
Commission for Employment Equity



8th CEE Annual Report

2007-2008



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Foreword

In terms of section 33 of the Employment Equity Act, I share the privilege and honour with all members of the Commission to present the 8th Annual Report of the Commission for Employment Equity, to the Honourable Minister of Labour, Mr Membathisi Mdladlana, MP.

More than 10 years into our democracy, institutional racism continues to reign supreme. The only difference is that previously it was more overt, but now it has assumed sophisticated forms in day-to-day work practices. A resultant feature of this is the continued gross under-representation of Africans, Coloureds and People with Disabilities within the designated groups in key areas of the labour market. In addition it is disturbing to further note that the employment trends of People with Disabilities mirrors the disproportionate representation of White people against other racial groups, i.e. even amongst People with Disabilities, Whites are more likely to be employed than other race groups. Also, employees still continue to be harassed and victimised on the grounds of race, gender, HIV status, disability and so forth.



Jimmy Manyi
Chairperson

Furthermore, a striking feature of this report is the continued trend of over-representation of White females by an average of about three times their Economically Active Population (EAP). White males also continue to be dominantly over represented. The representation of people with disabilities and Africans is the highest at the unskilled occupational level. African representation at this level is slightly more than their EAP, while White representation at this level is about one-eleventh of their EAP. This once more is further anecdotal evidence of the racial stereotypes that see Black people operating only at the lowest levels of the organisations.

The Commission is faced with a deluge of anonymous complaints about discrimination in the workplace mainly from frustrated employees who are scared of victimisation. What is also frightening is the rise in the number of constructive dismissals referred to the CCMA. On examination, a number of these dismissals are largely attributed to unfair discrimination in the workplace.

It has also come to our attention that a number of people are excluded from the selection process due to psychometric testing that has a cultural bias in terms of being too Eurocentric – this is despite the fact that the law prohibits psychological, assessment/testing unless it is fair, valid and reliable. Discriminatory practices with racial prejudice continue unabated in the corporate sector.

The Commission for Employment Equity applauds the efforts of the Parliamentary Portfolio Committee on Labour for conducting Public Hearings on Discrimination in the Workplace, which highlighted the fact that the challenge of creating a non-discriminatory and equal society remains an ongoing battle in our country. This may even mean reviewing the Act to allow for the CCMA to arbitrate on matters of discrimination. The mechanistic ruling in the Pretoria High Court on the recognition of Chinese as Coloureds who are part of the designated groups will have unintended consequences which will in turn have serious implications for employment equity

The Commission is also calling for ZERO tolerance on discrimination matters and stronger penalties for the offenders.

Jimmy Manyi
Chairperson: Commission for Employment Equity



Commission for Employment Equity

Section 28 of the Employment Equity Act (EEA) established the Commission for Employment Equity (CEE). According to section 29 (1) of the EEA, the CEE consists of a Chairperson appointed by the Minister and the following eight members nominated by NEDLAC, i.e. two representatives from the State; two representatives from organised business; two representatives from organised labour; and two representatives from community.

The Commission had to sadly part ways with one of its members, Ms Marlene Bossett, from organised business, who resigned due to career opportunities. The current structure of the CEE is as follows.



Marlene Bossett
(Resigned)
Business
Representative



Jimmy Manyi
Chairperson



Lebogang Montjane
Business
Representative



Mzolisi Ka-Toni
Community
Representative



Khulu Mbongo
Community
Representative



Rhulani Makhubela
State
Representative



Nomvula Masango Makgothlo
State
Representative



Nimla Pillay
Labour
Representative



Thembeka Gwagwa
Labour
Representative



Introduction

The Commission for Employment Equity (CEE), a statutory body established in terms of section 28 of the Act to advise the Minister, is required to submit an annual report to the Minister of Labour on the implementation of employment equity in terms of section 33 of the Act.

This report covers the period from 1 April 2007 to 31 March 2008. It provides the key strategic objective and performance areas outlined by the CEE for its 5-year tenure, highlights for the period, the workforce distribution and an analysis of Employment Equity (EE) Reports received from employers in October 2007. The report also reflects on reporting and representivity trends of the designated groups over a defined period and concludes with observations and remarks by the Commission.

Highlights cover some key activities that impact on the implementation of the Act. The workforce distribution supplies information on the total population and the Economically Active Population (EAP) of the country's four major population groupings in terms of their race and gender, which is crucial for the setting of EE numerical goals. The trends analysis provides a snapshot of changes in the top three occupational levels for the years 2003, 2005 and 2007. Focus is placed on these specific reporting periods because it is when only large employers were generally expected to submit reports to the Department. Trends on the representivity levels is centered around the first four occupational levels, i.e. Top Management, Senior Management, Professionally Qualified and Skilled levels – the reason for this is because this is where designated groups are mostly under-represented.

Data covered in this report is from Employment Equity Reports that were received from large employers only. This is due to the fact, according to the Act, that employers with 150 or more employees (i.e. large employers) are required to submit reports to the Department of Labour on an annual basis. While those employers with less than 150 employees (i.e. small employers) are expected to report every two years. A further requirement is for employers with fewer than 50 employees but have a turnover exceeding that of a small business (as stipulated in Schedule 4 of the Act) to report. Employers who are not designated to report in terms of the aforementioned requirements have the option to voluntarily comply with the reporting requirements. The Employment Equity Regulations goes even further in order to ensure effective data collection; it requires small employers to report within 12 months of being designated and thereafter on every year that ends with an even number.



Highlights for 2007/08

This area of the report covers key highlights for 2007/08.

2.1 Studies on employment equity

Availability of suitably qualified individuals from designated groups

The CEE commissioned the Human Science Research Council (HSRC) to conduct a study in order to illustrate trends in the supply of formal tertiary qualifications in public higher education, and the share of designated groups since the promulgation of the Employment Equity Act. Understanding the absolute size and growth in the supply of designated groups (as compared to non-designated groups) is important in addressing the assertion that “...they (skilled Blacks and females) are just not out there” often forwarded as the rationale for the continued domination of Whites, particularly White males, of the top and senior echelons of the South African corporate environment. The key data source for the period, 1998 to 2005, was the Higher Education Management Information System (HEMIS) database from the Department of Education. The research focussed on the following study fields:

- Overall changes in tertiary qualifications and study fields
- Business, Commerce and Management Sciences (BCMS)
- Education
- Science, Engineering and Technology (SET)
- Humanities and Social Sciences.

An important contextual finding was that there had been realignment across the distribution of main study fields, as well as types of tertiary qualifications. Thus, there had been a shift towards SET (Science, Education and Technology) and BCMS (Business, Commerce and Management Science), and an increased emphasis on postgraduate qualifications. However, the shift towards postgraduate qualifications resulted in a racially skewed profile, where most Africans and Coloureds attained undergraduate qualifications, Whites and Indians attained postgraduate qualifications, reinforcing occupational segmentation. A key recommendation included investigating the rationale for the inequitable supply of African and Coloured engineers, despite high rates of growth. Similarly, the continued undersupply of Coloureds in key fields was a source of concern.

On the whole, considerable progress had been made in regard to the level and type of qualifications attained by designated groups in all of the fields mentioned above, but key pockets of over-representation of Whites remained. Data shows that there is a growing pool of designated groups that on the basis of formal post-school qualifications may be regarded as suitably qualified in terms of the provision of the EE Act. Furthermore, when looking nationally at higher education qualifications, there appeared to be a concerted effort across all study fields to increase the rate of growth of Black graduates, and Africans in particular. Very high rates of growth in the supply of Africans and females attest to the transformative imperative. The study concludes with the assertion that, “there is very little merit in the assertion that qualified Blacks and females were not out there.

Study on job hopping

The Commission has been closely following the myth and the perception that mainly Black professionals job hop. A recent study conducted by TNS Research Studies (The rolling stones – exploring the job-hopping phenomenon amongst the Black professionals) seems to indicate otherwise.

“In the backdrop of affirmative action and Black Economic Empowerment (BEE), job-hopping amongst Black professionals is a problem commonly perceived to be faced by many companies in South Africa. Many companies feel the pressure to meet BEE quotas combined with a shortage of Black talent, drive this behaviour. Whilst many people have something to say on the subject matter,



few statistics exist to substantiate the claim. The primary objective of this paper is to therefore statistically substantiate whether this behaviour is unique to Black professionals. The research concluded that while a proportion of black professionals have changed jobs since they started their careers; 'White' professionals are significantly more likely to have changed jobs, thus proving that job-hopping in South Africa is not unique to Black professionals.”

2.2 Convention on the rights of people with disabilities

The Commission together with the Department of Labour contributed towards the development of the UN Convention, especially the employment element, via the Office on the Status of Disabled Persons (OSDP) in the President's Office. South Africa has ratified this Convention, which has become effective from 3 May 2008.

The purpose of the present Convention is to promote, protect and ensure the full and equal enjoyment of all human rights and fundamental freedoms by all people with disabilities, and to promote respect for their inherent dignity. People with disabilities include those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others.

2.3 Public hearings on workplace discrimination

Public hearings on unfair discrimination in the workplace was held by the Portfolio Committee on Labour in September 2007. Various organisations, including the Commission for Employment Equity (CEE), participated.

The input of the participating organisations emphasised the racial and gender disparities in terms of representation in the labour market. This highlights the structural challenges that still exist in transforming the economy.

The CEE raised its concern surrounding the lack of cases involving unfair discrimination that is reaching the Labour Court. The contributory factors to this lack of referrals are due to the high costs and the accessibility of our Labour Court system. A proposal was made that the powers of the CCMA be extended beyond conciliation in order to overcome some of these challenges.

2.4 Interaction on employment equity

Many interactions on employment equity took place with various sectors of the population in the 2007/08 financial year, which revealed that employment equity has become a talking point almost everywhere. Depending on the background of people and their influences, some are against employment equity, others are for it and some would like to adapt it – the CEE is encouraged by the fact that people are at least able to discuss and debate this area and, at the same time, tolerate one another's point view.

Road shows

In the month of July 2007, road shows were conducted in all nine provinces. The main aim was to assist employers to fully and accurately complete their employment equity reporting forms and to promote online reporting. Information gathered from these road shows indicated that completing the reporting forms were time consuming and cumbersome – people wanted a simpler and less time consuming reporting form.

Section 43 (DG Reviews)

During the course of the year, once again, sections 43, 44 and 45 of the Employment Equity Act was implemented. These sections empower the Director-General of the Department of Labour to assess the extent to which an employer is complying with the Act and make recommendations. Failure to comply with these recommendations may result in an employer being referred to the Labour Court. A



total of 26 companies stemming from the Johannesburg Securities Exchange (JSE) were reviewed. Observations made of these companies showed that none of them were fully complying with the Employment Equity Act and its regulations. All these companies, just like the six that were reviewed last year, submitted reports to the Department of Labour without properly consulting with its employees, conducting an analysis of their workplaces, preparing and implementing an employment equity plan with annual objectives prior as prescribed in section 20 of the Act. It had become clear that all 26 employers were in breach of the law.

Employers were also found not to be considering their Economically Active Population and being ambitious enough when setting their annual numerical targets and numerical goals in their employment equity plans. Not much appeared to have been done by almost all of these employers to create enough opportunities for the employment of people with disabilities and to prevent and manage HIV and AIDS in the workplace.



Workforce Distribution

A broad objective of the Employment Equity Act is to achieve an employment profile of people from designated groups to mirror their EAP. The Economically Active Population includes people from 15 to 65 years of age who are either employed or unemployed and seeking employment.

The data below provides a picture of the National Demographics and the EAP in terms of race and gender. This data provides vital benchmark information for the setting of employment equity numerical goals and targets.

Table 3.1 Profile of the national population by race and gender and profile of the Economically Active Population (EAP) by race and gender

Population group	National population distribution (Census 2001)			Economically active (LFS, September 2007)		
	Male	Female	Total	Male	Female	Total
African	16,887.830	18,528.336	35,416.166	6,852.000	5,833.000	12,685.000
	37.7%	41.3%	79.0%	40.4%	34.4%	74.8%
Coloured	1,920.426	2,074.079	3,994.505	903.000	846.000	1,749.000
	4.3%	4.6%	8.9%	5.3%	5.0%	10.3%
Indian	545.050	570.417	1,115.467	300.000	174.000	474.000
	1.2%	1.3%	2.5%	1.8%	1.0%	2.8%
White	2,080.734	2,212.905	4,293.639	1,141.000	908.000	2,049.000
	4.6%	5.0%	9.6%	6.7%	5.4%	12.1%
Total	21,434.040	23,385.737	44,819.777	9,196.000	7,761.000	16,957.000
	47.8%	52.2%	100%	54.2%	45.8%	100.0%

Table 3.1 shows on the one hand that Africans constitute the largest group (79.0%) of the national population in South Africa; followed by Whites (9.6%); Coloureds (8.9%) and Indians (2.5%). In terms of gender, females constitute 52.2% and males 47.8% of the national population.

On the other hand, **Table 3.1** shows that Africans constitute the largest group (74.8%) of the EAP in South Africa; followed by Whites (12.1%); Coloureds (10.3%) and Indians (2.8%). In terms of gender, males and females are relatively evenly distributed at 54.2% and 45.8% respectively. Africans are the only group where their EAP lags behind their National Population Distribution (NPD). All Whites appear to be economically active.

Section 54 of the Act requires equitable representation by race and gender. Thus all levels and categories should reflect the EAP as in **Table 3.1**.



Analysis of Employment Equity Reports received in 2007

4.1 Extent of reporting on employment equity by employers

Officials from the Department of Labour have adopted a stance to adhere closely to the provisions in the regulations promulgated in August 2007. According to the regulations, employers are required to fully and accurately complete their employment equity forms before submitting their reports to the Department, otherwise they would be deemed not to have reported.

Table 4.1: EE reports analysed (2007)

Year	Reports received	Reports excluded	Reports included in analysis	Number of employees covered in analysis
2007	2 858	1 365	1 493	2 030 837

Table 4.1 shows that 2 858 reports were received in 2007 and 1 493 were analysed covering 2 030 837 employees. The remaining 1 365 reports received were excluded because they were from small employers who reported for the first time. Please note that only large employers (i.e. those with 150 or more employees) were required to report in 2007 – small employers (i.e. those employers with fewer than 150 employees) submitted reports in 2007 because they are required to report within 12 months of being designated, and thereafter, on the first working day of October of every year that ends with an even number.

4.2 Workforce profiles

Please note that from this point forward all areas of the report must be read in context with paragraphs I, J, K and L of the EE Regulations. These paragraphs are as follows:

- I) The alphabets “A”, “C”, “I” and “W” used in tables have the following corresponding meanings and must be interpreted as “Africans”, “Coloureds”, “Indians” and “Whites” respectively.*
- J) “Designated groups” means Black people (i.e. Africans, Coloureds and Indians), females and people with disabilities who are natural people and 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 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 Constitution of the Republic of South Africa Act of 1993, but who, 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.*
- K) All population groupings who are not part of the Black group, but in substance fall within the definition described in paragraph (j) in terms of citizenship or descent, must be counted and included in the column of each table in the form that require data on the White group.*
- L) Foreign nationals and South African citizens that fall outside the definition described in paragraphs (j) or (k) must be counted and included in the column of each table in the form that require data on foreign nationals.*

This area of the report provides information on the race and gender representation of employees in the various occupational levels from employment equity reports received from employers in 2007. Information on the race and gender representation of people with disabilities in the various occupational levels is provided as well.

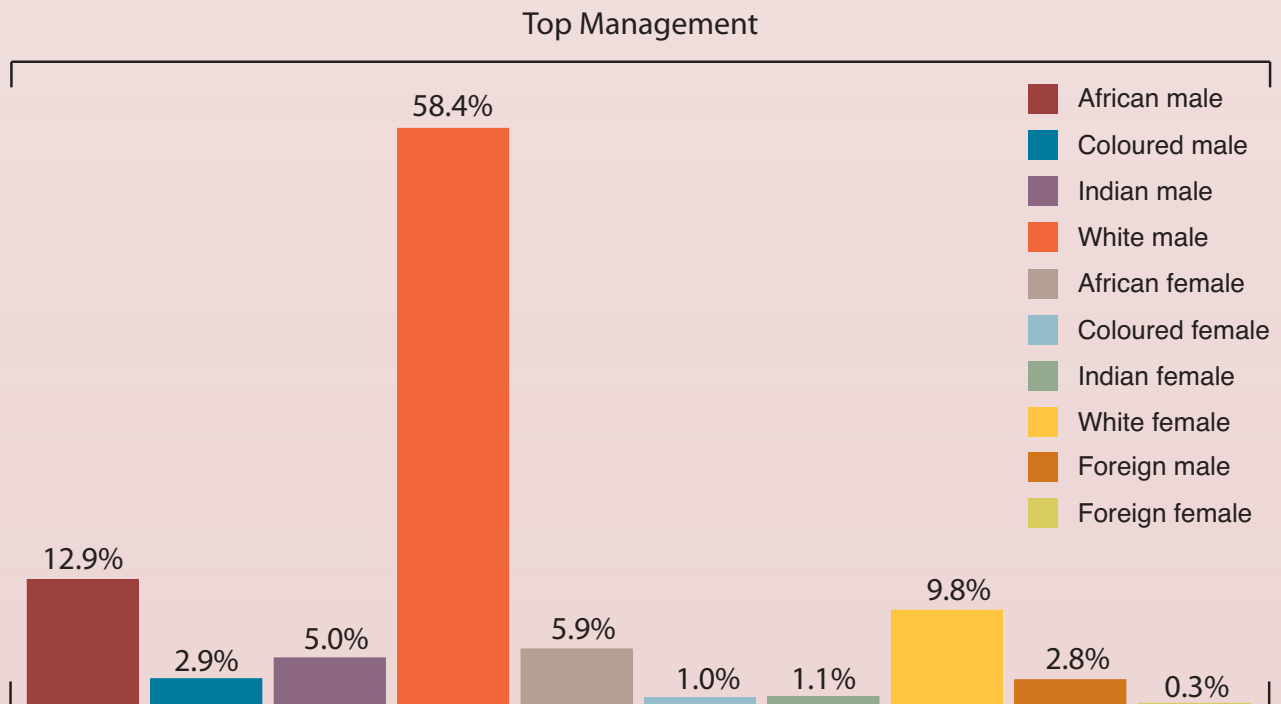


Table 4.2: Total number of employees by occupational level, race and gender

Occupational level	Male				Female				Foreign nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	1013	230	397	4593	462	75	83	770	222	25	7870
	12.9%	2.9%	5.0%	58.4%	5.9%	1.0%	1.1%	9.8%	2.8%	0.3%	100.0%
Senior management	3733	1278	1713	14768	1639	537	710	4476	552	130	29536
	12.6%	4.3%	5.8%	50.0%	5.5%	1.8%	2.4%	15.2%	1.9%	0.4%	100.0%
Professionally qualified and experienced specialists and mid-management	18464	6324	6647	45959	10248	3860	3719	21956	1188	421	118786
	15.5%	5.3%	5.6%	38.7%	8.6%	3.2%	3.1%	18.5%	1.0%	0.4%	100.0%
Skilled technical and academically qualified workers,	143367	33826	18851	95227	63899	26096	12483	71813	3956	673	470191
	30.5%	7.2%	4.0%	20.3%	13.6%	5.6%	2.7%	15.3%	0.8%	0.1%	100.0%
Semi-skilled and discretionary decision making	345961	52062	16253	29002	176231	62926	17622	48127	32541	498	781223
	44.3%	6.7%	2.1%	3.7%	22.6%	8.1%	2.3%	6.2%	4.2%	0.1%	100.0%
Unskilled and defined decision making	211079	22638	2938	3170	96520	21958	1942	1320	18258	519	380342
	55.5%	6.0%	0.8%	0.8%	25.4%	5.8%	0.5%	0.3%	4.8%	0.1%	100.0%
Total permanent	819811	131034	56398	204126	426248	129159	40952	162281	58223	2605	2030837
	40.4%	6.5%	2.8%	10.1%	21.0%	6.4%	2.0%	8.0%	2.9%	0.1%	100.0%
Non-permanent employees	96194	14676	9599	11407	77249	13707	4393	13819	1506	339	242889
	39.6%	6.0%	4.0%	4.7%	31.8%	5.6%	1.8%	5.7%	0.6%	0.1%	100.0%
Grand total	819811	131034	56398	204126	426248	129159	40952	162281	58223	2605	2030837

Only the first four occupational levels and non-permanent employees from the table above are illustrated below:

Figure 4.1: Percentage distribution of top management employees by race and gender



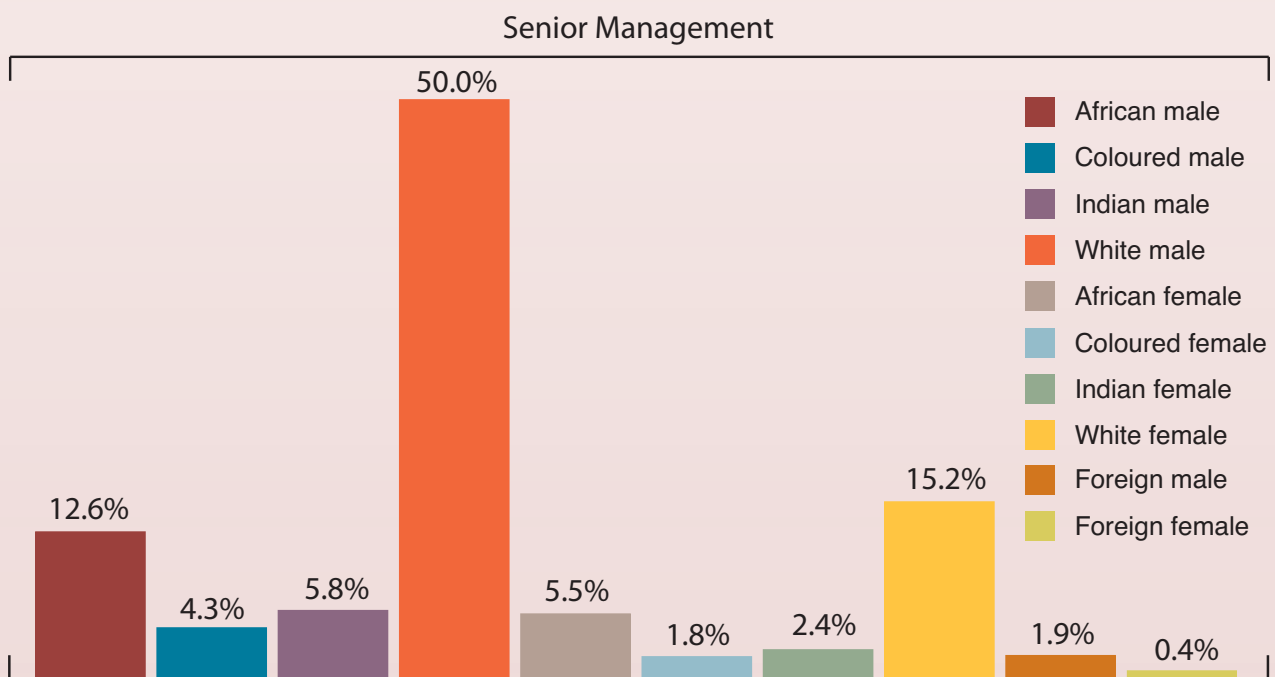


Blacks (i.e. Africans, Coloureds and Indians) represented 28.8% of all employees at the Top Management level. Black females represented 8.0% (i.e. African female 5.9%, Coloured female 1.0% and Indian female 1.1%). Black males represented 20.8% (i.e. African male 12.9%, Coloured male 2.9% and Indian male 5.0%).

Whites represented 68.2% of all employees at this level. White females accounted for 9.8% and White males accounted for 58.4%. Foreign nationals represented 3.1% of all employees at this level. Foreign females accounted for 0.3% and foreign males accounted for 2.8%.

At the Top Management level, Black representation is approximately one third of their EAP which stands at 87.9%. White representation at this level on the other hand is about five-and-a-half times their EAP which is 12.1%. The representation of females is less than half of their EAP which is 45.8%. White females representation at this level is nearly two times their EAP and White males are eight times their EAP. At approximately five times away from their EAP (74.8%), proportionally Africans are the least represented at this level.

Figure 4.2: Percentage distribution of senior management employees by race and gender



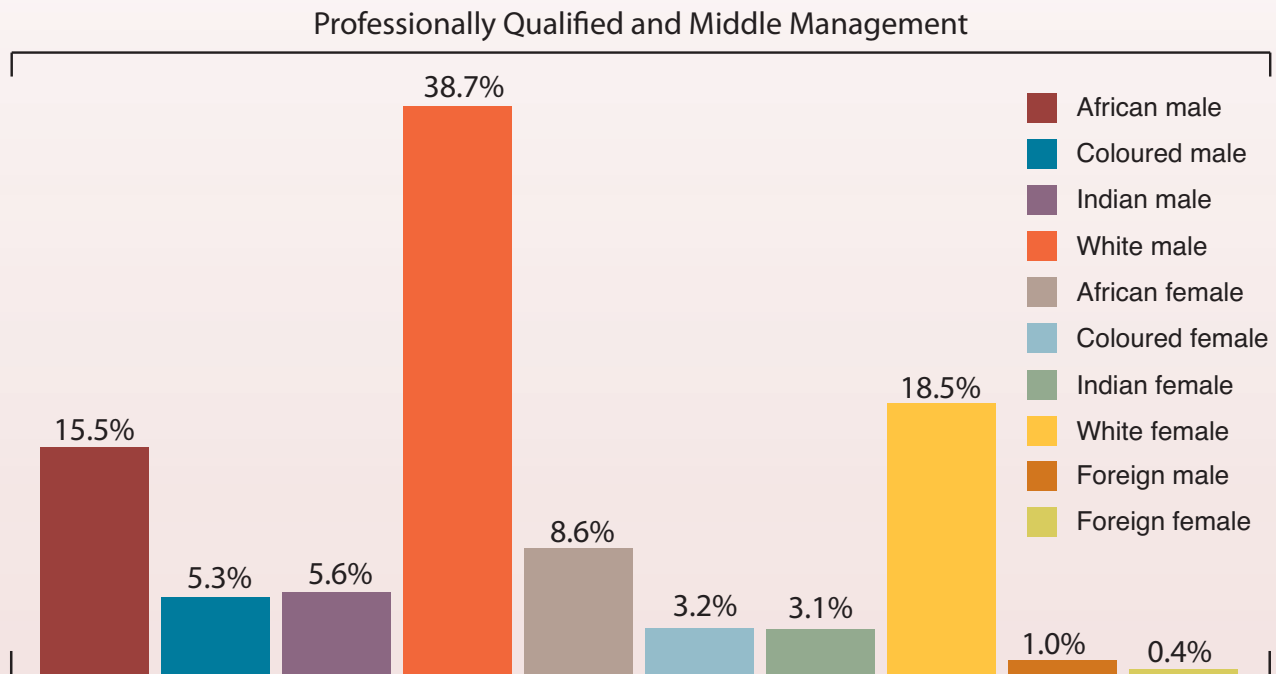
Blacks (i.e. Africans, Coloureds and Indians) represented 32.4% of all employees at the Senior Management level. Black females represented 9.7% (i.e. African female 5.5%, Coloured female 1.8% and Indian female 2.4%). Black males represented 22.7% (i.e. African male 12.6%, Coloured male 4.3% and Indian male 5.8%).

Whites represented 65.2% of all employees at this level. White females accounted for 15.2% and White males accounted for 50.0%. Foreign nationals represented 2.3% of all employees at this level. Foreign females accounted for 0.4% and foreign males accounted for 1.9%.

White representation at the Senior Management level is more than five times their EAP, with White males standing at approximately seven-and-a-half-times and White females at approximately three times their EAP. Blacks are three times below their EAP. At this level, Africans are about four times below their EAP. African females are about six times below their EAP.



Figure 4.3: Percentage distribution of professionals and middle management by race and gender



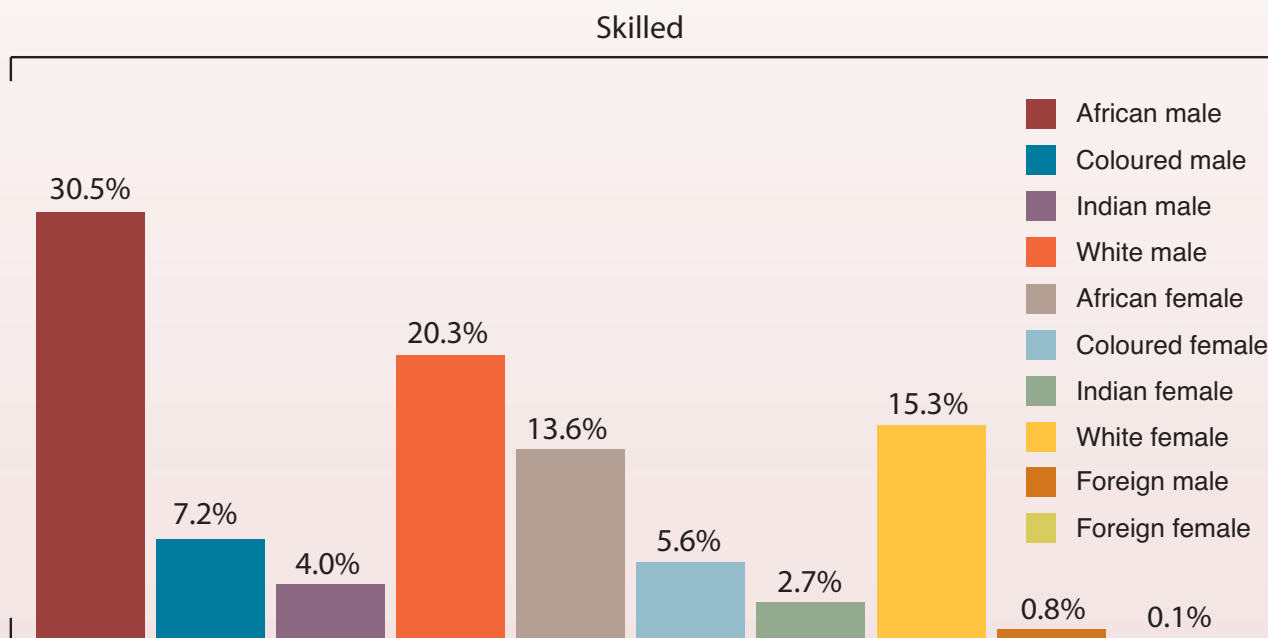
Blacks (i.e. Africans, Coloureds and Indians) represented 41.3% of all employees at the Professionally Qualified and Middle Management level. Black females represented 14.9% (i.e. African female 8.6%, Coloured female 3.2% and Indian female 3.1%). Black males represented 26.4% (i.e. African male 15.5%, Coloured male 5.3% and Indian male 5.6%).

Whites represented 57.2% of all employees at this level. White females accounted for 18.5% and White males accounted for 38.7%. Foreign nationals represented 1.4% of all employees at this level. Foreign females accounted for 0.4% and foreign males accounted for 1.0%.

The representation of Blacks is approximately half their EAP at the Professionally Qualified and Middle Management level. White representation at this level stands at approximately five times their EAP, with White males at approximately five times and White females at approximately three-and-a-half-times. Females are about one quarter below their EAP at this level. African representation at this level is about one quarter of their EAP.



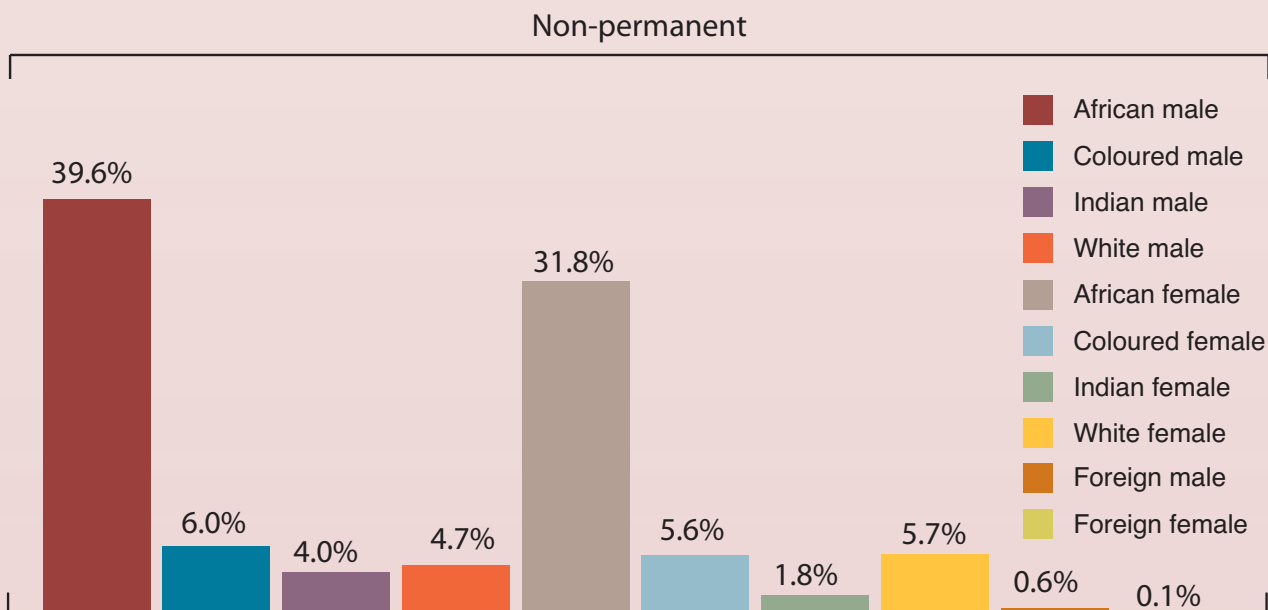
Figure 4.4: Percentage distribution of Skilled employees by race and gender



Blacks (i.e. Africans, Coloureds and Indians) represented 63.6% of all employees at the Skilled level. Black females represented 21.9% (i.e. African female 13.6%, Coloured female 5.6% and Indian female 2.7%). Black males represented 41.7% (i.e. African male 30.5%, Coloured male 7.2% and Indian male 4.0%).

Whites represented 35.6% of all employees at this level. White females accounted for 15.3% and White males accounted for 20.3%. Foreign nationals represented 0.9% of all employees at this level. Foreign females accounted for 0.1% and foreign males accounted for 0.8%.

Figure 4.5: Percentage distribution of Non-permanent employees by race and gender



Blacks (i.e. Africans, Coloureds and Indians) represented 88.8% of all employees at the Non-permanent level. Black females represented 39.2% (i.e. African female 31.8%, Coloured female 5.6% and Indian female 1.8%). Black males represented 49.6% (i.e. African male 39.6%, Coloured male 6.0% and Indian male 4.0%).

Whites represented 10.4% of all employees at this level. White females accounted for 5.7% and White males accounted for 4.7%. Foreign nationals represented 0.7% of all employees at this level. Foreign females accounted for 0.1% and foreign males accounted for 0.6%.

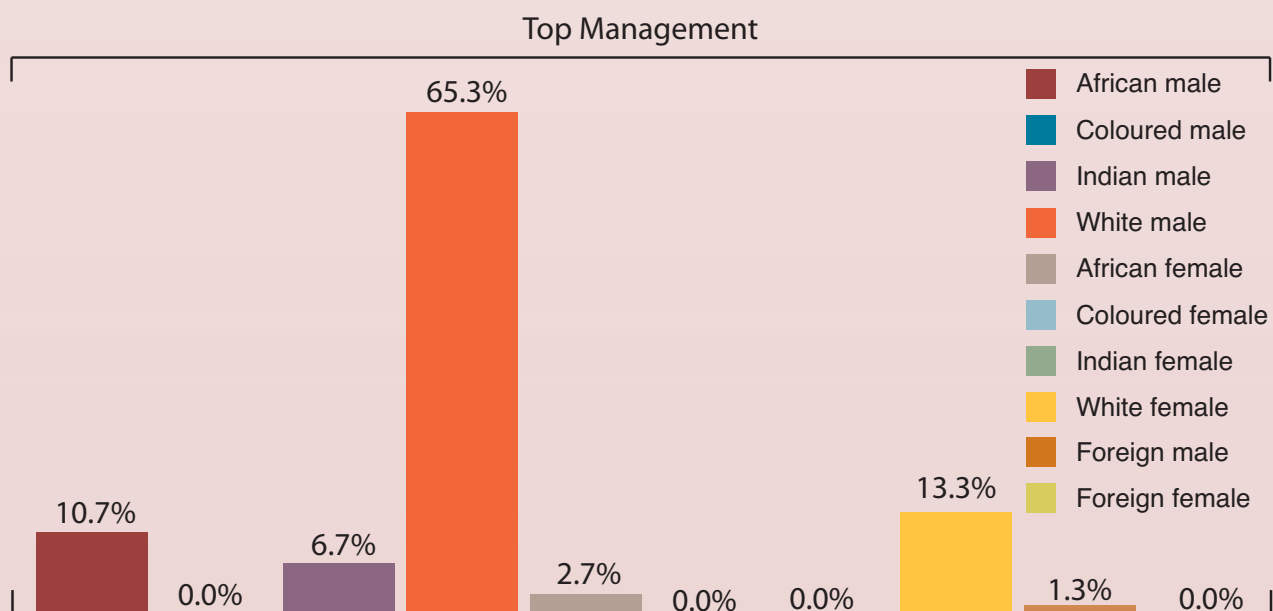


Table 4.3: Total number of employees with disabilities by occupational level, race and gender

Occupational level	Male				Female				Foreign nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	8	0	5	49	2	0	0	10	1	0	75
	10.7%	0.0%	6.7%	65.3%	2.7%	0.0%	0.0%	13.3%	1.3%	0.0%	100.0%
Senior management	22	8	7	124	13	2	3	27	0	0	206
	10.7%	3.9%	3.4%	60.2%	6.3%	1.0%	1.5%	13.1%	0.0%	0.0%	100.0%
Professionally qualified and experienced specialists and mid-management	72	34	56	470	41	8	17	142	12	1	853
	8.4%	4.0%	6.6%	55.1%	4.8%	0.9%	2.0%	16.6%	1.4%	0.1%	100.0%
Skilled technical and academically qualified workers,	678	197	125	1029	229	101	48	544	14	2	2967
	22.9%	6.6%	4.2%	34.7%	7.7%	3.4%	1.6%	18.3%	0.5%	0.1%	100.0%
Semi-skilled and discretionary decision making	1719	313	133	512	617	277	89	563	78	2	4303
	39.9%	7.3%	3.1%	11.9%	14.3%	6.4%	2.1%	13.1%	1.8%	0.0%	100.0%
Unskilled and defined decision making	1258	100	29	97	248	76	4	39	238	4	2093
	60.1%	4.8%	1.4%	4.6%	11.8%	3.6%	0.2%	1.9%	11.4%	0.2%	100.0%
Total permanent	3836	668	367	2299	1202	475	162	1337	344	10	10700
	35.9%	6.2%	3.4%	21.5%	11.2%	4.4%	1.5%	12.5%	3.2%	0.1%	100.0%
Non-permanent employees	79	16	12	18	52	11	1	12	1	1	203
	38.9%	7.9%	5.9%	8.9%	25.6%	5.4%	0.5%	5.9%	0.5%	0.5%	100.0%
Grand total	3836	668	367	2299	1202	475	162	1337	344	10	10700

Only the first four occupational levels and non-permanent employees from **Table 4.3** are illustrated below:

Figure 4.6: Percentage distribution of Top Management employees with disabilities by race and gender

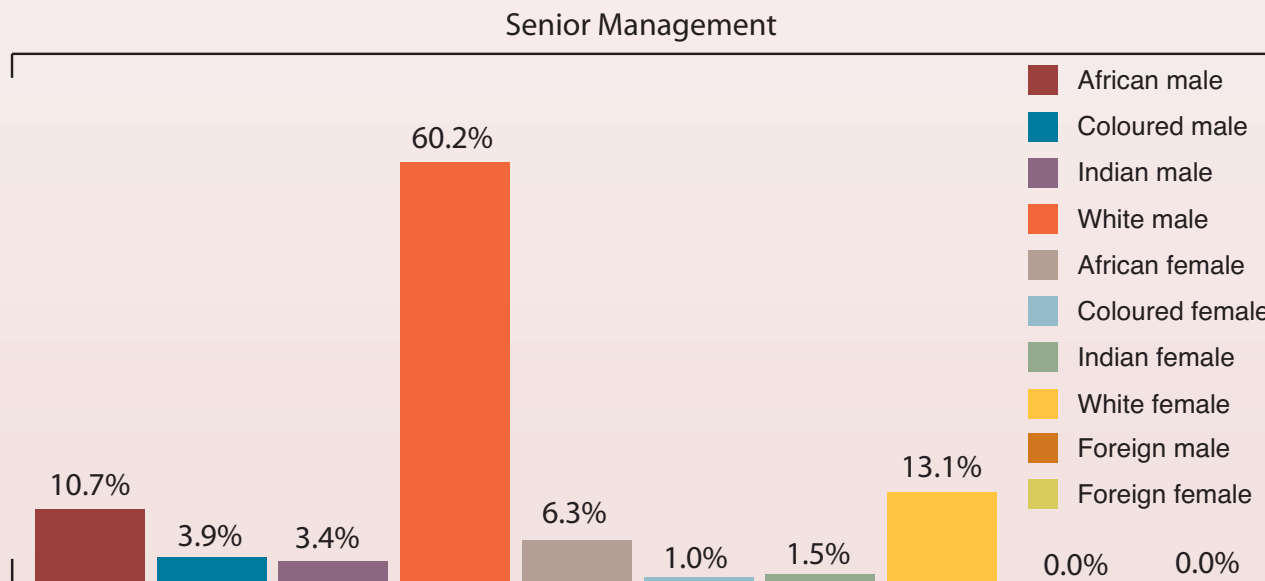




Blacks (i.e. Africans, Coloureds and Indians) represented 20.1% of all employees at the Top Management level. Black females represented 2.7% (i.e. African female 2.7%, Coloured female 0.0% and Indian female 0.0%). Black males represented 17.4% (i.e. African male 10.7%, Coloured male 6.7%).

Whites represented 78.6% of all employees at this level. White females accounted for 13.3% and White males accounted for 65.3%. Foreign nationals represented 1.3% of all employees at this level. Foreign females accounted for 0.0% and foreign males accounted for 1.3%.

Figure 4.7: Percentage distribution of Senior Management employees with disabilities by race and gender

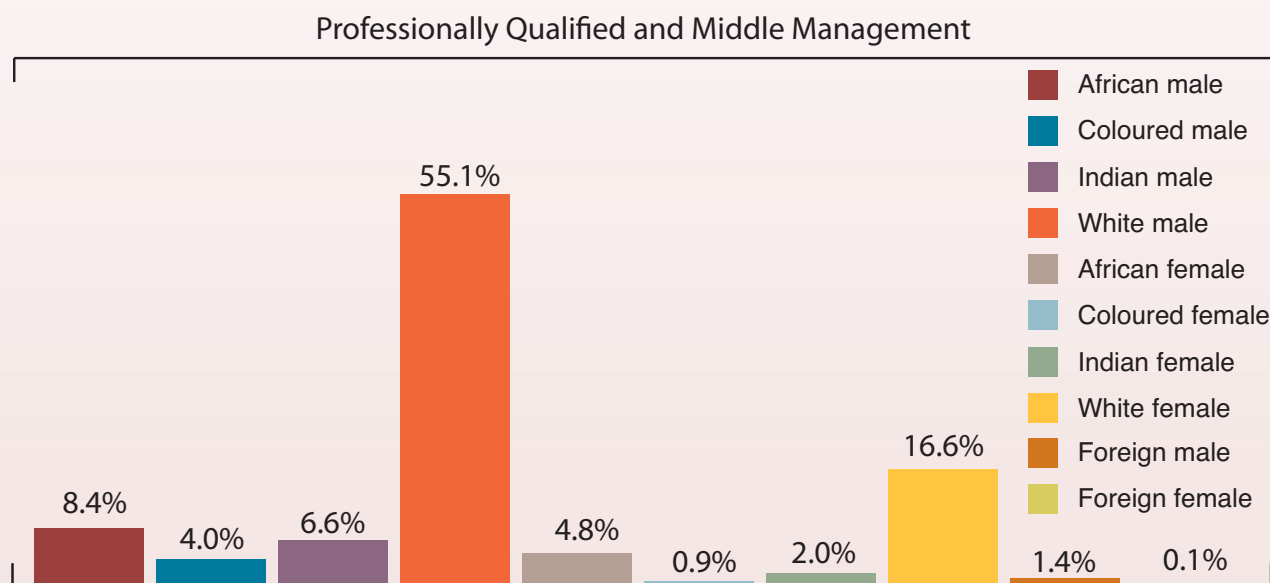


Blacks (i.e. Africans, Coloureds and Indians) represented 26.8% of all employees at the Senior Management level. Black females represented 8.8% (i.e. African female 6.3%, Coloured female 1.0% and Indian female 1.5%). Black males represented 18.0% (i.e. African male 10.7%, Coloured male 3.9% and Indian male 3.4%).

Whites represented 73.3% of all employees at this level. White females accounted for 13.1% and White males accounted for 60.2%. Foreign nationals represented 0.0% of all employees at this level. Foreign females accounted for 0.0% and foreign males accounted for 0.0%.



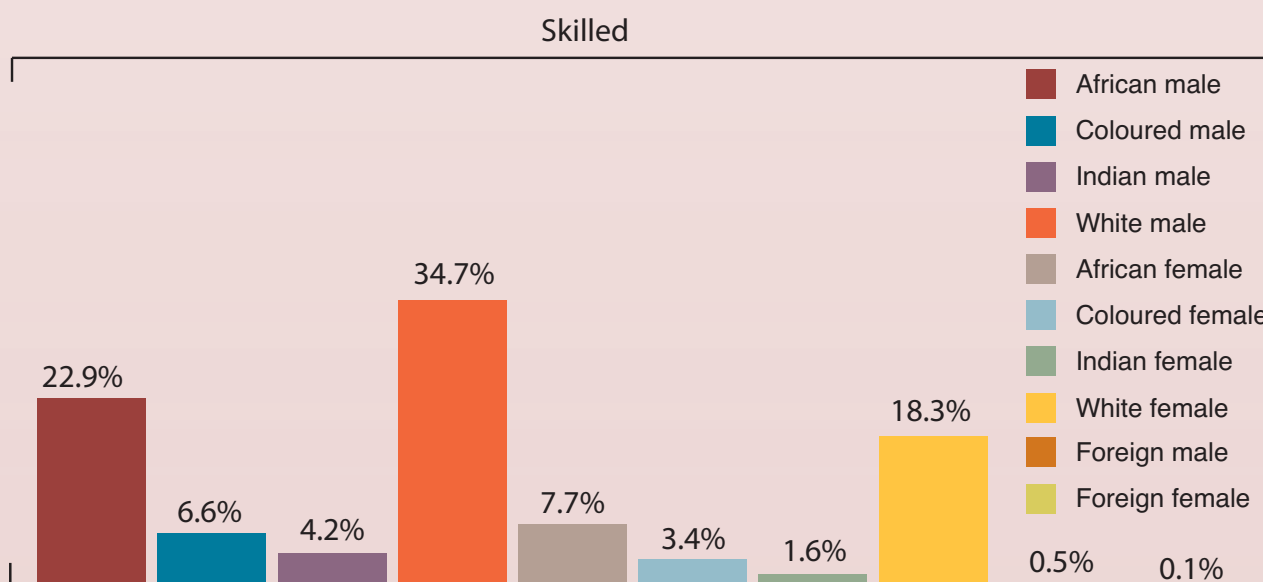
Figure 4.8: Percentage distribution of Professionally Qualified and Middle Management employees with disabilities by race and gender



Blacks (i.e. Africans, Coloureds and Indians) represented 26.7% of all employees at the Professionally Qualified and Middle Management level. Black females represented 7.7% (i.e. African female 4.8%, Coloured female 0.9% and Indian female 2.0%). Black males represented 19.0% (i.e. African male 8.4%, Coloured male 4.0% and Indian male 6.6%).

Whites represented 71.7% of all employees at this level. White females accounted for 16.6% and White males accounted for 55.1%. Foreign nationals represented 1.5% of all employees at this level. Foreign females accounted for 0.1% and foreign males accounted for 1.4%.

Figure 4.9: Percentage distribution of Skilled employees with disabilities by race and gender

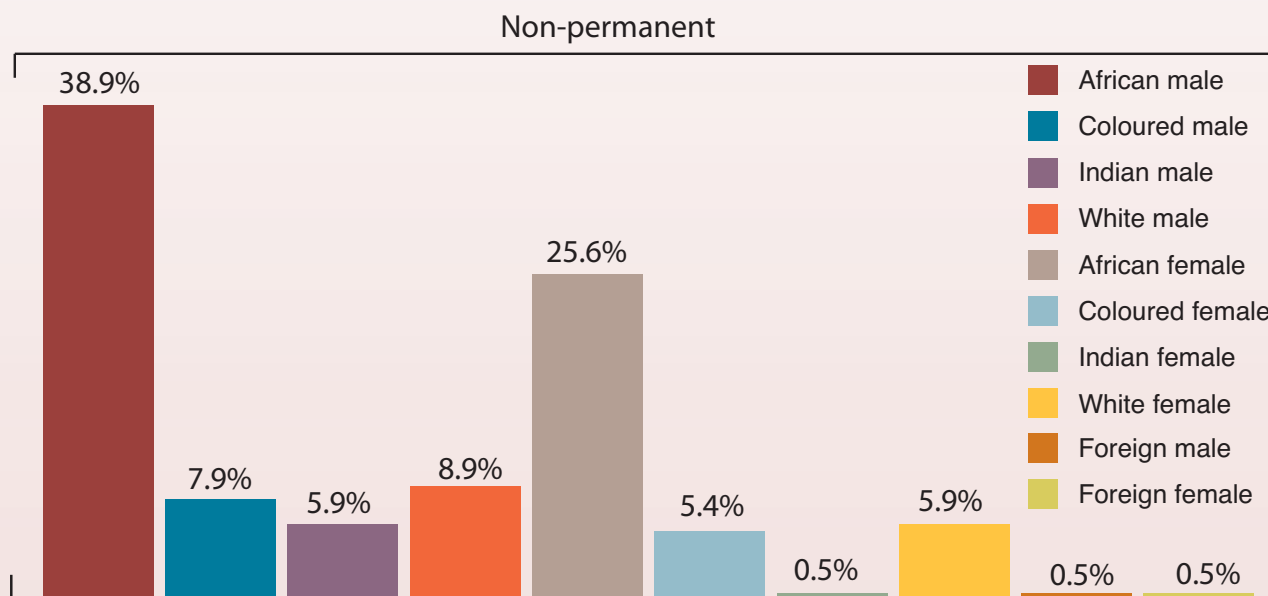


Blacks (i.e. Africans, Coloureds and Indians) represented 46.4% of all employees at the skilled level. Black females represented 12.7% (i.e. African female 7.7%, Coloured female 3.4% and Indian female 1.6%). Black males represented 33.7 (i.e. African male 22.9%, Coloured male 6.6% and Indian male 4.2%).



Whites represented 53.0% of all employees at this level. White females accounted for 18.3% and White males accounted for 34.7. Foreign nationals represented 0.6% of all employees at this level. Foreign females accounted for 0.5% and foreign males accounted for 0.1%.

Figure 4.10: Percentage distribution of Non-Permanent employees with disabilities by race and gender



Blacks (i.e. Africans, Coloureds and Indians) represented 84.2% of all employees at the Non-Permanent level. Black females represented 31.5% (i.e. African female 25.6%, Coloured female 5.4% and Indian female 0.5%). Black males represented 52.7% (i.e. African male 38.9%, Coloured male 7.9% and Indian male 5.9%).

Whites represented 14.8% of all employees at this level. White females accounted for 5.9% and White males accounted for 8.9%. Foreign nationals represented 1.0% of all employees at this level. Foreign females accounted for 0.5% and foreign males accounted for 0.5%.

Observations on people with disabilities across all occupational levels

According to the data, people with disabilities make up slightly more than 0.5% of the workforce, which represents a drop from all the previous reporting periods. They account for about 0.9% of the representation at the Top Management level and 0.7% at the Senior Management level. Their representation at the Professionally Qualified and Middle Management level is approximately 0.7%. The representation of Black people with disabilities reflects no differently to the rest of the population in terms of race and gender, particularly from the lower management levels upwards.



4.3 Core operational functions and support functions by occupational level

Job evaluation or grading systems are used to measure a job in terms of content in order to establish its worth or value in relation to other jobs in an organisation. The worth or value of a job is represented on a vertical axis as an occupational level. A job could either be a Core operational function or a Support Function. Core Operational Function positions are those that directly relate to the core business of an organization and may lead to revenue generation, e.g. sales, production, etc. Whereas Support Function positions provide infrastructure and other enabling conditions for revenue generation, e.g. human resources, corporate services, etc.

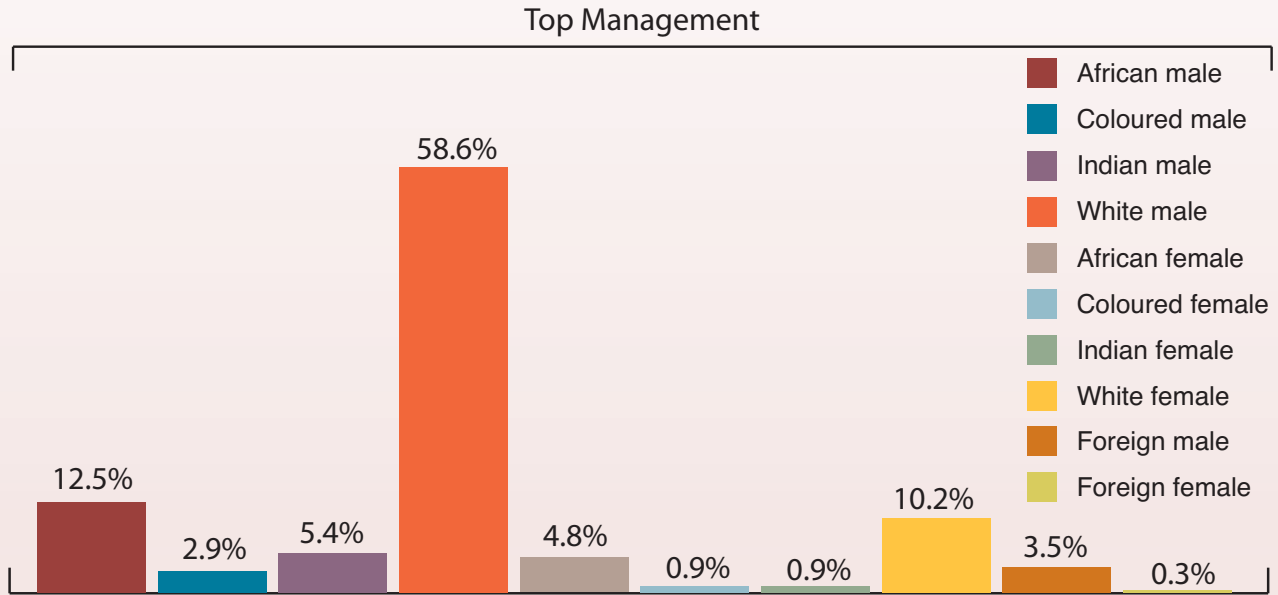
Table 4.5: Total number of employees in Core Operational Functions by occupational level, race and gender

Occupational level	Male				Female				Foreign nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	592	138	254	2771	226	41	44	484	166	13	4729
	12.5%	2.9%	5.4%	58.6%	4.8%	0.9%	0.9%	10.2%	3.5%	0.3%	100.0%
Senior management	2259	839	1158	9339	879	336	492	2703	409	78	18492
	12.2%	4.5%	6.3%	50.5%	4.8%	1.8%	2.7%	14.6%	2.2%	0.4%	100.0%
Professionally qualified and experienced specialists and mid-management	12403	4339	4420	31483	6473	2547	2607	13965	1026	291	79554
	15.6%	5.5%	5.6%	39.6%	8.1%	3.2%	3.3%	17.6%	1.3%	0.4%	100.0%
Skilled technical and academically qualified workers,	122084	27318	14073	77179	45455	17637	10110	40745	3552	458	358611
	34.0%	7.6%	3.9%	21.5%	12.7%	4.9%	2.8%	11.4%	1.0%	0.1%	100.0%
Semi-skilled and discretionary decision making	294204	42636	12816	25018	134917	47445	13364	25302	30505	325	626532
	47.0%	6.8%	2.0%	4.0%	21.5%	7.6%	2.1%	4.0%	4.9%	0.1%	100.0%
Unskilled and defined decision making	178713	18021	2578	5606	76651	16334	1729	797	16392	481	317302
	56.3%	5.7%	0.8%	1.8%	24.2%	5.1%	0.5%	0.3%	5.2%	0.2%	100.0%
Total permanent	670699	102304	37964	158944	322212	92732	30241	93340	53265	1856	1563557
	42.9%	6.5%	2.4%	10.2%	20.6%	5.9%	1.9%	6.0%	3.4%	0.1%	100.0%
Non-permanent employees	60444	9013	2665	7548	57611	8392	1895	9344	1215	210	158337
	38.2%	5.7%	1.7%	4.8%	36.4%	5.3%	1.2%	5.9%	0.8%	0.1%	100.0%
Grand total	670699	102304	37964	158944	322212	92732	30241	93340	53265	1856	1563557

Only the first four occupational levels and non-permanent employees from **Table 4.4** are illustrated below:



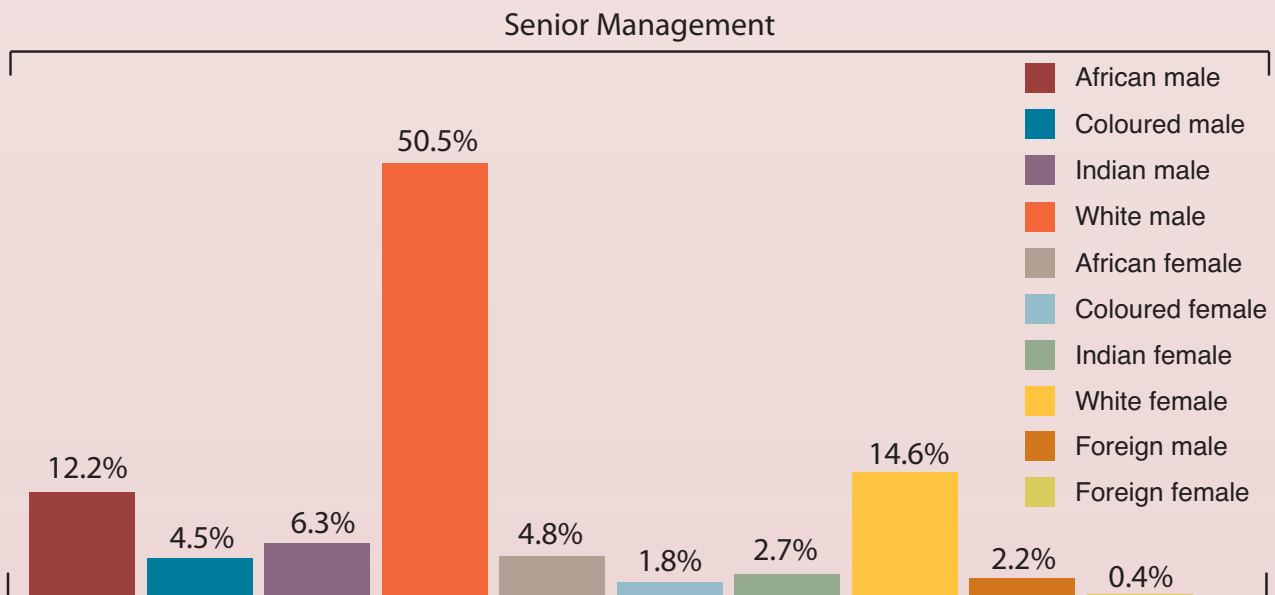
Figure 4.11: Percentage distribution of Top Management employees in core functions by race and gender



Blacks (i.e. Africans, Coloureds and Indians) represented 27.4% of all employees at the Top Management level in core functions. Black females represented 6.6% (i.e. African female 4.8%, Coloured female 0.9% and Indian female 0.9%). Black males represented 20.8% (i.e. African male 12.5%, Coloured male 2.9% and Indian male 5.4%).

Whites represented 68.8% of all employees at this level. White females accounted for 10.2% and White males accounted for 58.6%. Foreign nationals represented 3.8% of all employees at this level. Foreign females accounted for 0.3% and foreign males accounted for 3.5%.

Figure 4.12: Percentage distribution of Senior Management employees in core functions by race and gender

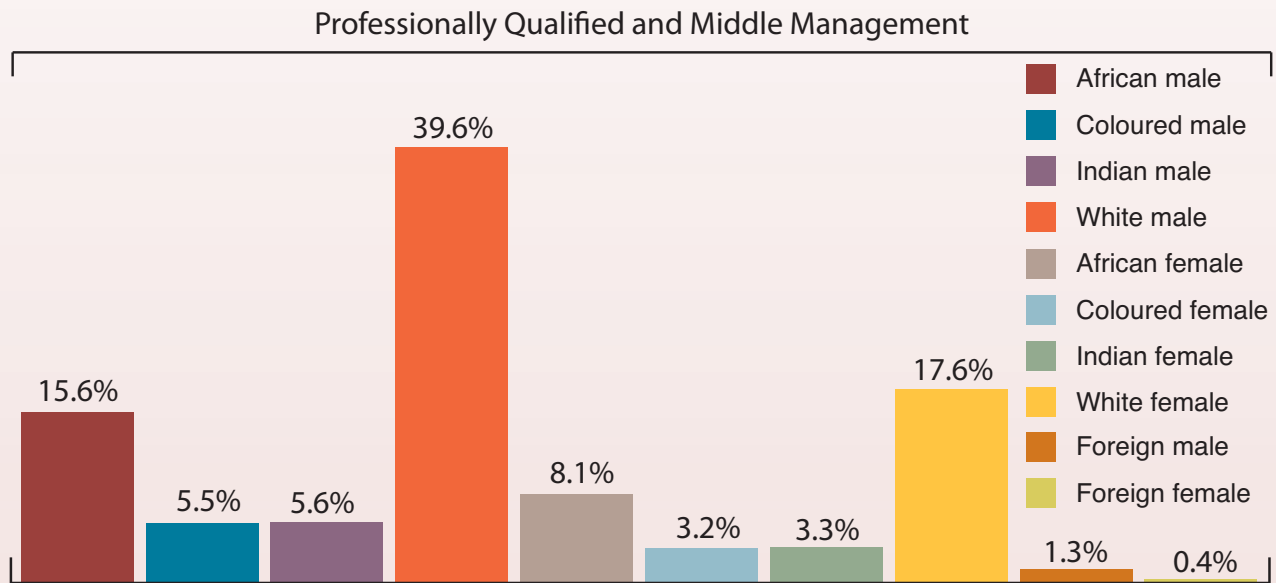


Blacks (i.e. Africans, Coloureds and Indians) represented 32.3% of all employees at the Senior Management level in core functions. Black females represented 9.3% (i.e. African female 4.8%, Coloured female 1.8% and Indian female 2.7%). Black males represented 23.0% (i.e. African male 12.2%, Coloured male 4.5% and Indian male 6.3%).

Whites represented 65.1% of all employees at this level. White females accounted for 14.6% and White males accounted for 50.5%. Foreign nationals represented 2.6% of all employees at this level. Foreign females accounted for 0.4% and foreign males accounted for 2.2%.



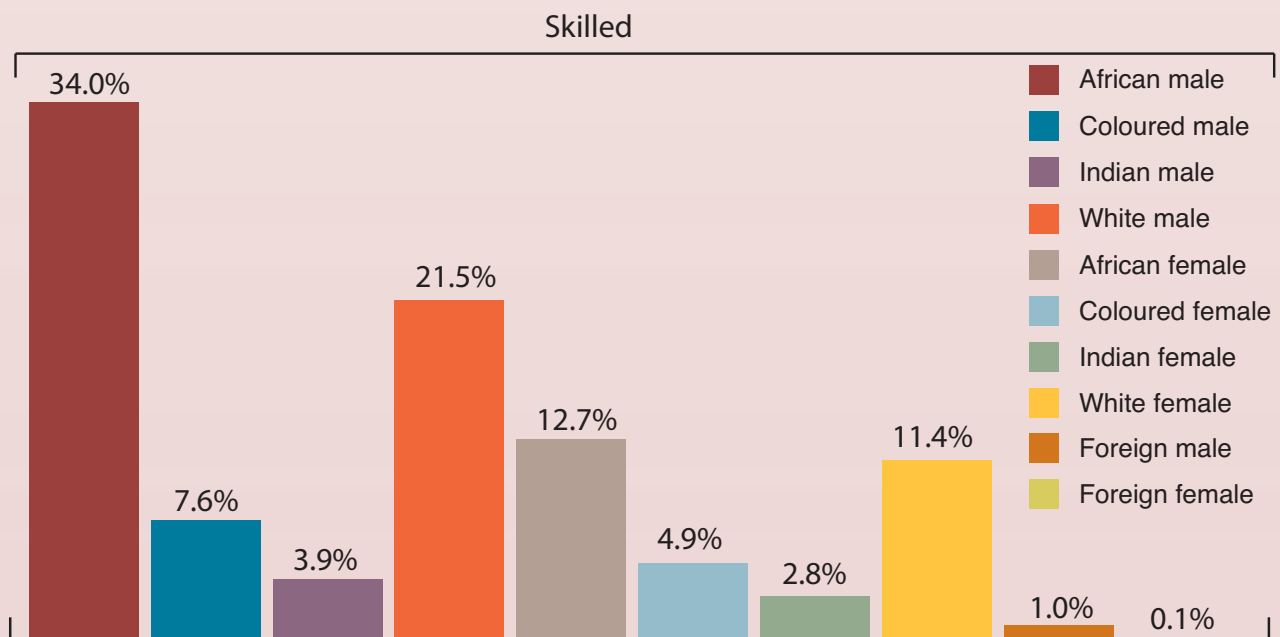
Figure 4.13: Percentage distribution of Professionally Qualified and Middle Management employees in core functions by race and gender



Blacks (i.e. Africans, Coloureds and Indians) represented 41.3% of all employees at the Professionally Qualified and Middle Management level in core functions. Black females represented 14.6% (i.e. African female 8.1%, Coloured female 3.2% and Indian female 3.3%). Black males represented 26.7% (i.e. African male 15.6%, Coloured male 5.5% and Indian male 5.6%).

Whites represented 57.2% of all employees at this level. White females accounted for 17.6% and White males accounted for 39.6%. Foreign nationals represented 1.7% of all employees at this level. Foreign females accounted for 0.4% and foreign males accounted for 1.3%.

Figure 4.14: Percentage distribution of Skilled employees in core functions by race and gender

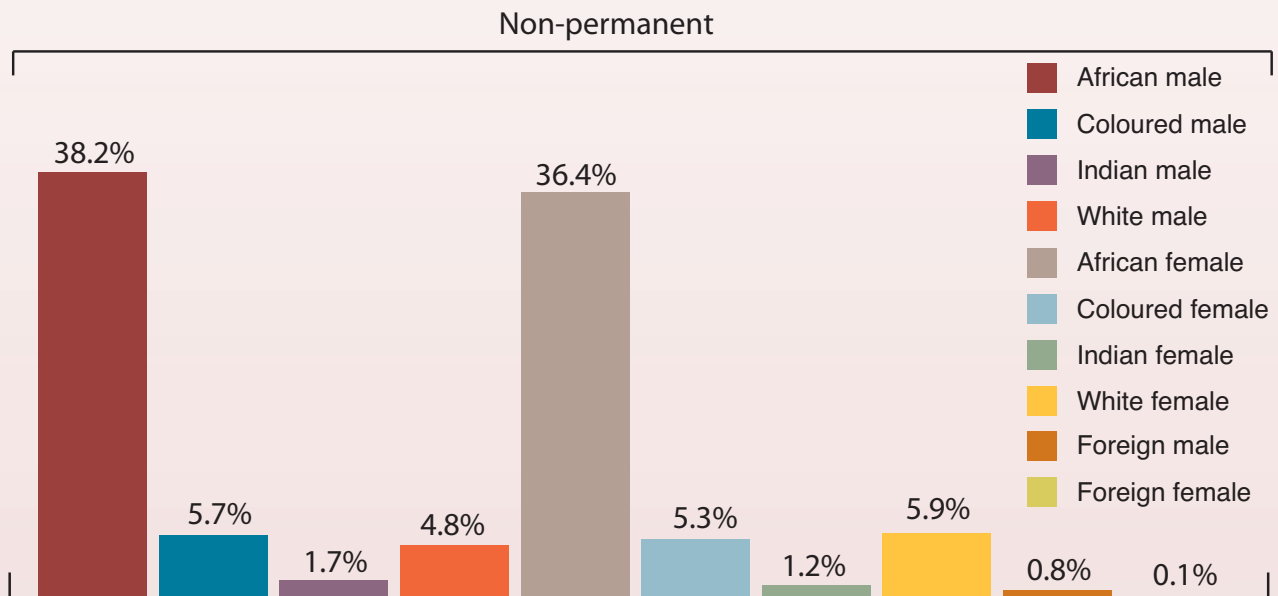


Blacks (i.e. Africans, Coloureds and Indians) represented 65.9% of all employees at the skilled level in core functions. Black females represented 20.4% (i.e. African female 12.7%, Coloured female 4.9% and Indian female 2.8%). Black males represented 45.5% (i.e. African male 34.0%, Coloured male 7.6% and Indian male 3.9%).



Whites represented 32.9% of all employees at this level. White females accounted for 11.4% and White males accounted for 21.5%. Foreign nationals represented 1.1% of all employees at this level. Foreign females accounted for 0.1% and foreign males accounted for 1.0%.

Figure 4.15: Percentage distribution of Non-Permanent employees in core functions by race and gender



Blacks (i.e. Africans, Coloureds and Indians) represented 88.5% of all employees at the Non-Permanent level in core functions. Black females represented 42.9% (i.e. African female 36.4%, Coloured female 5.3% and Indian female 1.2%). Black males represented 45.6% (i.e. African male 38.2%, Coloured male 5.7% and Indian male 1.7%).

Whites represented 10.7% of all employees at this level. White females accounted for 5.9% and White males accounted for 4.8%. Foreign nationals represented 0.9% of all employees at this level. Foreign females accounted for 0.1% and foreign males accounted for 0.8%.

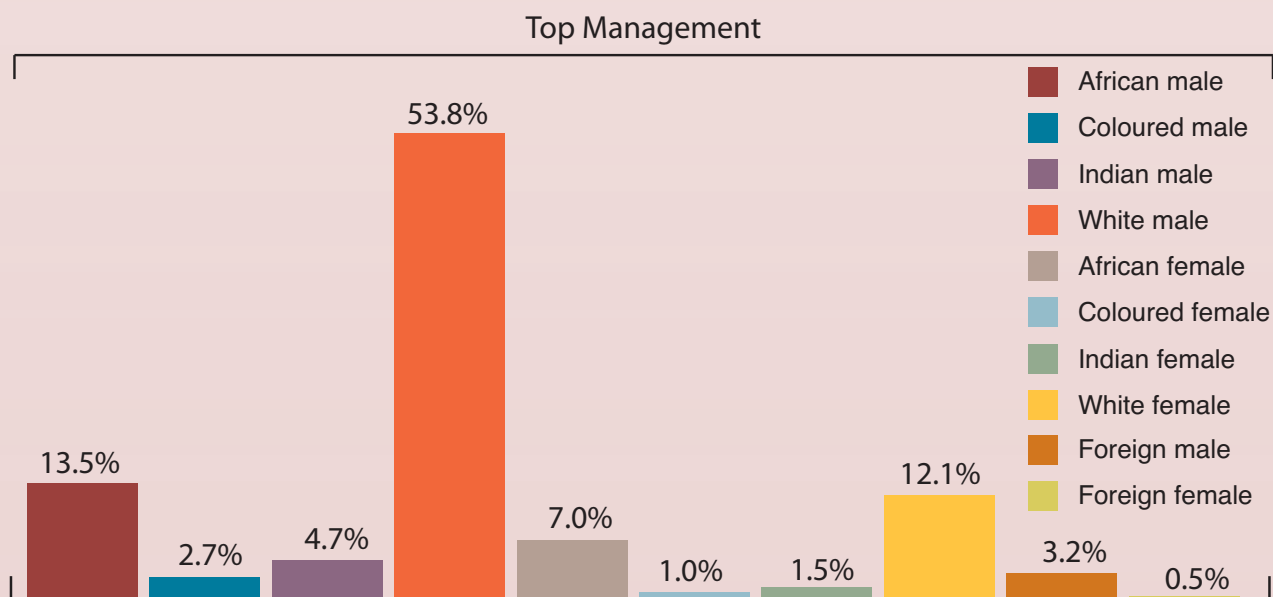


Table 4.6: Total number of employees in Support Functions by occupational level, race and gender

Occupational level	Male				Female				Foreign nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	431	87	150	1711	224	32	47	385	101	15	3183
	13.5%	2.7%	4.7%	53.8%	7.0%	1.0%	1.5%	12.1%	3.2%	0.5%	100.0%
Senior management	1433	431	572	5014	708	223	356	1931	204	55	10927
	13.1%	3.9%	5.2%	45.9%	6.5%	2.0%	3.3%	17.7%	1.9%	0.5%	100.0%
Professionally qualified and experienced specialists and mid-management	6162	2002	2280	13828	3533	1458	1529	8387	291	127	39597
	15.6%	5.1%	5.8%	34.9%	8.9%	3.7%	3.9%	21.2%	0.7%	0.3%	100.0%
Skilled technical and academically qualified workers,	22518	6465	4779	19868	17388	7813	4900	29360	452	229	113772
	19.8%	5.7%	4.2%	17.5%	15.3%	6.9%	4.3%	25.8%	0.4%	0.2%	100.0%
Semi-skilled and discretionary decision making	52006	9798	3471	6434	38864	15515	5469	21686	2094	173	155510
	33.4%	6.3%	2.2%	4.1%	25.0%	10.0%	3.5%	13.9%	1.3%	0.1%	100.0%
Unskilled and defined decision making	31402	4162	398	1176	15883	4609	257	614	1710	35	60246
	52.1%	6.9%	0.7%	2.0%	26.4%	7.7%	0.4%	1.0%	2.8%	0.1%	100.0%
Total permanent	149509	28610	18581	52263	95615	34851	15145	66769	5170	767	467280
	32.0%	6.1%	4.0%	11.2%	20.5%	7.5%	3.2%	14.3%	1.1%	0.2%	100.0%
Non-permanent employees	35557	5665	6931	4232	19015	5201	2587	4406	318	133	84045
	42.3%	6.7%	8.2%	5.0%	22.6%	6.2%	3.1%	5.2%	0.4%	0.2%	100.0%
Grand total	149509	28610	18581	52263	95615	34851	15145	66769	5170	767	467280

Only the first four occupational levels and non-permanent employees from Table 4.5 are illustrated below:

Figure 4.16: Percentage distribution of Top Management employees in support functions by race and gender

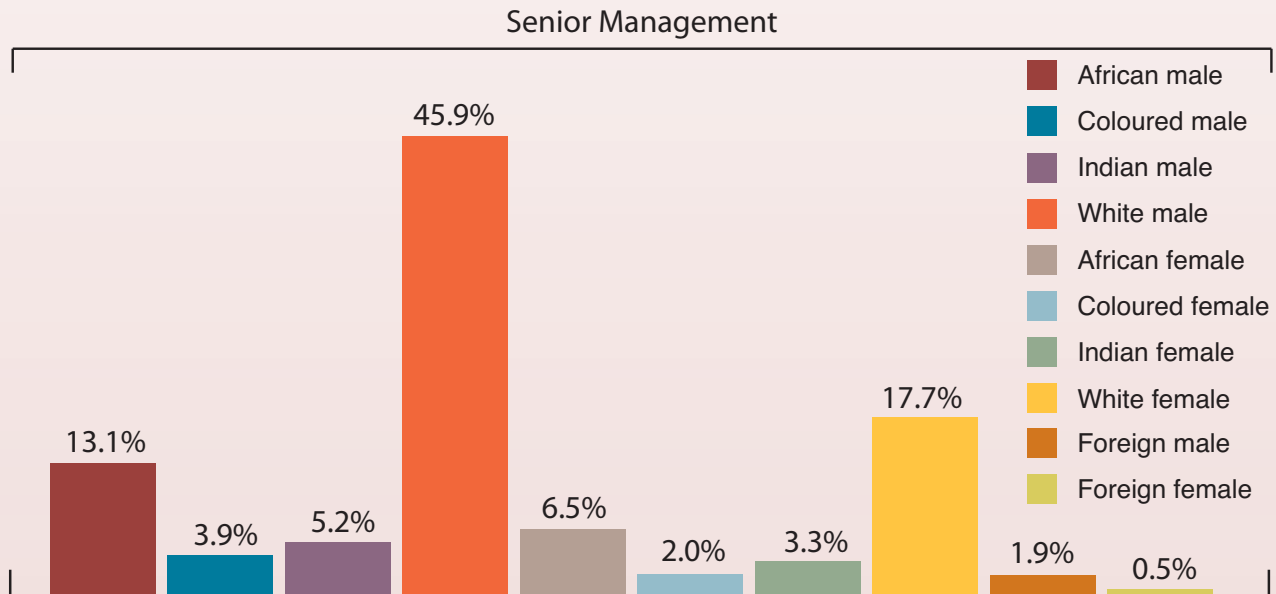




Blacks (i.e. Africans, Coloureds and Indians) represented 30.4% of all employees at the Top Management level in support functions. Black females represented 9.5% (i.e. African female 7.0%, Coloured female 1.0% and Indian female 1.5%). Black males represented 20.9% (i.e. African male 13.5%, Coloured male 2.7% and Indian male 4.7%).

Whites represented 65.9% of all employees at this level. White females accounted for 12.1% and White males accounted for 53.8%. Foreign nationals represented 3.7% of all employees at this level. Foreign females accounted for 0.5% and foreign males accounted for 3.2%.

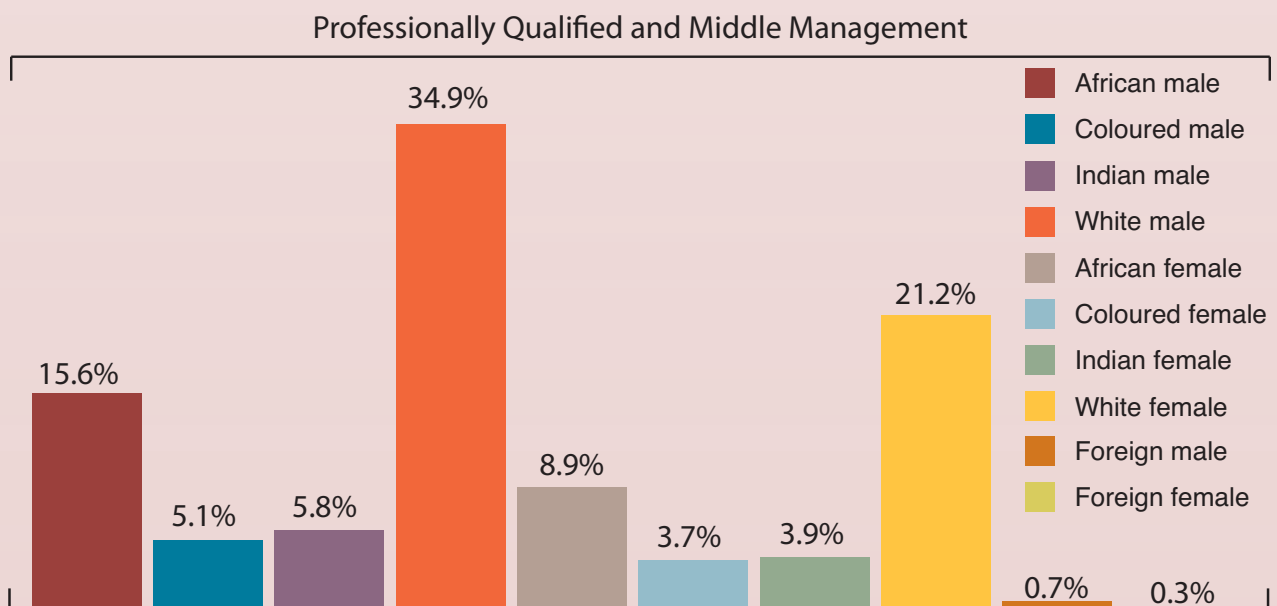
Figure 4.17: Percentage distribution of Senior Management employees in support functions by race and gender



Blacks (i.e. Africans, Coloureds and Indians) represented 34.0% of all employees at the Senior Management level in support functions. Black females represented 11.8% (i.e. African female 6.5%, Coloured female 2.0% and Indian female 3.3%). Black males represented 22.2% (i.e. African male 13.1%, Coloured male 3.9% and Indian male 5.2%).

Whites represented 63.6% of all employees at this level. White females accounted for 17.7% and White males accounted for 45.9%. Foreign nationals represented 2.4% of all employees at this level. Foreign females accounted for 0.5% and foreign males accounted for 1.9%.

Figure 4.18: Percentage distribution of Professionally Qualified and Middle Management employees in support functions by race and gender

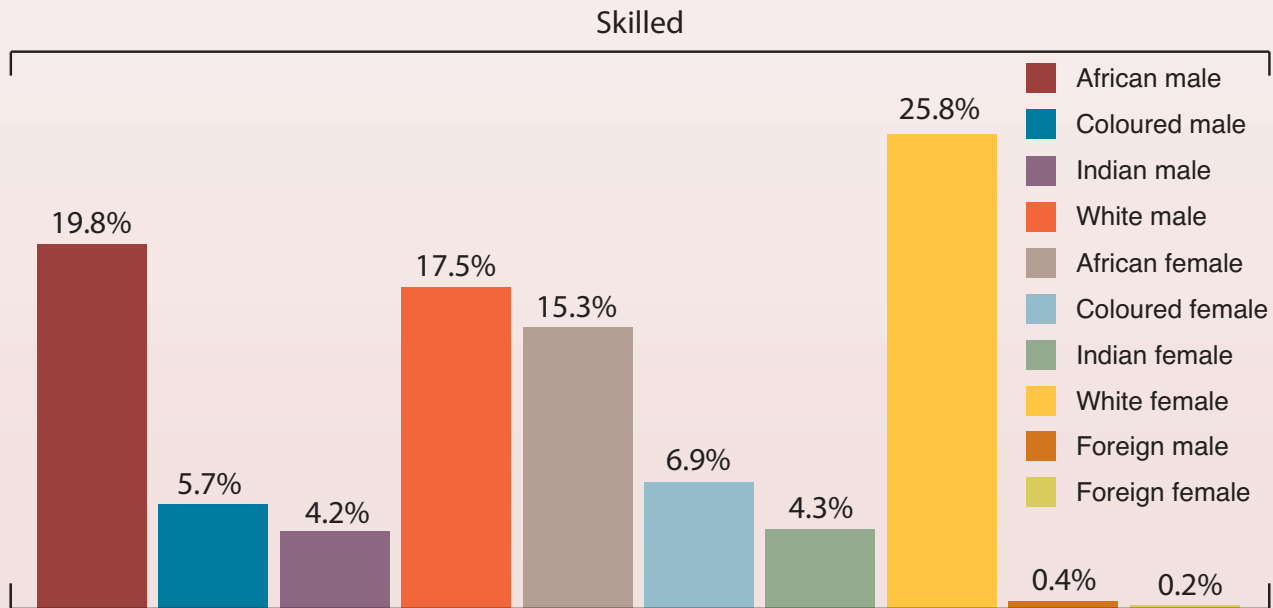




Blacks (i.e. Africans, Coloureds and Indians) represented 43.0% of all employees at the Professionally Qualified and Middle Management level in support functions. Black females represented 16.5% (i.e. Africans female 8.9%, Coloured female 3.7% and Indian female 3.9%). Black males represented 26.5% (i.e. African male 15.6%, Coloured male 5.1% and Indian male 5.8%).

Whites represented 56.1% of all employees at this level. White females accounted for 21.2% and White males accounted for 34.9%. Foreign nationals represented 1.0% of all employees at this level. Foreign females accounted for 0.3% and foreign males accounted for 0.7%.

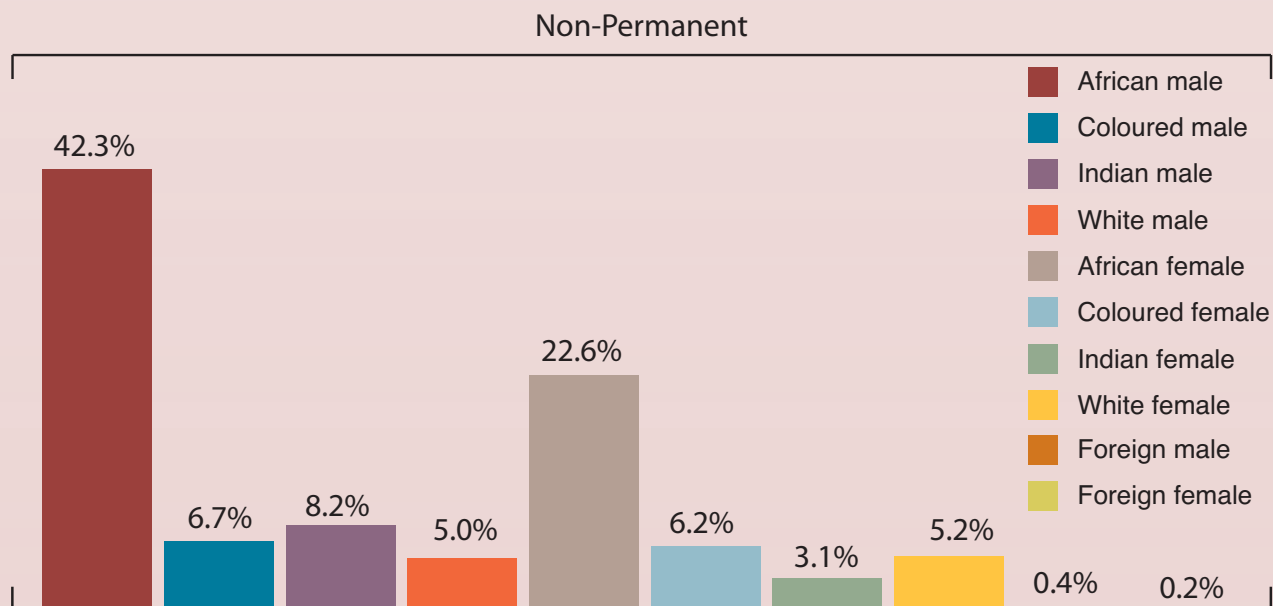
Figure 4.19: Percentage distribution of Skilled employees in support functions by race and gender



Blacks (i.e. Africans, Coloureds and Indians) represented 56.2% of all employees at the unskilled level in support functions. Black females represented 26.5% (i.e. African female 15.3%, Coloured female 6.9% and Indian female 4.3%). Black males represented 29.7% (i.e. Africans male 19.8%, Coloured male 5.7% and Indian male 4.2%).

Whites represented 43.3% of all employees at this level. White females accounted for 25.8% and White males accounted for 17.5%. Foreign nationals represented 0.6% of all employees at this level. Foreign females accounted for 0.2% and foreign males accounted for 0.4%.

Figure 4.20: Percentage distribution of Non-Permanent employees in support functions by race and gender





Blacks (i.e. Africans, Coloureds and Indians) represented 89.1% of all employees at the Non-Permanent level in support functions. Black females represented 31.9% (i.e. African female 22.6%, Coloured female 6.2% and Indian female 3.1%). Black males represented 57.2% (i.e. African male 42.3%, Coloured male 6.7% and Indian male 8.2%).

Whites represented 10.2% of all employees at this level. White females accounted for 5.2% and White males accounted for 5.0%. Foreign nationals represented 0.6% of all employees at this level. Foreign females accounted for 0.2% and foreign males accounted for 0.4%.



4.4 Workforce movement

This area of the report provides information on recruitment and promotions from employment equity reports received from employers in 2007 in terms of occupational levels, race and gender. Information on recruitment and promotions pertaining to people with disabilities are also provided.

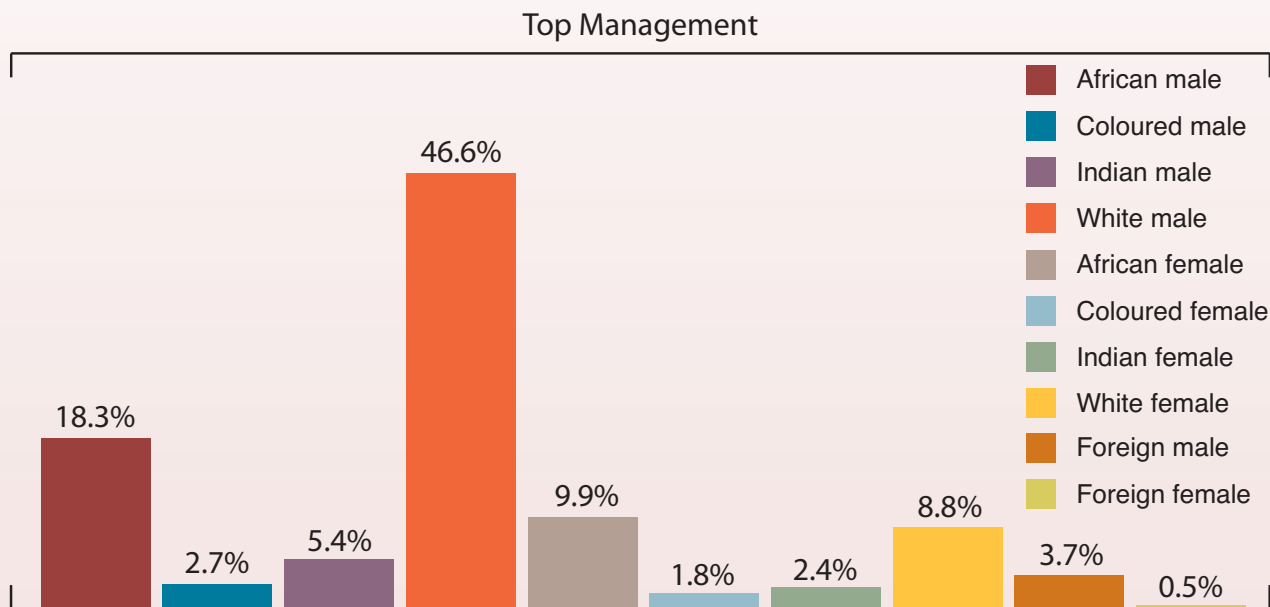
Table 4.7: Total number of employees recruited, including people with disabilities, by occupational level, race and gender

Occupational Level	Male				Female				Foreign nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	115	17	34	292	62	11	15	55	23	3	627
	18.3%	2.7%	5.4%	46.6%	9.9%	1.8%	2.4%	8.8%	3.7%	0.5%	100.0%
Senior management	555	164	187	1400	315	83	84	490	115	27	3420
	16.2%	4.8%	5.5%	40.9%	9.2%	2.4%	2.5%	14.3%	3.4%	0.8%	100.0%
Professionally qualified and experienced specialists and mid-management	3083	835	960	5329	2038	584	650	2726	235	81	16521
	18.7%	5.1%	5.8%	32.3%	12.3%	3.5%	3.9%	16.5%	1.4%	0.5%	100.0%
Skilled technical and academically qualified workers	18163	4441	2864	14968	11998	3785	2408	10118	817	165	69727
	26.0%	6.4%	4.1%	21.5%	17.2%	5.4%	3.5%	14.5%	1.2%	0.2%	100.0%
Semi-skilled and discretionary decision making	75729	11498	4260	7829	50898	17163	5233	11809	4048	199	188666
	40.1%	6.1%	2.3%	4.1%	27.0%	9.1%	2.8%	6.3%	2.1%	0.1%	100.0%
Unskilled and defined decision making	68372	7996	1044	1517	31396	8329	660	621	2415	168	122518
	55.8%	6.5%	0.9%	1.2%	25.6%	6.8%	0.5%	0.5%	2.0%	0.1%	100.0%
Total permanent	226431	36222	14772	37413	132422	40306	11752	32795	8311	813	541237
	41.8%	6.7%	2.7%	6.9%	24.5%	7.4%	2.2%	6.1%	1.5%	0.2%	100.0%
Non-permanent employees	60414	11271	5423	6078	35715	10351	2702	6976	658	170	139758
	43.2%	8.1%	3.9%	4.3%	25.6%	7.4%	1.9%	5.0%	0.5%	0.1%	100.0%
Grand total	226431	36222	14772	37413	132422	40306	11752	32795	8311	813	541237

Only the first four occupational levels and non-permanent employees from **Table 4.6** are illustrated below:



Figure 4.21: Percentage distribution of Top Management employees recruited by race and gender

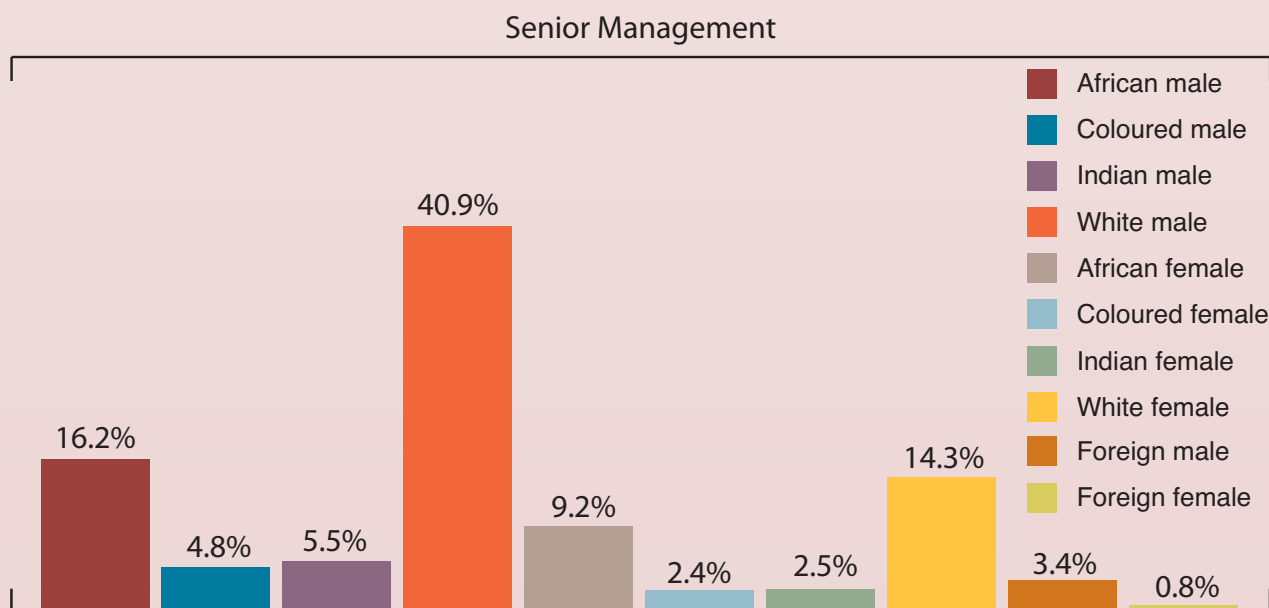


Blacks (i.e. Africans, Coloureds and Indians) represented 40.5% of all employees recruited at the Top Management level. Black females represented 14.1% (i.e. African female 9.9%, Coloured female 1.8% and Indian female 2.4%). Black males represented 26.4% (i.e. African male 18.3%, Coloured male 2.7% and Indian male 5.4%).

Whites represented 55.4% of all employees recruited at this level. White females accounted for 8.8% and White males accounted for 46.6%. Foreign nationals represented 4.2% of all employees recruited at this level. Foreign females accounted for 0.5% and foreign males accounted for 3.7%.

The recruitment of Whites at this level is almost one-and-a-half times that of Blacks and nearly twice that of Africans.

Figure 4.22: Percentage distribution of Senior Management employees recruited by race and gender



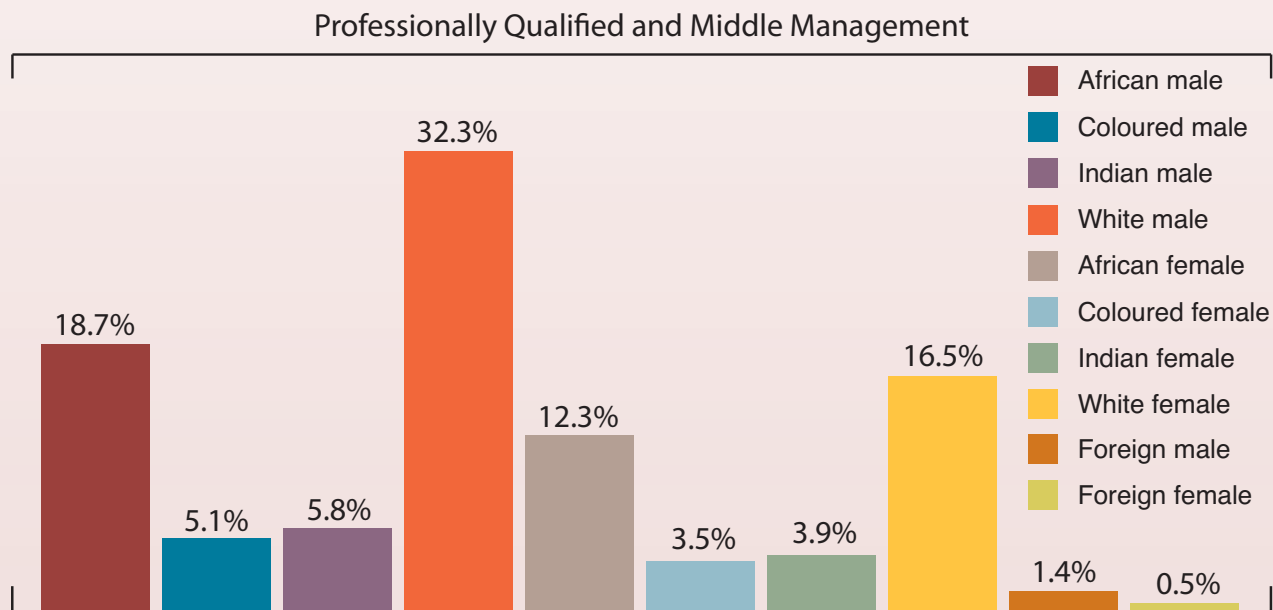
Blacks (i.e. Africans, Coloureds and Indians) represented 40.6% of all employees recruited at the Senior Management level. Black females represented 14.1% (i.e. African female 9.2%, Coloured female 2.4% and Indian female 2.5%). Black males represented 26.5% (i.e. African male 16.2%, Coloured male 4.8% and Indian male 5.5%).



Whites represented 55.2% of all employees recruited at this level. White females accounted for 14.3% and White males accounted for 40.9%. Foreign nationals represented 4.2% of all employees recruited at this level. Foreign females accounted for 0.8% and foreign males accounted for 3.4%.

The recruitment of Whites at this level is almost twice that of Blacks and nearly three times that of Africans. Recruitment of White females at this level is almost equal to that of Africans, i.e. the sum of both African male and African female recruitment.

Figure 4.23: Percentage distribution of Professionally Qualified and Middle Management employees recruited by race and gender



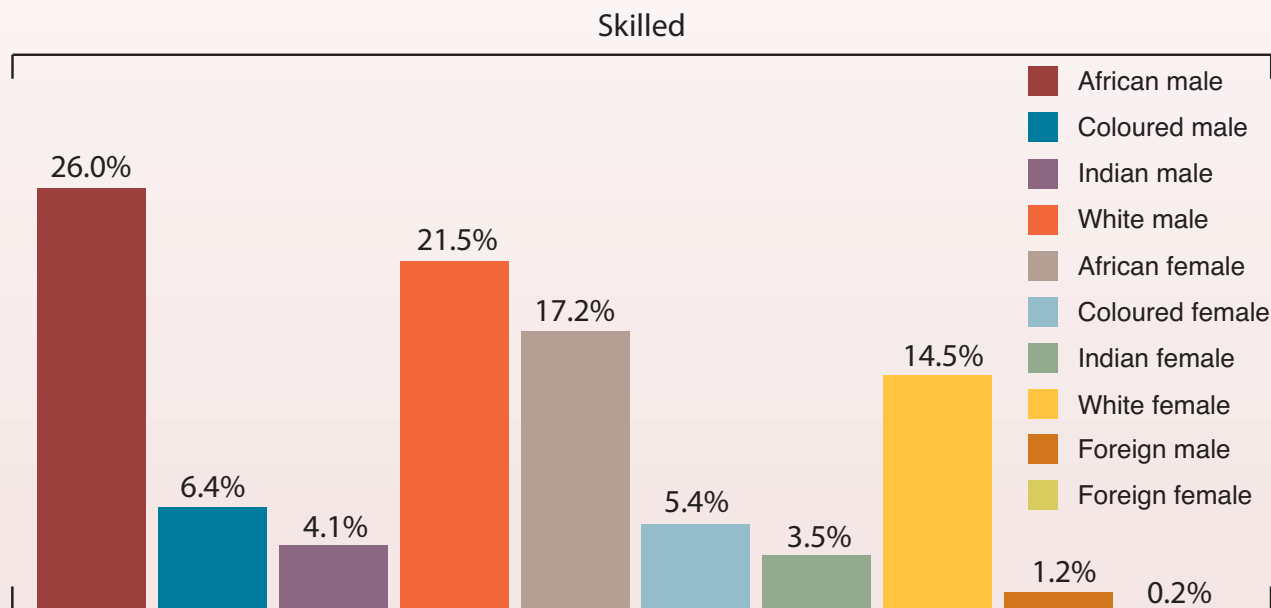
Blacks (i.e. Africans, Coloureds and Indians) represented 49.3% of all employees recruited at the Professionally Qualified and Middle Management level. Black females represented 19.7% (i.e. African female 12.3%, Coloured female 3.5% and Indian female 3.9%). Black males represented 29.6% (i.e. African male 18.7%, Coloured male 5.1% and Indian male 5.8%).

Whites represented 48.8% of all employees recruited at this level. White females accounted for 16.5% and White males accounted for 32.3%. Foreign nationals represented 1.9% of all employees recruited at this level. Foreign females accounted for 0.5% and foreign males accounted for 1.4%.

The recruitment of Whites at this level is approximately one-and-a-half times that of Blacks and almost two-and-a-quarter times that of Africans at this level. Once again, the recruitment of White females at this level is nearly the same when compared to the sum of African male and African female recruited at this level.



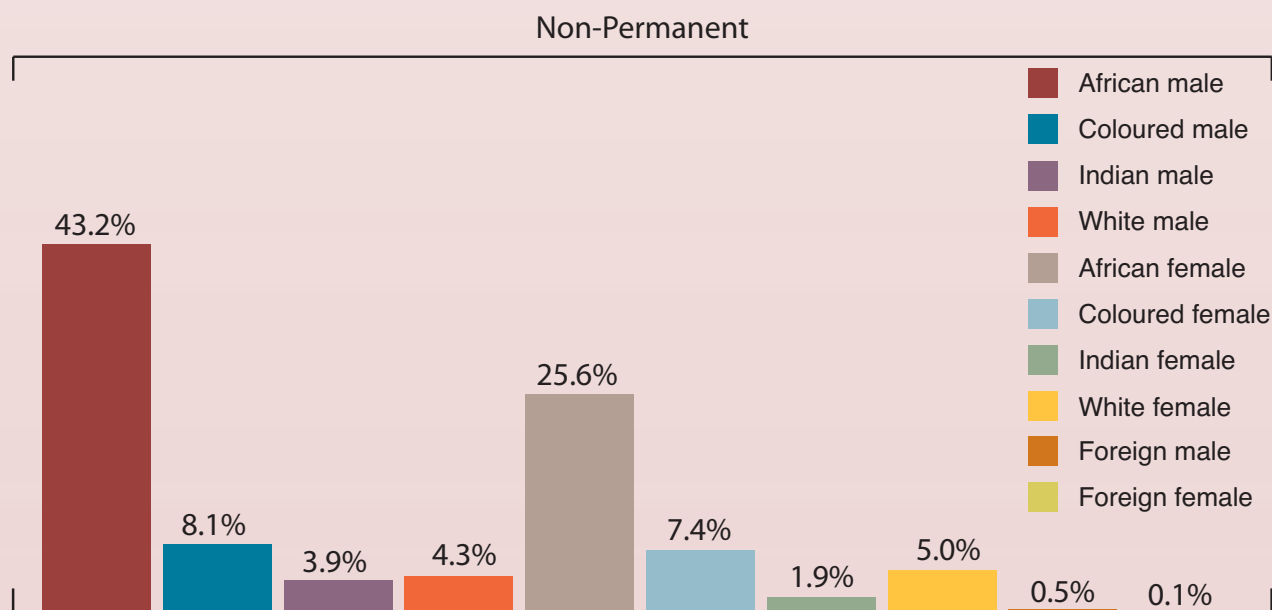
Figure 4.24: Percentage distribution of Skilled employees recruited by race and gender



Blacks (i.e. Africans, Coloureds and Indians) represented 62.6% of all employees recruited at the skilled level. Black females represented 26.1% (i.e. African female 17.2%, Coloured female 5.4% and Indian female 3.5%). Black males represented 36.5% (i.e. African male 26.0%, Coloured male 6.4% and Indian male 4.1%).

Whites represented 36.0% of all employees recruited at this level. White females accounted for 14.5% and White males accounted for 21.5%. Foreign nationals represented 1.4% of all employees recruited at this level. Foreign females accounted for 0.2% and foreign males accounted for 1.2%.

Figure 4.25: Percentage distribution of Non-Permanent employees recruited by race and gender



Blacks (i.e. Africans, Coloureds and Indians) represented 90.1% of all employees recruited at the Non-Permanent level. Black females represented 34.9% (i.e. African female 25.6%, Coloured female 7.4% and Indian female 1.9%). Black males represented 55.2% (i.e. African male 43.2%, Coloured male 8.1% and Indian male 3.9%).

Whites represented 9.3% of all employees recruited at this level. White females accounted for 5.0% and White males accounted for 4.3%. Foreign nationals represented 0.6% of all employees recruited at this level. Foreign females accounted for 0.1% and foreign males accounted for 0.5%.



Table 4.8: Total number of employees with disabilities recruited by occupational level, race and gender

Occupational level	Male				Female				Foreign nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	0	0	0	2	1	0	0	0	0	0	3
	0.0%	0.0%	0.0%	66.7%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Senior management	2	1	0	7	0	0	0	2	0	0	12
	16.7%	8.3%	0.0%	58.3%	0.0%	0.0%	0.0%	16.7%	0.0%	0.0%	100.0%
Professionally qualified and experienced specialists and mid-management	11	3	4	16	10	6	6	15	1	0	72
	15.3%	4.2%	5.6%	22.2%	13.9%	8.3%	8.3%	20.8%	1.4%	0.0%	100.0%
Skilled technical and academically qualified workers	59	29	6	92	23	9	9	34	1	1	263
	22.4%	11.0%	2.3%	35.0%	8.7%	3.4%	3.4%	12.9%	0.4%	0.4%	100.0%
Semi-skilled and discretionary decision making	186	36	9	54	80	31	13	32	3	0	444
	41.9%	8.1%	2.0%	12.2%	18.0%	7.0%	2.9%	7.2%	0.7%	0.0%	100.0%
Unskilled and defined decision making	128	21	9	15	112	20	3	7	7	2	324
	39.5%	6.5%	2.8%	4.6%	34.6%	6.2%	0.9%	2.2%	2.2%	0.6%	100.0%
Total permanent	582	104	35	209	265	80	32	97	12	4	1420
	41.0%	7.3%	2.5%	14.7%	18.7%	5.6%	2.3%	6.8%	0.8%	0.3%	100.0%
Non-permanent employees	196	14	7	23	39	14	1	7	0	1	302
	64.9%	4.6%	2.3%	7.6%	12.9%	4.6%	0.3%	2.3%	0.0%	0.3%	100.0%
Grand total	582	104	35	209	265	80	32	97	12	4	1420

Percentage distribution of Top Management employees with disabilities recruited by race and gender

Blacks (i.e. Africans, Coloureds and Indians) represented 33.3% of all employees recruited at the Top Management level. Black females represented 33.3% (i.e. African female 33.3%, Coloured female 0% and Indian female 0%). Black males represented 0% (i.e. African male 0%, Coloured male 0% and Indian male 0%).

Whites represented 66.7% of all employees recruited at this level. White females accounted for 0% and White males accounted for 66.7%. Foreign nationals represented 0% of all employees recruited at this level. Foreign females accounted for 0% and foreign males accounted for 0%.

Percentage distribution of Senior Management employees with disabilities recruited by race and gender

Blacks (i.e. Africans, Coloureds and Indians) represented 25.0% of all employees recruited at the Senior Management level. Black females represented 0% (i.e. African female 0%, Coloured female 0% and Indian female 0%). Black males represented 25.0% (i.e. African male 16.7%, Coloured male 8.3% and Indian male 0%).

Whites' represented 75.0% of all employees recruited at this level. White females accounted for 16.7% and White males accounted for 58.3%. Foreign nationals represented 0% of all employees recruited at this level. Foreign females accounted for 0% and foreign males accounted for 0%.



Percentage distribution of Professionally Qualified and Middle Management employees with disabilities recruited by race and gender

Blacks (i.e. Africans, Coloureds and Indians) represented 55.6% of all employees recruited at the Professionally Qualified and Middle Management level. Black females represented 30.5% (i.e. African female 13.9%, Coloured female 8.3% and Indian female 3.3%). Black males represented 25.1% (i.e. African male 15.3%, Coloured male 4.2% and Indian male 5.6%).

Whites represented 43.0% of all employees recruited at this level. White females accounted for 20.8% and White males accounted for 22.2%. Foreign nationals represented 1.4% of all employees recruited at this level. Foreign females accounted for 0% and foreign males accounted for 1.4%.

Percentage distribution of Skilled employees with disabilities recruited by race and gender

Blacks (i.e. Africans, Coloureds and Indians) represented 51.2% of all employees recruited at the skilled level. Black females represented 15.5% (i.e. African female 8.7%, Coloured female 3.4% and Indian female 3.4%). Black males represented 35.7% (i.e. African male 22.4%, Coloured male 11.0% and Indian male 2.3%).

Whites represented 47.9% of all employees recruited at this level. White females accounted for 12.9% and White males accounted for 35.0%. Foreign nationals represented 0.8% of all employees recruited at this level. Foreign females accounted for 0.4% and foreign males accounted for 0.4%.

Percentage distribution of Non-Permanent employees with disabilities recruited by race and gender

Blacks (i.e. Africans, Coloureds and Indians) represented 89.6% of all employees recruited at the Non-Permanent level. Black females represented 17.8% (i.e. African female 12.9%, Coloured female 4.6% and Indian female 0.3%). Black males represented 71.8% (i.e. African male 64.9%, Coloured male 4.6% and Indian male 2.3%).

Whites represented 9.9% of all employees recruited at this level. White females accounted for 2.3% and White males accounted for 7.6%. Foreign nationals represented 0.3% of all employees recruited at this level. Foreign females accounted for 0.3% and foreign males accounted for 0%.

Observations on the recruitment of people with disabilities across all occupational levels

According to the data, people with disabilities make up slightly more than 2% of all those who have been recruited in the workforce, which represents a drop from all of the previous reporting periods. They account for about 0.4% of all recruits at the Top Management level and 0.3% of all recruits at the Senior Management level. Their recruitment is approximately 0.4% of all recruits at the Professionally Qualified and Middle Management level. The representation of Black people with disabilities recruited reflects no differently to the rest of the population in terms of race and gender.

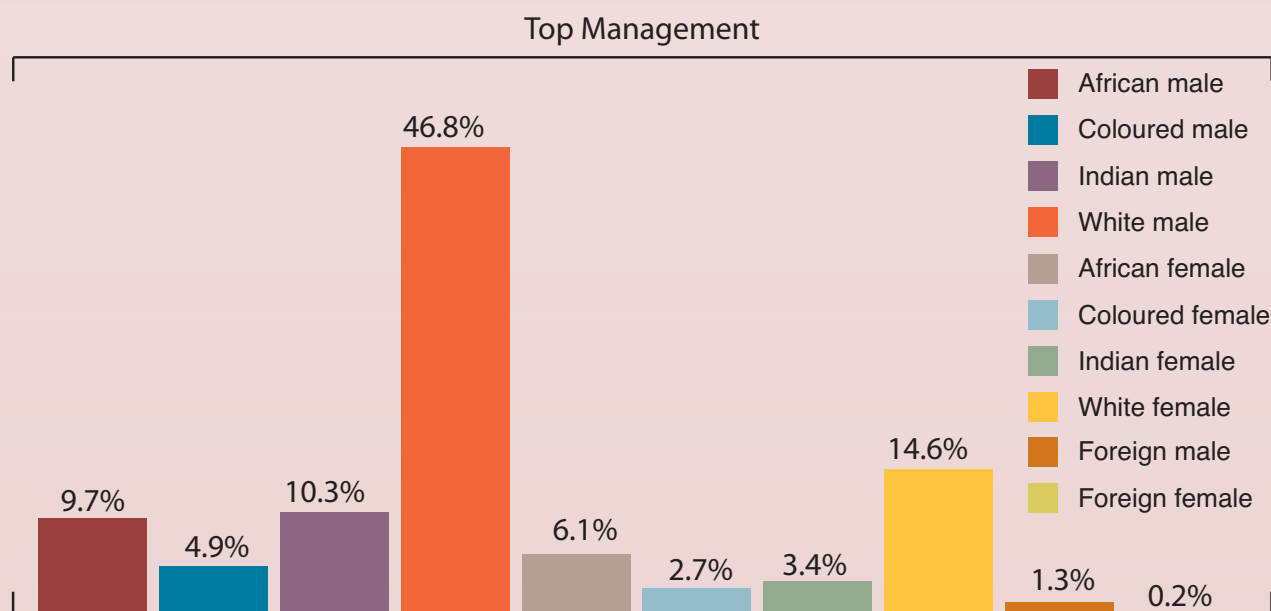


Table 4.9: Total number of employees promoted, including people with disabilities, by occupational level, race and gender

Occupational level	Male				Female				Foreign nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	46	23	49	222	29	13	16	69	6	1	474
	9.7%	4.9%	10.3%	46.8%	6.1%	2.7%	3.4%	14.6%	1.3%	0.2%	100.0%
Senior management	492	190	274	1395	241	87	80	572	26	12	3369
	14.6%	5.6%	8.1%	41.4%	7.2%	2.6%	2.4%	17.0%	0.8%	0.4%	100.0%
Professionally qualified and experienced specialists and mid-management	2989	872	961	4120	1699	614	537	2421	93	27	14333
	20.9%	6.1%	6.7%	28.7%	11.9%	4.3%	3.7%	16.9%	0.6%	0.2%	100.0%
Skilled technical and academically qualified workers	18287	4768	2188	8865	9084	2920	1713	6260	315	62	54462
	33.6%	8.8%	4.0%	16.3%	16.7%	5.4%	3.1%	11.5%	0.6%	0.1%	100.0%
Semi-skilled and discretionary decision making	28266	3502	1018	1663	12995	3238	967	2226	1330	23	55228
	51.2%	6.3%	1.8%	3.0%	23.5%	5.9%	1.8%	4.0%	2.4%	0.0%	100.0%
Unskilled and defined decision making	14608	1685	294	243	6040	802	80	97	798	5	24652
	59.3%	6.8%	1.2%	1.0%	24.5%	3.3%	0.3%	0.4%	3.2%	0.0%	100.0%
Total permanent	65265	11179	4810	16574	30374	7764	3412	11726	2576	132	153812
	42.4%	7.3%	3.1%	10.8%	19.7%	5.0%	2.2%	7.6%	1.7%	0.1%	100.0%
Non-permanent employees	577	139	26	66	286	90	19	81	8	2	1294
	44.6%	10.7%	2.0%	5.1%	22.1%	7.0%	1.5%	6.3%	0.6%	0.2%	100.0%
Grand total	65265	11179	4810	16574	30374	7764	3412	11726	2576	132	153812

Only the first four occupational levels and non-permanent employees from Table 4.9 are illustrated below:

Figure 4.26: Percentage distribution of Top Management employees promoted by race and gender



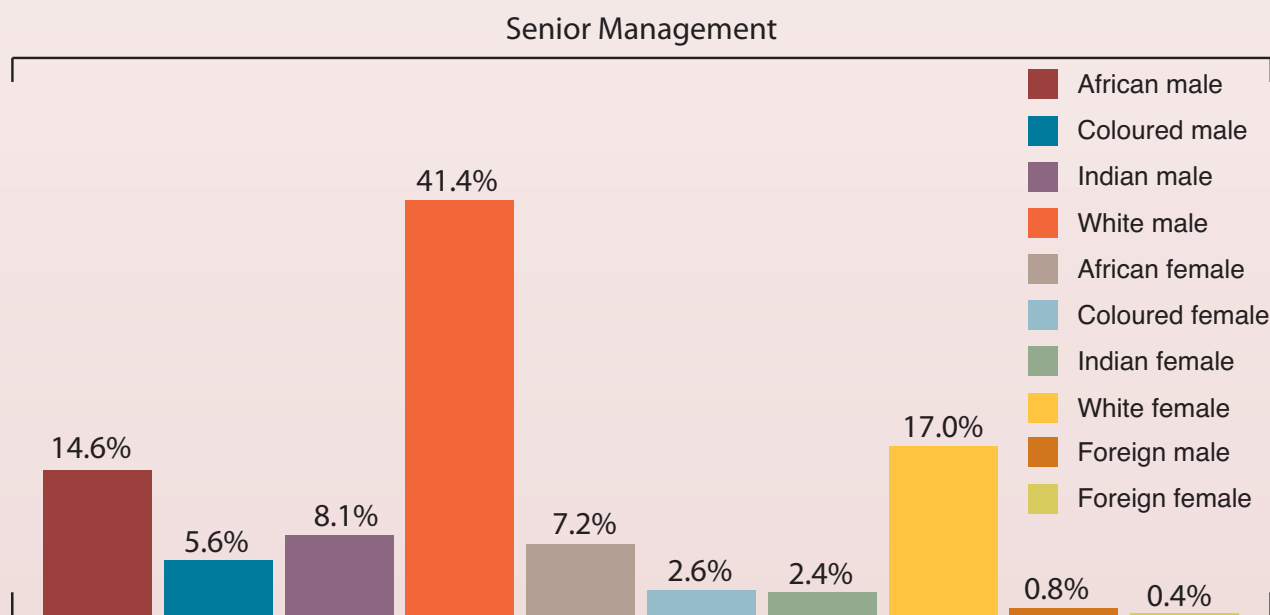


Blacks (i.e. Africans, Coloureds and Indians) represented 37.1% of all employees promoted at the Top Management level. Black females represented 12.2% (i.e. African female 6.1%, Coloured female 2.7% and Indian female 3.4%). Black males represented 24.9% (i.e. African male 9.7%, Coloured male 4.9% and Indian male 10.3%).

Whites represented 61.4% of all employees promoted at this level. White females accounted for 14.6% and White males accounted for 46.8%. Foreign nationals represented 1.5% of all employees promoted at this level. Foreign females accounted for 0.2% and foreign males accounted for 1.3%.

Whites are more than three times the number of Blacks promoted at this level and more than five times that of Africans. White females promoted at this level were more or less equal to African males and females combined. The recruitment of White males at this level is nearly three times that of Africans.

Figure 4.27: Percentage distribution of Senior Management employees promoted by race and gender

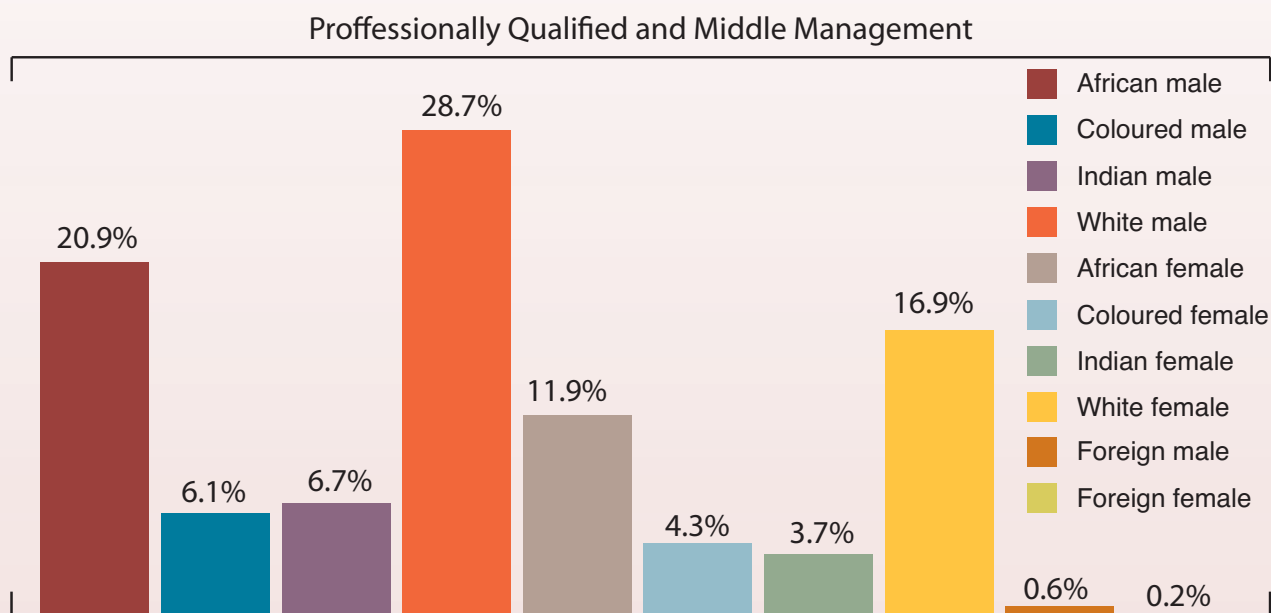


Blacks (i.e. Africans, Coloureds and Indians) represented 40.5% of all employees promoted at the Senior Management level. Black females represented 12.2% (i.e. African female 7.2%, Coloured female 2.6% and Indian female 2.4%). Black males represented 28.3% (i.e. African male 14.6%, Coloured male 5.6% and Indian male 8.1%).

Whites represented 58.4% of all employees promoted at this level. White females accounted for 17.0% and White males accounted for 41.4%. Foreign nationals represented 1.2% of all employees promoted at this level. Foreign females accounted for 0.4% and foreign males accounted for 0.8%. The promotion of Whites at this level is approximately double that of Blacks and nearly three times that of Africans. The promotion of White females at this level is slightly lower than that of African males and females combined.



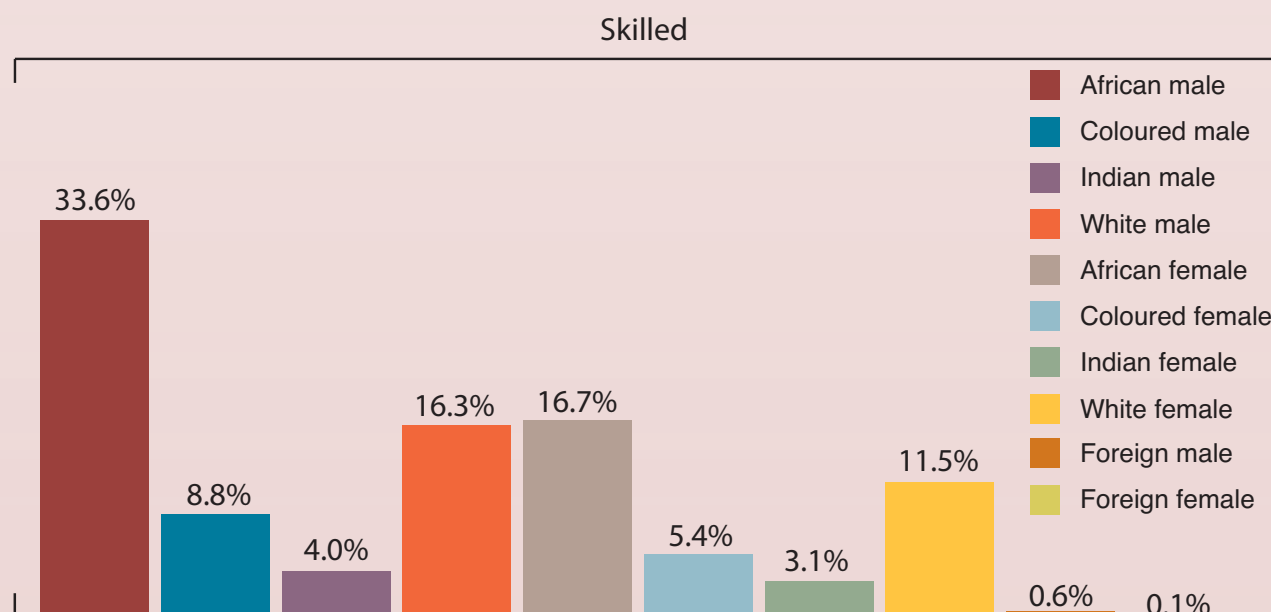
Figure 4.28: Percentage distribution of Professionally Qualified and Middle Management employees promoted by race and gender



Blacks (i.e. Africans, Coloureds and Indians) represented 53.6% of all employees promoted at the Professionally Qualified and Middle Management level. Black females represented 19.9% (i.e. African female 11.9%, Coloured female 4.3% and Indian female 3.7%). Black males represented 33.7% (i.e. African male 20.9%, Coloured male 6.1% and Indian male 6.7%).

Whites represented 45.6% of all employees promoted at this level. White females accounted for 16.9% and White males accounted for 28.7%. Foreign nationals represented 0.8% of all employees promoted at this level. Foreign females accounted for 0.2% and foreign males accounted for 0.6%.

Figure 4.29: Percentage distribution of Skilled employees promoted by race and gender

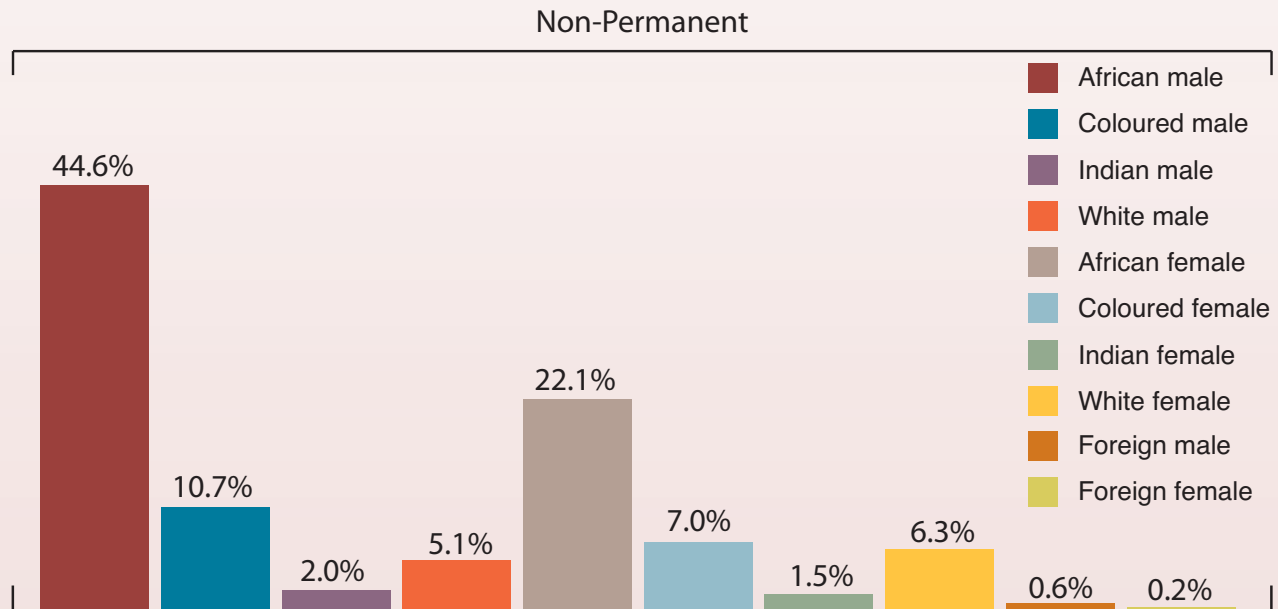


Blacks (i.e. Africans, Coloureds and Indians) represented 71.6% of all employees promoted at the skilled level. Black females represented 25.2% (i.e. African female 16.7%, Coloured female 5.4% and Indian female 3.1%). Black males represented 46.4% (i.e. African male 33.6%, Coloured male 8.8% and Indian male 4.0%).



Whites represented 27.8% of all employees promoted at this level. White females accounted for 11.5% and White males accounted for 16.3%. Foreign nationals represented 0.7% of all employees promoted at this level. Foreign females accounted for 0.1% and foreign males accounted for 0.6%.

Figure 4.30: Percentage distribution of Non-Permanent employees promoted by race and gender



Blacks (i.e. Africans, Coloureds and Indians) represented 87.9% of all employees promoted at the Non-Permanent level. Black females represented 30.6% (i.e. African female 22.1%, Coloured female 7.0% and Indian female 1.5%). Black males represented 57.3% (i.e. African male 44.6%, Coloured male 10.7% and Indian male 2.0%).

Whites represented 11.4% of all employees promoted at this level. White females accounted for 6.3% and White males accounted for 5.1%. Foreign nationals represented 0.8% of all employees promoted at this level. Foreign females accounted for 0.2% and foreign males accounted for 0.6%.



Table 4.10: Total number of employees with disabilities promoted by occupational level, race and gender

Occupational level	Male				Female				Foreign nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	1	0	1	1	0	0	0	0	0	0	3
	33.3%	0.0%	33.3%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Senior management	2	1	4	12	0	0	2	12	0	0	33
	6.1%	3.0%	12.1%	36.4%	0.0%	0.0%	6.1%	36.4%	0.0%	0.0%	100.0%
Professionally qualified and experienced specialists and mid-management	8	3	5	24	2	1	1	18	1	0	63
	12.7%	4.8%	7.9%	38.1%	3.2%	1.6%	1.6%	28.6%	1.6%	0.0%	100.0%
Skilled technical and academically qualified workers	68	21	8	59	26	9	10	37	1	0	239
	28.5%	8.8%	3.3%	24.7%	10.9%	3.8%	4.2%	15.5%	0.4%	0.0%	100.0%
Semi-skilled and discretionary decision making	52	12	3	13	19	5	10	8	4	0	126
	41.3%	9.5%	2.4%	10.3%	15.1%	4.0%	7.9%	6.3%	3.2%	0.0%	100.0%
Unskilled and defined decision making	31	6	0	1	6	12	1	1	6	0	64
	48.4%	9.4%	0.0%	1.6%	9.4%	18.8%	1.6%	1.6%	9.4%	0.0%	100.0%
Total permanent	168	46	21	112	55	29	24	76	12	0	543
	30.9%	8.5%	3.9%	20.6%	10.1%	5.3%	4.4%	14.0%	2.2%	0.0%	100.0%
Non-permanent employees	6	3	0	2	2	2	0	0	0	0	15
	40.0%	20.0%	0.0%	13.3%	13.3%	13.3%	0.0%	0.0%	0.0%	0.0%	100.0%
Grand total	168	46	21	112	55	29	24	76	12	0	543

Percentage distribution of Top Management employees with disabilities promoted by race and gender

Blacks (i.e. Africans, Coloureds and Indians) represented 66.6% of all employees promoted at the Top Management level. Black females represented 0% (i.e. African female 0%, Coloured female 0% and Indian female 0%). Black males represented 66.6% (i.e. African male 33.3%, Coloured male 0% and Indian male 33.3%).

Whites represented 33.3% of all employees promoted at this level. White females accounted for 0% and White males accounted for 33.3%. Foreign nationals represented 0% of all employees promoted at this level. Foreign females accounted for 0% and foreign males accounted for 0%.

Percentage distribution of Senior Management employees with disabilities promoted by race and gender

Blacks (i.e. Africans, Coloureds and Indians) represented 27.3% of all employees promoted at the Senior Management level. Black females represented 6.1% (i.e. African female 0%, Coloured female 0% and Indian female 6.1%). Black males represented 21.2% (i.e. African male 6.1%, Coloured male 3.0% and Indian male 12.1%).

Whites represented 72.8% of all employees promoted at this level. White females accounted for 36.4% and White males accounted for 36.4%. Foreign nationals represented 0% of all employees promoted at this level. Foreign females accounted for 0% and foreign males accounted for 0%.



Percentage distribution of Professionally Qualified and Middle Management employees with disabilities promoted by race and gender

Blacks (i.e. Africans, Coloureds and Indians) represented 31.8% of all employees promoted at the Professionally Qualified and Middle Management level. Black females represented 6.4% (i.e. African female 3.2%, Coloured female 1.6% and Indian female 1.6%). Black males represented 25.4% (i.e. African male 12.7%, Coloured male 4.8% and Indian male 7.9%).

Whites represented 66.7% of all employees promoted at this level. White females accounted for 28.6% and White males accounted for 38.1%. Foreign nationals represented 1.6% of all employees promoted at this level. Foreign females accounted for 0% and foreign males accounted for 1.6%.

Percentage distribution of Skilled employees with disabilities promoted by race and gender

Blacks (i.e. Africans, Coloureds and Indians) represented 59.5% of all employees promoted at the skilled level. Black females represented 18.9% (i.e. Africans female 10.9%, Coloured female 3.8% and Indian female 4.2%). Black males represented 40.6% (i.e. African male 28.5%, Coloured male 8.8% and Indian male 3.3%).

Whites represented 40.2% of all employees promoted at this level. White females accounted for 15.5% and White males accounted for 24.7%. Foreign nationals represented 0.4% of all employees promoted at this level. Foreign females accounted for 0% and foreign males accounted for 0.4%.

Percentage distribution of Non-Permanent employees with disabilities promoted by race and gender

Blacks (i.e. Africans, Coloureds and Indians) represented 86.6% of all employees promoted at the Non-Permanent level. Black females represented 26.6% (i.e. African female 13.3%, Coloured female 13.3% and Indian female 0%). Black males represented 60.0% (i.e. African male 40.0%, Coloured male 20.0% and Indian male 0%).

Whites represented 13.3% of all employees promoted at this level. White females accounted for 0% and White males accounted for 13.3%. Foreign nationals represented 0% of all employees promoted at this level. Foreign females accounted for 0% and foreign males accounted for 0%.

Observations on the promotion of people with disabilities across all occupational levels

According to the data, people with disabilities make up slightly more than 3% of all those who have been promoted in the workforce. They account for about 0.6% of all promotions at the Top Management level and 0.9% of all promotions at the Senior Management level. They account for approximately 0.4% of all promotions at the Professionally Qualified and Middle Management level. The representation of Black people with disabilities in terms of promotions reflects no differently to the rest of the population in terms of race and gender.



4.5 Skills development

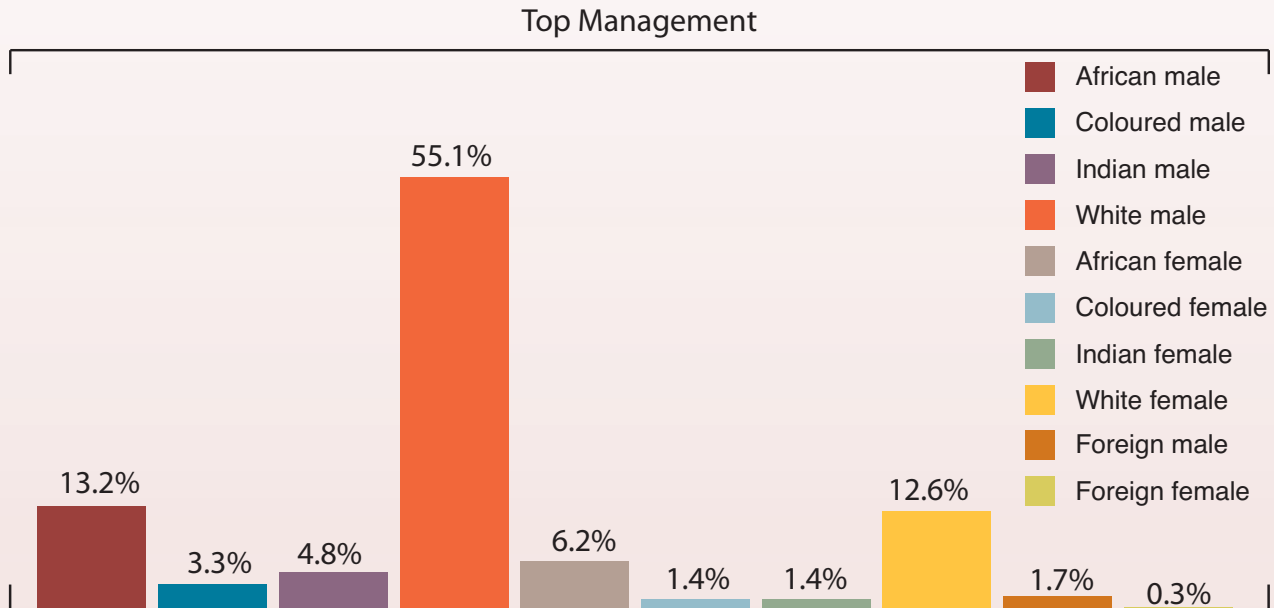
Table 4.11: Total number of people, including people with disabilities, and not number of training courses attended, who received training in each occupational level

Occupational level	Male				Female				Foreign nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	463	117	169	1932	216	48	49	441	60	12	3507
	13.2%	3.3%	4.8%	55.1%	6.2%	1.4%	1.4%	12.6%	1.7%	0.3%	100.0%
Senior management	2373	753	929	7442	1237	430	456	2670	222	48	16560
	14.3%	4.5%	5.6%	44.9%	7.5%	2.6%	2.8%	16.1%	1.3%	0.3%	100.0%
Professionally qualified and experienced specialists and mid-management	15173	4180	4233	27298	14835	5296	2814	15000	400	145	89374
	17.0%	4.7%	4.7%	30.5%	16.6%	5.9%	3.1%	16.8%	0.4%	0.2%	100.0%
Skilled technical and academically qualified workers	78097	18313	11813	50516	39373	12942	8018	37437	1229	276	258014
	30.3%	7.1%	4.6%	19.6%	15.3%	5.0%	3.1%	14.5%	0.5%	0.1%	100.0%
Semi-skilled and discretionary decision making	186241	26855	10377	20080	85098	30394	11865	27182	16556	157	414805
	44.9%	6.5%	2.5%	4.8%	20.5%	7.3%	2.9%	6.6%	4.0%	0.0%	100.0%
Unskilled and defined decision making	94651	8236	1481	1523	32627	7921	946	1023	11003	139	159550
	59.3%	5.2%	0.9%	1.0%	20.4%	5.0%	0.6%	0.6%	6.9%	0.1%	100.0%
Total permanent	394322	61437	29923	110809	188547	60752	25287	85717	29523	792	987109
	39.9%	6.2%	3.0%	11.2%	19.1%	6.2%	2.6%	8.7%	3.0%	0.1%	100.0%
Non-permanent employees	17324	2983	921	2018	15161	3721	1139	1964	53	15	45299
	38.2%	6.6%	2.0%	4.5%	33.5%	8.2%	2.5%	4.3%	0.1%	0.0%	100.0%
Grand total	394322	61437	29923	110809	188547	60752	25287	85717	29523	792	987109

Only the first four occupational levels and non-permanent employees from **Table 4.11** are illustrated below:



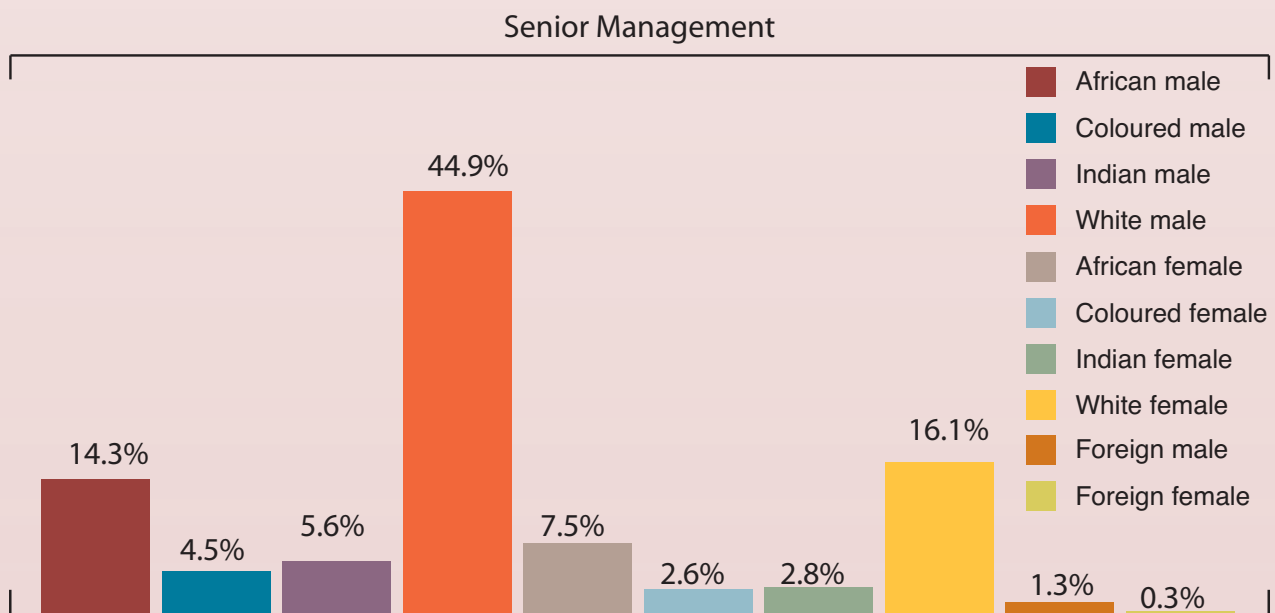
Figure 4.31: Percentage distribution of Top Management employees who received training by race and gender



Blacks (i.e. Africans, Coloureds and Indians) who received training accounted for 30.3% of all employees at the Top Management level. Black females represented 9.0% (i.e. African female 6.2%, Coloured female 1.4% and Indian female 1.4%). Black males represented 21.3% (i.e. African male 13.2%, Coloured male 3.3% and Indian male 4.8%).

Whites accounted for 67.7% of all employees who received training at this level. White females accounted for 12.6% and White males accounted for 55.1%. Foreign nationals who received training accounted for 2.0% of all employees at this level. Foreign females accounted for 0.3% and foreign males accounted for 1.7%.

Figure 4.32: Percentage distribution of Senior Management employees who received training by race and gender

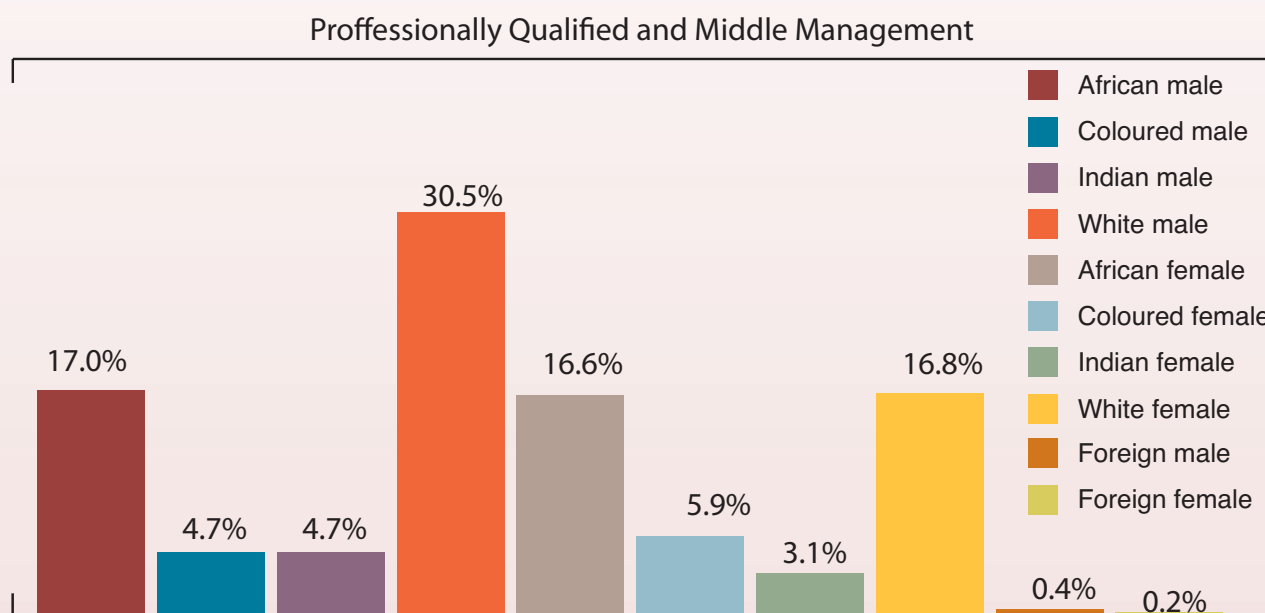


Blacks (i.e. Africans, Coloureds and Indians) who received training accounted for 37.3% of all employees at the Senior Management level. Black females represented 12.9% (i.e. African female 7.5%, Coloured female 2.6% and Indian female 2.8%). Black males represented 24.4% (i.e. African male 14.3%, Coloured male 4.5% and Indian male 5.6%).

Whites accounted for 61.0% of all employees who received training at this level. White females accounted for 16.1% and White males accounted for 44.9%. Foreign nationals who received training accounted for 1.6% of all employees at this level. Foreign females accounted for 0.3% and foreign males accounted for 1.3%.



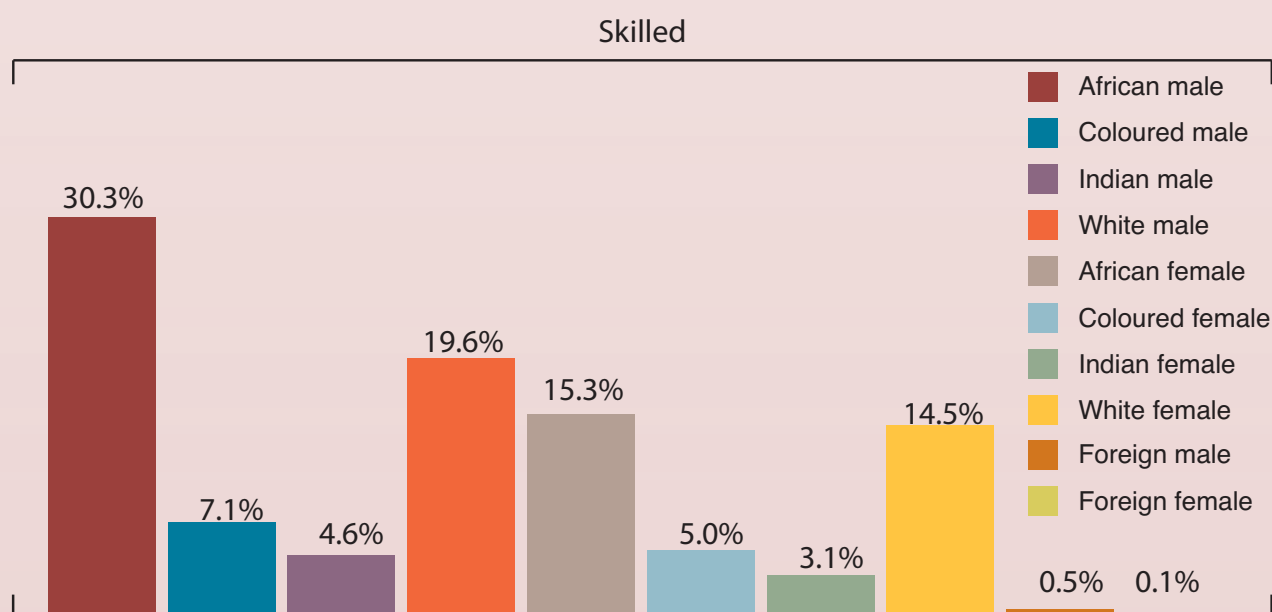
Figure 4.33: Percentage distribution of Professionally Qualified and Middle Management employees who received training by race and gender



Blacks (i.e. Africans, Coloureds and Indians) who received training accounted for 52.0% of all employees at the Professionally Qualified and Middle Management level. Black females represented 25.6% (i.e. African female 16.6%, Coloured female 5.9% and Indian female 3.1%). Black males represented 26.4% (i.e. African male 17.0%, Coloured male 4.7% and Indian male 4.7%).

Whites accounted for 47.3% of all employees who received training at this level. White females accounted for 16.8% and White males accounted for 30.5%. Foreign nationals who received training accounted for 0.8% of all employees at this level. Foreign females accounted for 0.2% and foreign males accounted for 0.4%.

Figure 4.34: Percentage distribution of Skilled employees who received training by race and gender

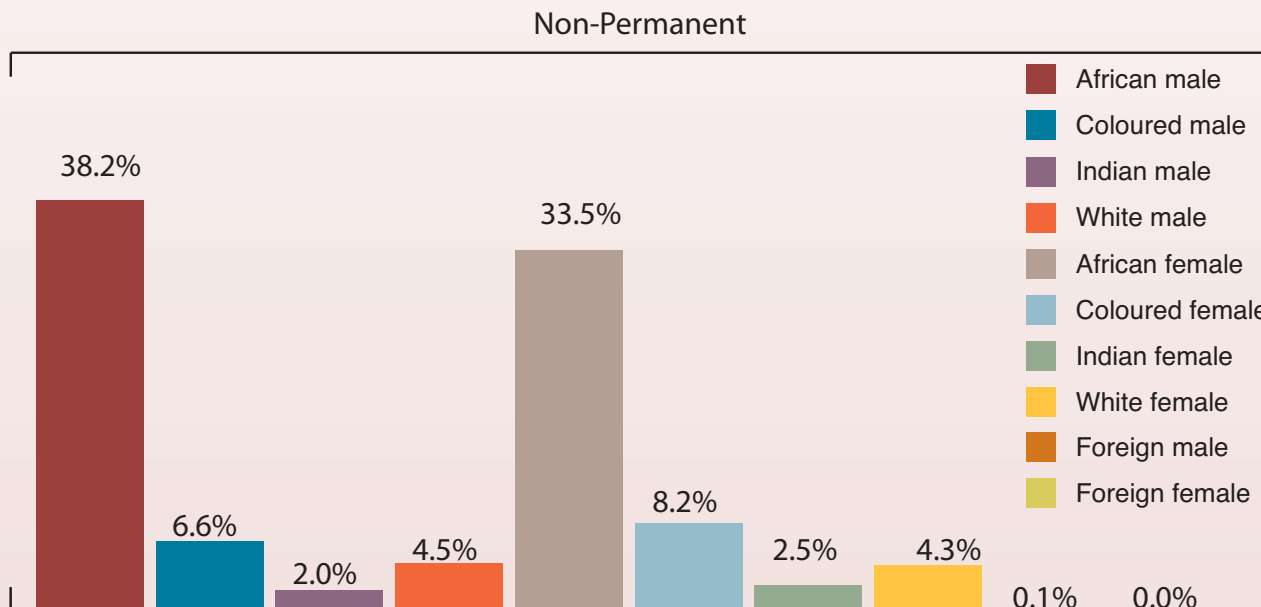


Blacks (i.e. Africans, Coloureds and Indians) who received training accounted for 65.4% of all employees at the skilled level. Black females represented 23.4% (i.e. African female 15.3%, Coloured female 5.0% and Indian female 3.1%). Black males represented 42.0% (i.e. African male 30.3%, Coloured male 7.1% and Indian male 4.6%).



Whites accounted for 34.1% of all employees who received training at this level. White females accounted for 14.5% and White males accounted for 19.6%. Foreign nationals who received training accounted for 0.6% of all employees at this level. Foreign females accounted for 0.1% and foreign males accounted for 0.5%.

Figure 4.35: Percentage distribution of Non-Permanent employees who received training by race and gender



Blacks (i.e. Africans, Coloureds and Indians) who received training accounted for 91.0% of all employees at the Non-Permanent level. Black females represented 44.2% (i.e. African female 33.5%, Coloured female 8.2% and Indian female 2.5%). Black males represented 46.8% (i.e. African male 38.2%, Coloured male 6.6% and Indian male 2.0%).

Whites accounted for 8.8% of all employees who received training at this level. White females accounted for 4.3% and White males accounted for 4.5%. Foreign nationals who received training accounted for 0.1% of all employees at this level. Foreign females accounted for 0.0% and foreign males accounted for 0.1%.



Table 4.12: Total number of people with disabilities only, and not the number of training courses attended, who received training in each occupational level

Occupational level	Male				Female				Foreign nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	4	0	1	26	2	0	0	6	0	0	39
	10.3%	0.0%	2.6%	66.7%	5.1%	0.0%	0.0%	15.4%	0.0%	0.0%	100.0%
Senior management	7	4	3	52	9	1	1	13	0	0	90
	7.8%	4.4%	3.3%	57.8%	10.0%	1.1%	1.1%	14.4%	0.0%	0.0%	100.0%
Professionally qualified and experienced specialists and mid-management	52	14	22	184	29	7	10	54	4	0	376
	13.8%	3.7%	5.9%	48.9%	7.7%	1.9%	2.7%	14.4%	1.1%	0.0%	100.0%
Skilled technical and academically qualified workers	265	75	47	422	116	41	19	199	8	1	1193
	22.2%	6.3%	3.9%	35.4%	9.7%	3.4%	1.6%	16.7%	0.7%	0.1%	100.0%
Semi-skilled and discretionary decision making	775	144	51	215	319	111	46	189	20	1	1871
	41.4%	7.7%	2.7%	11.5%	17.0%	5.9%	2.5%	10.1%	1.1%	0.1%	100.0%
Unskilled and defined decision making	416	20	5	23	77	25	0	13	78	0	657
	63.3%	3.0%	0.8%	3.5%	11.7%	3.8%	0.0%	2.0%	11.9%	0.0%	100.0%
Total permanent	1558	264	131	923	582	195	76	474	110	2	4315
	36.1%	6.1%	3.0%	21.4%	13.5%	4.5%	1.8%	11.0%	2.5%	0.0%	100.0%
Non-permanent employees	39	7	2	1	30	10	0	0	0	0	89
	43.8%	7.9%	2.2%	1.1%	33.7%	11.2%	0.0%	0.0%	0.0%	0.0%	100.0%
Grand total	1558	264	131	923	582	195	76	474	110	2	4315

Percentage distribution of Top Management employees with disabilities who received training by race and gender

Blacks (i.e. Africans, Coloureds and Indians) who received training accounted for 18.0% of all employees at the Top Management level. Black females represented 5.1% (i.e. African female 5.1%, Coloured female 0% and Indian female 0%). Black males represented 12.9% (i.e. African male 10.3%, Coloured male 0% and Indian male 2.6%).

Whites accounted for 82.1% of all employees who received training at this level. White females accounted for 15.4% and White males accounted for 66.7%. Foreign nationals who received training accounted for 0% of all employees at this level. Foreign females accounted for 0% and foreign males accounted for 0%.

Percentage distribution of Senior Management employees with disabilities who received training by race and gender

Blacks (i.e. Africans, Coloureds and Indians) who received training accounted for 27.7% of all employees at the Senior Management level. Black females represented 12.2% (i.e. African female 10.0%, Coloured female 1.1% and Indian female 1.1%). Black males represented 15.5% (i.e. African male 7.8%, Coloured male 4.4% and Indian male 3.3%).

Whites accounted for 72.2% of all employees who received training at this level. White females accounted for 14.4% and White males accounted for 57.8%. Foreign nationals who received training



accounted for 0% of all employees at this level. Foreign females accounted for 0% and foreign males accounted for 0%.

Percentage distribution of Professionally Qualified and Middle Management employees with disabilities who received training by race and gender

Blacks (i.e. Africans, Coloureds and Indians) who received training accounted for 35.7% of all employees at the Professionally Qualified and Middle Management level. Black females represented 12.3% (i.e. African female 7.7%, Coloured female 1.9% and Indian female 2.7%). Black males represented 23.4% (i.e. African male 13.8%, Coloured male 3.7% and Indian male 5.9%).

Whites accounted for 63.3% of all employees who received training at this level. White females accounted for 14.4% and White males accounted for 48.9%. Foreign nationals who received training accounted for 1.1% of all employees at this level. Foreign females accounted for 0% and foreign males accounted for 1.1%.

Percentage distribution of Skilled employees with disabilities who received training by race and gender

Blacks (i.e. Africans, Coloureds and Indians) who received training accounted for 47.1% of all employees at the Skilled level. Black females represented 14.7% (i.e. African female 9.7%, Coloured female 3.4% and Indian female 1.6%). Black males represented 32.4% (i.e. African male 22.2%, Coloured male 6.3% and Indian male 3.9%).

Whites accounted for 52.1% of all employees who received training at this level. White females accounted for 16.7% and White males accounted for 35.4%. Foreign nationals who received training accounted for 0.8% of all employees at this level. Foreign females accounted for 0.1% and foreign males accounted for 0.7%.

Percentage distribution of Non-Permanent employees with disabilities who received training by race and gender

Blacks (i.e. Africans, Coloureds and Indians) who received training accounted for 98.8% of all employees at the Non-Permanent level. Black females represented 44.9% (i.e. African female 33.7%, Coloured female 11.2% and Indian female 0%). Black males represented 53.9% (i.e. African male 43.8%, Coloured male 7.9% and Indian male 2.2%).

Whites accounted for 1.1% of all employees who received training at this level. White females accounted for 0% and White males accounted for 1.1%. Foreign nationals who received training accounted for 0% of all employees at this level. Foreign females accounted for 0% and foreign males accounted for 0%.

Observations on the training of people with disabilities across all occupational levels

According to the data, people with disabilities make up slightly more than 0.4% of all those who have been trained in the workforce. They account for about 1% of all training at the Top Management level and 0.5% of all training at the Senior Management level. They account for approximately 0.4% of all training at the Professionally Qualified and Middle Management level. The representation of Black people with disabilities in terms of training reflects no differently to the rest of the population in terms of race and gender.



Trends analysis

5.1 Numbers of Employment Equity Reports received in 2003, 2005 and 2007

Employment Equity Reports were received from both large and small employers in 2000, 2002 and 2004. In 2001, 2003, 2005 and 2007 only large employers were required to report. Therefore the focus is placed on Employment Equity Reports received for three reporting periods when only large employers were expected to report, i.e. the 2003, 2005 and 2007 reporting periods.

Table 5.1: Extent of reporting for 2003, 2005 and 2007

Year	Reports received	Reports excluded	Reports included in analysis	% reports for analysis
2003	3252	0	3252	100.0%
2005	2762	677	2085	75.5%
2007	2858	1365	1493	53.0%

According to **Table 5.1**, in 2003, 3 252 reports were received from employers and 3 252 were analysed, in 2005, 2 762 reports were received and 2085 were analysed. In 2007, 2 858 reports were received and 1493 were analysed with the remaining 1 365 reports received from small employers who reported for the first time. The number of reports received from large employers that were analysed decreased by 592 (28.4%) from 2005 to 2007.

5.2 Changes in representation at the top three occupational levels from 2003 to 2007

Emphasis for the comparison is only placed on the Top Management, Senior Management and Professionally Qualified levels in this report. It must be taken into account that the percentages for 2003 were derived from 3 252 large employer reports covering 3 340 199 employees and the percentages for 2005 were derived from 2 085 large employer reports covering 2 365 259 employees. In 2007 the percentages were derived from 1 493 large employer reports covering 2 030 837 employees.



Table 5.2 Changes at Top Management level from 2003 to 2007

Top management 2003	Top management 2005	Top management 2007	% points difference 2003-2007	Total % difference 2005-2007
Race <ul style="list-style-type: none"> ● Blacks accounted for 23.8% ● Whites accounted for 76.3% ● Africans accounted for 14.9% ● Coloureds accounted for 4.0% ● Indians accounted for 4.9% 	Race <ul style="list-style-type: none"> ● Blacks accounted for 27.2% ● Whites accounted for 72.6% ● Africans accounted for 17.9% ● Coloureds accounted for 3.7% ● Indians accounted for 5.6% 	Race <ul style="list-style-type: none"> ● Blacks accounted for 28.8% ● Whites accounted for 68.2% ● Africans accounted for 18.8% ● Coloureds accounted for 3.9% ● Indians accounted for 6.1% 	5.0% -8.1% 3.9% -0.1% 1.2%	1.6% -4.4% 0.9% 0.2% 0.5%
Gender <ul style="list-style-type: none"> ● Females accounted for 14.1% ● Males accounted for 86.0% ● African females accounted for 3.7% ● Coloured females accounted for 0.9% ● Indian females accounted for 0.7% ● White females accounted for 8.8% ● African males accounted for 11.2% ● Coloured males accounted for 3.1% ● Indian males accounted for 4.2% ● White males accounted for 67.5% 	Gender <ul style="list-style-type: none"> ● Females accounted for 16.5% ● Males accounted for 83.3% ● African females accounted for 4.7% ● Coloured females accounted for 1.0% ● Indian females accounted for 0.9% ● White females accounted for 9.9% ● African males accounted for 13.2% ● Coloured males accounted for 2.7% ● Indian males accounted for 4.7% ● White males accounted for 62.7% 	Gender <ul style="list-style-type: none"> ● Females accounted for 17.8% ● Males accounted for 79.2% ● African females accounted for 5.9% ● Coloured females accounted for 1.0% ● Indian females accounted for 1.1% ● White females accounted for 9.8% ● African males accounted for 12.9% ● Coloured males accounted for 2.9% ● Indian males accounted for 5.0% ● White males accounted for 58.4% 	3.7% -6.8% 2.2% 0.1% 0.4% 1.0% 1.7% -0.2% 0.8% -9.1%	1.3% -4.1% 1.2% 0.0% 0.2% -0.1% -0.3% 0.2% 0.3% -4.3%

The percentage difference presented above suggests that Black representation in all Top Management positions increased by 5.0 percentage points from 23.8% in 2003 to 28.8% in 2007 and increased by 1.6 percentage points from 27.2% in 2005 to 28.8% in 2007. Within the Black group, African representation increased by 3.9 percentage points from 14.9% in 2003 to 18.8% in 2007 and increased by 0.9 percentage points from 17.9% in 2005 to 18.8% in 2007; Coloured representation decreased by 0.1 percentage points from 4.0% in 2003 to 3.9% in 2007 and increased by 0.2 percentage points from 3.7% in 2005 to 3.9% in 2007; and Indian representation increased by 1.2 percentage points from 4.9% in 2003 to 6.1% in 2007 and increased by 0.5 percentage points from 5.6% in 2005 to 6.1% in 2007. The representation of Whites at this level decreased by 8.1 percentage points from 76.3% in 2003 to 68.2% in 2007 and decreased by 4.4 percentage points from 72.6% in 2005 to 68.2% in 2007. There was no percentage point difference in the representation for foreign nationals because the regulations provided for their reporting for the first time in 2006.

The percentage difference for females at the top management level increased by 3.7 percentage points from 14.1% in 2003 to 17.8% in 2007 and increased by 1.3 percentage points from 16.5% in 2005 to 17.8% in 2007. Within the Black group, African female representation increased by 2.2 percentage points from 3.7% in 2003 to 5.9% in 2007 and by 1.2 percentage points from 4.7% in 2005 to 5.9% in 2007; Coloured female representation increased by 0.1 percentage point from 0.9% in 2003 to 1.0% in 2007 and by 0 percentage point from 1.0% in 2005 to 1.0% in 2007; Indian female representation increased by 0.4 percentage points from 0.7% in 2003 to 1.1% in 2007 and by 0.2% from 0.9% in 2005 to 1.1% in 2007. White female representation increased by 1.0 percentage point from 8.8% in 2003 to 9.8% in 2007 and decreased by 0.1 percentage point from 9.9% in 2005 to 9.8% in 2007.



The percentage difference for males at the top management level decreased by 6.8 percentage points from 86.0% in 2003 to 79.2% in 2007 and decreased by 4.1 percentage points from 83.3% in 2005 to 79.2% in 2007. Within the Black group, African male representation increased by 1.7 percentage points from 11.2% in 2003 to 12.9% in 2007 and decreased by 0.3 percentage points from 13.2% in 2005 to 12.9% in 2007; Coloured male representation decreased by 0.2 percentage points from 3.1% in 2003 to 2.9% in 2007 and increased by 0.2 percentage points from 2.7% in 2003 to 2.9% in 2007; Indian male representation increased by 0.8 percentage points from 4.2% in 2003 to 5.0% in 2007 and increased by 0.3 percentage points from 4.7% in 2005 to 5.0% in 2007. White male representation decreased by 9.1 percentage points from 67.5% in 2003 to 58.4% in 2007 and decreased by 4.3 percentage points from 62.7% in 2005 to 58.4% in 2007.

No percentage point difference is reflected for foreign nationals because the regulations provided for their reporting for the first time in 2006.

Table 14: Comparative changes at senior management level from 2003 to 2007

Senior Management 2003	Senior Management 2005	Senior Management 2007	Total % points difference 2003 to 2007	total % points difference 2005 to 2007
Race • <ul style="list-style-type: none"> ● Blacks accounted for 27.3% ● Whites accounted for 72.7% ● Africans accounted for 14.2% ● Coloureds accounted for 6.3% ● Indians accounted for 6.8% 	Race <ul style="list-style-type: none"> ● Blacks accounted for 27.5% ● Whites accounted for 72.4% ● Africans accounted for 14.5% ● Coloureds accounted for 6.0% ● Indians accounted for 7.0% 	Race <ul style="list-style-type: none"> ● Blacks accounted for 32.4% ● Whites accounted for 65.2% ● Africans accounted for 18.1% ● Coloureds accounted for 6.1% ● Indians accounted for 8.2% 	5.1% -7.5% 3.9% -0.2% 1.4%	4.9% -7.2% 3.6% 0.1% 1.2%
Gender <ul style="list-style-type: none"> ● Females accounted for 22.3% ● Males accounted for 77.7% ● African females accounted for 4.0% ● Coloured females accounted for 2.0% ● Indian females accounted for 1.4% ● White females accounted for 14.9% ● African males accounted for 10.2% ● Coloured males accounted for 4.3% ● Indian males accounted for 5.4% ● White males accounted for 57.8% 	Gender <ul style="list-style-type: none"> ● Females accounted for 23.6% ● Males accounted for 76.3% ● African females accounted for 4.2% ● Coloured females accounted for 1.7% ● Indian females accounted for 1.6% ● White females accounted for 16.1% ● African males accounted for 10.3% ● Coloured males accounted for 4.3% ● Indian males accounted for 5.4% ● White males accounted for 56.3% 	Gender <ul style="list-style-type: none"> ● Females accounted for 24.9% ● Males accounted for 72.7% ● African females accounted for 5.5% ● Coloured females accounted for 1.8% ● Indian females accounted for 2.4% ● White females accounted for 15.2% ● African males accounted for 12.6% ● Coloured males accounted for 4.3% ● Indian males accounted for 5.8% ● White males accounted for 50.0% 	2.6% -5.0% 1.5% -0.2% 1.0% 0.3% 2.4% 0% 0.4% -7.8%	1.3% -3.6% 1.3% 0.1% 0.8% -0.9% 2.3% 0% 0.4% -6.3%

The percentage difference presented above suggests that Black representation in all Senior Management positions increased by 5.1 percentage points from 27.3% in 2003 to 32.4% in 2007 and increased by 4.9 percentage points from 27.5% in 2005 to 32.4% in 2007. Within the Black group, African representation increased by 3.9 percentage points from 14.2% in 2003 to 18.1% in 2007 and increased by 3.6 percentage points from 14.5% in 2005 to 18.1% in 2007; Coloured representation decreased by 0.2 percentage points from 6.3% in 2003 to 6.1% in 2007 and increased by 0.1 percentage point from 6.0% in 2005 to 6.1% in 2007; and Indian representation



increased by 1.4 percentage points from 6.8% in 2003 to 8.2% in 2007 and increased by 1.2 percentage points from 7.0% in 2005 to 8.2% in 2007. The representation of Whites at this level decreased by 7.5 percentage points from 72.7% in 2003 to 65.2% in 2007 and decreased by 7.2 percentage points from 72.4% in 2005 to 65.2% in 2007. There was no percentage point change in the representation for foreign nationals because the regulations provided for their reporting for the first time in 2006.

The percentage difference for females at the senior management level increased by 2.6 percentage points from 22.3% in 2003 to 24.9% in 2007 and increased by 1.3 percentage points from 23.6% in 2005 to 24.9% in 2007. Within the Black group, African female representation increased by 1.5 percentage points from 4.0% in 2003 to 5.5% in 2007 and by 1.3 percentage points from 4.2% in 2005 to 5.5% in 2007; Coloured female representation decreased by 0.2 percentage points from 2.0% in 2003 to 1.8% in 2007 and increased by 0.1 percentage points from 1.7% in 2005 to 1.8% in 2007; Indian female representation increased by 1.0 percentage points from 1.4% in 2003 to 2.4% in 2007 and by 0.8 percentage points from 1.6% in 2005 to 2.4% in 2007. White female representation increased by 0.3 percentage points from 14.9% in 2003 to 15.2% in 2007 and decreased by 0.9 percentage points from 16.1% in 2005 to 15.2% in 2007.

The percentage difference for males at the senior management level decreased by 5.0 percentage points from 77.7% in 2003 to 72.7% in 2007 and decreased by 3.6 percentage points from 76.3% in 2005 to 72.7% in 2007. Within the Black group, African male representation increased by 2.4 percentage points from 10.2% in 2003 to 12.6% in 2007 and by 2.3 percentage points from 10.3% in 2005 to 12.6% in 2007; no percentage points difference is reflected for Coloured male representation as it remained at 4.3 % from 2003 to 2007; Indian male representation increased by 0.4 percentage points from 5.4% in 2003 to 5.8% in 2007 and by 0.4 percentage points from 5.4% in 2005 to 5.8% in 2007. White male representation decreased by 7.8 percentage points from 57.8% in 2003 to 50.0% in 2007 and decreased by 6.3 percentage points from 56.3% in 2005 to 50.0% in 2007.

No percentage point difference is reflected for foreign nationals because the regulations provided for their reporting for the first time in 2006



Table 15: Comparative changes at the professional level from 2003 to 2007

Professional 2003	Professional 2005	Professional 2007	Total % points difference 2003 to 2007	total % points difference 2005 to 2007
Race • <ul style="list-style-type: none"> ● Blacks accounted for 50.0% ● Whites accounted for 49.2% ● Africans accounted for 39.0% ● Coloureds accounted for 6.1% ● Indians accounted for 5.5% 	Race <ul style="list-style-type: none"> ● Blacks accounted for 38.7% ● Whites accounted for 61.3% ● Africans accounted for 21.5% ● Coloureds accounted for 9.3% ● Indians accounted for 7.9% 	Race <ul style="list-style-type: none"> ● Blacks accounted for 41.3 % ● Whites accounted for 56.9 % ● Africans accounted for 24.1 % ● Coloureds accounted for 8.5 % ● Indians accounted for 8.7% 	-8.7%	2.6%
Gender <ul style="list-style-type: none"> ● Females accounted for 36.4% ● Males accounted for 63.4% ● African females accounted for 17.7% ● Coloured females accounted for 2.2% ● Indian females accounted for 3.9% ● White females accounted for 14.9% ● African males accounted for 21.3% ● Coloured males accounted for 3.9% ● Indian males accounted for 3.9% ● White males accounted for 34.3% 	Gender <ul style="list-style-type: none"> ● Females accounted for 38.4% ● Males accounted for 61.3% ● African females accounted for 18.0% ● Coloured females accounted for 2.3% ● Indian females accounted for 1.9% ● White females accounted for 16.2% ● African males accounted for 20.8% ● Coloured males accounted for 4.2% ● Indian males accounted for 4.0% ● White males accounted for 61.3% 	Gender <ul style="list-style-type: none"> ● Females accounted for 33.4 % ● Males accounted for 65.1% ● African females accounted for 8.6 % ● Coloured females accounted for 3.2 % ● Indian females accounted for 3.1% ● White females accounted for 18.5 % ● African males accounted for 15.5 % ● Coloured males accounted for 5.3 % ● Indian males accounted for 5.6 % ● White males accounted for 38.7 % 	-3.0%	-5.0%

The percentage difference presented above suggests that Black representation in all professionally qualified Management positions decreased by 8.7 percentage points from 50.0% in 2003 to 41.3% in 2007 and increased by 2.6 percentage points from 38.7% in 2005 to 41.3% in 2007. Within the Black group, African representation decreased by 14.9 percentage points from 39.0% in 2003 to 24.1% in 2007 and increased by 2.6 percentage points from 21.5% in 2005 to 24.1% in 2007; Coloured representation increased by 2.4 percentage points from 6.1% in 2003 to 8.5% in 2007 and decreased by 0.8 percentage points from 9.3% in 2005 to 8.5% in 2007; and Indian representation increased by 3.2 percentage points from 5.5% in 2003 to 8.7% in 2007 and increased by 0.8 percentage points from 7.9% in 2005 to 8.7% in 2007. The representation of Whites at this level increased by 7.7 percentage points from 49.2% in 2003 to 56.9% in 2007 and decreased by 4.4 percentage points from 61.3% in 2005 to 56.9% in 2007.

The percentage difference for females at the professionally qualified management level decreased by 3.0 percentage points from 36.4% in 2003 to 33.4% in 2007 and decreased by 5.0 percentage points from 38.4% in 2005 to 33.4% in 2007. Within the Black group, African female representation decreased by 9.1 percentage points from 17.7% in 2003 to 8.6% in 2007 and decreased by 9.4 percentage points from 18.0% in 2005 to 8.6% in 2007; Coloured female representation increased by 1.0 percentage points from 2.2% in 2003 to 3.2% in 2007 and by 0.9 percentage points from 2.3% in 2005 to 3.2% in 2007; Indian female representation decreased by 0.8 percentage points



from 3.9% in 2003 to 3.1% in 2007 and increased by 1.2 percentage points from 1.9% in 2005 to 3.1% in 2007. White female representation increased by 3.6 percentage points from 14.9% in 2003 to 18.5% in 2007 and by 2.3 percentage points from 16.2% in 2005 to 18.5% in 2007.

The percentage difference for males at the professionally qualified management level increased by 1.7 percentage points from 63.4% in 2003 to 65.1% in 2007 and increased by 3.8 percentage points from 61.3% in 2005 to 65.1% in 2007. Within the Black group, African male representation decreased by 5.8 percentage points from 21.3% in 2003 to 15.5% in 2007 and by 5.3 percentage points from 20.8% in 2005 to 15.5% in 2007; Coloured male representation increased by 1.4 percentage points from 3.9% in 2003 to 5.3% in 2007 and by 1.1 percentage points from 4.2% in 2005 to 5.3% in 2007; Indian male representation increased by 1.7 percentage points from 3.9% in 2003 to 5.6% in 2007 and by 1.6 percentage points from 4.0% in 2005 to 5.6% in 2007. White male representation increased by 4.4 percentage points from 34.3% in 2003 to 38.7% in 2007 and decrease by 22.6 percentage points from 61.3% in 2005 to 38.7% in 2007. No percentage point difference is reflected for foreign nationals because the regulations provided for their reporting for the first time in 2006.

No percentage point difference is reflected for foreign nationals because the regulations provided for their reporting for the first time in 2006.



5.3 trends on numerical targets outlined in the BBBEE scorecard on employment equity

Table 5.5 illustrates the four measurement categories, the weighted points and the five and ten year compliance targets in the employment equity Broad Based Black Economic Empowerment (BBBEE) Scorecard, which accounts for 15 points of the generic scorecard. It also includes data from Employment Equity Reports received from employers in 2005 and 2007, which is only when large employers reported.

Table 5.5 measurement categories, the weighted points and the five and ten year compliance targets

Measurement category and criteria	Weighting points	Compliance targets		Black status (EE reports)	
		Year 0 - 5	Year 6 - 10	2005	2007
Black employees with disabilities as a percentage of all employees	2	2%	3%	1.6%	0.3%
Black employees in Senior Management as a percentage of all such employees using the adjusted recognition for gender	5	43%	60%	27.2%	32.4 %
Black employees in Middle Management as a percentage of all such employees using the adjusted recognition for gender	4	63%	75%	38.7%	41.3 %
Black employees in Junior Management as a percentage of all such employees using the adjusted recognition for gender.	4	68%	80%	62.1%	63.6%
Bonus points for meeting or exceeding the EAP targets in each category for all of the above measurement categories	3	-	-	-	-

Notwithstanding the fact that the first 0-5 year mentioned in the scorecard above runs from 2007, the CEE found it necessary to reflect on the trend on how employers are progressing (i.e. the aggregated progress) by using data from the 2005 reporting period, which is when only large employers reported.



General observations and concluding remarks

It has become apparent to the Commission during the period under review that there has been some encouraging movement towards achieving the objectives of the Employment Equity Act. However, the pace of change remains considerably slow. In particular, the slow pace of change is reflected in the low representation of Black people in general, Africans in particular, especially in the Top and Senior Management levels.

The Commission notes with great concern the fact that despite the Employment Equity Act having been enacted for almost 10 years, unfair discrimination practices in the workplace still persist, which lead to the gross under-utilisation of the greater portion of the productive population of South Africa. Although there have been many reports and statements that the country has challenges in terms of skills in certain critical areas in the economy, many graduates nonetheless are either under-employed or unemployed; among these, the majority are African females and people with disabilities. A key worrying factor is the disparities in training interventions in terms of race and gender, as well as in terms of the various occupational levels. The CEE would like to see a greater concentration of resources being put into upgrading the skills at the unskilled level.

The Broad Based Black Economic Empowerment (BBBEE) Codes, which is another means to transform the workplace, includes important provisions on employment equity, human resource development, Black business ownership and management, which include gender and disability dimensions of Black empowerment. The Commission is generally encouraged by the progress employers are making in terms of this report towards the targets outlined in the Employment Equity Score Card. However, the drop in the disability representation and the slow progress made in increasing the representation of African females in the middle-to-upper occupational levels is very disappointing.

Observations made during the Director-General (DG) Review conducted on 26 individual companies stemming from the Johannesburg Securities Exchanged (JSE) during 2007/08, confirmed that the population distribution in terms of race, gender and disability mirrors the huge disparities of the aggregated data shown in the CEE Annual Reports. A major cause for concern is that many employers are submitting Employment Equity Reports to the Department without proper consultation, conducting an analysis and preparing and implementing an Employment Equity Plan with clear annual objectives and targets.



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