

## **TRANSFORMATION – COMMISSION 5**

### **QUESTIONS/COMMENTS AT PLENARY REPORT BACK:**

There was no consensus reached on the issue of transformation and the resolutions had to be redone. Some delegates felt that the quota system should be dropped and national teams be selected on merit and talent alone. The following are comments from certain delegates:

#### **COMMENT 1:**

I think on the basis of the resolution that was presented to Plenary, whilst the language used, some of it was carved in a negative sentiment. It doesn't affect the essence of the realities of the course that we have been adopting here. Part of the consensus is to say that out of the six commissions that were presented today, clearly a case has been made for the continuation of the quota system and I think that this was linguistic. It is something that we can look into and I think my proposal would want to move to say whether we call it a target of an instrument, but we are saying that a direct quantitative selection of black players into teams still has to say. Now how you call it, it is something else, but also beyond that we are saying that we cannot really on our own accept it from a strategic prospective language. You would then create a window of saying that there must be merits, because the reality that we are going to face is that after this Indaba, and starting from today whether you will be holding your press conference there, the media will correct that the quotas are not, therefore it means that the selection it means there is *observation* in sports, when you have been sitting here discussing about transformation. So we want to request that that reads that teams representing South Africa should be selected on merit, should be expunged. It should not be part of our resolution.

No. 2 we would want to propose that in short the score card as it has been read here needs to be sustained. We might not get into the formalities now of how that needs to be done, but I think as a principle adopting to say that the structure has got to be monitored and evaluated, that instrument that is available should view the particular score card. That we are further saying whilst we are cautious the partnership that exists between Sports and Recreation South Africa and SASCOC it might be to our best benefit to find that we might then have some form of a commission that becomes part of the two partners, that when the score card is being evaluated, once it has been done, to then have objectiveness that arises in some of the things that have to be done in relation to the Plans because we are not saying that Sports and Recreation of South Africa and SASCOC cannot do that, but no, a negative *merit*, there are times when we are able to create doubt arises and it might be at the point where you need to make a full assessment through different report backs on how far the Federations are implementing what we are saying. So therefore that is the proposal that we would want to put forward and

add to say that we think it is a consensus. I think all other issues relating to whether it is a difference in perspective, the resolutions adopted will guide us in terms of how we do certain things, but for now as this Indaba having received the reports that we have received for two days we acknowledge that there is still much left to be done and that work kind of select to the report backs, we still have to draft the issue of the quotas or an instrument and later on assessment is being done, we can then move on to the *masses*. So we are just proposing that that should be the approach that we adopt.

#### COMMENT 2:

Mr. Facilitator/Programme Director, I echo your sentiments but I want to add by saying that you seem not to be very strong about merit assessment. Merit *on its own* must not be part of our resolution this afternoon because you know Mr. Programme Director in the olden days not to talk about two South Africans, somewhere, somehow there are still two South Africans that are not mentioned now. So merit selection can never be suitable. I am saying quota systems it should be dangerous for these programmes to come out saying quota systems are *going*. I don't know what Minister has said about the seventeen years of democracy, quota systems have not worked and I am saying whilst they did not work it is because they were never monitored. Instead I add my voice to say quota systems must be reinstated. It must be monitored. Master of Ceremonies, let me for the last time talk about a monitoring system. Whether you go with the score card, I don't know how to speak in this matter but if SASCOC can stipulate and get to once a year and say how many projects, how many .... Indaba and so on. That to me is a monitoring system that must be *sold* and after the monitoring system punitive and consulted, whether you will follow it up after or monitoring, I think the strong point Mr. Chairman, there must be, we have a vote of confidence as this Indaba, to SASCOC and the Department of Sport, there must be a commission where one person from SASCOC and one person from the department and the other three or four people that must be monitoring his own process of transformation programme.

#### COMMENT 3:

Thank you Mr. Chairman, (*name*) from The Sports Science Institute of South Africa. Mr. Chairman I would like to address the house. I wasn't affected by apartheid but I am affected by the quota system. As a young athlete and a current athlete, quota systems put me in the national team but I was never known first for my merit or it was because the quota system has a place and I think from a young point of view I think that it has been restricted and for the house the past has been restricted, but today we can discuss how the future is going to look like and how myself as a future leader standing on the podium over there, discussing in ten years

time how actually transformation has come from the apartheid era to have been included, white, black, coloured and I think today I stand up and I say this to the minister as a young person, as a young leader in sport and recreation I support the fact that we need to look at this and more importantly look at the opportunity today in full, send a person, young, black, white and that's how a person in sport and recreation get the opportunity, that each federation go out there, create equal opportunity and I think that's what we need to do, is the equal opportunity for every single person to play a sport, to be active and I think from thereon, this quota system in transformation will be dismissed. Thank you very much.

#### COMMENT 4:

Mr. Chairperson, protocol observed. I am *Ina*..... I am from .... West and I am not actually a public speaker, but coming from the years back I don't want to call that name, but coming from there yes the black people and the coloured people were oppressed and I think when we give time these people will come through. Look we are in a new dispensation seventeen years and the others are coming through, not given the quota system, but they are coming through. You know when you take an apple and you press it, as we call it in Afrikaans it becomes *vrot*, so pressing a theme it will become not good. So when we leave the younger people to come through given the fact that we are into the new democracy seventeen years now, they are coming up and they are showing their skills, their potential, everything is coming through. Previously rugby was a white sport, but the others are coming through and I am glad for that; given the fact that cricket was a white sport, the others are coming through. Yes I am glad. So I think all the other sports it will come through, just give time. The younger ones will follow the footsteps and we will see later on that South Africa will soon be part in international sports, so please bear that. Thanks.

#### COMMENT 5:

Can I go on? Thank you very much. I just want to start by saying Chair prevention is better than cure. That's my point of departure. We have actually considered this particular matter and the right time to consider the role for this particular subject. I also want to thank you very much that yesterday you had to bring here in the progress, ..... succeeded in sports and where sports took them to, to the highest level. They were indicated to us the reasons why they so much succeeded and the issue of the responses (*inaudible*) and I also want you to consider seriously that where this particular quota system was actually brought in there was a reason behind it and now we are sitting here that the reason why the quota system was to fail, we have not actually as yet achieved anything from that particular process. It is in this particular spirit Chair that we are saying clearly that this particular quota system must still stay. The time is not yet

right to dispense with the particular quota system. It will really hamper our progress as a nation. We don't accept this to a certain extent and No. 2 there was an issue of the *races*. We have failed. Let us literally expose the resources to the people first on the ground, then they have got to show that monitoring *agencies* they know what they must do in terms of monitoring that this particular system is very much in force and *affecting* all federations. In brief we say we want to move and get the conference to consider that the quota system must stay. .... Thank you.

#### COMMENT 6:

Chairperson thank you very much. My name is Tony Lewis. I am the President of the South African Equestrian Federation. I must just say that I think that we have lost the plot here. We are sitting here representing what? We are representing the athletes. Right through this congress the whole time all I heard about the whole time is the winning team and I must compliment the Minister in his very strong way that he said that that's what we are after. Mr. Sam has on dozen occasions said that we are looking for medals. There is only one way to have a winning team and that is to pick the best team, whatever they are and I can only, I speak from a very white background, even my hair is that colour and I can say to you in all honesty I was a former athlete. I am a rugby fanatic. I am a soccer fanatic. I don't care what colour the team is. I really don't care if there are fifteen black Springboks in the team on the field. We want to win and there is only one way we are going to win and that this quota system is archaic and to pick athletes not on merit doesn't make any sense, any sense whatsoever. Thank you.

#### COMMENT 7:

Thanks Chair. One of the issues that we want to bring up is the case of *better (merit??)* selection and we want to do away with that because we want to focus specifically on players only. When we are looking at the term 'transformation' we recognise that there are about 28 different elements of transformation and race was just one of them that led to the transformation of an organisation, so we want to do away with the term, the resolution of regarding the selection of teams specifically, they should ... (*inaudible*) that is superfluous. Regarding the issue of quotas are we really dealing specifically with the issue of racial selection, based on race? In other words adhering to the demographics of the country? Now that is already included into the score card as one of the transformation items that must be monitored and must be adhered to. So instead of using the word 'quota' we have there as one of our racial targets to achieve the racial make up of this country. Do away with the term 'quota' but include it as one of the transformation targets that we have in the score card.

COMMENT 8:

Mr. Chair I agree with the previous speakers. What I want to say is we speak about quota system. Let's do away with quota. Let's concentrate on the ID, the target identification. The player for lack of a better word, selected on merit, the quota system, put that person in a programme to be nurtured for the talent to be developed. Mr. Chairman I would never want to represent South Africa as a quota player. I want to represent South Africa on the merit. I want to be equal to every other player in my team. I don't want to go to a tournament to sit on the bench. I want to participate. So let's do away with the quota system, then select players on merit and let's identify the talent and nurture the talent.

CHAIRPERSON: We are making towards progress towards wrapping up. Norman?

COMMENT 9:

Thank you Programme Director, Deputy Minister, Minister of SASCOC, colleagues. I have stated here after spending probably two/three hours at the Commission. I was fortunate to have been part of that and I think our Commission was very clear on this matter, where unfortunately I think the statement did not capture exactly what transpired at the Commission and that's precisely why we are still debating this matter. We are very clear that it is a matter of our socio-economical environment is not level. The ground is not level. Sport cannot be divorced from *site*. It has and it will reflect what our society stands for. Indeed we tried to qualify this matter of quotas and we said instead of just looking at it, let's begin at the beginning. Let's also have the end in mind. What is the end in mind at the end of the day? To have Team South Africa that will win medals for us and how do we do that? Begin at the beginning. We said this must be incorporated from grass root level. Ensure that when you begin your programmes address those issues so that with time, as time unfolds what you have done in the beginning will certainly be reflected at the end. I know the quota system has always been seemly at the end. If you don't set that at the ground, surely the end will always be wrong, because you are only looking at the end. So my point here Programme Director is we do need these targets. If we did not apply it correctly then we will have a chance out of this gathering to begin to do it correctly, put systems in place which will safeguard that every development level addresses these imbalances and once that is done with time surely you will have what you want, which is a team that wins medals. In other words it is still too early. The playing field is not level. Thank you very much.

COMMENT 10:

Thank you Programme Director. My name is Tim Dlulane, from Blou Bulle and I thought this topic is .... (*inaudible*) in terms of the policies. My understanding is the quota system must stay. The reason being I won't be here if it was not for the system. I will be in the rural Transkei, not even looked at, not given an opportunity, just because the government of the time, the president of the time, enforced the quota system. They looked at us. They looked to the Academy. There were selectors at the Academy who looked at the best guys who would come in time to represent the country when they are ready and I played Curry Cup just because I was *selected* and that was the recommendation of the Government. If you take out the quota system you are taking out the hopes of the black players out there who know what those Springboks, but if you are saying 'right there is no quota system' what are you saying to those players? They were kept on the bench just to keep window dressing the Boks. You are here because we just have to have a number representation in the team, in the squad, but if Government doesn't spend and make sure that the quota system *urge the monthly time*. The monthly time where you say this is the time where we leave the quota system. Let's see how the system works. If it doesn't work, then let's revisit and find another solution, but *let it be the name*, the name can be changed but Government must look at the interests of the black representation. Thank you.

COMMENT 11:

Thank you Mr. Chairman. I just want to thank the respondent.... (*inaudible*) in this country. I come from the time where we coined in the days of Hassan Howard the phrase 'no normal sport in an abnormal society' and we were sports activists at that time. We played in that era together with the external organisations – the road to freedom in sport, freedom in society in this country, but we were very clear in our understanding of the term the concept 'no normal sport in an abnormal society' that it is a tactic driven by the .... (*inaudible*) and a tactic is something that must be reviewed and needed to be amended in relation to the objective conditions prevailing at a particular time. What this Indaba has done, this Indaba has given us the opportunity through the process of 2011, all the regional Indabas, to assess where we are as a country, to ask ourselves the question - What do we mean by a winning nation? What do we mean by transformation? What tactics do we use to get to be a winning nation? And in my experience, extensive experience of both sports activism and sports administration, today we have on our desks what we call a transformation charter, which is most probably most seminal document that has come out of the sports movement in this country and yet that charter doesn't use the word 'quota' because it is based on the thesis that says you don't need quotas to transform a society. What you need is quality instead of quantity. That is the basis of that transformation charter and it begins to chart the way for us to deliver and to consolidate and implement those building blocks that will say that for years, almost seventeen years now we

have adhered to this system of quotas. Of course it was the correct tactic at the time, but what the transformation charter is beginning to say is to say we are charting out the new path for sport in this country so that when we look back seventeen years ago we won't still have this same debate about quotas but we will be able to say this transformation charter has charted the way for this country to produce quality sports people instead of focusing on quantity.

COMMENT 12:

My name is *Bravi Mazibuko*. I come from South African Coalition Governmental organisation. I will be very brief. I think when we check our history we know that African people were involved in most of all sporting codes. So what I want to ask as a young man we have seventeen years of democracy. Can we keep on making an excuse that what I want to know what will take transformation further is because I am a black person it is for a favour for me transformation to happen? That's my question.

COMMENT 13:

Ja. I don't know. My name is John *Pledger*. What I have to say is a quotation from a well known economist Mr. *Bilton Friedman* who was one of the best known economists of his time and he came up with a quotation where he was trying to differentiate simplistically the difference between capitalism and communism at that time and he said that communist doctrine tried to ensure that everybody finished the race at the same time. Capitalism should ensure that everybody starts the race at the same time and that is the modern term and any federation that doesn't pick up those *cajoles* and make quite sure that they have the chance for every single person within that facet to start the race at the same time, then we won't have this issue like quota systems. Thank you.

COMMENT 14:

I think it is quite clear that this is not an easy debate, but I think because it is so emotional I often try to put myself in the feet of a national coach or a national .... (*inaudible*) If you put me in that position my job is only to select the best. I don't think it is fair to say that there must be

other criteria. Secondly those players who don't want to be recognised as an inner team that they were not good enough. I think that we must just bear in mind. Unfortunately many players that will tell you, but I think we are not very far apart here. What comes through very strongly is we have got a mechanism, we have got a tool, which is the charter, but it doesn't mean that the federation who put white teams on the table will be left and I think I would prefer to see those teams, to see the real federation that is under *form* so that the charter could be used as a mechanism to make sure that you put them under pressure and I think Mr. Minister, I hear about the *Minawa* Scorpions. Maybe the *Marula* Scorpions must come in and bridge that gap. I think what is out there, the evidence is the President of SAFA mentioned is that we must show all our resources at the upcoming black disadvantaged players to make sure that we equip them to be ready to get in the top. On the other hand I want to just mention why is school sport for black kids, when I say black, have to turn coloured, Indian, a school for white kids go on unabated. We must not be surprised that this happens and if the minister wants to fix those things, we fix the whole question of the real development of players, we support those with talents. If all our resources are there I think this debate will become a non-debate, thank you.

#### COMMENT 15:

Thanks Chair. As mentioned before we need to be convinced that the previous speaker talking about communism, that this issue is a political solution and maybe our political solution would be ..... (*inaudible*) debate about it and what the minister said about the robust discussion, I want to elaborate further and say this isn't a razzmatazz ideas. Let that be welcomed, but the point is that we have had seventeen years to do the correct things and I think at the ..... *leadership* of sport in South Africa we have failed our people. That government accept it. The concept that we brought to the table was to *read* and transform and I think it is high time now that we must do the visa versa. We must transform first then we can think about winning later.

#### COMMENT 16:

In terms of developments I don't really think we have room for diplomacy here. We must call a spade a spade, knowing well ... (*inaudible*) *tool*. When we talk of merit, No. 1 it is like I am just given an open cheque book to federations. No. 2 the issue itself is very broad, so somewhere somehow we will have to come up with a specific intervention and the other point that I wanted to bring to the attention of the house is that when we left the issues of the federations we can set one example of cricket. Cricket was given the opportunity to select the team to represent us during the World Cup and the selectors and the election they have told us that the team must get the merit and this is the best team that South Africa can offer, but still we



couldn't make it further, but what is important out of that cricket team Chair is that we had *Nomondo* Tsotsobe. He was part of the team. He only played one match and in the very same he delivered he came back, he is no longer in the team now, the team that currently is playing Australia. We have got Philander in the place, then they are just changing *policy* when he is out, so my plea is that let's make sure that the issue of quota must remain. Thank you.

#### COMMENT 17:

Thank you Chair. I want to try and assist you towards closing on this debate, but before I do that I would like to highlight maybe about three issues. The first one is to refer to an experience we shared yesterday morning by one of my favourite athletes Chad, who is a swimming champion, telling us what becomes his pillars of success and one of the particular areas that he touched upon is family support. He indicated that he has managers, he has got mentors that are appointed for him. He has got coaches that are appointed for him, but I want to indicate Chairperson it is not like the case in areas where we come from, because we have got things that still exist in our societies. He *has going to explain* that all athletes will get that support from their families. There was an issue that was referred to again from .... (*inaudible*) where they suggested one of the issues is that we need to consider about the support of athletes who were ... (*inaudible*) jobs versus education that is given to people, because unless we are able to achieve that we will not be able to transform sport in this country. The other issue I would like also to relate to is that when quotas were introduced, quotas were not introduced to actually challenge federations to select valued players or athletes, but it was an issue at *Josie* federations and all of us who begin to go out there in their separate areas and identify talent, begin to support those that are identified so that they could be selected. The other issue that I would like to also confirm is that is true that we have failed to monitor quotas as a country because if you look at who was there to enforce quotas in this country, it was very *poor*, the quotas strategy. It was only left to presidents of federations and coaches to do that. So I don't think that we are really did a good job when it comes to that. Let me now propose a resolution Chairperson. I would like to propose that through SRSA, SASCOC and provinces we strongly advocate for and enforce a very good and targeted quota system, embracing the talent and nurturing, while closely monitoring developments towards a *breakthrough* that will be conducive for better selections, thank you.

#### SUMMARY:

Ladies and gentlemen I think really we are now, one is saying they must stay, one is saying they must go. We are just doing that right through. So it is time to cross the line now. It really is. I think all views have been expressed and what seemingly is coming through from where I am sitting is that there is a view which is dominant that perhaps it is not yet done with quotas. That is one and that we work on that

basis. The second part of that theme is that quotas, having quotas as a merit selection mutually exclusive. If the answer obviously is that yes they are, then the comment is valid around merit selection, but if they are not mutually exclusive then that is under-resolved on that basis. So can we leave it on the basis that maybe whilst it is important to revisit the quotas from time to time, maybe now is not the time.

Can we leave it at that?

The delegates agreed to it.

FINAL COMMENT:

Chairperson just a closing remark and a way forward to support you. We are then saying whilst we are looking forward to the quota system, the .... (*inaudible*) *premier* must decide with the presidents of federations and their timeframes. That's the way forward. I know there are *signed agreements* on the same issue five years down the line and let's go back again and say federations must sign the agreement that will bind them to actually do what we talk about. Thank you.

QUESTION FROM SESSION CHAIR:

Do we now have a resolution on the table and are we amending part of that or are we throwing the resolution out or something like that, whereas not everything in the resolution was contested?

Shall we remind you what the resolution is about?

COMMENT 1:

Chairperson it is my understanding now to submit that it was not the intention of the debate to throw out the resolution. It was the intention of the debate to speak to two clauses contained in the resolution and my understanding is that whilst we do not collate that a new resolution word by word, the summary that they provided captures the spirit and the letter of the input of the majority in conference and therefore those two specific things must be expunged from the resolution in their resolve and what must be included is the summary that they have provided.

COMMENT 2:

A follow up Chair. I think one of the things that we are focusing on is the issue of .... (*inaudible*) and we are focusing on the issue of team management, taking part of *officials* and quotas. So the focus should not only be on players. It should actually talk of ..... (*inaudible*)

CHAIRPERSON:

I think the gentleman just captured it, that the part that was contested, this is the part that is being amended in adopting the full resolution.

SUMMARY:

Thank you Chairperson and colleagues. The major consensus is summarised by the chairperson. I think we were assisted a great deal by the summary that Andrew put to us that we have to recognise in the resolution that we are still very much living with huge inequities and inequalities within the system and the imbalances that we have to acknowledge. Based on that the need for the continuation of the quotas and also whether you would call these quotas or whatever instrument you call it or targets, but they would still be part of the resolution going forward and then we also agreed that when it comes to the use of the word 'merit' we agreed that with the last speaker that the word 'merit' would then be expunged from the resolution of the Indaba. Then that is the issue. The other that came very strongly was the fact that given the score card which I think is in the packages of all the conference delegates and you can also put it up there. The issues of access, the demographics, the performance management and so forth and all of those issues are in the transformation charter and that transformation charter, my understanding is that the sense from the house, we need to use it to anchor the implementation of developmental plans, athletes' development, a holistic programme for referees and coaches development from bottom up, so based on that Chair, I think that is the reflection of the resolution going forward.

CHAIRPERSON:

Can we move on? Are you satisfied then ladies and gentlemen with your permission? Because Session 5 is about endorsement to the resolutions from Commission 1 to 6. Do I have your permission?

It seemed as though there was consensus to move on.

The chairperson called a number of people from the various provinces to the podium and they all endorsed the resolutions.

- 1) On behalf of the Gauteng provincial government we do endorse the resolutions.
- 2) On behalf of the Eastern Cape Government we do endorse the resolutions.
- 3) Northern Cape – we do endorse the resolutions
- 4) On behalf of the Mpumalanga government we do endorse the resolutions
- 5) Kwa Zulu Natal supports the resolutions
- 6) The Free State endorses the resolutions
- 7) Limpopo endorses the resolution and he just wanted to say that there was a need for all of the delegates to go back home and reflect on the day's deliberations because it is a serious indictment on all of the delegates to still talk at this level but the resolution was endorsed.
- 8) Department of Sports and Recreation South Africa supports and accepts the resolution and the implementation thereof.
- 9) South African Sports Confederation Olympic Committee, SASCOC, endorses the resolutions
- 10) Selective representative of the Higher Education endorses the resolutions
- 11) As a member of the steering committee representing business, they endorsed the process.

## **RESOLUTION ON TRANSFORMATION – COMMISSION 5**

### **NOTING:**

- As a country we have inherited an unequal and inequitable legacy of apartheid sport
- That this legacy permeated across various stratas of society, including but not limited to:
  - Gender
  - Race
  - Class
  - Disability
  - Rural, peri-urban and urban divide

### **FURTHER NOTING:**

- That the legacy of apartheid created:
  - Divisions
  - Lack of access
  - Uneven provision of facilities

- Uneven development of sport
- Inadequate talent identification and development programmes
- That a quota system was introduced as a tool and measure to redress the past historical imbalances
- That this legacy of inequity and inequality is still embedded in the current system and continues to negatively impact on the following:
  - Sport development
  - Meeting the vision of a winning nation
  - Achieving racially integrated teams and social cohesion

#### **BELIEVING:**

- That this development has hampered the development of sport overall
- That this has limited competitiveness of the country both locally and internationally
- The perspective document was provided to delegates of the 2011 Sport Indaba
- Transformation is about holistically changing the delivery of sport and the actions of individuals and organisations that comprise the sports sector to ensure:
  - Increased access and opportunities for ALL South Africans, including women, persons with disabilities, youth, children and the elderly to sport and recreation opportunities
  - Harness the socio-economic benefits of sport
  - The constitutional right to sport is recognised

#### **FURTHER BELIEVING:**

- That this legacy of apartheid must be reversed and conquered
- That the intended objectives of the quota system still has a place in the South African sporting environment

#### **AWARE:**

- Of the fact that certain sections of the sporting community:-
  - Had raised certain reservations and concerns relating to quotas
  - Belief that there is a stigmatization of players by the quota system

