (2012-2021)



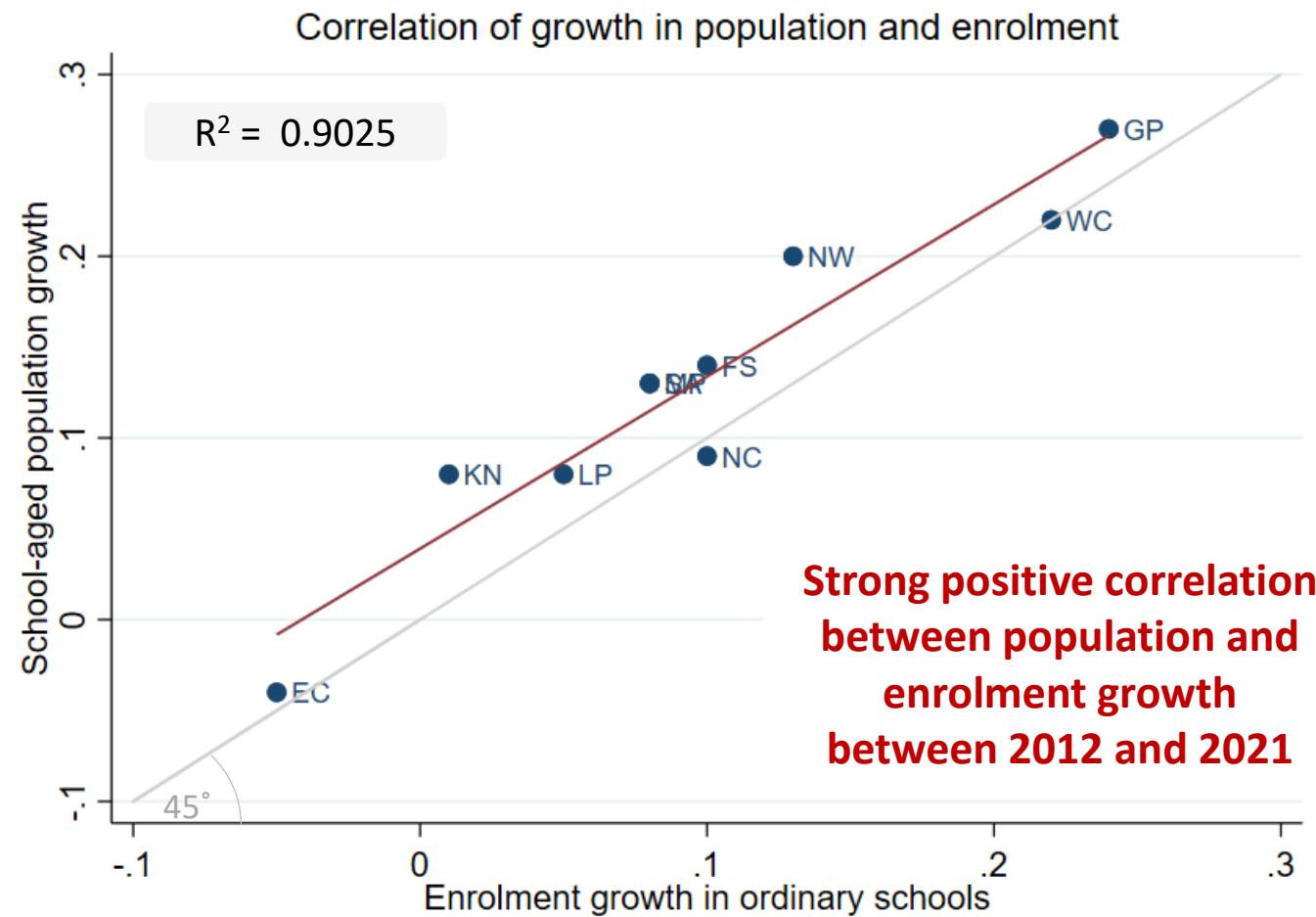
Source: Enrolment numbers taken from School Realities-EMIS (2012 – 2021) released by the DBE, using total numbers for ordinary public and independent schools.

# Provincial enrolment trends (2012-2021)



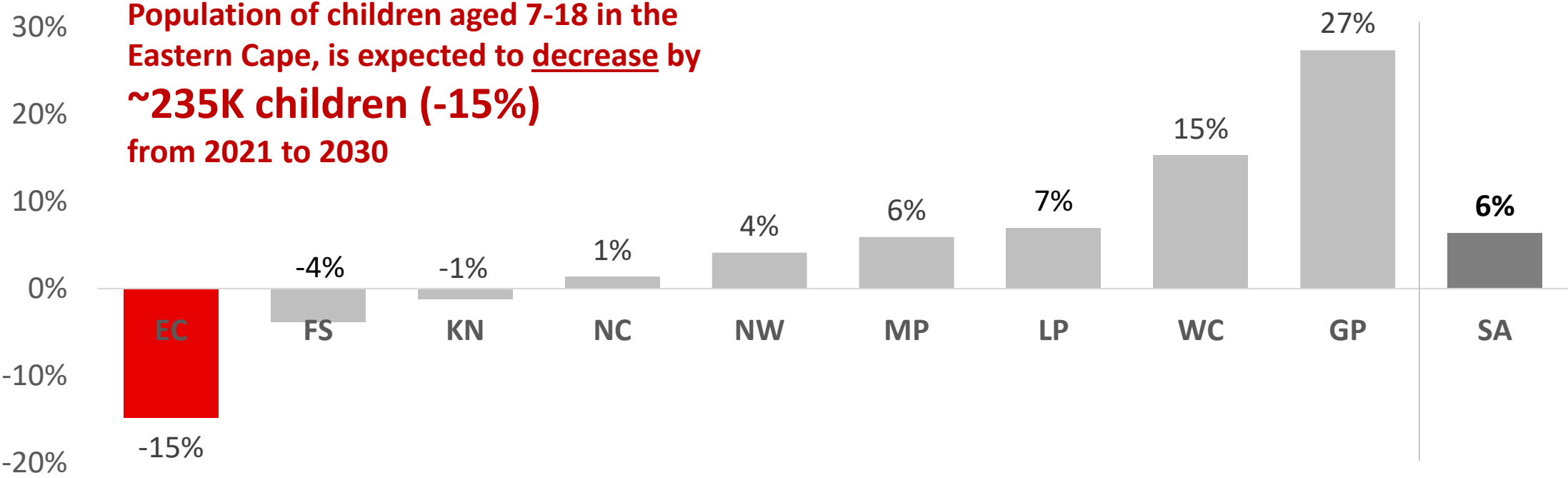
Source: Enrolment numbers taken from School Realities-EMIS (2012 – 2021) released by the DBE, using total numbers for ordinary public and independent schools.

# Correlation between population and enrolment growth (2012-2021)



Source: Thembisa age specific data V4.5 for school-aged population (Ages 7-18) estimates and enrolment taken from School Realities-EMIS (2012 – 2021) released by the DBE, for numbers on ordinary public and independent schools ([Statistical Publications \(education.gov.za\)](http://StatisticalPublications.education.gov.za))

# Projected growth in school-aged population



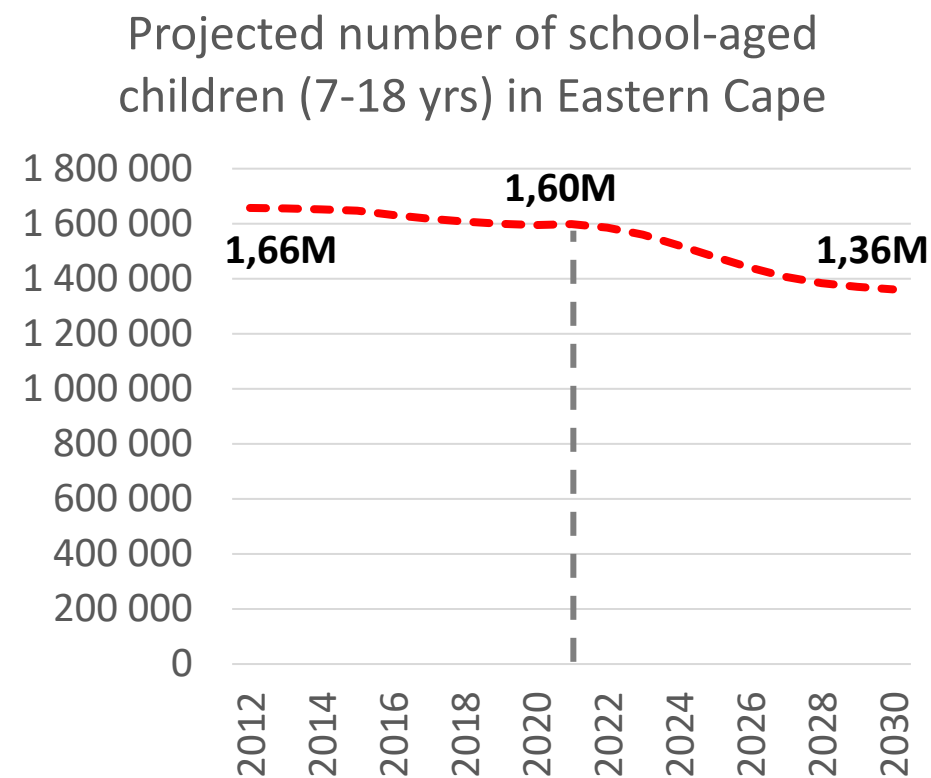
Note: Period 2021 – 2030 is the same timeframe, nine years, as 2012 – 2021.

Source: Thembisa age-specific estimates from the model V4.5 for children aged 7-18 by province

# School aged-population estimates to 2030



Province	Number of children Aged 7-18			Growth '12-21	Growth '21-30
	2012	2021	2030E		
EC	1 657 202	1 598 475	1 361 637	-4%	-15%
FS	592 445	676 489	650 820	14%	-4%
GP	1 962 793	2 498 533	3 180 884	27%	27%
KN	2 485 822	2 690 378	2 657 716	8%	-1%
LP	1 395 864	1 507 386	1 612 125	8%	7%
MP	977 749	1 100 594	1 165 728	13%	6%
NC	254 075	277 560	281 208	9%	1%
NW	742 943	893 530	930 323	20%	4%
WC	1 068 009	1 298 801	1 496 731	22%	15%
<b>Total</b>	<b>11 136 902</b>	<b>12 541 746</b>	<b>13 337 172</b>	<b>13%</b>	<b>6%</b>



Note: Period 2021 – 2030 is the same timeframe, nine years, as 2012 – 2021.

Source: Thembeisa age-specific estimates from the model V4.5 for children aged 7-18 by province



# **Public and independent school growth**



# Educator, school and enrolment growth

*% growth from 2012 - 2021*

Province	Number of educators	Number of teachers	Number of public ordinary schools	Enrolment in public ordinary schools	Enrolment in ordinary schools	Est. school-aged population
EC	-17%	-20%	-8%	-6%	-5%	-4%
FS	-13%	-13%	-27%	9%	10%	14%
GP	21%	28%	1%	20%	24%	27%
KN	-5%	-3%	-3%	1%	1%	8%
LP	-8%	-2%	-7%	4%	5%	8%
MP	3%	7%	-8%	7%	8%	13%
NC	6%	9%	-3%	9%	10%	9%
NW	2%	4%	-9%	12%	13%	20%
WC	12%	22%	0%	21%	22%	22%
<b>SA</b>	<b>-1%</b>	<b>2%</b>	<b>-6%</b>	<b>7%</b>	<b>8%</b>	<b>13%</b>

Source: Educator numbers from anonymised PERSAL data from 2012 and 2021, only educators (Rank 60 000 – 69 999) are considered. Thembisa age specific data V4.5 for school-aged population (Ages 7-18) estimates and enrolment and school numbers taken from School Realities-EMIS (2012 – 2021) released by the DBE, for numbers on ordinary public and independent schools ([Statistical Publications \(education.gov.za\)](https://www.education.gov.za))

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NC	6%	9%	-3%	9%	10%	9%
NW	2%	4%	-9%	12%	13%	20%
WC	12%	22%	0%	21%	22%	22%
SA	-1%	2%	-6%	7%	8%	13%

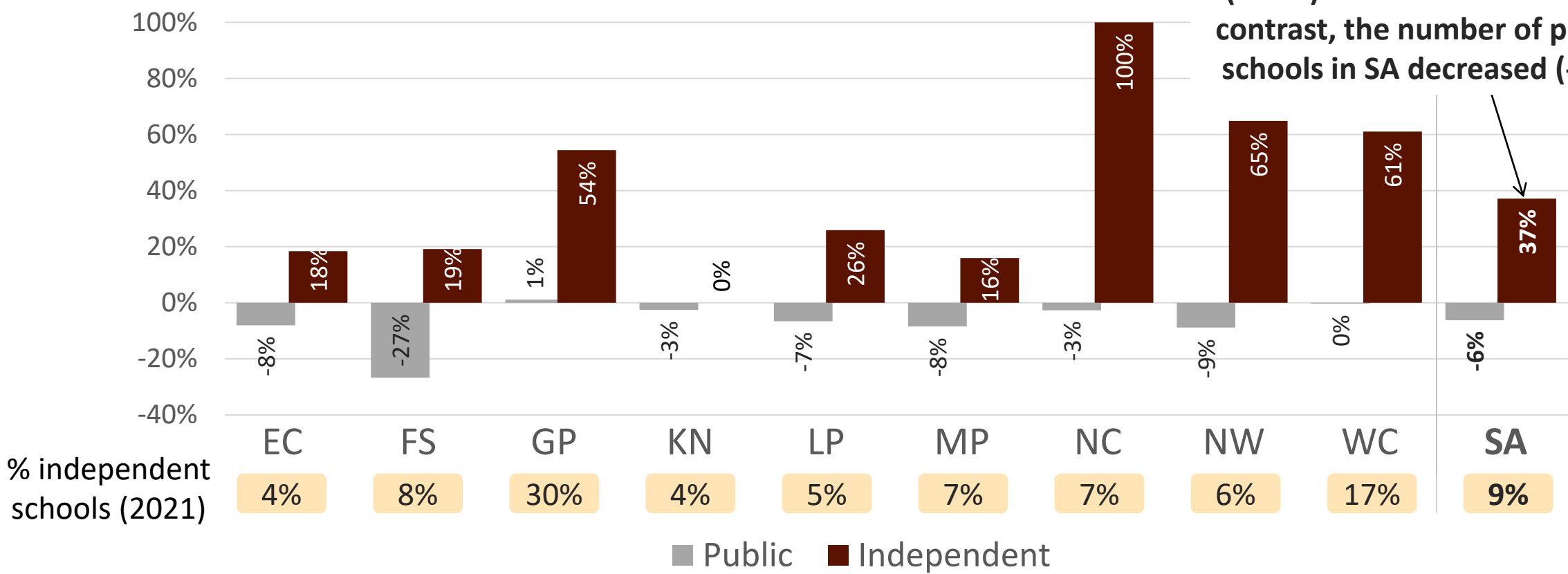
**Enrolment and educator numbers declined in the Eastern Cape. The number of public ordinary schools also declined**

Source: Educator numbers from anonymised PERSAL data from 2012 and 2021, only educators (Rank 60 000 – 69 999) are considered. Thembisa age specific data V4.5 for school-aged population (Ages 7-18) estimates and enrolment and school numbers taken from School Realities-EMIS (2012 – 2021) released by the DBE, for numbers on ordinary public and independent schools ([Statistical Publications \(education.gov.za\)](https://www.education.gov.za))

# School growth from 2012 to 2021



School growth was driven by independent school growth (+37%) from 2012 to 2021. In contrast, the number of public schools in SA decreased (-6%)

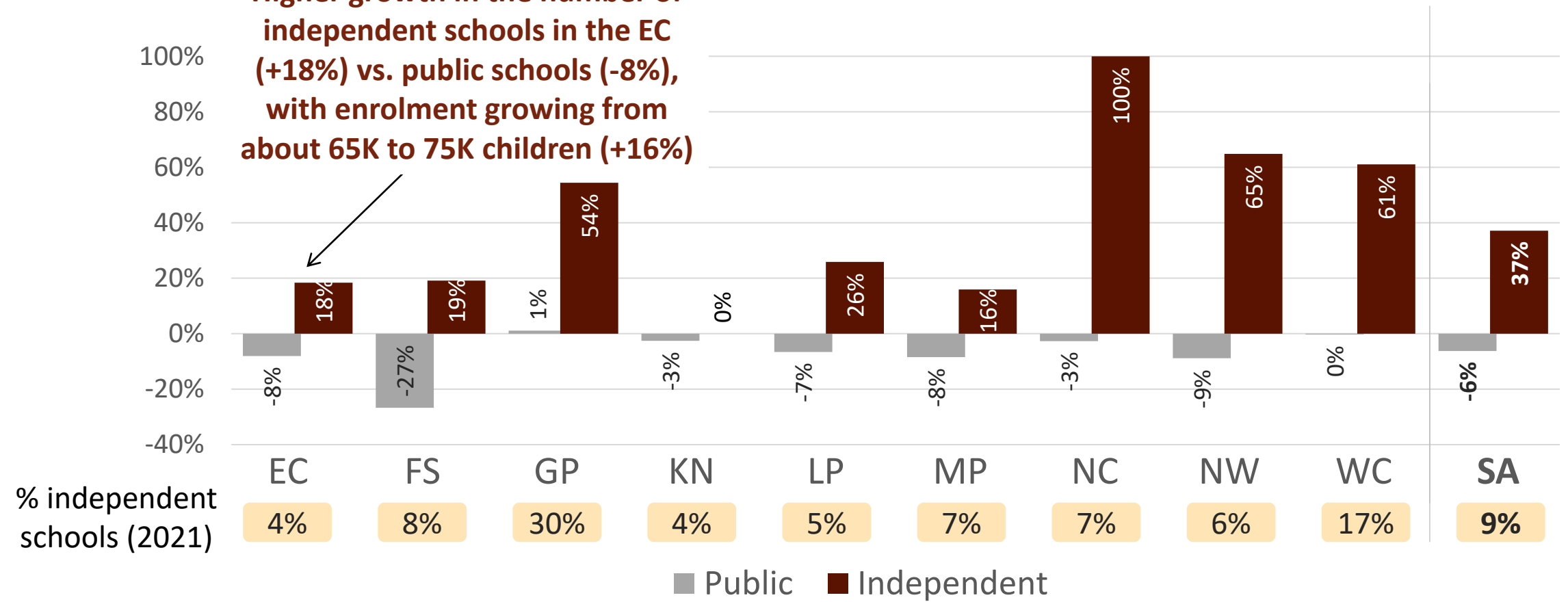


Source: School numbers taken from School Realities-EMIS (2012 – 2021) released by the DBE, for numbers on ordinary public and independent schools ([Statistical Publications \(education.gov.za\)](https://www.education.gov.za))

# School growth from 2012 to 2021



Higher growth in the number of independent schools in the EC (+18%) vs. public schools (-8%), with enrolment growing from about 65K to 75K children (+16%)




Source: School numbers taken from School Realities-EMIS (2012 – 2021) released by the DBE, for numbers on ordinary public and independent schools ([Statistical Publications \(education.gov.za\)](https://www.education.gov.za/StatisticalPublications))



# **Educator growth by teachers and senior educators**

# Changes in teacher and SMT numbers



Province	Teacher				HOD				Deputy-Principal				Principal			
	2012	2021	Diff	% change	2012	2021	Diff	% change	2012	2021	Diff	% change	2012	2021	Diff	% change
EC	50 295	40 115	-10 180	-20%	5 870	6 196	326	6%	1 342	1 453	111	8%	5 294	4 755	- 539	-10%
FS	20 148	17 561	-2 587	-13%	2 685	2 470	- 215	-8%	852	768	- 84	-10%	1 224	892	- 332	-27%
GP	47 233	60 677	13 444	28%	8 708	9 209	501	6%	2 565	2 850	285	11%	2 162	1 959	- 203	-9%
KN	73 050	71 000	-2 050	-3%	11 289	10 330	- 959	-8%	2 642	2 342	- 300	-11%	5 584	5 055	- 529	-9%
LP	44 998	44 317	- 681	-2%	6 090	3 762	-2 328	-38%	1 562	778	- 784	-50%	3 510	3 316	- 194	-6%
MP	26 127	27 857	1 730	7%	4 047	4 055	8	0%	1 108	1 114	6	1%	1 790	1 450	- 340	-19%
NC	7 257	7 929	672	9%	1 034	1 094	60	6%	294	365	71	24%	587	488	- 99	-17%
NW	21 305	22 261	956	4%	2 994	3 023	29	1%	902	1 041	139	15%	1 698	1 338	- 360	-21%
WC	23 579	28 665	5 086	22%	4 065	3 700	- 365	-9%	1 334	1 297	- 37	-3%	1 531	1 339	- 192	-13%
SA	313 992	320 382	6 390	2%	46 782	43 839	-2 943	-6%	12 601	12 008	- 593	-5%	23 380	20 592	-2 788	-12%

Source: Anonymised PERSAL data from 2012 and 2021, only educators (Rank 60 000 – 69 999) are considered. ECD practitioners, TVET lecturers, and ABET teachers were removed. The 2021 rankclass file was expanded to include ranks found only in years prior to 2021.

# Changes in teacher and SMT numbers

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SA																

Teacher numbers (-20%) declined more than enrolment growth (-6%) in public ordinary schools

Decrease in principal numbers between 2012 and 2021

# Changes in teacher and SMT numbers

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**Increase in HOD and deputy principal numbers between 2012 and 2021, unexpectedly**



# Proportional split by educator rank



	All Educators		Teacher		HOD		Dep.-Principal		Principal		Other	
	2012	2021	2012	2021	2012	2021	2012	2021	2012	2021	2012	2021
EC	100%	100%	78% ↓	75%	9% ↑	12%	2.1% ↑	2.7%	8.2%	8.8%	2.5%	2.4%
FS	100%	100%	78%	78%	10%	11%	3.3%	3.4%	4.7%	4.0%	3.7%	3.3%
GP	100%	100%	74% ↑	79%	14%	12%	4.0%	3.7%	3.4% ↓	2.6%	4.4%	2.7%
KN	100%	100%	77%	79%	12%	11%	2.8%	2.6%	5.9%	5.6%	2.1%	1.3%
LP	100%	100%	78% ↑	84%	11% ↓	7%	2.7% ↓	1.5%	6.1%	6.3%	2.1%	1.5%
MP	100%	100%	76% ↑	79%	12%	12%	3.2%	3.2%	5.2% ↓	4.1%	3.2%	1.8%
NC	100%	100%	75%	77%	11%	11%	3.0% ↑	3.6%	6.1% ↓	4.8%	5.1%	3.9%
NW	100%	100%	76%	78%	11%	11%	3.2%	3.7%	6.1% ↓	4.7%	3.7%	2.6%
WC	100%	100%	74% ↑	80%	13% ↓	10%	4.2% ↓	3.6%	4.8% ↓	3.7%	4.1%	2.1%
SA	100%	100%	77%	79%	11%	11%	3.1%	3.0%	5.7%	5.1%	3.1%	2.1%

Source: Anonymised PERSAL data from 2012 and 2021. Only educators are considered. ECD practitioners, examination reviewers, ABET teachers and TVET lecturers were removed. Arrow shown for teachers and HODs if difference is at least 3 percentage points, for deputy principals if the difference is at least 0.6 percentage points and for principals a difference of at least 0.8 percentage points.

# Proportional split by educator rank



	All Educators		Teacher		HOD		Dep.-Principal		Principal		Other	
	2012	2021	2012	2021	2012	2021	2012	2021	2012	2021	2012	2021
<b>EC</b>	100%	100%	78%	75%	9%	12%	2.1%	2.7%	8.2%	<b>8.8%</b>	2.5%	2.4%
FS	100%	100%	78%	78%	10%	11%	3.3%	3.4%	4.7%	4.0%	3.7%	3.3%
GP	100%	100%										%
KN	100%	100%										%
LP	100%	100%										%
MP	100%	100%										%
NC	100%	100%										%
NW	100%	100%										%
WC	100%	100%	74%	80%	13%	10%	4.2%	3.6%	4.8%	3.7%	4.1%	2.1%
<b>SA</b>	100%	100%	77%	79%	11%	11%	3.1%	3.0%	5.7%	<b>5.1%</b>	3.1%	2.1%

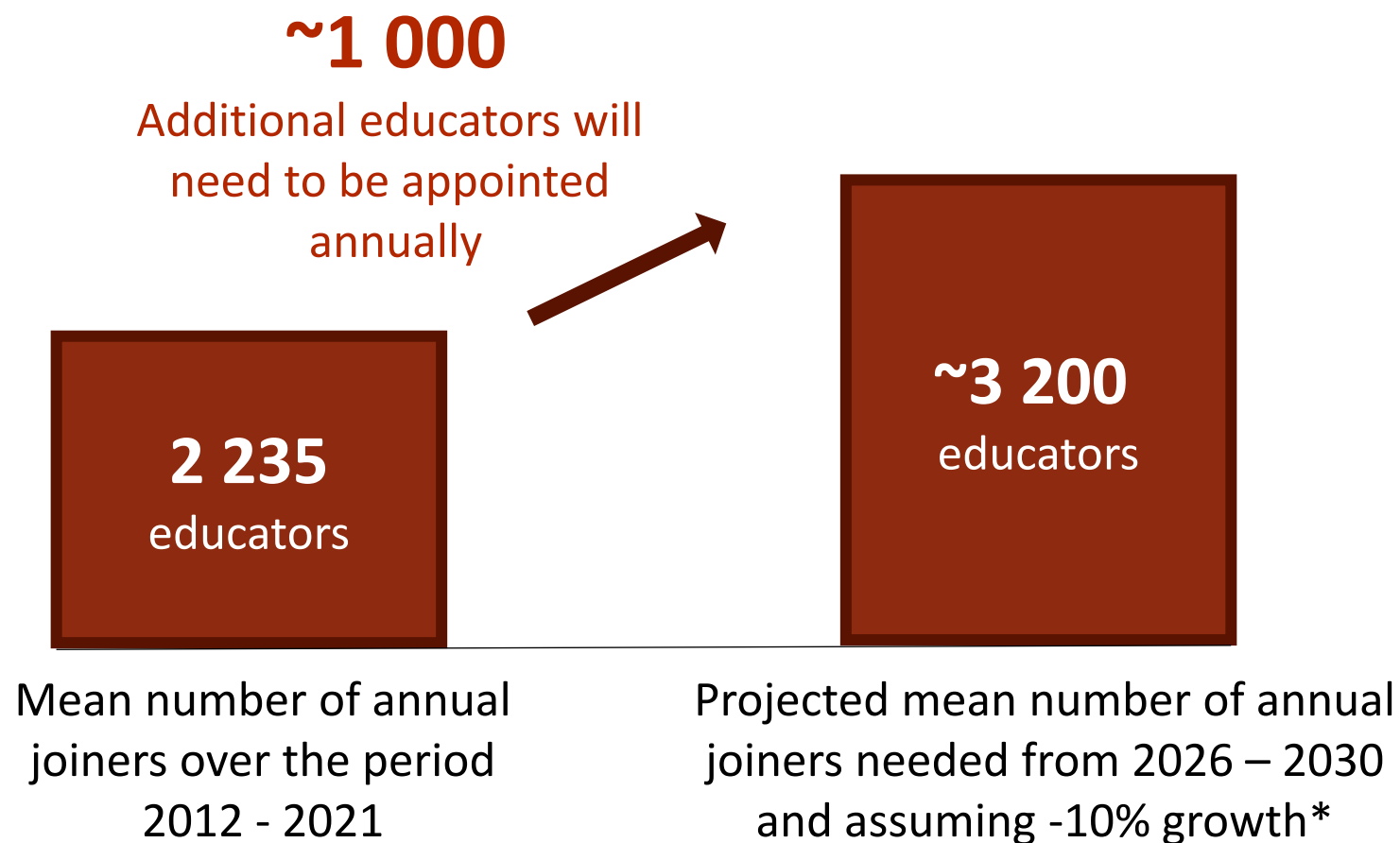
**The Eastern Cape has a higher proportion of senior educators** than what we observe in the rest of the country. The proportion of principals is particularly high at 8.8%, due to the large number of small schools in the EC. Additionally, over time in the Eastern Cape, the proportion of teachers has declined, while the proportion of educators in more senior roles has grown.

Source: Anonymised PERSAL data from 2012 and 2021. Only educators are considered. ECD practitioners, examination reviewers, ABET teachers and TVET lecturers were removed. Arrow shown for teachers and HODs if difference is at least 3 percentage points, for deputy principals if the difference is at least 0.6 percentage points and for principals a difference of at least 0.8 percentage points.



# **Implications on appointments, class sizes and small schools**

# Projected increase in appointments

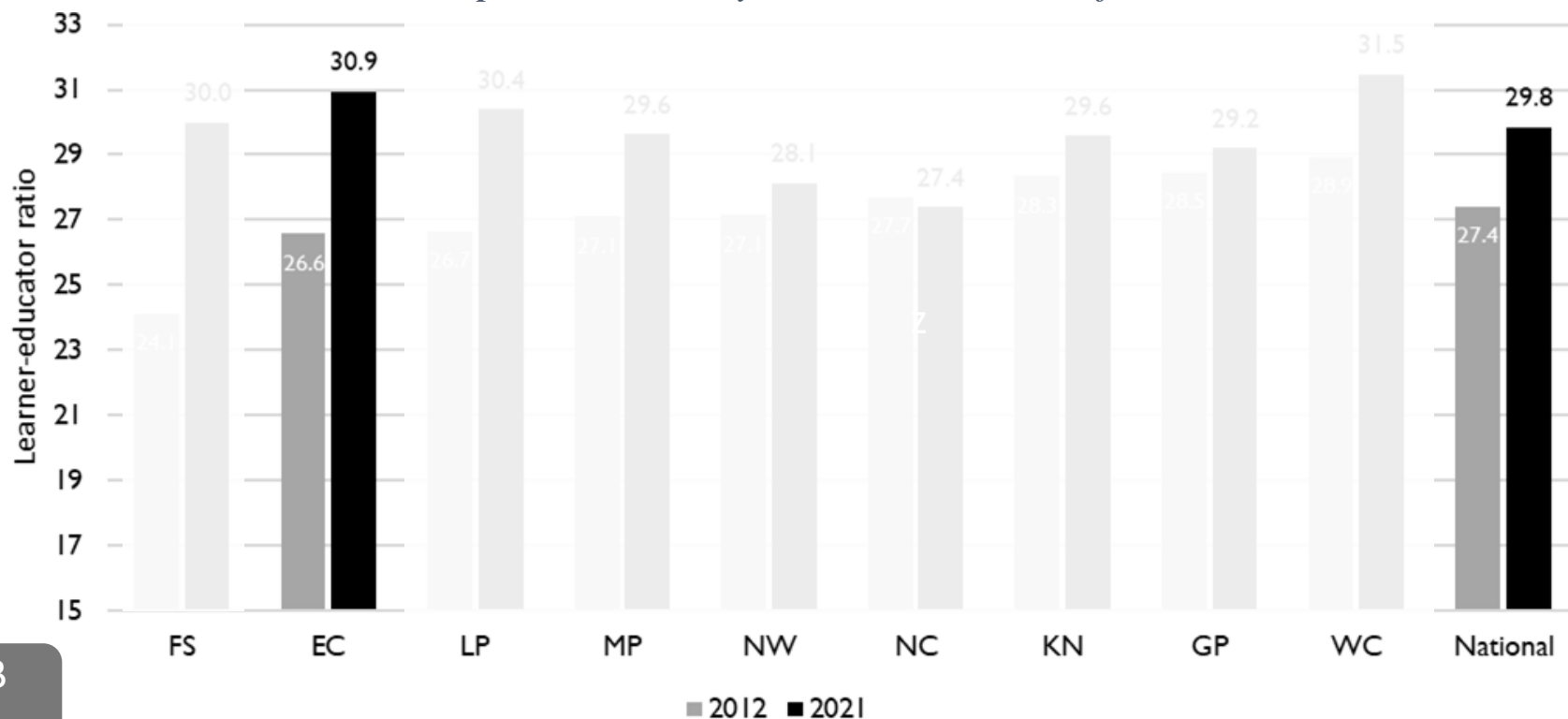


- Increase in expected annual appointments over the period of ~2026 – 2030, despite shrinking workforce (~600 per year).
- This increase is mostly due to retirement (the province has a large proportion of older educators)
- Given possible further school rationalisation, there needs to be careful management of appointments

\*Assumes that total educator numbers decrease by ~600 educators annually between 2022 - 2030

# Learner-public educator ratios ('12 & '21)

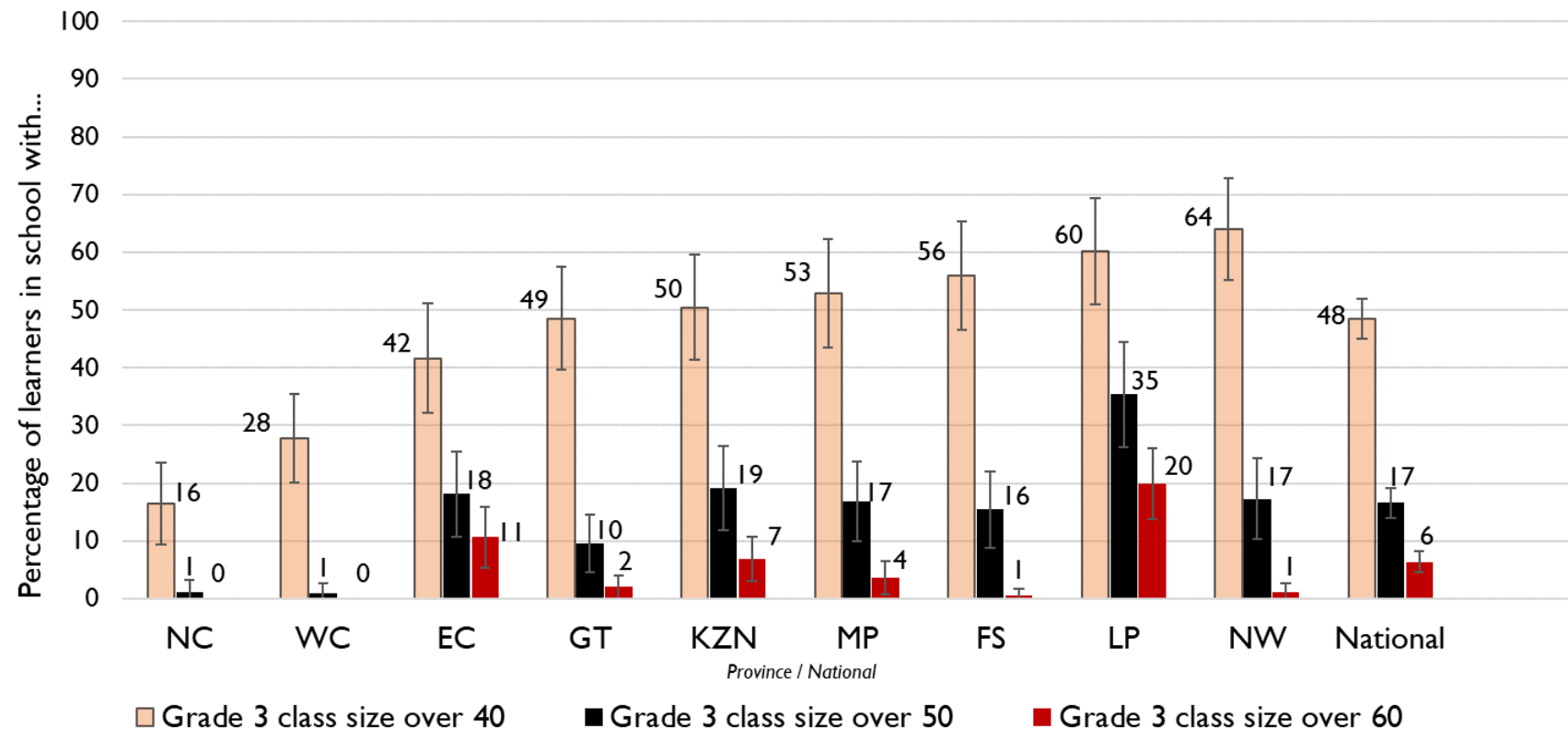
*National and provincial learner-to-public-educator ratios in 2012 and 2021, grades 1 to 12 in public ordinary schools in South Africa*



Excl. SGB teachers

- LE ratio rose from 26.6 learners per educator to 30.9 learners per educator in the Eastern Cape between 2012 and 2021, which is more than the national average

# Grade 3 class sizes (2017/18 School Monitoring Survey)



Data source: SMS 2017/18. Learner weights applied. Educator responses averaged at school level. Technically estimates should be interpreted in relation to grade 6 learners. FS = Free State, EC = Eastern Cape, LP = Limpopo Province, MP = Mpumalanga Province, NC = Northern Cape, KN = KwaZulu-Natal, GP = Gauteng, WC = Western Cape.

Post-provisioning guidelines - Class sizes should not exceed 35 in Grade 3.

% of learners in grade 3 classes > 40:  
48% in SA, 42% in EC

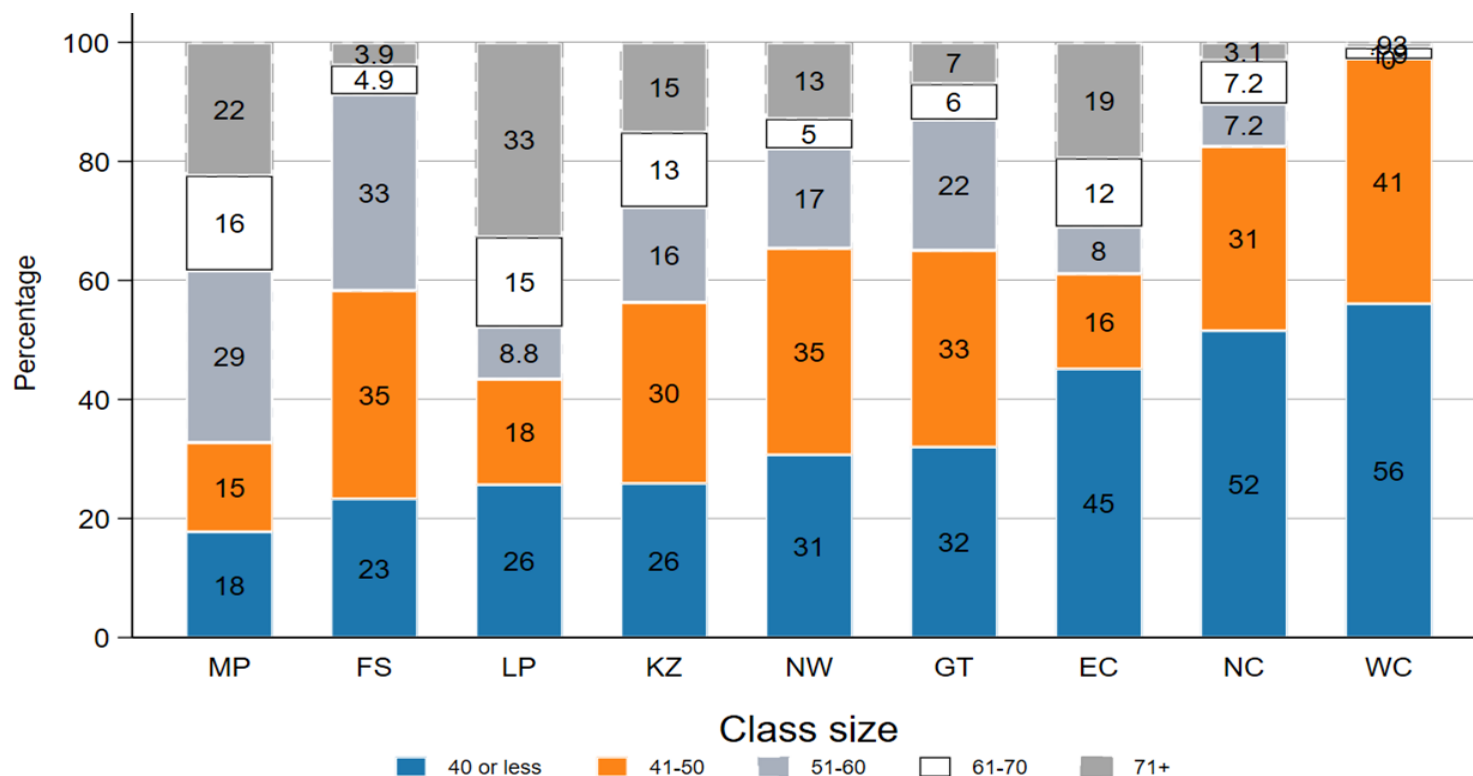
% of learners in grade 3 classes > 50:  
17% in SA, ~18% in EC

% of learners in grade 3 classes > 60:  
6% in SA, ~11% in EC

Note: Nationally, grade 3 enrolment numbers had been rising from about 2011 and peaked in 2017 before starting to decline slightly, stabilising at about 1,1 million in 2021 (Gustafsson 2022a, p10-11). Holding other things constant, grade 3 class sizes will be similar or slightly smaller in 2022 than what is seen in these 2017/18 SMS estimates.

# Largest classes - School Monitoring Survey 2017/18

Percentage of grade 6 learners in schools with an educator reporting that their **largest** class is in the following class size category, disaggregated by province (SMS 2017/18)

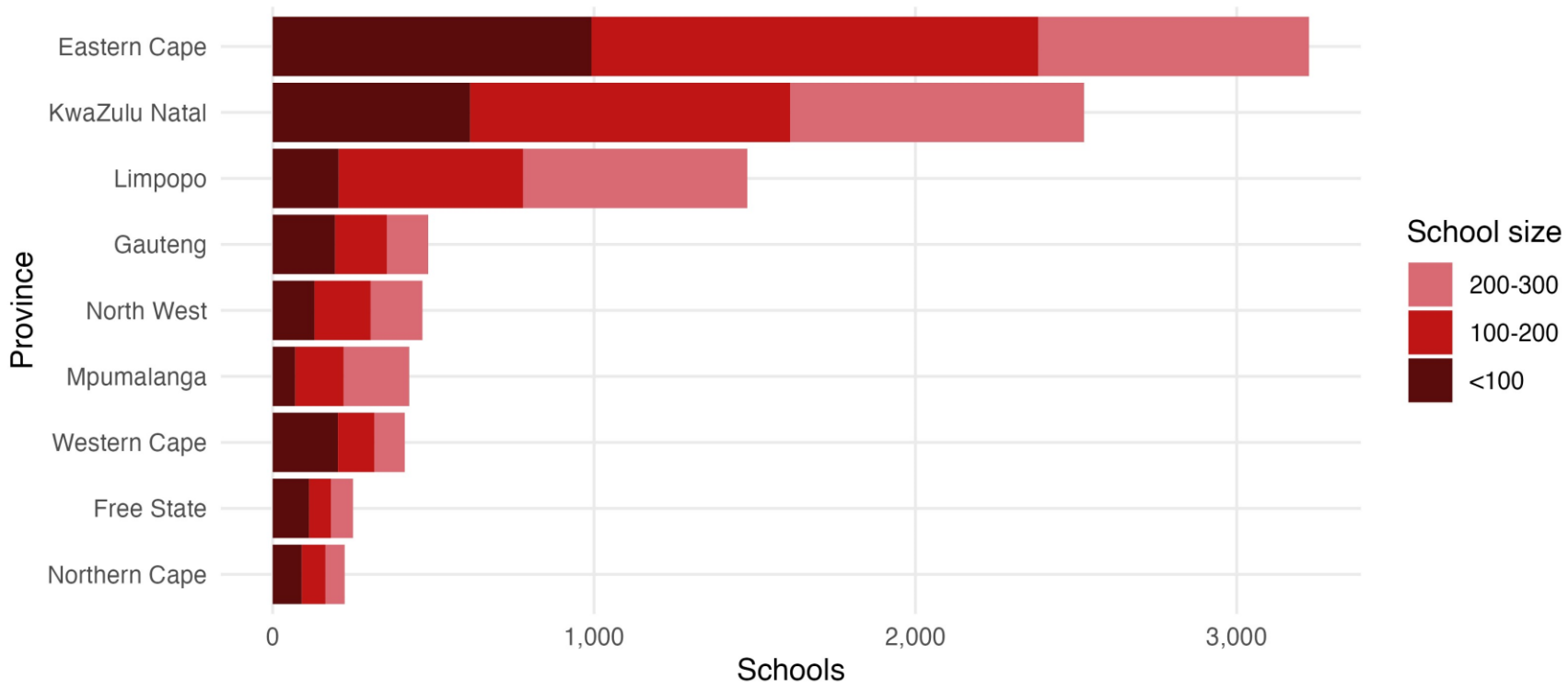


- In 2017/18, the Eastern Cape had more than 30% of Gr6 learners in schools with **very large** classes (>60 learners)
- A further deterioration of the LE ratio will drive up class size and the number of excessively large classes, negatively impacting quality and teacher motivation

# Small school count by province



Count of schools with fewer than 300, 200, & 100 learners by province (2021)



The Eastern Cape is the province with the **highest number of small and very small schools** in the country

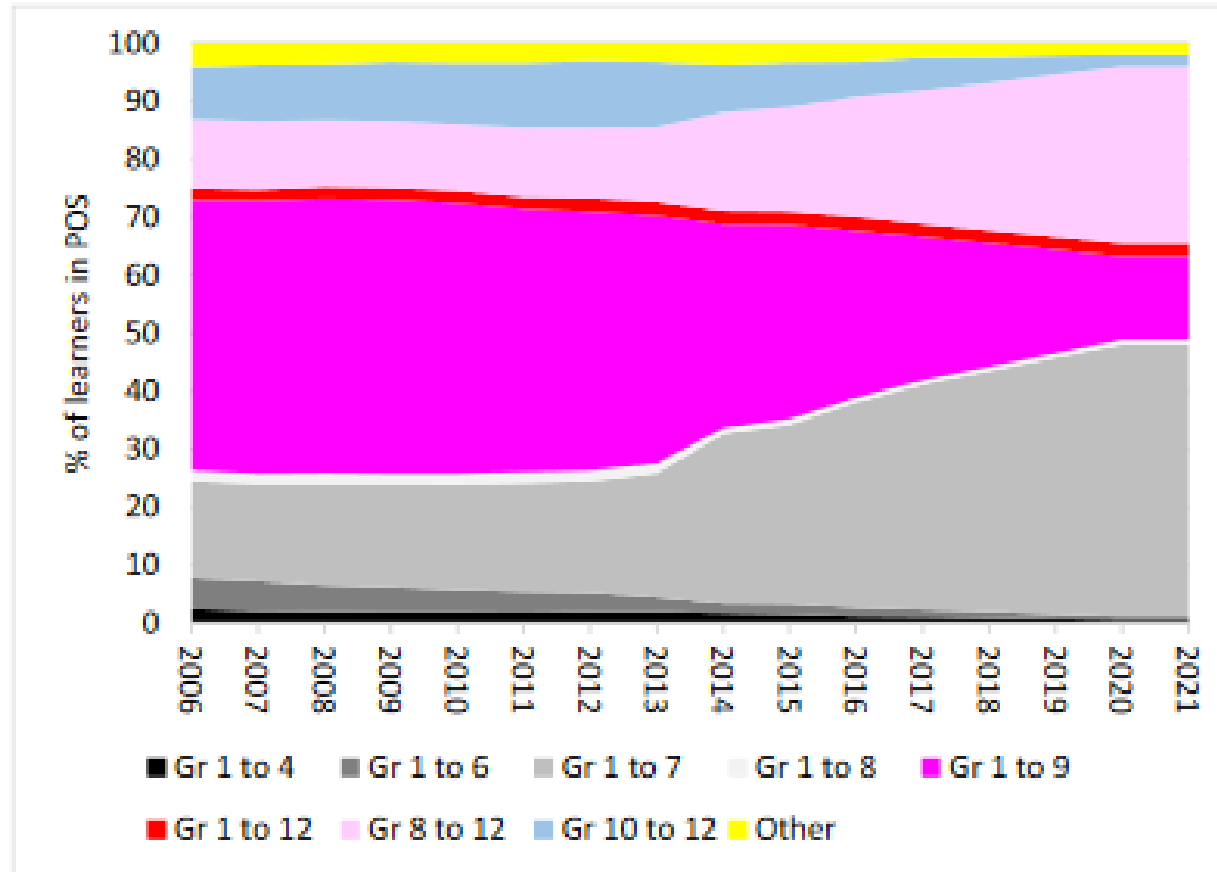
Source: LURITS and EMIS school Masterlist data from 2021.



# Past school reconfiguring & rationalisation



*School grade configuration in the Eastern Cape, 2006 to 2021*



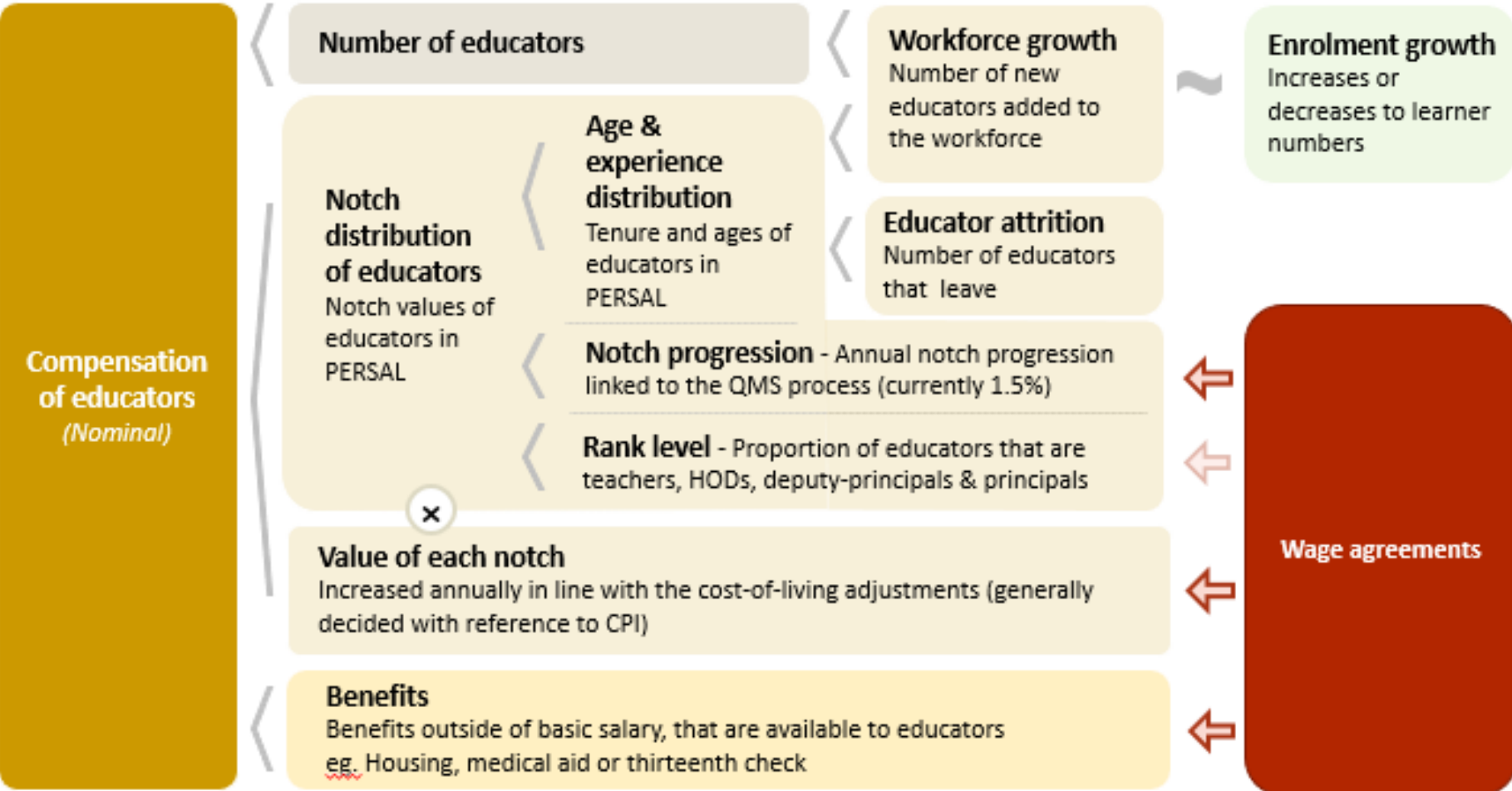
**Significant changes to school grade configuration from 2013 onwards, shift towards schools with Gr 1-7 and Gr 8-12**

Source: DBE report, Key patterns in the 1994 to 2021 ordinary school enrolment statistics , 30 June 20221 (p. 19) [Unpublished]



# **Expected financial implications to 2030**

# Unit cost drivers



# Real and nominal costs

*A real increase in wages takes place when wages increase **above** the rate of inflation*

*Changes to real wages are an indicator of **purchasing power***

7

Examples:

In 2022 CPI was **7.2%**

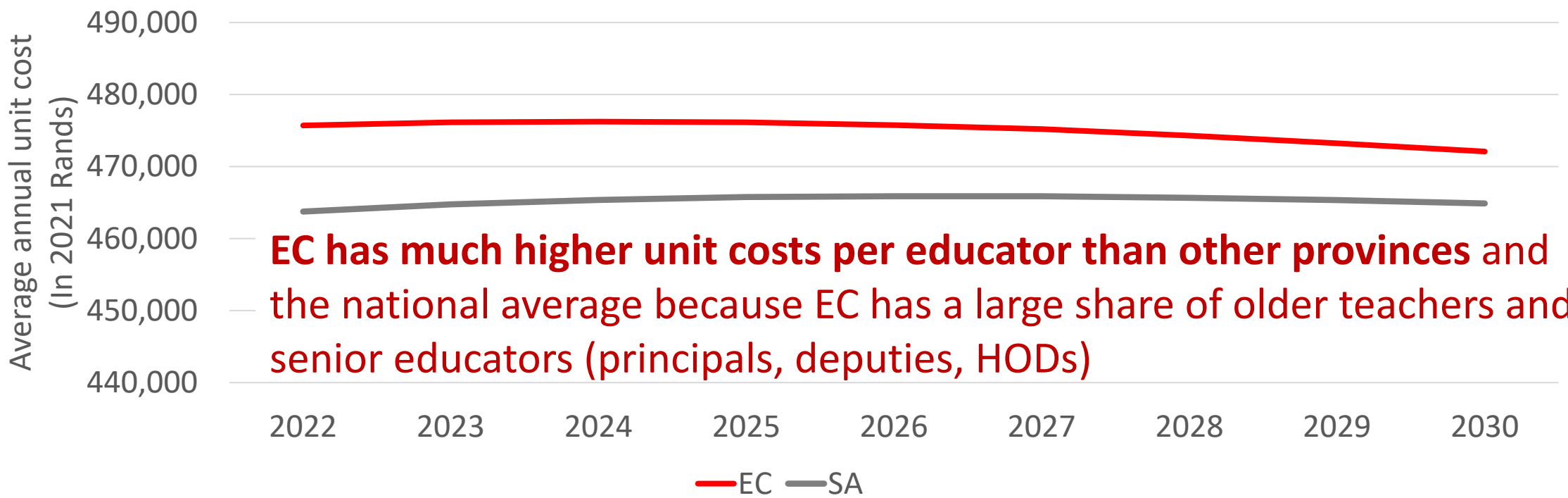
If **nominal wages** increase by **7.2%**, then **real wages** increase by **0%**

If **nominal wages** increase by **9%**, then **real wages** increase by **1.8%**

If **nominal wages** increase by **5%**, then real wages decrease by **2.2%**

# Projected unit costs trends| All educators

In constant 2021 rands

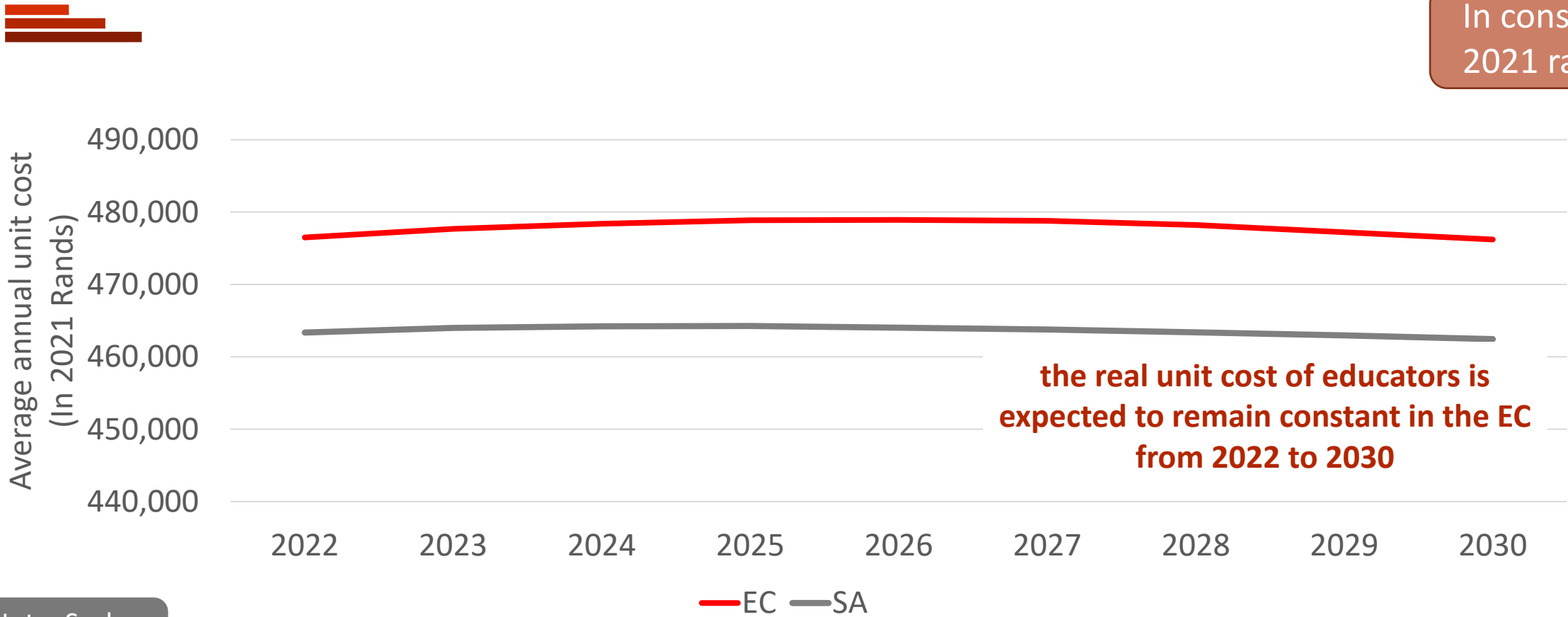


Note: Scale not from zero

Source: Own calculations, using the anonymised PERSAL data from 2021, only educators are considered. ECD practitioners and examination reviewers removed. Estimates to 2030 derived from the national and provincial TSD models. Assumption of no growth in educator numbers.

# Projected unit costs trends| All educators

In constant 2021 rands



**the real unit cost of educators is expected to remain constant in the EC from 2022 to 2030**

Note: Scale not from zero

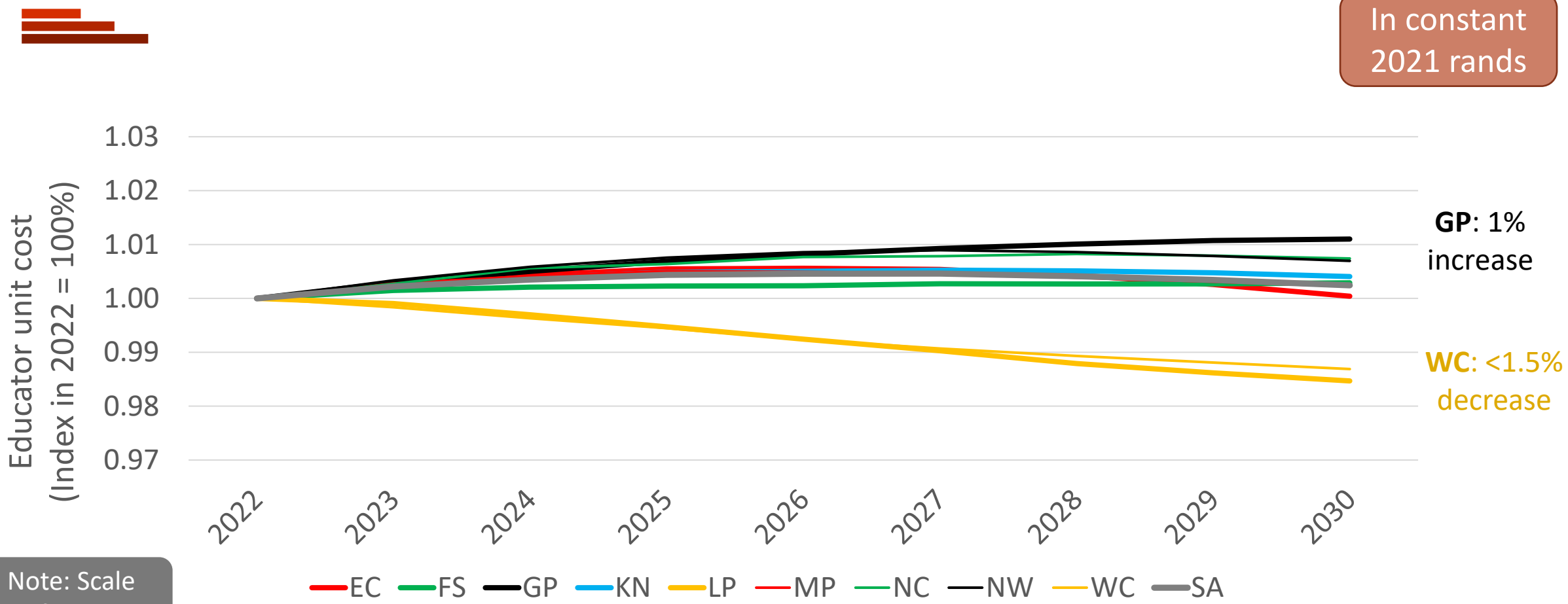
EC growth adjusted: -10%

**Adjusted the expected growth in educator numbers**  
• Assume 10% decrease in educators from 2021 to 2030 in EC

Source: Own calculations, using the anonymised PERSAL data from 2021, only educators are considered. ECD practitioners and examination reviewers removed. Estimates to 2030 derived from the national and provincial TSD models. Assumption of no growth in educator numbers for FS, KN, LP, MP, NC, NW and SA. Assume 20% educator growth for GP, 10% for WC and a decline in 10% of educators in the EC. In LP assume that the proportion of senior educators grows from 16% in 2021 to 21% in 2030.

# Indexed unit costs trends| All educators

In constant 2021 rands



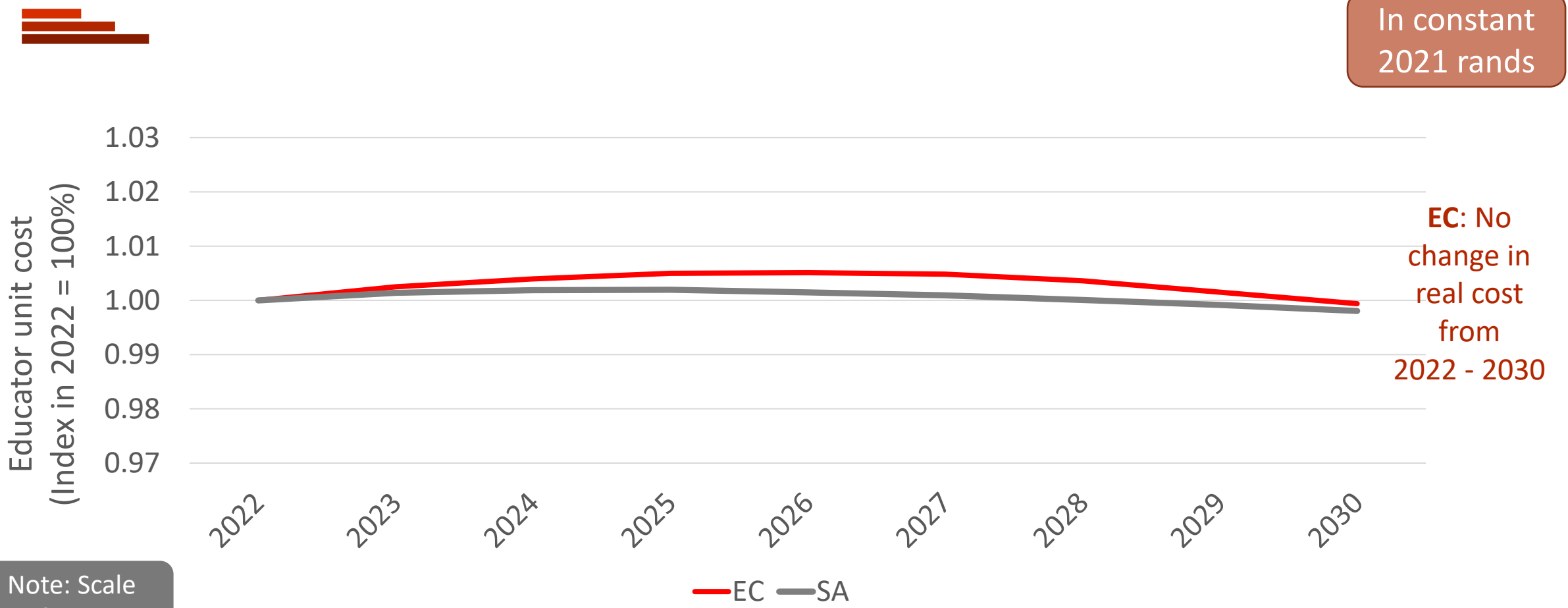
Note: Scale not from zero

EC growth adjusted: -10%

Source: Own calculations, using the anonymised PERSAL data from 2021, only educators are considered. ECD practitioners and examination reviewers removed. Estimates to 2030 derived from the national and provincial TSD models. Assumption of no growth in educator numbers for FS, KN, LP, MP, NC, NW and SA. Assume 20% educator growth for GP, 10% for WC and a decline in 10% of educators in the EC. In LP assume that the proportion of senior educators grows from 16% in 2021 to 21% in 2030.

# Indexed unit costs trends| All educators

In constant 2021 rands



EC: No change in real cost from 2022 - 2030

Note: Scale not from zero

EC growth adjusted: -10%

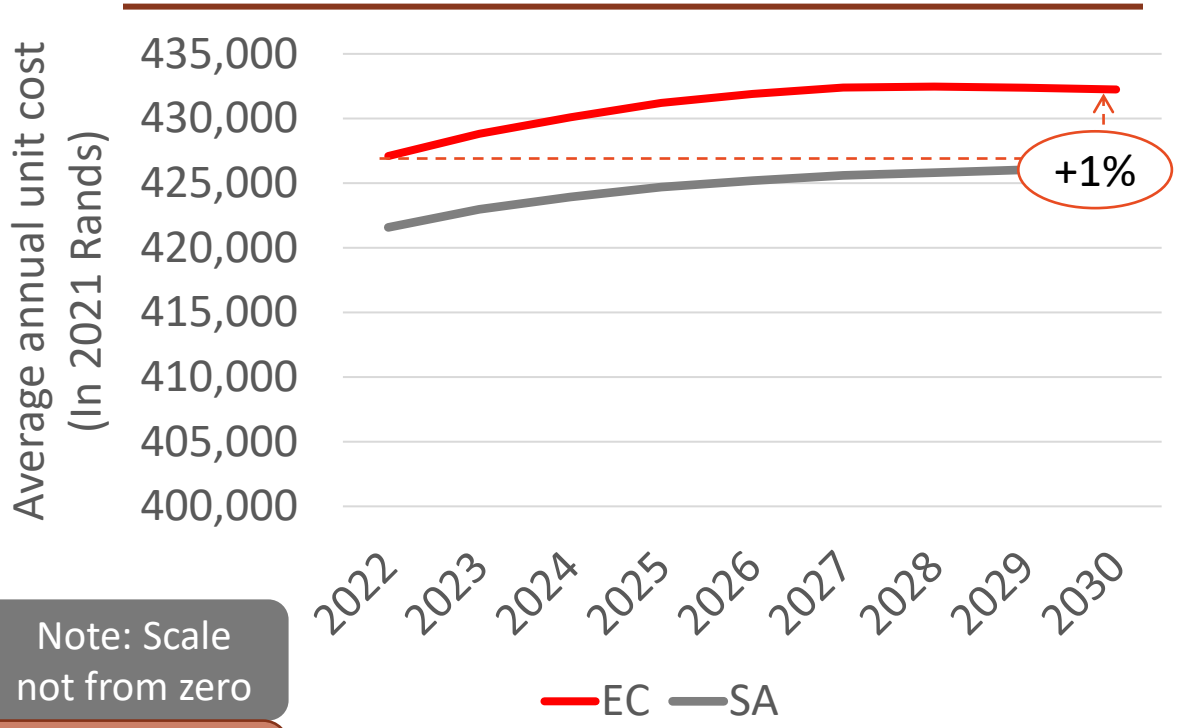
Source: Own calculations, using the anonymised PERSAL data from 2021, only educators are considered. ECD practitioners and examination reviewers removed. Estimates to 2030 derived from the national and provincial TSD models. Assumption of no growth in educator numbers for FS, KN, LP, MP, NC, NW and SA. Assume 20% educator growth for GP, 10% for WC and a decline in 10% of educators in the EC. In LP assume that the proportion of senior educators grows from 16% in 2021 to 21% in 2030.



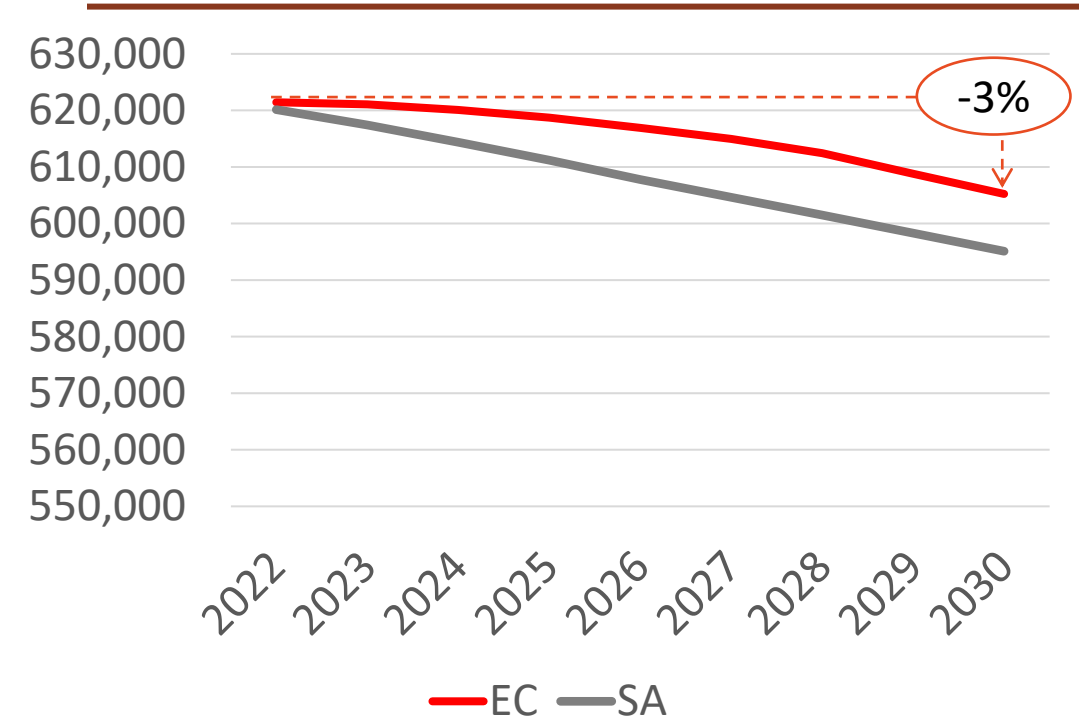
# Projected unit costs trends| All educators

In constant 2021 rands

## Teachers (School based teachers)



## Senior educators (HODs, Deputy's, Principals & Other)



Note: Scale not from zero

EC growth adjusted: -10%

Source: Own calculations, using the anonymised PERSAL data from 2021, only educators are considered. ECD practitioners and examination reviewers removed. Estimates to 2030 derived from the national and provincial TSD models. Assumption of no growth in educator numbers for FS, KN, LP, MP, NC, NW and SA. Assume 20% educator growth for GP, 10% for WC and a decline in 10% of educators in the EC. In LP assume that the proportion of senior educators grows from 16% in 2021 to 21% in 2030.



# **Between and within province movement**

# Inter-provincial educator movement (7-yr)



	Province in 2019										Movement out of province	
	EC	FS	GP	KN	LP	MP	NC	NW	WC	Total		
Province in 2012	EC	97.79	0.10	0.86	0.22	0.01	0.04	0.11	0.19	0.70	100	2.23%
	FS	0.35	94.25	2.76	0.10	0.07	0.23	0.41	1.56	0.26	100	5.74%
	GP	0.15	0.26	96.86	0.27	0.81	0.42	0.05	0.93	0.24	100	3.13%
	KN	0.22	0.10	1.14	97.95	0.10	0.37	0.01	0.06	0.04	100	2.04%
	LP	0.02	0.02	1.72	0.02	96.80	0.80	0.05	0.56	0.02	100	3.21%
	MP	0.03	0.14	2.48	0.37	1.54	94.86	0.03	0.49	0.07	100	5.15%
	NC	0.47	0.50	0.47	0.06	0.59	0.03	94.35	2.37	1.15	100	5.64%
	NW	0.06	0.59	3.84	0.03	0.65	0.34	0.75	93.60	0.14	100	6.40%
	WC	0.72	0.03	0.17	0.05	0.00	0.02	0.35	0.03	98.61	100	1.37%

Source: PERSAL 10-year anonymised dataset, only educators that were in the dataset for 2018 and 2019 are considered here

# Inter-provincial educator movement (7-yr)



	Province in 2019										Movement out of province
	EC	FS	GP	KN	LP	MP	NC	NW	WC	Total	
	<b>Province in 2012</b>	<b>EC</b>	FS	GP	KN	LP	MP	NC	NW	WC	
	97.79	0.10	0.86	0.22	0.01	0.04	0.11	0.19	0.70	100	2.23%
	0.35	94.25	2.76	0.10	0.07	0.23	0.41	1.56	0.26	100	5.74%
	0.15	0.26	96.86	0.27	0.81	0.42	0.05	0.93	0.24	100	3.13%
	0.22	0.10	1.14	97.95	0.10	0.37	0.01	0.06	0.04	100	2.04%
	0.02	0.02	1.72	0.02	96.80	0.80	0.05	0.56	0.02	100	3.21%
	0.03	0.14	2.48	0.37	1.54	94.86	0.03	0.49	0.07	100	5.15%
	0.47	0.50	0.47	0.06	0.59	0.03	94.35	2.37	1.15	100	5.64%
	0.06	0.59	3.84	0.03	0.65	0.34	0.75	93.60	0.14	100	6.40%
	0.72	0.03	0.17	0.05	0.00	0.02	0.35	0.03	98.61	100	1.37%

- Low level of movement between provinces – about 2.2% of Eastern Cape teachers in 2012 are teaching in a different province in 2019
- Educators are most likely to move to the Gauteng and the Western Cape

Source: PERSAL 10-year anonymised dataset, only educators that were in the dataset for 2018 and 2019 are considered here

# Inter-provincial educator movement (7-yr)

		Province in 2019								
		EC	FS	GP	KN	LP	MP	NC	NW	WC
Province in 2012	EC	42 645	42	373	95	5	16	46	82	304
	FS	57	15 267	447	17	11	38	67	252	42
	GP	67	117	42 770	121	356	187	20	409	108
	KN	146	67	755	64 723	64	247	9	37	26
	LP	10	10	709	7	39 899	328	20	230	7
	MP	7	34	618	94	385	23 644	7	121	17
	NC	31	33	31	4	39	2	6 214	156	76
	NW	12	111	726	5	123	65	141	17 690	27
	WC	152	7	37	11	0	5	75	6	20 858
	Total 2019	<b>43 127</b>	<b>15 688</b>	<b>46 466</b>	<b>65 077</b>	<b>40 882</b>	<b>24 532</b>	<b>6 599</b>	<b>18 983</b>	<b>21 465</b>
Movement into province	<b>482</b>	<b>421</b>	<b>3 696</b>	<b>354</b>	<b>983</b>	<b>888</b>	<b>385</b>	<b>1 293</b>	<b>607</b>	
% movement into province	1.1%	2.7%	8.0%	0.5%	2.4%	3.6%	5.8%	6.8%	2.8%	

Source: PERSAL 10-year anonymised dataset, only educators that were in the dataset for 2012 and 2019 are considered here

# Inter-provincial educator movement (7-yr)

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<b>% movement into province</b>	<b>1.1%</b>	<b>2.7%</b>	<b>8.0%</b>	<b>0.5%</b>	<b>2.4%</b>	<b>3.6%</b>	<b>5.8%</b>	<b>6.8%</b>	<b>2.8%</b>	

- Very few educators moved to EC, only 1.1% of educators in 2019 had come from another province since 2012
- The provinces that sent the highest number of educators to EC were the WC and KN

# Educator movement between schools



Province	Pay point in 2019 (Ordinary schools only)			Total (%)
	Same as in 2018 (%)	Different to 2018 (%)	None - left system (%)	
EC	93.25	4.61	2.14	100
FS	90.54	5.54	3.93	100
GP	91.08	3.95	4.97	100
KN	91.99	4.31	3.70	100
LP	91.04	6.95	2.00	100
MP	92.02	4.66	3.32	100
NC	85.44	8.39	6.18	100
NW	89.42	6.30	4.28	100
WC	87.27	6.09	6.64	100
<b>Total</b>	<b>91.11</b>	<b>5.05</b>	<b>3.83</b>	<b>100</b>

- Fair amount of movement between schools, about 4.6% of EC educators (5% nationally) move to a different pay point but stay within PERSAL from 2018-2019
- Rate at which EC educators aged 50 and below (2.1%) leave the system is lower than the national average (3.8%)

Source: PERSAL 10-year anonymised dataset. Only included educators aged 50 years and below, that were in ordinary schools in 2018 (Primary, Secondary, Combined and Intermediate)—excluded all paypoints that did not appear in both years after identifying 103 paypoints where the paypoint number changed.

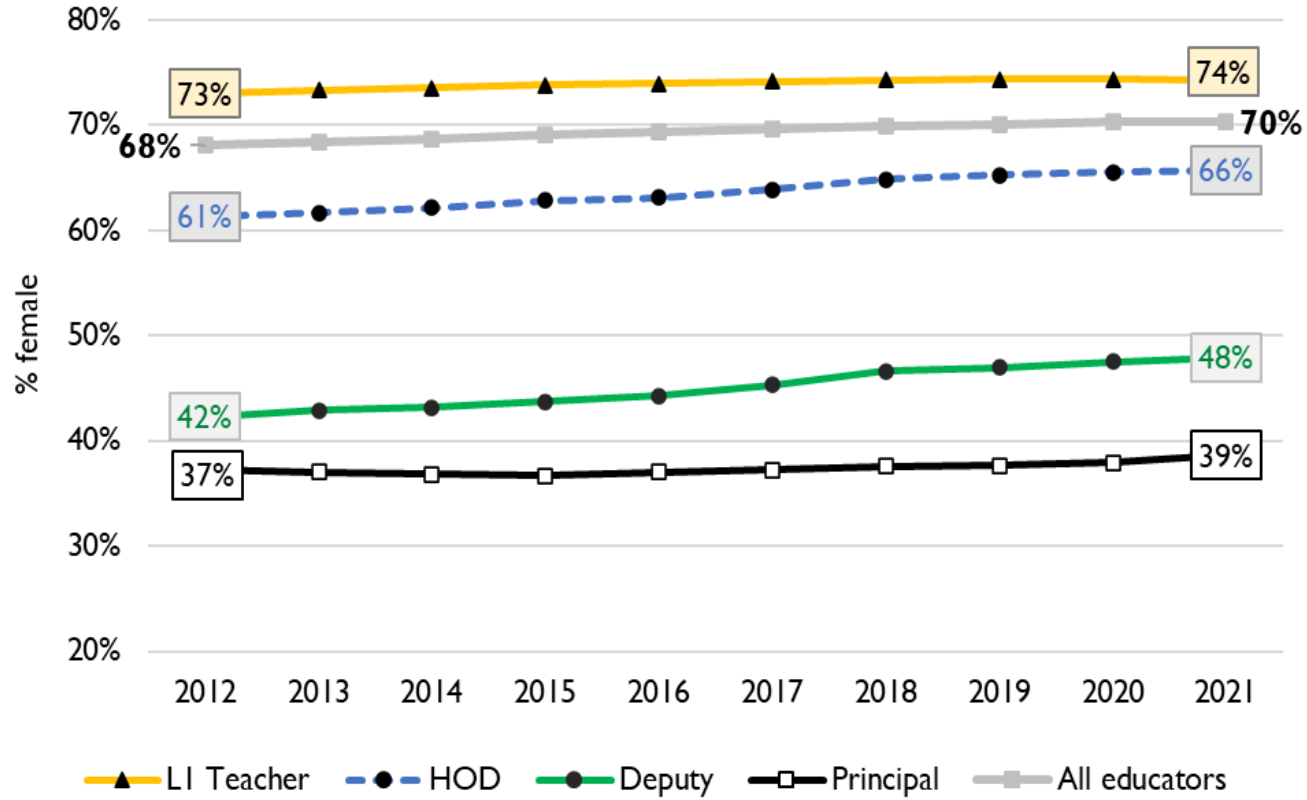


# **Gender imbalances in management**



# Percentage of educators that are female

Percentage of public educators in South Africa that are female, PERSAL (2012-2021)

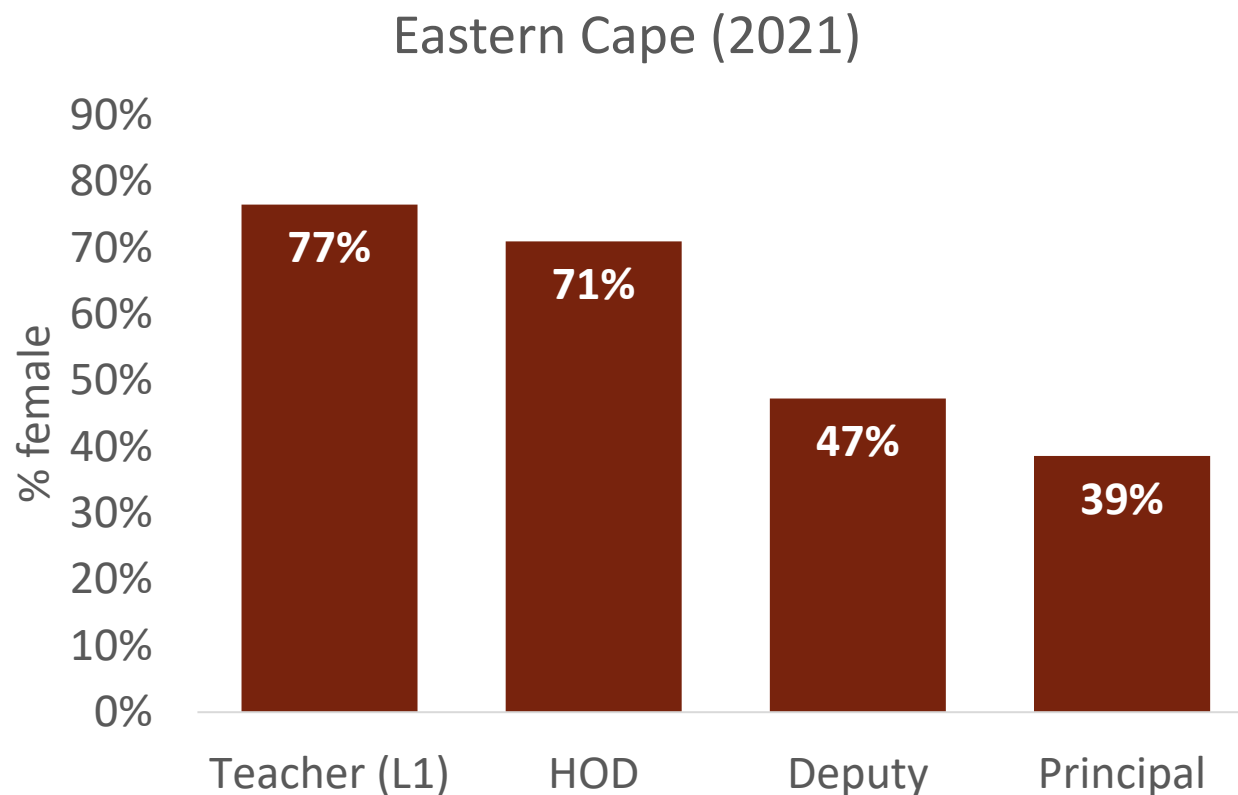


Nationally, there has been very little transformation in senior school leadership in terms of gender since 2012 and even since 2004 (just 34% of principals were female).

There is better representation at middle-management (HOD) level.

Source: Using anonymised 10-year PERSAL data from 2012 to 2021, only educators of the ranks: level 1 teacher, HOD, deputy principal and principal are considered.

# Percentage of educators that are female



In the Eastern Cape in 2021, 72% of all educators were women. Women were well represented at the HOD level at 71% of HODs.

Yet only 47% of deputy principals and 39% of principals were women.

# Conclusion

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- In EC, higher levels of retirements are expected to about 2035, more than half of educators were 50 years or older in 2021, with a high proportion of SMT (Principals, Deputies and HODs) and other education specialists (71%) being over 50.
- School-aged population and enrolment are projected to decline
  - Will need to decrease workforce overall whilst still appointing and promoting enough staff for those leaving, in the right schools and positions
  - With average school sizes likely to decrease further, ongoing school rationalisation efforts will likely need to continue
- The unit cost of educators is predicted to stay roughly constant. This should give the province ample room to engage in targeted school rationalisation if decreases in enrolment make this a priority

?