



NMB UNFAIR AND FORCED RACE QUOTAS PROTEST

MEMORANDUM

TO:	NELSON MANDELA BAY MAYOR BABALWA LOBISHE
FROM:	DEMOCRATIC ALLIANCE
SUBJECT:	MEMO: UNFAIR AND FORCED RACE QUOTAS
DATE:	MONDAY, 11 MAY 2026

Today, we gather here at the municipal depot in Gail Road, Gqeberha, to highlight the plight of thousands of people who have been excluded from job opportunities due to unfair race quotas in the employment policies of the Nelson Mandela Bay Municipality.

The Nelson Mandela Bay Municipality is forced to comply with the national government's unfair race quota legislation, and the municipality's employment policies further compound the unfair treatment of our residents by enforcing race quotas based on the demographics of the province and not the Metro.

According to the 2022 Census, of the City's estimated population, 62.7% are black, 19.2% coloured, 15.7% white and 1.2% Asian/Indian. This is a far cry from the estimated population of the province, of which 85.7% are black, 7.6% coloured, 5.6% white and 0.5% Asian/Indian.

These statistics make it abundantly clear that this requirement to enforce provincial rather than municipal demographics severely prejudices the employment prospects of specifically coloured, white and Indian people.

We have submitted two motions to the Nelson Mandela Bay Speaker in support of our ongoing fight against unfair and forced race quotas, and demand that they be placed on the agenda for the next council meeting.

The first motion calls on the municipality to scrap its current practice of prioritising race and gender targets over merit-based appointments, while the second motion proposes that the municipality amend its employment policies to make use of municipal demographics for appointments.



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We are also demanding a thorough investigation into the selection practices that led to the employment of 111 general workers in the Public Health Directorate in September 2025. The DA has been informed that these appointments may have been irregular, with possible political interference in the process. We have therefore also submitted detailed questions in this regard.

We demand that these motions and the investigation be actioned.

The DA continues to fight for fair access to jobs and against any legislation or policy that discriminates against any group on the basis of race and detracts from the goal of getting Nelson Mandela Bay working again.

Yours Sincerely,

RETIEF ODENDAAL, MPL

DA NMB Mayoral Candidate

Shadow MEC for Cooperative Governance and Traditional Affairs – Eastern Cape Legislature

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