



Ref: 3/3/1/1  
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## EMPLOYMENT EQUITY ANALYSIS FOR JULY 2016

- 1. Percentage of Women in SMS level decreased by 1.24% from 36.53% the previous month to 35.29% in July 2016.**
- 2. Percentage of Persons with disabilities employed at SMS level decreased from 1.92% the previous month to 0% in July 2016.**
- 3. Employees with disabilities decreased by 1 from 77 the previous month to 76 which translate to 2.33% in July 2016.**
- 4. SMS employees decreased by 1 from 52 the previous month to 51 in July 2016.**
- 5. Employees at Middle Management (Salary 11 & 12) the same as previous month at 168 in July 2016.**
- 6. Employees at Skilled Technical and Academically qualified (Salary level 8 - 10) decreased by 1 from 342 previous month to 341 in July 2016.**
- 7. Employees at Semi-Skilled level (Salary level 7 - 4) decreased by 04 from 939 the previous month to 935 in July 2016.**
- 8. Employees at Unskilled category (salary Level 1 - 3) decreased by 18 from 1784 the previous month to 1766 in July 2016.**
- 9. The total staff compliment decreased by 24 from 3285 in the previous month to 3261 in July 2016.**
- 10. Total percentage of Males across all levels decreased by 0.11% from 59.14% the previous month to 59.03% in July 2016.**
- 11. Total percentage of Females across all levels increased by 0.11% from 40.85% the previous month to 40.96% in July 2016.**
- 12. The percentage of employees who are under 35 years of age at SMS level increased by 0.18% from 9.62% previous month to 9.80 in July 2016.**
- 13. In general the Department is underrepresented by Coloureds, Indians and Whites but overrepresented by Africans.**

I hope you will find the information very useful.

# 1. Workforce analysis as per Salary Level, Gender & Race

DEPARTMENTAL EMPLOYMENT EQUITY PROFILE: 31 JULY 2016											
LEVELS	MALE				FEMALE				Foreign Nationals		TOTAL
	A	C	I	W	A	C	I	W	Male	Female	
16	1	0	0	0	1	0	0	0	0	0	2
15	1	0	0	0	0	0	0	0	0	0	1
14	8	0	0	0	2	0	0	0	0	0	10
13	18	0	0	2	14	0	1	0	3	0	38
12	23	0	0	7	10	0	0	2	0	0	42
11	76	1	2	4	39	1	0	3	0	0	126
10	48	0	0	4	35	0	0	2	0	0	89
9	54	0	0	11	28	0	0	1	0	0	94
8	97	0	0	14	45	0	0	2	0	0	158
7	136	1	0	5	169	1	0	10	0	0	322
6	111	0	0	8	39	0	0	1	0	0	159
5	163	0	0	15	163	1	0	1	0	0	343
4	77	0	0	4	30	0	0	0	0	0	111
3	683	1	0	0	366	0	0	0	0	0	1050
2	346	1	0	0	369	0	0	0	0	0	716
1	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	1842	4	2	74	1310	3	1	22	3	0	3261
<b>%</b>	56.49%	0.12%	0.06%	2.27%	40.17%	0.09%	0.03%	0.67%	0.09%	0.00%	100.00%

**2. Workforce analysis as per Salary Level for Persons with disabilities only**

**NUMBER OF EMPLOYEES WITH DISABILTIES AS AT 31 JULY 2016**

<i>LEVELS</i>	<i>MALE</i>				<i>FEMALE</i>				<i>Foreign Nationals</i>		<i>TOTAL</i>
	<i>A</i>	<i>C</i>	<i>I</i>	<i>W</i>	<i>A</i>	<i>C</i>	<i>I</i>	<i>W</i>	<i>MALE</i>	<i>FE MALE</i>	
<b>16</b>	0	0	0	0	0	0	0	0	0	0	0
<b>15</b>	0	0	0	0	0	0	0	0	0	0	0
<b>14</b>	0	0	0	0	0	0	0	0	0	0	0
<b>13</b>	0	0	0	0	0	0	0	0	0	0	0
<b>12</b>	0	0	0	1	0	0	0	0	0	0	1
<b>11</b>	0	0	0	0	0	0	0	0	0	0	0
<b>10</b>	0	0	0	0	0	0	0	0	0	0	0
<b>9</b>	0	0	0	1	0	0	0	0	0	0	1
<b>8</b>	1	0	0	1	1	0	0	0	0	0	3
<b>7</b>	4	0	0	0	5	0	0	0	0	0	9
<b>6</b>	0	0	0	0	0	0	0	0	0	0	0
<b>5</b>	18	0	0	2	15	0	0	1	0	0	36
<b>4</b>	2	0	0	0	4	0	0	0	0	0	6
<b>3</b>	7	1	0	0	6	0	0	0	0	0	14
<b>2</b>	5	0	0	0	1	0	0	0	0	0	6
<b>1</b>	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	37	1	0	5	32	0	0	1	0	0	76
<b>%</b>	<b>48.68%</b>	<b>1.32%</b>	<b>0.00%</b>	<b>6.58%</b>	<b>42.11%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>1.32%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>100.00%</b>

### 3. Workforce analysis as per Occupational categories

LEVELS	MALE				FEMALE				Foreign Nationals		TOTAL
	A	C	I	W	A	C	I	W	MALE	FEMALE	
Top Management (16-15)	2	0	0	0	1	0	0	0	0	0	3
Senior Management (14-13)	26	0	0	2	16	0	1	0	3	0	48
Professionally Qualified & Experienced Specialists & Mid Management (12 - 11)	99	1	2	11	49	1	0	5	0	0	168
Skilled Technical & Academically Qualified Workers, Junior Management, Supervisors, Foreman & Superintendents (10 - 8)	199	0	0	29	108	0	0	5	0	0	341
Semi-Skilled & Discretionary Decision Making (7 - 4)	487	1	0	32	401	2	0	12	0	0	935
Unskilled & Defined Decision Making (3 - 1)	1029	2	0	0	735	0	0	0	0	0	1766
<b>TOTAL</b>	<b>1842</b>	<b>4</b>	<b>2</b>	<b>74</b>	<b>1310</b>	<b>3</b>	<b>1</b>	<b>22</b>	<b>3</b>	<b>0</b>	<b>3261</b>
%	56.49%	0.12%	0.06%	2.27%	40.17%	0.09%	0.03%	0.67%	0.09%	0.00%	100.00%

#### 4. Workforce analysis as per Age Profile and Salary Levels

<b>Employment Equity Variance as 31 JULY 2016</b>				
<b>Race</b>	<b>EAP 2012</b>	<b>Actual</b>	<b>Variance %</b>	<b>Variance No</b>
<b>African Male</b>	<b>40.70%</b>	<b>56.49%</b>	<b>-15.79%</b>	<b>-515</b>
<b>African Female</b>	<b>34.20%</b>	<b>40.17%</b>	<b>-5.97%</b>	<b>-195</b>
<b>Coloured Male</b>	<b>5.80%</b>	<b>0.12%</b>	<b>5.68%</b>	<b>185</b>
<b>Coloured Female</b>	<b>5.00%</b>	<b>0.09%</b>	<b>4.91%</b>	<b>160</b>
<b>Indian Male</b>	<b>1.90%</b>	<b>0.06%</b>	<b>1.84%</b>	<b>60</b>
<b>Indian Female</b>	<b>1.10%</b>	<b>0.03%</b>	<b>1.07%</b>	<b>35</b>
<b>White Male</b>	<b>6.40%</b>	<b>2.27%</b>	<b>4.13%</b>	<b>135</b>
<b>White Female</b>	<b>4.90%</b>	<b>0.67%</b>	<b>4.23%</b>	<b>138</b>
<b>Foreign Male</b>	<b>0.00%</b>	<b>0.09%</b>	<b>-0.09%</b>	<b>-3</b>
<b>Foreign Female</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0</b>
<b>TOTAL</b>	<b>100.00%</b>	<b>100.00%</b>	<b>0.00%</b>	<b>0</b>
<b>Youth</b>	<b>30.00%</b>	<b>9.80%</b>	<b>20.20%</b>	<b>10</b>
<b>Women in SMS</b>	<b>50.00%</b>	<b>35.29%</b>	<b>14.71%</b>	<b>8</b>
<b>SMS with Disabilities</b>	<b>2.00%</b>	<b>0.00%</b>	<b>2.00%</b>	<b>0</b>
<b>Persons with Disabilities</b>	<b>2.00%</b>	<b>2.33%</b>	<b>-0.33%</b>	<b>-11</b>