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2002 – 2003



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Foreword

On behalf of the Commission for Employment Equity and in terms of section 33 of the Employment Equity Act, 1998, I am honoured to present to the Minister of Labour, Mr Membathisi Mdladlana, the third annual report of the Commission.

The report reflects the achievements of the Commission in eradicating unfair discrimination in the workplace and promoting of employment equity, covering the period from September 2002 to September 2003. One of the highlights of the Commission's achievements was the development of the Technical Assistance Guidelines to complement the Code of Good Practice on Key Aspects of HIV/AIDS and Employment, to provide the role players with practical tools to eliminate unfair discrimination based on HIV/AIDS in the workplace. The Commission also started to develop the Technical Assistance Guidelines to complement the Code of Good Practice on the Employment of People with Disabilities as well as to guide, educate and inform the role players about the rights and entitlement to fair treatment of people with disabilities. These Technical Assistance Guidelines will be completed in the next reporting period.

In addition, the Commission conducted a number of site visits to employers in both the private and public sectors. The purpose of these site visits was to determine the degree of success achieved by these employers in implementing the Act, specifically in eradicating unfair discrimination and in attaining their affirmative action targets. In addition, through these site visits, the Commission sought to establish the problems experienced in achieving these objectives.

The annual report gives a statistical review of employment equity trends extracted from the employment equity reports submitted by designated employers on the first working day of October 2002. Both large employers (i.e. those employing 150 or more employees) and small employers (i.e. those employing more than 50 but less than 150 employees) were required to report. In total, 6 990 employers reported, covering 2 605 729 employees.

The 2002 reporting was the second cycle in which both large and small designated employers were required to report. This enabled the Commission for the first time since the introduction of the reporting process to compare two comparable reporting cycles in order to determine whether there has been progress in the achievement of employment equity, particularly in the top and senior management levels of business. The section on comparative analysis of 2000 and 2002 in this report indicates that progress has been made in employment at top and senior management levels.

Notwithstanding these positive and encouraging statistics, the number of Black people and females in top and senior management positions is still far from what they could be. The employment statistics regarding people with disabilities also indicate that employers have to become much more focused on the employment and promotion of people with disabilities. It is evident that much still needs to be done to achieve significant progress towards employment equity for all employees.

The Commission is currently developing a Code of Good Practice on Human Resources Policies and Practices, which will assist employers, employees and trade unions to identify and remove policies and practices that are discriminating in the workplace. In addition, the Commission is presently reviewing the reporting forms in order to make them more user-friendly and relevant. It is hoped that this will promote accurate reporting, thus providing the Commission and the Department of Labour with usable information regarding the implementation of the Act.

Although South Africa still has some way to go to achieve employment equity, employers' reports as well as the Commission's site visits to selected employers have shown that a number of employers appreciate the significance of employment equity in the transformation of our country. These employers appear to be fully



The Commission conducted a number of site visits to employers in both the private and public sectors. The purpose of these site visits was to determine the degree of success achieved by these employers in implementing the Act.

committed to achieving the objectives of the Act. The employers who demonstrate a commitment to the goals of the Employment Equity Act in the broader and specific sense must be publicly lauded and presented as a standard for other employers to emulate. The Commission is presently developing an Awards System to publicly recognise and acknowledge deserving employers for their commitment to employment equity goals.

In conclusion, I wish to thank fellow Commissioners, particularly the Working Group of the Commission, for their commitment and hard work during this reporting period. I also want to thank the Department of Labour for their support and in particular, the Policy Development Unit for their selfless contributions in providing support and technical assistance to the Commission.

Professor Mapule F Ramashala
Chairperson
Commission for Employment Equity

Executive Summary

This report starts by outlining the priorities for five years identified by the Commission at the beginning of their tenure in 1999, followed by an overview of the activities of the Commission for the 2002–2003 reporting cycle. It thereafter captures the distribution of the workforce for 2002; analysis of the 2002 employment equity reports; comparative analysis of the 2000 and 2002 reports; followed by sector studies and general observations. The following are the key achievements of the Commission during the reporting period.

The Commission advised the Minister on the completed Technical Assistance Guidelines on Key Aspects of HIV/AIDS and Employment (HIV/AIDS TAG). The official launch took place on 26 May 2003. The TAG is designed as an accessible, user-friendly manual on HIV management strategies and how to respond to the impact of HIV/AIDS in the workplace.

In addition, the Commission made a presentation at a public hearing on employment equity convened by the Parliamentary Portfolio Committee on Labour from 13-14 May 2003. The purpose of the hearing was to enable the Portfolio Committee to receive inputs from various stakeholders on the progress made regarding the implementation of the Employment Equity Act. This event presented the Commission with an opportunity to share its experiences on policy formulation and to hear concerns and challenges faced by stakeholders.

A study (*National Study into the Implementation of the Act in the Private Sector in South Africa, 2000-2002*) was commissioned to review and assess the nature and patterns of private sector implementation of the Act. The major research goals for the study were a quantitative comparison of 2000/2001 employment equity data sets, a qualitative study into the major trends, areas of non-compliance, patterns of employment equity implementation, sectoral patterns, models of good practice, company feedback on implementation, an examination of major employment equity themes and the identification of opportunities for effective utilization of information for improving employment equity implementation in the private sector in South Africa.

While the content of the report is mostly based on an analysis of employer reports received for the period in question, some of the information has been drawn from other sources, including site visits and research by other bodies. An example is the Economically Active Population (EAP) taken from the Labour Force Survey (LFS), which gives the distribution of the workforce in South Africa in terms of race and gender. The EAP depicts the employable population, whether employed or unemployed, and is seen to be the most appropriate for the setting of employment equity targets at workplace level.

In 2002, a total of 6 990 reports covering 2 605 729 employees were received. The analysis of the reports revealed the following:

Race

Limited improvement was observed in a number of employment practices with respect to race. For example, while Blacks (Africans, Coloureds and Indians) constituted the majority of the total workforce covered in the Employment Equity Reports, their representation in key positions in the **workforce profile** remained very low. They only accounted for the following in key decision and policy-making positions:

- 32% of the legislators
- 19 % of all top management positions
- 22% of all senior management positions.

The representation of Blacks in the **workforce movement** (recruitment, promotions and terminations) was also disappointing. The only encouraging areas were in top management promotions where Blacks accounted for 56% and in terminations involving the first three management levels where they accounted for 17 % of top management, 19% of senior management and 31% of professional and middle management. Blacks only accounted for:

- 36 % of all top management recruits
- 29 % of all senior management recruits
- 36 % of all Professional and middle management recruits
- 56% of all top management promotions
- 29 % of all senior management promotions
- 37% of all promotions at professional and middle level.

However, Black females did not benefit much from the gains accrued by Black people in the workforce profiles and related workforce movements.

Gender

The representation of females in the higher echelons of the workforce profile and the workforce movement was relatively high when compared to their 37 % representation in the total workforce. However, in real terms the improvement in females' equitable representation in all categories and at all levels of the workforce was rather insignificant. Females accounted for only:

- 26% of the legislators
- 14% of all top management positions
- 21% of all senior management positions.

Although females were fairly represented in the professional and technician categories, they tended to be clustered in the lowest rungs. Despite their low representation at top management, senior management and professional and middle management, females accounted for only 15% of top management terminations, 20% senior management terminations and 34% professional and middle management terminations. Females accounted for only:

- 19% of all top management recruits
- 29 % of all senior management recruits
- 36 % of all Professional and middle management recruits
- 20 % of all top management promotions
- 26 % of all senior management promotions
- 34% of all promotions at professional and middle level.

The poor representation of Black females among the total representation of Blacks and the total representation of females suggest that inadequate attention is being paid to the compounded disadvantage due to the intersection between race and gender.

Disability

The data on disability remains unsatisfactory. Available data suggest that people with disabilities remain at about 1% of the total workforce. Key indicators on people with disabilities reveal that they accounted for approximately:

- 1 % of all recruits

- 0.5% of all promotions
- 2.2% of all terminations.

With recruitments being at 1% and terminations being at 2.2%, it remains unquestionable that the improvement is insignificant.

When the percentages of occupational levels of reports received in 2000 and 2002 were compared; the Commission observed that there was an increase of 5.7% of Blacks and an increase of 1.3% of females at top management level; an increase of 3.7% of Blacks and an increase of 0.6% of females at senior management level; and a significant drop of 12.7% of Blacks and a drop of 12.3% of females at the professionally qualified level.

In this report the Commission has included two studies on employment equity undertaken in the Higher Education Sector in 2002.

The first study by the University of Stellenbosch (September 2002) is a pilot study on employment equity at Stellenbosch University, which is the initial phase of a larger study involving all five tertiary institutions in the Western Cape. The long-term aim of this study is to facilitate comparison between the five institutions in respect of, among others, performance to date in implementing the Employment Equity Act; the different approaches of drafting policy documents; and the different approaches involved in setting of targets and monitoring the equity process at each institution.

The main findings of this study indicate, among others, that the targets set by the University are low and progress in respect of achieving them are generally poor, particularly in senior positions. There is a lack of data on staff with disabilities but it appears that there is significant under-representation of people with disabilities at the institution. In addition, the institution is still characterised by a large White male hierarchy, with significant under-representation of females at senior levels. Recent developments have been positive, and the expectation is that the rate of transformation will improve, although the policy and process may be described as being in the state of flux pending the formulation of clear strategies, targets and lines of accountability.

The second study was undertaken by the Centre for Higher Education and Transformation (CHET, December 2002). The aim of this study was to explore the experiences of Black academics at various higher education institutions in South Africa and to determine why they were leaving a particular institution; or why they had left the academic profession. The second aim was to determine what changes should take place at institutions that might encourage academics to remain and to contribute to what has been called the 'African Renaissance'.

The findings indicate that academics that took part in this study were leaving the academic institution for a range of reasons. How they account for moving out has been categorised by the study (CHET, December 2002) into two sets of practices, one set is essentially racist and the other set signifies poor leadership and management. However, at points there is overlap between the two sets of practices.

General findings of these studies indicate that targets set for employment equity are very low and that the progress in achieving them appears to be very poor. As a result, many academics leave, among other reasons, because of poor management or leadership and for greener pastures in the private sector.

It is difficult to extrapolate qualitative indicators of progress from employer reports. This is due in part to the fact that employers tend to provide 'one-liners' in response to questions in the sections in the forms dealing with employment equity measures and barriers. However, the site visits of the Commission and other research on employment equity give a mixed picture of varied achievements. There are few employers whose commitment to transform their workplaces to eliminate unfair discrimination should be applauded. It is mostly those who are able to sustain a steady increase of historically disadvantaged groups at occupational categories and levels in which they were previously excluded or under-represented. These employers also tend to do better with regard to development, retention and advancement of historically

disadvantaged individuals. It is those employers whose achievements the Commission will recognise and acknowledge.

A review of data received in employment equity reports (2002) and information gathered through site visits shows that there is slow progress in the implementation of the Employment Equity Act. It appears that momentum is building as demonstrated in the increase of employment of Blacks (5.7%) in general and females in top and senior management positions. However, the drop in the representation of Africans and females at the professional and middle management level of employment is worrisome to the Commission since this level is considered a 'feeder' to senior and top management positions. If this drop continues it will not be possible to fill these positions with African males and females. Furthermore, not much of the benefits have accrued to Black females who continue to be poorly represented at top management (13.8% in 2002 from 12.4% in 2000); senior management (21.6% in 2002 from 21.0% in 2000); and professionally qualified levels (30.9% in 2002 from 43.2% in 2000). The Commission welcomes recommendations from all stakeholders on innovative strategies to accelerate change in the workplace through the Employment Equity Act and related legislation.

1

Introduction

This is the third report of the Commission for Employment Equity. It highlights the activities, achievements and observations of the Commission and presents the status of employment equity in the country using reports submitted by employers for the 2002 reporting cycle. This report covers the activities of the Commission for the period from September 2002 to September 2003.

The Employment Equity Act (EEA) requires that employers employing 150 or more employees to report annually and employers employing less than 150 employees to report biennially to the Department of Labour. It is compulsory for employers employing 50 or more employees and those employing fewer than 50 employees but have a turnover exceeding that of a small business to report as stipulated in Schedule 4 of the Act. However, employers that employ less than 50 employees or have a turnover less than that of a small business as stipulated in the Act have the option to voluntarily comply with the reporting requirements.

The Act was promulgated on 21 August 1998. The regulations and guidelines were developed to assist with the implementation of the Act and were completed in 1999. As a result, both employers employing 150 or more and employers employing less than 150 employees were expected to report in 2000 for the first time.

This report starts by outlining the priorities for five years identified by the Commission at the beginning of their tenure in 1999, followed by an overview of the significant achievements of the Commission for the 2002/2003 reporting cycle and the key priorities for the remainder of the Commission's tenure. It thereafter captures the workforce distribution, the extent of reporting, employment equity reporting trends, workforce profiles, workforce movements, skills development and employment equity measures and practices. A comparative analysis is subsequently made between specific areas of the 2000 and 2002 employment equity reports, followed by sector studies and general observations made by the Commission.

2

Activities of the Commission

In the initial annual report of 2000–2001, the Commission identified the following challenges as priorities for the remaining period of its tenure:

- To undertake study visits and form partnerships with similar statutory bodies in other countries in order to share best practices
- To establish cooperation with other local statutory bodies working on equality matters
- To develop Technical Assistance Guidelines to accompany the Code of Good Practice on the Employment of People with Disabilities (Disability TAG)
- To develop Technical Assistance Guidelines to accompany the Code of Good Practice on Key Aspects of HIV/AIDS and Employment (HIV/AIDS TAG)
- To formulate criteria for making awards which recognise the achievements of employers in furthering employment equity and presenting awards to recognise employers
- To establish norms and benchmarks for employment equity
- To conduct research to determine best practices on employment equity
- To undertake field visits to establish “reality” in the workplace as part of advocacy work
- To provide advice to the Minister on the promulgation of section 53 of the Act which deals with the enforcement of the Act through procurement
- To assist relevant parties to develop education and training materials
- To develop a Code of Good Practice on Human Resources Policies and Practices.

Achievements of the Commission for the 2002–2003 reporting period

The following are some of the Commission’s significant achievements for this period:

- Study of employment equity compliance in the private sector
- Technical Assistance Guidelines on Key Aspects of HIV/AIDS and Employment (HIV/AIDS TAG)
- Technical Assistance Guidelines on the Employment of People with Disabilities (Disability TAG)
- Portfolio Committee on Labour: Employment Equity Public Hearings
- Site visits.

Study of employment equity compliance in the private sector

The Commission, in cooperation with the Department of Labour commissioned a study (*National Study into the Implementation of the Employment Equity Act in the Private Sector in South Africa, 2000-2002*) to review and assess the nature and patterns of private sector implementation of the Act. The sample size calculated for the study was 67 private sector employers with proportional representation from each of the nine provinces in accordance with their economic activity.

The major research goals for the study were a quantitative comparison of 2000/ 2001 employment equity data sets as well as to do a qualitative study into the major trends, areas of non-compliance, patterns of employment equity implementation, sectoral patterns, models of good practice, company feedback on

implementation, an examination of major employment equity themes and to identify opportunities for effective utilization of information for improving employment equity implementation in the private sector in South Africa.

Research results highlighted the following:

- General compliance patterns show excellent compliance on paper, but poor compliance overall when deeper level workplace change associated with the Act is evaluated
- Stakeholder participation levels are usually poor
- The objectives and goal setting processes in companies are poorly executed, and not linked to the core business strategy
- In approximately 85% of the companies evaluated, no formal policies and/or programmes exist to proactively deal with racism, sexism and disability discrimination
- Very few companies demonstrate effort in the development of comprehensive Employment Equity Plans, and in particular, affirmative action strategies
- There are few affirmative action successes, most linked to pre-existing strategies in large companies
- Most companies demonstrate a fair to good execution of employment equity performance, but there are concerns around the validity of the reported data by companies, particularly with regard to Barrier Audits
- Overall, companies demonstrate a lack of commitment to employment equity processes, a lack of leadership and real internal capacity to implement change
- Internally, there is significantly more employment equity information available to all company stakeholders, but the information is generally fragmented and **challenging to access for non-management stakeholder groups**
- Low-level input from organised labour into employment equity processes is a serious problem
- Monitoring of employment equity progress is infrequent, with a dominant human resources-driven approach focusing on numbers, graphs, etc. with the absence of associated qualitative data
- Companies in general are spending relatively small amounts on employment equity processes.

A number of important recommendations offered by the study centred on:

- Building greater responsive capacity within the Department in relation to companies' needs
- Making information on employment equity more accessible and available to companies, such as employment equity models, mechanisms, strategies, templates, etc.
- Encouraging compliance through showcasing, special learning/ public events and greater visibility by the Department around employment equity issues
- Developing employment equity benchmarks, standards and codes through ongoing research
- Enhancing internal departmental data-management capacity.

Technical Assistance Guidelines on Key Aspects of HIV/AIDS and Employment (HIV/AIDS TAG)

The Commission finalised and advised the Minister on the Technical Assistance Guidelines (TAG) on Key Aspects of HIV/AIDS and Employment. This TAG was subsequently published in accordance with Section 54 of the Act. The official launch and presentation of the TAG to the Minister took place on 26 May 2003.

The TAG serves as a guide to assist employers, employees and trade unions to develop a clear understanding of the Act and the HIV/AIDS Code of Good Practice; including its implementation and management of HIV/AIDS in the workplace. It is designed to be an accessible, user-friendly manual on how to deal with HIV related discrimination and to respond to the impact of HIV/AIDS in the workplace.

The TAG advocates that social partners, especially management, should implement the following strategies to mitigate the impact of the HIV/AIDS epidemic in the workplace:

- Creation of an HIV/AIDS committee
- Development of a database of information to enhance planning
- Development of an HIV/AIDS policy

- Succession planning strategies and skills development plans
- Management of employee benefits
- Compliance with legal obligations
- Demonstration of management commitment towards achieving the goals of employment equity
- Workplace HIV/AIDS wellness and prevention programmes
- Monitoring and evaluation of the employers' HIV/AIDS prevention and management strategies in the workplace.

The TAG is based on the Department's broad goals in managing HIV/AIDS in the workplace, inter alia, promotion of equality and openness around HIV/AIDS, creation of a balance between rights and responsibilities and restoration of the dignity of people infected and affected by HIV/AIDS.

Portfolio Committee on Labour: Employment Equity Public Hearings

The Parliamentary Portfolio Committee on Labour convened a public hearing from 13-14 May 2003 on employment equity. The purpose of the Public Hearing was to evaluate and monitor progress regarding the implementation of the Employment Equity Act. It also served as a forum to inform stakeholders and interest groups of progress made thus far and to highlight problem areas encountered with the implementation of the Act.

The Commission saw this event as an opportunity to share its experiences and to hear concerns raised and challenges faced by other people. The Commission made a presentation, which reflected on progress made on employment equity implementation based on findings captured in the Commission's Annual Report covering the period 2001–2002.

Deliberations and presentations of participants included the following:

- Instead of changing or amending legislation, mechanisms should be introduced to improve implementation and monitoring measures
- The advocacy campaign should be intensified by further engaging stakeholders, especially small businesses, disseminating information, pursuing equity programmes and hosting public events on employment equity
- There is a need to improve enforcement processes and procedures in order to bring defaulters to the Labour Court and make enforcement more visible
- The total universe of designated employers for employment equity should be established and databases of relevant departments and statutory bodies should be linked in order to improve monitoring
- In terms of jobs in the upper levels of higher education, women are discriminated against
- Skills Development should be seen as an integral part of employment equity – developing skills of people with disabilities should be a key priority and should receive special attention
- The maximum permissible fines that may be imposed for contravening the Act in terms of Schedule 1 should have an annual inflationary increase
- There are various interpretations and perceptions of employment equity by designated and non-designated groups
- Organised Labour and Organised Business should demonstrate more commitment in implementing the Act
- South African citizens of Chinese origin may have been discriminated against and further investigation should be undertaken to determine whether they should be included as a designated group in terms of employment equity.

The feedback from the public hearing was useful and the Commission is awaiting and looking forward to proposals and recommendations of the Portfolio Committee. In the meantime, the Commission has highlighted areas where action aimed at implementing the objectives of the Act needs to be intensified. One of the issues that emerged was that the public needed clarity on the complementary roles of the Department, Commission and Chapter 9 institutions of the Constitution such as the South African Human Rights Commission (SAHRC) and the Commission on Gender Equality (CGE) with regard to rights and

enforcement of the Act. The experience also highlighted areas of the Act and regulations that need to be revisited.

Technical Assistance Guidelines on the Employment of People with Disabilities (Disability TAG)

Soon after the launch of the Code of Good Practice on the Employment of People with Disabilities (Disability Code) on 19 August 2002, the Commission started the process of developing the Disability TAG.

The TAG is intended to assist employers, employees and trade unions to clearly understand the Act and the Disability Code. It will set out practical guidelines and provide examples on how to implement affirmative action measures, eliminate unfair discrimination and promote equality, diversity and fair treatment of people with disabilities in employment. Focus will be placed on people's functional abilities, rather than on their disabilities. The Disability TAG will be completed on time for the next annual report.

Site visits

The Commission identified various organisations for site visits. Organisations to be visited will include large employers, including government and the private sector, small employers and trade unions.

The aims of these visits are to make the Commission more visible, assess compliance, share information, identify problem areas, discuss possible solutions and identify best practices. Outcomes of these visits will be presented in the next annual report of the Commission.

Key priorities for the remainder of the Commission's tenure

In line with the Commission's statutory mandate, the necessary planning and organisation in preparation for the following key priorities has commenced:

- Code of Good Practice on Human Resources Policies and Practices
- Technical Assistance Guidelines on the Employment of People with Disabilities
- Undertake study visits and form partnerships with similar statutory bodies in other countries
- Undertake site visits to companies and organisations to identify problem areas and best practices
- Employment Equity Awards Consultative Forum with key stakeholders, e.g. local statutory bodies
- Establishment of norms and benchmarks for employment equity
- Formulation of criteria to select, recognise and award employers for their achievements in furthering employment equity
- Advise the Minister on the promulgation of section 53 of the Act.

3

Distribution of the workforce in South Africa

(Labour Force Survey 2002 and Employment Equity Reports 2002)

People involved in the world of work in South Africa are divided into two categories, formally employed and economically active. The working age for these populations include all those aged between 15 and 65 years. The definition of each is as follows:

Formally employed are those who perform work for pay, profit or family gain in businesses that are formally registered in any way.

Economically Active Population (EAP) consists of both those who are employed and those who are unemployed.

Table 1: Demographic profile by race and gender of Economically Active Population – Labour Force Survey (LFS), September 2002) and the formally employed Employment Equity (EE) Reports, 2002)

Race	Economically Active Population (EAP)			Employment Equity Reports (2002)		
	Male	Female	Total	Male	Female	Total
African	6 083 719	5 512 386	11 596 105	1 045 834	458 219	1 504 053
	38%	34%	72%	40%	18%	58%
Coloured	892 865	785 267	1 678 132	187 078	179 149	366 227
	6%	5%	11%	7%	7%	14%
Indian	316 227	229 741	545 968	72 196	50 578	122 774
	2%	1%	3%	3%	2%	5%
White	1 251 670	947 150	2 198 820	344 451	268 224	612 675
	8%	6%	14%	13%	10%	23%
Total	8 544 481	7 474 544	16 019 025	1 649 559	956 170	2 605 729
	54%	46%	100%	63%	37%	100%

The demographic profile of the Economically Active Population is of particular interest as this is the profile that employers should aim to achieve in terms of employment equity targets.

On the one hand, **Table 1** shows that Blacks constitute 86% and Whites 14% of the Economically Active



Meaningful cooperation between Black and White in the workplace is just one of the successes of the employment equity drive.

Population. It also shows that females constitute 46% (Africans 34%, Coloureds 5%, Indians 1% and Whites 6%) and males 54% (Africans 38%, Coloureds 6%, Indians 2% and Whites 8%) of the Economically Active Population.

On the other hand, **Table 1** shows that Blacks constitute 77% and Whites 23% according to employment equity reports received in 2002. It also shows that females constitute 37% (Africans 18%, Coloureds 7%, Indians 2% and Whites 10%) and males 63% (Africans 40%, Coloureds 7%, Indians 3% and Whites 13%) according to employment equity reports received in 2002.

The next section provides data on the workforce distribution as presented in the 2002 employment equity reports.

4

Analysis of Employment Equity Reports of Employers received in 2002

This section of the report deals with the number of employers and employees who are covered in the 2002 reporting period. It covers the extent of reporting for 2002 by employer size, distribution of reporting of employers by province, Sector Education and Training Authority (SETA) distribution, workforce profiles, workforce movement, skills development and employment equity measures and practices.

In this section, when dealing with tables covering workforce profiles, workforce movement and skills development, explanations are given for the first three occupational categories and the last occupational category and the first three occupational levels and last occupational level, as well as non-permanent employees. The Commission focused on the first three categories and levels because these are critical positions where decision-making and policy formulation takes place. It also focused on the last occupational category and last occupational level because traditionally designated groups are employed in these positions. It is therefore necessary to assess if there are any fundamental changes in employment in these positions. In addition, focus is placed on non-permanent employees because it is important to ascertain whether this occupational category is not used to circumvent across the board implementation of employment equity in the workplace; that is to determine whether employment equity is applied in non-permanent positions as well.

4.1 Extent of reporting by employer size

This area covers the extent of reporting by employers for 2002 and the changes in reporting for 2000 and 2002.

Table 2: Extent of reporting (All employers)

Employer Size	Employers		Employees		Average employees
	Number	%	Number	%	
Large	2 727	39%	2 374 159	91%	871
Small	4 263	61%	231 570	9%	54
Total	6 990	100%	2 605 729	100%	373

Table 2 shows that 6 990 employers reported comprising 2 605 729 employees in 2002. Of the 6 990 who reported, 2 727 were large employers comprising 2 374 159 employees and 4 263 were small employers comprising 231 570 employees.

Table 3: Changes in reporting: 2000 and 2002 (All employers)

Year	Figures reported by all employers			
	Employers	% Change	Employees	% Change
2000	8 250	NA	3 336 784	NA
2002	6 990	-15%	2 605 729	-22%

Table 3 shows that 8 250 employers (both large and small) comprising 3 336 784 employees reported in 2000, whereas 6 990 employers (both large and small) comprising 2 605 729 employees reported in 2002. This illustrates a drop of 15% of the number of employers that reported in 2002 when compared to 2000. The number of employees that are covered in the 2002 reports (2 605 729 employees) is 22% less than the number of employees covered in the 2000 reports (3 336 784 employees).

It is difficult to determine the real reasons for the 15% drop in reporting for 2002 when compared to the reporting of 2000. Perhaps, among other reasons, this could be attributed to mergers, acquisitions, the closing of businesses, a drop in turnover, and a lack of commitment to comply by some of the employers.

4.2 Distribution of reporting of employers by province

The provinces listed on **Table 4** were identified by using the area code of an employer's telephone number. However, in some cases, large employers reported the telephone number of their Head Office, but some of their employees may be working in other provinces. Twelve employers did not provide an area code; therefore they are covered in a separate row called "unidentified" in **Table 4**.

Table 4: Provincial distribution (2000 and 2002)

Province	Employment Equity Reports (2000)		Employment Equity Reports (2002)	
	No of employers	%	No of employers	%
Gauteng	3 977	48.2%	3 419	49.0%
Western Cape	1 609	19.5%	1 255	18.0%
KwaZulu-Natal	1 249	15.1%	985	14.1%
Eastern Cape	462	5.6%	447	6.4%
Mpumalanga	239	2.9%	201	2.9%
North West	127	1.5%	232	3.3%
Free State	278	3.4%	191	2.7%
Northern Cape	179	2.2%	144	2.1%
Limpopo	130	1.6%	104	1.5%
Unidentified	-	-	12	-
Total	8 250	100%	6 990	100%

In 2000, of all employers who reported, 48.2% were located in Gauteng, followed by 19.5% in the Western Cape and 15.1% in KwaZulu-Natal. Forty nine percent of the employers reporting in 2002 were located in Gauteng, followed by 18% in the Western Cape and 14.1% in KwaZulu-Natal. The remaining six provinces only accounted for 17.2% in 2000 and 19% in 2002 of all reporting employers.

The provincial distribution of reporting employers in 2000 and 2002 was very similar. Although, the most significant change is shown by the North West Province which moved from 1.5% in 2000 to 3.3% in 2002 of all reporting employers. This shows that the number of reports received from the North West Province have more than doubled.

4.3 Sector Education and Training Authority (SETA) distribution

Table 5 gives a distribution of all employers who reported in 2002 by SETA.

Table 5: SETA distribution of reporting employers (All employers)

Sector	SETA	No. of	%
Manufacturing, Engineering and Related Services	MERSETA	965	13.8
Wholesale and Retail	W&RSETA	929	13.3
Primary Agriculture	PAETA	584	8.4
Services Sector	SERVICES	541	7.7
Information Systems, Electronics and Telecommunication Technologies	ISETT	334	4.8
Transport	TETA	308	4.4
Construction Sector	CETA	305	4.4
Secondary Agriculture	SETASA	260	3.7
Media, Advertising, Publishing, Printing and Packaging	MAPPP	258	3.7
Health and Welfare Sector	HWSETA	250	3.6
Tourism and Hospitality	THETA	249	3.6
Food and Beverage Manufacturing	FOODBEV	248	3.5
Clothing, Textiles, Footwear and Leather	TEXTILES	236	3.4
Chemical Industries	CHIETA	211	3
Mining Qualifications Authority	MQA	205	2.9
Financial and Accounting Services	FASSET	181	2.6
Local Government, Water and Related Services Sector	LGWSETA	166	2.4
Police, Private Security, Legal and Correctional Services	POSLECSETA	150	2.1
Education, Training and Development Practices	ETDP	129	1.8
Public Services	PSETA	123	1.8
Forest Industries Sector	FIETA	121	1.7
Diplomacy, Intelligence, Defence and Trade and Industry	DIDTETA	96	1.4
Insurance Sector	INSETA	89	1.3
Banking Sector	BANKSETA	37	0.5
Energy Sector	ESETA	15	0.2
Total		6 990	100

As indicated in **Table 5**, most employers who reported from the Sector Education and Training Authorities (SETA) were from the MERSETA (13.8%), followed by WandRSETA (13.3%) and then PAETA (8.4%). These data are attributed to the number of small employers in the manufacturing, wholesale and retail, as well as the agricultural sectors of the economy.

The least number of employers who reported were from the ESETA (0.2%), followed by BANKSETA (0.5%) and then INSETA (1.3%). These data can be attributed to the number of large employers that dominate the energy, banking and insurance sectors of the economy.



More females are moving into job opportunities that was traditionally male.

4.4 Workforce profiles (Employment Equity Reports 2002)

This area of the report focuses on occupational categories and levels in terms of race, gender and disability. Data for this area were extracted from the employment equity reports received from employers in 2002.

Challenges faced by the Commission in collating and presenting information included different reporting form structure and formats for large and small employers, inaccurate completion of forms by employers, inaccurate capturing of data and, in some instances, irregular data, particularly in relation to people with disabilities.

Consequently, the total number of employees presented below for categories are different when compared to occupational levels. In addition, with the obstacles faced in obtaining accurate data by the Commission, the workforce profiles for people with disabilities are presented separately.

Occupational categories

Table 6 gives a breakdown of the total number of employees by occupational category in terms of race and gender.

Table 6: Total number of employees by occupational category, race and gender (All employers)

Occupational categories	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Legislators, senior officials and managers	14 901	5 150	5 225	58 636	4 606	3 296	1 824	18 790	112 428
	13.3%	4.6%	4.6%	52.2%	4.1%	2.9%	1.6%	16.7%	100%
Professionals	31 918	11 049	5 501	53 119	49 945	17 921	5 105	41 820	216 378
	14.8%	2.5%	2.5%	24.5%	23.1%	8.3%	2.4%	19.3%	100%
Technicians and associate professionals	39 754	15 432	11 683	68 992	31 600	10 855	6 383	40 124	224 823
	17.7%	5.2%	5.2%	30.7%	14.1%	4.8%	2.8%	17.8%	100%
Clerks	58 351	18 340	13 182	24 313	60 633	39 307	17 529	106 666	338 321
	17.2%	3.9%	3.9%	7.2%	17.9%	11.6%	5.2%	31.5%	100%
Service and sales workers	161 318	30 470	12 123	57 875	68 847	23 062	6 869	37 947	398 511
	40.5%	3.0%	3.0%	14.5%	17.3%	5.8%	1.7%	9.5%	100%
Skilled agricultural and fishery workers	7 017	2 269	381	1 372	2 866	2 122	261	741	17 029
	41.2%	2.2%	2.2%	8.1%	16.8%	12.5%	1.5%	4.4%	100%
Craft and related trades workers	43 496	13 031	4 480	39 335	2 978	2 224	381	1 136	107 061
	40.6%	4.2%	4.2%	36.7%	2.8%	2.1%	0.4%	1.1%	100%
Plant and machine operators and assemblers	252 196	35 474	9 826	14 884	31 213	26 732	5 205	2 795	378 325
	66.7%	2.6%	2.6%	3.9%	8.3%	7.1%	1.4%	0.7%	100%
Elementary occupations	343 990	36 950	4 370	7 489	121 688	27 918	2 748	3 165	548 318
	62.7%	0.8%	0.8%	1.4%	22.2%	5.1%	0.5%	0.6%	100%
Total Permanent	926 235	165 932	65 706	321 771	380 832	150 719	44 658	247 860	2303713
	40.2%	2.9%	2.9%	14.0%	16.5%	6.5%	1.9%	10.8%	100%
Non-permanent employees	119 599	21 146	6 490	22 680	77 387	28 430	5 920	20 364	302 016
	39.6%	2.1%	2.1%	7.5%	25.6%	9.4%	2.0%	6.7%	100%
Total	1 045 834	187 078	72 196	344 451	458 219	179 149	50 578	268 224	2 605 729

This report will present the first three occupational categories, the last occupational category and non-permanent employees in **Table 6** by using the figures below.

Figure 1: Percentage distribution of legislators by race and gender

Legislators

Includes: chief executive officer; president; vice-president; chief operating officers; general managers and divisional heads, managers who provide the direction of a critical technical function; postmaster; superintendent; dean and school principal etc.

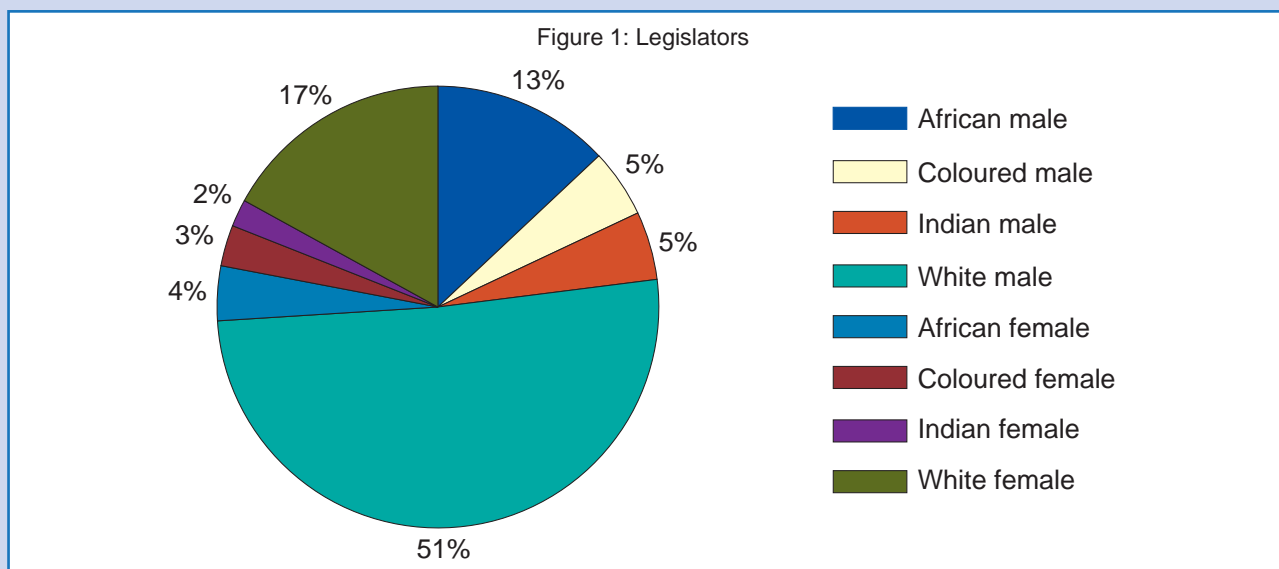


Figure 1 presents the percentage distribution of legislators by race and gender. It shows that:

Race: Blacks (Africans, Coloureds and Indians) account for 32% and Whites 68% of all legislators. Africans account for 17% (African males 13% and females 4%), Coloureds 8% (Coloured males 5% and females 3%), Indians 7% (Indian males 5% and females 2%) and Whites 68% (White males 51% and females 17%) of all legislators.

Gender: Females account for 26% and males 74% of all legislators. Among females, Africans account for 4%, Coloureds 3%, Indians 2% and Whites 17%. Among males, Africans account for 13%, Coloureds 5%, Indians 5% and Whites 51%. Black females (Africans, Coloureds and Indians) account for 9% and Black males (Africans, Coloureds and Indians) account for 23% of all legislators.

Figure 2: Percentage distribution of professionals by race and gender

Professionals

Includes: engineers (civil, mechanical, chemical, electrical, petroleum, nuclear, aerospace, etc.); architects; lawyers; biologists; geologists; psychologists; accountants; physicists, system analysts; assayers; valuers; town and traffic planners etc.

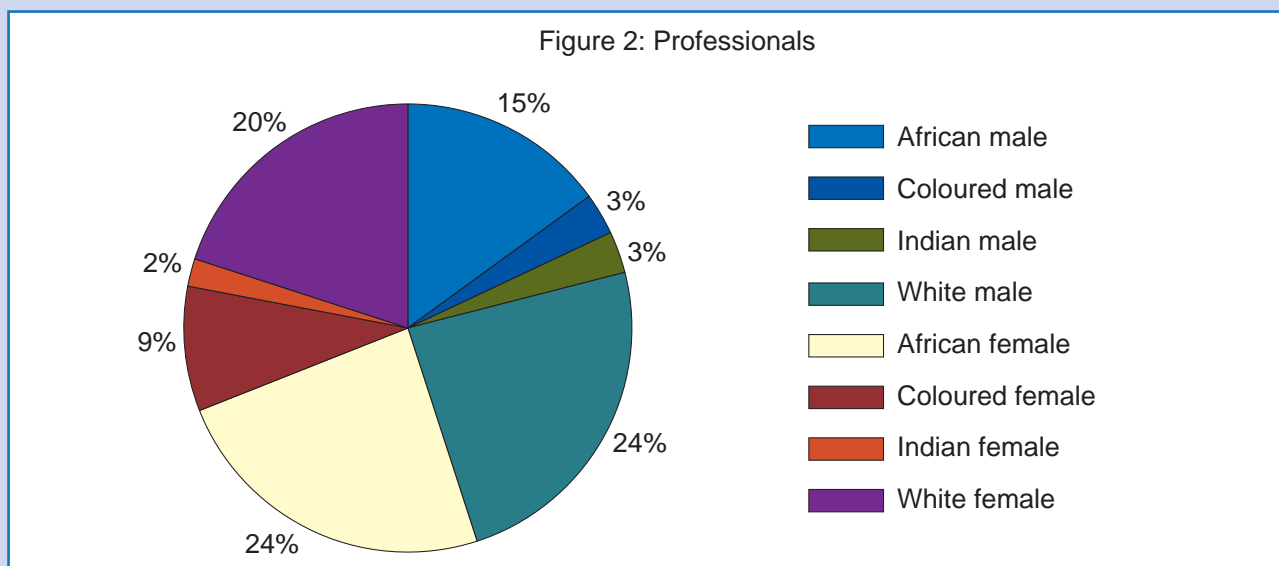


Figure 2 represents the percentage distribution of professionals by race and gender. It shows that:

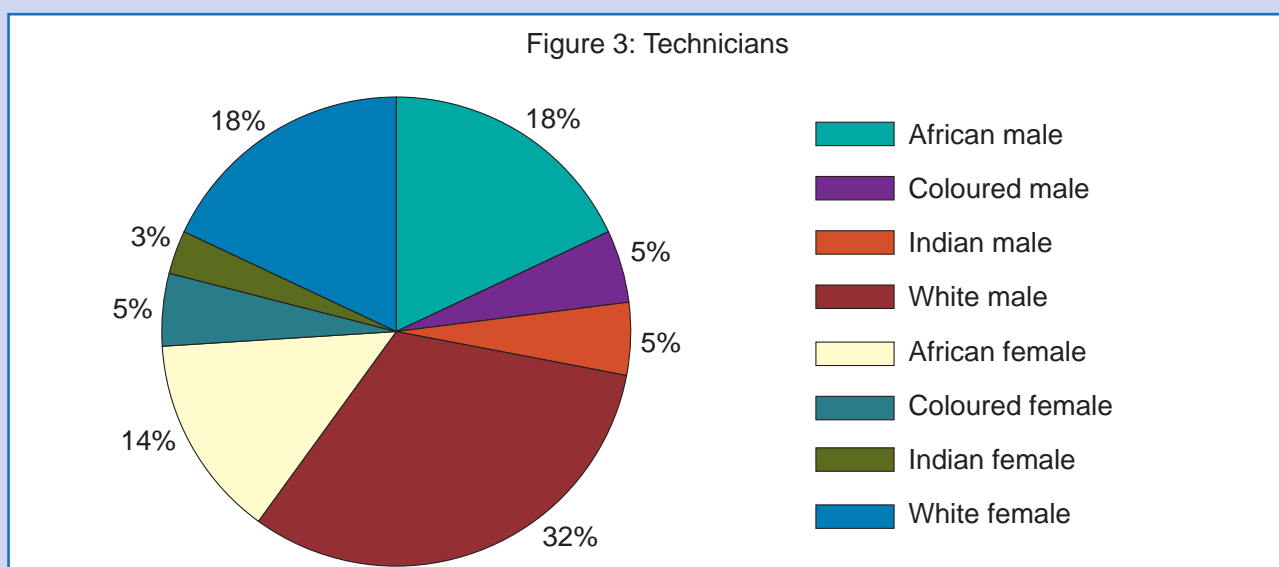
Race: Blacks (Africans, Coloureds and Indians) account for 56% and Whites 44% of all professionals. Africans account for 39% (African males 15% and females 24%), Coloureds 12% (Coloured males 3% and females 9%), Indians 5% (Indian males 3% and females 2%) and Whites 44% (White males 24% and females 20%) of all professionals.

Gender: Females account for 55% and males 45% of all professionals. Among females, Africans account for 24%, Coloureds 9%, Indians 2% and Whites 20%. Among males, Africans account for 15%, Coloureds 3%, Indians 3% and Whites 24%. Black females (Africans, Coloureds and Indians) account for 35% and Black males (Africans, Coloureds and Indians) account for 21% of all professionals.

Figure 3: Percentage distribution of technicians and associate professionals by race and gender

Technicians and associate professionals

Includes: computer programmers; nurses; physio and occupational therapists; draftsmen/women; musicians; actors; photographers; illustrating artists; product designers; radio and television announcers; translators and interpreters; writers and editors; specialised inspectors and testers of electronic, electrical, mechanical, etc. products; vocational instructors; technicians (medical, engineering, architectural, dental,



physical science, life science, library, etc.); pilot; broker; designer; quality inspector etc.

Figure 3 presents the percentage distribution of technicians by race and gender. It shows that:

Race: Blacks (Africans, Coloureds and Indians) account for 50% and Whites 50% of all technicians. Africans account for 32% (African males 18% and females 14%), Coloureds 10% (Coloured male 5% and female 5%), Indians 8% (Indian males 5% and females 3%) and Whites 50% (White males 32% and females 18%) of all technicians.

Gender: Females account for 40% and males 60% of all technicians. Among females, Africans account for 14%, Coloureds 5%, Indians 3% and Whites 18%. Among males, Africans account for 18%, Coloureds 5%, Indians 5% and Whites 32%. Black females (Africans, Coloureds and Indians) account for 22% and Black males (Africans, Coloureds and Indians) account for 28% of all technicians.

Figure 4: Percentage distribution of elementary occupations by race and gender

Elementary occupations

Includes: news and other vendors; garage attendants; car washers and greasers; gardeners; farm labourers; unskilled railway track workers; labourers performing lifting, digging, mixing, loading, and pulling operations; garbage collectors; stevedores; sweepers; char-workers etc.

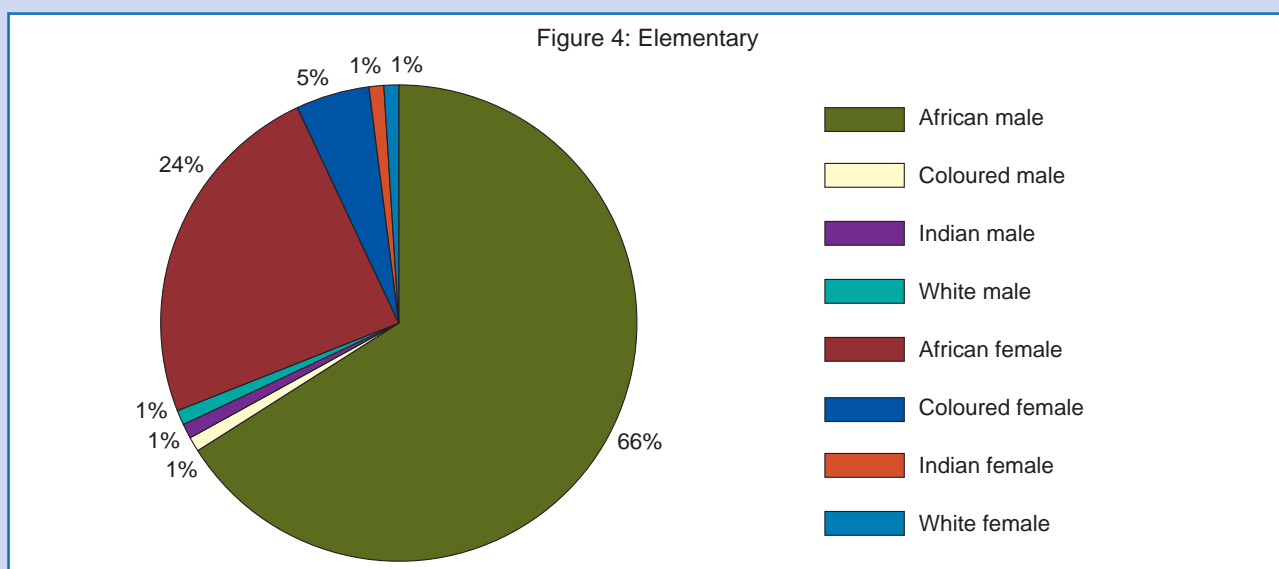


Figure 4 presents the percentage distribution of elementary occupation by race and gender. It shows that:

Race: Blacks (Africans, Coloureds and Indians) account for 98% and Whites 2% of all elementary occupations. Africans account for 90% (African males 66% and females 24%), Coloureds 6% (Coloured males 1% and females 5%), Indians 2% (Indian males 1% and females 1%) and Whites 2% (White males 1% and females 1%) of all elementary occupations.

Gender: Females account for 31% and males 69% of all elementary occupations. Among females, Africans account for 24%, Coloureds 5%, Indians 1% and Whites 1%. Among males, Africans account for 66%, Coloureds 1%, Indians 1% and Whites 1%. Black females (Africans, Coloureds and Indians) account for 30% and Black males (Africans, Coloureds and Indians) account for 68% of all elementary occupations.

Figure 5: Percentage distribution of non-permanent employees by race and gender

Non-permanent employees

Includes: employees who are employed to work for less than 24 hours per month or those engaged to work for less than three continuous months.

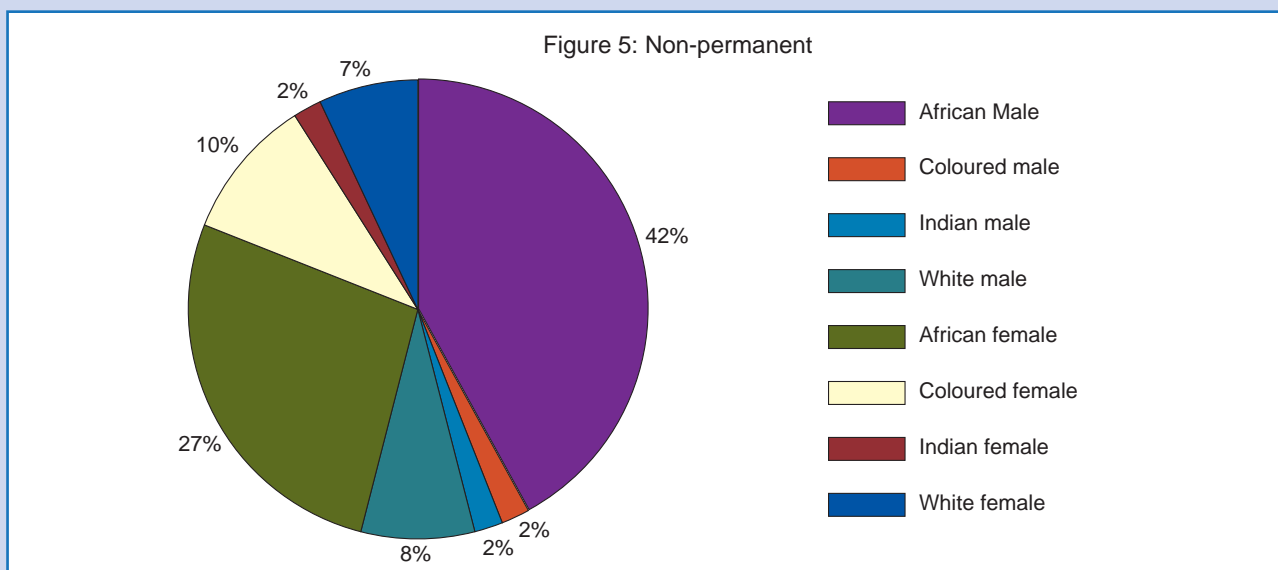


Figure 5 presents the percentage distribution of non-permanent employees by race and gender. It shows that:

Race: Blacks (Africans, Coloureds and Indians) account for 85% and Whites 15% of all non-permanent positions. Africans account for 69% (African males 42% and females 27%), Coloureds 12% (Coloured males 2% and females 10%), Indians 4% (Indian males 2% and females 2%) and Whites 15% (White males 8% and females 7%) of all non-permanent positions.

Gender: Females account for 46% and males 54% of all non-permanent positions. Among females, Africans account for 27%, Coloureds 10%, Indians 2% and Whites 7%. Among males, Africans account for 42%, Coloureds 2%, Indians 2% and Whites 8%. Black females (Africans, Coloureds and Indians) account for 39% and Black males (Africans, Coloureds and Indians) account for 46% of all non-permanent positions.

Occupational levels

Table 7 gives a breakdown of the total number of employees by occupational level in terms of race and gender.

Table 7: Total number of employees by occupational level, race and gender (All employers)

Occupational levels	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top management	1 406	484	777	12 549	361	130	114	1 841	17 662
	8.0%	2.7%	4.4%	71.1%	2.0%	0.7%	0.6%	10.4%	100%
Senior management	3 376	1 519	2 068	25 370	1 058	573	524	6 709	41 197
	8.2%	3.7%	5.0%	61.6%	2.6%	1.4%	1.3%	16.3%	100%
Professionals and middle management	17 478	8 360	7 615	73 341	7 602	4 348	3 262	32 657	154 663
	11.3%	5.4%	4.9%	47.4%	4.9%	2.8%	2.1%	21.1%	100%
Skilled technical and management	121 722	43 043	25 232	141 106	88 675	39 653	15 924	112 094	587 449
	20.7%	7.3%	4.3%	24.0%	15.1%	6.8%	2.7%	19.1%	100%
Semi-skilled	407 854	72 461	25 646	60 706	141 198	68 352	21 050	89 881	887 148
	46.0%	8.2%	2.9%	6.8%	15.9%	7.7%	2.4%	10.1%	100%
Unskilled	397 665	39 824	5 871	8 757	146 267	37 394	5 257	5 851	646 886
	46.0%	8.2%	2.9%	6.8%	15.9%	7.7%	2.4%	10.1%	100%
Total Permanent	933 083	164 152	66 668	317 077	381 300	148 707	44 806	245 800	2301 593
	46.0%	8.2%	2.9%	6.8%	15.9%	7.7%	2.4%	10.1%	100%
Non-permanent employees	111 081	20 875	6 679	25 027	77 117	28 653	6 115	21 698	297 245
	37.4%	7.0%	2.2%	8.4%	25.9%	9.6%	2.1%	7.3%	100%
Total	1 044 164	185 027	73 347	342 104	458 417	177 360	50 921	267 498	2 598 838

This report will present the first three occupational levels, last occupational level and non-permanent employees in **Table 7** by using figures below.

Figure 6: Percentage distribution of top management employees by race and gender

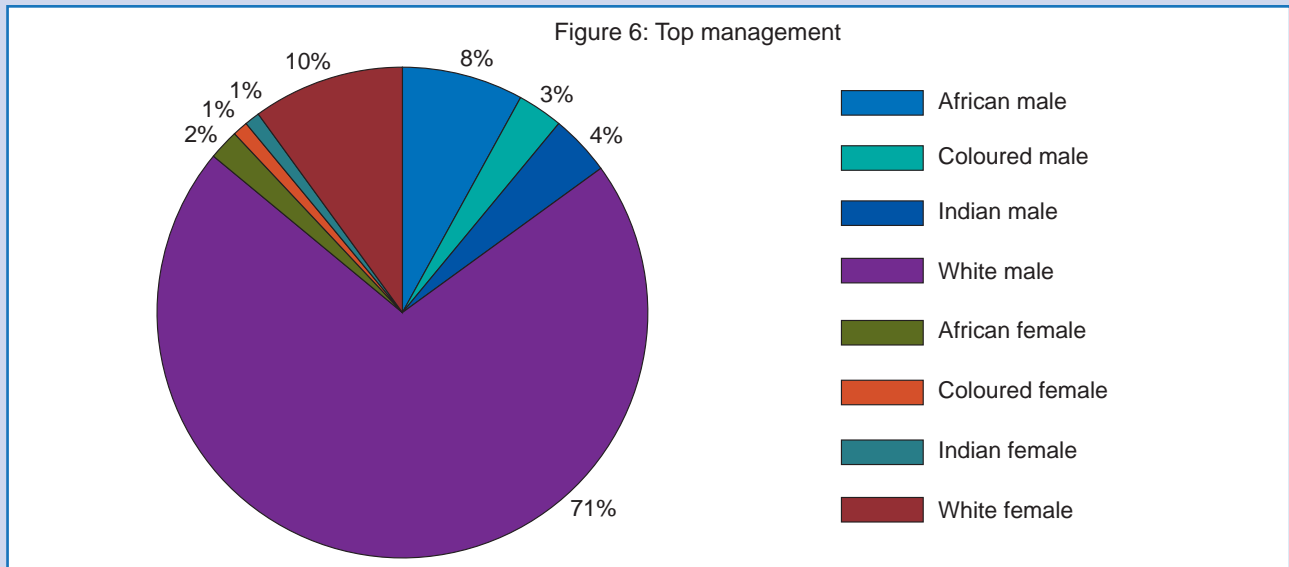


Figure 6 presents percentage distribution of top management by race and gender. It shows that:

Race: Blacks (Africans, Coloureds and Indians) account for 19% and Whites 81% of all top management positions. Africans account for 10% (African males 8% and females 2%), Coloureds 4% (Coloured males 3% and females 1%), Indians 5% (Indian males 4% and females 1%) and Whites 81% (White males 71% and females 10%) of all top management positions.

Gender: Females account for 14% and males 86% of all top management positions. Among females, Africans account for 2%, Coloureds 1%, Indians 1% and Whites 10%. Among males, Africans account for 8%, Coloureds 3%, Indians 4% and Whites 71%. Black females (Africans, Coloureds and Indians) account for 4% and Black males (Africans, Coloureds and Indians) account for 15% of all top management positions.

Figure 7: Percentage distribution of Senior management employees by race and gender

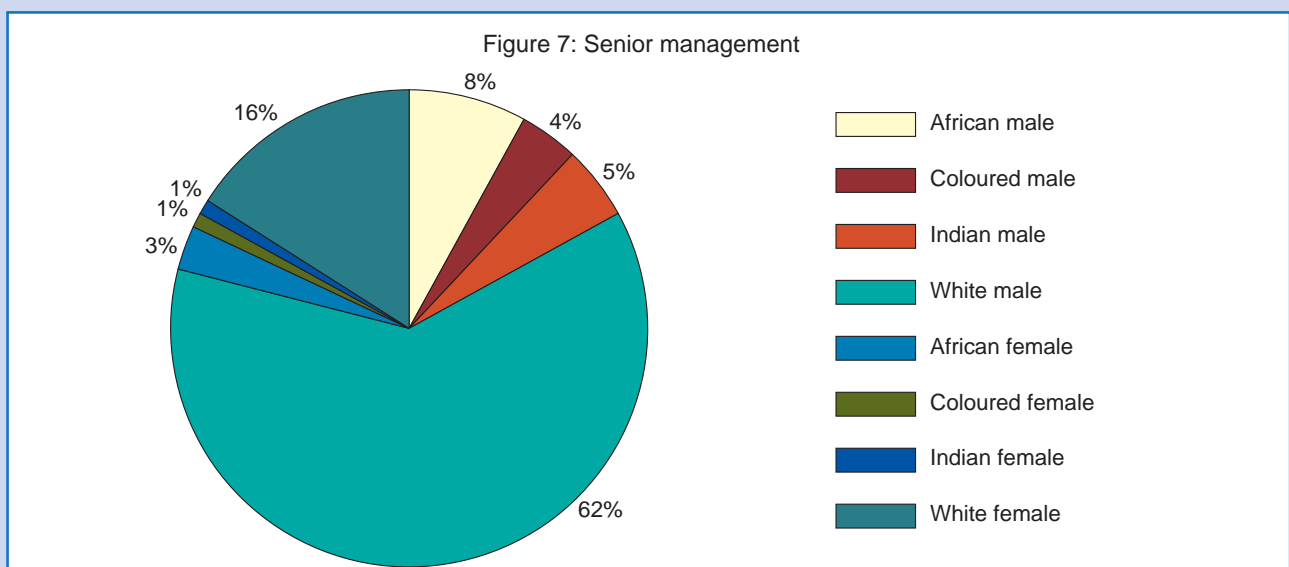


Figure 7 presents the percentage distribution of senior management by gender and race. It shows that:

Race: Blacks (Africans, Coloureds and Indians) account for 22% and Whites 78% of all senior management positions. Africans account for 11% (African males 8% and females 3%), Coloureds 5% (Coloured males 4% and females 1%), Indians 6% (Indian males 5% and females 1%) and Whites 78% (White males 62% and females 16%) of all senior management positions.

Gender: Females account for 21% and males 79% of all senior management positions. Among females, Africans account for 3%, Coloureds 1%, Indians 1% and Whites 16%. Among males, Africans account for 8%, Coloureds 4%, Indians 5% and Whites 62%. Black females (Africans, Coloureds and Indians) account for 5% and Black males (Africans, Coloureds and Indians) account for 17% of all senior management positions.

Figure 8: Percentage distribution of professionally qualified employees by race and gender

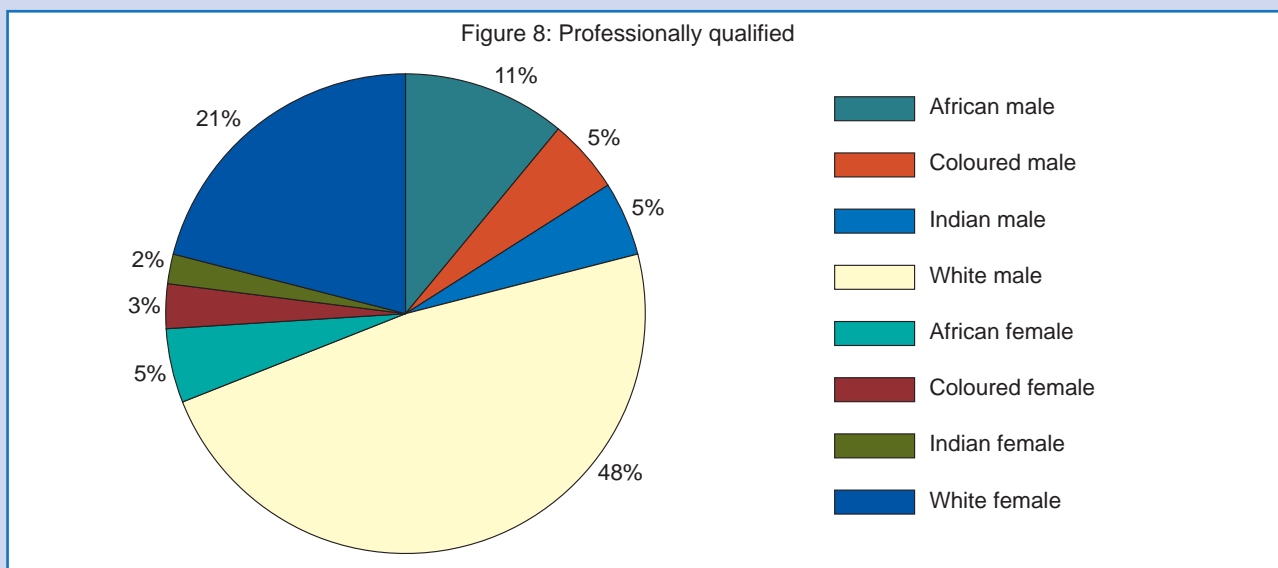


Figure 8 presents the percentage distribution of professionally qualified employees by race and gender. It shows that:

Race: Blacks (Africans, Coloureds and Indians) account for 31% and Whites 69% of all professionally qualified positions. Africans account for 16% (African males 11% and females 5%), Coloureds 8% (Coloured males 5% and females 3%), Indians 7% (Indian males 5% and females 2%) and Whites 69% (White males 48% and females 21%) of all professionally qualified positions.

Gender: Females account for 31% and males 69% of all professionally qualified positions. Among females, Africans account for 5%, Coloureds 3%, Indians 2% and Whites 21%. Among males, Africans account for 11%, Coloureds 5%, Indians 5% and Whites 48%. Black females (Africans, Coloureds and Indians) account for 10% and Black males (Africans, Coloureds and Indians) account for 21% of all professionally qualified positions.

Figure 9: Percentage distribution of unskilled employees by race and gender

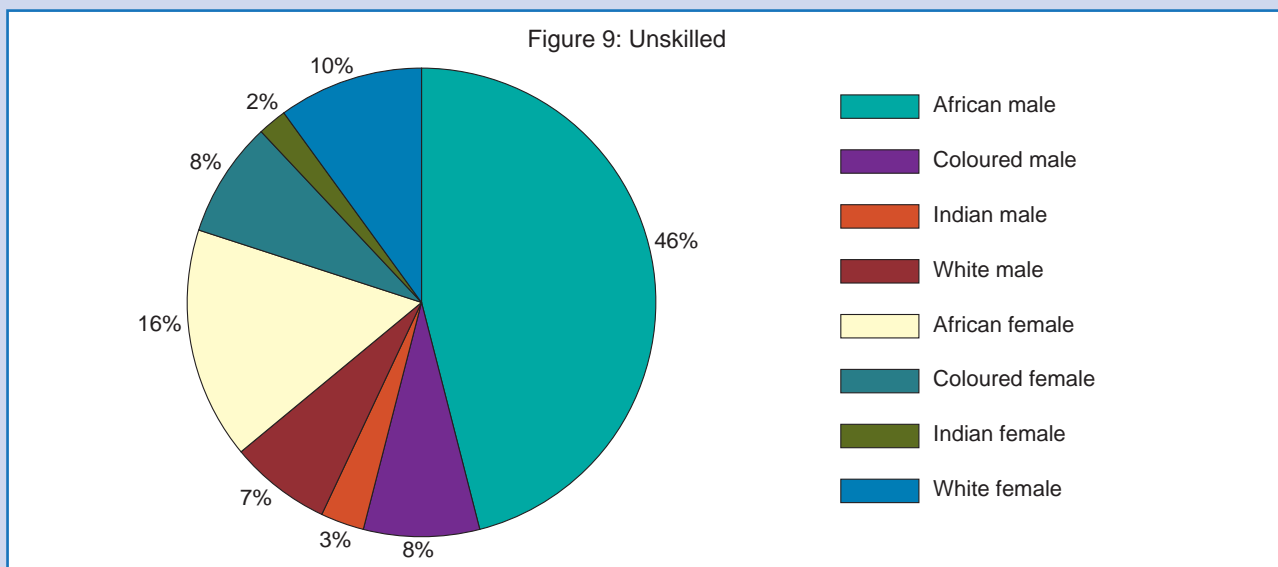


Figure 9 presents the percentage distribution of unskilled employees by race and gender. It shows that:

Race: Blacks (Africans, Coloureds and Indians) account for 83% and Whites 17% of all unskilled positions. Africans account for 62% (African males 46% and females 16%), Coloureds 16% (Coloured males 8% and females 8%), Indians 5% (Indian males 3% and females 2%) and Whites 17% (White males 7% and females 10%) of all unskilled positions.

Gender: Females account for 36% and males 64% of all unskilled positions. Among females, Africans account for 16%, Coloureds 8%, Indians 2% and Whites 10%. Among males, Africans account for 46%, Coloureds 8%, Indians 3% and Whites 7%. Black females (Africans, Coloureds and Indians) account for 26% and Black males (Africans, Coloureds and Indians) account for 57% of all unskilled positions.

Figure 10: Percentage distribution of non-permanent employees by race and gender

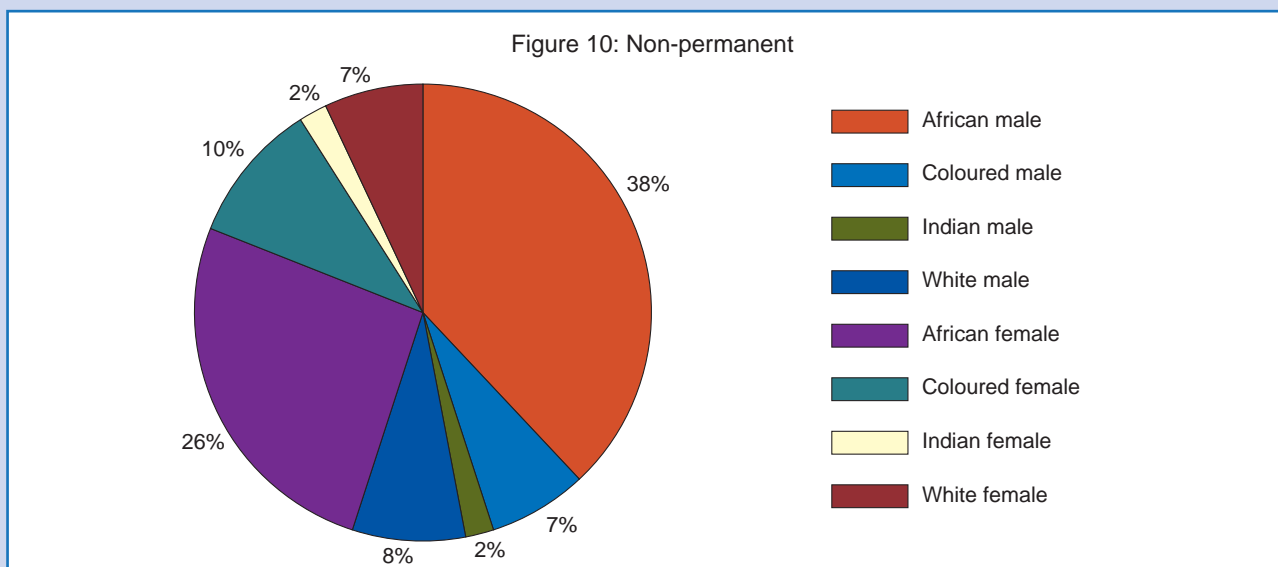


Figure 10 presents the percentage distribution of non-permanent employees by race and gender. It shows that:

Race: Blacks (Africans, Coloureds and Indians) account for 85% and Whites 15% of all non-permanent positions. Africans account for 64% (African males 38% and females 26%), Coloureds 17% (Coloured males 7% and females 10%), Indians 4% (Indian males 2% and females 2%) and Whites 15% (White males 8% and females 7%) of all non-permanent positions.

Gender: Females account for 45% and males 55% of all non-permanent positions. Among females, Africans account for 26%, Coloureds 10%, Indians 2% and Whites 7%. Among males, Africans account for 38%, Coloureds 7%, Indians 2% and Whites 8%. Black females (Africans, Coloureds and Indians) account for 38% and Black males (Africans, Coloureds and Indians) account for 47% of all non-permanent positions.

Profile of people with disabilities

When reporting on employees with disabilities, large employers are required to report the number of employees with disabilities in each occupational category and level while small employers are only required to report the totals. Therefore in this report, a breakdown is presented for each occupational category and level for large employers only.

Table 8: Number and distribution of employees with disabilities (All employers)

Employers	Employees	%
Large	23 604	88.9%
Small	2 935	11.1%
Total	26 539	100%

According to **Table 8**, employers reported a total of 26 539 employees with disabilities in 2002. This represents 1% of all employees included in the 2002 employment equity reports. These figures should, as alluded to previously, be treated with extreme caution, as the data appear to contain serious errors. The Commission, normally opposed to releasing data with serious errors, deemed it necessary to provide some information because quality data on disability is scarce.

Distribution of people with disabilities by occupational category

Table 9 gives a breakdown of the total number of employees with disabilities by employer size, (reporting for occupational category) and race.

Table 9: Total number of employees with disabilities by employer size (reporting for occupational category)

Employees with disabilities (All employers)										
Employer	African		Coloured		Indian		White		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%
Large	12 797	54.2%	3 040	12.9%	973	4.1%	6 794	28.8%	23 604	100%
Small	1 248	42.5%	538	18.3%	165	5.6%	984	33.5%	2 935	100%
Total	14 045	52.9%	3 578	13.5%	1 138	4.3%	7 778	29.3%	26 539	100%

Table 9 shows that out of a total of 26 539 (100%) of employees with disabilities in various occupational categories, 14 045 (52.9%) were African, 3 578 (13.5%) were Coloured, 1 138 (4.3%) were Indian and 7 778 (29.3%) were White. The race and gender classifications for large employers (23 604 employees) in each occupational category are presented in **Table 10**.

Table 10: Employees with disabilities by occupational category, race and gender (Large employers)

Occupational categories	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Legislators, senior officials and managers	226	171	76	590	81	71	18	161	1 394
	16.2%	12.3%	5.5%	42.3%	5.8%	5.1%	1.3%	11.6%	100%
Professionals	230	63	70	541	176	123	101	527	1 831
	12.6%	3.4%	3.8%	29.6%	9.6%	6.7%	5.5%	28.8%	100%
Technicians and associate professionals	296	117	64	829	65	64	38	382	1 855
	16.0%	6.3%	3.5%	44.7%	3.5%	3.5%	2.1%	20.6%	100%
Clerks	762	181	117	591	493	272	130	1 068	3 614
	21.1%	5.0%	3.2%	16.4%	13.6%	7.5%	3.6%	29.6%	100%
Service and sales workers	1 058	359	118	710	281	182	62	267	3 037
	34.8%	11.8%	3.9%	23.4%	9.3%	6.0%	2.0%	8.8%	100%
Skilled agricultural and fishery workers	94	46	3	23	9	124	0	10	309
	30.4%	14.9%	1.0%	7.4%	2.9%	40.1%	0.0%	3.2%	100%
Craft and related trades workers	504	93	35	513	26	4	1	14	1 190
	42.4%	7.8%	2.9%	43.1%	2.2%	0.3%	0.1%	1.2%	100%
Plant and machine operators and assemblers	2 462	293	74	244	705	359	22	143	4 302
	57.2%	6.8%	1.7%	5.7%	16.4%	8.3%	0.5%	3.3%	100%
Elementary occupations	4 975	310	34	187	504	161	11	93	6 275
	79.3%	4.9%	0.5%	3.0%	8.0%	2.6%	0.2%	1.5%	100%
Total Permanent	10 179	1 475	580	4 085	2 243	1 456	376	2 552	22 946
	44.4%	6.4%	2.5%	17.8%	9.8%	6.4%	1.6%	11.1%	100%
Non-permanent employees	294	75	9	99	81	34	8	58	658
	44.7%	11.4%	1.4%	15.1%	12.1%	5.2%	1.2%	8.8%	100%
Total	10 473	1 550	589	4 184	2 324	1 490	384	2 610	23 604

The focus of analysis for this report is on the first three occupational categories, the last occupational category and non-permanent employees specifically; the focus is on the legislators, professionals, technicians, elementary employment and non-permanent employees.

Legislators

In the category of legislators, data shows that:

Race: Blacks (Africans, Coloureds and Indians) account for 46.1% and Whites 53.9% of all legislators with disabilities. Africans account for 22.0% (African males 16.2% and females 5.8%), Coloureds 17.4% (Coloured males 12.3% and females 5.1%), Indians 6.8% (Indian males 5.5% and females 1.3%) and Whites 53.9% (White males 42.3% and females 11.6%) of all legislators with disabilities.

Gender: Females account for 23.8% and males 76.3% of all legislators with disabilities. Among females, Africans account for 5.8%, Coloureds 5.1%, Indians 1.3% and Whites 11.6%. Among males, Africans account for 16.2%, Coloureds 12.3%, Indians 5.5% and Whites 42.3%. Black females (Africans, Coloureds and Indians) account for 12.2%, whereas Black males (Africans, Coloureds and Indians) account for 33.9% of all legislators with disabilities.

Professionals

In the category of professionals, the data shows that:

Race: Blacks (Africans, Coloureds and Indians) account for 41.6% and Whites 58.4% of all professionals with disabilities. Africans account for 22.2% (African males 12.6% and females 9.6%), Coloureds 10.1% (Coloured males 3.4% and females 6.7%), Indians 9.3% (Indian males 3.8% and females 5.5%) and Whites 58.4% (White males 29.6% and females 28.8%) of all professionals with disabilities.

Gender: Females account for 50.6% and males 49.4% of all professionals with disabilities. Among females, Africans account for 9.6%, Coloureds 6.7%, Indians 5.5% and Whites 28.8%. Among males, Africans account for 12.6%, Coloureds 3.4%, Indians 3.8% and Whites 29.6%. Black females (Africans, Coloureds and Indians) account for 21.9%, whereas Black males (Africans, Coloureds and Indians) account for 19.8% of all professionals with disabilities.

Technicians

In the category of technicians, the data shows that:

Race: Blacks (Africans, Coloureds and Indians) account for 34.7% and Whites 65.3% of all technicians with disabilities. Africans account for 19.5% (African males 16.0% and females 3.5%), Coloureds 9.8% (Coloured males 6.3% and females 3.5%), Indians 5.6% (Indian males 3.5% and females 2.1%) and Whites 65.3% (White males 44.7% and females 20.6%) of all technicians with disabilities.

Gender: Females account for 29.7% and males 70.5% of all technicians with disabilities. Among females, Africans account for 3.5%, Coloureds 3.5%, Indians 2.1% and Whites 20.6%. Among males, Africans account for 16.0%, Coloureds 6.3%, Indians 3.5% and Whites 44.7%. Black females (Africans, Coloureds and Indians) account for 9.1%, whereas Black males (Africans, Coloureds and Indians) account for 25.8% of all technicians with disabilities.

Elementary

In the category of elementary, the data shows that:

Race: Blacks (Africans, Coloureds and Indians) account for 95.5% and Whites 4.5% of all elementary occupations occupied by people with disabilities. Africans account for 87.3% (African males

79.3% and females 8.0%), Coloureds 7.5% (Coloured males 4.9% and females 2.6%), Indians 0.7% (Indian males 0.5% and females 0.2%) and Whites 4.5% (White males 3.0% and females 1.5%) of all employees with disabilities in elementary occupations.

Gender: Females account for 12.3% and males 87.7% of all employees with disabilities in elementary occupations. Among females, Africans account for 8.0%, Coloureds 2.6%, Indians 0.2% and Whites 1.5%. Among males, Africans account for 79.3%, Coloureds 4.9%, Indians 0.5% and Whites 3.0%. Black females (Africans, Coloureds and Indians) account for 10.8%, whereas Black males (Africans, Coloureds and Indians) account for 84.7% of all employees with disabilities in elementary occupations.

Non-permanent

In the category of non-permanent employees, the data shows that:

Race: Blacks (Africans, Coloureds and Indians) account for 76.1% and Whites 23.9% of all people with disabilities in non-permanent positions. Africans account for 56.8% (African males 44.7% and females 12.1%), Coloureds 16.6% (Coloured males 11.4% and females 5.2%), Indians 2.6% (Indian males 1.4% and females 1.2%) and Whites 23.9% (White males 15.1% and females 8.8%) of all people with disabilities in non-permanent positions.

Gender: Females account for 27.3% and males 72.6% of all people with disabilities in non-permanent positions. Among females, Africans account for 12.1%, Coloureds 5.2%, Indians 1.2% and Whites 8.8%. Among males, Africans account for 44.7%, Coloureds 11.4%, Indians 1.4% and Whites 15.1%. Black females (Africans, Coloureds and Indians) account for 18.5%, whereas Black males (Africans, Coloureds and Indians) account for 57.5% of all people with disabilities in non-permanent positions.

Distribution of people with disabilities by occupational level

Table 11 presents the total number of employees with disabilities by occupational level in terms of race and gender.

Table 11: Total number of employees with disabilities by employer size (reporting for occupational level)

Employees with disabilities (All employers)										
Employer	African		Coloured		Indian		White		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%
Large	11 077	54.3%	1 912	9.4%	641	3.1%	6 782	33.2%	20 412	100%
Small	1 444	46.5%	361	11.6%	106	3.4%	1 193	38.4%	3 104	100%
Total	12 521	53.2%	2 273	9.7%	747	3.2%	7 975	33.9%	23 516	100%

According to the **Table 11**, out of a total of 23 516 (100%) of employees with disabilities in various occupational levels, 12 521 (53.2%) were African, 2 273 (9.7%) were Coloured, 747 (3.2%) were Indian and 7 975 (33.9%) were White. Race and gender classifications for large employers (20 412 employees) in each occupational level are provided in **Table 12**.

Table 12: Total number of employees with disabilities by occupational level, race and gender (Large employer)

Occupational levels	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top management	12	6	2	118	5	0	2	8	153
	7.8%	3.9%	1.3%	77.1%	3.3%	0.0%	1.3%	5.2%	100%
Senior management	19	8	12	237	10	5	2	35	328
	5.8%	2.4%	3.7%	72.3%	3.0%	1.5%	0.6%	10.7%	100%
Professionals and middle management	137	47	64	1 675	39	25	19	233	2 239
	6.1%	2.1%	2.9%	74.8%	1.7%	1.1%	0.8%	10.4%	100%
Skilled technical and management	797	243	180	1 624	228	271	70	780	4 193
	19.0%	5.8%	4.3%	38.7%	5.4%	6.5%	1.7%	18.6%	100%
Semi-skilled	3 362	462	143	839	645	318	78	777	6 624
	50.8%	7.0%	2.2%	12.7%	9.7%	4.8%	1.2%	11.7%	100%
Unskilled	4 406	270	37	180	852	185	14	129	6 073
	72.6%	4.4%	0.6%	3.0%	14.0%	3.0%	0.2%	2.1%	100%
Total Permanent	8 689	1 030	441	4 642	1 748	797	172	1 900	19 419
	44.7%	5.3%	2.3%	23.9%	9.0%	4.1%	0.9%	9.8%	100%
Non-permanent employees	484	65	19	186	156	20	9	54	993
	48.7%	6.5%	1.9%	18.7%	15.7%	2.0%	0.9%	5.4%	100%
Total	9 173	1 095	460	4 828	1 904	817	181	1 954	20 412

The following will only highlight the first three occupational levels, the last occupational level and non-permanent employees in **Table 12**.

Distribution of top management employees with disabilities by race and gender

Data shows that:

Race: Blacks (Africans, Coloureds and Indians) account for 17.6% and Whites 82.3% of all people with disabilities in top management positions. Africans account for 11.1% (African males 7.8% and females 3.3%), Coloureds 3.9% (Coloured males 3.9% and females 0%), Indians 2.6% (Indian males 1.3%

and females 1.3%) and Whites 82.3% (White males 77.1% and females 5.2%) of all people with disabilities in top management positions.

Gender: Females account for 9.8% and males 90.1% of all people with disabilities in top management positions. Among females, Africans account for 3.3%, Coloureds 0%, Indians 1.3% and Whites 5.2%. Among males, Africans account for 7.8%, Coloureds 3.9%, Indians 1.3% and Whites 77.1%. Black females (Africans, Coloureds and Indians) account for 4.6%, whereas Black males (Africans, Coloureds and Indians) account for 13% of all people with disabilities in top management positions.

Distribution of senior management employees with disabilities by race and gender

Data shows that:

Race: Blacks (Africans, Coloureds and Indians) account for 17% and Whites 83% of all people with disabilities in senior management positions. Africans account for 8.8% (African males 5.8% and females 3%), Coloureds 3.9% (Coloured males 2.4% and females 1.5%), Indians 4.3% (Indian males 3.7% and females 0.6%) and Whites 83% (White males 72.3% and females 10.7%) of all people with disabilities in senior management positions.

Gender: Females account for 15.8% and males 84.2% of all people with disabilities in senior management positions. Among females, Africans account for 3%, Coloureds 1.5%, Indians 0.6% and Whites 10.7%. Among males, Africans account for 5.8%, Coloureds 2.4%, Indians 3.7% and Whites 72.3%. Black females (Africans, Coloureds and Indians) account for 5.1%, whereas Black males (Africans, Coloureds and Indians) account for 11.9% of all people with disabilities in senior management positions.

Distribution of professionally qualified employees with disabilities by race and gender

Data shows that:

Race: Blacks (Africans, Coloureds and Indians) account for 14.8% and Whites 85.2% of all people with disabilities in professionally qualified positions. Africans account for 7.8% (African males 6.1% and females 1.7%), Coloureds 3.2% (Coloured males 2.1% and females 1.1%), Indians 3.7% (Indian males 2.9% and females 0.8%) and Whites 85.2% (White males 74.8% and females 10.4%) of all people with disabilities in professionally qualified positions.

Gender: Females account for 14% and males 85.9% of all people with disabilities in professionally qualified positions. Among females, Africans account for 1.7%, Coloureds 1.1%, Indians 0.8% and Whites 10.4%. Among males, Africans account for 6.1%, Coloureds 2.1%, Indians 2.9% and Whites 74.8%. Black females (Africans, Coloureds and Indians) account for 3.6%, whereas Black males (Africans, Coloureds and Indians) account for 11.1% of all people with disabilities in professionally qualified positions.

Distribution of unskilled employees with disabilities by race and gender

Data shows that:

Race: Blacks (Africans, Coloureds and Indians) account for 94.9% and Whites 5.1% of all people with disabilities in unskilled positions. Africans account for 86.6% (African males 72.6% and females 14%), Coloureds 7.4% (Coloured males 4.4% and females 3%), Indians 0.8% (Indian males 0.6% and females 0.2%) and Whites 5.1% (White males 3% and females 2.1%) of all people with disabilities in unskilled positions.

Gender: Females account for 19.3% and males 80.6% of all people with disabilities in unskilled positions. Among females, Africans account for 14%, Coloureds 3%, Indians 0.2% and Whites 2.1%. Among males, Africans account for 72.6%, Coloureds 4.4%, Indians 0.6% and Whites 3%. Black females (Africans, Coloureds and Indians) account for 17.2%, whereas Black males (Africans, Coloureds and

Indians) account for 77.6% of all people with disabilities in unskilled positions.

Distribution of non-permanent employees with disabilities by race and gender

Data shows that:

Race: Blacks (Africans, Coloureds and Indians) account for 75.7% and Whites 24.1% of all people with disabilities in non-permanent positions. Africans account for 64.4% (African males 48.7% and females 15.7%), Coloureds 8.5% (Coloured male 6.5% and female 2%), Indians 2.8% (Indian males 1.9% and females 0.9%) and Whites 24.1% (White males 18.7% and females 5.4%) all people with disabilities in non-permanent positions.

Gender: Females account for 24% and males 75.8% of all people with disabilities in non-permanent positions. Among females, Africans account for 15.7%, Coloureds 2%, Indians 0.9% and Whites 5.4%. Among males, Africans account for 48.7%, Coloureds 6.5%, Indians 1.9% and Whites 18.7%. Black females (Africans, Coloureds and Indians) account for 18.6%, whereas Black males (Africans, Coloureds and Indians) account for 57.1 % all people with disabilities in non-permanent positions.



Females account for 24% and males 75.8% of all people with disabilities in non-permanent positions.

4.5 Workforce movement (Employment Equity Reports 2002)

This section deals with recruitment, promotion and termination of employees reported in 2002. It is important to note that only large employers are required to report on the total number of employees recruited, promoted and terminated.

4.5.1 Recruitment

Table 13 presents the total number of employees recruited during the reporting period. This information is presented by occupational level, race and gender.

Table 13: Total number of employees recruited by occupational level, race and gender

Occupational levels	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top management	196	42	45	572	60	11	16	108	1 050
	18.7%	4.0%	4.3%	54.5%	5.7%	1.1%	1.5%	10.3%	100%
Senior management	443	112	127	1 804	195	47	56	685	3 469
	12.8%	3.2%	3.7%	52.0%	5.6%	1.4%	1.6%	19.8%	100%
Professionals and middle management	2 362	710	864	7 205	1 222	457	446	4 009	17 275
	13.7%	4.1%	5.0%	41.7%	7.1%	2.7%	2.6%	23.2%	100%
Skilled technical and management	11 120	5 324	2 633	16 205	8 951	6 891	2 389	14 551	68 064
	16.3%	7.8%	3.9%	23.8%	13.2%	10.1%	3.5%	21.4%	100%
Semi-skilled	40 204	8 014	2 942	9 579	15 991	10 329	3 305	12 618	102 982
	39.0%	7.8%	2.9%	9.3%	15.5%	10.0%	3.2%	12.3%	100%
Unskilled	57 205	6 441	1 218	2 855	26 256	5 284	1 061	2 139	102 559
	55.8%	6.3%	1.3%	2.8%	25.6%	5.2%	1.0%	2.1%	100%
Total	112 201	20 635	7 969	39 448	52 592	22 283	7 028	35 454	297 610

This report will only focus on the first three occupational levels and the last occupational level in **Table 13**.

Figure 11: Percentage distribution of recruits in top management positions by race and gender

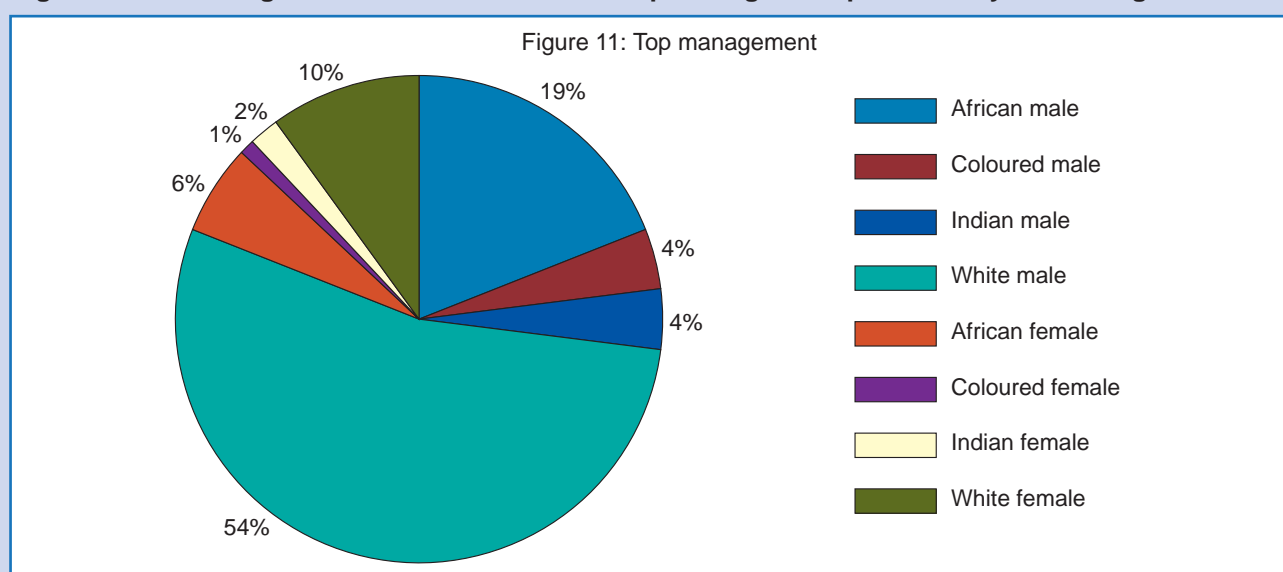


Figure 11 shows that:

Race: Blacks (Africans, Coloureds and Indians) account for 36% and Whites 64% of all recruits to top management positions. Africans account for 25% (African males 19% and females 6%), Coloureds 5% (Coloured males 4% and females 1%), Indians 6% (Indian males 4% and females 2%) and Whites 64% (White males 54% and females 10%) of all recruits to top management positions.

Gender: Females account for 19% and males 81% of all recruits to top management positions. Among females, Africans account for 6%, Coloureds 1%, Indians 2% and Whites 10%. Among males, Africans account for 19%, Coloureds 4%, Indians 4% and Whites 54%. Black females (Africans, Coloureds and Indians) account for 9%, whereas Black males (Africans, Coloureds and Indians) account for 27% all recruits to top management positions.

Figure 12: Percentage distribution of recruits in senior management positions by race and gender

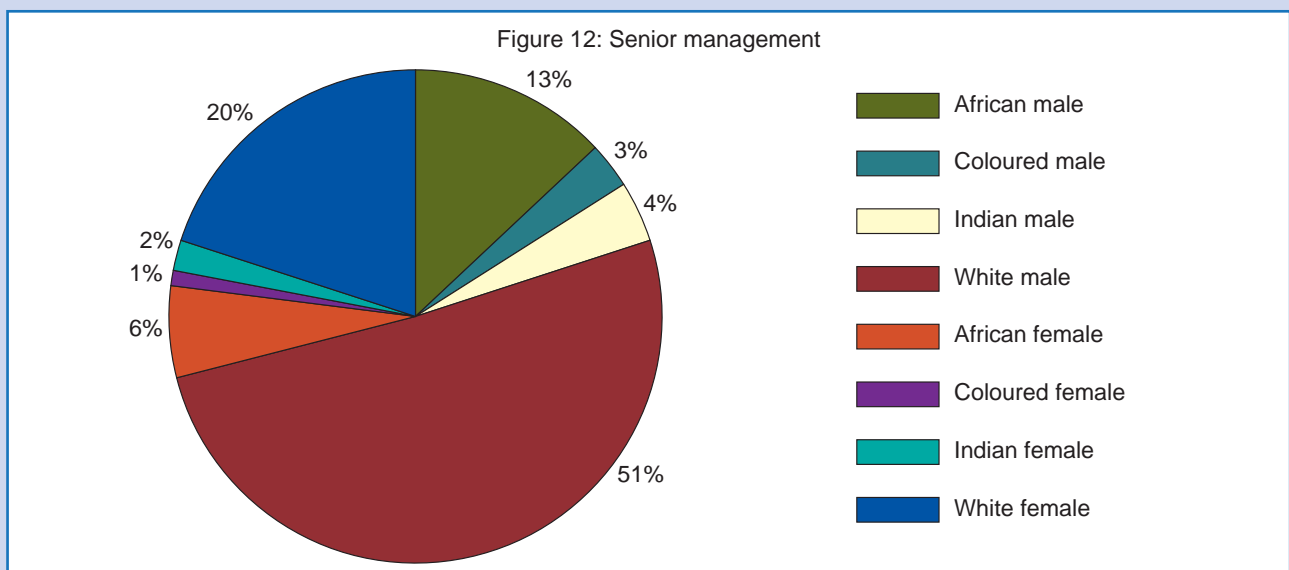


Figure 12 shows that:

Race: Blacks (Africans, Coloureds and Indians) account for 29% and Whites 71% of all recruits in senior management positions. Africans account for 19% (African males 13% and females 6%), Coloureds 4% (Coloured males 3% and females 1%), Indians 6% (Indian males 4% and females 2%) and Whites 71% (White males 51% and females 20%) of all recruits in senior management positions.

Gender: Females account for 29% and males 71% of all recruits in senior management positions all recruits in senior management positions. Among females, Africans account for 6%, Coloureds 1%, Indians 2% and Whites 20%. Among males, Africans account for 13%, Coloureds 3%, Indians 4% and Whites 51%. Black females (Africans, Coloureds and Indians) account for 9%, whereas Black males (Africans, Coloureds and Indians) account for 20% all recruits in senior management positions.

Figure 13: Percentage distribution of recruits in professional and middle management positions by race and gender

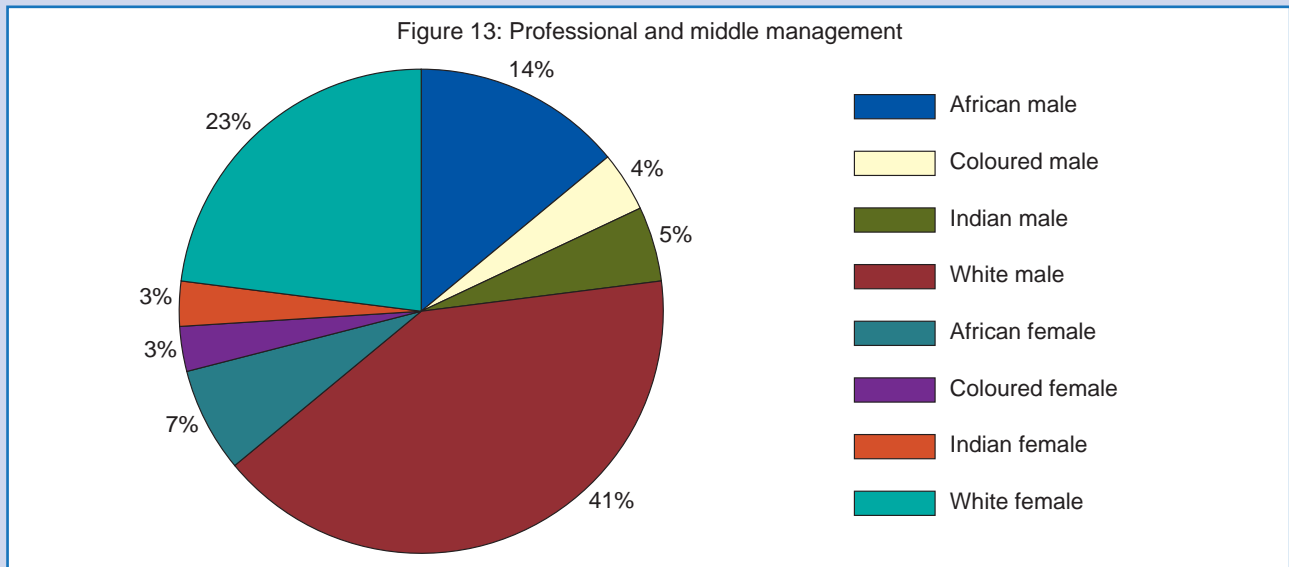


Figure 13 shows that:

Race: Blacks (Africans, Coloureds and Indians) account for 36% and Whites 64% of all recruits to professional and middle management positions. Africans account for 21% (African males 14% and females 7%), Coloureds 7% (Coloured males 4% and females 3%), Indians 8% (Indian males 5% and females 3%) and Whites 64% (White males 41% and females 23%) of all recruits to professional and middle management positions.

Gender: Females account for 36% and males 64% of all recruits to professional and middle management positions. Among females, Africans account for 7%, Coloureds 3%, Indians 3% and Whites 23%. Among males, Africans account for 14%, Coloureds 4%, Indians 5% and Whites 41%. Black females (Africans, Coloureds and Indians) account for 13%, whereas Black males (Africans, Coloureds and Indians) account for 23% of all recruits to professional and middle management positions.

Figure 14: Percentage distribution of recruits in unskilled positions by race and gender

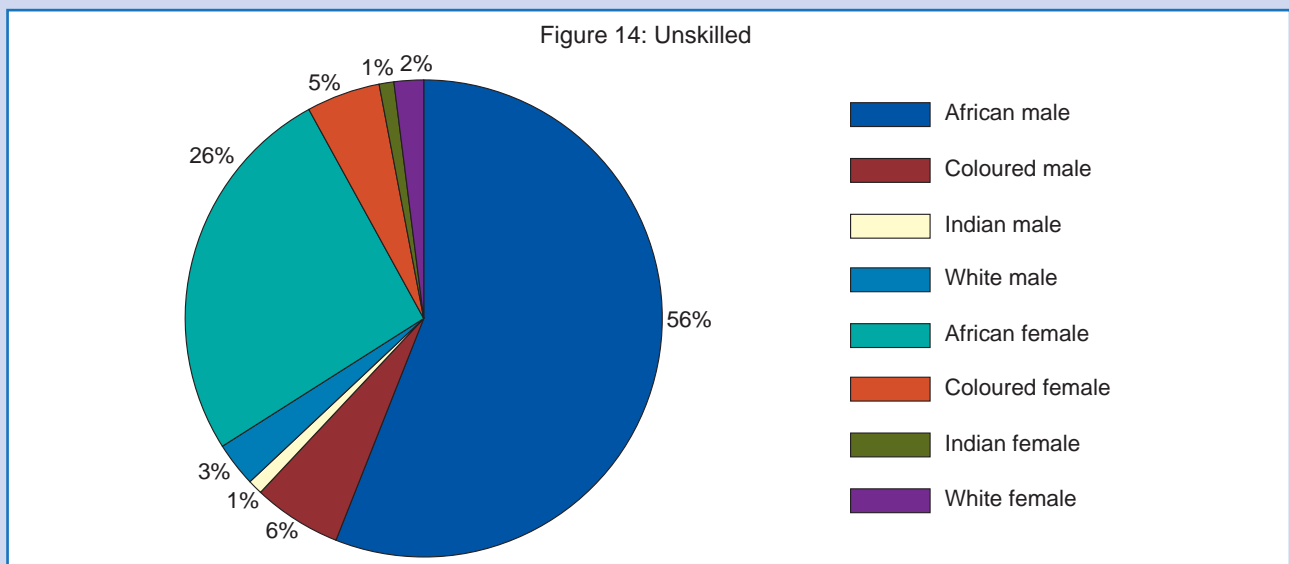


Figure 14 shows that:

Race: Blacks (Africans, Coloureds and Indians) account for 95% and Whites 5% of all recruits for unskilled positions. Africans account for 82% (African males 56% and females 26%), Coloureds 11% (Coloured males 6% and females 5%), Indians 2% (Indian males 1% and females 1%) and Whites 5% (White males 3% and females 2%) all recruits for unskilled positions.

Gender: Females account for 34% and males 66% all recruits for unskilled positions. Among females, Africans account for 26%, Coloureds 5%, Indians 1% and Whites 2%. Among males, Africans account for 56%, Coloureds 6%, Indians 1% and Whites 3%. Black females (Africans, Coloureds and Indians) account for 32%, whereas Black males (Africans, Coloureds and Indians) account for 63% all recruits for unskilled positions.

Recruitment of people with disabilities (large employers only)

Table 14 presents the total number of employees with disabilities recruited during the reporting period, by occupational level, race and gender (for large employers only).

Table 14: Total number of employees with disabilities recruited (Large employers only)

Recruitment of employees with disabilities (Large employers)					
	African	Coloured	Indian	White	Total
Male	1 199	310	97	572	2 178
Female	552	299	43	278	1 172
Total	1 751	609	140	850	3 350
	52.3%	18.2%	4.2%	25.4%	100%
Percentage of all recruited	0.6%	0.2%	0.1%	0.3%	1.1%

Table 14 reveals that the total number of people with disabilities that were recruited for the 2002/2003 reporting cycle was 3 350 (100%). Of these, 1 751 (52.3%) were African, 609 (18.2%) Coloured, 140 (4.2%) Indian and 850 (25.4%) White. The total number of people with disabilities (3 350) recruited amounted to 1.13% of all the employees (297 610) that were recruited for the period.

4.5.2 Promotions

Table 15 presents the total number of employees promoted by occupational level, race and gender.

Table 15: Total number of employees promoted by occupational level, race and gender (Large employers)

Occupational levels	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top management	557	67	68	517	113	26	19	149	1 516
	36.7%	4.4%	4.5%	34.1%	7.5%	1.7%	1.3%	9.8%	100%
Senior management	300	113	175	1 459	103	46	48	477	2 721
	11.0%	4.2%	6.4%	53.6%	3.8%	1.7%	1.8%	17.5%	100%
Professionals and middle management	1 690	755	754	5 245	796	391	364	2 804	12 799
	13.2%	5.9%	5.9%	41.0%	6.2%	3.1%	2.8%	21.9%	100%
Skilled technical and management	9 434	2 840	1 968	8 194	4 365	2 330	1 537	7 710	38 378
	24.6%	7.4%	5.1%	21.4%	11.4%	6.1%	4.0%	20.1%	100%
Semi-skilled	32 458	4 517	1 569	3 471	8 433	3 715	1 645	8 690	64 498
	50.3%	7.0%	2.4%	5.4%	13.1%	5.8%	2.6%	13.5%	100%
Unskilled	12 287	618	213	279	1 603	544	52	144	15 740
	78.1%	3.9%	1.4%	1.8%	10.2%	3.5%	0.3%	0.9%	100%
Total	56 464	8 788	4 716	19 035	15 444	7 031	3 655	19 938	135 071
	41.8%	6.5%	3.5%	14.1%	11.4%	5.2%	2.7%	14.8%	100%

This report will focus only on the first three occupational levels and the last occupational level in **Table 15**.

Figure 15: Percentage distribution of promotions in top management positions by race and gender

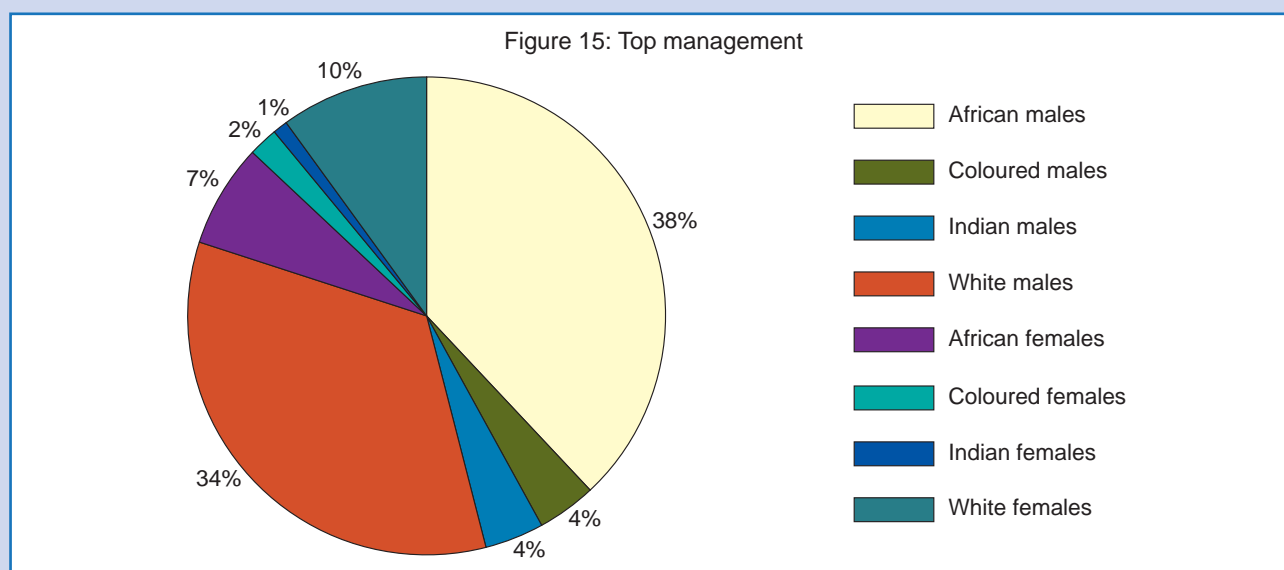


Figure 15 shows that:

Race: Blacks (Africans, Coloureds and Indians) account for 56% and Whites 44% of all promotions in top management positions. Africans account for 45% (African males 38% and females 7%), Coloureds 6% (Coloured males 4% and females 2%), Indians 5% (Indian males 4% and females 1%) and Whites 44% (White males 34% and females 10%) of all promotions in top management positions.

Gender: Females account for 20% and males 80% of all promotions in top management positions. Among females, Africans account for 7%, Coloureds 2%, Indians 1% and Whites 10%. Among males, Africans account for 38%, Coloureds 4%, Indians 4% and Whites 34%. Black females (Africans, Coloureds and Indians) account for 10%, whereas Black males (Africans, Coloureds and Indians) account for 46% of all promotions in top management positions.

Figure 16: Percentage distribution of promotions in senior management positions by race and gender

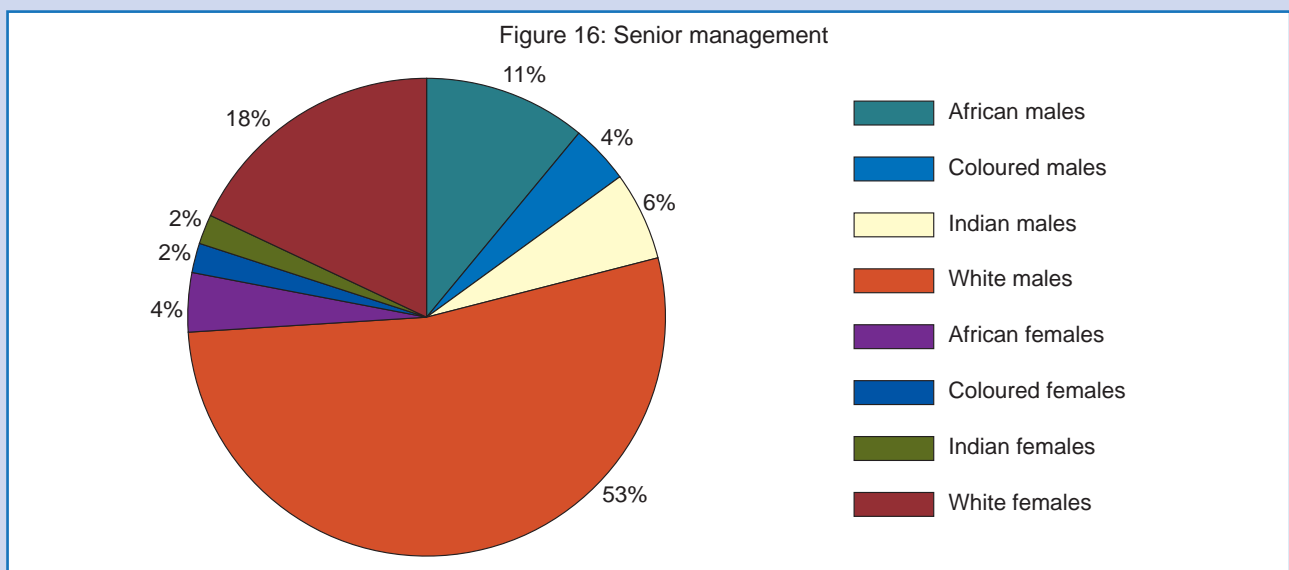


Figure 16 shows that:

Race: Blacks (Africans, Coloureds and Indians) account for 29% and Whites 71% of all promotions in senior management positions. Africans account for 15% (African males 11% and females 4%), Coloureds 6% (Coloured males 4% and females 2%), Indians 8% (Indian males 6% and females 2%) and Whites 71% (White males 53% and females 18%) of all promotions in senior management positions.

Gender: Females account for 26% and males 74% of all promotions in senior management positions. Among females, Africans account for 4%, Coloureds 2%, Indians 2% and Whites 18%. Among males, Africans account for 11%, Coloureds 4%, Indians 6% and Whites 53%. Black females (Africans, Coloureds and Indians) account for 8%, whereas Black males (Africans, Coloureds and Indians) account for 21% of all promotions in senior management positions.

Figure 17: Percentage distribution of promotions in professional and middle management positions by race and gender

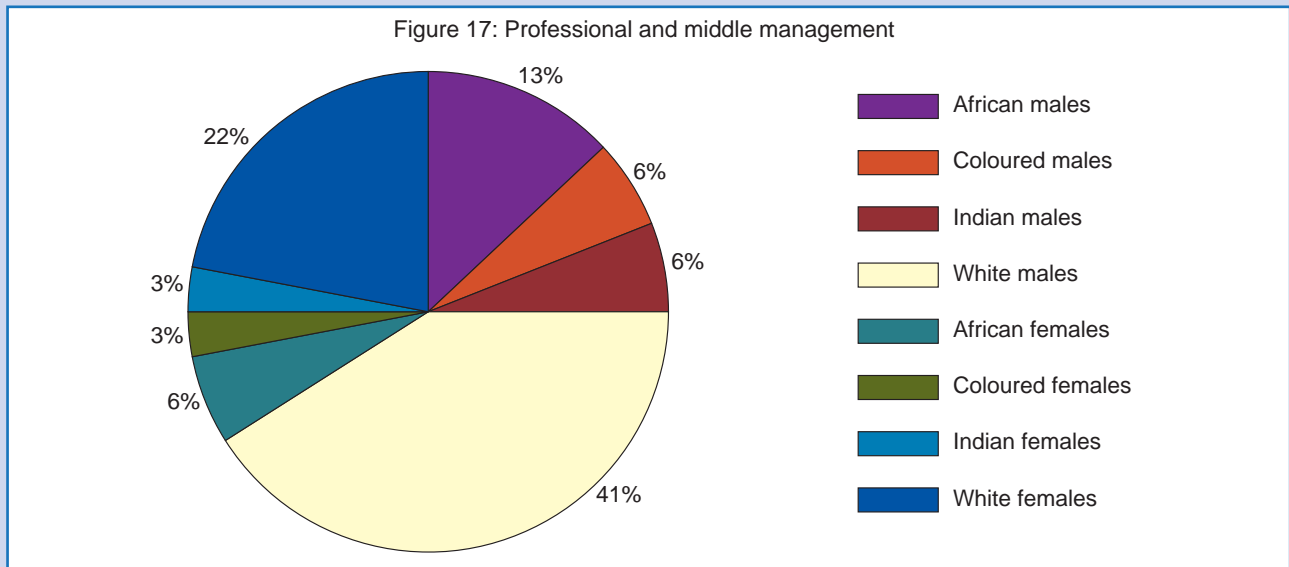


Figure 17 shows that:

Race: Blacks (Africans, Coloureds and Indians) account for 37% and Whites 63% of all promotions in professional and middle management positions. Africans account for 19% (African males 13% and females 6%), Coloureds 9% (Coloured males 6% and females 3%), Indians 9% (Indian males 6% and females 3%) and Whites 63% (White males 41% and females 22%) of all promotions in professional and middle management positions.

Gender: Females account for 34% and males 66% all promotions in professional and middle management positions. Among females, Africans account for 6%, Coloureds 3%, Indians 3% and Whites 22%. Among males, Africans account for 13%, Coloureds 6%, Indians 6% and Whites 41%. Black females (Africans, Coloureds and Indians) account for 12%, whereas Black males (Africans, Coloureds and Indians) account for 25% of all promotions in professional and middle management positions.

Figure 18: Percentage distribution of promotions in unskilled positions by race and gender

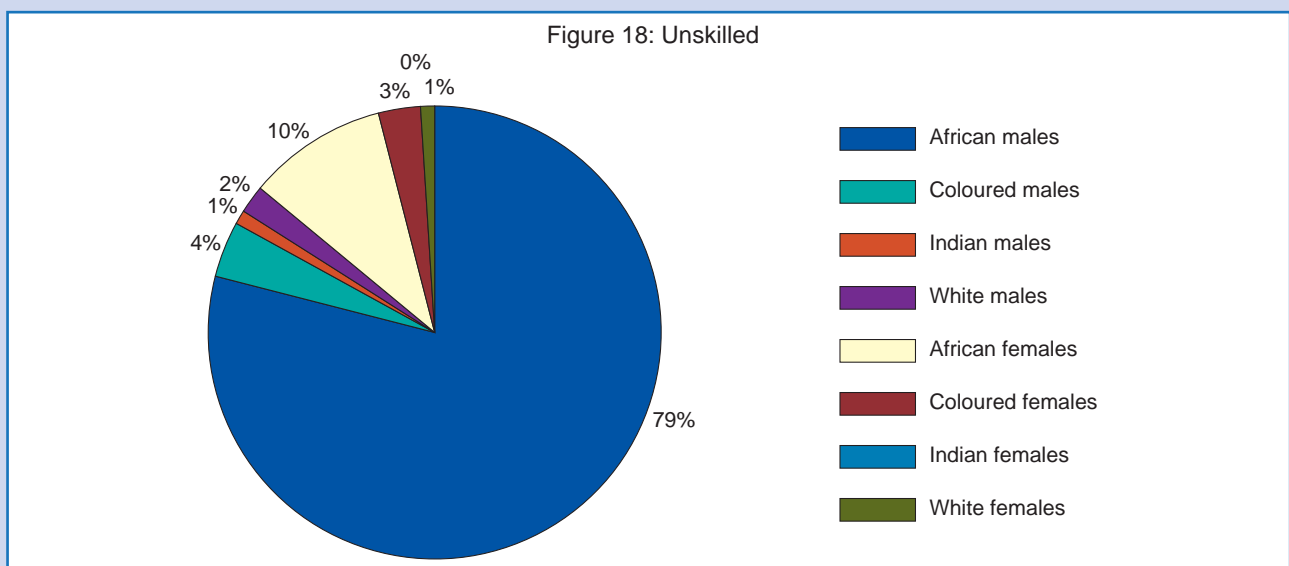


Figure 18 shows that:

Race: Blacks (Africans, Coloureds and Indians) account for 97% and Whites 3% of all promotions in unskilled positions. Africans account for 89% (African males 79% and females 10%), Coloureds 7% (Coloured males 4% and females 3%), Indians 1% (Indian males 1% and females 0%) and Whites 3% (White males 2% and females 1%) of all promotions in unskilled positions.

Gender: Females account for 14% and males 86% of all promotions in unskilled positions. Among females, Africans account for 10%, Coloureds 3%, Indians 0% and Whites 1%. Among males, Africans account for 79%, Coloureds 4%, Indians 1% and Whites 2%. Black females (Africans, Coloureds and Indians) account for 13%, whereas Black males (Africans, Coloureds and Indians) account for 84% of all promotions in unskilled positions.

Promotion of people with disabilities (large employers only)

Table 16 presents the total number of employees with disabilities promoted by occupational level, race and gender (large employers only).

Table 16: Promotion of employees with disabilities

Promotions of people with disabilities (large employers)					
	African	Coloured	Indian	White	Total
Males with disabilities	255	47	32	111	445
Females with disabilities	60	41	19	77	197
Total people with disabilities	315	88	51	188	642
	49.1%	13.7%	7.9%	29.3%	100%
Percentage of all promotions	0.23%	0.07%	0.04%	0.14%	0.48%

Table 16 shows that the total number of people with disabilities that were promoted for the 2002 reporting cycle was 642 (100%). Of these, 315 (49.1%) were African, 88 (13.7%) Coloured, 51 (7.9%) Indian and 188 (29.3%) White. The total number of people with disabilities (642) promoted amounted to 0.48% of all the employees (135 071) that were promoted for the period.

4.5.3 Terminations (large employers only)

Table 17 presents data on the total number of employees who were terminated during the reporting period, by occupational level, race and gender (large employers only).

Table 17: Total number of terminations by occupational level, race and gender (large employers)

Occupational levels	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top management	123	39	29	848	24	5	5	161	1 234
	10.0%	3.2%	2.4%	68.7%	1.9%	0.4%	0.4%	13.1%	100%
Senior management	280	103	116	2 459	93	32	45	560	3 688
	7.6%	2.8%	3.2%	66.7%	2.5%	0.9%	1.2%	15.2%	100%
Professionals and middle management	2 362	806	772	9 512	1 455	486	357	4 582	20 332
	11.6%	4.0%	3.8%	46.8%	7.2%	2.4%	1.8%	22.5%	100%
Skilled technical and management	11 986	6 277	2 639	20 320	8 495	7 522	1 941	17 458	76 638
	15.6%	8.2%	3.4%	26.5%	11.1%	9.8%	2.5%	22.8%	100%
Semi-skilled	45 673	10 259	2 877	11 385	14 299	10 541	2 775	15 134	112 943
	40.4%	9.1%	2.6%	10.1%	12.7%	9.3%	2.5%	13.4%	100%
Unskilled	54 558	6 241	851	2 157	19 374	5 028	639	1 196	90 044
	60.6%	6.9%	1.0%	2.4%	21.5%	5.6%	0.7%	1.3%	100%
Total	115 345	23 674	7 408	48 247	44 202	22 989	5 575	40 393	307 833
	37.5%	7.7%	2.4%	15.7%	14.4%	7.5%	1.8%	13.1%	100%

This report will focus on the first three occupational levels and the last occupational level in **Table 17**.

Figure 19: Percentage distribution of terminations in top management positions by race and gender

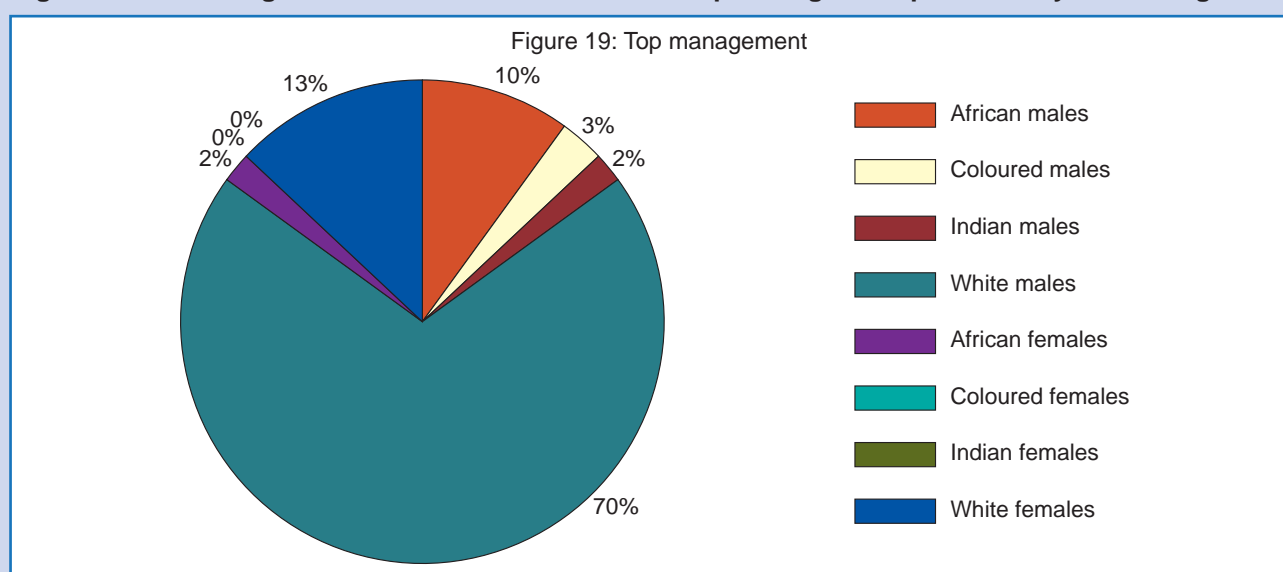


Figure 19 shows that:

Race: Blacks (Africans, Coloureds and Indians) account for 17% and Whites 83% of all terminations in top management positions. Africans account for 12% (African males 10% and females 2%), Coloureds 3% (Coloured males 3% and females 0%), Indians 2% (Indian males 2% and females 0%) and Whites 83% (White males 70% and females 13%) of all terminations in top management positions.

Gender: Females account for 15% and males 85% of all terminations in top management positions. Among females, Africans account for 2%, Coloureds 0%, Indians 0% and Whites 13%. Among males, Africans account for 10%, Coloureds 3%, Indians 2% and Whites 70%. Black females (Africans, Coloureds and Indians) account for 2%, whereas Black males (Africans, Coloureds and Indians) account for 15% of all terminations in top management positions.

Figure 20: Percentage distribution of terminations in senior management positions by race and gender

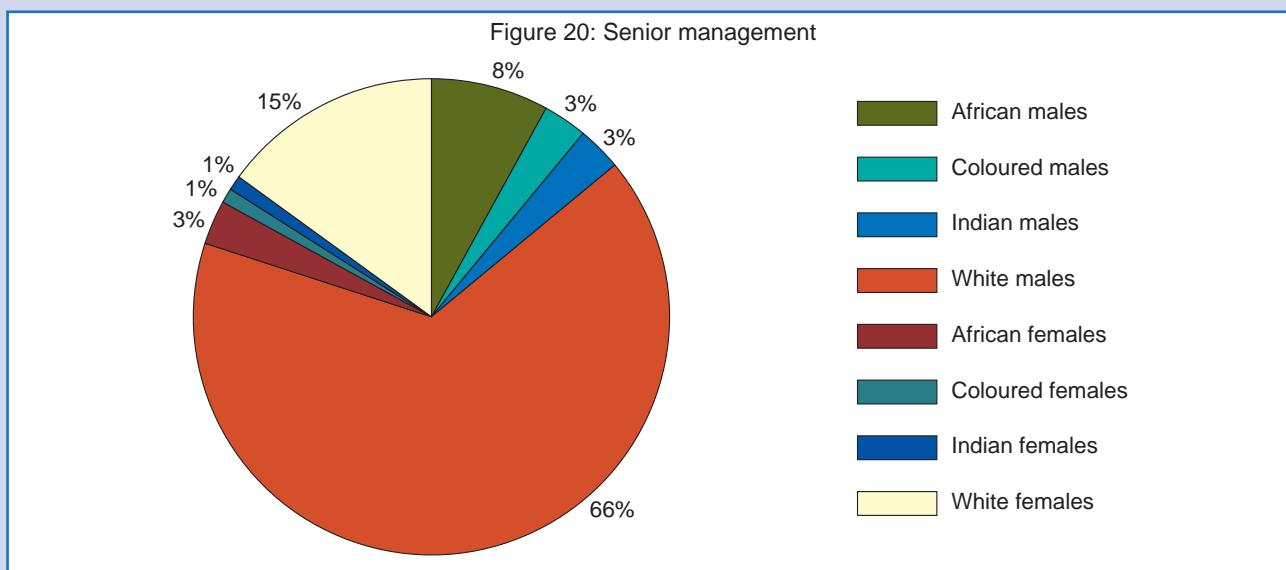


Figure 20 shows that:

Race: Blacks (Africans, Coloureds and Indians) account for 19% and Whites 81% of all terminations in senior management positions. Africans account for 11% (African males 8% and females 3%), Coloureds 4% (Coloured males 3% and females 1%), Indians 4% (Indian males 3% and females 1%) and Whites 81% (White males 66% and females 15%) of all terminations in senior management positions.

Gender: Females account for 20% and males 80% of all terminations in senior management positions. Among females, Africans account for 3%, Coloureds 1%, Indians 1% and Whites 15%. Among males, Africans account for 8%, Coloureds 3%, Indians 3% and Whites 66%. Black females (Africans, Coloureds and Indians) account for 5%, whereas Black males (Africans, Coloureds and Indians) account for 14% of all terminations in senior management positions.

Figure 21: Percentage distribution of terminations in professional and middle management positions by race and gender

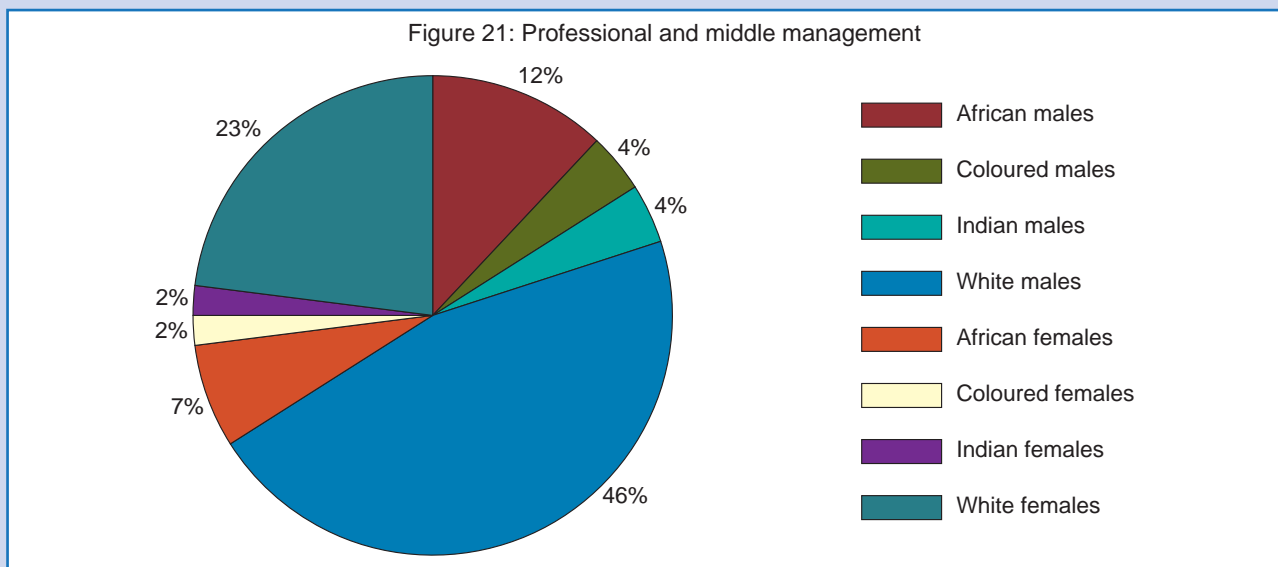


Figure 21 shows that:

Race: Blacks (Africans, Coloureds and Indians) account for 31% and Whites 69% of all terminations in professional and middle management positions. Africans account for 19% (African males 12% and females 7%), Coloureds 6% (Coloured males 4% and females 2%), Indians 6% (Indian males 4% and females 2%) and Whites 69% (White males 46% and females 23%) of all terminations in professional and middle management positions.

Gender: Females account for 34% and males 66% of all terminations in professional and middle management positions. Among females, Africans account for 7%, Coloureds 2%, Indians 2% and Whites 23%. Among males, Africans account for 12%, Coloureds 4%, Indians 4% and Whites 46%. Black females (Africans, Coloureds and Indians) account for 34%, whereas Black males (Africans, Coloureds and Indians) account for 66% of all terminations in professional and middle management positions.

Figure 22: Percentage distribution of terminations in unskilled positions by race and gender

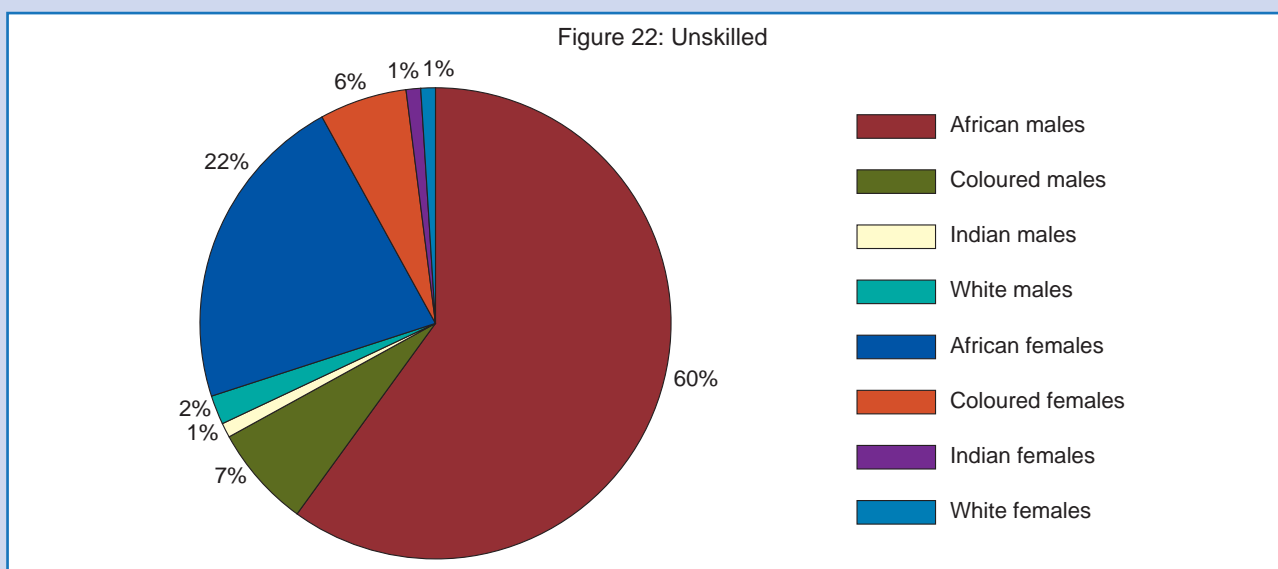


Figure 22 shows that:

Race: Blacks (Africans, Coloureds and Indians) account for 97% and Whites 3% of all terminations in unskilled positions. Africans account for 82% (African males 60% and females 22%), Coloureds 13% (Coloured males 7% and females 6%), Indians 2% (Indian males 1% and females 1%) and Whites 3% (White males 2% and females 1%) of all terminations in unskilled positions.

Gender: Females account for 30% and males 70% of all terminations in unskilled positions. Among females, Africans account for 22%, Coloureds 6%, Indians 1% and Whites 1%. Among males, Africans account for 60%, Coloureds 7%, Indians 1% and Whites 2%. Black females (Africans, Coloureds and Indians) account for 29%, whereas Black males (Africans, Coloureds and Indians) account for 68% of all terminations in unskilled positions.

Terminations of people with disabilities (large employers only)

Table 18 presents the total number of employees with disabilities who were terminated during the reporting period, by occupational level, race and gender (large employers only).

Table 18: Termination of employees with disabilities

Terminations of people with disabilities (large employers)					
	African	Coloured	Indian	White	Total
Males with disabilities	2 249	366	116	660	3 391
Females with disabilities	1 678	555	161	1 035	3 429
Total people with disabilities	3 927	921	277	1 695	6 820
	57.6%	13.5%	4.1%	24.9%	100%
Percentage of all terminations	1.3%	0.3%	0.1%	0.6%	2.2%

Table 18 shows that the total number of people with disabilities that were terminated for the 2002 reporting cycle was 6 820 (100%). Of these, 3 927 (57.6%) were African, 921 (13.5%) Coloured, 277 (4.1%) Indian and 1 695 (24.9%) White. The total number of people with disabilities (6 820) that went through terminations amounted to 2.2% of all the employees (307 833) that were terminated for the period.

Reasons for termination

Table 19 presents data on the reasons for termination, by race and gender for all employers.

Table 19: Distribution of reasons for termination by race and gender (All employers)

Reasons	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Resignations	29 936	8 376	3 701	29 783	14 267	8 408	3 722	28 127	126 320
	23.7%	6.6%	2.9%	23.6%	11.3%	6.7%	3.0%	22.3%	100%
Non-renewal of contract	23 743	4 080	993	4 503	9 470	4 797	849	3 361	51 796
	45.8%	7.9%	1.9%	8.7%	18.3%	9.3%	1.6%	6.5%	100%
Dismissal - Operational requirements (retrenchment)	21 335	2 742	1 202	6 010	7 211	2 198	851	3 918	45 467
	47.0%	6.0%	2.6%	13.2%	15.9%	4.8%	1.9%	8.6%	100%
Dismissal - misconduct	20 306	3 984	893	2 686	3 557	1 612	278	1 147	34 463
	58.9%	11.6%	2.6%	7.8%	10.3%	4.7%	0.8%	3.3%	100%
Dismissal - incapacity	3 533	445	137	632	1 054	201	101	469	6 572
	53.8%	6.8%	2.1%	9.6%	16.0%	3.1%	1.5%	7.1%	100%
Other	26 253	3 131	1 257	7 346	10 504	2 450	596	4 196	55 733
	47.1%	5.6%	2.3%	13.2%	18.9%	4.4%	1.1%	7.5%	100%
Total	125 106	22 758	8 183	50 960	46 063	19 666	6 397	41 218	320 351
	39.1%	7.1%	2.6%	15.9%	14.4%	6.1%	2.0%	12.9%	100%

Table 19 shows that:

Resignations accounted for 126 320 terminations with 43.3% females (African 11.3%, Coloured 6.7%, Indian 3.0% and White 22.3%) and 56.8% males (African 23.7%, Coloured 6.6%, Indian 2.9% and White 23.6%).

Non-renewal of contract accounted for 51 796 terminations with 35.7% females (African 18.3%, Coloured 9.3%, Indian 1.6% and White 6.5%) and 64.3% males (African 45.8%, Coloured 7.9%, Indian 1.9% and White 8.7%).

Dismissal – Operational requirements (retrenchment) accounted for 45 467 terminations with 31.2% females (African 15.9%, Coloured 4.8%, Indian 1.9% and White 8.6%) and 68.8% males (African 47%, Coloured 6.0%, Indian 2.6% and White 13.2%).

Dismissal – Misconduct accounted for 34 463 terminations with 19.1% females (African 10.3%, Coloured 4.7%, Indian 0.8% and White 3.3%) and 80.9% males (African 58.9%, Coloured 11.6%, Indian 2.6% and White 7.8%).



All designated employers in terms of the Act and Code, should reasonably accommodate the needs of people with disabilities.

Dismissal – Incapacity accounted for 6 572 terminations with 27.7% females (African 16.0%, Coloured 3.1%, Indian 1.5% and White 7.1%) and 72.3% males (African 53.8%, Coloured 6.8%, Indian 2.1% and White 9.6%).

It is interesting to note that of a total of 320 351 terminations, 39.4% were resignations, 16.2% non-renewal of contract, 14.2% dismissal (operational requirements, retrenchment), 10.8% dismissal (misconduct), 2.1% dismissal (incapacity) and 17.4% due to other reasons.

4.6 Skills development (Employment Equity Reports 2002)

Table 20 presents the total number of employees, including employees with disabilities, who received training, by occupational category, race and gender.

Table 20: Total number of employees who received training in each occupational category, including for people with disabilities

Occupational categories	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Legislators, senior officials and managers	10 021	3 600	3 394	34 100	4 019	2 557	1 692	13 681	73 064
	13.7%	4.9%	4.7%	46.7%	5.5%	3.5%	2.3%	18.7%	100%
Professionals	15 004	2 887	3 246	30 957	11 191	3 052	2 529	25 969	94 835
	16.0%	3.0%	3.4%	32.6%	11.8%	3.2%	2.7%	27.4%	100%
Technicians and associate professionals	26 744	9 593	7 721	43 785	14 522	5 405	3 441	22 624	133 835
	20.0%	7.2%	5.8%	32.7%	10.9%	4.0%	2.6%	16.9%	100%
Clerks	33 657	9 773	7 269	16 247	35 569	20 410	10 745	56 342	190 012
	17.7%	5.1%	3.8%	8.6%	18.7%	10.7%	5.7%	29.7%	100%
Service and sales workers	50 843	12 319	6 015	25 657	28 816	12 924	4 215	20 651	161 440
	31.5%	7.6%	3.7%	15.9%	17.9%	8.0%	2.6%	12.8%	100%
Skilled agricultural and fishery workers	3 972	2 511	137	1 173	1 252	1 008	57	366	10 476
	37.9%	24.0%	1.3%	11.2%	12.0%	9.6%	0.5%	3.5%	100%
Craft and related trades workers	27 090	5 353	2 195	25 494	3 224	775	188	646	64 965
	41.7%	8.2%	3.4%	39.2%	5.0%	1.2%	0.3%	1.0%	100%
Plant and machine operators and assemblers	143 672	20 855	5 162	12 105	12 915	11 564	2 781	1 391	210 445
	68.3%	9.9%	2.5%	5.8%	6.1%	5.5%	1.3%	0.7%	100%
Elementary occupations	169 189	10 975	1 885	3 926	44 118	10 279	855	1 876	243 103
	69.6%	4.5%	0.8%	1.6%	18.2%	4.2%	0.4%	0.8%	100%
Total permanent	505 386	81 069	40 637	197 346	162 470	74 646	28 401	148 443	1 238 398
	40.8%	6.6%	3.3%	15.9%	13.1%	6.0%	2.3%	12.0%	100%
Non-permanent employees	34 229	5 164	1 337	4 521	26 695	8 176	1 616	3 074	84 812
	40.4%	6.1%	1.6%	5.3%	31.5%	9.6%	1.9%	3.6%	100%
Total	539 615	86 233	41 974	201 867	189 165	82 822	30 017	151 517	1 323 210
	40.8%	6.5%	3.2%	15.3%	14.3%	6.3%	2.3%	11.5%	100%

This report will only focus on the first three occupational categories and the last occupational level in **Table 20**.

Distribution of legislators who received training by race and gender

Data on **Table 20** shows that:

Race: Blacks (Africans, Coloureds and Indians) account for 34.6% and Whites 65.4% of all legislators who received training during the reporting period. Africans account for 19.2% (African males 13.7% and females 5.5%), Coloureds 8.4% (Coloured males 4.9% and females 3.5%), Indians 7.0% (Indian males 4.7% and females 2.3%) and Whites 65.4% (White males 46.7% and females 18.7%) of all legislators who received training during the reporting period.

Gender: Females account for 30.0% and males 70.0% of all legislators who received training during the reporting period. Among females, Africans account for 5.5%, Coloureds 3.5%, Indians 2.3% and Whites 18.7%. Among males, Africans account for 13.7%, Coloureds 4.9%, Indians 4.7% and Whites 46.7%. Black females (Africans, Coloureds and Indians) account for 11.3%, whereas Black males (Africans, Coloureds and Indians) account for 23.3% of all legislators who received training during the reporting period.

Distribution of professionals who received training by race and gender

Data shows that:

Race: Blacks (Africans, Coloureds and Indians) account for 40.0% and Whites 60.0% of all professionals who received training during the reporting period. Africans account for 27.8% (African males 16.0% and females 11.8%), Coloureds 6.2% (Coloured males 3.0% and females 3.2%), Indians 6.1% (Indian males 3.4% and females 2.7%) and Whites 60.0% (White male 32.6% and female 27.4%) of all professionals who received training during the reporting period.

Gender: Females account for 45.1% and males 55% of all professionals who received training during the reporting period. Among females, Africans account for 11.8%, Coloureds 3.2%, Indians 2.7% and Whites 27.4%. Among males, Africans account for 16.0%, Coloureds 3.0%, Indians 3.4% and Whites 32.6%. Black females (Africans, Coloureds and Indians) account for 17.7%, whereas Black males (Africans, Coloureds and Indians) account for 22.3% of all professionals who received training during the reporting period.

Distribution of technicians who received training by race and gender

Data shows that:

Race: Blacks (Africans, Coloureds and Indians) account for 50.5% and Whites 49.6% of all technicians who received training during the reporting period. Africans account for 30.9% (African males 20.0% and females 10.9%), Coloureds 11.2% (Coloured males 7.2% and females 4.0%), Indians 8.4% (Indian males 5.8% and females 2.6%) and Whites 49.6% (White males 32.7% and females 16.9%) of all technicians who received training during the reporting period.

Gender: Females account for 34.4% and males 65.7% of all technicians who received training during the reporting period. Among females, Africans account for 10.9%, Coloureds 4.0%, Indians 2.6% and Whites 16.9%. Among males, Africans account for 20.0%, Coloureds 7.2%, Indians 5.8% and Whites 32.7%. Black females (Africans, Coloureds and Indians) account for 17.5%, whereas Black males (Africans, Coloureds and Indians) account for 32.9% of all technicians who received training during the reporting period.

Distribution of employees in elementary occupations who received training by race and gender

Data shows that:

Race: Blacks (Africans, Coloureds and Indians) account for 97.7% and Whites 2.4% of all employees in elementary occupations who received training during the reporting period. Africans account for 87.8% (African males 69.6% and females 18.2%), Coloureds 8.7% (Coloured males 4.5% and females 4.2%), Indians 1.2% (Indian males 0.8% and females 0.4%) and Whites 2.4% (White males 1.6% and females 0.8%) of all employees in elementary occupations who received training during the reporting period.

Gender: Females account for 23.6% and males 76.5% of all employees in elementary occupations who received training during the reporting period. Among females, Africans account for 18.2%, Coloureds 4.2%, Indians 0.4% and Whites 0.8%. Among males, Africans account for 69.6%, Coloureds 4.5%, Indians 0.8% and Whites 1.6%. Black females (Africans, Coloureds and Indians) account for 22.8%, whereas Black males (Africans, Coloureds and Indians) account for 74.9% of all employees in elementary occupations who received training during the reporting period.

Distribution of employees in non-permanent positions who received training by race and gender

Data shows that:

Race: Blacks (Africans, Coloureds and Indians) account for 91.1% and Whites 8.9% of all employees in non-permanent positions who received training during the reporting period. Africans account for 71.9% (African males 40.4% and females 31.5%), Coloureds 15.7% (Coloured males 6.1% and females 9.6%), Indians 3.5% (Indian males 1.6% and females 1.9%) and Whites 8.9% (White males 5.3% and females 3.6%) of all employees in non-permanent positions who received training during the reporting period.

Gender: Females account for 46.6% and males 53.4% of all employees in non-permanent positions who received training during the reporting period. Among females, Africans account for 31.5%, Coloureds 9.6%, Indians 1.9% and Whites 3.6%. Among males, Africans account for 40.4%, Coloureds 6.1%, Indians 1.6% and Whites 5.3%. Black females (Africans, Coloureds and Indians) account for 43.0%, whereas Black males (Africans, Coloureds and Indians) account for 48.1% of all employees in non-permanent positions who received training during the reporting period.

4.7 Employment equity measures and practices (Employment Equity Reports 2002)

This section presents data on employment equity measures and practices on awareness, consultation, barriers, development of employment equity plans, resource allocation and monitoring and evaluation.

Awareness of employment equity

Table 21 presents the number and proportion of employers who implemented formal awareness measures to achieve employment equity.

Table 21: Formal awareness measures (All employers)

Measures	Employers	%
Formal written communication	4 006	57.3%
Policy statement includes reference to employment equity	4 290	61.4%
Summary of the Act displayed	4 764	68.2%
Employment Equity Training	3 359	48.1%
Diversity management programmes	1 271	18.2%
Discrimination awareness programmes	1 937	27.7%
Other	887	12.7%

According to **Table 21**, a majority of all employers (68.2%) indicated that they raised awareness on employment equity by displaying a summary of the Act. Just under two thirds (61.4%) indicated that they raised awareness through a policy statement that includes reference to employment equity. Slightly fewer (57.3%) indicated that they raised awareness through formal written communication. Less than half (48.1%) of all employers reported that they had provided employment equity training in order to raise awareness. The Commission is concerned that very few employers bothered about diversity management (18.2%) and discrimination awareness (27.7%) programmes. These are pillars of workplace transformation to achieve the objective of the Act.

Consultation

Table 22 presents the percentage of employers who specified that a particular stakeholder had been involved in consultations.

Table 22: Stakeholder consultation (All employers)

Stakeholders	Employers	%
Workplace forum	4 253	60.8%
Consultative body or forum	3 382	48.4%
Registered trade union(s)	2 221	31.8%
Employees	1 260	18.0%
Other	617	8.8%

Of all employers who reported on stakeholder involvement in the consultation process prior to the development of the employment equity plans, close to two thirds (60.8%) reported that they consulted their employees, 48.4% indicated that they had involved a consultative body or forum and 31.8% indicated that they had consulted a registered trade union.

Regularity of consultation

Table 23 presents the percentage of meetings with stakeholders.

Table 23: *Regularity of consultations (All employers)*

Regularity of meetings	Employers	%
Weekly	90	1.7%
Monthly	1 026	19.9%
Quarterly	2 345	45.4%
Yearly	1 048	20.3%
Other	655	12.7%
Total	5 164	100%

According to **Table 23**, out of 6 990 employers who reported, only 5164 (73.9% of all employers) reported on the regularity of meetings with stakeholders. Over two fifths (45.4%) of these indicated that they consulted with their stakeholders on a quarterly basis, while 20.3% indicated that they consulted on a yearly basis.

Level of agreement

Table 24 presents the level of agreement reached in formulating Employment Equity Plans (All employers).

Table 24: *Level of agreement reached in formulating Employment Equity Plan (All employers)*

Level of agreement	Employers	%
Total agreement	1 766	33.4%
Sufficient	3 001	56.8%
Some	388	7.3%
None	131	2.5%
Total	5 286	100%

Table 24 shows that out of the 6 990 employers who reported, 5 286 (75.6%) reported on the level of agreement reached in the formulation of their employment equity plan. A third (33.4%) of these employers reached total agreement with regard to their plan, while 56.8% had 'sufficient' agreement.

Barriers to employment equity

The reporting format and the information required from large employers on barriers affecting the achievement of employment equity is different to that of small employers. Therefore, in this section, barriers encountered by large and small employers are presented separately.

Table 25 presents the number and percentage of employers who identified specific employment equity

policies and practices as barriers to employment equity for **large employers** only.

Table 25: Number and proportion of employers who identified specific employment equity policies and practices as barriers to employment equity (large employers)

Identified barriers to employment equity	Employers	%
Work environment and facilities	578	21.2%
Succession and experience planning	565	20.7%
Recruitment procedures	521	19.1%
Training and development	494	18.1%
Appointments	462	16.9%
Performance and evaluation systems	452	16.6%
Selection criteria	433	15.9%
Promotions	424	15.5%
Advertising positions	423	15.5%
Corporate culture	376	13.8%
Remuneration and benefits	358	13.1%
HIV/AIDS education and prevention	338	12.4%
Job classification and grading	335	12.3%
Job assignments	211	7.7%
Terms and conditions of employment	196	7.2%
Disciplinary measures	187	6.9%
Transfers	164	6.0%
Dismissals	106	3.9%
Demotions	79	2.9%
Other	246	9.0%

According to **Table 25**, large employers reported that the work environment (21.2%) was the most common barrier to the achievement of employment equity, followed by succession and experience planning (20.7%), recruitment procedures (19.1%) and training and development (18.1%).

Table 26 presents the number and percentage of employers who identified specific employment equity policies and practices as barriers to employment equity for **small employers** only.

Table 26: Number and proportion of employers who identified specific employment equity policies and practices as barriers to employment equity (Small employers)

Identified barriers to employment equity	Employers	%
Skills availability	832	40.8%
Low staff turnover	823	40.4%
Training and development	444	21.8%
Recruitment and selection procedures	432	21.2%
Succession and experience planning	356	17.5%
HIV/AIDS education and prevention	304	14.9%
Performance and evaluation systems	285	14.0%
Work environment and facilities	267	13.1%
Job classification and grading	222	10.9%
Corporate culture	172	8.4%

According to **Table 26**, small employers indicated that skills availability (40.8%) was the most common barrier to the implementation of employment equity, followed by low staff turnover (40.4%), training and development (21.8%), recruitment and selection procedures (21.2%) and succession and experience planning (17.5%).

Employment equity plans

The reporting format and the information required from large employers on affirmative action implemented to address the barriers identified differs from that of small employers. Therefore, in this section, specific affirmative action measures implemented by large and small employers are presented separately.

Table 27 presents the number and percentage of employers who have implemented specific affirmative action measures for **large employers** only.

Table 27: Number and proportion of employers who have implemented specific affirmative action measures (large employers)

Affirmative action measures	Employers	%
Recruitment procedures	1 666	61.1%
Training and development	1 537	56.4%
Selection criteria	1 522	55.8%
Appointments	1 507	55.3%
Advertising positions	1 493	54.7%
Promotions	1 345	49.3%
Setting numerical goals	1 302	47.7%
Succession and experience planning	1 004	36.8%
Remuneration and benefits	959	35.2%
Work environment and facilities	934	34.3%
Terms and conditions of employment	909	33.3%
Performance and evaluation	852	31.2%
Community investment	850	31.2%
Job classification and grading	822	30.1%
Job assignments	814	29.8%
Disciplinary measures	759	27.8%
Transfers	757	27.8%
Diversity programmes	691	25.3%
Retention measures	686	25.2%
Reasonable accommodation	674	24.7%
Demotions	417	15.3%
Other	260	9.5%

According to the data presented, the most common categories in which large employers implemented affirmative action measures were recruitment procedures (61.1%), training and development (56.4%), selection criteria (55.8%), appointments (55.3%), advertising positions (54.7%), promotions (49.3%), setting numerical goals (47.7%) and succession and experience planning (36.8%).

Table 28 presents the number and percentage of employers who have implemented specific affirmative action measures for **small employers** only.

Table 28: Number and proportion of employers who have implemented specific affirmative action measures (small employers)

Affirmative action measures	Employers	%
Recruitment and selection	1 188	58.3%
Training and development	1 152	56.5%
Terms and conditions	674	33.1%
Succession and experience	662	32.5%
Remuneration and benefits	655	32.1%
Performance and evaluation	576	28.3%
Job classification and grading	541	26.5%
Retention measures	459	22.5%
Reasonable accommodation	421	20.7%
Community investment	418	20.5%
Diversity programmes and sensitisation	366	18.0%
Other	220	10.8%

Table 28 presents the most common categories in which affirmative action measures were implemented by small employers were recruitment and selection (58.3%), training and development (56.5%), terms and conditions (33.1%), succession and experience (32.5%), remuneration and benefits (32.1%), performance and evaluation (28.3%) and job classification and grading (26.5%).

Resources

Table 29 presents the resources allocated for implementation of employment equity (all employers).

Table 29: Resources allocated for implementation of employment equity (all employers)

Allocation of resources	Employers	%
Appointed designated officer to manage implementation	4 794	68.6%
Time off for employment equity consultative committee to meet regularly	4 339	62.1%
Allocated budget to support the implementation goals of employment equity	3 407	48.7%
Other	495	7.1%

Table 29 shows that of all employers who reported, over two thirds (68.6%) indicated that they had appointed a designated officer to manage the implementation of employment equity, 62.1% allocated time

off for an employment equity consultative committee to meet regularly and 48.7% allocated a budget to support the implementation of their employment equity goals.

Monitoring and evaluation of implementation

Table 30 presents the number of percentage of monitoring and evaluation of employment equity implementation (all employers).

Table 30: *Monitoring and evaluation of employment equity implementation (All employers)*

Regularity of monitoring and evaluating the implementation	Employers	%
Weekly	69	1.0%
Monthly	1 130	16.6%
Quarterly	3 229	47.3%
Yearly	1 702	25.0%
Other	690	10.1%
Total	6 820	100%

According to **Table 30**, out of 6 990 employers who reported, 6 820 (97.6%) provided information on how frequently they monitored and evaluated their practices. Of these, 47.3% indicated that monitoring and evaluation took place quarterly, 25.0% annually and 16.6% monthly.

5

Comparative Analysis of 2000–2002 Reports

The comparison presented covers occupational levels for the 2000 and the 2002 reporting periods. Emphasis will however only be placed on the top management, senior management and professionally qualified levels in this report. It must be taken into cognisance that the percentages for 2000 were derived from 8 250 employer reports covering 3 336 784 employees and the percentages for 2002 were derived from 6 990 employer reports covering 2 605 729 employees.

Table 31: Changes at top management level

Top Management 2000	Top Management 2002	% Change
<i>Race</i> <ul style="list-style-type: none"> ● Blacks accounted for 12.7% ● Whites accounted for 87.5% ● Africans accounted for 6.2% ● Coloureds accounted for 2.7% ● Indians accounted for 3.8% 	<i>Race</i> <ul style="list-style-type: none"> ● Blacks accounted for 18.4% ● Whites accounted for 81.5% ● Africans accounted for 10.0% ● Coloureds accounted for 3.4% ● Indians accounted for 5.0% 	<i>Race</i> <ul style="list-style-type: none"> ● 5.7% ● -6.0% ● 3.8% ● 0.7% ● 1.2%
<i>Gender</i> <ul style="list-style-type: none"> ● Females accounted for 12.4% ● Males accounted for 87.6% ● African females accounted for 1.2% ● Coloured females accounted for 0.7% ● Indian females accounted for 0.5% ● White females accounted for 10.2% ● African males accounted for 5.0% ● Coloured males accounted for 2.0% ● Indian males accounted for 3.3% ● White males accounted for 77.3% 	<i>Gender</i> <ul style="list-style-type: none"> ● Females accounted for 13.7% ● Males accounted for 86.2% ● African females accounted for 2.0% ● Coloured females accounted for 0.7% ● Indian females accounted for 0.6% ● White females accounted for 10.4% ● African males accounted for 8.0% ● Coloured males accounted for 2.7% ● Indian males accounted for 4.4% ● White males accounted for 71.1% 	<i>Gender</i> <ul style="list-style-type: none"> ● 1.3% ● -1.4% ● 0.8% ● 0.0% ● 0.1% ● 0.2% ● 3.0% ● 0.7% ● 1.1% ● -6.2%
<p>The percentage change presented above suggests that Black representation in all top management positions increased by 5.7%. African representation increased from 6.2% in 2000 to 10.0% in 2002; Coloured representation increased from 2.7% in 2000 to 3.4% in 2002; and Indian representation increased from 3.8% in 2000 to 5.0% in 2002. While this change is encouraging it however reflects a slow pace in the transformation of the workplace at the most senior decision making levels. It also shows that female representation in all top management positions increased by 1.3%. African female representation increased from 1.2 % in 2000 to 2.0% in 2002; Coloured female representation remained at 0.7% in both 2000 and 2002; Indian female representation increased from 0.5% in 2000 to 0.6% in 2002; and White female representation changed from 10.2% in 2000 to 10.4% in 2002. It is interesting to note that although Black representation increased by 5.7% in positions at this level, the benefits associated with this increase accrued mainly to Black males (4.8%).</p>		

Table 32: Changes at senior management level

Senior Management 2000	Senior Management 2002	% Change
<i>Race</i> <ul style="list-style-type: none"> ● Blacks accounted for 18.5% ● Whites accounted for 81.6% ● Africans accounted for 8.7% ● Coloureds accounted for 4.9% ● Indians accounted for 4.9% 	<i>Race</i> <ul style="list-style-type: none"> ● Blacks accounted for 22.2% ● Whites accounted for 77.9% ● Africans accounted for 10.8% ● Coloureds accounted for 5.1% ● Indians accounted for 6.3% 	<i>Race</i> <ul style="list-style-type: none"> ● 3.7% ● -3.7% ● 2.1% ● 0.2% ● 1.4%
<i>Gender</i> <ul style="list-style-type: none"> ● Females accounted for 21.0% ● Males accounted for 79.1% ● African females accounted for 2.0% ● Coloured females accounted for 1.4% ● Indian females accounted for 0.9% ● White females accounted for 16.7% ● African males accounted for 6.7% ● Coloured males accounted for 3.5% ● Indian males accounted for 4.0% ● White males accounted for 64.9% 	<i>Gender</i> <ul style="list-style-type: none"> ● Females accounted for 21.6% ● Males accounted for 78.5% ● African females accounted for 2.6% ● Coloured females accounted for 1.4% ● Indian females accounted for 1.3% ● White females accounted for 16.3% ● African males accounted for 8.2% ● Coloured males accounted for 3.7% ● Indian males accounted for 5.0% ● White males accounted for 61.6% 	<i>Gender</i> <ul style="list-style-type: none"> ● 0.6% ● -0.6% ● 0.6% ● 0.0% ● 0.4% ● -0.4% ● 1.5% ● 0.2% ● 1.0% ● -3.3%
<p>The percentage change presented above suggests that Black representation in all senior management positions increased by 3.7%. African representation increased from 8.7% in 2000 to 10.8% in 2002; Coloured representation increased from 4.9% in 2000 to 5.1% in 2002; and Indian representation increased from 4.9% in 2000 to 6.3% in 2002. It also shows that female representation in all senior management positions increased by 0.6%. African female representation increased from 2.0 % in 2000 to 2.6% in 2002; Coloured female representation remained at 1.4% in both 2000 and 2002; Indian female representation changed from 0.9% in 2000 to 1.3% in 2002; and White female representation changed from 16.7% in 2000 to 16.3% in 2002. It is interesting to note that although Black representation increased by 3.7% in positions at this level, the benefits associated with this increase accrued mainly to Black males (2.7%).</p>		

Table 33: Changes at professionally qualified level

Professionally qualified 2000	Professionally qualified 2002	% Change
<i>Race</i> <ul style="list-style-type: none"> ● Blacks accounted for 44.1% ● Whites accounted for 56.1% ● Africans accounted for 32.8% ● Coloureds accounted for 5.5% ● Indians accounted for 5.8% 	<i>Race</i> <ul style="list-style-type: none"> ● Blacks accounted for 31.4% ● Whites accounted for 68.5% ● Africans accounted for 16.2% ● Coloureds accounted for 8.2% ● Indians accounted for 7.0% 	<i>Race</i> <ul style="list-style-type: none"> ● -12.7% ● 12.4% ● -16.6% ● 2.7% ● 1.2%
<i>Gender</i> <ul style="list-style-type: none"> ● Females accounted for 43.2% ● Males accounted for 57.0% ● African females accounted for 20.5% ● Coloured females accounted for 2.2% ● Indian females accounted for 2.2% ● White females accounted for 18.3% ● African males accounted for 12.3% ● Coloured males accounted for 3.3% ● Indian males accounted for 3.6% ● White males accounted for 37.8% 	<i>Gender</i> <ul style="list-style-type: none"> ● Females accounted for 30.9% ● Males accounted for 69.0% ● African females accounted for 4.9% ● Coloured females accounted for 2.8% ● Indian females accounted for 2.1% ● White females accounted for 21.1% ● African males accounted for 11.3% ● Coloured males accounted for 5.4% ● Indian males accounted for 4.9% ● White males accounted for 47.4% 	<i>Gender</i> <ul style="list-style-type: none"> ● -12.3% ● 12.0% ● -15.6% ● 0.6% ● -0.1% ● 2.8% ● -1.0% ● 2.1% ● 1.3% ● 9.6%
<p>The percentage change presented above suggests that Black representation in all professionally qualified positions decreased by 12.7%. This only affected Africans whose representation dropped from 32.8% in 2000 to 16.2% in 2002. Coloured representation increased from 5.5% in 2000 to 8.2% in 2002; and Indian representation increased from 5.8% in 2000 to 7.0% in 2002. In addition data shows that female representation in the professionally qualified levels decreased by 12.3%. The decrease only affected African females whose representation dropped drastically from 20.5 % in 2000 to 4.9% in 2002. Coloured female representation increased from 2.2% in 2000 to 2.8% in 2002; Indian female representation marginally decreased from 2.2% in 2000 to 2.1% in 2002. On the other hand White female representation increased from 18.3% in 2000 to 21.1% in 2002. It is of concern that although Black representation decreased by 12.7% in positions at this level, Black females had a much higher drop of 15.1%. The decrease in African females is disconcerting as the data suggest that the position of African females at this level is worsening rather than improving.</p>		

6

Sector studies

To augment the qualitative data received from the reports, the Commission has also started to incorporate findings from private research undertaken to monitor various aspects of implementation of the Employment Equity Act in different sectors. During the period under review, two research reports of this nature captured the attention of the Commission. One was the Stellenbosch study (Employment equity in the tertiary sector: Law and Policy, a Comparative Perspective–September 2002). The other one was a study from the Centre for Higher Education and Transformation (Black Academics on the move: Cheryl Potgieter-December 2002). A summary of the findings, recommendations and proposed strategies of these reports are presented.

6.1 Stellenbosch study

The main findings of the study are:

- Targets set by the University in its Employment Equity Plan are low, across the board and throughout the institution
- Progress in respect of achieving these low targets has generally been poor
- There is still significant under-representation of African staff across the institution and across all post levels. Given the Afrikaans language policy, now under review, the representation of Coloured employees is poor, particularly in more senior positions
- There is a lack of data on staff with disabilities but it appears that there is significant under-representation of people with disabilities at the institution
- The institution is still characterised by a largely White male hierarchy, with a significant under-representation of females at senior levels
- Among the key factors identified as causes for the significant under-representation of members of designated groups are the institutional culture of the institution (with a strong component being the historical legacy of the University and its current perception among designated groups and communities), as well as the current status of the language policy at the institution
- On a procedural level the employment equity process appears to lack a coherent strategy, direction and sufficient monitoring; there is no feedback from the Department of Labour
- To date there has been a lack of transparency regarding the process and the way forward, and a resulting lack of awareness and trust among certain groups within the institution
- Recent developments have been positive, and the expectation is that the rate of transformation will improve, although the policy and process may be described as being in a state of flux pending the formulation of clear strategies, targets and lines of accountability.

The recommendations of the study are:

- In respect of **access and appointments** of people from designated groups, policies should be changed and the process monitored more thoroughly and frequently. Lines of accountability should be spelt out with greater clarity, for all staff concerned in this process. Appointment committees and subcommittees should be monitored centrally and should include some form of representation in order to ensure that the principle of equality and the objects of the University's employment equity policy are pursued actively and consistently. Effective succession planning should be driven and monitored through central administration
- In respect of **staff development and support** there is a need for institution-wide consistency of programmes and strategies. Employment equity should also play a role in individual performance

evaluation

- In respect of **goals and targets** there should be explicit reference to the demographic composition of the Western Cape region, the composition of the student body (including goals for the future in this regard), and institutional comparisons with other higher education institutions on both regional and national level. Monitoring of progress in achieving targets should be more specific and greater emphasis should be placed on accountability. Provision should also be made for annual events involving senior staff dealing with employment equity at the University
- In respect of the **institutional and organisational culture** the University should consider an audit or gap analysis, in order to identify areas where change is required. Mandatory training in respect of employment equity and diversity should be required to determine and address areas of resistance. Such training should also form part of a more general approach to performance management. Support should be given to existing outreach programmes and further initiatives encouraged with central support
- In respect of **resources** there should be a linking of staff equity and diversity programmes to funding, particularly in respect of specific funding for outreach initiatives, bursaries for selected postgraduate students (in order to enable the University more successfully to “grow its own timber”), and increasing the physical access of people with disabilities to the institution
- In respect of the **language policy** at the University this report acknowledges the steps currently being undertaken in formulating a more accommodating policy. Suggestions include greater emphasis on language development of new and existing staff, and that the language of administration should accommodate non-Afrikaans speakers. Existing staff from designated groups should also be actively included in the development of the new language policy
- In respect of the position of **temporary and part-time staff**, it is recommended that the current process of review of existing policies be undertaken in consultation with representatives of these groups. The point is made that this is a special area of concern, as these groups are made up largely by members of designated groups (especially women), and therefore policies have a potentially significant impact on the general treatment of designated groups at the institution
- In respect of the **legal and policy framework** it is suggested that the Department of Labour should accommodate institutions in the form and requirements of reporting. Monitoring by the Department should be more actively pursued and communication between the Department and institutions should be improved. The University should pursue greater consultation with other institutions in the region.

The study further suggests that the Department of Labour should target the higher education sector through efficient monitoring and support functions. This study is important in that it provides baseline data through which the tertiary education sector can plan targets for the implementation of the Employment Equity Act. It also provides specific recommendations to accelerate the pace of transformation in the sector.

6.2 Black academics on the move (How Black South African academics account for moving between institutions or leaving the academic profession)

The study found that the achievement of employment equity in academic institutions was being undermined by poor retention of Black academics. This was mostly attributed to the lack of an affirming workplace environment. The specific environmental deficiencies that were highlighted in the study are the following:

● *Institutional racism*

This was a reason for academics leaving both historically English-medium and Afrikaans-medium universities. The participants labeled the Black institutional change and certain attitudes, actions and ideologies, racist

● *Racism couched as liberalism*

Liberalism was seen as disguising “covert” racism. Here participants felt that the historically liberal institutions should address issues that Black employees were facing and not “hide” behind the liberal history of the institutions, which included opposing apartheid

● *Racism in evaluation and expectations*

Black professionals at historically White universities were expected to meet unrealistic goals and levels of

performance. They had to be good teachers, counsellors to Black students as well as fit in with the institutional context

- *Racism/black essentialism*

Stereotypes guided the interpretation of Black competences. A Black person had been given courses that address issues relating to Blackness irrespective of the person's specialisation. Black professionals were expected to "understand" all Black students' "issues" and were assigned the role of counsellor to Black students. Interestingly Black people, irrespective of whether they were classified as African, Coloured or Indian, had this experience.

- *Poor management or leadership*

Many of those interviewed talked about problems at the level of institutional leadership as a reason for leaving. These issues were raised by participants who were attached to both historically Black and White institutions. The way in which it was raised, however, took a radically different form. The first is linked to institutional racism and with a political discourse focused on transformation. The second is linked to conflicting views about the core functions, professionalism and responsiveness of institutions in the contemporary context. Participants from the historically Black universities seemed to suggest that Black universities were unaware that they needed to transform. Much like English universities, they relied on their "struggle credentials".

Women at the historically Black universities in particular felt that they were the victims of sexism. The women at the historically White universities felt that racism was intrinsically linked to sexism, but racism seemed to be the overriding variable. Certain of these women at historically Black universities chose to work at Afrikaans-speaking universities as opposed to the liberal English universities. Certain of the participants had in fact moved from historically Black universities to a liberal university and then to a historically Afrikaans university. Lack of professionalism also led to participants exiting historically Black universities.

- *Responding to the new environment*

Participants were leaving historically Afrikaans-medium universities, as they were more comfortable with the traditional notion of an academic. They were not comfortable with the academic as fundraiser and entrepreneur. Interestingly, certain Black academics were leaving historically Black universities as they felt that these universities had not risen to the challenges of operating within a changing global economy

- *Political and private sphere*

Certain participants moved as they were motivated by the national changes taking place within South Africa. In this regard, certain people had joined historically White universities because they saw them as national assets and also believed they could assist with transformation agendas at these institutions.

Proposed strategies for retaining the number of Black professionals at institutions of higher learning

The study suggested the following strategies in response to the above:

Short to medium-term ongoing strategies:

- Constantly and consistently championing the policies of employment equity and diversity. These policies need to be supported publicly by senior management such as vice-chancellors. A vice-chancellor responsible for equity issues should be appointed
- Providing funds for the development of programmes designed to support the development of an enabling and inclusive non-racial and non-sexist culture on campuses. The success of all programmes would need to be monitored and evaluated. These funds could possibly be accessed from the Skills Development Fund

- Setting up mentoring and support programmes for Black academics. Certain universities have embarked on this initiative. The universities should also work closely with the National Research Foundation (NRF), which has initiated various development and support programmes
- Providing training in diversity management to all university managers, in other words, heads of departments, deans, and so forth
- Providing all staff, Black and White, with access to diversity training, which could include value clarification workshops, gender sensitivity training, and so forth
- Providing monetary and other incentives to encourage Black academic staff to remain at the institution, such as funding to attend conferences and time to complete doctorates.

Long-term strategies

- Provide funding for the completion of doctorates and money to start small research projects. These types of scholarships are available and are administered by the National Research Foundation. Individuals and groups of Black academics should be assisted in accessing these funding opportunities
- Establish a national programme of administrative internships that would permit Black academic staff to receive fellowships to work with, and under the mentoring and supervision of, senior administrators to gain and strengthen administrative skills in a supportive environment. A very useful model to consult is the American Council on Education's Administrative Fellowship Programme. (Harleston and Ngara 2000)
- Establish formal partnerships with a range of sectors. The nature of these partnerships could be worked out in a way that benefits all the stakeholders
- Establish a formal Staff Development and Retention Programme with the following components:
 - Mentoring of new academic staff by pairing them and senior academic staff, who is paid to work with new academic staff
 - Providing frequent feedback to new academic staff about their progress in teaching, scholarship and service
 - Providing funds to new academic staff for research and attending at professional meetings
 - Adjusting teaching loads so that new academic staff has the time and opportunity to develop and initiate their own research agenda
 - Monitoring progress of new academic staff. This would include monitoring how they are "fitting in".
- Building and supporting leadership who are committed to transformation needs to be a priority of the various institutions of higher learning
- Encourage Black and White academics to work closely together. A culture of inclusivity and understanding needs to be built.

7

Concluding observations

Data from the 2002 employer reports suggest that there were improvements in some areas and deterioration in other areas of employment equity implementation. For example, Black representation in top management positions marginally improved by 5.7% between 2000 and 2002, which now places Black representation at 18.4%. However, both Black and female representation drastically dropped at the professionally qualified and middle management level. On closer examination the female drop affected African females only and, in fact, White female representation increased at this level. In addition to the reduction in female representation at professional and middle management levels, their representation at top management level, which stands at 13.8%, remains unacceptably low. The position of African females, which is at 2% of all top management positions, requires drastic interventions.

The decrease in Black representation generally, and African female representation specifically, is of serious concern to the Commission. Ideally, this is the level at which there should be more aggressive and innovative strategies aimed at recruiting, developing, advancing and retaining the designated groups. However, it appears that this is not happening. This is an area where employers should be creating a critical mass that provides a pool from which they may draw historically disadvantaged individuals for appointment into senior and top management positions. A related concern that emerged during site visits is that not enough skills development interventions are being implemented at this level to accelerate the development of designated groups for the purpose of promotion into senior and top management levels. Qualitative data also suggests that inadequate attention is being paid to the transformation of the workplace. This should include strategies to eliminate unfair discrimination through training of management and all staff on attitude change and diversity management, and generally introducing workplace changes that are aimed at affirming human diversity.

In conclusion, employer reports and independent studies suggest that there has been progress, albeit at a snail's pace, towards the achievement of the objectives of the Employment Equity Act. However, the Commission is concerned that if we continue at this pace employment equity will become a challenge for decades. The Commission is hopeful that if the workplace environment embraces the transformation agenda by combining their compliance with the Skills Development Act, the Broad Based Black Economic Empowerment Act and diversity management strategies, the pace of achieving employment equity will be accelerated significantly. There are few employers whose commitment to transform their workplaces to eliminate unfair discrimination should be applauded. The Commission welcomes recommendations from all stakeholders on innovative strategies to accelerate change in the workplace through the Employment Equity Act and related legislation.

8

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9

Appendix A

1. Legislators

Includes: chief executive officer; president; vice-president; chief operating officers; general managers and divisional heads, managers who provide the direction of a critical technical function; postmaster; superintendent; dean and school principal etc.

2. Professionals

Includes: engineers (civil, mechanical, chemical, electrical, petroleum, nuclear, aerospace, etc.); architects; lawyers; biologists; geologists; psychologists; accountants; physicists, system analysts; assayers; valuers; town and traffic planners etc.

3. Technicians and associate professionals

Includes: computer programmers; nurses; physio-and-occupational therapists; draftsmen/women; musicians; actors; photographers; illustrating artists; product designers; radio and television announcers; translators and interpreters; writers and editors; specialised inspectors and testers of electronic, electrical, mechanical, etc. products; vocational instructors; technicians (medical, engineering, architectural, dental, physical science, life science, library, etc.); pilot; broker; designer; quality inspector etc.

4. Clerks

Includes: bookkeepers; tellers; cashiers; collectors (bills and accounts); messengers and office helpers; office machine operators; mail clerks; typists; telephone operators; electronic data processing equipment operators; clerks (production, shipping and receiving, stock, scheduling, ticket, freight, library, reception, travel, hotel, personnel, statistical, general office); secretaries etc.

5. Service and sales workers

Includes: attendants (hospital and other institutions, including nurses' aides and orderlies); barbers; bartenders; guides; food and beverage serving occupations; housekeepers; childcare occupations; conductors; fire-fighters; police officers; advertising agents; real estate agents; sales workers and sales clerks; shop attendants; stock brokers; insurance brokers; travel agents; sales people of technical and business services; etc.

6. Skilled agricultural and fishery workers

Includes: farmers; growers; planters; viticulturists; winemakers; skilled horticultural workers; greenkeepers; skilled fishermen/women etc.

7. Craft and related trades workers

Includes: miners; quarries; stoneworkers; bricklayers; stonemasons; carpenters; shopfitters; plasterers; plumbers; electricians; painters; mechanics; glass-makers; locksmiths; sheet metal workers; etc.

8. Plant and machine operators and assemblers

Includes: truck and tractor drivers; bus drivers; paving, surfacing and related occupations; roofers; photographic processors; sound and video recording equipment operators; those in apprenticeship training; textile workers; production machine workers etc.

9. Elementary occupations

Includes: news and other vendors; garage attendants; car washers and greasers; gardeners; farm labourers; unskilled railway track workers; labourers performing lifting, digging, mixing, loading, and pulling operations; garbage collectors; stevedores; sweepers; char-workers etc.

10. Non-permanent employees

Includes: employees who are employed to work for less than 24 hours per month or those engaged to work for less than three continuous months.

