



Ref: 3/3/1/1
Enq: Mr. PS Makahane
Ext: 013 766 6820

EMPLOYMENT EQUITY ANALYSIS FOR JUNE 2016

- 1. Percentage of Women in SMS level is the same as the previous month at 36.53% in June 2016.**
- 2. Percentage of Persons with disabilities employed at SMS level is the same as previous month at 1.92% in June 2016.**
- 3. Employees with disabilities increased by 1 from 76 in the previous month to 77 which translate to 2.34% in June 2016.**
- 4. SMS employees are the same as previous month at 52 in June 2016.**
- 5. Employees at Middle Management (Salary 11 & 12) decreased by 2, from 170 the previous month to 168 in June 2016.**
- 6. Employees at Skilled Technical and Academically qualified (Salary level 8 - 10) are the same as the previous month at 342 in June 2016.**
- 7. Employees at Semi-Skilled level (Salary level 7 - 4) decreased by 03 from 942 in the previous month to 939 in June 2016.**
- 8. Employees at Unskilled category (salary Level 1 - 3) decreased by 10 from 1794 in the previous month to 1784 in June 2016.**
- 9. The total staff compliment decreased by 15 from 3300 in the previous month to 3285 in June 2016.**
- 10. Total percentage of Males across all levels decreased by 0.16% from 59.3% the previous month to 59.14% in June 2016.**
- 11. Total percentage of Females across all levels increased by 0.15% from 40.7% the previous month to 40.85% in June 2016.**
- 12. The percentage of employees who are under 35 years of age at SMS level is the same as previous month at 9.62% in June 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: 30 JUNE 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	15	0	1	0	3	0	39
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	47	0	0	4	35	0	0	2	0	0	88
9	56	0	0	11	28	0	0	1	0	0	96
8	97	0	0	14	45	0	0	2	0	0	158
7	137	1	0	5	170	1	0	10	0	0	324
6	103	0	0	9	39	0	0	1	0	0	152
5	172	0	0	15	163	1	0	1	0	0	352
4	77	0	0	4	30	0	0	0	0	0	111
3	695	1	0	1	370	0	0	0	0	0	1067
2	347	1	0	0	369	0	0	0	0	0	717
1	0	0	0	0	0	0	0	0	0	0	0
TOTAL	1858	4	2	76	1316	3	1	22	3	0	3285
%	56.56%	0.12%	0.06%	2.31%	40.06%	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 DISABILITIES AS AT 30 JUNE 2016

LEVELS	MALE				FEMALE				Foreign Nationals		TOTAL
	A	C	I	W	A	C	I	W	MAL E	FEM ALE	
16	0	0	0	0	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0	0	0	0	0
14	0	0	0	0	0	0	0	0	0	0	0
13	0	0	0	0	1	0	0	0	0	0	1
12	0	0	0	1	0	0	0	0	0	0	1
11	0	0	0	0	0	0	0	0	0	0	0
10	0	0	0	0	0	0	0	0	0	0	0
9	0	0	0	1	0	0	0	0	0	0	1
8	1	0	0	1	1	0	0	0	0	0	3
7	4	0	0	0	5	0	0	0	0	0	9
6	0	0	0	0	0	0	0	0	0	0	0
5	18	0	0	2	15	0	0	1	0	0	36
4	2	0	0	0	4	0	0	0	0	0	6
3	7	1	0	0	6	0	0	0	0	0	14
2	5	0	0	0	1	0	0	0	0	0	6
1	0	0	0	0	0	0	0	0	0	0	0
TOTAL	37	1	0	5	33	0	0	1	0	0	77
%	48.05%	1.30%	0.00%	6.49%	42.86%	0.00%	0.00%	1.30%	0.00%	0.00%	100.00%

3. Workforce analysis as per Occupational categories

LEVELS	MALE				FEMALE				Foreign Nationals		TOTAL
	A	C	I	W	A	C	I	W	MAL E	FEM ALE	
Top Management (16-15)	2	0	0	0	1	0	0	0	0	0	3
Senior Management (14-13)	26	0	0	2	17	0	1	0	3	0	49

<i>Professionally Qualified & Experienced Specialists & Mid Management (12 - 11)</i>	99	1	2	11	49	1	0	5	0	0	168
<i>Skilled Technical & Academically Qualified Workers, Junior Management, Supervisors, Foreman & Superintendents (10 - 8)</i>	200	0	0	29	108	0	0	5	0	0	342
<i>Semi-Skilled & Discretionary Decision Making (7 - 4)</i>	489	1	0	33	402	2	0	12	0	0	939
<i>Unskilled & Defined Decision Making (3 - 1)</i>	1042	2	0	1	739	0	0	0	0	0	1784
TOTAL	1858	4	2	76	1316	3	1	22	3	0	3285
%	56.56%	0.12%	0.06%	2.31%	40.06%	0.09%	0.03%	0.67%	0.09%	0.00%	100.00%

4. Workforce analysis as per Age Profile and Salary Levels

LEVELS	Number of employees per Age Group											TOTAL
	<20	20-24	25-29	30-35	36-40	41-45	46-50	51-55	56-60	61-65	>65	
16	0	0	0	0	0	0	1	0	1	0	0	2
15	0	0	0	0	0	0	1	0	0	0	0	1
14	0	0	0	0	2	2	1	1	3	1	0	10
13	0	0	1	4	4	7	9	8	5	1	0	39
12	0	0	0	5	11	5	5	6	4	4	2	42
11	0	0	1	14	37	29	16	19	9	1	0	126
10	0	0	0	11	19	20	14	18	4	2	0	88
9	0	0	2	16	16	15	20	11	15	1	0	96
8	0	0	1	29	16	18	27	35	23	9	0	158
7	0	0	5	73	76	54	48	37	23	7	1	324
6	0	2	30	23	13	10	17	33	21	3	0	152
5	0	2	15	51	54	46	47	80	41	16	0	352
4	0	0	0	11	14	11	20	32	15	8	0	111
3	0	1	6	63	64	49	167	321	287	108	1	1067

2	0	1	36	175	165	166	97	56	17	4	0	717
1	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	6	97	475	491	432	490	657	468	165	4	3285
	0.00%	0.18%	2.95%	14.46%	14.95%	13.15%	14.92%	20.00%	14.25%	5.02%	0.12%	100.00%

5. Workforce Gap analysis as per Salary Level & Race

Employment Equity Variance as 30 JUNE 2016				
Race	EAP 2012	Actual	Variance %	Variance No
Women in SMS	50.00%	36.54%	13.46%	7
Persons with Disabilities	2.00%	2.34%	-0.34%	-11
SMS with Disabilities	2.00%	1.92%	0.08%	0
African Male	40.70%	56.56%	-15.86%	-521
African Female	34.20%	40.06%	-5.86%	-193
Coloured Male	5.80%	0.12%	5.68%	187
Coloured Female	5.00%	0.09%	4.91%	161
Indian Male	1.90%	0.06%	1.84%	60
Indian Female	1.10%	0.03%	1.07%	35
White Male	6.40%	2.31%	4.09%	134
White Female	4.90%	0.67%	4.23%	139
Foreign Male	0.00%	0.09%	-0.09%	-3
Foreign Female	0.00%	0.00%	0.00%	0
TOTAL	100.00%	100.00%	0.00%	0
Youth	30.00%	9.62%	20.38%	11