



SUMMARY SHEET

17TH COMMISSION FOR EMPLOYMENT EQUITY ANNUAL REPORT

REPORTS RECEIVED

- 4.8% more reports received from 25 030 in 2015 to 26 255 in 2016
- 94.8% of the 2016 reports were from the Private Sector with 5 224 047 employees a reduction from 5 383 582 in 2015
- 18,7% reports received from Manufacturing, 12,8% Wholesale trade, 12,6% Agriculture, 11,3% Finance and Business Services and 9,9% Construction
- 45% of reports received were from Gauteng Province, 20,4% from Western Cape and 14,4% were from KwaZulu-Natal.

TOP MANAGEMENT LEVEL

- 68,5% of the positions are occupied by the White group; African, 14,4%; Indian 8,9%; Coloured 4,9% and Foreign National 3,4%
- Males occupy 78,0% of the positions and females 22,0%
- Persons with Disabilities constitute 1,2% at Top Management level
- Whites occupy 76,6% of the positions in Western Cape, 72,1% in Free State and 72% in Eastern Cape
- Whites occupy 85,78% of positions in Agriculture and 72,8% in Manufacturing
- Whites occupy 72,0% of positions in the Private Sector
- Africans occupy 73,2% of the positions in the Public Sector
- Africans occupy 76,0% of the positions in Local Government and 74,6% in Provincial Government
- There is a 33,3% split between African and White males in National Government
- 64,0% of Whites were terminated, and 52,1% were recruited again
- 55,2% of promotion and 55,1% of training opportunities were provided to Whites.

SENIOR MANAGEMENT LEVEL

- 58,1% of the positions in Senior Management are occupied by the White group; African, 22,1%; Indian 10,6% Coloured 7,7% and Foreign National 1,4%
- Males occupy 66,7% of the positions and females 33,3%
- Persons with disabilities constitute 1,1%
- Whites occupy 65,1% of the positions in Western Cape, 60,0% in Free State and 58,2% in Eastern Cape
- Whites occupy 77,5% of positions in Agriculture, 64,1% in Mining and 63,5 in Manufacturing
- Whites Africans occupy 63,4% of the positions in the Private Sector while Africans occupy 65,8% in the Public Sector
- Africans occupy 73,9% in Provincial Government, 66,6% of the positions in Local Government and 61,4% in National Government
- 59,1% of Whites were terminated, and 53,8% were recruited again
- 46,2% of promotion opportunities went to Whites
- 56,9% of training opportunities were provided to Africans.



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REPUBLIC OF SOUTH AFRICA

PROFESSIONALLY QUALIFIED LEVEL

- 41,5% of the positions in Professionally Qualified level are occupied by Africans; 37,5% Whites; Coloured 9,7%; Indian 8,5% and Foreign National 2,8%
- Males occupy 54,4% of the positions and females 45,6%
- Persons with Disabilities constitute 0,9%
- Africans constitute 85,1% employees at the Professionally Qualified level in Limpopo, followed by 75,8% in the Eastern Cape, while the Western Cape employs 16,1%
- 62,7% Africans are in the Community, Social And Personal Services, while Whites are in Agriculture, (53,3%) in Manufacturing (53,2%) in Mining and Quarrying and 51,4% in Wholesale trade
- Africans occupy 72,6% of positions in the Public Sector, while Whites occupy 49,6% in the Private Sector
- 61,4% males are employed in the Private Sector while 59,8% females are employed in the Public Sector
- 59,5% of Africans are employed in State Owned Enterprises
- 67,9% males were exposed skills development opportunities, 54,4% were recruited and 53,6% were promoted at the Professionally Qualified level.

SKILLED TECHNICAL LEVEL

- 60,2% of the positions in Skilled Technical level are occupied by Africans; 20,8% Whites; Coloured 11,5%; Indian 5,8% and Foreign National 1,8%
- Males occupy 54,0% of the positions and females 46,0%
- Persons with disabilities constitute 0,9%
- Africans occupy 74,1% of the positions in the Public Sector and 69,2% in the Private Sector
- Males occupy 61,1% of positions in the Private Sector, while females occupy 52,8% of the positions in the Public Sector
- Africans are in the majority in almost all provinces at the Skilled Technical level except the Western Cape where they are the second largest represented at 30.0% after Coloureds who make up 39,4%
- Africans are in the majority in all business sectors
- Males occupy 63,9 % in National Government, 60,8% in Local Government, while females occupy 70,8% of positions in Provincial Government, 67,1% in Educational Institutions and 66,5% in Non-Profit Organisations
- 58,9 males were terminated, 55,9% were recruited and 55,8% were exposed to training.

SEMI-SKILLED LEVEL

- 76,1% of the positions at the Semi-Skilled level are occupied by Africans; Coloured 12,3%; White 6,2%, Indian 3,1% and Foreign National 2,3%
- Males occupy 57,2% of the positions and females 42,8%
- Persons with disabilities constitute 0.8%
- Males occupy 59,8% of positions in the Private Sector, while females occupy 53,3% of the positions in the Public Sector
- Africans occupy 84,2% in the Public Sector and 72,8% in the Private Sector
- 13,7% of positions in the Private Sector at the semi-skilled level are occupied by Foreign Nationals
- Africans are in the majority in all provinces
- 56,2% females are employed in the Western Cape
- Africans are in the majority in all business sectors
- Mostly males were recruited, trained and promoted at this level.

UNSKILLED LEVEL

- 83,2% of the positions at Unskilled level are occupied by Africans; 11,4% Coloured, 3,4% Foreign Nationals, 1,2% Whites and 0,8% Indians
- Males occupy 59,3% of the positions at this level and females 40,7%
- Persons with disabilities constitute 0,8%
- Males occupy 60,0% of positions in the Private Sector and 56,3% in the Public Sector
- Africans are in the majority in all provinces at the Unskilled level
- They also make up the majority in all business sectors.

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MAKES BUSINESS SENSE**