

2012 - 2013

COMMISSION FOR
EMPLOYMENT EQUITY
ANNUAL REPORT



EMPLOYMENT EQUITY
BRIDGING THE EQUITY GAP



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“Creating Equitable Workplaces that are Free from Unfair Discrimination.”



labour

Department:
Labour
REPUBLIC OF SOUTH AFRICA

2012 - 2013

COMMISSION FOR EMPLOYMENT EQUITY ANNUAL REPORT

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GLOSSARY

Commission	Means the Commission for Employment Equity (CEE)
Department	Means the Department of Labour
DG	Means the Director-General of the Department of Labour
Designated groups	<p>Mean Black people (i.e. Africans, Coloureds and Indians), women and people with disabilities who are natural persons and:</p> <ul style="list-style-type: none"> • are citizens of the Republic of South Africa by birth or descent; or • are citizens of the Republic of South Africa by naturalisation before the commencement date (i.e. 27 April 1994) of the interim Constitution of the Republic of South Africa Act of 1993; or • became citizens of the Republic of South Africa from the commencement date of the interim Constitution of the Republic of South Africa Act of 1993, but who, were it not for Apartheid policy that had been in place prior to that date, would have been entitled to acquire citizenship by naturalisation prior to that date.
Foreign nationals	Mean those natural persons who are not citizens, or are those who received their citizenship after 26 April 1994 and their descendants.
Small employers	Mean those designated employers who employ fewer than 150 employees.
Large employers	Mean those designated employers who employ 150 or more employees.
EAP	Means the Economically Active Population (EAP) which includes people from 15 to 64 years of age who are either employed or unemployed and seeking employment.
NEDLAC	Means National Economic Development and Labour Advisory Council
Workforce profile	A snapshot of an employer’s workforce population distribution, including race, gender and/or disability
Workforce movement	Pertains to any movement in the workforce, including recruitment, promotion and terminations



FOREWORD

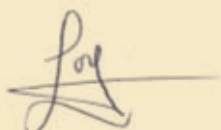
I would like to thank the Minister of Labour, Mildred Oliphant, for appointing me to Chair the Commission for Employment Equity. I assumed this responsibility on 1 October 2012 (my birthday). I had to hit the road running as this report had to be finalised by the end of March 2013. It is through the endless efforts of fellow Commissioners and the support of the Secretariat in the Department of Labour that we were able to accomplish that feat. I thank all of my fellow Commissioners as well as the Department of Labour's Secretariat for this support. Ningadinwa nangomso.

If anything, the data on the trends over the past ten years, cry out for a "Sunrise Clause". The percentage of African people in top management actually declined between 2010 and 2012. In between 2002 and 2012 the progress has been staggered and at one point (2008) the percentage representation of Whites in top management actually went up; whilst that of Africans and Coloureds went down. This is what the statisticians refer to as the "Random Walk" model. Our "progress" with the representation of designated groups in top management and senior management has been akin to the "drunkard's walk" from the bar (now walking away from it and later back to it) so that the observer never quite knows which way s/he is actually headed. The time-series data also point to a steady and positive increase in the percentage of "foreign nationals" as well as Indians at the top management and senior management levels. An interesting observation is that the biggest employer in terms of the representation of Indians at top and senior management has been the government, including parastatals. The analyses also reveal a major transformational challenge among "Educational Institutions" as a sector. They tend to have an over-representation of White females and White males at their top management and senior management echelons. In fact that sector has the largest percentage of White females in top management. Workforce movement statistics are the most worrying. They indicate that in 2012, on aggregate more White males and females were recruited; skilled and promoted into Senior and top management than any other group. The "workforce movement" statistics are particularly worrying because they reflect decisions that were taken by senior and top managers during 2011 and 2012. These decisions are leading to a situation where the "throughput" is guaranteed to perpetuate the kind of output that the Report is lamenting. We seem to be locked into the old patterns of behaviour in terms of recruitment; skills development and promotion, and we have become "path-dependent" as a result. We keep walking on the same path of the past and yet we expect to arrive at a different destination.

The Report will point to great progress at the lower levels, usually from the skilled level downwards. Whilst this is commendable, the progress registered is not "spilling over" into the senior and top management levels. There is no "flow-over" effect from the increasing numbers of Africans and Coloureds, in particular, at levels below senior management, into their representation at the senior management and top management level. So it is not like there is some long-term strategy to "build a strong base" at the bottom of the pyramid with a view to "ramping up" the representation at the apex later on. The "later on" is not happening, from the observation of the actual decline in the percentage of Africans in top management between 2010 and 2012. The "movement statistics" that have been alluded to also show no evidence of an effort to train more designated groups. Instead, the opposite is happening. The Report therefore refers to the "Deep Hole" phenomenon, whereby things get darker as one goes deeper.

The employment space in South Africa is also characterised by gender discrimination. The Report indicates that at all levels of management males outnumbered females. This is also a symptom of the Economically Active Population (EAP) where males continue to be dominant. We therefore have the South African Labour Force "the Missing Women" phenomenon. The Report also points to the "triple jeopardy" that is suffered by black females with disabilities. The statistics indicate the present racial discrimination amongst people with disabilities. At the department the critical levels, white males dominated. Followed by white females and indians. At the bottom are the black females with disabilities.

There is still a great need for employment equity in South Africa. The challenge lies in the approach. The spirit of the EE Act ought to be brought back. The "designated group" members who are now in senior management and top management have yet to flex their muscle. Their impact is not showing in terms of the trends that have just been alluded to. We need transformational leaders and transformational management. The report is an indictment on the part of past and current leadership in all sectors, including Government. We need to go back to the drawing board and re-visit the fundamentals. The leaders and managers who are committed to non-discrimination and employment equity are called upon to rise up to the challenge. The paradox is that as we tend towards more and more 'empowerment', according to 'scorecards', we are getting less and less transformed in terms of substantive behaviours and practices. Transformational leadership behaviour and approaches, coupled with real organisational transformation interventions, are needed to address the new phenomenon of companies / organisations that are 'empowered but not transformed'.



LOYISO MBABANE (DR)

CHAIRPERSON: COMMISSION FOR EMPLOYMENT EQUITY

MEMBERS OF THE COMMISSION FOR EMPLOYMENT EQUITY

Members of the Commission for Employment Equity are appointed according to section 29 (1) of the Act, which includes the appointment of a Chairperson and eight members nominated by NEDLAC, i.e. two representatives of each from the State, Organised Business; Organised Labour and Community.

Dr Loyiso Mzisi Mbabane
Chairperson



Chairperson

Dr Loyiso Mzisi Mbabane was the Director of the Employment Equity Directorate (formerly known as Equal Opportunities Directorate) in the Department of Labour at the time of the promulgation of the EE Act. He has been the Executive Director for both the Black Economic Empowerment Commission and the Black Business Council. He is an academic and currently the acting Deputy Vice Chancellor (Academic Affairs and Research) at the Walter Sisulu University. He holds a PhD in Business Administration from the University of Cape Town (Graduate School of Business), and also has a number of degrees from Wits University.

Community Constituency

Mr Maleka is presently the Head of Communications at the SACP. A sports activist, he has held various positions in the student movement (SASCO) and sporting organisations. He also serves on the BANKSETA Council, QCTO and Central University of Technology.



Malesela Maleka
Community representative

Andrew Madella
Community representative



Mr Madella has occupied leadership positions in various community based organisations, trade unions, the South African Communist Party (SACP) and the ANC. He also served as Municipal Councillor and later as Member of Parliament for the African National Congress. He is currently the Secretary-General of Disabled People South Africa and serves on the board of the National Development Agency, the Council of the Cape Peninsula University of Technology and at NEDLAC.

Nomonde Mesatywa
State Representative



Government Constituency

Ms Mesatywa is employed at the Department of Trade and Industry as the Chief Director for Broad Based Black Economic Empowerment. She served on the board of the NEF as a Government Representative and is currently the head of the Secretariat of the BBBEE Presidential Council. She has adjudicated and plays an advisory role in various empowerment awards and committees.

Government Constituency

Ms Watson is currently the Chief Director: Diversity Management at the Department of Public Service and Administration. She has extensive experience in fields such as childcare, mental health, education and community development. Her interest is on transformation, with a special focus on rights of people with disabilities, women's rights and human rights. She worked at the Truth and Reconciliation Commission and with women's empowerment organisations.



Barbara Watson
State Representative

Labour Constituency

Mr Chirwa is currently the Deputy President of NUMSA, a member of the Central Executive Committee of COSATU and sits on NEDLAC exco representing Organised Labour. He intends as his new role on the CEE to champion real and meaningful transformation in the interest of our country.



Andrew Chirwa
Labour representative

Ms Hadi held many leadership positions in the ANC, Youth League and the Women's League before joining the trade union. She held the position of President of the South African Municipal Worker's Union (SAMWU) until 2012.



Nomvula Hadi
Labour Representative

Business Constituency

Mr Botha is the BUSA Representative at NEDLAC, and has represented BUSA at the ILO Conference. He is also the Executive Member of Staffing Confederation, an Executive of Adcorp Group.



John Botha
Business representative

Ms Kweyama is currently Head of Anglo American Southern Africa Limited and previously the Executive Head, Human Resources at Anglo American Platinum Limited and Group Executive, Global Human Resources at Barloworld Limited.

She is also the Vice President of the Chamber of Mines and a Non-Executive Director of Anglo American Platinum and Kumba Iron Ore. She is a Trustee of the Walter Sisulu University Foundation.



Khanyisile Kweyama
Business Representative



1

INTRODUCTION

1. INTRODUCTION

This report reflects on the status of employment equity in the country covering the period from 1 April 2012 to 31 March 2013, which is submitted to the Minister by the Commission for Employment Equity (CEE) in terms of Section 33.

During this reporting period the former Chairperson had to resign because of her work commitments, which resulted in the Minister appointing Dr Mbabane as Chairperson of the CEE in October 2012.

This report is used as an opportunity to introduce the new Chairperson and new Commissioners to the public and to reflect on progress made in increasing the representation of the designated groups, i.e. black people, women and people with disabilities, in the workplace. The report starts by providing some of the main highlights for the period, it provides a trends analysis of the decrease or increase of the designated groups for the past ten years and then it zooms-in on workforce profile and workforce movement data received from employers in the 2012 reporting period. The trends analysis is provided for each of the four upper occupational levels separately for race, gender and disability covering 2002, 2004, 2006, 2008; 2010 and 2012, and the report concludes with observations and remarks by the CEE. The trends analysis focuses on the top management, senior management, professionally qualified and skilled levels.

Compliance by designated employers to the law always remains a key concern for the CEE, i.e. designated employers are required to consult with their employees, conduct an analysis of their workforce profile and workforce environment, prepare and implement an employment equity plan and submit a report to the Department of Labour either on an annual or two-yearly basis. Employers with 150 or more employees (i.e. large employers) are required to submit reports within six months of being designated and thereafter annually on the first working day of October. Employers with fewer than 150 employees (i.e. small employers) are expected to submit reports within twelve months of being designated and thereafter on the first working day of October for every year that ends with an even number.

Large employers accounted for 21.9% (4 831) and small employers accounted for 78.1% (17 181) of reports analysed in 2012. The workforce of large employers amounted to 5 299 134 (86.1%) employees and the workforce for small employers amounted to 854 200 (13.9%) employees of a total workforce of 6 153 334 (100%). It can be noticed that although large employers on the one hand accounted for nearly a quarter of the reports analysed, they accounted for most of the employees. On the other hand, small employers accounted for nearly three-quarters of the reports received, but accounted for far less than a quarter of the workers accounted. This appears to be a growing trend that is positively influenced by the demands made by the BBBEE Act and its Codes forcing designated employers to comply.

The CEE is involved in the process of amending the Employment Equity Act that focuses mainly on strengthening compliance and enforcement mechanisms in the Act, which is likely to lead to both small and large employers reporting every year.



2

**HIGHLIGHTS
FOR THE PERIOD**

2. HIGHLIGHTS FOR THE PERIOD

The highlights captured below cover some key activities of the CEE in its endeavour to execute its mandate. Key highlights for the period include amendments to the Employment Equity Act, reviewing and amending of the HIV Technical Assistance Guidelines (TAG), follow-up on companies that have been reviewed by the Director-General and the amendment of the Broad Based Black Economic Empowerment Act and its Codes.

2.1 AMENDMENTS TO THE ACT

A formal process began towards the end of 2010 to identify areas for review and amendment in the Employment Equity Act for the first time since its promulgation in 1998. The amendments are informed by the need to give the Act sufficient implementation time prior to any consideration being given to concrete steps necessary for the bridging of administrative and technical gaps in the legislation. The following are some of the key proposals that are contained in the Employment Equity Bill for consideration by Parliament:

The definition of “designated groups” is to be revised to ensure that South Africans who became citizens prior to 27 April 1994 and their descendants benefit from affirmative action.

The lack of a provision dealing expressly with wage discrimination on the basis of race and gender has been criticised by the International Labour Organisation.

Therefore a new section is proposed to deal explicitly with unfair discrimination by an employer in respect of the terms and conditions of employment of employees doing the same work, similar work or work of equal value. A differentiation will amount to unfair discrimination unless the employer can show that differences in wages or other conditions of employment are in fact based on fair criteria such as experience, skill, responsibility, etc.

The enforcement provisions of the EE Act are simplified to eliminate unnecessary mandatory steps and to also mini mise mandatory criteria that must be taken into account in assessing compliance. This will promote effective enforcement and will also prevent the tactical use of Written Undertakings, Compliance Orders and DG Reviews as a mechanism for delaying the enforcement process. It will not prevent employers who are aggrieved by decisions from challenging these decisions at an appropriate juncture. In terms of the proposed Amendments the Director-General may apply to the Labour Court to impose a fine on an employer that does not comply with a request made during a review of the employer’s compliance with the Act or a recommendation made as a result of such a review.

The maximum fines imposed for a contravention of the Act are adjusted and increased to serve as a deterrent to non-compliance and to reflect the change in the value of money over time. An employer’s turnover will henceforth be taken into consideration.



2.2 REVIEW AND AMENDMENT OF HIV TECHNICAL ASSISTANCE GUIDELINES (TAG)

In 2010, the ILO adopted recommendations concerning HIV and AIDS and the world of work to guide member States on key principles to be taken into consideration when developing and implementing legislation, policies and programmes. South Africa has now reviewed its *Code of Good Practice on Key Aspects of HIV/AIDS and Employment* of 2000 and its Technical Assistance Guidelines (TAG) of 2003 in order to ensure alignment to the ILO Recommendations of 2010.

The main aim of the reviewed Code and TAG is the alignment of terminology, broadening the scope to include both the infected and affected and to recognise and adopt policies and programmes to address Tuberculosis as a co-infection to HIV, which makes employees more vulnerable.

The primary objective of the Code and TAG is to provide policy guidelines to assist employers, employees and their organisations to develop and implement comprehensive gender sensitive HIV and AIDS workplace policies and programmes. These policies and programmes should be developed within the framework of decent work in the formal and informal economies in both the public and private sectors in order to:

Eliminate unfair discrimination and stigma in the workplace based on real or perceived HIV status, including dealing with HIV testing, confidentiality and disclosure;

- Promote access to equitable employee benefits, employment protection
- Guide the management of grievance procedures
- Create a safe and healthy working environment
- Promote appropriate and effective ways of managing HIV in the workplace
- Give effect to the international and regional obligations of the Republic on HIV and AIDS, TB and the World of Work.

Management strategies to deal with the impact of HIV and TB in the workplace

- Demonstration of management commitment
- Creation of a new or strengthening an existing committee to manage HIV, AIDS and TB
- Development of a database to enhance planning
- Development of an HIV and AIDS policy
- Capacity development and succession planning
- Compliance with legal obligations
- Development of an action or operational plans
- Implementation of monitoring and evaluation.

In the context of the latest developments in the world and with the openness the South African Government has adopted towards addressing this pandemic, people living with HIV should be living full and productive lives that are free from unfair discrimination as anti-retroviral drugs are now made available in public facilities.

2.3 DG REVIEWS

Over the years starting from 2006, Director-General Reviews were conducted on a number of companies listed on the Johannesburg Securities Exchange and recommendations were provided. Allowing sufficient time to implement the recommendations, each year these companies are followed-up in order to gauge how they are implementing the recommendations. Thirty companies were followed-up for this purpose in the 2012/2013 financial year. Eight of these companies either surpassed their numerical goals in terms of race and gender or showed good progress towards achieving them in their approved employment equity plan (EE Plan). The eight companies are listed below:

- Agriculture - Tongaat-Hullet
- Finance - Old Mutual (Finance)
- Manufacturing - South African Breweries (SAB)
Sasol Limited
- Retail - Truworths
Pick 'n Pay
- Telecommunication - MTN SA-Mobile Telephone Networks
- Transportation - South African Airways (SAA)

Some of the companies mentioned above took the initiative to adopt and implement programmes to develop their employees, particularly from the designated groups, for positions in the upper echelons of the organisation. The CEO of Tongaat-Hullet is one leading example, where the CEO does not just delegate the responsibility to one of the company's employees; he personally follows-up on these programmes in order to monitor progress and ensure its proper implementation. South African Breweries (SAB) has engaged in initiatives that could be considered to be best practice in the area of recruitment, i.e. engaging in initiatives involving career fairs, preferred supplier and employee referral strategies. Old Mutual was one of the companies that stood out in terms of disability and made significant strides in increasing the representation of people with disabilities in their organisation from 1.6% in 2009 to 2.9% in 2012.

2.4 BROAD BASED BLACK ECONOMIC EMPOWERMENT

The Broad Based Black Economic Act and its Codes are in the process of being amended and public hearings on the proposed changes were held in March 2013. Engagements have been taking place between the CEE and the Department of Trade and Industry (DTI) to ensure that there is alignment between employment equity and BBBEE. A written submission was presented to Parliament, which was then followed by an oral presentation on 8 March 2013. Some of the key pertinent issues presented by the CEE included:

- A proposal for a clear definition and alignment of Black people and beneficiaries from transformation legislation and policies
- Inclusion of a 'Trumping clause' to ensure that matters pertaining to BBBEE will be dealt with by provisions of the BBBEE Act which will supersede any other Act, Code or Charter, with respect to BBBEE-specific matters
- Mandatory provisions are necessary for the State to apply the BBBEE Codes
- BBBEE Commission to be established should be a strong and effective structure for monitoring and evaluation, instead of a weak toothless structure
- Concerns about the 'Sectoral Charter' and 'Sectoral Codes' approach that has developed around BBBEE, which is almost voluntary and subject to the whims of each sector whilst it is in fact, to implement a constitutional imperative
- Concerns around truncating of the EE element and its collapsing into the 'Management Control' element of the Codes
- Increasing and aligning fines to percentage of turnover as a deterrent to non-compliance.





3

**WORKFORCE
DISTRIBUTION**

3. WORKFORCE DISTRIBUTION

The workforce population distribution is based on the Quarterly Labour Force Survey (QLFS) published by Statistics South Africa on the Economically Active Population (EAP). The EAP includes people from 15 to 64 years of age who are either employed or unemployed and who are seeking employment. The EAP is meant to provide guidance to employers in order to assist them in determining the resource allocation and subsequent interventions that are needed to achieve an equitable and representative workforce.

Table 1: Profile of the national EAP by race and gender

Male			Female		
AM	African male	40.7%	AF	African female	34.2%
CM	Coloured male	5.8%	CF	Coloured female	5.0%
IM	Indian male	1.9%	IF	Indian female	1.1%
WM	White male	6.4%	WF	White female	4.9%
TOTAL		54.8%	TOTAL		45.2%

Source: Statistics South Africa, (QLFS 3 2012) (all percentages are rounded to one decimal point)

The national demographics of the Economically Active Population (EAP) are illustrated in Table 1 above by race and gender. Together with the EAP by province set out below, vital information is provided to employers for the setting of employment equity numerical goals and targets. In addition, the EAP data indicates that special efforts are also required to increase the pool of women who are economically active, especially when they are the majority in terms of the total population and are able to make more of a contribution towards the development of the South African economy.

It must be noted that no EAP is available for people with disabilities from Statistics South Africa. Efforts are being made with Statistics South Africa to establish the EAP for people with disabilities.

Table 2: Profile of the EAP by race and gender per province

Province	Male				Female				Total
	A	C	I	W	A	C	I	W	
Western Cape	17.8%	27.1%	0.2%	7.8%	16.1%	23.9%	0.1%	7.0%	100.0%
Eastern Cape	39.9%	7.7%	0.4%	5.7%	35.5%	5.5%	0.4%	4.8%	100.0%
Northern Cape	28.0%	20.7%	0.1%	4.9%	24.2%	19.0%	0.0%	3.0%	100.0%
Free State	47.1%	1.7%	0.2%	5.3%	40.4%	1.2%	0.1%	4.1%	100.0%
KwaZulu-Natal	42.3%	1.3%	7.3%	3.3%	38.3%	0.8%	4.4%	2.3%	100.0%
North West	52.2%	0.8%	0.2%	5.7%	37.7%	0.4%	0.0%	3.1%	100.0%
Gauteng	42.5%	1.9%	1.5%	9.8%	34.2%	1.9%	0.9%	7.2%	100.0%
Mpumalanga	47.8%	0.3%	0.5%	4.7%	42.9%	0.1%	0.1%	3.6%	100.0%
Limpopo	54.5%	0.2%	0.5%	1.8%	41.3%	0.1%	0.2%	1.5%	100.0%

Source: Statistics South Africa, (QLFS 3 2012) (all percentages are rounded to one decimal point)

Table 2 shows the EAP distribution per province and in terms of race and gender. Except for the Western Cape (where Coloureds are 51%), Africans are in the majority in eight of the nine provinces. All employee statistics in graphs and tables that follow should be viewed in relation to the national and provincial EAP both in terms of race and gender.



**TRENDS
ANALYSIS**

4. TRENDS ANALYSIS

The graphs and tables in this section provide the race and gender workforce profile distribution from 2002 to 2012. Focus of the trends analyses is only placed on the first four occupational levels, i.e. Top management, senior management, professionally qualified and skilled, because this is where people from designated groups are most under-represented. *Please note that the Department only started collecting data for foreign nationals from 2006 onwards.*

4.1 POPULATION DISTRIBUTION TRENDS FOR THE TOP MANAGEMENT LEVEL FROM 2002 TO 2012 BY RACE AND GENDER

Figure 1: Population distribution trends for the Top management level from 2002 to 2012 by race

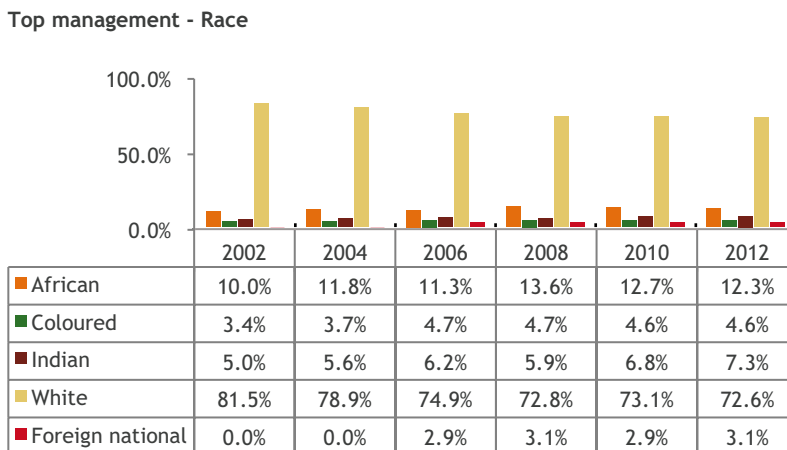


Figure 1 shows fluctuations in the employment distribution of the various population groups in terms of their representation at the top management level. White representation decreased by 8.9% from 81.5% in 2002 to 72.6% in 2012, averaging a decrease of approximately 1% per year. African representation increased slightly by 2.3% at this level over the same period from 10.0% to 12.3% in 2012. The representation of Coloureds increased by 1.2% from 3.4% in 2002 to 4.6% in 2012 and the representation of Indians increased by 2.3% from 5% in 2002 to 7.3% in 2012. The representation of foreign nationals has increased by 0.2% from 2.9% in 2006 to 3.1% in 2012.

Notwithstanding the fact that there is a steady, but slow decline in the representation of Whites over the years, their domination still remains as they maintain more than a two thirds majority in terms of representation at this level, particularly when their EAP is only 11.3%. The trajectory in terms of the trend at this level indicates that equity will be reached at this level only after many-many decades.

Figure 2: Population distribution trends for the Top management level from 2002 to 2012 by gender

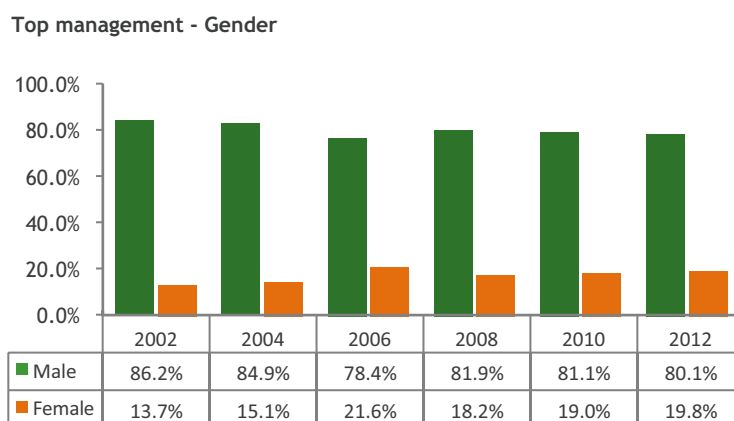


Figure 2 shows that males continue to dominate at the top management level, although their representation at this level dropped by 6.1% from 86.2% in 2002 to 80.1% in 2012. Female representation increased by 6.1% from 13.7% in 2002 to 19.8% in 2012 at this level.

An interesting observation is the sudden spike of females from 13.7% in 2002 to 21.6% in 2006, before dropping back to 19.8% in 2012. In order to reach gender equity at this level much more has to be done because 6.1% over ten years amounts to a very small average annual increase.

4.2 POPULATION DISTRIBUTION TRENDS FOR THE SENIOR MANAGEMENT LEVEL FROM 2002 TO 2012 BY RACE AND GENDER

Figure 3: Population distribution trends for the Senior management level from 2002 to 2012 by race

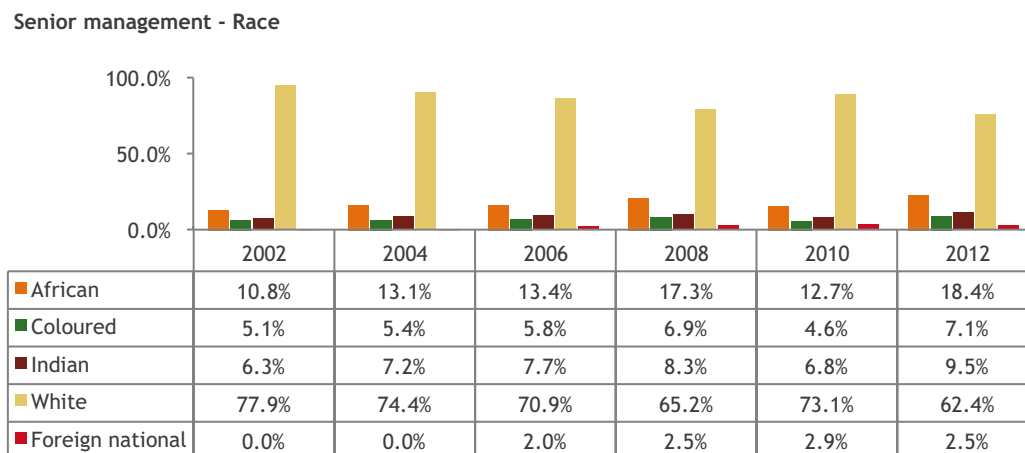


Figure 3 shows an increase of the Black groups (i.e. Africans, Coloureds and Indians) and a decrease of Whites at this level. African representation increased by 7.6% from 10.8% in 2002 to 18.4% in 2012, which averages to an increase of less than 1% per year. This is a major concern as the EAP of Africans is 74.9%, which means it will take many decades before any racial equity is reached at this level. Meanwhile White representation has been on a steady decline over the years, although they have been recorded to occupy nearly two-thirds of the positions at this level in 2012. Indians increased at this level from 6.3% in 2002 to 9.5% in 2012, which is a clear indication that the increase in representation is not benefiting all within the Black group equally or on an equitable basis. Foreign Nationals increased by 0.5% from 2% in 2006 to 2.5% in 2012.

Figure 4: Population distribution trends for the Senior management level from 2002 to 2012 by gender

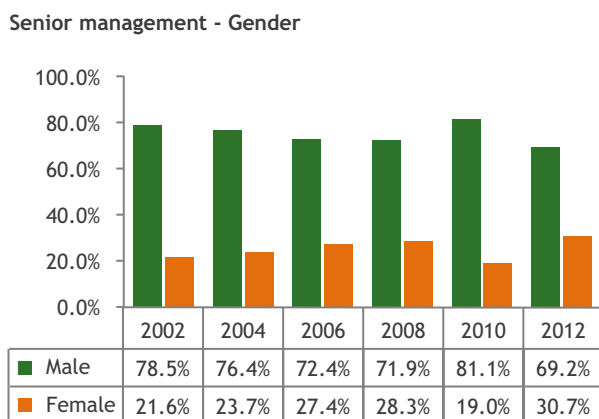


Figure 4 shows that males occupy more than double the positions occupied by females at this level. Male representation decreased from 78.5% in 2002 to 69.2% in 2012 and female representation increased from 21.6% to 30.7% over the same period. The representation of females has been increasing at a snail's pace from 2002 to 2008 but dropped drastically in 2010, before showing a significant improvement in the 2012 reporting period. Once again, it will take many decades before any gender equity is reached at this level.

4.3 POPULATION DISTRIBUTION TRENDS FOR THE PROFESSIONALLY QUALIFIED LEVEL FROM 2002 TO 2012 BY RACE AND GENDER

Figure 5: Population distribution trends for the Professionally qualified level from 2002 to 2012 by race

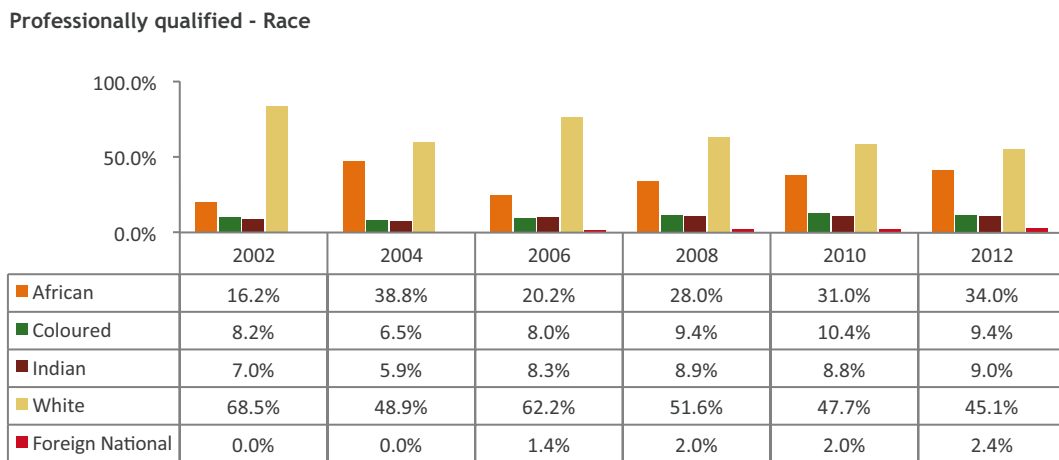


Figure 5 shows African representation more than doubled from 16.2% in 2002 to 34% in 2012 and Coloured representation increased by 1.2% from 8.2% to 9.4% over the same period. Indian representation increased by 2% from 7% in 2002 to 9% in 2012, with White representation decreasing by 23.4% from 68.5% to 45.1%. The representation of foreign nationals has seen a steady increase from 2006.

Representation of the designated groups is showing reasonable strides in terms of transformation at this level, but there is a need for such progress to filter through to the top management and senior management levels.

Figure 6: Population distribution trends for the Professionally qualified level from 2002 to 2012 by gender



According to Figure 6, male representation is still dominant at the Professionally Qualified Level, although their representation has been decreasing over the years; females are gaining ground and are very close to their EAP at this level which is 45.2%. The CEE would like to see the same amount of progress recorded at this level for women reflected at the two most upper levels.

Figure 7: Population distribution trends for the Skilled Technical level from 2002 to 2012 by race

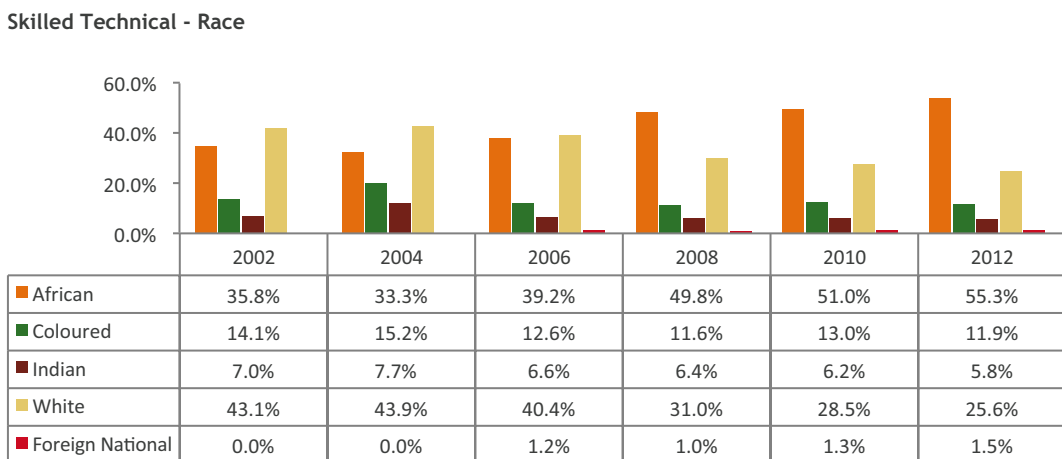


Figure 7 shows that African representation at this level increasing by 19.5% from 35.8% in 2002 to 55.3% in 2012 and the representation of Foreign Nationals increased by 0.3% for the same period. A reduction of representation of all other groups was recorded over the same period. Whites dropped by 17.5% from 43.1% in 2002 to 25.6% in 2012, with their representation remaining more than double their EAP.

If progress continues as depicted by the trends, equitable representation in terms of race and gender should be reached at this level within the next decade.

Figure 8: Population distribution trends for the Skilled Technical level from 2002 to 2012 by gender

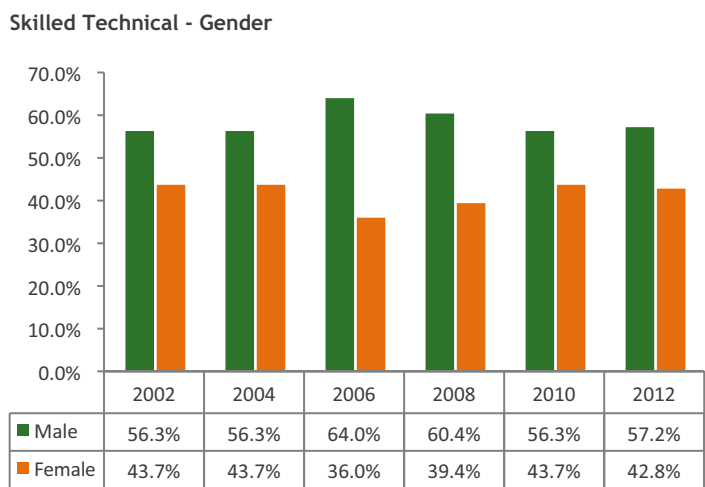


Figure 8 again shows male domination at the skilled level, with the highest peak reached in 2006 at the expense of females, whose representation slumped to its lowest at 36% for that year. Nevertheless, female representation in 2012 at 42.8% at this level is very close to their EAP, but still shows a drop of 0.9% from 43.7% in 2002 to 42.8% in 2012.

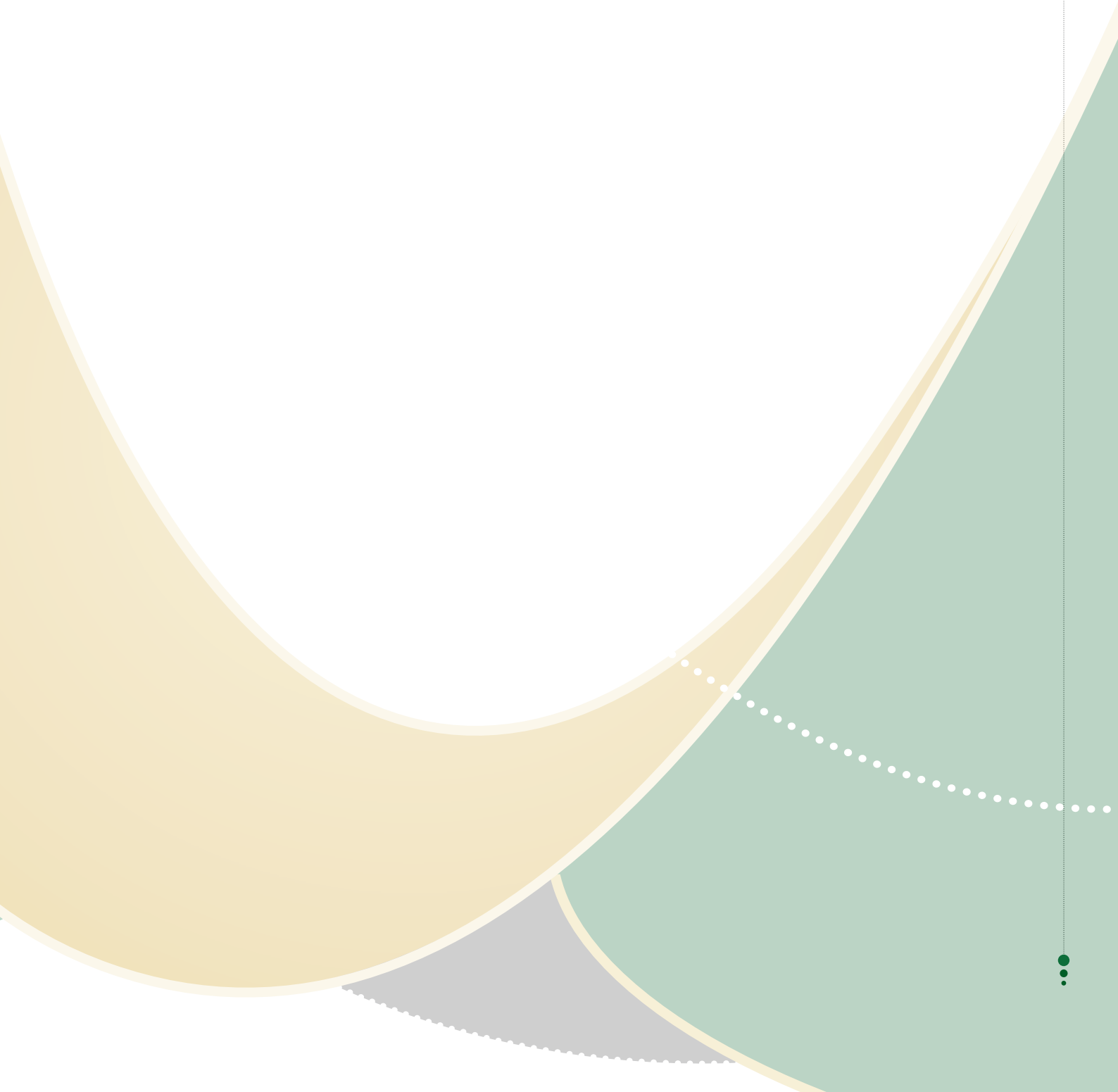
Table 3: Trends for aggregated workforce profile of people with disabilities from 2002 to 2012 for all employers

2002	2004	2006	2008	2010	2012
1%	0.6%	0.7%	0.7%	0.8%	1.4%

People with disabilities accounted for 86 481 or 1.4% (total disability / total workforce) of the total number of employees (6 153 334) reported by all employers in 2012. The race and gender representation of people with disabilities at every level almost mirrors the race and gender profile of the general workforce.

The minuscule increase of 0.4% from 1% in 2002 to 1.4% in 2012 of the workforce must be measured against the target set for this group of 2% representation of people with disabilities in the Public Service by 2015. This jump in the representation of people with disabilities is very encouraging and could be very promising if we continue in the manner at which employers were able to achieve in the 2012 reporting period.

It is critical to note that Government initially set the target of 2% representation for people with disabilities in the Public Service to be reached by 2005, which was subsequently changed to 2010 and 2015 respectively because of under achievement.



A large, bold, dark green number '5' is centered within a light beige circle. The circle is positioned on the left side of the page, with a thin gold line extending from its bottom edge towards the text below. The background features abstract, overlapping curved shapes in dark green, gold, and light beige, with a dotted white line curving across the page.

5

**ANALYSIS OF
EMPLOYMENT
EQUITY REPORTS
RECEIVED IN 2012**

5. ANALYSIS OF EMPLOYMENT EQUITY REPORTS RECEIVED IN 2012

This section of the report reflects on the extent of reporting by employers for 2002, 2004, 2006, 2008, 2010 and 2012 in relation to workforce profiles, workforce movement and skills development in terms of race, gender and disability. A trends analysis of the four upper occupational levels, i.e. top management, senior management, professionally qualified and skilled levels, are provided below in terms of race and gender as well. The main tables supporting the information reflected in this report are contained in Appendix A. An increase or decrease in the percentage in the report refers to the percentage point difference for interpretation purposes.

5.1 EXTENT OF REPORTING

The number of reports received from employers and the number of reports that are fully and accurately completed since the tightening of the regulations has increased substantially. Table 4 below outlines reporting information for all employers for 2002, 2004, 2006, 2008, 2010 and 2012.

Table 4: Employment Equity reports received and analysed

YEAR	REPORTS RECEIVED	REPORTS EXCLUDED	REPORTS INCLUDED IN ANALYSIS	% REPORTS FOR ANALYSIS
2002	6 990	0	6 990	100%
2004	5 554	0	5 554	100%
2006	6 876	2 482	4 394	63.9%
2008	10 580	3 351	7 229	68.3%
2010	18 534	1 836	16 698	90.1%
2012	23 312	1 300	22 012	94.4%

(All percentages are rounded to one decimal point)

A total of 23 312 reports were received and 22 012 reports were analysed for the 2012 reporting period, which amounts to 94.4% of those reports being included in the analysis. This represents an increase of 31.8% of the reports analysed when compared to the previous period when all employers were reported. 96% of the reports analysed were reports received from employers through online reporting and only 4% of those submitted were through hard copy.

The quality of data received from employers has gradually improved with the provision in the 2006 EE regulations that an employer is not deemed to have reported unless the forms have been fully and accurately completed and signed by the CEO. This trend has continued to improve since the introduction of online reporting, which has strict validation requirements.

5.2 WORKFORCE PROFILE, WORKFORCE TARGET, WORKFORCE MOVEMENT AND SKILLS DEVELOPMENT IN TERMS OF RACE, GENDER AND DISABILITY

- (all percentages are rounded to one decimal point)

This part of the report provides the national employee population distribution in terms of race, gender and disability for the first four occupational levels from the employment equity reports received from employers during the 2012 reporting period. An insight into movements in workplaces is also provided in terms of recruitment, promotions and skills development for the same period.

Illustrations are done using graphs and tables to reflect on workforce profiles and movements on a national basis, workforce profiles by province, workforce profile by sector, workforce profiles by business type and trends from 2002 to 2012 for the four most upper occupational levels, i.e. Top management, senior management, professionally qualified and the skilled level. (Please note that when interpreting the tables and graphs below the following meanings apply: AM - African males, AF - African females, CM- Coloured males, CF -Coloured females, IM- Indian Males, IF- Indian Females, WM- White males, WF- White females, FM- Foreign males and FF- Foreign females).

5.2.1 Top management in terms of race, gender and disability

Figure 9: Workforce profile at the top management level by race, gender and disability



Figure 9 shows that Whites still dominate with 72.6% at the top management level, which is nearly six times their EAP and is more than double the sum of all Blacks at this level combined. Indians at 7.3% is more than double their EAP and are well represented at this level when compared to Africans and Coloureds within the Black group. Coloureds and Africans remain grossly underrepresented at this level.

Male representation is around four times that of females at this level, which is almost double that of their EAP at this level. People with disabilities are behind with 1.8% of the representation at this level.

Table 5: Workforce profiles and movements population distribution at the top management level in terms of race, gender and disability - (please note that there is no separate workforce movement data on disability)

	Male				Female				Foreign National		TOTAL
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
Workforce profile for all employees	8.8%	3.2%	5.7%	59.8%	3.6%	1.5%	1.6%	12.8%	2.7%	0.4%	100.0%
Workforce profile for people with disabilities only	10.0%	3.4%	9.2%	54.7%	4.0%	2.4%	2.4%	12.1%	1.3%	0.3%	100.0%
Recruitment for all employers	14.8%	3.7%	5.6%	47.4%	7.3%	1.7%	1.9%	11.0%	5.9%	0.6%	100.0%
Promotion for all employers	12.6%	4.8%	6.6%	43.1%	8.6%	2.6%	2.6%	15.9%	2.7%	0.5%	100.0%
Skills development for all employers	13.7%	4.1%	6.3%	47.7%	8.2%	2.3%	2.8%	14.8%	0%	0%	100.0%

Table 5 shows that at the top management level, Whites at 72.6%, particularly males, still continue to enjoy preference over other race groups in terms of representation, recruitment, promotion and skills development at this level. Accounting for 58.4% of all recruitments and 59% of all promotions, the status quo of inequity is bound to remain for at least a century at this level if workforce movements are to continue along the same path. More than 60% of the Whites were exposed to skills development as opposed to other racial groups. This situation puts them in a better position for available opportunities in the workplace.

Males, particularly White males, enjoy the same preference when comparing their representation status and recruitment and promotion trajectory to that of females at this level. Accounting for only 19.9% of the representation, and noting the low recruitment and promotion drive, females are likely to remain under-represented at this level for centuries to come. White females at 12.8% representation were nevertheless more than twice their EAP at this level.

The race and gender population distribution of people with disabilities represented at this level is very similar to that of the total workforce at this level, with White and male representation dominating by a huge margin.



5.2.2 Senior management in terms of race, gender and disability

Figure 10: Workforce profile at the senior management level by race, gender and disability



Figure 10 shows that the representation of Whites at 62.4% is nearly five times their EAP and almost double than that of Blacks. The representation of Indians at 9.5% is the most dominant in the Black group as their representation is around three times their EAP at this level.

Males at 69.2% are almost double the representation of women and nearly one-and-a-half-times their EAP at this level. Their domination at this level seems to be entrenched, and unless drastic action is taken the status quo will remain in both the upper occupational levels. People with disabilities accounted for 1.6% of the workforce at this level.

Table 6: Workforce profile and movements at the senior management level in terms of race, gender and disability - (please note that there is no separate workforce movement data for disability)

	Male				Female				Foreign National		TOTAL
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
Workforce profile for all employees	12.3%	4.5%	6.6%	43.8%	6.1%	2.6%	2.9%	18.6%	2.0%	0.5%	100.0%
Workforce profile for people with disabilities only	11.1%	5.2%	12.0%	41.3%	5.3%	2.4%	3.7%	17.6%	1.2%	0.3%	100.0%
Recruitment for all employers	12.7%	4.0%	6.7%	42.6%	7.1%	2.3%	3.0%	17.1%	3.6%	0.9%	100.0%
Promotion for all employers	16.8%	5.6%	7.8%	32.1%	9.1%	3.6%	4.5%	17.7%	2.2%	0.7%	100.0%
Skills development for all employers	16.8%	5.6%	7.1%	34.5%	10.2%	3.7%	3.8%	18.4%	0%	0%	100.0%

As shown in Table 6, the domination of Whites at this level almost mirrors their representation and the recruitment and promotion opportunities offered to them at the top management level. Whites and Indians are more likely to be appointed, promoted or exposed to training at the senior management level, particularly when their EAP is taken into account.

With females accounting for 30.7% of positions and 30.4% of all recruitment and 35.6% of promotions at this level, their representation at this level is likely to remain for a very long period. White female representation at 18.6% and their recruitment and promotion at 17.1% and 17.7% respectively is almost double that of their black female counterparts.

Once again, just as with the representation at the top management level, the race and gender population distribution of people with disabilities represented at this level is very similar to that of the total workforce at this level, with White and male representation dominating by a huge margin.

The existing patterns only indicate that inequities in the representation in terms of race, gender and disability at this level will remain for a number of decades to come.

5.2.3 Professionally qualified in terms of race, gender and disability

Figure 11: Workforce profile at the professionally qualified level by race, gender and disability

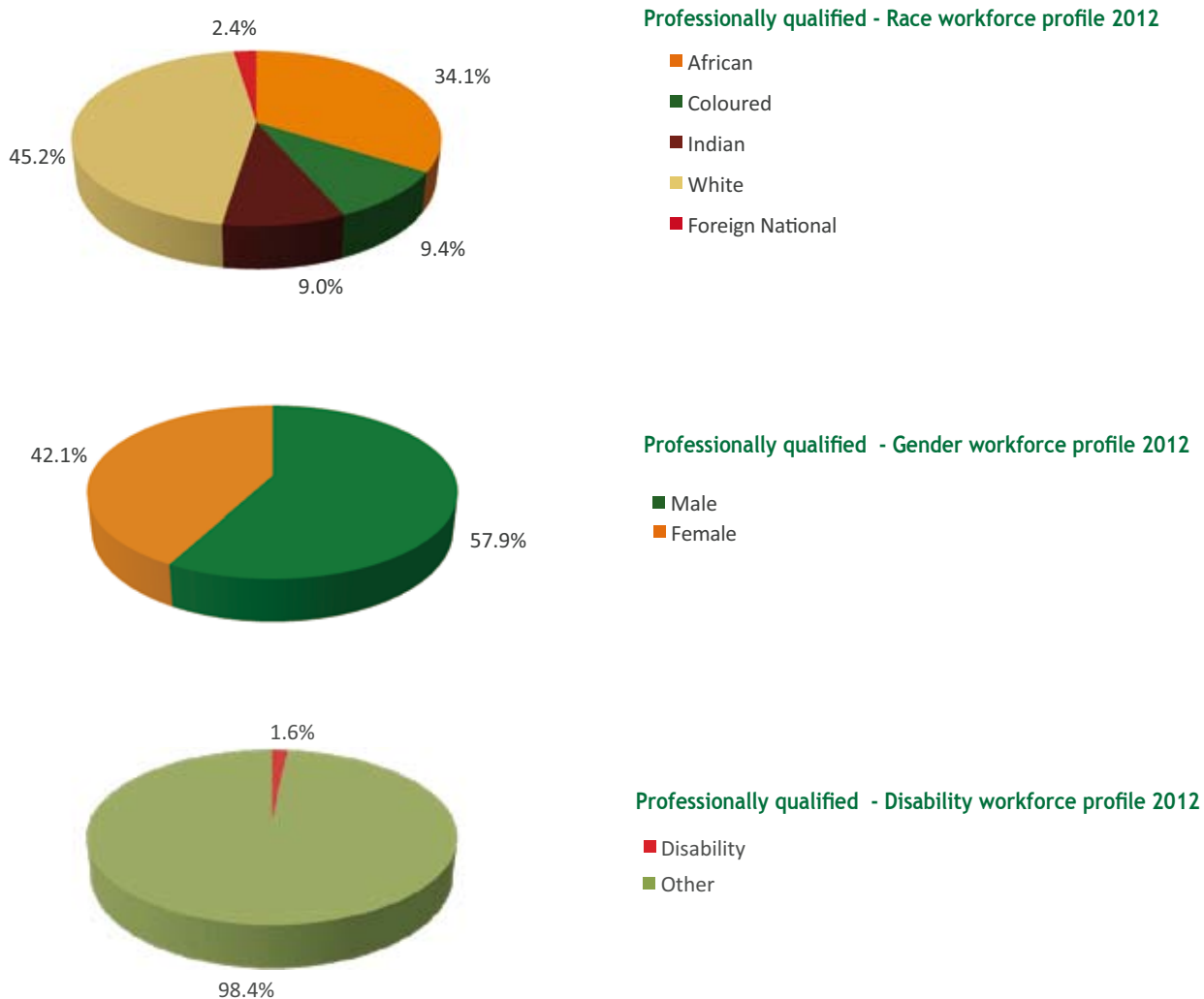


Figure 11 reflects good progress at this level in terms of race and gender. White representation at 45.2% is still dominant at this level, which is about three-and-a-half times their EAP. Africans and Coloureds are gradually closing the gap at this level both in terms of males and females, while Indian representation is nearly three times their EAP at this level.

It is clear from the pie charts above that males also dominate at this level, but the gap is beginning to close quickly as female representation at this level is only about 3% below their EAP. People with disabilities accounted for 1.6% of the workforce at this level.

Table 7: Workforce profile and movements at the professionally qualified level in terms of race, gender and disability - (please note that there is no separate workforce movement data for disability)

	Male				Female				Foreign National		TOTAL
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
Workforce profile for all employees	18.0%	5.1%	5.3%	27.7%	16.1%	4.3%	3.7%	17.5%	1.8%	0.6%	100.0%
Workforce profile for people with disabilities only	16.8%	5.3%	5.8%	36.0%	10.9%	3.6%	3.0%	17.4%	0.9%	0.3%	100.0%
Recruitment for all employers	17.0%	4.5%	5.5%	28.8%	13.7%	3.7%	4.3%	18.7%	2.9%	1.0%	100.0%
Promotion for all employers	24.0%	6.8%	5.1%	20.9%	18.5%	4.6%	4.0%	14.2%	1.4%	0.6%	100.0%
Skills development for all employers	21.0%	6.1%	5.4%	19.8%	19.7%	6.9%	4.0%	17%	0%	0%	100.0%

According to **Table 7**, Whites at 45.2% representation and accounting for 47.5% of all recruitments and 35.1% promotions at this level, reflect a large but not drastic gap in opportunities when compared to their Black counterparts at the other two upper levels. The picture starts to look more promising in terms of promotion for Africans at this level, albeit on a small scale, at 42.5% when compare to their EAP, which is in excess of 70%.

With female representation standing at 42.2% and their recruitment and promotion patterns reflected in the table above, gender equity is more than likely to occur in terms of the EAP of males and females at this level sooner than later. Notwithstanding the positive developments for gender equity, White female representation is almost their Black female counterparts combined.

Whites and males with disabilities dominate in terms of representation and recruitment at this level, although not as much when compared to other levels.

Reaching equitable representation at this level is possible over the next few years if employers show commitment.

5.2.4 Skilled in terms of race, gender and disability

Figure 12: Workforce profile at the skilled level by race, gender and disability

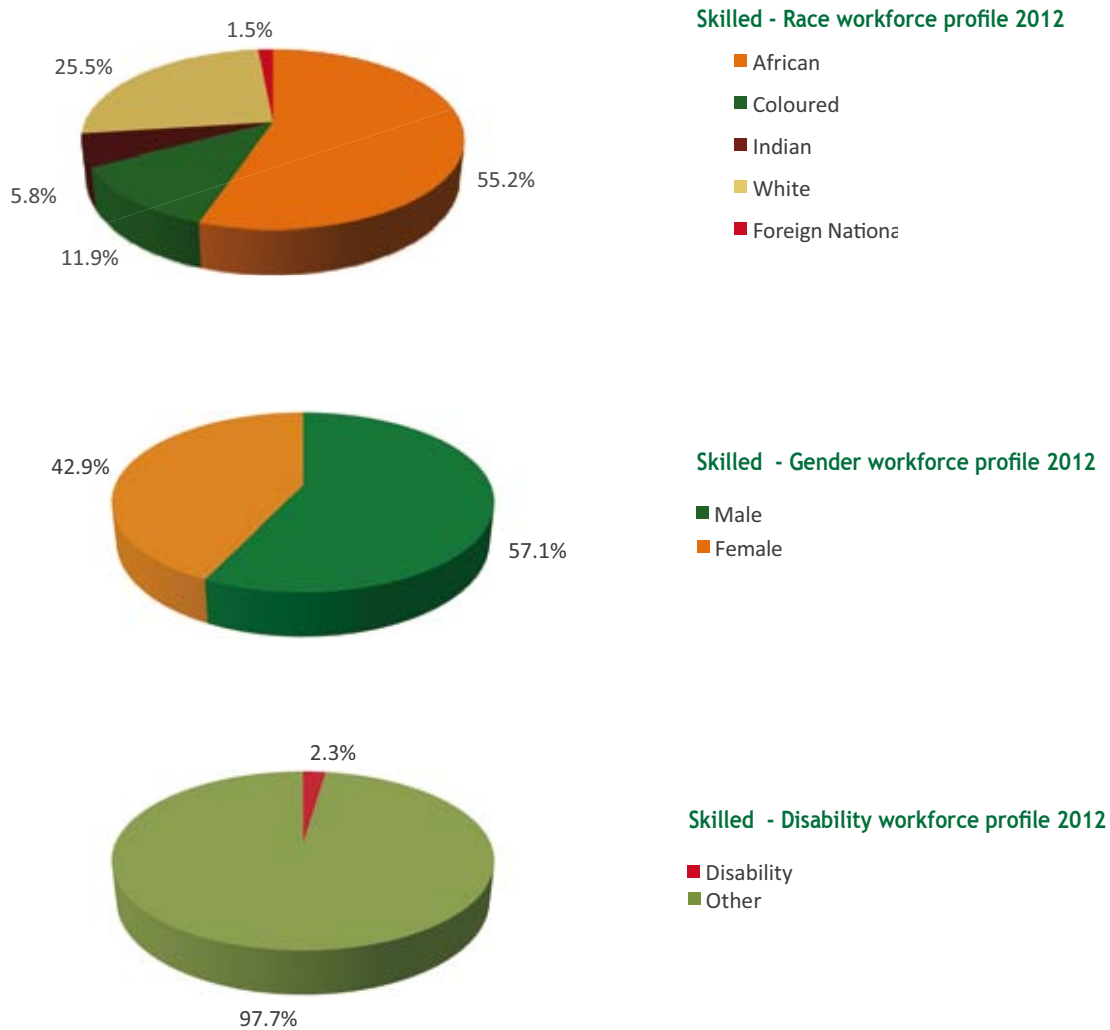


Figure 12 shows that Africans representation at 55.2% as good progress at this level, which is still below their EAP. It is hoped that employers will be able to replicate the same amount of progress made at this level to the middle and upper occupational levels. White representation still remains approximately two-and-a-half times their EAP and Indians are nearly double their EAP. The representation of all the groups, except for Africans, is above their EAP at this level.

Male representation at 57.1% is still dominant and female representation at 42.8% falls just short of their EAP, which is 45.2%. People with disabilities accounted for 2.3% of the workforce at this level. Very good progress is being made at this level, which should serve as a feeder to all the other upper levels.

Table 8: Workforce profile and movements at the skilled level in terms of race, gender and disability - (please note that there is no separate workforce movement data for disability)

	Male				Female				Foreign National		TOTAL
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
Workforce profile for all employees	31.9%	6.4%	3.3%	14.3%	23.3%	5.5%	2.5%	11.2%	1.2%	0.3%	100.0%
Workforce profile for people with disabilities only	28.9%	6.7%	3.9%	21.3%	17.1%	5.0%	2.4%	13.5%	1.0%	0.1%	100.0%
Recruitment for all employees	30.6%	6.5%	3.6%	17.6%	18.5%	5.2%	2.8%	12.8%	2.0%	0.5%	100.0%
Promotion for all employees	36.9%	6.5%	2.6%	8.0%	29.8%	5.7%	2.1%	7.7%	0.6%	0.2%	100.0%
Skills development for all employees	36.8%	7.4%	3.8%	12.9%	20.4%	6.1%	2.8%	9.7%	0%	0%	100.0%

Table 8 above shows that Africans at 55.2% and Whites and Indians around double their EAP, recruitment and promotion patterns at this level in terms of race is possible within the next few years. The same pattern seems to appear for gender equity in terms of the data in the table above, although White females tend to benefit more than their African female counterparts when their EAP is taken into consideration.

The race and gender distribution for people with disabilities at this level is more swung to equitable representation, though White people with disabilities still dominate at this level in terms of their EAP.



6

**WORKFORCE
POPULATION
DISTRIBUTION BY
PROVINCE**

6. WORKFORCE PROFILE POPULATION DISTRIBUTION BY PROVINCE

Table 9: Workforce profile at the top management level by province and by race and gender

PROVINCE	Male				Female				Foreign National		TOTAL
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
Western Cape	2.5%	8.0%	2.2%	65.5%	0.7%	3.8%	0.9%	14.0%	2.0%	0.3%	100.0%
Eastern Cape	12.5%	5.2%	2.4%	59.8%	4.1%	2.2%	0.3%	12.0%	1.6%	0.0%	100.0%
Northern Cape	10.9%	11.4%	1.4%	55.7%	6.1%	3.4%	0.2%	10.4%	0.5%	0.0%	100.0%
Free State	16.2%	1.8%	1.2%	58.9%	9.1%	0.5%	0.3%	11.2%	0.7%	0.2%	100.0%
KwaZulu-Natal	9.1%	1.5%	16.6%	52.5%	3.2%	0.5%	4.5%	9.7%	2.2%	0.3%	100.0%
North West	18.6%	0.9%	3.1%	56.9%	4.9%	0.3%	0.7%	13.5%	0.6%	0.4%	100.0%
Gauteng	9.0%	1.8%	5.3%	59.9%	4.0%	0.9%	1.6%	13.2%	3.7%	0.5%	100.0%
Mpumalanga	14.7%	0.9%	3.4%	60.4%	4.8%	0.5%	0.7%	13.3%	1.0%	0.2%	100.0%
Limpopo	19.4%	1.0%	4.2%	51.2%	8.9%	0.6%	1.0%	12.9%	0.7%	0.0%	100.0%

Table 9 shows that Whites, especially males, still dominate at the top management level in all the provinces. The Western Cape Province has the most representation of Whites at the top management level for both males and females. White males occupy almost two thirds of top management positions in the Western Cape and just more than half of the positions in the Limpopo Province.

The representation of White females is more than the representation of the Black group combined at this level. African females appear to be the least preferred group in the Western Cape Province, especially when noting the representation of Indian females and foreign nationals at this level. The Northern Cape, Free State and Limpopo provinces are the most progressive in terms of narrowing the gender representation gap at this level.

Table 10: Workforce profile at the top management level by province for disability

PROVINCE	Male				Female				Foreign National		TOTAL
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
Western Cape	1.9%	7.5%	3.1%	59.7%	0.6%	7.5%	1.3%	16.4%	1.3%	0.6%	100.0%
Eastern Cape	25.8%	3.0%	1.5%	57.6%	1.5%	0.0%	0.0%	9.1%	1.5%	0.0%	100.0%
Northern Cape	0.0%	11.1%	0.0%	88.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Free State	5.0%	0.0%	0.0%	80.0%	10.0%	0.0%	0.0%	5.0%	0.0%	0.0%	100.0%
KwaZulu-Natal	4.1%	3.3%	30.9%	47.2%	0.8%	0.0%	4.1%	8.1%	1.6%	0.0%	100.0%
North West	12.5%	6.3%	18.8%	50.0%	0.0%	0.0%	0.0%	12.5%	0.0%	0.0%	100.0%
Gauteng	10.7%	2.4%	8.5%	53.9%	6.2%	2.0%	3.0%	11.3%	1.6%	0.4%	100.0%
Mpumalanga	15.9%	0.0%	0.0%	50.0%	2.3%	2.3%	0.0%	29.5%	0.0%	0.0%	100.0%
Limpopo	27.6%	3.4%	0.0%	48.3%	6.9%	0.0%	3.4%	10.3%	0.0%	0.0%	100.0%

Table 10 shows that Whites dominate among people with disabilities at the top management level as well, and this is across all provinces. African people with disabilities are the least represented in the Northern Cape and the Western Cape.

Male representation of people with disabilities, particularly White males, far exceeds that of women at this occupational level. Although females are under-represented at this level, except for the Northern Cape, White female representation is dominant in all the other provinces when compared to the representation of Black females.

Table 11: Workforce profile at the senior management level by province and by race and gender

PROVINCE	Male				Female				Foreign National		TOTAL
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
Western Cape	4.2%	11.7%	2.8%	46.3%	2.2%	7.6%	1.3%	21.7%	1.6%	0.5%	100.0%
Eastern Cape	16.5%	5.8%	2.3%	44.5%	8.9%	2.7%	0.9%	15.9%	1.8%	0.6%	100.0%
Northern Cape	15.2%	12.5%	0.8%	46.6%	5.4%	4.6%	0.2%	14.2%	0.4%	0.1%	100.0%
Free State	18.5%	2.6%	1.0%	47.2%	8.2%	0.6%	0.3%	20.7%	0.6%	0.1%	100.0%
KwaZulu-Natal	11.2%	2.7%	19.0%	36.9%	4.5%	1.6%	8.0%	14.3%	1.5%	0.3%	100.0%
North West	21.2%	1.5%	1.4%	45.2%	9.7%	1.1%	0.5%	18.2%	1.1%	0.1%	100.0%
Gauteng	12.6%	3.2%	6.4%	44.4%	6.7%	1.7%	3.0%	19.0%	2.4%	0.6%	100.0%
Mpumalanga	23.2%	1.1%	2.5%	46.7%	7.9%	0.5%	0.6%	16.3%	1.0%	0.1%	100.0%
Limpopo	37.0%	0.7%	2.4%	27.0%	18.2%	0.3%	0.8%	12.2%	1.3%	0.1%	100.0%

Table 11 shows a picture that is very similar in terms of the huge representation of Whites as reflected at the top management level. Africans, however, are the most dominant group in Limpopo, but still fall far short of their EAP. In fact from the data provided above, White females seem to be the next preferred group after White males at the senior management level in most provinces.

Generally with the exception of the Western Cape and KwaZulu-Natal, Africans have the second largest representation in all the other provinces at this level. A common pattern that emerges from the data is the exceptionally good representation of Indians at this level when compared to their EAP in nearly every province. Coloureds may appear to be performing well in the Western Cape, Northern Cape and Eastern Cape, but if one had to zoom in on their EAP even at the provincial level, much more needs to be done in order to increase their representation at this level.

The Western Cape appears to be doing the best in terms of female representation, with White female representation sitting at nearly double that of their Black female counterparts combined at this level.

Table 12: Workforce profile at the senior management level by province for disability

PROVINCE	Male				Female				Foreign National		TOTAL
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
Western Cape	2.6%	18.3%	2.6%	38.8%	0.7%	9.2%	0.7%	24.5%	1.8%	0.7%	100.0%
Eastern Cape	8.8%	10.3%	1.5%	61.8%	4.4%	2.9%	1.5%	8.8%	0.0%	0.0%	100.0%
Northern Cape	14.3%	0.0%	0.0%	57.1%	0.0%	0.0%	0.0%	28.6%	0.0%	0.0%	100.0%
Free State	20.8%	4.2%	0.0%	45.8%	0.0%	0.0%	0.0%	29.2%	0.0%	0.0%	100.0%
KwaZulu-Natal	7.3%	2.3%	18.7%	32.0%	2.7%	2.3%	19.2%	14.6%	0.9%	0.0%	100.0%
North West	11.1%	0.0%	14.8%	51.9%	7.4%	0.0%	0.0%	14.8%	0.0%	0.0%	100.0%
Gauteng	13.2%	2.9%	15.0%	40.3%	7.0%	1.2%	2.1%	16.6%	1.3%	0.3%	100.0%
Mpumalanga	12.8%	3.2%	1.1%	54.3%	5.3%	1.1%	1.1%	21.3%	0.0%	0.0%	100.0%
Limpopo	21.3%	0.0%	2.1%	57.4%	2.1%	0.0%	0.0%	14.9%	2.1%	0.0%	100.0%

According to Table 12 White people with disabilities are also dominating at the senior management level in almost all the provinces. African people with disabilities are the least represented in the Western Cape. Indian disabled people are fairly represented in KwaZulu-Natal.

Generally there are more males with disabilities than females in almost all the provinces. Only in KwaZulu-Natal are female disabled people mostly represented in senior management surpassing their male counterparts.

Table 13: Workforce profile at the professional qualified level by province and by race and gender

PROVINCE	Male				Female				Foreign National		TOTAL
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
Western Cape	6.9%	14.4%	2.7%	28.4%	5.9%	13.7%	2.0%	23.9%	1.5%	0.6%	100.0%
Eastern Cape	25.6%	6.0%	1.1%	16.3%	33.3%	4.1%	0.7%	11.0%	1.4%	0.5%	100.0%
Northern Cape	16.6%	14.4%	0.5%	38.2%	8.0%	6.9%	0.5%	14.3%	0.6%	0.1%	100.0%
Free State	23.2%	2.0%	0.5%	28.5%	20.5%	1.7%	0.3%	20.8%	1.6%	0.8%	100.0%
KwaZulu-Natal	15.6%	2.5%	15.9%	19.7%	18.0%	2.1%	11.0%	12.6%	2.0%	0.6%	100.0%
North West	23.2%	1.4%	1.5%	28.5%	22.3%	1.1%	0.9%	17.6%	2.9%	0.7%	100.0%
Gauteng	18.1%	3.8%	5.6%	30.6%	14.3%	3.1%	3.9%	18.1%	2.0%	0.7%	100.0%
Mpumalanga	26.0%	0.9%	1.4%	32.1%	20.6%	0.6%	0.8%	14.6%	2.4%	0.4%	100.0%
Limpopo	41.6%	0.2%	0.5%	5.8%	46.0%	0.2%	0.3%	4.4%	0.9%	0.2%	100.0%

According to Table 13 except for Limpopo and the Eastern Cape where African males are in the majority, Whites are dominant at the professionally qualified level in seven of the nine provinces. The representation of Whites is more than double their EAP in most of the provinces.

A salient feature is the high representation of African females in Limpopo, which is even higher than their male counterparts and their national EAP. White female representation is also more than double their EAP in most provinces and they appear to be doing particularly well in the Western Cape. The best performing province in terms of gender equity appears to be the Eastern Cape taking the EAP of the various groups into account.

Table 14: Workforce profile at the professionally qualified level by province for disability

PROVINCE	Male				Female				Foreign National		TOTAL
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
Western Cape	6.5%	18.7%	2.6%	32.8%	2.9%	12.7%	0.9%	21.3%	1.1%	0.6%	100.0%
Eastern Cape	24.5%	3.4%	2.6%	30.9%	20.2%	4.3%	0.4%	13.3%	0.4%	0.0%	100.0%
Northern Cape	15.0%	0.0%	0.0%	50.0%	15.0%	5.0%	0.0%	15.0%	0.0%	0.0%	100.0%
Free State	13.2%	1.9%	0.0%	66.0%	5.7%	0.0%	0.0%	13.2%	0.0%	0.0%	100.0%
KwaZulu-Natal	11.5%	2.6%	20.9%	30.3%	7.8%	0.7%	11.5%	13.7%	0.9%	0.0%	100.0%
North West	11.1%	0.0%	5.6%	57.4%	11.1%	0.0%	0.0%	14.8%	0.0%	0.0%	100.0%
Gauteng	17.8%	3.3%	5.6%	37.0%	11.9%	2.3%	3.0%	17.9%	0.9%	0.4%	100.0%
Mpumalanga	27.1%	1.3%	0.9%	44.4%	11.6%	0.0%	0.0%	12.4%	2.2%	0.0%	100.0%
Limpopo	44.4%	0.7%	0.0%	18.8%	26.4%	0.0%	0.0%	9.7%	0.0%	0.0%	100.0%

Table 14 shows the dominance of Whites in the professionally qualified level in most of the provinces. The exception is in Limpopo, where Africans are more represented and the Eastern Cape where they are slightly more than Whites. White disabled people are mostly represented in the Free State and North West, where they make up more than 70% of the people with disabilities employed. African people with disabilities are the least represented in the Western Cape. Almost a third of people with disabilities employed in KwaZulu-Natal are Indian.

Male disabled people are more than female people with disabilities at this level.

Table 15: Workforce profile at the skilled level by province and by race and gender

PROVINCE	Male				Female				Foreign National		TOTAL
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
Western Cape	14.2%	20.9%	1.6%	12.8%	11.5%	20.2%	1.6%	16.0%	0.8%	0.4%	100.0%
Eastern Cape	25.2%	6.2%	0.4%	8.3%	47.2%	4.9%	0.4%	6.7%	0.5%	0.2%	100.0%
Northern Cape	26.6%	23.1%	0.2%	19.1%	10.3%	10.4%	0.2%	9.7%	0.3%	0.0%	100.0%
Free State	30.3%	1.9%	0.1%	10.2%	39.8%	2.2%	0.1%	14.8%	0.5%	0.1%	100.0%
KwaZulu-Natal	29.2%	2.9%	14.1%	8.4%	24.9%	3.0%	9.1%	7.2%	1.0%	0.2%	100.0%
North West	34.9%	1.2%	0.4%	17.7%	29.8%	1.2%	0.3%	11.6%	2.8%	0.1%	100.0%
Gauteng	35.2%	5.0%	3.2%	16.8%	20.0%	3.8%	2.5%	12.0%	1.3%	0.3%	100.0%
Mpumalanga	46.0%	1.4%	0.6%	20.1%	19.8%	0.6%	0.4%	8.7%	2.3%	0.1%	100.0%
Limpopo	40.9%	0.1%	0.1%	2.0%	53.8%	0.1%	0.1%	2.6%	0.1%	0.0%	100.0%

Table 15 above shows that the representation in terms of race and gender at this level has been reaching relatively reasonable proportions of representation of the various groups in all provinces. It shows that the designated groups are also performing well at this level. Whites at 28.8% are the most dominant group in the Western Cape, even at this level.

Except for Limpopo, all the provinces appear to be making relatively good progress in terms of women at the skilled level, with Limpopo surpassing the representation of African females at level by a huge margin.

Table 16: Workforce profile at the skilled level by province for disability

PROVINCE	Male				Female				Foreign National		TOTAL
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
Western Cape	8.9%	27.6%	3.0%	17.5%	6.0%	19.2%	1.4%	15.7%	0.5%	0.2%	100.0%
Eastern Cape	31.1%	11.7%	0.1%	16.9%	25.4%	5.0%	0.4%	9.1%	0.0%	0.1%	100.0%
Northern Cape	16.7%	27.1%	1.0%	27.1%	12.5%	12.5%	0.0%	3.1%	0.0%	0.0%	100.0%
Free State	32.7%	6.0%	0.0%	20.7%	13.3%	1.3%	0.0%	26.0%	0.0%	0.0%	100.0%
KwaZulu-Natal	28.5%	5.7%	19.7%	12.3%	13.9%	3.1%	8.4%	7.8%	0.5%	0.1%	100.0%
North West	34.3%	2.4%	3.6%	33.1%	12.7%	0.0%	1.6%	11.6%	0.8%	0.0%	100.0%
Gauteng	30.8%	3.7%	3.0%	22.4%	19.1%	3.4%	2.3%	14.2%	0.9%	0.1%	100.0%
Mpumalanga	41.4%	0.9%	0.4%	29.5%	10.5%	0.5%	0.0%	11.3%	5.5%	0.0%	100.0%
Limpopo	44.2%	0.2%	0.2%	17.5%	25.9%	0.0%	0.7%	11.2%	0.0%	0.0%	100.0%

According to Table 16 above, Africans are slightly more represented at this level in most of the provinces.

The only exception is in the Free State and the Northern Cape, which have slightly more representation of White people with disabilities. There are also more disabled Coloured people in the Western Cape in the skilled level. The representation of people with disabilities in Limpopo in particular is commended.

There is an over-representation of male people with disabilities, than females in all the provinces at this level.



7

**WORKFORCE
POPULATION
DISTRIBUTION BY
SECTOR**

7. WORKFORCE PROFILE POPULATION DISTRIBUTION BY SECTOR

Table 17: Industry/Sector workforce profile at the top management level by race and gender

SECTORS	Male				Female				Foreign National		TOTAL
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
Agriculture	4.8%	2.9%	0.8%	75.0%	1.3%	1.4%	0.2%	12.5%	0.9%	0.2%	100.0%
Mining and Quarrying	14.9%	1.8%	2.1%	66.1%	3.2%	0.5%	0.6%	7.3%	3.5%	0.1%	100.0%
Manufacturing	4.6%	2.8%	6.8%	66.9%	1.6%	1.3%	1.5%	10.3%	3.9%	0.4%	100.0%
Electricity, Gas and Water	21.5%	4.8%	6.5%	43.2%	9.5%	2.0%	2.0%	6.3%	3.7%	0.5%	100.0%
Construction	10.9%	4.8%	4.9%	63.2%	3.0%	1.4%	1.5%	8.0%	2.1%	0.2%	100.0%
Retail and Motor Trade/Repair Service	3.0%	3.2%	7.1%	66.7%	1.1%	1.4%	1.8%	13.8%	1.7%	0.2%	100.0%
Wholesale Trade/Commercial Agents/Allied Services	3.8%	2.8%	8.8%	63.1%	1.5%	1.2%	2.1%	13.5%	2.9%	0.3%	100.0%
Catering/Accommodation/other trade	7.1%	2.9%	2.7%	55.3%	3.5%	1.7%	1.6%	21.7%	2.7%	0.7%	100.0%
Transport/Storage/Communications	9.0%	3.2%	8.5%	55.1%	3.9%	1.5%	2.1%	12.0%	4.2%	0.6%	100.0%
Finance/Business Services	8.2%	2.4%	5.0%	57.2%	3.8%	1.6%	2.0%	16.0%	3.1%	0.6%	100.0%
Community/Social/Personal Services	22.3%	3.9%	4.4%	37.1%	11.1%	1.9%	1.8%	15.7%	1.3%	0.5%	100.0%

According to Table 17, Whites are the most dominant group in all the business sectors at the top management level. They are most dominant in the agricultural sector and seem to feature less in the community, social and personal services sector, which has a large representation of government employers in the sector.

There is a growing trend towards the employment of foreign nationals at this level. A case in point is in mining; manufacturing; electricity, gas and water supply; wholesale and trade; catering; transport and finance sectors where foreign national representation surpasses that of Indian and Coloureds females at the top management level.

Table 18: Industry/sector workforce profile at the top management level for disability

SECTOR	Male				Female				Foreign National		TOTAL
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
Agriculture	11.9%	0.0%	0.0%	81.0%	0.0%	0.0%	0.0%	7.1%	0.0%	0.0%	100.0%
Mining and Quarrying	8.3%	8.3%	2.8%	63.9%	2.8%	0.0%	0.0%	13.9%	0.0%	0.0%	100.0%
Manufacturing	4.9%	4.9%	7.0%	57.8%	1.1%	1.6%	2.7%	17.3%	2.7%	0.0%	100.0%
Electricity, Gas and Water	13.3%	0.0%	6.7%	60.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Construction	12.8%	4.7%	8.1%	53.5%	5.8%	2.3%	1.2%	8.1%	3.5%	0.0%	100.0%
Retail and Motor Trade/Repair Service	2.4%	3.7%	25.6%	51.2%	0.0%	1.2%	6.1%	8.5%	1.2%	0.0%	100.0%
Wholesale Trade/ Commercial Agents/Allied Services	4.5%	1.8%	11.8%	54.5%	3.6%	4.5%	1.8%	13.6%	2.7%	0.9%	100.0%
Catering/ Accommodation/ other trade	6.9%	3.4%	3.4%	44.8%	3.4%	6.9%	3.4%	27.6%	0.0%	0.0%	100.0%
Transport/ Storage/ Communications	8.1%	3.5%	26.7%	45.3%	3.5%	2.3%	1.2%	9.3%	0.0%	0.0%	100.0%
Finance/ Business Services	6.5%	2.4%	5.6%	60.5%	4.8%	1.6%	4.0%	12.9%	0.8%	0.8%	100.0%
Community/ Social/Personal Services	29.4%	4.0%	1.6%	35.7%	11.1%	4.8%	2.4%	10.3%	0.0%	0.8%	100.0%

Table 18 depicts that even with disability, White people are dominant in all the sectors at the top management level. They are mostly represented in Agriculture, with more than 80% of them. An impressive feature is that of African people with disabilities featuring significantly with one third of them in the Electricity, gas and water supply sector. Of particular note are the females, who surpass their male counterparts at this level in the same sector.

Table 19: Sector workforce profile at the senior management level by race and gender

SECTORS	Male				Female				Foreign National		TOTAL
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
Agriculture	8.3%	3.4%	1.5%	63.7%	2.6%	1.5%	0.5%	17.3%	1.0%	0.2%	100.0%
Mining and Quarrying	15.4%	2.2%	3.2%	60.9%	3.4%	0.6%	1.2%	9.3%	3.4%	0.3%	100.0%
Manufacturing	6.9%	5.5%	8.3%	53.8%	2.2%	2.1%	2.9%	15.6%	2.5%	0.3%	100.0%
Electricity, Gas and Water	25.4%	4.1%	6.1%	33.2%	12.5%	2.0%	2.5%	10.2%	3.3%	0.7%	100.0%
Construction	11.8%	6.0%	4.9%	57.1%	3.7%	1.4%	1.2%	11.3%	2.3%	0.3%	100.0%
Retail and Motor Trade/Repair Service	7.5%	5.7%	8.2%	45.6%	3.5%	4.3%	3.5%	20.4%	1.0%	0.3%	100.0%
Wholesale Trade/Commercial Agents/Allied Services	8.7%	4.2%	9.7%	44.5%	3.4%	3.0%	3.2%	21.3%	1.7%	0.5%	100.0%
Catering/Accommodation/other trade	11.2%	4.8%	3.9%	35.1%	7.7%	4.2%	2.6%	27.9%	2.0%	0.5%	100.0%
Transport/Storage/Communications	12.3%	4.6%	10.8%	41.9%	5.7%	2.4%	3.5%	16.3%	2.2%	0.5%	100.0%
Finance/Business Services	9.0%	3.5%	6.7%	40.8%	6.1%	2.7%	4.1%	23.5%	2.6%	0.9%	100.0%
Community/Social/Personal Services	27.3%	4.9%	3.8%	22.2%	15.6%	3.2%	2.8%	18.8%	1.0%	0.5%	100.0%

As depicted in Table 19, Whites, particularly White males, dominate at senior management level. An exception can be found in the community, social and personal services, which have more African males and the electricity, gas and water supply industries, with slightly more African females than White females.

Africans are the second largest group across most sectors, except for the manufacturing industry where Indians have the second largest representation after Whites. Coloured females are slightly more represented in the retail and motor trade sector compared to their African and Indian female counterparts.

Male foreign national representation at the senior management level features prominently in mining and quarrying, even ahead of Coloureds and Indians.

Table 20: Sector workforce profile at the senior management level for disability

SECTOR	Male				Female				Foreign National		TOTAL
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
Agriculture	7.1%	3.5%	0.0%	64.7%	0.0%	2.4%	0.0%	22.4%	0.0%	0.0%	100.0%
Mining and Quarrying	14.3%	3.6%	1.8%	67.9%	1.8%	0.0%	0.0%	8.9%	1.8%	0.0%	100.0%
Manufacturing	5.8%	9.2%	7.9%	57.2%	1.7%	2.4%	2.4%	12.7%	0.7%	0.0%	100.0%
Electricity, Gas and Water	3.8%	0.0%	3.8%	50.0%	11.5%	0.0%	3.8%	26.9%	0.0%	0.0%	100.0%
Construction	7.8%	8.7%	8.7%	52.4%	3.9%	1.9%	1.0%	13.6%	1.9%	0.0%	100.0%
Retail and Motor Trade/Repair Service	2.8%	3.9%	11.6%	43.6%	2.2%	1.7%	13.3%	21.0%	0.0%	0.0%	100.0%
Wholesale Trade/ Commercial Agents/Allied Services	5.5%	6.1%	11.0%	36.2%	2.5%	3.7%	3.1%	27.0%	3.1%	1.8%	100.0%
Catering/ Accommodation/ other trade	9.0%	4.5%	4.5%	40.3%	3.0%	3.0%	1.5%	31.3%	3.0%	0.0%	100.0%
Transport/ Storage/ Communications	3.4%	3.0%	51.5%	25.4%	1.9%	0.7%	4.1%	9.3%	0.7%	0.0%	100.0%
Finance/ Business Services	9.0%	4.3%	3.2%	39.7%	6.1%	5.8%	5.2%	23.8%	2.3%	0.6%	100.0%
Community/ Social/Personal Services	32.9%	4.5%	2.0%	29.5%	15.0%	0.8%	0.8%	13.9%	0.3%	0.3%	100.0%

Table 20, shows that Whites still dominate at the senior management for people with disabilities in most sectors. The only exception is seen in the transport, storage and communication sector, which is dominated by Indians as 55.6% of the people with disabilities are employed in this sector.

There are also more male disabled people at this level in all the sectors.

Table 21: Sector workforce profile at the professionally qualified level by race and gender

SECTORS	Male				Female				Foreign National		TOTAL
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
Agriculture	17.5%	5.3%	1.7%	44.5%	6.7%	2.2%	0.8%	19.9%	1.2%	0.2%	100.0%
Mining and Quarrying	22.7%	2.6%	2.7%	48.4%	7.5%	1.0%	1.3%	11.2%	2.2%	0.4%	100.0%
Manufacturing	13.1%	6.4%	8.5%	43.0%	4.8%	2.9%	3.4%	15.7%	1.9%	0.3%	100.0%
Electricity, Gas and Water	26.9%	5.3%	5.7%	27.1%	18.4%	2.2%	2.4%	8.8%	2.7%	0.4%	100.0%
Construction	19.2%	7.0%	4.8%	46.0%	5.5%	1.4%	1.4%	10.4%	3.7%	0.5%	100.0%
Retail and Motor Trade/Repair Service	14.5%	7.4%	7.5%	27.9%	10.1%	6.9%	4.4%	20.3%	0.6%	0.3%	100.0%
Wholesale Trade/ Commercial Agents/Allied Services	12.9%	5.4%	7.6%	31.9%	7.8%	4.7%	4.5%	23.7%	1.1%	0.3%	100.0%
Catering/ Accommodation/ other trade	15.2%	5.6%	3.4%	20.4%	16.6%	7.2%	3.8%	23.4%	3.1%	1.3%	100.0%
Transport/ Storage/ Communications	17.4%	5.8%	8.1%	35.5%	8.4%	2.9%	3.6%	15.5%	2.4%	0.5%	100.0%
Finance/Business Services	11.7%	4.7%	6.7%	29.1%	10.3%	5.2%	6.1%	23.4%	1.9%	0.9%	100.0%
Community/ Social/Personal Services	23.9%	4.1%	2.6%	12.3%	31.2%	5.1%	3.0%	15.5%	1.6%	0.7%	100.0%

According to Table 21, Africans are mostly represented within the community, social and personal services industry, which is mainly composed of government departments, while Whites still dominate in many of the other sectors. Most notable is the significant representation of females, which surprisingly even surpasses their male counterparts in this sector.

Africans also dominate the professionally qualified level within the electricity, gas and water supply sector. African females feature prominently in the catering sector, more than even their male counterparts.

Table 22: Sector workforce profile at the professionally qualified level for disability

SECTOR	Male				Female				Foreign National		TOTAL
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
Agriculture	20.2%	4.0%	1.7%	44.5%	9.8%	2.3%	0.6%	16.8%	0.0%	0.0%	100.0%
Mining and Quarrying	23.3%	1.6%	0.5%	61.7%	2.6%	1.0%	0.5%	5.7%	3.1%	0.0%	100.0%
Manufacturing	11.7%	10.7%	10.1%	45.0%	4.7%	3.7%	1.4%	11.8%	0.9%	0.1%	100.0%
Electricity, Gas and Water	11.0%	4.5%	3.9%	51.9%	7.8%	1.3%	1.9%	14.3%	1.3%	1.9%	100.0%
Construction	23.1%	5.8%	10.7%	41.3%	5.3%	0.4%	2.2%	8.9%	1.8%	0.4%	100.0%
Retail and Motor Trade/Repair Service	8.1%	7.3%	10.5%	36.8%	4.0%	3.3%	9.2%	20.9%	0.0%	0.0%	100.0%
Wholesale Trade/ Commercial Agents/Allied Services	7.4%	5.0%	7.0%	34.3%	4.1%	8.3%	5.4%	24.4%	3.7%	0.4%	100.0%
Catering/ Accommodation/ other trade	11.1%	1.2%	2.3%	32.7%	9.9%	9.9%	3.5%	22.8%	4.1%	2.3%	100.0%
Transport/ Storage/ Communications	14.0%	5.0%	12.1%	40.4%	4.8%	3.1%	3.5%	16.0%	1.1%	0.0%	100.0%
Finance/Business Services	10.0%	4.2%	5.6%	35.5%	6.1%	4.6%	4.3%	28.7%	0.4%	0.7%	100.0%
Community/ Social/Personal Services	25.9%	4.2%	2.3%	27.1%	21.7%	2.9%	1.3%	13.9%	0.6%	0.1%	100.0%

The continued dominance of White disabled people in the professionally qualified level is observed, in **Table 22**, in most of the sectors. An exception can be seen in the Community, Social and Personal Services, where Africans have a slight edge over other race groups.

As with other levels, there is an over representation of male people with disabilities in all the sectors at this level.

Table 23 Sector workforce profile at the skilled level by race and gender

SECTORS	Male				Female				Foreign National		TOTAL
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
Agriculture	33.9%	11.7%	1.8%	18.0%	12.7%	5.7%	0.9%	14.2%	1.1%	0.2%	100.0%
Mining and Quarrying	42.9%	3.6%	0.8%	31.6%	8.2%	1.0%	0.5%	6.7%	4.5%	0.1%	100.0%
Manufacturing	30.9%	10.2%	6.6%	24.4%	8.5%	4.6%	2.5%	10.9%	1.3%	0.2%	100.0%
Electricity, Gas and Water	38.4%	5.0%	2.1%	14.4%	28.2%	3.0%	1.4%	6.6%	0.7%	0.2%	100.0%
Construction	48.0%	7.8%	2.7%	19.1%	6.7%	1.6%	1.1%	7.6%	5.2%	0.2%	100.0%
Retail and Motor Trade/Repair Service	23.7%	7.4%	5.8%	15.7%	19.7%	10.1%	4.0%	13.0%	0.4%	0.1%	100.0%
Wholesale Trade/ Commercial Agents/Allied Services	26.2%	6.7%	5.3%	16.1%	16.7%	7.1%	4.4%	16.7%	0.7%	0.2%	100.0%
Catering/ Accommodation/ other trade	25.7%	5.7%	2.5%	9.5%	27.3%	9.9%	2.9%	13.5%	1.9%	1.1%	100.0%
Transport/ Storage/ Communications	32.1%	8.1%	5.5%	20.5%	14.4%	4.4%	2.9%	11.0%	0.9%	0.2%	100.0%
Finance/Business Services	19.8%	5.8%	4.2%	13.5%	21.5%	9.3%	5.4%	19.0%	0.8%	0.5%	100.0%
Community/ Social/Personal Services	34.5%	4.8%	1.5%	5.9%	37.2%	4.9%	1.5%	8.9%	0.4%	0.2%	100.0%

Table 23 shows that the skilled level is dominated by Africans, notably African males. Whites make the second largest representation, followed by Coloureds and Indians. White females still dominate, though not by a significant margin as other levels, in agriculture, manufacturing, construction and wholesale trade sectors.

African females are the second largest group in these sectors, with the exception in the wholesale trade sector, where the representation levels for African and White females is very similar, while Coloured representation surpasses their EAP.

Skilled male foreign nationals also feature prominently in mining and quarrying and in the construction sector.

Table 24: Sector workforce profile at the skilled level for disability

SECTOR	Male				Female				Foreign National		TOTAL
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
Agriculture	37.2%	12.7%	1.6%	19.5%	13.5%	4.4%	0.4%	10.1%	0.6%	0.0%	100.0%
Mining and Quarrying	40.8%	2.7%	0.6%	35.7%	4.0%	0.7%	0.1%	4.3%	11.2%	0.0%	100.0%
Manufacturing	24.6%	14.9%	7.4%	28.7%	6.8%	7.4%	1.7%	7.7%	0.9%	0.0%	100.0%
Electricity, Gas and Water	27.3%	4.3%	2.8%	36.1%	15.9%	2.1%	0.9%	9.7%	0.8%	0.0%	100.0%
Construction	41.9%	8.8%	2.6%	27.9%	5.2%	1.0%	0.7%	11.2%	0.5%	0.2%	100.0%
Retail and Motor Trade/Repair Service	18.8%	8.8%	8.5%	17.9%	16.4%	7.2%	6.2%	15.7%	0.5%	0.1%	100.0%
Wholesale Trade/ Commercial Agents/Allied Services	18.9%	8.4%	6.6%	19.6%	15.9%	9.3%	4.1%	16.7%	0.1%	0.3%	100.0%
Catering/ Accommodation/ other trade	23.7%	6.6%	3.2%	12.5%	22.5%	8.3%	3.2%	19.3%	0.2%	0.5%	100.0%
Transport/ Storage/ Communications	27.0%	5.6%	5.2%	31.4%	9.0%	3.5%	3.1%	14.8%	0.4%	0.0%	100.0%
Finance/Business Services	20.2%	5.6%	3.7%	15.7%	15.3%	8.7%	4.6%	25.5%	0.4%	0.4%	100.0%
Community/ Social/Personal Services	34.1%	4.0%	2.1%	15.7%	26.2%	3.4%	1.6%	12.8%	0.2%	0.1%	100.0%

According to Table 24, African people with disabilities feature prominently in most of the sectors at the skilled level, with their noticeable representation in the Community, Social and Personal Services and the Agricultural sectors. Disabled White people still feature though in the Manufacturing, Electricity, Gas and Water Supply and the Wholesale Trade Sectors.

Male people with disabilities are more favoured than their female counterparts as they are more represented at this level.



8

**WORKFORCE
POPULATION
DISTRIBUTION BY
BUSINESS TYPE**

8. WORKFORCE PROFILE POPULATION DISTRIBUTION BY BUSINESS TYPE

Table 25: Workforce profile at the top management level by race and gender and by Business Type -(Please note All Government is inclusive of national, provincial and local Governments)

BUSINESSES TYPE	Male				Female				Foreign National		TOTAL
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
All employers	8.8%	3.2%	5.7%	59.8%	3.6%	1.5%	1.6%	12.8%	2.7%	0.4%	100.0%
All Government	46.6%	6.2%	4.9%	11.5%	24.5%	1.5%	1.7%	2.9%	0.2%	0.1%	100.0%
National Government	41.3%	6.0%	6.3%	12.1%	23.5%	2.5%	3.5%	3.8%	1.0%	0.0%	100.0%
Provincial Government	45.1%	6.3%	3.0%	7.8%	30.2%	1.5%	1.1%	4.9%	0.0%	0.0%	100.0%
Local Government	48.3%	6.2%	5.0%	12.2%	23.5%	1.2%	1.3%	2.1%	0.0%	0.2%	100.0%
Private sector	6.3%	3.0%	5.8%	63.4%	2.3%	1.4%	1.6%	12.9%	2.9%	0.4%	100.0%
Non-Profit organisation	15.8%	5.5%	2.7%	35.5%	8.2%	3.7%	2.7%	22.8%	1.7%	1.5%	100.0%
Parastatal	42.8%	3.5%	6.5%	17.2%	19.9%	1.8%	1.6%	5.8%	0.7%	0.2%	100.0%
Educational institution	14.7%	4.4%	5.7%	37.5%	6.8%	2.0%	0.8%	26.6%	0.9%	0.6%	100.0%

As shown in Table 25, Whites still dominate at the top management level in the private sector, non-profit organisation and the educational institution business types. In fact, White females seem to receive preference over their Black female counterparts within these business types.

Only in Government (all tiers) and in parastatals are Africans in the majority, both male and female. African males are mostly represented in the Local Government sector, followed by Provincial and National Government, while African females, are mostly represented in Provincial Government. The same pattern emerges in all tiers for Government and parastatals, where Africans and males dominate.

Male foreign nationals feature more significantly at the top management than African, Indian and Coloured females in the private sector.

Table 26: Workforce profile at the top management level by business type for disability
-(Please note All Government is inclusive of national, provincial and local Governments)

Business Type	Male				Female				Foreign National		TOTAL
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
All employers	10.0%	3.4%	9.2%	54.7%	4.0%	2.4%	2.4%	12.1%	1.3%	0.3%	100.0%
All Government	39.3%	3.6%	3.6%	17.9%	25.0%	7.1%	3.6%	0.0%	0.0%	0.0%	100.0%
National Government	20.0%	0.0%	0.0%	20.0%	20.0%	20.0%	20.0%	0.0%	0.0%	0.0%	100.0%
Provincial Government	75.0%	0.0%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Local Government	36.8%	5.3%	5.3%	21.1%	26.3%	5.3%	0.0%	0.0%	0.0%	0.0%	100.0%
Private sector	7.8%	3.3%	8.4%	58.9%	2.6%	2.3%	2.2%	12.7%	1.4%	0.4%	100.0%
Non-Profit organisation	28.9%	8.9%	0.0%	20.0%	20.0%	2.2%	4.4%	15.6%	0.0%	0.0%	100.0%
Parastatal	50.0%	0.0%	12.5%	25.0%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Educational institution	4.0%	0.0%	60.0%	24.0%	0.0%	0.0%	4.0%	4.0%	4.0%	0.0%	100.0%

In **Table 26**, Whites still have a hold at the top management level with regards to the people with disabilities in the private sector. African disabled people feature more prominently in Government, especially in Provincial Government. They are also fairly represented in non-profit organisations and in parastatals, while Indian people with disabilities are mostly represented in institutions of learning.

The National Government sphere seems to be doing fairly well with regards to the representation of females at the top management level.

Table 27: Workforce profile at the senior management level by race and gender and by business type
-(Please note All Government is inclusive of national, provincial and local Governments)

BUSINESSES TYPE	Male				Female				Foreign National		TOTAL
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
All employers	12.3%	4.5%	6.6%	43.8%	6.1%	2.6%	2.9%	18.6%	2.0%	0.5%	100.0%
All Government	38.5%	5.5%	4.4%	14.9%	22.9%	2.5%	2.5%	8.0%	0.4%	0.3%	100.0%
National Government	32.8%	4.7%	5.1%	14.9%	24.2%	2.3%	3.8%	11.0%	0.6%	0.5%	100.0%
Provincial Government	45.6%	6.6%	3.0%	7.9%	27.3%	3.6%	1.5%	4.3%	0.3%	0.0%	100.0%
Local Government	42.5%	6.0%	4.3%	19.7%	17.9%	2.2%	1.3%	6.0%	0.2%	0.0%	100.0%
Private sector	8.6%	4.4%	6.9%	48.6%	3.7%	2.6%	3.0%	19.6%	2.3%	0.5%	100.0%
Non-Profit organisation	15.9%	5.2%	2.3%	22.3%	12.6%	5.9%	3.2%	29.0%	2.1%	1.5%	100.0%
Parastatal	31.6%	4.4%	7.3%	23.6%	17.9%	2.4%	3.3%	7.9%	1.2%	0.5%	100.0%
Educational institution	19.9%	4.8%	7.3%	23.0%	11.7%	2.6%	2.1%	26.6%	1.5%	0.6%	100.0%

The picture as depicted in **Table 27** is very similar to that of top management with slightly reduced representation of Africans in all tiers of Government. Africans, both males and females, are mostly represented in Provincial Government for both males and females. Africans also have a significant representation within senior management in parastatals ahead of Whites.

More Whites, especially White females, are found in non-profit organisations and educational institutions, while the status quo of White male dominance still persists in the private sector, non-profit organisations as well as educational institutions.

Table 28: Workforce profile at the senior management level by business type for disability
(Please note All Government is inclusive of national, provincial and local Governments)

Business Type	Male				Female				Foreign National		TOTAL
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
All employers	11.1%	5.2%	12.0%	41.3%	5.3%	2.4%	3.7%	17.6%	1.2%	0.3%	100.0%
All Government	34.6%	2.9%	1.8%	32.1%	17.5%	1.1%	0.7%	9.3%	0.0%	0.0%	100.0%
National Government	15.0%	5.0%	1.7%	36.7%	16.7%	3.3%	3.3%	18.3%	0.0%	0.0%	100.0%
Provincial Government	57.7%	0.0%	3.8%	15.4%	19.2%	0.0%	0.0%	3.8%	0.0%	0.0%	100.0%
Local Government	37.6%	2.6%	1.5%	33.0%	17.5%	0.5%	0.0%	7.2%	0.0%	0.0%	100.0%
Private sector	6.5%	6.4%	6.9%	47.2%	2.9%	3.0%	4.6%	20.6%	1.5%	0.4%	100.0%
Non-Profit organisation	21.2%	3.0%	6.1%	24.2%	12.1%	0.0%	0.0%	30.3%	3.0%	0.0%	100.0%
Parastatal	27.7%	0.0%	2.1%	42.6%	12.8%	2.1%	2.1%	10.6%	0.0%	0.0%	100.0%
Educational institution	4.5%	0.0%	81.3%	7.1%	0.6%	0.0%	1.3%	4.5%	0.6%	0.0%	100.0%

According to Table 28, White people with disabilities are mostly represented in the private sector, non-profit organisations, parastatals and National Government at this level. Although the numbers are small, Indians especially males, seems to dominate educational institution. African people with disabilities are mostly represented in the Provincial and Local Government spheres at the senior management level.

Table 29: Workforce profile at the professional qualified level by race and gender and by business type -
(Please note All Government is inclusive of national, provincial and local Governments)

BUSINESSES TYPE	Male				Female				Foreign National		TOTAL
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
All employers	18.0%	5.1%	5.3%	27.7%	16.1%	4.3%	3.7%	17.5%	1.8%	0.6%	100.0%
All Government	29.0%	4.4%	2.3%	9.1%	36.3%	6.1%	2.7%	8.3%	1.2%	0.5%	100.0%
National Government	35.7%	4.5%	2.1%	13.7%	27.9%	3.6%	2.4%	9.6%	0.3%	0.2%	100.0%
Provincial Government	27.2%	3.4%	2.3%	5.9%	41.0%	7.0%	3.1%	7.9%	1.6%	0.7%	100.0%
Local Government	27.5%	10.6%	3.2%	20.9%	22.5%	5.4%	1.3%	8.2%	0.3%	0.1%	100.0%
Private sector	13.7%	5.5%	6.6%	35.3%	7.8%	4.1%	4.2%	20.3%	1.9%	0.6%	100.0%
Non-Profit organisation	17.1%	3.9%	1.7%	13.4%	22.2%	7.4%	2.8%	27.8%	2.3%	1.3%	100.0%
Parastatal	23.0%	3.1%	4.5%	18.4%	32.7%	2.7%	3.5%	9.5%	1.8%	0.8%	100.0%
Educational institution	21.7%	5.4%	3.0%	21.9%	14.3%	3.0%	2.1%	24.6%	2.9%	1.0%	100.0%

As far as the professionally qualified level is concerned, Whites still have an edge over other population groups in the private sector and the educational institutions, while White females continue to dominate Black female representation in non-profit organisations as shown in Table 29.

Africans are mostly employed in Government and parastatals with African females dominating the Provincial Government. The representation of foreign nationals (mostly male) is visible only in educational institutions and non-profit organisations.

Table 30: Workforce profile at the professional qualified level by business type for disability
 - (Please note All Government is inclusive of national, provincial and local Governments)

Business Type	Male				Female				Foreign National		TOTAL
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
All employers	16.8%	5.3%	5.8%	36.0%	10.9%	3.6%	3.0%	17.4%	0.9%	0.3%	100.0%
All Government	31.2%	3.8%	2.0%	25.1%	24.2%	2.0%	1.0%	10.5%	0.1%	0.0%	100.0%
National Government	25.8%	2.2%	3.8%	31.7%	13.4%	1.1%	1.1%	20.4%	0.5%	0.0%	100.0%
Provincial Government	36.4%	6.6%	1.3%	13.3%	30.1%	4.1%	0.9%	7.3%	0.0%	0.0%	100.0%
Local Government	30.4%	3.1%	2.0%	28.1%	24.4%	1.5%	1.0%	9.5%	0.0%	0.0%	100.0%
Private sector	11.6%	6.5%	7.4%	40.1%	5.1%	4.3%	4.2%	19.5%	1.0%	0.3%	100.0%
Non-Profit organisation	16.2%	4.7%	2.7%	12.8%	31.1%	10.8%	1.4%	18.9%	1.4%	0.0%	100.0%
Parastatal	19.5%	3.4%	4.2%	34.5%	16.9%	1.8%	1.3%	16.9%	0.8%	0.8%	100.0%
Educational institution	14.8%	1.2%	7.3%	43.6%	6.5%	1.0%	1.2%	20.8%	2.7%	1.0%	100.0%

Table 30, above shows that White people with disabilities still dominate the private sector, educational institutions, parastatals and the National Government at his level. Disabled Africans however feature in Provincial and Local Government spheres as in non-profit organisations.

Women disabled people are mostly represented in non-profit organisations at the Professionally Qualified level.

Table 31: Workforce profile at the skilled level by race and gender and by business type
 - (Please note All Government is inclusive of national, provincial and local Governments)

BUSINESSES TYPE	Male				Female				Foreign National		TOTAL
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
All employers	31.9%	6.4%	3.3%	14.3%	23.3%	5.5%	2.5%	11.2%	1.2%	0.3%	100.0%
All Government	31.3%	4.0%	1.2%	3.5%	49.1%	4.4%	1.2%	5.1%	0.2%	0.1%	100.0%
National Government	40.4%	6.5%	1.1%	7.0%	32.2%	4.1%	1.1%	7.5%	0.0%	0.0%	100.0%
Provincial Government	27.7%	1.7%	0.6%	1.2%	59.0%	4.2%	1.1%	4.1%	0.3%	0.2%	100.0%
Local Government	34.1%	12.7%	4.9%	10.7%	22.7%	6.5%	2.0%	6.2%	0.1%	0.0%	100.0%
Private sector	31.6%	7.3%	4.4%	18.6%	14.0%	5.9%	3.2%	13.2%	1.7%	0.3%	100.0%
Non-Profit organisation	25.9%	4.4%	1.7%	9.0%	31.3%	8.3%	2.4%	15.9%	0.6%	0.5%	100.0%
Parastatal	33.3%	4.6%	2.3%	14.9%	32.3%	3.3%	1.8%	6.9%	0.4%	0.2%	100.0%
Educational institution	35.5%	7.7%	2.2%	11.4%	19.3%	6.5%	1.5%	14.5%	0.7%	0.5%	100.0%

Table 31 shows that Africans dominate all the business types at the skilled level. African females feature strongly in the provincial tier of Government. The second largest group at the skilled level is Whites, with the exception of the Provincial and Local Government, where Indians are the second largest after Africans.

Table 32: Workforce profile at the skilled level by business type for disability
 - (Please note All Government is inclusive of national, provincial and local Governments)

Business Type	Male				Female				Foreign National		TOTAL
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
All employers	28.9%	6.7%	3.9%	21.3%	17.1%	5.0%	2.4%	13.5%	1.0%	0.1%	100.0%
All Government	34.5%	3.7%	1.3%	13.9%	32.0%	3.3%	0.9%	10.4%	0.1%	0.0%	100.0%
National Government	32.4%	3.9%	0.3%	13.8%	25.0%	4.9%	0.7%	19.0%	0.0%	0.0%	100.0%
Provincial Government	36.7%	5.0%	1.8%	7.1%	39.0%	2.8%	0.7%	6.7%	0.1%	0.1%	100.0%
Local Government	34.4%	3.3%	1.3%	15.4%	31.6%	3.1%	0.9%	9.8%	0.1%	0.0%	100.0%
Private sector	27.1%	8.6%	5.3%	22.9%	10.8%	6.2%	3.0%	14.5%	1.5%	0.2%	100.0%
Non-Profit organisation	22.8%	8.9%	0.9%	10.7%	31.8%	8.0%	1.8%	14.5%	0.6%	0.0%	100.0%
Parastatal	25.2%	3.5%	2.2%	34.6%	18.1%	2.8%	1.3%	11.8%	0.5%	0.0%	100.0%
Educational institution	27.5%	5.7%	5.4%	25.5%	8.2%	3.2%	4.7%	19.1%	0.5%	0.1%	100.0%

As shown in Table 32, African people with disabilities are more represented in all spheres of Government, and in non-profit organisations with the Provincial Government having the most representation at the skilled level. There is almost an equal representation of Africans and Whites, with Africans slightly more represented at the skilled level in the private sector.



9

SUMMARY AND REMARKS

9. SUMMARY AND REMARKS

The 2012 Annual Report has taken full advantage of the fact that we now have a history of ten years of reporting. This has made it possible to do some time-series data analyses and to therefore pick up the long-term patterns and trends. In addition to the unique longitudinal perspective that has been adopted, the report also offers very useful sectoral and provincial breakdowns of the data. This on its own provides some useful picture of the areas of under-representation of designated groups, on the one hand, whilst it also allows for the identification of the sectors that have made most progress. So what is the “state of the nation” with regard to employment equity (EE) in South Africa? Let us summarise the major findings and/or observations below, focusing on key indicators and/or levels.

Key observations from the analysis of trends from reports of 2002-2012

- Generally for the past 10 years we have not shaken the stubborn domination of the Whites substantially in the private sector compared to the public sector
- The breakdown of the 2012 workforce in South Africa indicates that people with disabilities are also subjected to the same racial “packing order” with respect to their employment and representation at the various levels. The racialised access to higher levels that the Employment Equity Act and many other laws, have been seeking to redress over the past 20 years or so, is stubbornly manifesting in the manner in which the various races and genders are reflected at all the critical levels, from top management up to junior management
- It can be observed that the percentage of Whites at the top management level has remained static at the 73% level, with minor ebbs and flows, between 2008 and 2012, whereas they constitute 11.3% of the EAP
- The over-domination by White males at top management in general (where they constitute almost 60% of the total sample of top managers) is also mirrored in their dominance among top managers with disabilities, where White males constitute about 55% of that sub-category
- The same pattern that is reflected in the general data for top managers is also reflected for White females with disabilities in top management. They constitute 12.8% out of all top managers in the total data set and still constitute 12.1% of top managers with disabilities
- An unexpected trend is witnessed in 2010 where the percentage of Africans at the top management level actually declines from 13.6% in 2008 to 12.7% in 2010; whilst the representation of Whites actually increases from 72.8% to 73.1%, between 2008 and 2010
- The percentage of Africans at top management level has been going up and down, on aggregate, and not up and up. Between 2010 and 2012, the percentage of Africans at the top level sees a decline from 12.7% in 2010 to 12.3% in 2012. Interestingly this decline is not due to an increase in the percentage representation of Whites, which declined slightly during the period in question (was 73.1% in 2010 and went slightly down to 72.6% in 2012). It is more attributable to the continued increase in the representation of Indians; which moved from being 5.9% of top management in 2008 to being 7.3% by 2012. In fact the only group that has seen a consistent and significant increase at the top management level between 2002 and 2012 are the Indians. Interestingly, it can be observed from the sectoral analyses and the analyses by business type that the Government Sector has been largely responsible for the upward trend in the representation of Indians at both top management and senior management levels
- The representation of Coloured people in top management has also exhibited a similar pattern to that of African people, going up and then down between 2004 (3.7%), up in 2006 (4.7%) and then down to 4.6% in 2010 where it has remained even for 2012
- African females, on the other hand, together with Coloured females and Indian females have less than 5% representation, respectively, amongst all top managers as well as amongst top managers with disabilities. African females are therefore grossly under-represented at all levels, even amongst people with disabilities, given their actual representation in the general population (as well as in the Economically Active Population) of South Africa
- The Indian category, amongst designated groups, continues to be over-represented. Indian males are even more over-represented amongst people with disabilities in top management (9.2%) than they are amongst top managers as a whole in the sample of reports (5.7%)
- African males constitute 8.8% of all top managers and they are 10% of top managers with disabilities. This is in reverse proportion to the representation of Africans in the total population
- Similar counter-intuitive and contra-policy trends are to be witnessed at the senior management category from the 2002- 2012 data analyses. All the designated groups witness a spike in their percentage of representation during the 2008 reporting period, but this is followed by a dip in their representation by 2010. On the other hand the representation of Whites shoots up and down over the period 2006 (70.9%); and 2008 (65.2), with “re-adjustment in the market” by 2010, where the representation goes up to 73.1% in senior management

- We are therefore following the “random walk” model, as statisticians would call it, with respect to the lack of predictability of our trends. This is akin to the “drunkard’s walk from the bar”; a now-forward but then-again-backward movement away from the bar towards, hopefully, home
- An interesting trend to watch is also the steady rise in the percentage of foreign nationals at both top management as well as senior management levels, between 2006 and 2012. Here the walk has been pretty predictable; upwards and “sober”
- At senior management levels, Indians are over-represented (in relation to their proportion of the Economically Active Population of South Africa), from constituting 6.3% of senior management in 2002, to coming close to 10% by 2012 (9.5%). Once again, we will later “prove” that this is largely due to Government employment trends
- The above pattern is reflected at senior management levels for people with disabilities as well, with minor variations
- Their racialised and genderised “packing order” is also reflected at the professionally qualified and experienced specialist and middle management level. This is the level below senior management where a lot of change is supposed to have occurred over the past 20 years. In 2012, White males were even more highly represented at that level, among people with disabilities (36%) than in the sample of all professionals at that level (27.7%)
- At the professionally qualified level, Africans have seen a doubling in their representation between 2002 (16.2%) and 2012 (34%). Whites have declined at this level from constituting 68% in 2002 to being 45% in 2012. Incidentally, Whites still constitute the largest group in terms of representation at this level, way above their proportion of the Economically Active Population of South Africa
- At the professionally qualified level, Coloured people are equitably represented (9.4%); whilst Indians are more than adequately represented (at 9%)
- At the same level of professionally qualified and experienced specialists; White females with disabilities are also over-represented (17.4%). In fact, the representation of White females with disabilities at that level is even higher than that of African males (16.8%) and way above that of African females with disabilities (10.9%)
- We still see the “deep hole” syndrome at play, where things “get darker as you go deeper”. So the lower levels register increases in the number of Black people, even as White representation continues to decline, whilst things remain “lighter” at the top
- The representation of females is about a quarter of male representation at the top management level and about half the representation of males at the senior management level. The gap is beginning to close at the professionally qualified level quickly as the representation of females this level is only about 3% below their EAP. A similar picture to that of the professionally qualified level is painted at the skilled level in terms of male and female representation. This exhibits the “missing women” paradox that is characteristic of discriminatory societies. Whereas women constitute half of the total population, they “go missing” when it comes to business; management; leadership; etc.
- The pro-male bias is evident even among people with disabilities. Males of all races always have higher percentages of representation than females at virtually all the levels, from top to bottom
- Race and gender are still the two major factors that determine where a person sits in the “hierarchy” in South Africa. White males come first and on top, even with respect to disability. They are followed, in monotonous and predictable fashion, by White females and then Indian males. The country is rigidly locked into this paradigm. The gridlock into a racialised-male-dominated path has stubbornly reared its head to characterise the country’s approach to disability.

PROVINCIAL EMPLOYMENT EQUITY SCORECARD

A few interesting observations can be made from the analyses of the provincial breakdown of race and gender representation. For reasons of time and space, our focus will be on the top two categories (top management and senior management) where the decisions are made and the resources managed. If we were to advise each group where they have the greatest chances of being employed in top management, our advice would be along these lines:

- If you are White, whether male or female, you stand a very good chance of being in top management in the Western Cape. White males are leading in representation at top management in the Western Cape (65.5%); whilst White females also have their highest percentage of representation in top management (14%) in the Western Cape
- For Black Africans the advice would be different for males versus females. If you are an African male, go to Limpopo if you aspire for a position in top management, because there African males constitute 19.4% of top management (the highest percentage representation of Africans in top management of all the provinces). African females are better-off in the Free State, where they constitute 9.1% of top management, their highest level of representation of all the nine provinces.

- Advice to Coloured will also differ in terms of gender. If you are a female Coloured person you are most likely to be in top management in Western Cape (3.8%); whilst the male males do best in the Northern Cape (where they constitute 11.4% of top management). The latter closely approximates the EAP for Coloureds in that region
- Indian males and females are comfortably in the lead in KwaZulu-Natal with respect to top management representation; where they constitute 16% and 4.5% respectively
- Sorry to the “big three” provinces, you are not “employers of choice” with respect to advancement to “top management” for Black Africans. The leaders are Limpopo; North West; Free State and to a smaller extent Mpumalanga
- Eastern Cape, although you are not in the “top four” in terms of “top management” representation for “designated groups” in general, you can be very proud of the fact that Coloured people are very well represented at the senior management levels. In the Eastern Cape, Coloured males constitute 5.8% of senior management; whilst Coloured females constitute 2.7%. This makes the Eastern Cape the third best in terms of representation of Coloured people in senior management, after the Western and the Northern Cape.

The above may assist you to choose which province is likely to assist you with your advancement to senior and top management levels, but the picture is not yet complete. Which sector do you go for when you get there and which business type? The next sub-section should assist you on that score.

SECTORAL BREAKDOWN BY RACE AND GENDER

- African males and females are best represented in the Community, Social and Personal sector where they constitute 22.3% (African males) and 11.1% (African females). This is the sector with the highest representation of Africans in the country with respect to top management
- Designated groups are also well-represented in the highest echelons of the Electricity, Gas and Water sector. There African females are 9.5% of top management; African males constitute 21.5%. Coloured females are at their highest level of representation in top management in the Electricity, Gas and Water sector, albeit from a low base of 2% (it is still their highest level of representation in top management in the country of all the six major sectors)
- Indian males do very well in the Wholesale, Trade/ Communal Agents/ Allied Services sector, where the males constitute 8.8% of top management. This is followed very closely by the Transport/ Storage/ Communication sector, where Indian males constitute 8.5% of top management
- Indian females have their highest top management representation in the Transport/ Storage/ Communal sector (2.1%) and in the Electricity, Gas and Water sector (2%). These percentages may appear low but they are pretty equitable given the proportion of Indian females in the Economically Active Population of the country
- White female should look into the Catering, Accommodation and Other Trade sector for advancement into top management. Here they constitute a hefty 21.7% of top management. They stand a good chance in Finance/ Business Services sector, where White females constitute 16% of top management
- Regarding White males in the Agricultural Sector into top management are very good where they constitute a sizeable 75% of top management. Those who do not have “green fingers” can move “downstream” as it were, into the Manufacturing sector, where White males constitute a safe 66.9% of top management. Retail and Manufacturing (66.7%) as well as Mining and Quarrying (66.1%) would not be bad bets at all
- The population distribution at the Senior management level is more or less along the same lines of the top management with some minor variations here and there. The detailed report should assist the interested reader to zoom into the specificities.

As for the business type, let us complete the picture by adding the type of business that corresponds to the sector. You know now which province tends to employ which group at top management level (and at senior management); you have an idea of the broad sectors in terms of their race and gender “appetite”; but if I am an Indian male/ female, do I go for the private sector or the public sector? How is the Educational Institution sector looking at the top for me as a Coloured? Do I have any chances as an African female in the Non-Profit sector’s top management?

- If you are not a White male, your chances of being in top management and senior management are not very good in the private sector in relation to the other six major sectors. White males constitute 63.4% of top management in the private sector; and they constitute 48.6% of senior management. The odds are therefore against you there
- Educational Institutions are also a great potential choice for the White male. There White males constitute 37.5% of top management. In fact, if you are a White female, the Educational Institution sector is the first choice in terms of representation in top management. White females constitute 26.6% of top management in that sector. The second-best sector in terms of White female representation is the Non-Profit sector, where White females are 22.8% of top management

- African females do best in the top management echelons of Provincial Government where they constitute 30.2%, followed by Local Government (23.5%) as well as National Government (23.5%)
- African males have their best bet in Local Government sector, where they constitute 48.3% of top management; followed by Provincial Government (45.1%); then Parastatals at 42.8%
- It is significant that the only group for which National Government is the highest in terms of their representation at top management are Indian females. Indian female representation in top management at the National Government sector stands at 3.5%. The next best sector for Indian female representation in top management is the Non-Profit Organisation sector (where they constitute 2.7% of top management)
- Similarly with Indian males, the sector where they have the highest representation in top management are State-Owned Enterprises or the Parastatal sector (6.5%); followed closely by National Government (6.3%). The Private Sector only comes third with respect to the representation of Indian males (5.8%) and it comes only fourth for Indian females (1.6%)
- So, with respect to the point that was made much earlier, the driving force behind the continued increase in the proportion of representation of Indians in top management and senior management is not the private sector this time. It is National Government and State-Owned Enterprises
- The Educational Institution sector also features high with respect to the employment of White females and Indian males in senior management. For Indian males, this sector is the highest employer in terms of their percentage representation in senior management (7.3%) of all other sectors. The Educational Institution sector is also the second-highest sector with respect to the representation of White females in senior management (a staggering 26.6%), coming just behind the leader, the Non-Profit sector (29%)
- The Educational Institution sector also features high in the representation of White males at the senior management level. It is the third highest for this group (23%) and it is very close to the second-highest, the Parastatals where White males constitute 23.6% of senior management
- For Coloured females, the Educational Institution sector is the third-highest in terms of senior management representation (2%)
- The Non-Profit sector is the leading sector in terms of the percentage of White females (29%) and Coloured females (5.9%) at senior management level
- African males and females are best represented in the Local Government and Provincial Government' Sectors in terms of senior management proportions. The Private Sector does not feature in the top four sectors in terms of the percentage representation of African males and females when compared to the other sectors
- The phenomenon of over-representation of Indian women in the top management echelons of National Government also manifests at senior management level. Indian females have their highest percentage proportions at senior management level in the National Government category (3.8%); unlike Indian males, whose highest representation at this level is in the Educational Institution sector, followed by Parastatals. The latter are also linked to the Government (State-Owned Enterprises).

SUMMARY OF WORK-FORCE MOVEMENTS OVER THE PAST TEN YEARS: 2002- 2012

The foregoing analysis is based on the “symptoms” or the profile that is observed. It does not say much about the possible driving forces behind the profile. The analysis of the workforce movements assists us to get into the possible causes or “throughput factors” if you want that result in the type of racial; gender and disability profile that we continue to see. Unless the recruitment, selection,; promotion, skills development patterns change and become pro-equity and pro-transformation, it is folly for us to expect to see different results. Indeed the data on these areas tell a very serious and worrying story. They point clearly to a cause-and-effect relationship. We are still locked-into and path-dependent on our past patterns of recruitment, promotion and skills development. This is reflected for senior and top management. In fact the statistics on the latter explain the “Random Walk” phenomenon that was referred to earlier, whereby we have an unpredictable and staggered trajectory in the movement of designated groups into senior and top management, particularly the Black African groups as seen over the past ten years.

A close analysis of the statistics for recruitment; promotion and skills development for 2012, for all employers reveals the following patterns:

- At senior management level, the highest percentage of skills development goes to White males (47.7%); the highest recruitment into top management in 2012 was largely for White males (47.4%) (versus Africans: 14.8%; Coloureds: 3.7%; and Indians: 5.6%)
- The percentage of recruitment into top management from Indians was 5.6% in 2012

- In 2012, more White females (15.9%) were promoted into top management than Black males (12.6%)
- More White females also underwent skills development (14.8%) at top management level, than African males (13.7%), African females (8.2%), Coloured males (4.1%), Coloured females (2.3%), Indian males (6.3%) and Indian females (2.8%)
- A similar pattern occurred for the senior management level in 2012. More White males were recruited into senior management (42.6%) than any other single group (African males: 12.7%, Coloured males: 4%, Indian males: 6.7%, African females: 7.1%, Coloured females: 2.3%, Indian females: 3% and White females: 17.1%)
- The percentage of Indian males (6.7%); and White females (17.1), who were recruited into senior management in 2012 is way above their proportionate representation in the Economically Active Population of South Africa. These recruitment trends and patterns are the “throughput factors” that guarantee the continuation of the “outputs” that we see.
- Almost twice as many White males went through skills development at senior management level in 2012 (34.5%) than African males (16.8%)
- The promotion patterns are also along the same predictable lines, a higher percentage of White males (32.1%) were promoted into senior management in 2012 than that of any other group. Only 16.8% of all promotions were for African males (senior management). Coloured males constituted only 5.6% of all promotions into senior management; this was 7.8% for Indian males, 9.1% for African females; and 4.5% for Indian females
- On the other hand, 17.7% of all promotions into senior management in 2012 were for White females.

We have alluded to the ‘deep hole’ syndrome whereby “things get darker as you go deeper”. So as one goes to lower levels, the percentages get reversed and one sees higher percentages of Africans and women coming up. But this has been the pattern over many years. The above statistics and patterns are the driver behind the profile that we see at the highest levels. These are the senior-to-top management levels. It is therefore no wonder that the Broad Based Black Economic Empowerment “movement” has been vociferous about the need to target “top management” for transformation; to focus on that level rather than on other levels. It is very difficult to argue against this approach, particularly when the recruitment; skills development and promotion statics for 2012 are considered. These are based on decisions that were taken by senior-to-top managers during the period 2010-2012, i.e. at the height of the Broad Based Black Economic Empowerment and Employment Equity implementation era.

Clearly the legislation has not induced the serious transformation in the decision-making processes and so the patterns that are noted above will not lead to any different results. The amendments that are currently under Parliamentary review for both BBBEE and EE could therefore not have come at a better time. The proof will be on the enforcement as, clearly, the approach so far has not generated the necessary momentum or transformation, even as we approach 20 years of post-apartheid democracy and after more than 10 years of EE legislation, with all its reports and requirements.

The spirit and ethos of employment equity needs to be revived so that true fragmentation underpins our movement forward. the pre-occupation with getting points on same “scorecard” has led to the current paradox, wherein we have institutions/ companies that are “empowered but not transformed”.

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APPENDIX A

Total number of employees (including employees with disabilities) in each of the following occupational levels - (Workforce profile 2012)											
OCCUPATIONAL LEVELS	Male				Female				Foreign National		Total
	AM	CM	IM	WM	AF	CF	IF	WF	FM	FF	
Top management	4 611	1 659	2 993	31 464	1 872	773	868	6 716	1 445	210	52 611
	8.8%	3.2%	5.7%	59.8%	3.6%	1.5%	1.6%	12.8%	2.7%	0.4%	100.0%
Senior management	14 560	5 368	7 827	51 894	7 218	3 101	3 484	22 028	2 422	615	118 517
	12.3%	4.5%	6.6%	43.8%	6.1%	2.6%	2.9%	18.6%	2.0%	0.5%	100.0%
Professionally qualified and experienced specialists and mid-management	82 657	23 306	24 256	127 152	73 875	19 926	16 922	80 423	8 484	2 814	459 815
	18.0%	5.1%	5.3%	27.7%	16.1%	4.3%	3.7%	17.5%	1.8%	0.6%	100.0%
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	492 773	99 056	51 429	220 968	359 903	84 810	38 302	173 303	17 974	4 088	1 542 606
	31.9%	6.4%	3.3%	14.3%	23.3%	5.5%	2.5%	11.2%	1.2%	0.3%	100.0%
Semi-skilled and discretionary decision making	979 527	130 155	35 814	64 817	560 143	140 614	33 995	94 968	56 948	4 007	2 100 988
	46.6%	6.2%	1.7%	3.1%	26.7%	6.7%	1.6%	4.5%	2.7%	0.2%	100.0%
Unskilled and defined decision making	595 523	64 932	6 504	8 966	359 007	59 902	4 069	4 330	31 951	4 770	1 139 954
	52.2%	5.7%	0.6%	0.8%	31.5%	5.3%	0.4%	0.4%	2.8%	0.4%	100.0%
TOTAL PERMANENT	2 169 651	324 476	128 823	505 261	1 362 018	309 126	97 640	381 768	119 224	16 504	5 414 491
	40.1%	6.0%	2.4%	9.3%	25.2%	5.7%	1.8%	7.1%	2.2%	0.3%	100.0%
Temporary employees	320 469	41 912	8 407	28 613	243 985	44 640	7 099	27 631	11 799	4 288	738 843
	43.4%	5.7%	1.1%	3.9%	33.0%	6.0%	1.0%	3.7%	1.6%	0.6%	100.0%
GRAND TOTAL	2 490 120	366 388	137 230	533 874	1 606 003	353 766	104 739	409 399	131 023	20 792	6 153 334

Total number of employees with disabilities only in each of the following occupational levels - (Workforce profile 2012 people with disabilities only)											
Occupational Levels	Male				Female				Foreign National		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	96	33	89	527	39	23	23	117	13	3	963
	10.0%	3.4%	9.2%	54.7%	4.0%	2.4%	2.4%	12.1%	1.3%	0.3%	100.0%
Senior management	216	100	232	801	102	47	71	341	23	6	1 939
	11.1%	5.2%	12.0%	41.3%	5.3%	2.4%	3.7%	17.6%	1.2%	0.3%	100.0%
Professionally qualified and experienced specialists and mid-management	993	311	345	2 121	642	210	178	1 025	54	19	5 898
	16.8%	5.3%	5.8%	36.0%	10.9%	3.6%	3.0%	17.4%	0.9%	0.3%	100.0%
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	5 733	1 336	780	4 218	3 397	989	479	2 682	189	21	19 824
	28.9%	6.7%	3.9%	21.3%	17.1%	5.0%	2.4%	13.5%	1.0%	0.1%	100.0%
Semi-skilled and discretionary decision making	16 316	2 443	645	1 875	8 338	2 367	610	1 853	739	55	35 241
	46.3%	6.9%	1.8%	5.3%	23.7%	6.7%	1.7%	5.3%	2.1%	0.2%	100.0%
Unskilled and defined decision making	9 056	974	146	421	4 614	904	84	255	597	11	17 062
	53.1%	5.7%	0.9%	2.5%	27.0%	5.3%	0.5%	1.5%	3.5%	0.1%	100.0%
TOTAL PERMANENT	32 410	5 197	2 237	9 963	17 132	4 540	1 445	6 273	1 615	115	80 927
	40.0%	6.4%	2.8%	12.3%	21.2%	5.6%	1.8%	7.8%	2.0%	0.1%	100.0%
Temporary employees	2 103	374	53	165	2 025	633	55	114	25	7	5 554
	37.9%	6.7%	1.0%	3.0%	36.5%	11.4%	1.0%	2.1%	0.5%	0.1%	100.0%
GRAND TOTAL	34 513	5 571	2 290	10 128	19 157	5 173	1 500	6 387	1 640	122	86 481

Total number of new recruits, including people with disabilities (Recruitment 2012)											
OCCUPATIONAL LEVELS	Male				Female				Foreign National		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	530	134	201	1 700	261	61	69	395	212	22	3 585
	14.8%	3.7%	5.6%	47.4%	7.3%	1.7%	1.9%	11.0%	5.9%	0.6%	100.0%
Senior management	1941	609	1 022	6 492	1 079	353	462	2 598	542	130	15 228
	12.7%	4.0%	6.7%	42.6%	7.1%	2.3%	3.0%	17.1%	3.6%	0.9%	100.0%
Professionally qualified and experienced specialists and mid-management	11 178	2 962	3 589	18 959	8 976	2 421	2 795	12 269	1 923	672	65 744
	17.0%	4.5%	5.5%	28.8%	13.7%	3.7%	4.3%	18.7%	2.9%	1.0%	100.0%
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	72 398	15 286	8 403	41 487	43 766	12 271	6 624	30 198	4 649	1 144	236 226
	30.6%	6.5%	3.6%	17.6%	18.5%	5.2%	2.8%	12.8%	2.0%	0.5%	100.0%
Semi-skilled and discretionary decision making	209 983	31 876	10 322	21 134	130 423	37 525	9 864	23 978	6 889	1 652	483 646
	43.4%	6.6%	2.1%	4.4%	27.0%	7.8%	2.0%	5.0%	1.4%	0.3%	100.0%
Unskilled and defined decision making	191 623	24 341	2 236	4 979	114 022	20 815	1 245	2 213	7 887	2 032	371 393
	51.6%	6.6%	0.6%	1.3%	30.7%	5.6%	0.3%	0.6%	2.1%	0.5%	100.0%
TOTAL PERMANENT	487 653	75 208	25 773	94 751	298 527	73 446	21 059	71 651	22 102	5 652	1 175 822
	41.5%	6.4%	2.2%	8.1%	25.4%	6.2%	1.8%	6.1%	1.9%	0.5%	100.0%
Temporary employees	288 233	43 693	7 994	20 160	273 121	49 654	6 631	20 617	8 439	3 503	722 045
	39.9%	6.1%	1.1%	2.8%	37.8%	6.9%	0.9%	2.9%	1.2%	0.5%	100.0%
GRAND TOTAL	775 886	118 901	33 767	114 911	571 648	123 100	27 690	92 268	30 541	9 155	1 897 867

Total number of promotions into each occupational level, including people with disabilities - (Promotions 2012)											
Occupational Levels	Male				Female				Foreign National		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	292	110	153	995	199	59	59	367	63	12	2309
	12.6%	4.8%	6.6%	43.1%	8.6%	2.6%	2.6%	15.9%	2.7%	0.5%	100.0%
Senior management	1 889	626	872	3 614	1 020	409	504	1 991	242	79	11 246
	16.8%	5.6%	7.8%	32.1%	9.1%	3.6%	4.5%	17.7%	2.2%	0.7%	100.0%
Professionally qualified and experienced specialists and mid-management	11 757	3 339	2 492	10 272	9 052	2 267	1 953	6 954	677	274	49 037
	24.0%	6.8%	5.1%	20.9%	18.5%	4.6%	4.0%	14.2%	1.4%	0.6%	100.0%
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	53 678	9 486	3 716	11 581	43 394	8 337	3 043	11 138	908	287	145 568
	36.9%	6.5%	2.6%	8.0%	29.8%	5.7%	2.1%	7.7%	0.6%	0.2%	100.0%
Semi-skilled and discretionary decision making	48 169	4 929	1 246	2 137	31 370	4 879	1 140	2 276	2 941	166	99 253
	48.5%	5.0%	1.3%	2.2%	31.6%	4.9%	1.1%	2.3%	3.0%	0.2%	100.0%
Unskilled and defined decision making	8 478	583	227	231	5 856	381	105	139	311	31	16 342
	51.9%	3.6%	1.4%	1.4%	35.8%	2.3%	0.6%	0.9%	1.9%	0.2%	100.0%
TOTAL PERMANENT	124 263	19 073	8 706	28 830	90 891	16 332	6 804	22 865	5142	849	323 755
	38.4%	5.9%	2.7%	8.9%	28.1%	5.0%	2.1%	7.1%	1.6%	0.3%	100.0%
Temporary employees	6 450	1 726	233	895	4 502	1 046	209	733	174	79	16 047
	40.2%	10.8%	1.5%	5.6%	28.1%	6.5%	1.3%	4.6%	1.1%	0.5%	100.0%
GRAND TOTAL	130 713	20 799	8 939	29 725	95 393	17 378	7 013	23 598	5 316	928	339 802

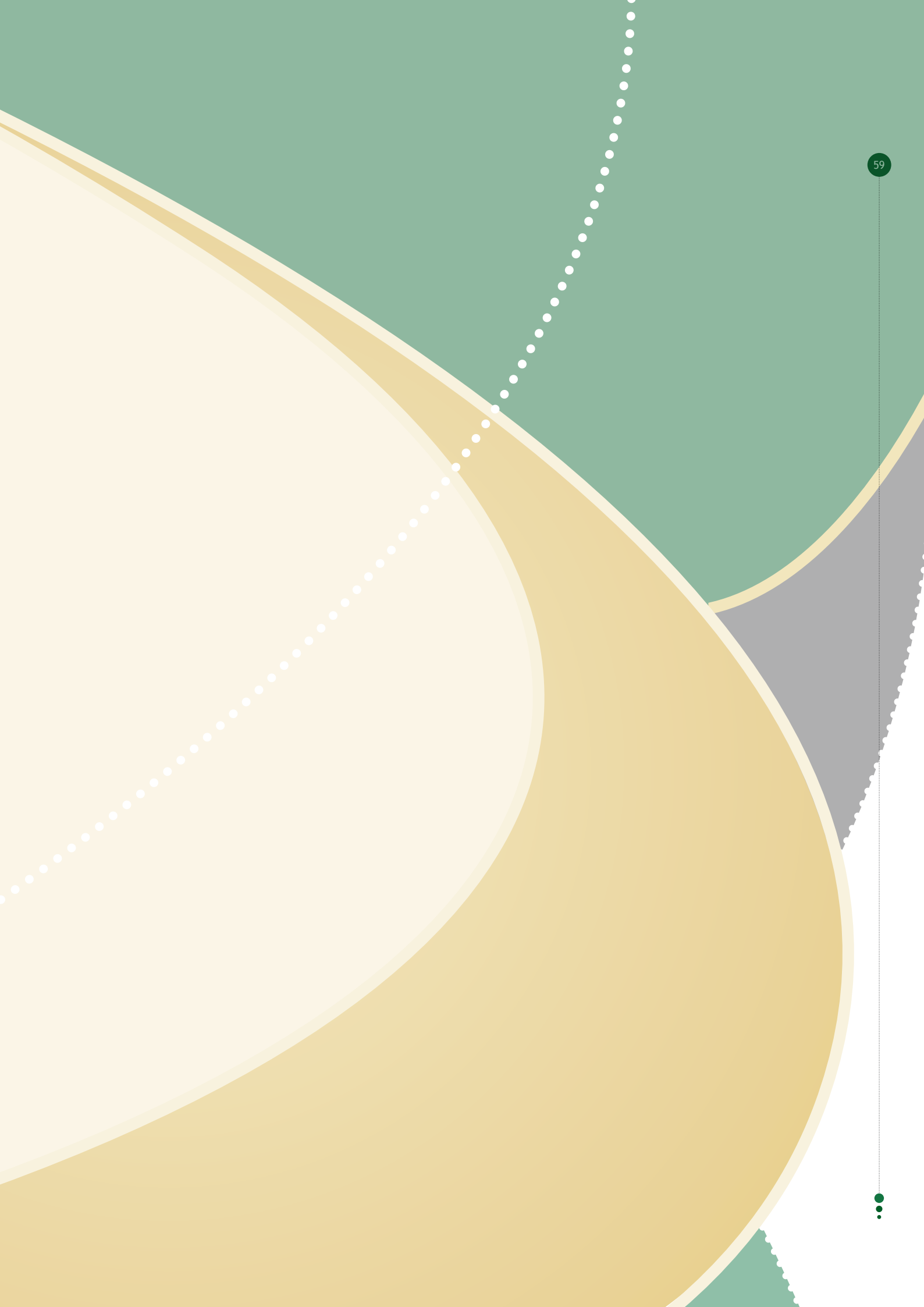
Total number of people from the designated groups, including people with disabilities, who received training - (Training 2012)									
OCCUPATIONAL LEVELS	Male				Female				Total
	A	C	I	W	A	C	I	W	
Top management	1 511	455	698	5 273	909	258	313	1 637	11 054
	13.7%	4.1%	6.3%	47.7%	8.2%	2.3%	2.8%	14.8%	100.0%
Senior management	7 112	2 387	3 016	14 603	4 328	1 558	1 591	7 785	42 380
	16.8%	5.6%	7.1%	34.5%	10.2%	3.7%	3.8%	18.4%	100.0%
Professionally qualified and experienced specialists and mid-management	44 102	12 920	11 328	41 693	41 397	14 582	8 458	35 771	210 251
	21.0%	6.1%	5.4%	19.8%	19.7%	6.9%	4.0%	17.0%	100.0%
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	223 876	44 888	23 256	78 689	124 223	36 945	17 292	59 006	608 175
	36.8%	7.4%	3.8%	12.9%	20.4%	6.1%	2.8%	9.7%	100.0%
Semi-skilled and discretionary decision making	378 787	52 951	14 096	21 943	220 263	53 180	14 081	30 217	785 518
	48.2%	6.7%	1.8%	2.8%	28.0%	6.8%	1.8%	3.8%	100.0%
Unskilled and defined decision making	166 195	19 032	1 696	3 752	87 049	17 694	1 309	1 532	298 259
	55.7%	6.4%	0.6%	1.3%	29.2%	5.9%	0.4%	0.5%	100.0%
TOTAL PERMANENT	821 583	132 633	54 090	165 953	478 169	124 217	43 044	135 948	1 955 637
	42.0%	6.8%	2.8%	8.5%	24.5%	6.4%	2.2%	7.0%	100.0%
Temporary employees	60 903	6 511	1 395	3 805	35 660	6 785	867	2 749	118 675
	51.3%	5.5%	1.2%	3.2%	30.0%	5.7%	0.7%	2.3%	100.0%
GRAND TOTAL	882 486	139 144	55 485	169 758	513 829	131 002	43 911	138 697	2 074 312

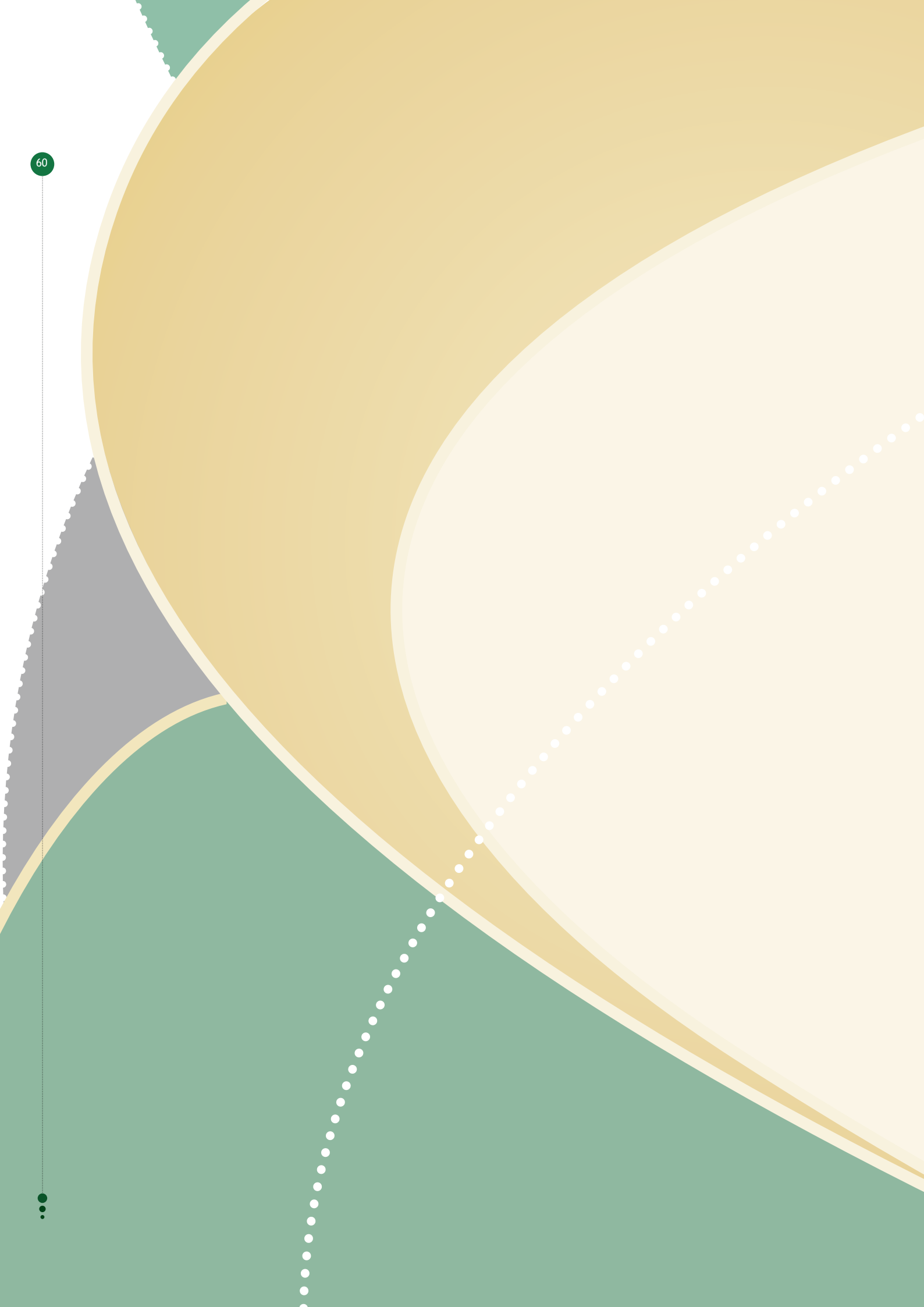
Total number of people with disabilities only who received training - (Training 2012 disabled)									
OCCUPATIONAL LEVELS	Male				Female				Total
	A	C	I	W	A	C	I	W	
Top management	23	5	18	105	15	6	14	42	228
	10.1%	2.2%	7.9%	46.1%	6.6%	2.6%	6.1%	18.4%	100.0%
Senior management	63	28	38	203	37	23	21	96	509
	12.4%	5.5%	7.5%	39.9%	7.3%	4.5%	4.1%	18.9%	100.0%
Professionally qualified and experienced specialists and mid-management	722	104	142	606	813	84	106	398	2975
	24.3%	3.5%	4.8%	20.4%	27.3%	2.8%	3.6%	13.4%	100.0%
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1 413	428	259	1 236	767	293	169	817	5 382
	26.3%	8.0%	4.8%	23.0%	14.3%	5.4%	3.1%	15.2%	100.0%
Semi-skilled and discretionary decision making	2 048	469	189	373	1 517	380	163	388	5 527
	37.1%	8.5%	3.4%	6.7%	27.4%	6.9%	2.9%	7.0%	100.0%
Unskilled and defined decision making	1 332	190	22	65	848	123	24	34	2 638
	50.5%	7.2%	0.8%	2.5%	32.1%	4.7%	0.9%	1.3%	100.0%
TOTAL PERMANENT	5 601	1 224	668	2 588	3 997	909	497	1 775	17 259
	32.5%	7.1%	3.9%	15.0%	23.2%	5.3%	2.9%	10.3%	100.0%
Temporary employees	644	105	25	31	454	64	12	19	1 354
	47.6%	7.8%	1.8%	2.3%	33.5%	4.7%	0.9%	1.4%	100.0%
GRAND TOTAL	6 245	1 329	693	2 619	4 451	973	509	1 794	18 613



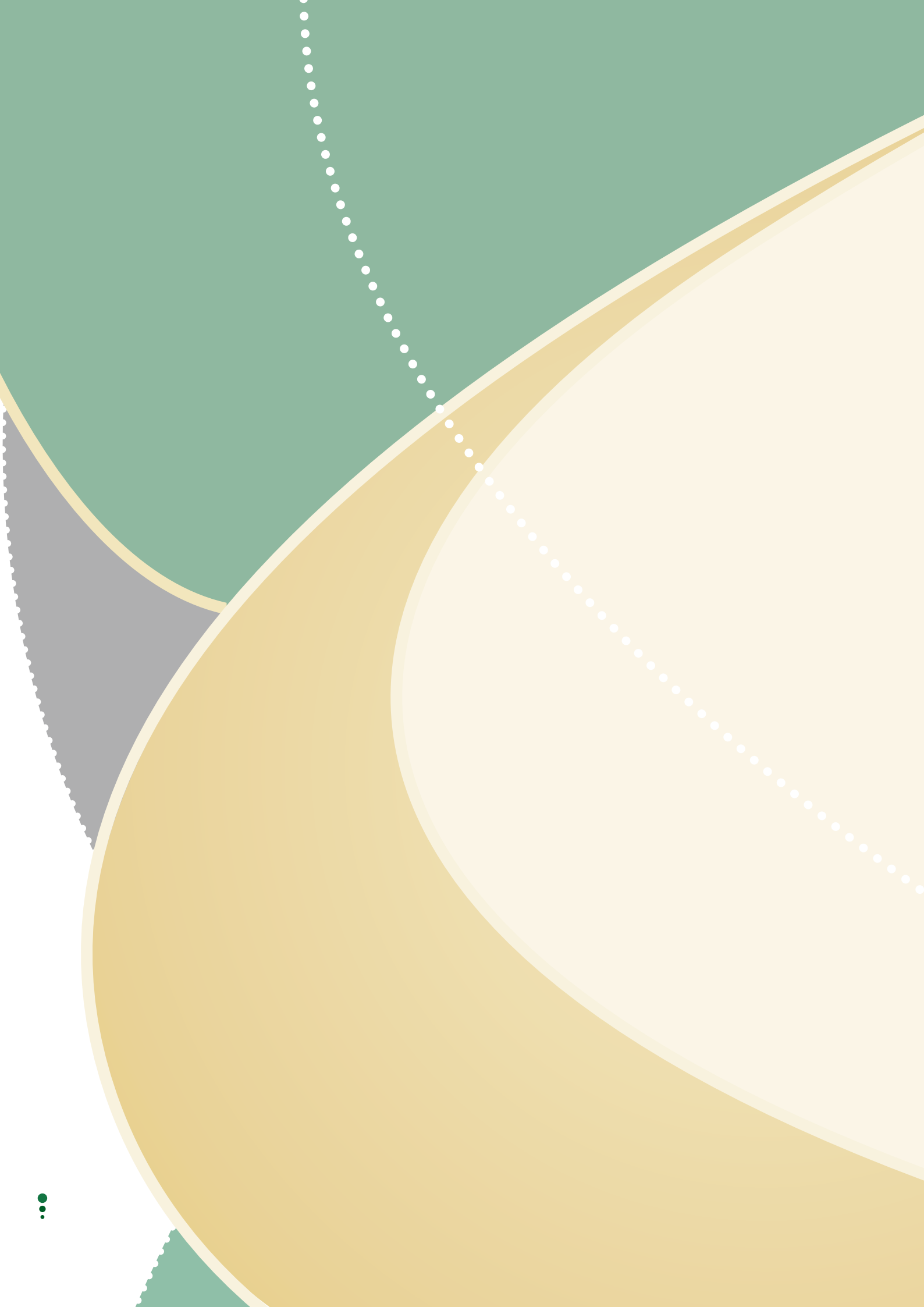
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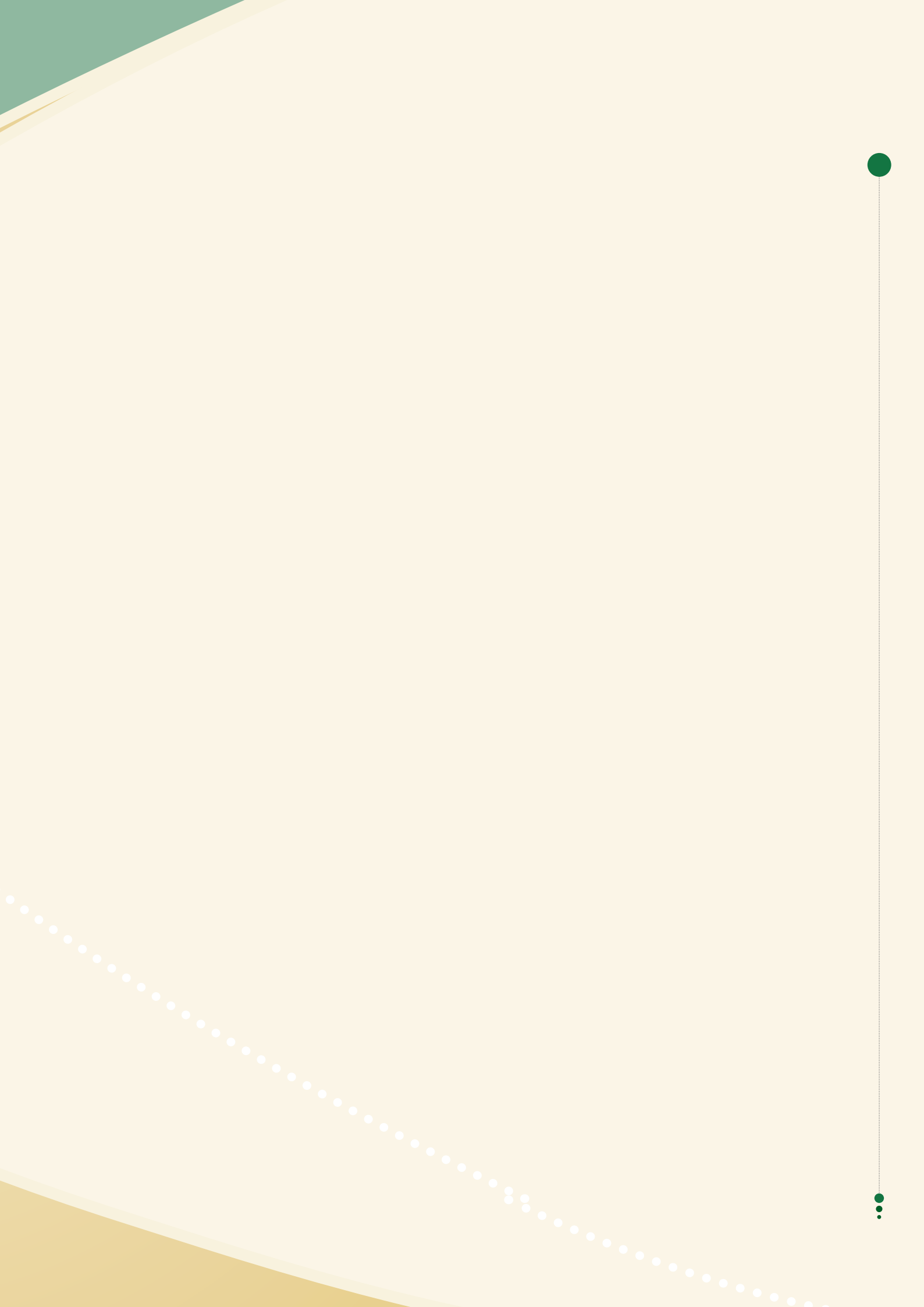
“Creating Equitable Workplaces that are Free from Unfair Discrimination.”











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