



## **EMPLOYMENT EQUITY ANALYSIS FOR SEPTEMBER 2016**

- Percentage of Women in SMS level remained the same as previous month at 33.33% in September 2016.**
- Percentage of Persons with disabilities employed at SMS level remained the same as previous month at **0%** in September 2016.
- Employees with disabilities remained the same as the previous month at 74 which translate to **2.27% in September 2016.**
- SMS employees remained the same as the previous month at 51 in September 2016.
- Employees at Middle Management (Salary 11 & 12) remained the same as previous month at 168 in September 2016.
- Employees at Skilled Technical and Academically qualified (Salary level 8 - 10) remained the same as previous month at 350 in September 2016.
- Employees at Semi-Skilled level (Salary level 7 - 4) remained the same as previous month at 931 in September 2016.
- Employees at Unskilled category (salary Level 1 - 3) decreased by 1 from 1760 the previous month to 1759 in September 2016.
- The total staff compliment decreased by 1 from 3260 in the previous month to 3259 in September 2016.**
- Total percentage of Males across all levels increased by 0.05% from 59.02% the previous month to 59.07% in September 2016.
- Total percentage of Females across all levels decreased by 0.05% from 40.98% the previous month to 40.93% in September 2016.
- The percentage of employees who are under 35 years of age at SMS level remained the same as previous month at 11.76% in September 2016.**
- 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 and Race

DEPARTMENTAL EMPLOYMENT EQUITY PROFILE: 30 SEPTEMBER 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	19	0	0	2	13	0	1	0	3	0	38
12	24	0	0	7	10	0	0	2	0	0	43
11	75	1	2	4	39	1	0	3	0	0	125
10	48	0	0	6	35	0	0	2	0	0	91
9	55	0	0	9	29	0	0	1	0	0	94
8	103	0	0	14	46	0	0	2	0	0	165
7	137	1	0	5	168	1	0	10	0	0	322
6	113	0	0	8	39	0	0	1	0	0	161
5	159	0	0	15	163	1	0	1	0	0	339
4	76	0	0	4	29	0	0	0	0	0	109
3	679	1	0	0	368	0	0	0	0	0	1048
2	344	1	0	0	366	0	0	0	0	0	711
1	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>1842</b>	<b>4</b>	<b>2</b>	<b>74</b>	<b>1308</b>	<b>3</b>	<b>1</b>	<b>22</b>	<b>3</b>	<b>0</b>	<b>3259</b>
%	56.52%	0.12%	0.06%	2.27%	40.14%	0.09%	0.03%	0.68%	0.09%	0.00%	100.00%

2. Workforce Analysis as per Salary Level for persons with disabilities only.

<b>NUMBER OF EMPLOYEES WITH DISABILITIES AS AT 30 SEPTEMBER 2016</b>											
<b>LEVELS</b>	<b>MALE</b>				<b>FEMALE</b>				<b>Foreign Nationals</b>		<b>TOTAL</b>
	<b>A</b>	<b>C</b>	<b>I</b>	<b>W</b>	<b>A</b>	<b>C</b>	<b>I</b>	<b>W</b>	<b>MALE</b>	<b>FEMALE</b>	
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	0	0	0	0	0	0	0
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	0	0	0	1	1	0	0	0	0	0	2
7	3	0	0	0	4	0	0	0	0	0	7
6	0	0	0	1	0	0	0	0	0	0	1
5	17	0	0	1	15	0	0	1	0	0	34
4	2	0	0	0	4	0	0	0	0	0	6
3	8	1	0	0	6	0	0	0	0	0	15
2	5	0	0	0	2	0	0	0	0	0	7
1	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	35	1	0	5	32	0	0	1	0	0	74
<b>%</b>	47.30%	1.35%	0.00%	6.76%	43.24%	0.00%	0.00%	1.35%	0.00%	0.00%	100.00%

3. Workforce Analysis as per Age Profile and Salary Level

<b>LEVELS</b>	<b>Number of employees per Age Group</b>											<b>TOTAL</b>
	<b>&lt;20</b>	<b>20-24</b>	<b>25-29</b>	<b>30-35</b>	<b>36-40</b>	<b>41-45</b>	<b>46-50</b>	<b>51-55</b>	<b>56-60</b>	<b>61-65</b>	<b>&gt;65</b>	
16	0	0	0	0	1	0	0	0	1	0	0	2
15	0	0	0	0	0	0	1	0	0	0	0	1
14	0	0	0	0	2	1	2	1	3	1	0	10
13	0	0	2	4	4	6	8	8	5	1	0	38
12	0	0	0	5	10	7	5	6	4	4	2	43
11	0	0	2	12	38	28	15	20	9	1	0	125
10	0	0	0	11	19	19	17	17	6	2	0	91
9	0	0	2	17	16	15	18	12	13	1	0	94
8	0	0	7	28	18	18	27	33	26	8	0	165
7	0	0	3	72	73	56	48	38	24	7	1	322
6	0	1	29	24	15	10	17	34	27	4	0	161
5	0	1	14	51	53	41	49	75	39	16	0	339
4	0	0	0	11	13	10	22	31	16	6	0	109
3	0	0	7	61	62	49	163	309	288	109	0	1048
2	0	0	32	172	158	170	103	56	17	3	0	711
1	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	0	2	98	468	482	430	495	640	478	163	3	3259
<b>%</b>	0.00%	0.06%	3.01%	14.36%	14.79%	13.19%	15.19%	19.64%	14.67%	5.00%	0.09%	100.00%

#### 4. Workforce Analysis as per Occupational Categories

LEVELS	MALE				FEMALE				Foreign Nationals		TOTAL
	A	C	I	W	A	C	I	W	MALE	FEMALE	
<i>Top Management (16-15)</i>	2	0	0	0	1	0	0	0	0	0	3
<i>Senior Management (14-13)</i>	30	0	0	2	15	0	1	0	0	0	48
<i>Professionally Qualified &amp; Experienced Specialists &amp; Mid Management (12 - 11)</i>	99	1	2	11	49	1	0	5	0	0	168
<i>Skilled Technical &amp; Academically Qualified Workers, Junior Management, Supervisors, Foreman &amp; Superintendents (10 - 8)</i>	206	0	0	29	110	0	0	5	0	0	350
<i>Semi-Skilled &amp; Discretionary Decision Making (7 - 4)</i>	485	1	0	32	399	2	0	12	0	0	931
<i>Unskilled &amp; Defined Decision Making (3 - 1)</i>	1023	2	0	0	734	0	0	0	0	0	1759
<b>TOTAL</b>	<b>1845</b>	<b>4</b>	<b>2</b>	<b>74</b>	<b>1308</b>	<b>3</b>	<b>1</b>	<b>22</b>	<b>0</b>	<b>0</b>	<b>3259</b>
<b>%</b>	<b>56.61%</b>	<b>0.12%</b>	<b>0.06%</b>	<b>2.27%</b>	<b>40.14%</b>	<b>0.09%</b>	<b>0.03%</b>	<b>0.68%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>100.00%</b>

## 5. Gap analysis Workforce Analysis by Salary Level

<b>Employment Equity Variance as 30 SEPTEMBER 2016</b>				
<b>Race</b>	<b>EAP 2016</b>	<b>Actual</b>	<b>Variance %</b>	<b>Variance No</b>
<b>Women in SMS</b>	<b>50.00%</b>	<b>33.33%</b>	<b>16.67%</b>	<b>9</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>2.27%</b>	<b>-0.27%</b>	<b>-9</b>
<b>Youth in SMS</b>	<b>30.00%</b>	<b>11.76%</b>	<b>18.24%</b>	<b>9</b>
<b>African Male</b>	<b>42.10%</b>	<b>56.61%</b>	<b>-14.51%</b>	<b>-473</b>
<b>African Female</b>	<b>35.30%</b>	<b>40.14%</b>	<b>-4.84%</b>	<b>-158</b>
<b>Coloured Male</b>	<b>5.40%</b>	<b>0.12%</b>	<b>5.28%</b>	<b>172</b>
<b>Coloured Female</b>	<b>4.60%</b>	<b>0.09%</b>	<b>4.51%</b>	<b>147</b>
<b>Indian Male</b>	<b>1.70%</b>	<b>0.06%</b>	<b>1.64%</b>	<b>53</b>
<b>Indian Female</b>	<b>1.00%</b>	<b>0.03%</b>	<b>0.97%</b>	<b>32</b>
<b>White Male</b>	<b>5.60%</b>	<b>2.27%</b>	<b>3.33%</b>	<b>109</b>
<b>White Female</b>	<b>4.30%</b>	<b>0.68%</b>	<b>3.62%</b>	<b>118</b>
<b>Foreign Male</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0</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>