

Free State Province

14 August 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)

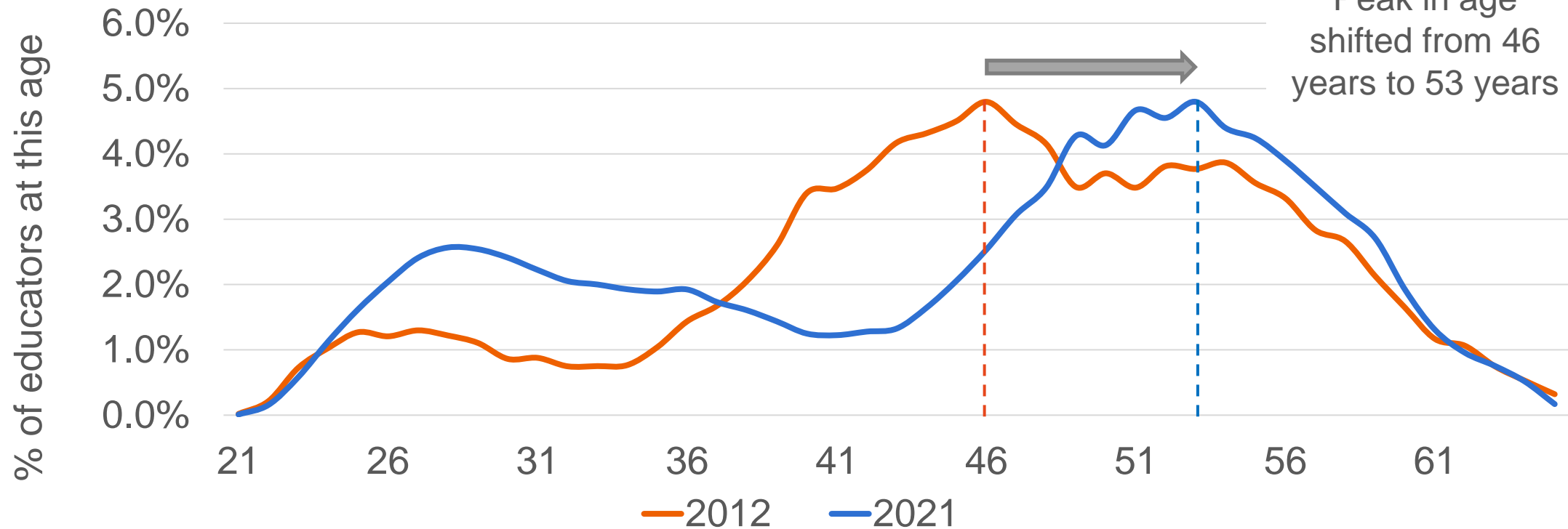


- As retirements increase, the required number of **new appointments will need to increase** to ensure that total educator numbers (at a minimum) stay at current levels and/or are sufficient to **meet learner enrolment growth** to **prevent deterioration in learner-educator ratios**.
- Planning will 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 in SA



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

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 Free State 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

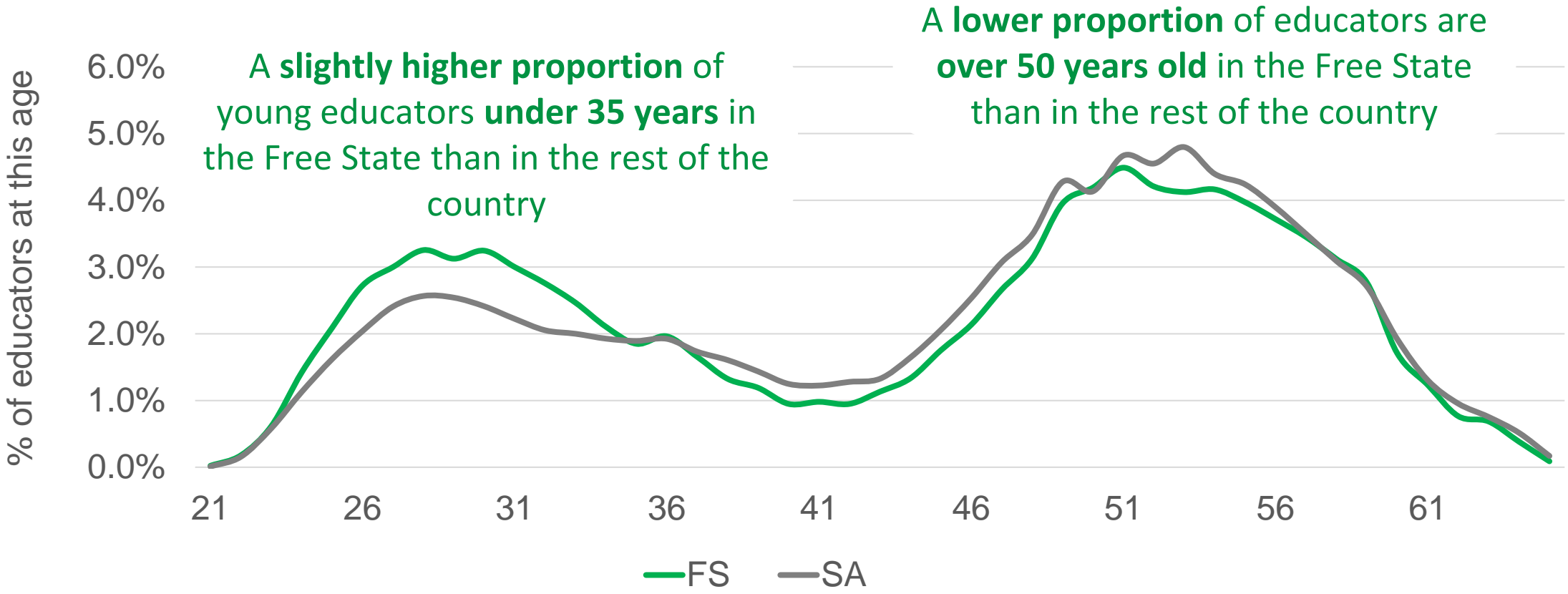
Free State educator demand summary

- **Age distribution:** The age distribution in the FS had a peak at around 51 years of age in 2021
- **Projected resignations and retirements:** About half of the educators that exit PERSAL are age-related retirements (ages 56 to 65); the number of senior educators (SMT positions and other specialists) that are retiring is expected to increase (65% were 50+ years old in 2021)
- **Enrolment and population growth:** Enrolment in the FS ordinary schools increased by 10% from 2012-2021 (~65K learners), and the school-aged population is forecast to decline by -4% (~26K learners) to 2030, which will likely result in lower enrolments. School rationalisation may need to continue as a result of the decrease.
- **School and educator growth:** Between 2012 and 2021, the educator number has fallen (-13%), and the number of public ordinary schools has decreased (-27%), driving up the LE ratio and class sizes.
- **SMT position changes:** In the FS, there has been a large decline in the number of Principals between 2012 and 2021 (-27%), largely as a result of school rationalisation. The number of HODs (-8%), Deputy Principals (-10%) and teachers (-13%) have also declined over this period.
- **Appointments and LE Ratio:** The LE ratio increased from 24.1 to 30.0 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 high movement out of the FS (~6%), and few educators move to the FS (<3%). About ~6% educators move between schools within the province.



Age distributions and projected retirements and resignations

Educator age distribution (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.

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%
SA	46%	69%	49%

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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KN			
LP			
MP			
NC			
NW			
WC			
SA			

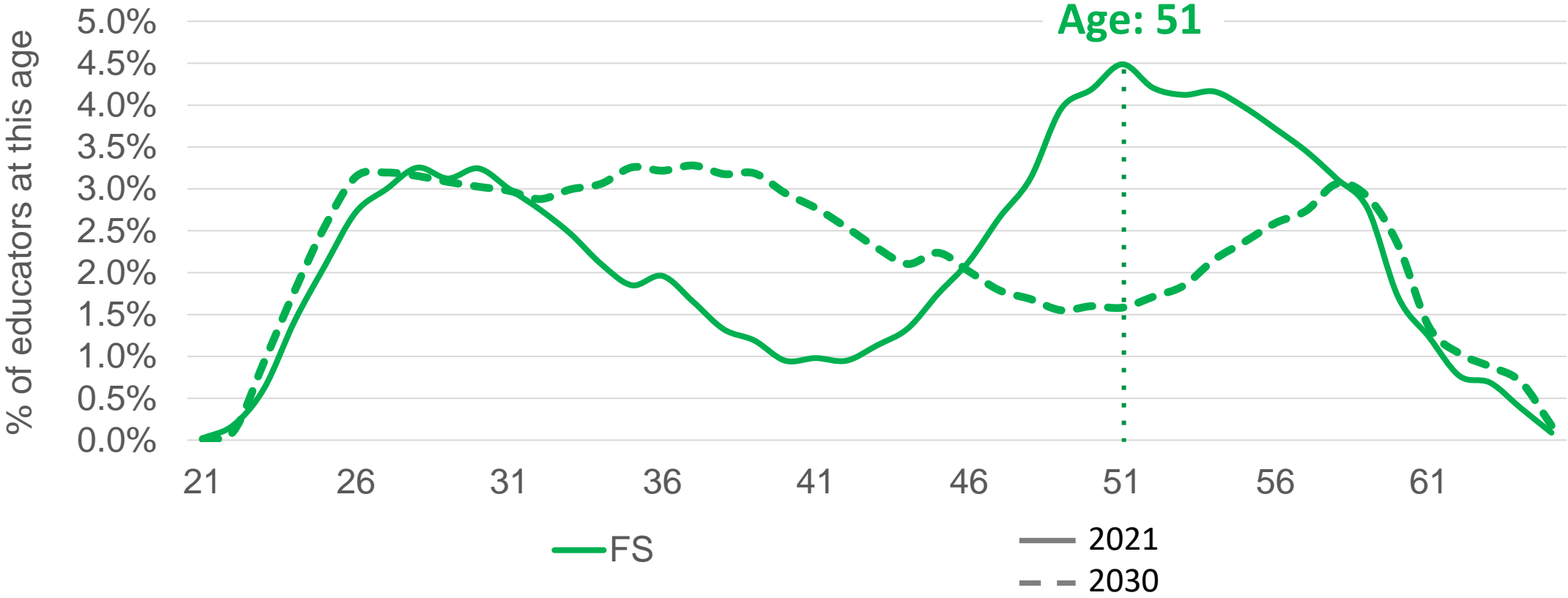
FS has 43% of educators aged 50 years and older in 2021 with a higher proportion in primary schools (49%)

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

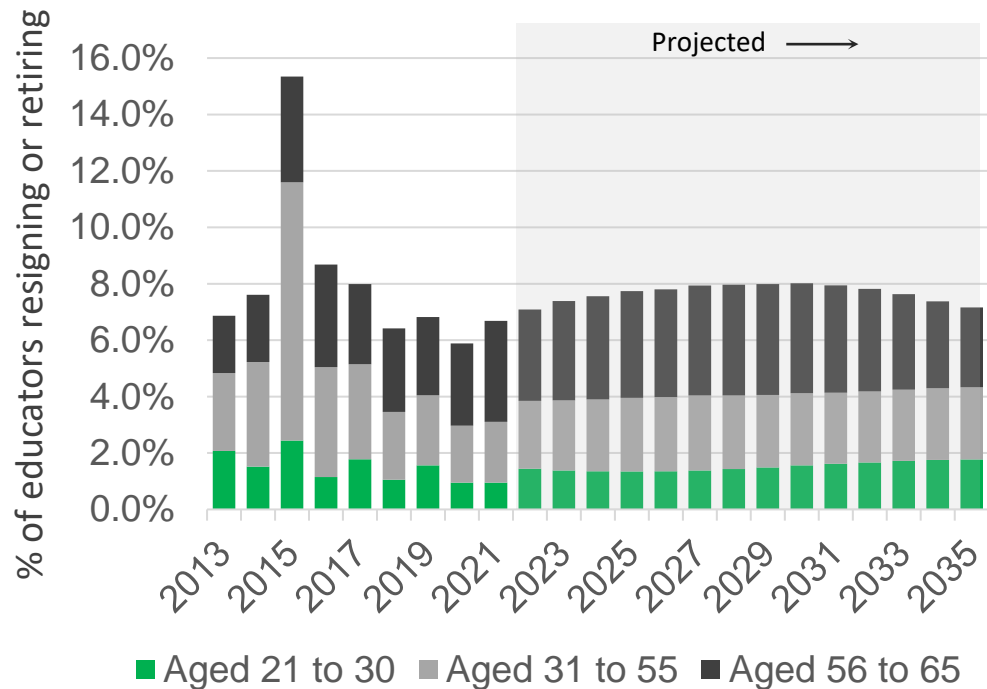


Source: Anonymised PERSAL data from 2021, only educators (Rank 60 000 – 69 999) are considered. ECD practitioners, TVET lecturers and ABET teachers were removed.

Projected resignation & retirements (FS)

Assume constant 2021 educator numbers

Proportion of Educators



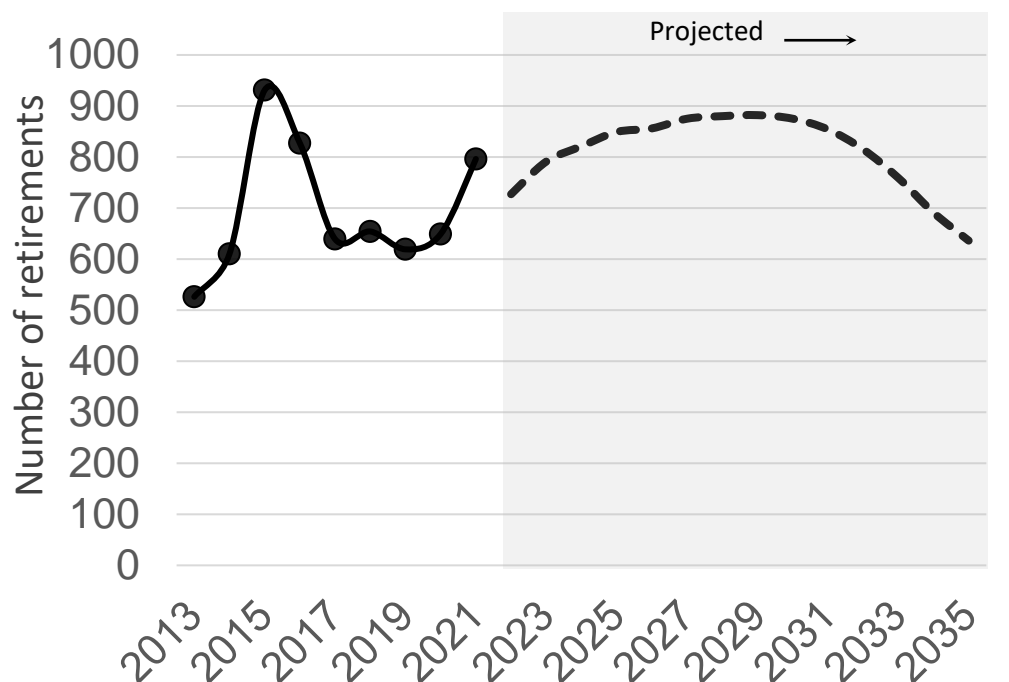
- About half of the educators that exit PERSAL in the FS are retiring (ages 56 or above)
- Large spike in resignations due to the pension reform rumours in 2015
- The number of young teachers (ages 21-30) resigning is projected to increase as the number of newly hired young teachers increases.

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 (FS)

Assume constant 2021 educator numbers

Retirement headcount



- The number of retirements is projected to increase, peaking in ~2030 & 2031 and then declining
- The number of retirements is projected to increase from just over 700 in 2022 to just under 900 in 2030, an increase of about 200 retirements annually

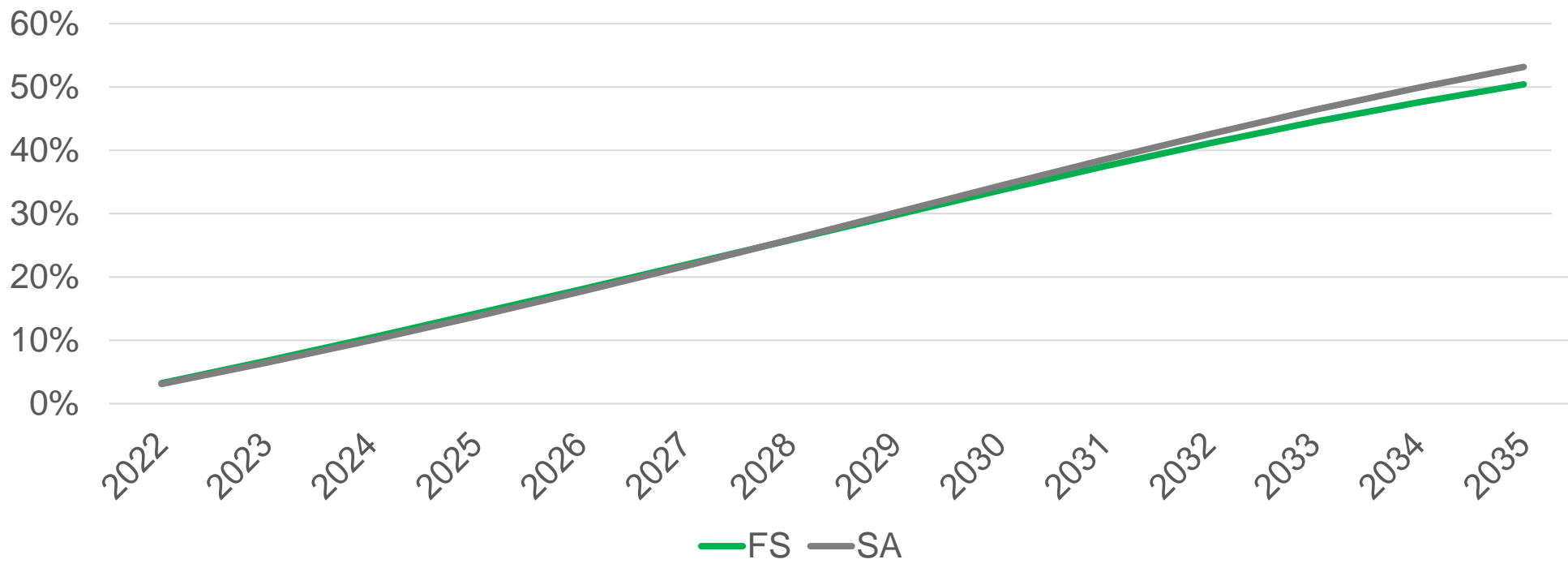
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Older leaver trend estimates to 2035



Assume constant 2021 educator numbers

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



About 11,300 educators estimated to retire by 2035 in the FS (50% of total educators in 2021)

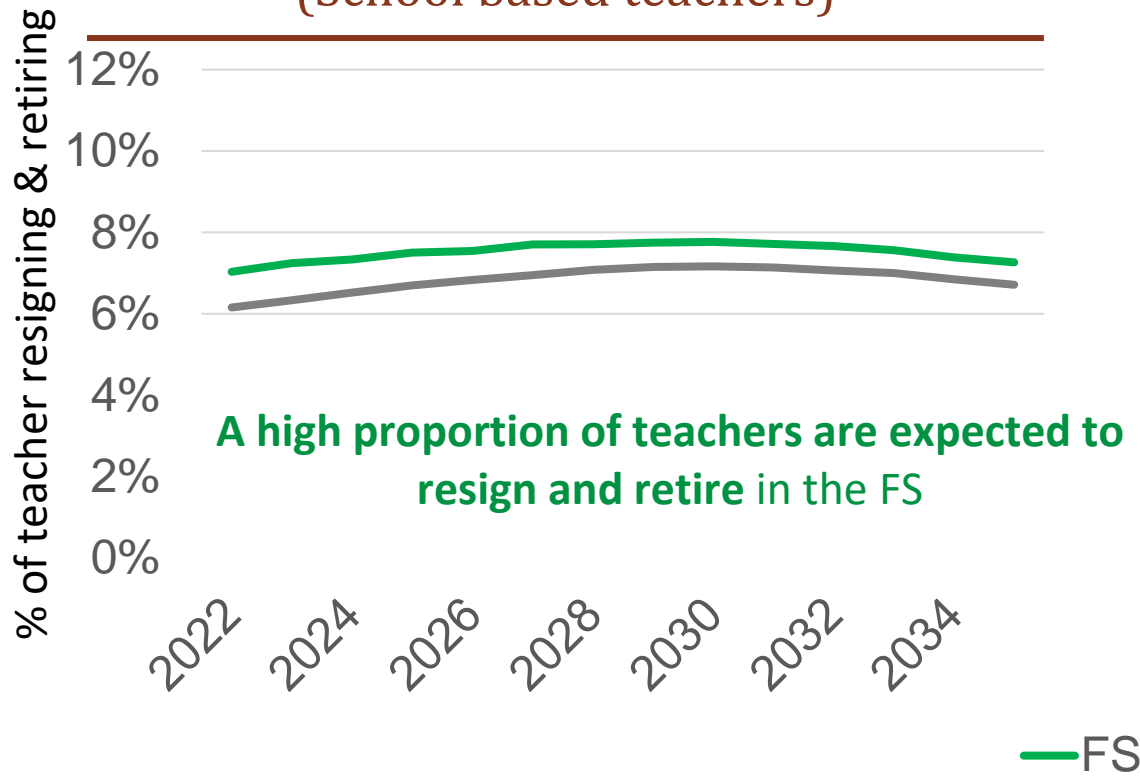
Source: Anonymised 2021 PERSAL data, only educators (Rank 60 000 – 69 999) are considered. ECD practitioners, TVET lecturers and ABET teachers were removed. Estimates to 2035 derived from the National and provincial models – assumption of no growth in educator numbers.

Projected educators leaving

Assume constant 2021 educator numbers

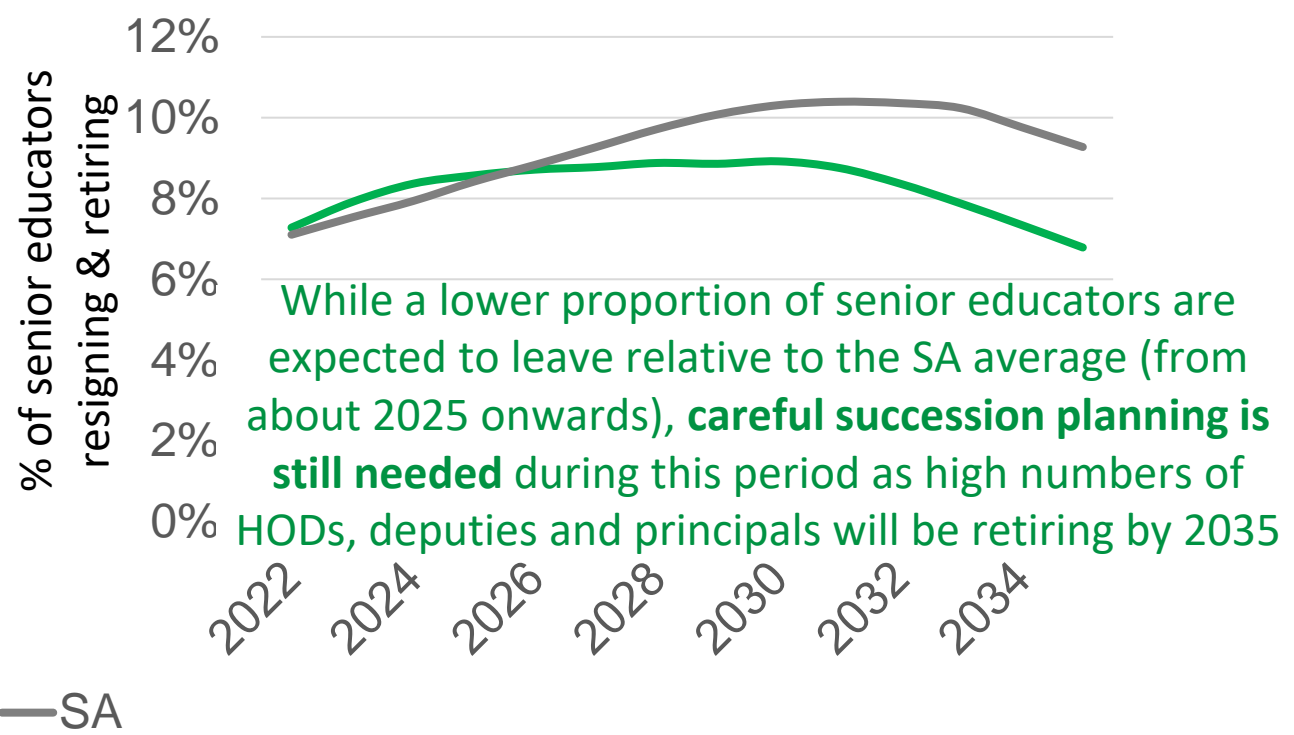
Teachers

(School based teachers)



Senior educators

(HODs, Deputy's, Principals & Other)

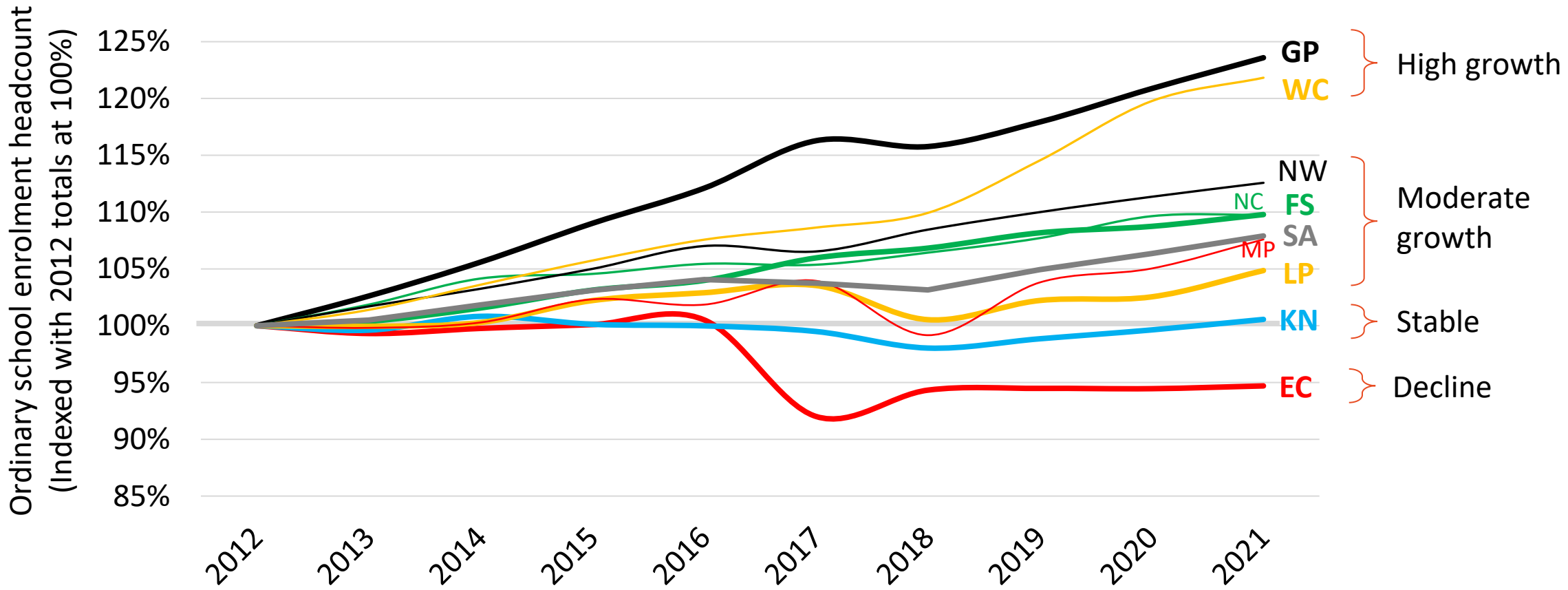


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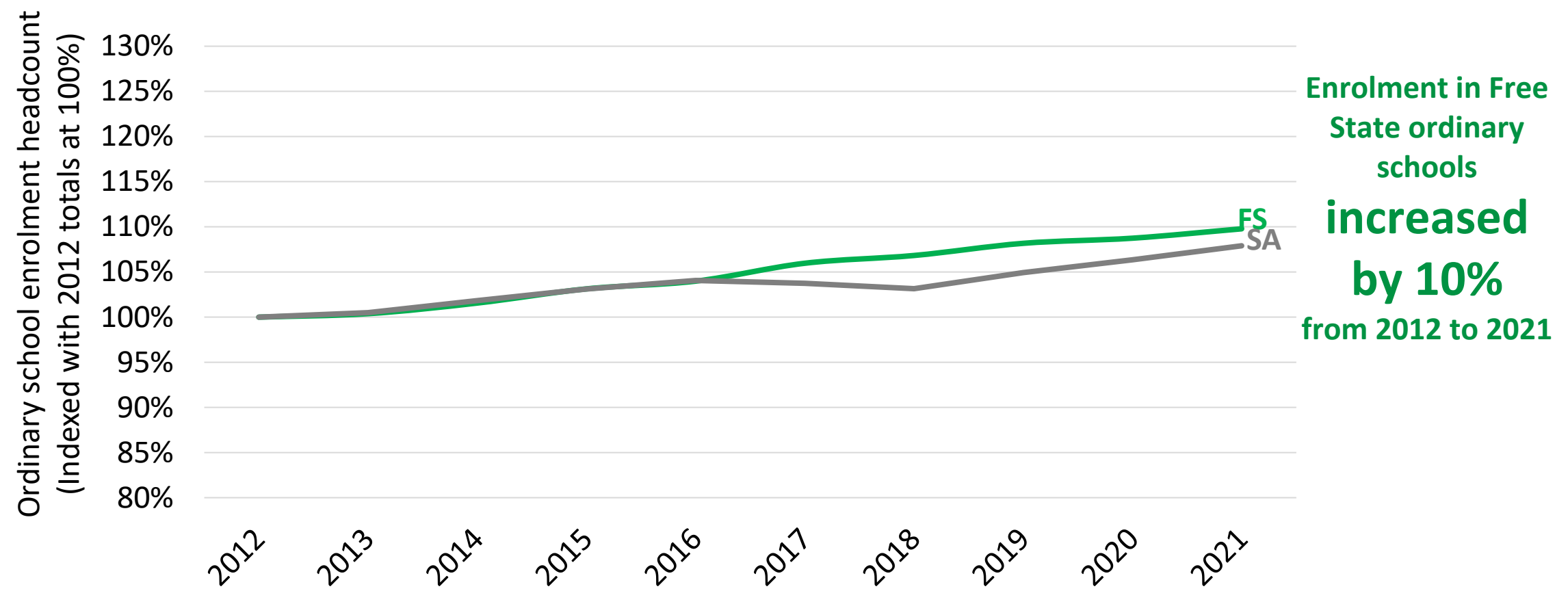
Provincial population and enrolment trends

Provincial enrolment trends (2012-2021)



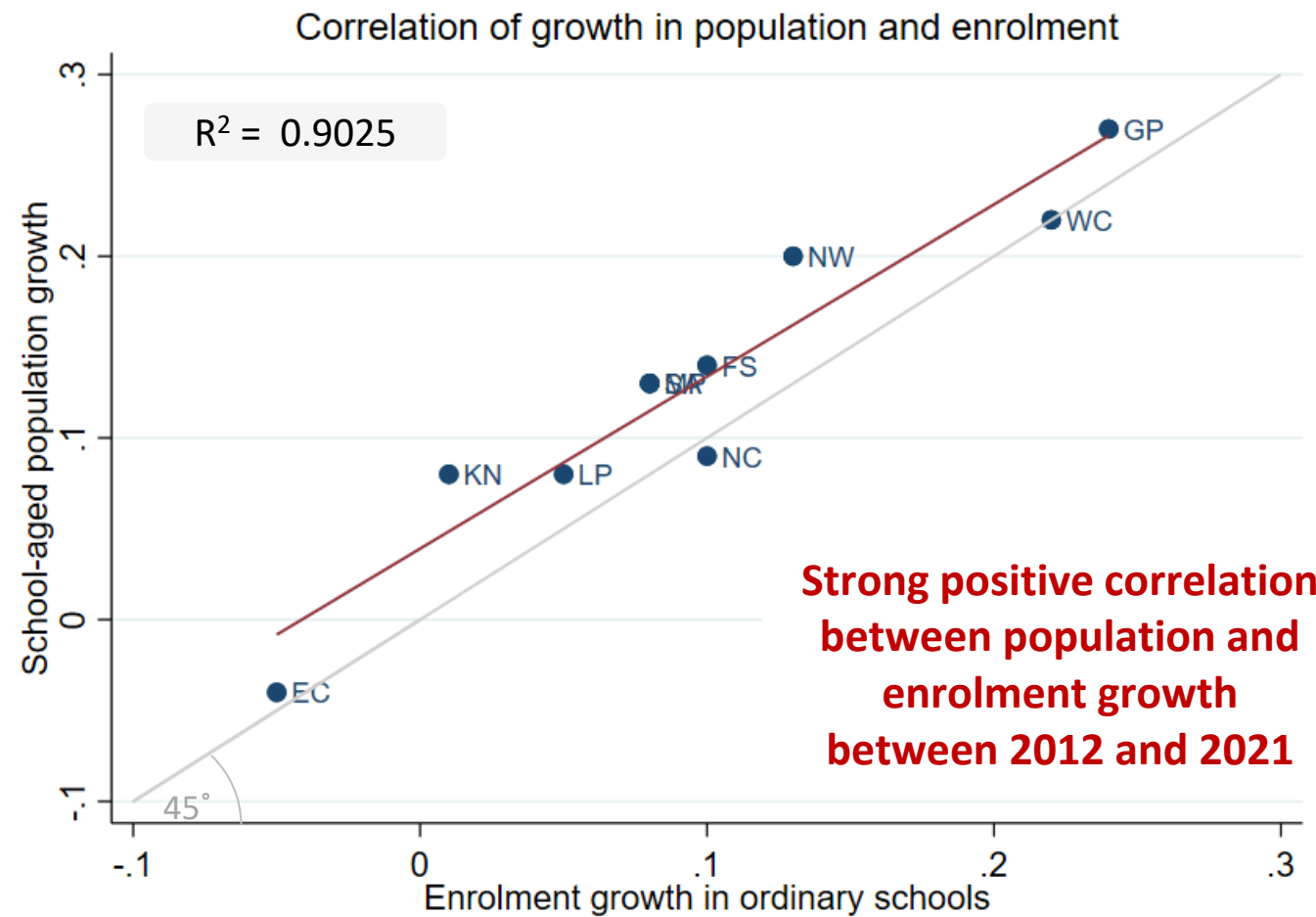
Source: Enrolment numbers taken from School Realities-EMIS (2012 – 2021) released by the DBE, using total numbers for ordinary public and independent schools.

Provincial enrolment trends (2012-2021)



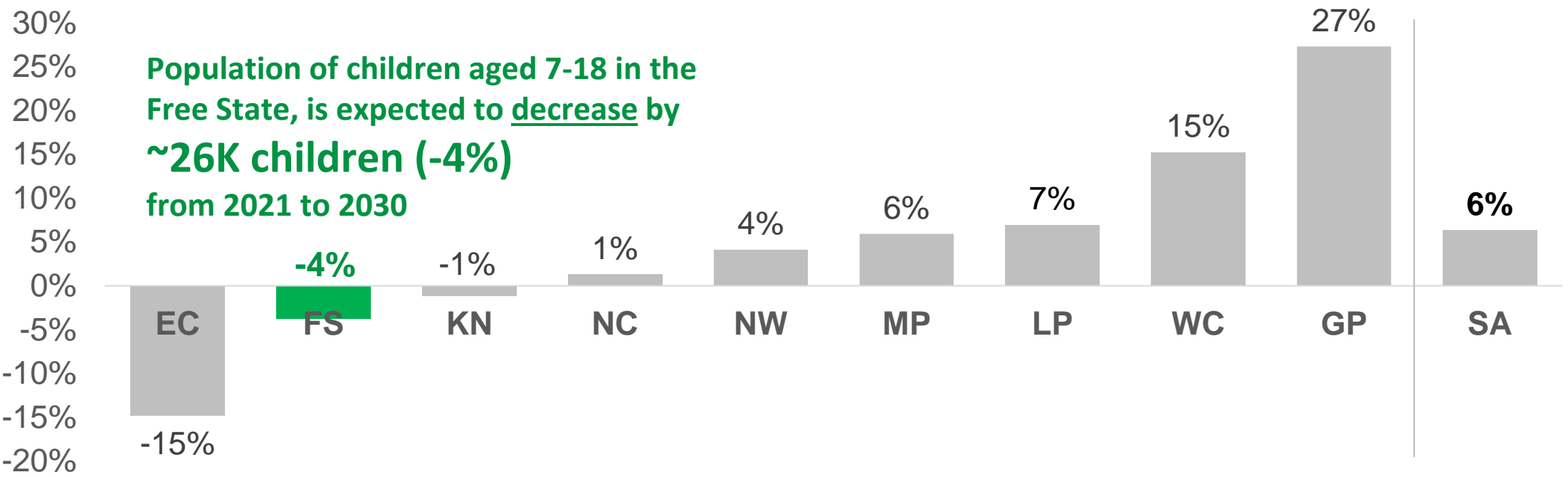
Source: Enrolment numbers taken from School Realities-EMIS (2012 – 2021) released by the DBE, using total numbers for ordinary public and independent schools.

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))

Projected growth in school-aged population

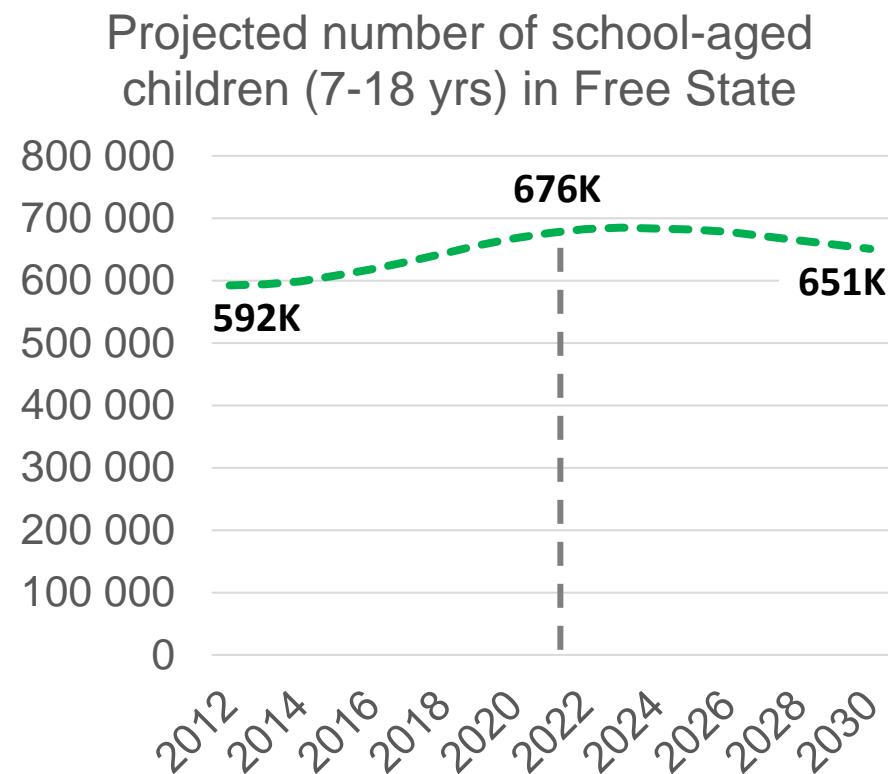


Note: Period 2021 – 2030 is the same timeframe, nine years, as 2012 – 2021.

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%
Total	11 136 902	12 541 746	13 337 172	13%	6%



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



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%
SA	-1%	2%	-6%	7%	8%	13%

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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FS	-13%	-13%	-27%	9%	10%	14%
GP	21%	28%	1%	20%	24%	27%
KN	-5%					
LP	-8%					
MP	3%					
NC	6%	9%	-5%	9%	10%	9%
NW	2%	4%	-9%	12%	13%	20%
WC	12%	22%	0%	21%	22%	22%
SA	-1%	2%	-6%	7%	8%	13%

The number of public ordinary schools declined in the Free State largely as a result of school rationalisation

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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WC	12%	22%	0%	21%	22%	22%
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The number of school-aged children and enrolment in public ordinary schools grew in the Free State between 2012 and 2021

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%	20%	1%	20%	21%	27%
KN						
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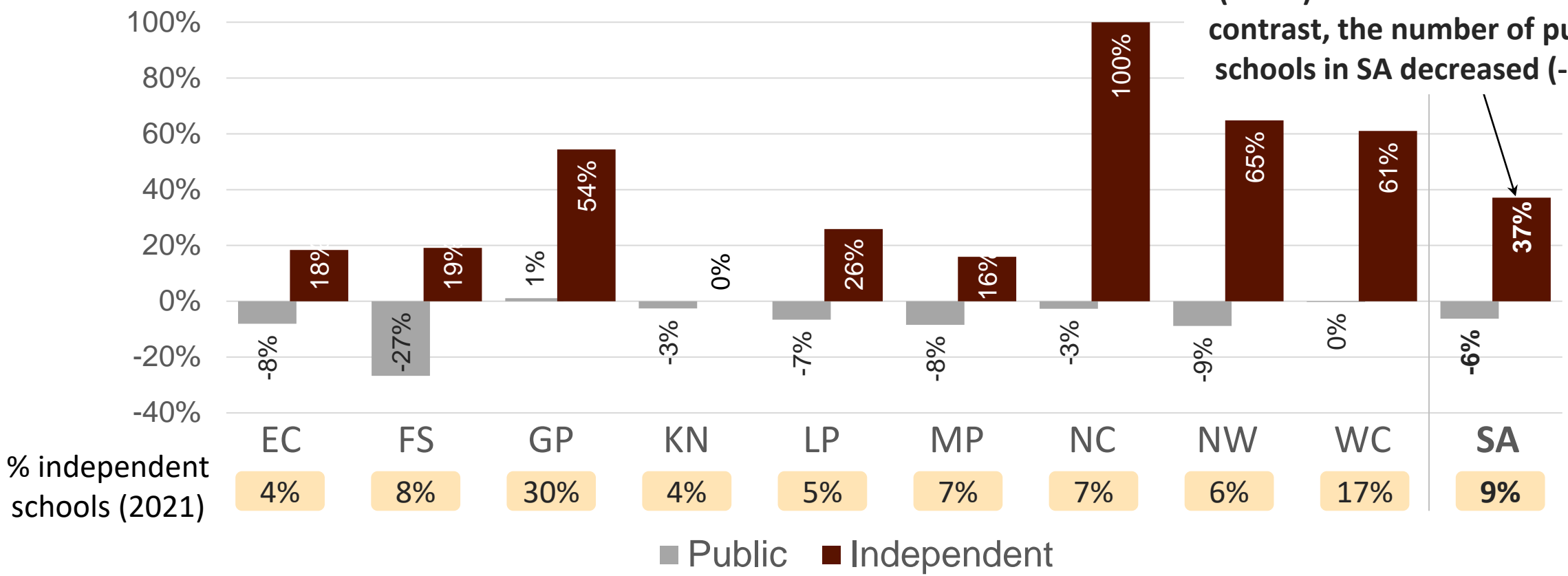
Alongside growing enrolment numbers and a decline in the number of public ordinary schools, **the number of educators and teachers declined** potentially as a result of school rationalisation

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%)

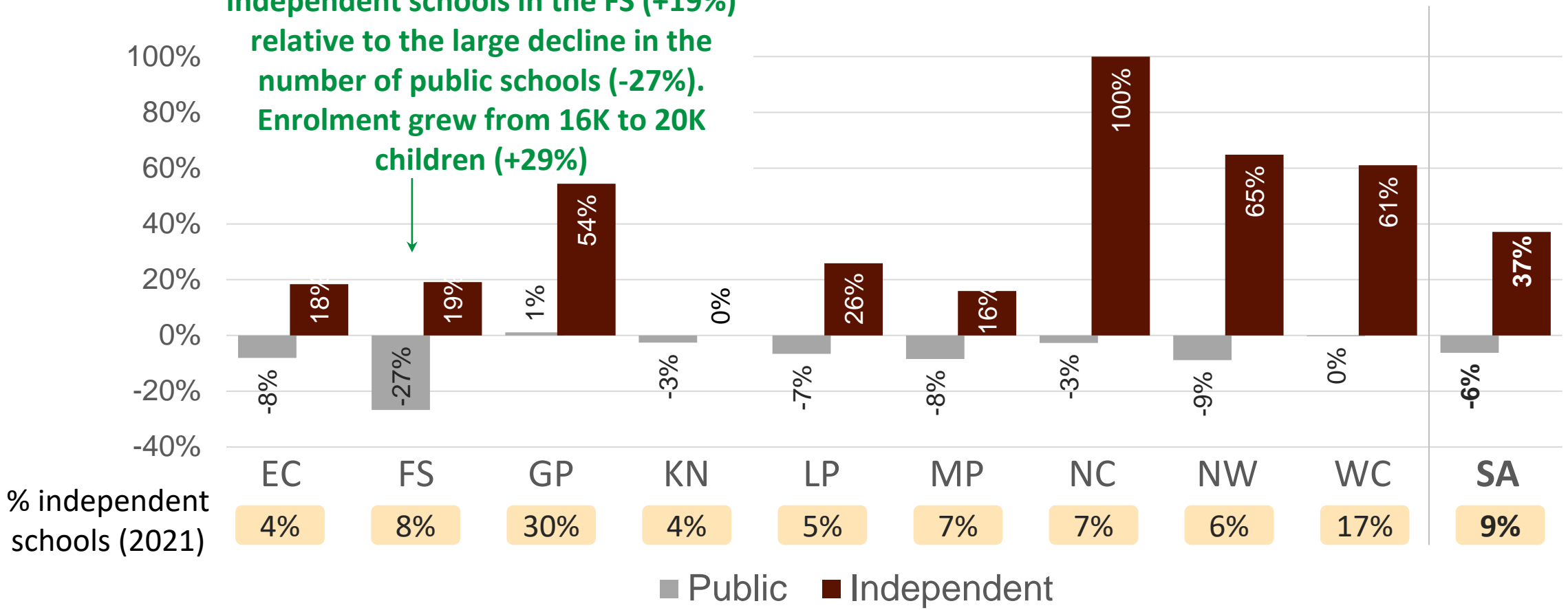


Source: School numbers taken from School Realities-EMIS (2012 – 2021) released by the DBE, for numbers on ordinary public and independent schools ([Statistical Publications \(education.gov.za\)](http://StatisticalPublications.education.gov.za))

School growth from 2012 to 2021



Strong growth in the number of independent schools in the FS (+19%) relative to the large decline in the number of public schools (-27%). Enrolment grew from 16K to 20K children (+29%)



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))



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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Large decrease in principal numbers, but by the same proportion as the decrease in number of ordinary schools between 2012 and 2021

Changes in teacher and SMT numbers



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Decrease in HOD and deputy principal numbers are large but lower than the decrease in number of principals and teachers between 2012 and 2021

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.

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
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							%
KN	100%	100%	77%	79%	12							%
LP	100%	100%	78%	84%	11							%
MP	100%	100%	76%	79%	12							%
NC	100%	100%	75%	77%	11							%
NW	100%	100%	76%	78%	11							%
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%

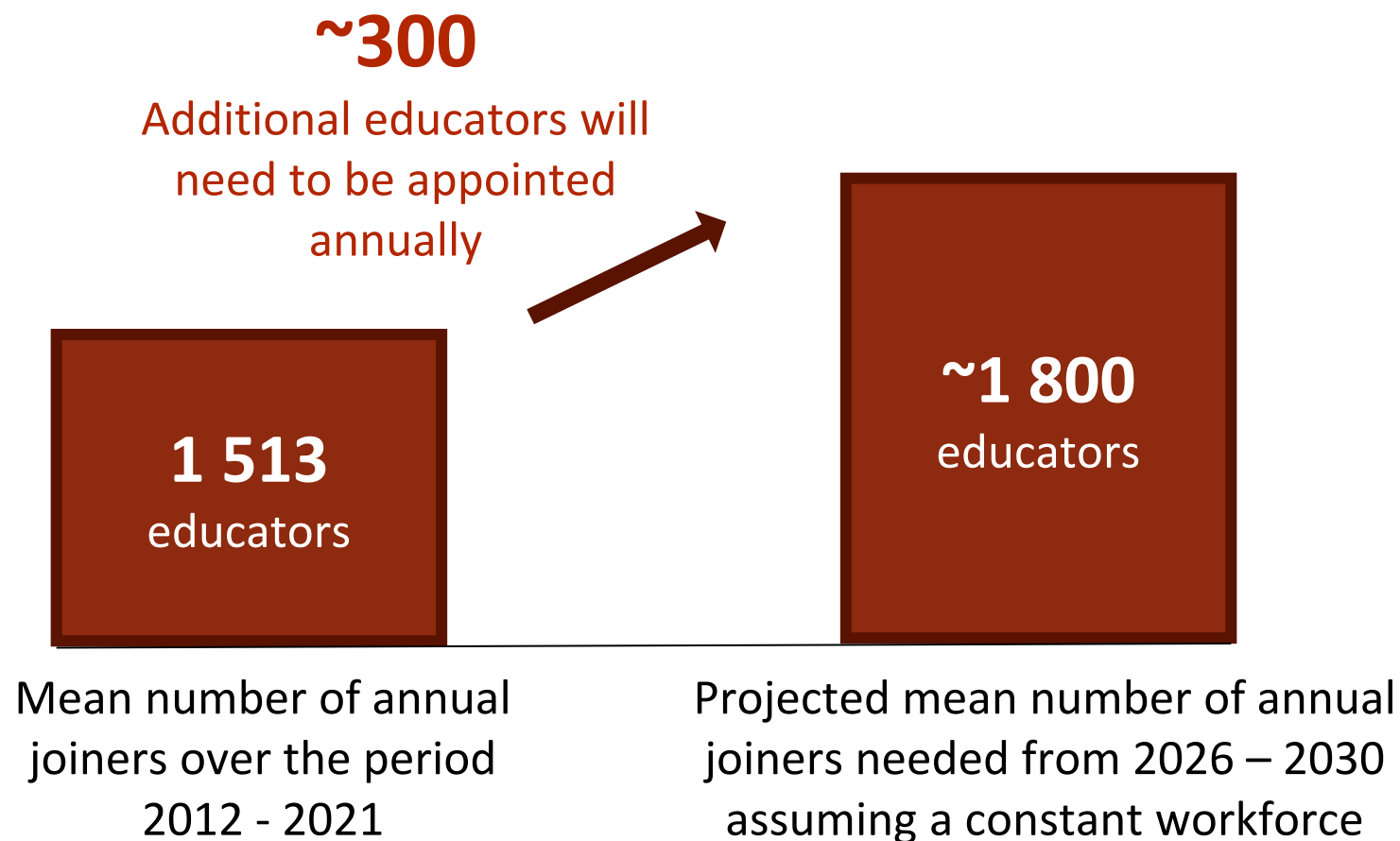
There was a decline in the proportion of principals, as expected after school closures. There were no other major changes to the proportions of educators at different levels of management.

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

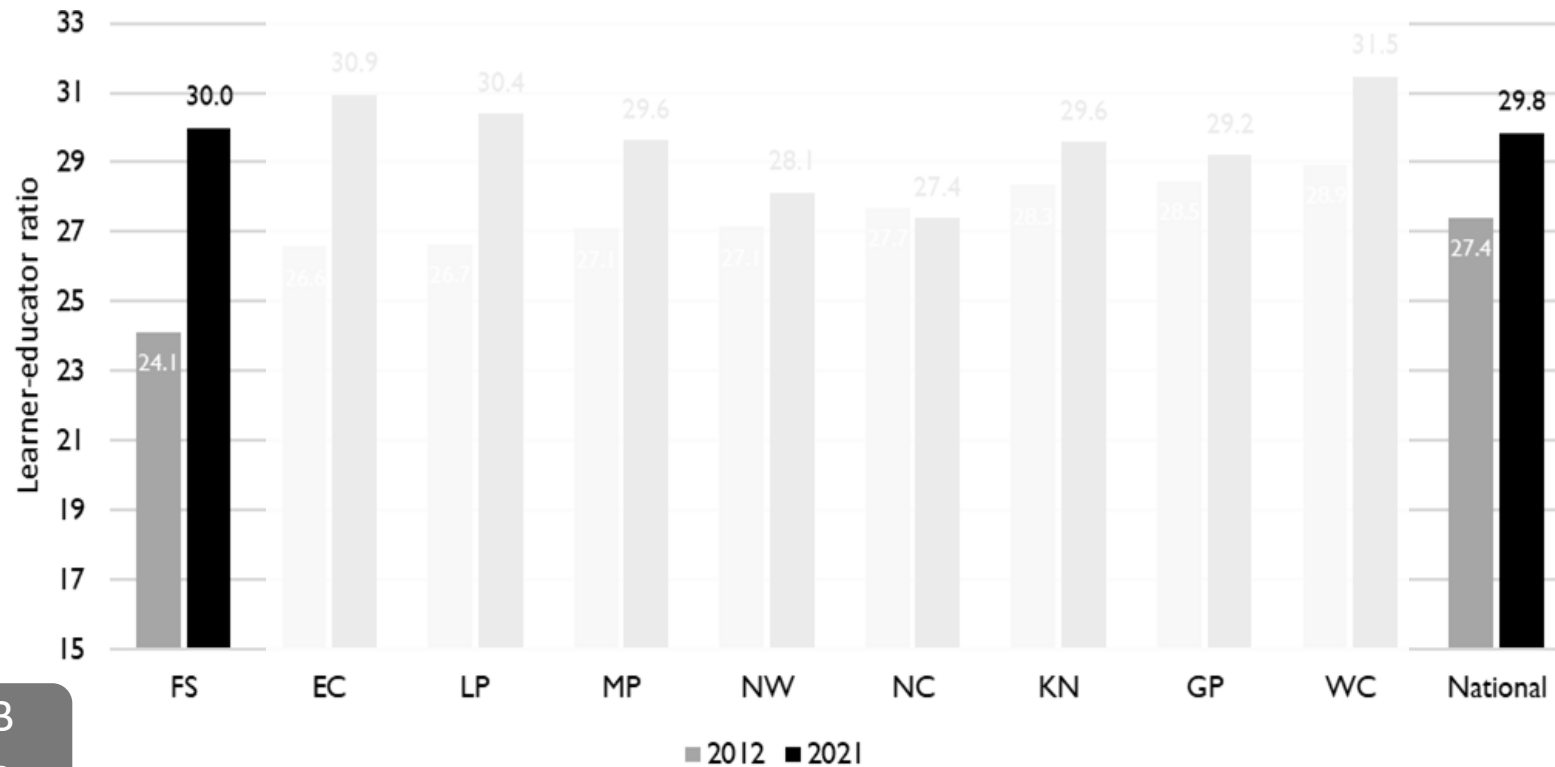


- Increase in expected annual appointments over the period of ~2026– 2030. This is mostly due to retirement (the province has a large proportion of older educators)
- Given possible further school rationalisation, there needs to be careful management of appointments

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

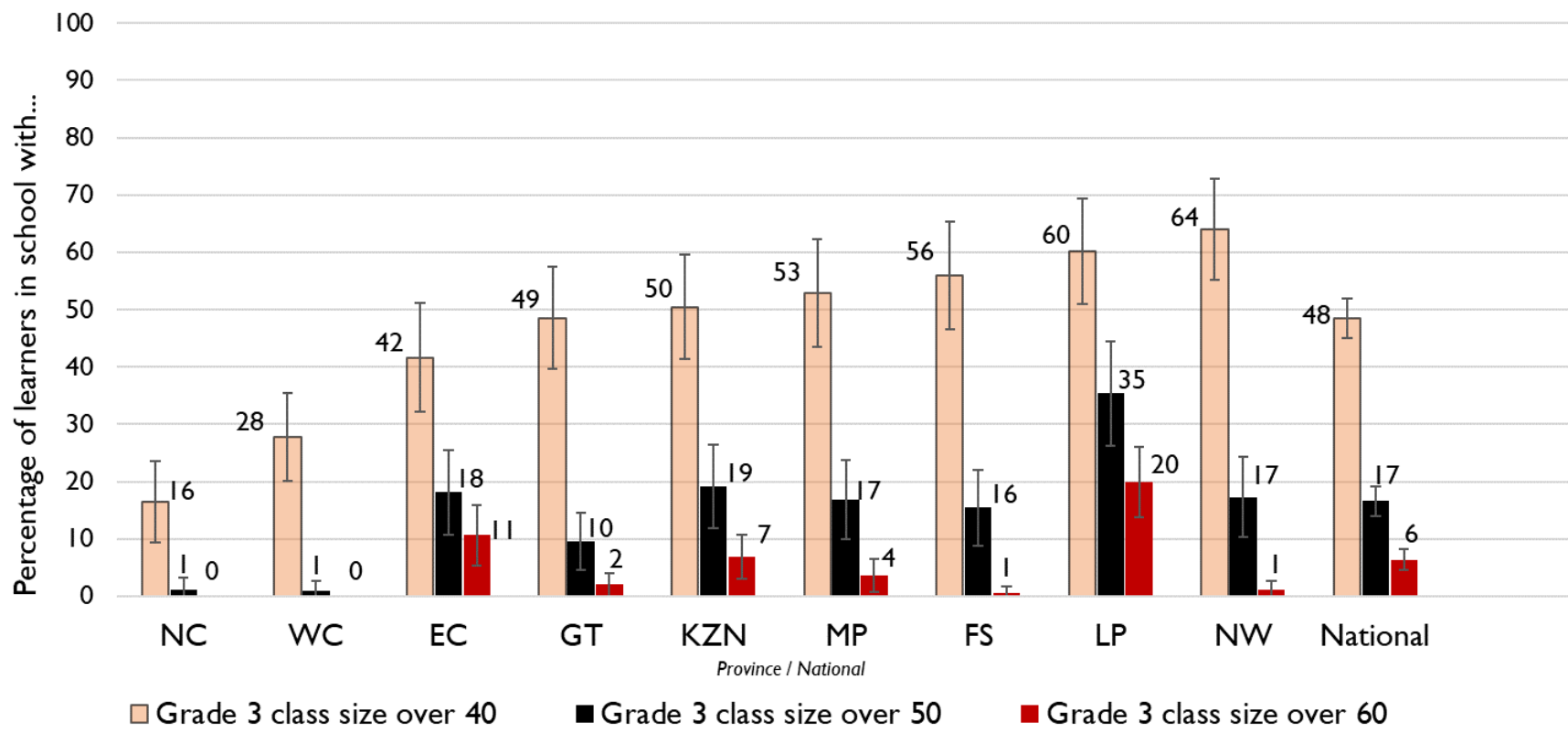


Excl. SGB teachers

- LE ratio rose steeply from 24.1 to 30.0 learners per educator in the FS between 2012 and 2021; more than the national average
- This increase was as a result of school rationalisation, where many of the schools that closed were small schools

Source: Figure 1 in South African teacher shortages as revealed through class sizes and learner-educator ratios: An exploratory analysis by Gabrielle Wills (2023)

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



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

% of learners in grade 3 classes > 40:
48% in SA, 56% in FS

% of learners in grade 3 classes > 50:
17% in SA, ~16% in FS

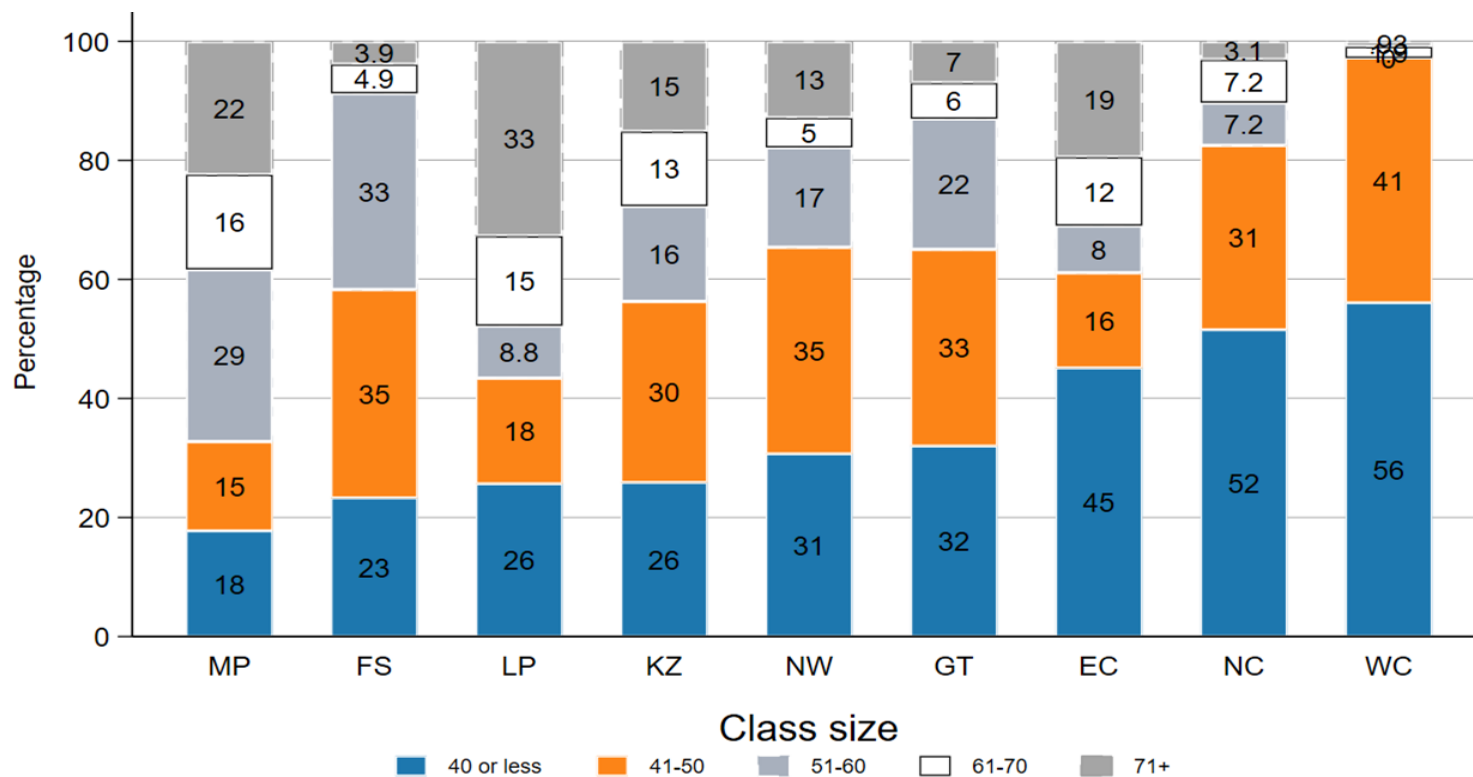
% of learners in grade 3 classes > 60:
6% in SA, ~1% in FS

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.

Note: Nationally, grade 3 enrolment numbers had been rising since 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)

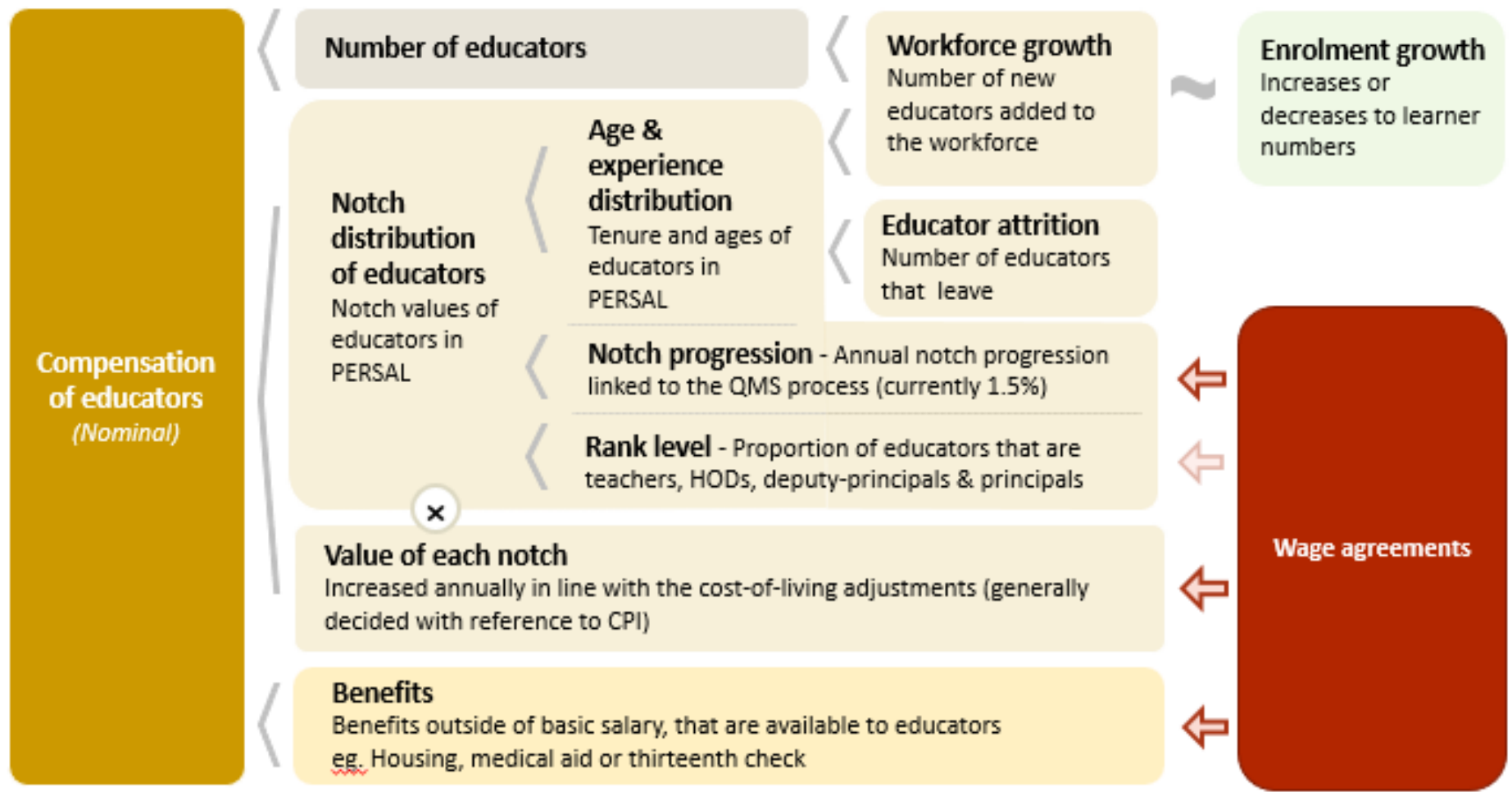


- In 2017/18, the FS was one of four provinces where the proportion of Gr6 learners in schools with **large** classes (>50 learners) was above 40%
- A further deterioration of the LE ratio will drive up class size and the number of large classes, negatively impacting quality and teacher motivation



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%**

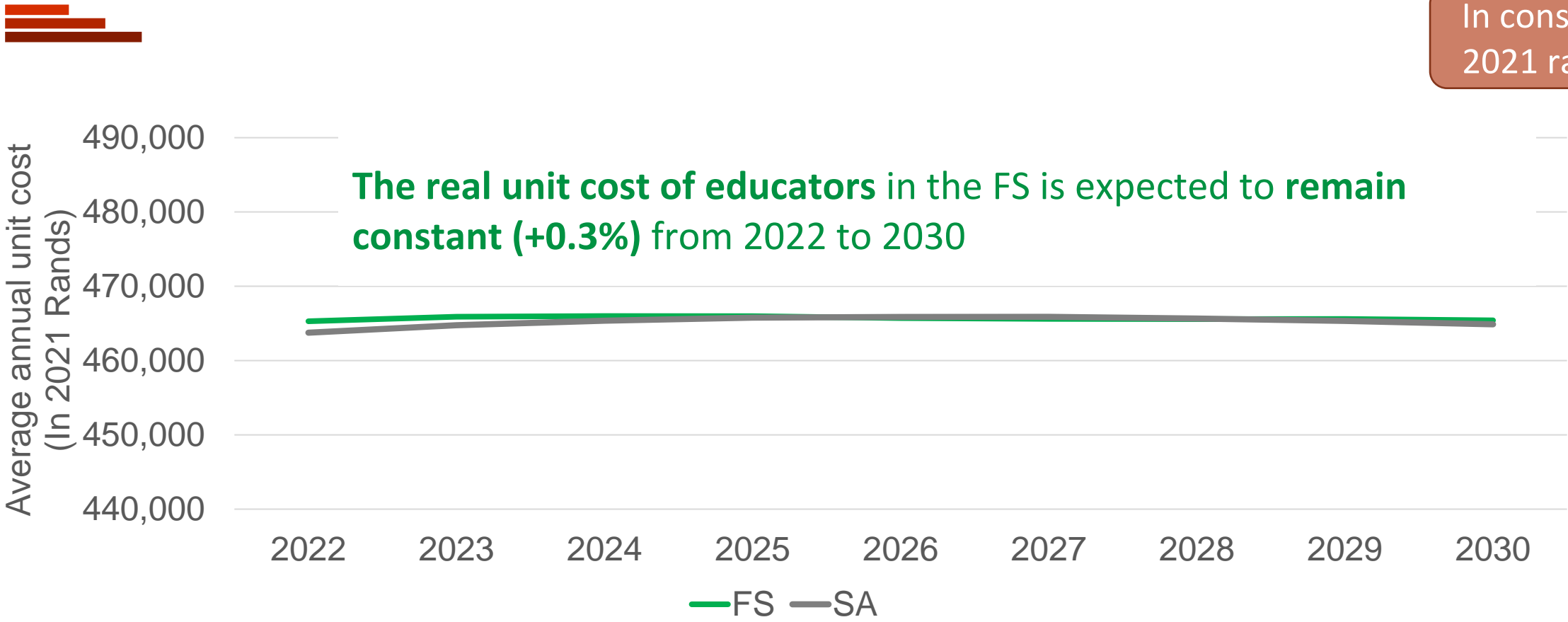
If **nominal wages** increase by **7.2%**, then **real wages** increase by **0%**

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



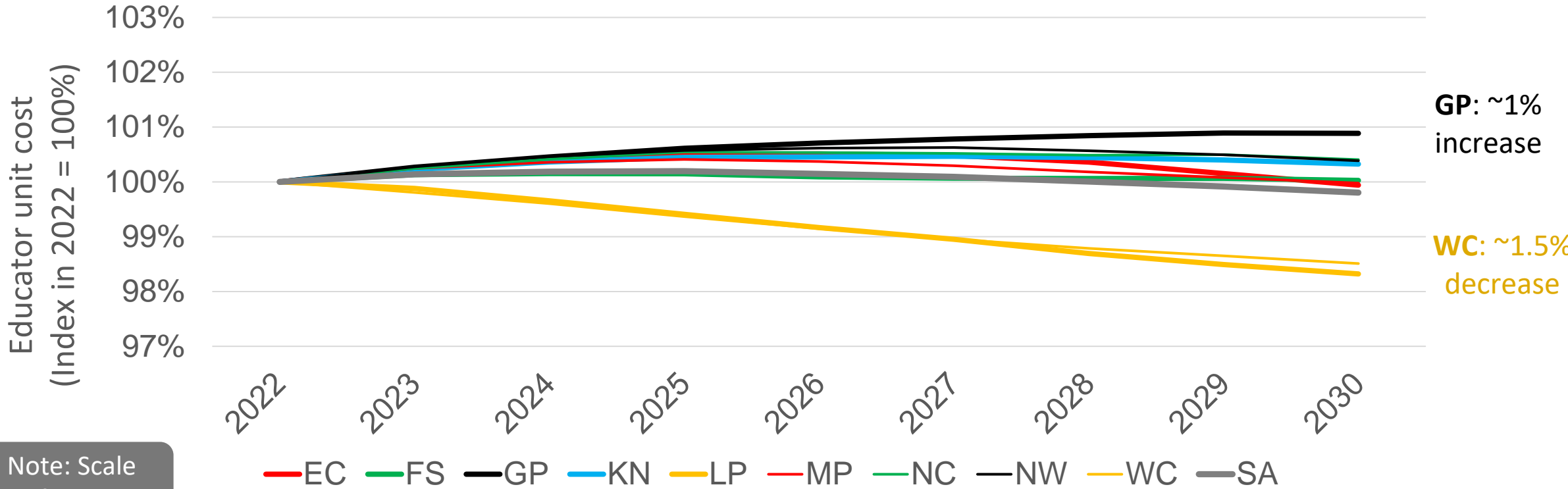
Note: Scale not from zero

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.

Indexed unit costs trends | All educators



In constant 2021 rands



GP: ~1% increase

WC: ~1.5% decrease

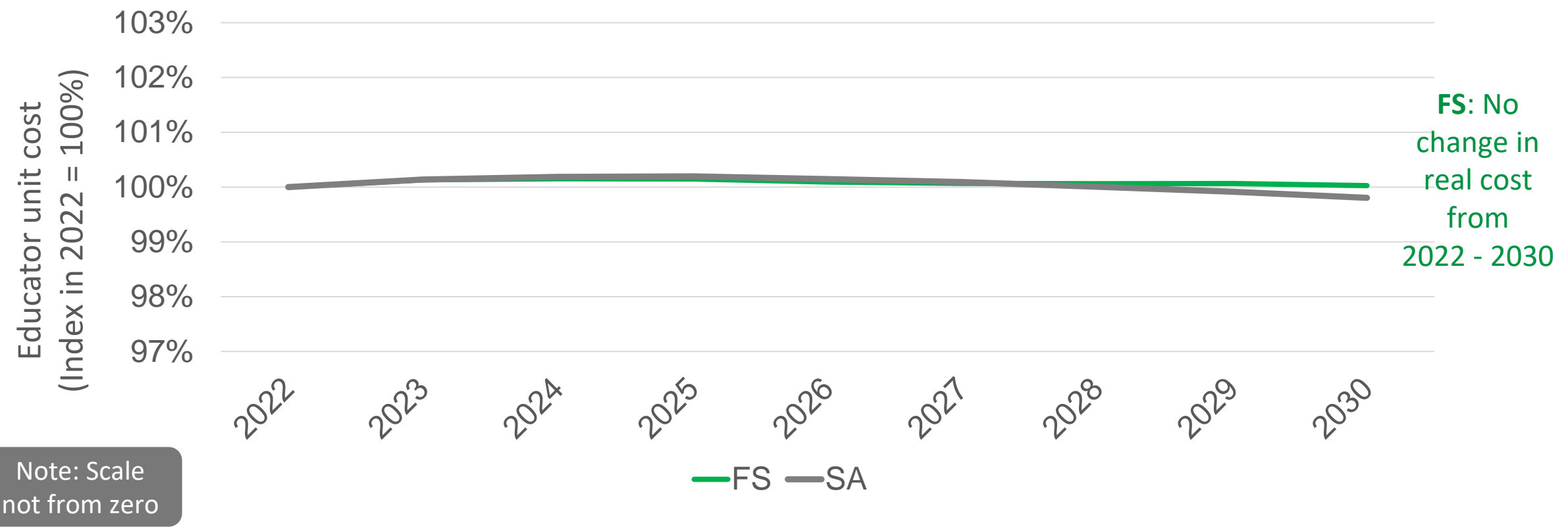
Note: Scale not from zero

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 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

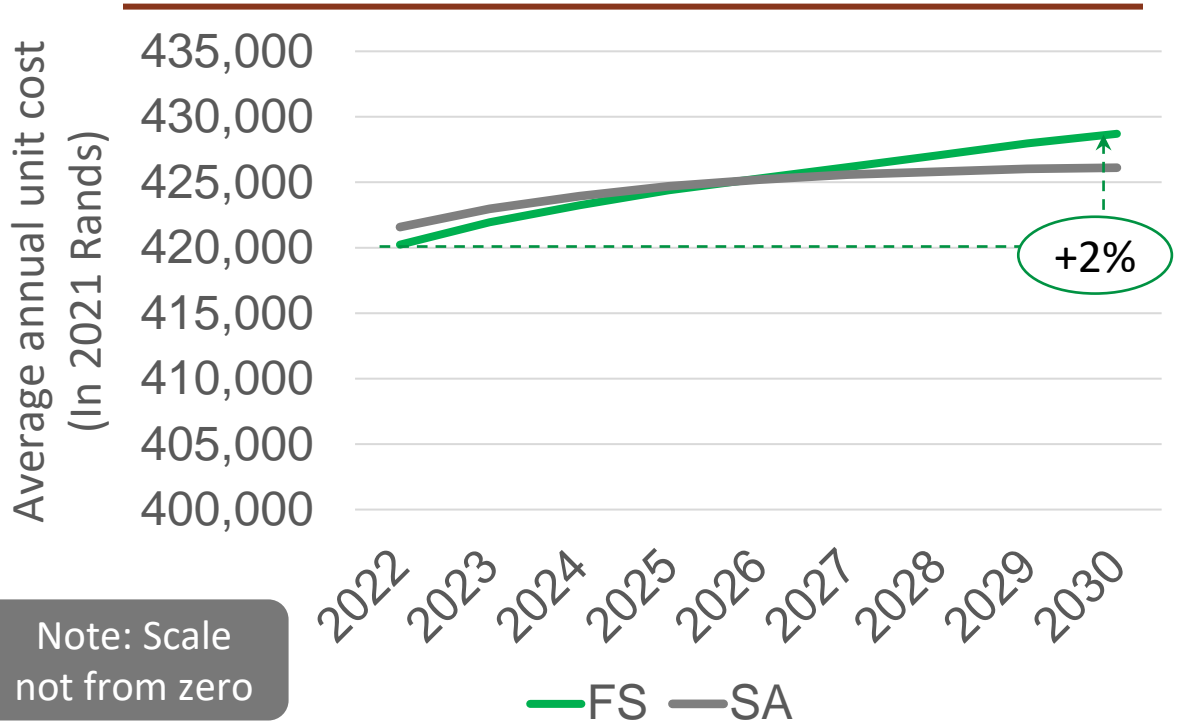
Source: Own calculations, using the anonymised PERSAL data from 2021, only educators are considered. ECD practitioners and examination reviewers removed. Estimates to 2030 derived from the national and provincial TSD models. Assumption of no growth in educator numbers for FS, KN, LP, MP, NC, NW and SA.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

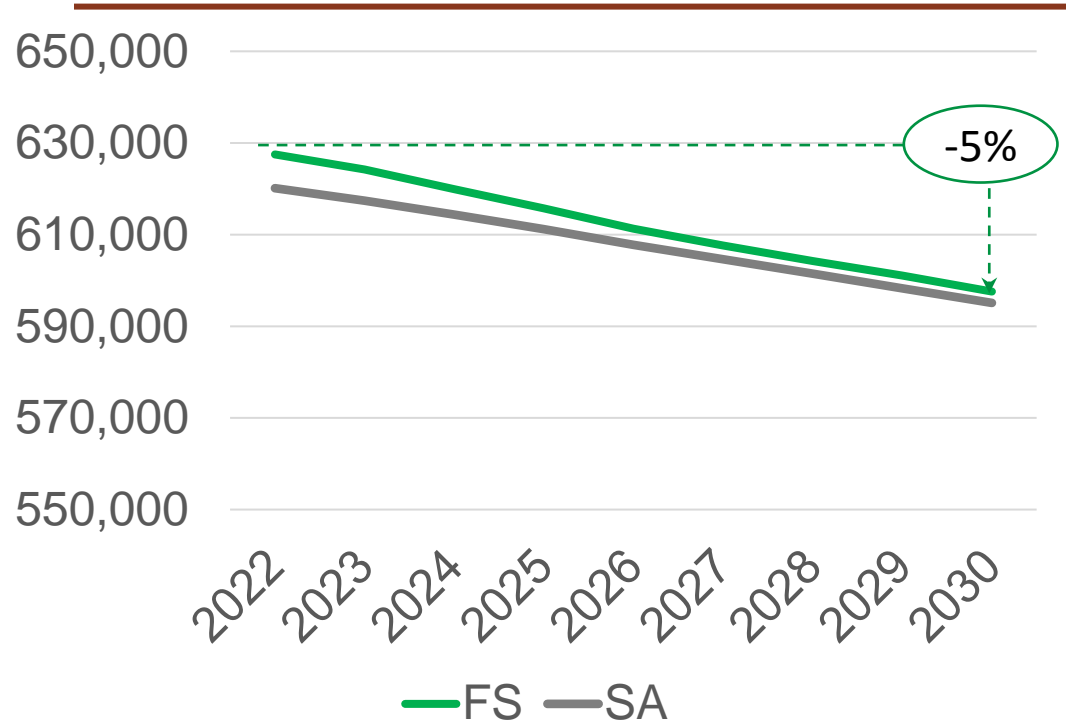
Teachers

(School based teachers)



Senior educators

(HODs, Deputy's, Principals & Other)



Note: Scale not from zero

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		
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%

- High level of movement between provinces – about 5.7% of Free State teachers in 2012 are teaching in a different province in 2019
- Educators are most likely to move to the Gauteng and the North West

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	43 127	15 688	46 466	65 077	40 882	24 532	6 599	18 983	21 465
Movement into province	482	421	3 696	354	983	888	385	1 293	607	
% movement into province	1.1%	2.7%	8.0%	0.5%	2.4%	3.6%	5.8%	6.8%	2.8%	

Inter-provincial educator movement (7-yr)

	Province in 2019								
	EC	FS	GP	KN	LP	MP	NC	NW	WC
Province in 2012	EC	42	373	95	5	16	46	82	304
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Movement into province	482	421	3 696	354	983	888	385	1 293	607
% movement into province	1.1%	2.7%	8.0%	0.5%	2.4%	3.6%	5.8%	6.8%	2.8%

- Few educators moved to FS, about 2.7% of educators in 2019 had come from another province since 2012
- The provinces that sent the highest number of educators to FS were the GP and NW

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
Total	91.11	5.05	3.83	100

- High levels of movement between schools, about 5.5% of FS educators (5.1% nationally) move to a different pay point but stay within PERSAL from 2018-2019
- Rate at which FS educators aged 50 and below (3.9%) leave the system is comparable with the national average (3.8%)

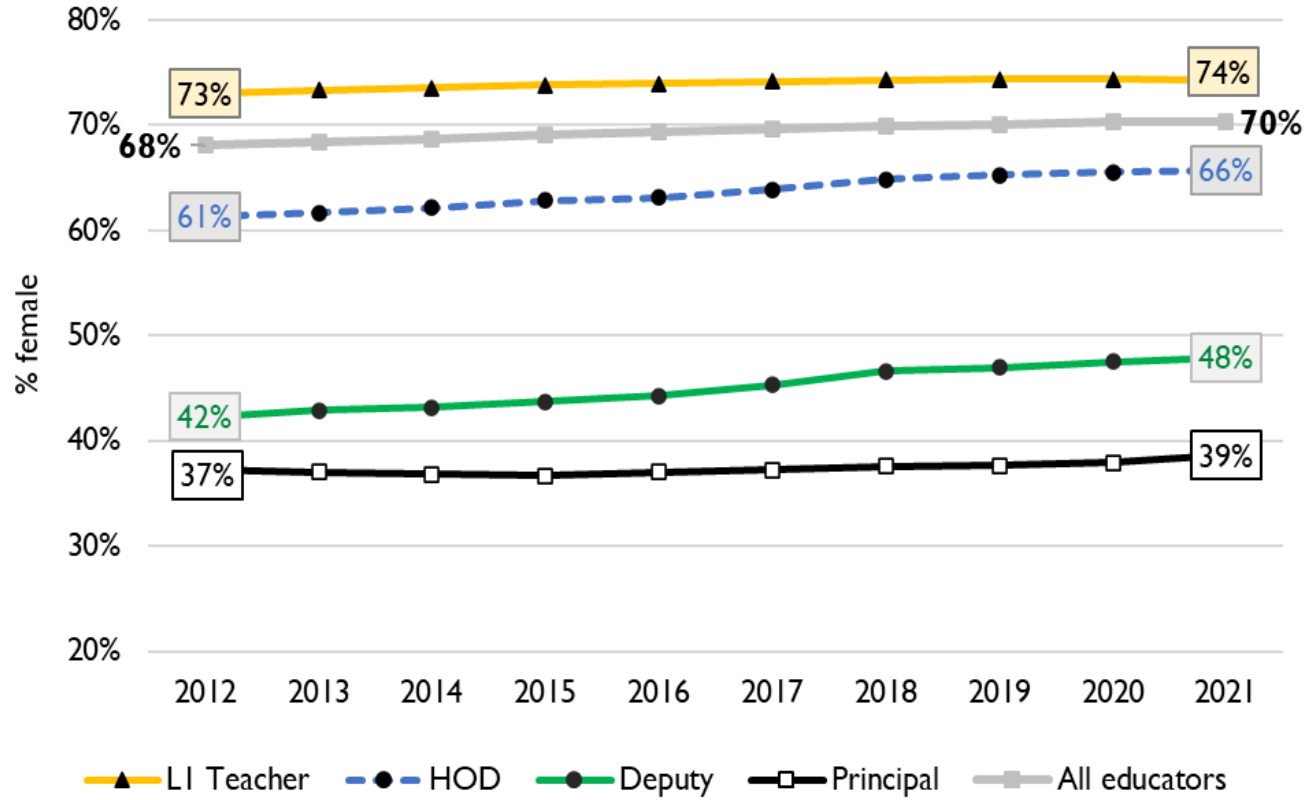
Source: PERSAL 10-year anonymised dataset. Only included educators aged 50 years and below, that were in ordinary schools in 2018 (Primary, Secondary, Combined and Intermediate)—excluded all paypoints that did not appear in both years after identifying 103 paypoints where the paypoint number changed.



Gender imbalances in management

Percentage of educators that are female

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

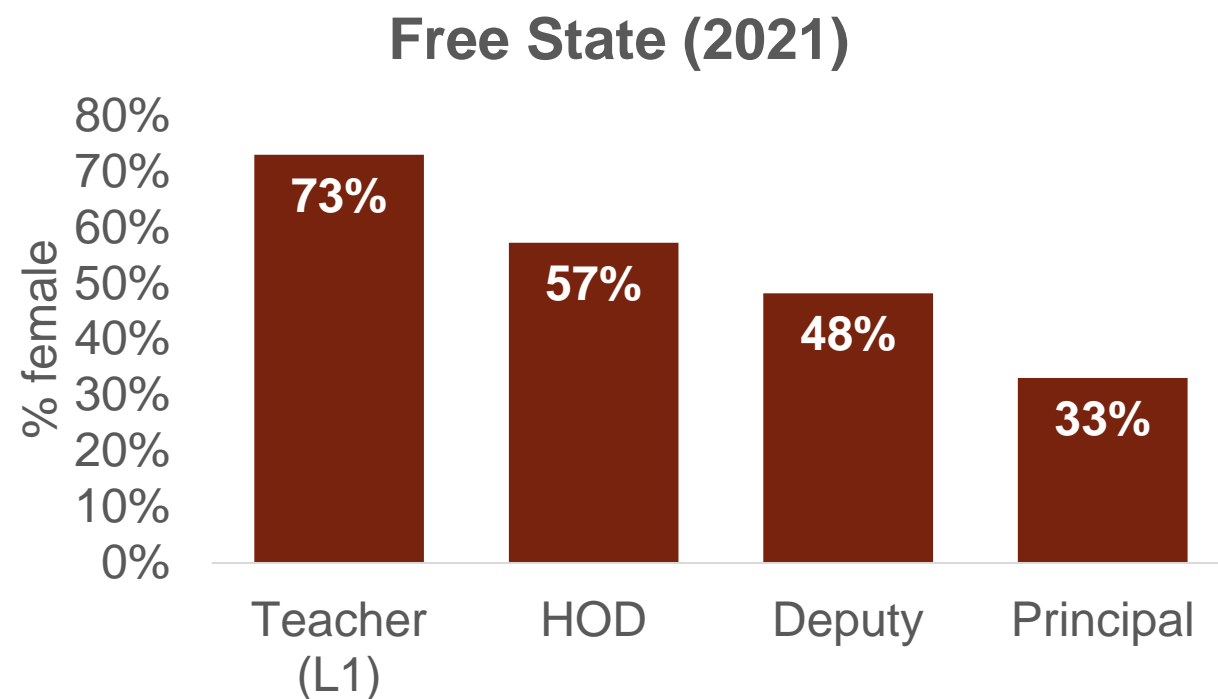


Nationally, there has been very little transformation in senior school leadership in terms of gender since 2012 and even since 2004 (just 34% of principals were female).

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 Free State in 2021, 69% of all educators were women.

Women were underrepresented at all levels of management with 57% of HODs being women. And, only 48% of deputy principals and 33% of principals.

Conclusion

- In the FS, about 43% of educators were 50 years or older in 2021, with a high proportion of senior educators (65%) being over 50
 - Careful succession planning, efficient promotion processes, and good onboarding practices will be required to manage this transition as they retire
- School-aged population is projected to decline from 2021 to 2030
 - With average school sizes likely to decrease further, ongoing school rationalisation efforts will likely need to continue
 - Upward pressure on class sizes due to increases in LE ratio, if the workforce continues to decline more than enrolment.
- The unit cost of educators is predicted to stay roughly constant. This should give the province room to engage in targeted school rationalisation if decreases in enrolment make this a priority