



Workforce distribution

3. Workforce distribution

A broad objective of the Act is to have an equitable representation of the designated groups in terms of their Economically Active Population (EAP) in the workforce. The EAP includes people from 15 to 64 years of age who are either employed or unemployed and seeking employment.

Table 1: Profile of the national population and the national EAP by race and gender

Population group	National population distribution (Census 2001)			Economically active (QLFS, September 2009)		
	Male	Female	Total	Male	Female	Total
African	37.7%	41.3%	79.0%	39.2%	34.2%	73.5%
Coloured	4.3%	4.6%	8.9%	6.1%	5.2%	11.3%
Indian	1.2%	1.3%	2.5%	1.9%	1.1%	3.0%
White	4.6%	5.0%	9.6%	6.7%	5.5%	12.2%
Total	47.8%	52.2%	100.0%	54.0%	46.0%	100.0%

The data in **Table 1** provides a picture of the National Demographics and the EAP in terms of race and gender. This data provides vital information for setting employment equity numerical goals and targets. The labour market should aim for 87% of their workforce to be Black at all occupational levels.

Table 2: Profile of the EAP by race and gender per province

Province	Male				Female				Total
	A	C	I	W	A	C	I	W	
Western Cape	18.0%	27.8%	0.3%	8.5%	14.1%	24.0%	0.2%	7.1%	100.0%
Eastern Cape	39.5%	6.1%	0.5%	5.4%	38.9%	4.8%	0.3%	4.4%	100.0%
Northern Cape	21.4%	24.2%	0.1%	6.6%	22.5%	20.0%	0.0%	5.2%	100.0%
Free State	42.2%	1.4%	0.1%	9.1%	38.6%	1.6%	0.0%	7.1%	100.0%
KwaZulu-Natal	40.8%	0.7%	6.8%	4.4%	39.3%	0.7%	3.9%	3.5%	100.0%
North West	52.4%	1.1%	0.6%	5.8%	34.8%	0.7%	0.1%	4.6%	100.0%
Gauteng	42.2%	2.2%	1.9%	9.1%	33.9%	2.0%	1.1%	7.8%	100.0%
Mpumalanga	47.0%	1.1%	0.4%	4.7%	43.0%	0.8%	0.0%	3.0%	100.0%
Limpopo	48.4%	0.3%	0.4%	2.1%	46.9%	0.4%	0.3%	1.2%	100.0%

Source: Statistics South Africa, 2009

Table 2 shows that in terms of the EAP population distribution per province, Africans are in the majority in seven of the nine provinces. Coloureds are clearly in the majority in the remaining two provinces, i.e. the Western Cape and the Northern Cape.



● — Analysis of employment
equity reports received
in 2009

4. Analysis of employment equity reports received in 2009

The analysis is based on reports received from large employers, as they were required to report in 2009, unlike small employers who are required to report every two years. Analysis is made of the workforce profile, recruitment, promotion, termination and skills development in terms of the top four occupational levels, i.e. the Top management, Senior management, Professionally Qualified and Skilled levels. Tables from which data has been extracted and analysed are contained in **Appendix A**.

4.1 Extent of reporting on employment equity by employers

Employers are deemed to have reported only if they fully and accurately complete their EE forms. **Table 3** outlines the status of reporting for 2009 compared to 2007.

Table 3: EE reports analysed

Year	Reports received	Reports excluded	Reports included in analysis	Number of employees covered in analysis
2007	2 858	1 365	1 493	2 030 837
2009	3 695	326	3 369	4 426 972

During this period 3 695 reports were received and 3 369 reports were analysed covering 4 426 972 employees. The remaining 326 reports were excluded from the analysis because they were not fully and accurately completed by employers.

It is pleasing to note that the number of reports received in 2009 is approximately 30% more than those received in 2007. In addition, the number of employees covered in the analysis is more than double those covered in the 2007 analysis. It is gratifying to note that of the reports received from employers, approximately 80% were submitted online, which is an approximate 30% increase when compared to the 2008 online reporting.

4.2 Workforce profile

The workforce profiles below provide the population distribution of employees by race, gender and disability at the first four occupational levels for large employers only. An analysis is presented for all employers, all government and all private and per industry sector as well. The various classified employers are defined below. All employers mean all large employers in government and in the private sector.

All employers include:

- All government
- All private sector.

All government includes:

- National government
- Provincial government
- Local government.

All private includes:

- Private entities

- Academic institutions
- Parastatals
- Non-profit organisations.

Industry Sector includes:

- Agriculture
- Mining and Quarrying
- Manufacturing
- Electricity, Gas and Water
- Construction
- Retail, Motor Trade and Repair Services
- Wholesale Trade, Commercial Agents and Allied Services
- Catering, Accommodation and other Trades
- Transport, Storage and Communications
- Finance and Business Services
- Community, Social and Personal Services.



All employee statistics in graphs and tables that follow should be viewed in relation to the EAP as summarised in **Table 4**.

Table 4: EAP by race and gender

Economically Active Population (EAP)					
Male			Female		
AM	African male	39.2%	AF	African female	34.2%
CM	Coloured male	6.1%	CF	Coloured female	5.2%
IM	Indian male	1.9%	IF	Indian female	1.1%
WM	White male	6.7%	WF	White female	5.5%
FM	Foreign male	0%	FF	Foreign female	0%

4.2.1 Workforce profile percentage population distribution at the top management level by race and gender

This area of the report provides the population distribution at the top management level by race and gender. Three graphs are used to illustrate the population representation levels for all employers, all government and all private sector employers. In addition, a table is used to illustrate the population representation levels per industry sector by race and gender.

Figure 1: Workforce population distribution for Top Management for all employers

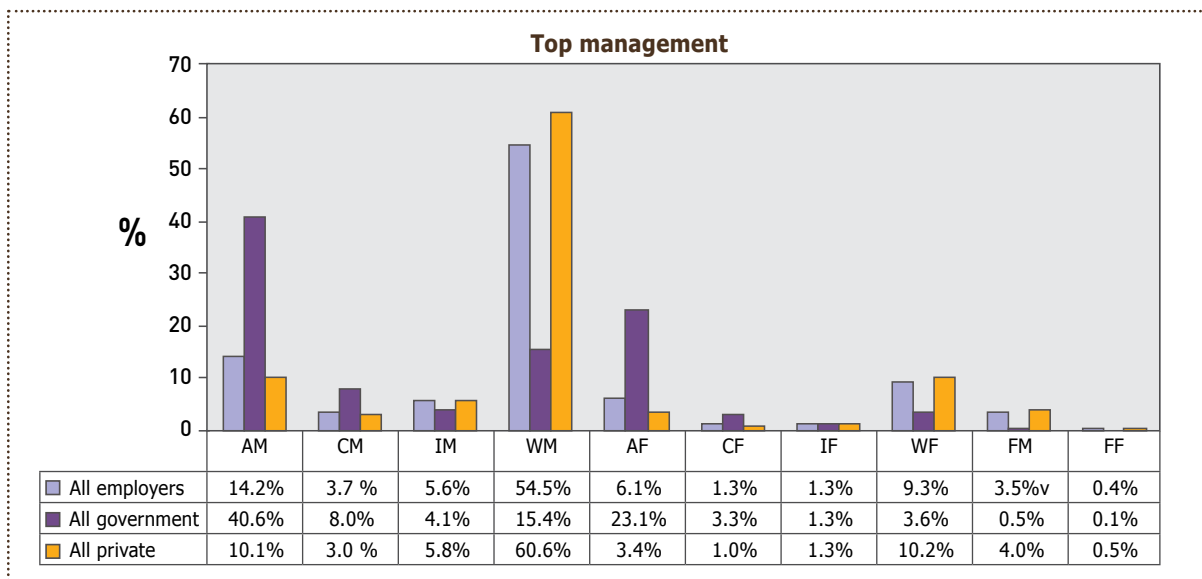


Figure 1 indicates that the representivity levels of various groups in terms of race and gender at government is more closely aligned to their EAP when compared to the private sector. However, in the private sector, the representation of Whites at this level is nearly six times their EAP of 12%, whereas Africans are nearly six times below their EAP of 73%.

Figure 2: Workforce population distribution for Top Management for government employers only

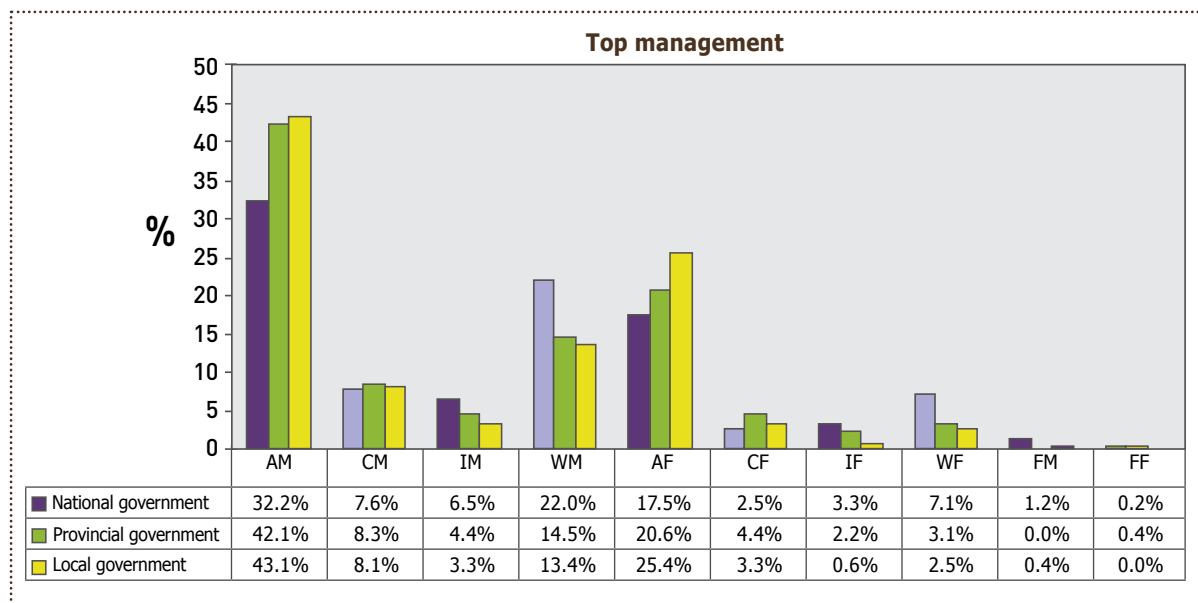


Figure 2 indicates that all levels of government are generally performing well against the EAP of the various racial groups. However, much more still needs to be done to increase the representation of females at this level.

Figure 3: Workforce population distribution for Top Management for private sector employers

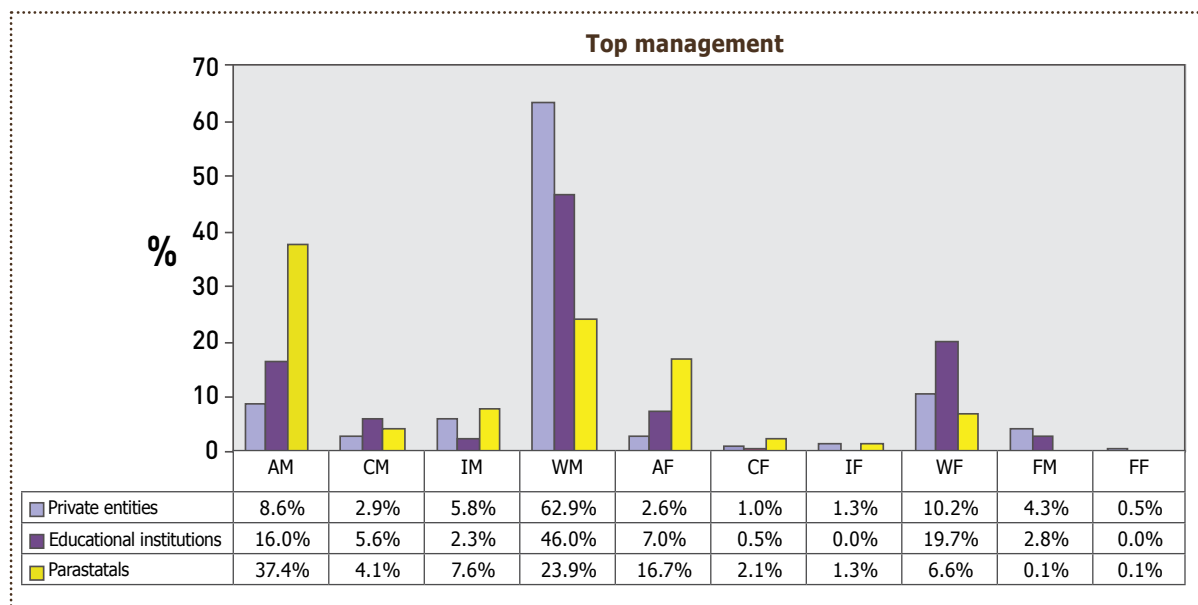


Figure 3 indicates that parastatals are more representative in terms of race and gender than other entities in the private sector. White representation continues to dominate at all other entities, except for parastatals. Apart from parastatals, Black female representation at this level is almost non-existent.

Table 5: Industry sector workforce profile percentage population distribution at the Top Management level by race and gender

Occupational levels	Male				Female				Foreign National		Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
Agriculture	8.5%	2.4%	0.4%	76.7%	2.1%	0.7%	0.0%	8.5%	0.6%	0.0%	100.0%
Mining and Quarrying	13.6%	1.4%	1.9%	68.5%	3.4%	0.3%	0.0%	6.1%	4.9%	0.0%	100.0%
Manufacturing	6.8%	2.5%	6.2%	64.4%	2.1%	0.9%	1.0%	7.8%	7.8%	0.6%	100.0%
Electricity, Gas and Water	27.7%	4.0%	5.1%	29.3%	16.2%	1.7%	1.2%	3.7%	9.2%	1.7%	100.0%
Construction	10.9%	4.2%	5.0%	69.5%	1.9%	0.6%	0.7%	4.8%	2.1%	0.1%	100.0%
Retail and Motor Trade/Repair Service	4.7%	2.1%	5.9%	69.9%	0.9%	0.5%	1.2%	10.9%	3.4%	0.6%	100.0%
Wholesale Trade/ Commercial Agents/ Allied Services	4.6%	3.5%	7.7%	68.2%	1.9%	1.1%	1.7%	9.2%	2.0%	0.1%	100.0%
Catering/ Accommodation/ other trade	10.1%	1.7%	3.6%	57.2%	3.0%	1.7%	0.8%	18.0%	2.8%	1.1%	100.0%
Transport/ Storage/ Communications	19.5%	4.5%	6.6%	46.9%	6.1%	0.8%	1.6%	8.7%	4.9%	0.4%	100.0%
Finance/Business Services	12.8	3.0%	6.8%	51.5%	6.8%	1.4%	1.9%	12.7%	2.5%	0.6%	100.0%
Community/Social/ Personal Services	28.9	6.5%	4.6%	30.2%	14.7%	2.8%	1.7%	9.6%	0.8%	0.2%	100.0%

Table 5 indicates that of the 11 defined sectors, two sectors, i.e. Electricity/Gas/Water and Community/Social/Personal Services are progressing much better when compared to the other sectors. Notwithstanding the fact that all 11 sectors are performing terribly in terms of EE, the two worst performing sectors are Retail/Motor/Trade/Repair Service as well as Wholesale Trade/ Commercial Agents/ Allied Services.

4.2.2 Workforce profile percentage population distribution at the senior management level by race and gender

This area of the report provides the population distribution at the senior management level by race and gender. Three graphs are used below to illustrate the population representation levels for all employers, government and the private sector. In addition, a table is used to illustrate the population representation levels per industry sector by race and gender.

Figure 4: Workforce population distribution for Senior Management for all employers

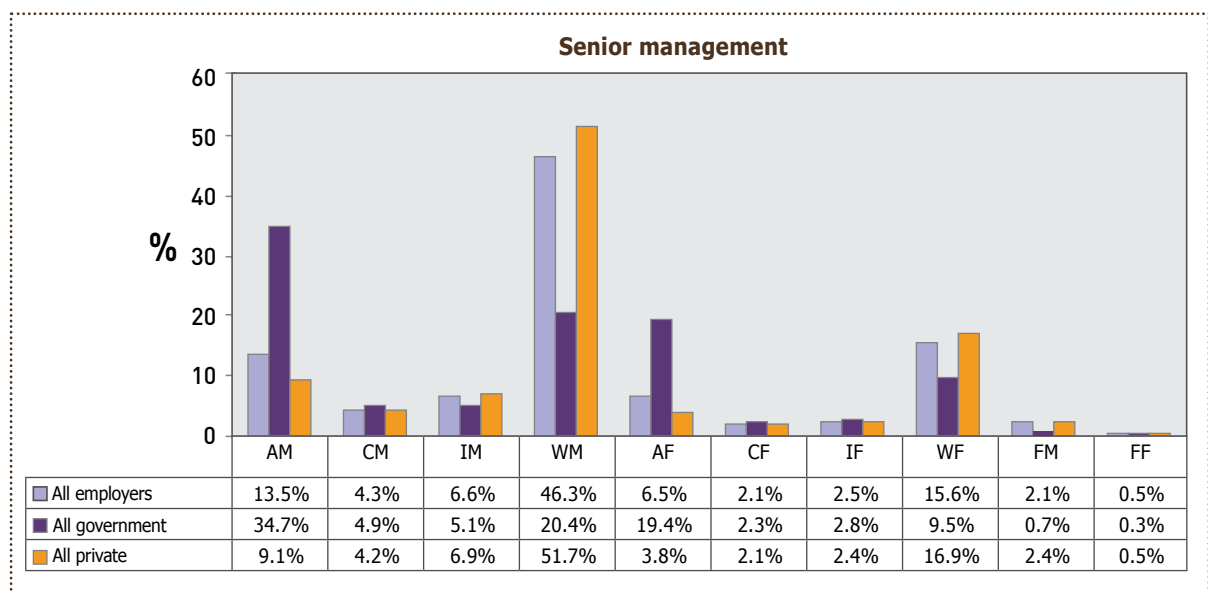


Figure 4 yet again indicates that government is much more representative in terms of race and gender than the private sector. It also shows that both government and the private sector are found wanting when it comes to the representation of Black females, particularly African and Coloured females, at this level. At their 13% representation in the private sector, Africans fall way short against their EAP of 73%

Figure 5: Workforce population distribution for Senior Management for government employers only

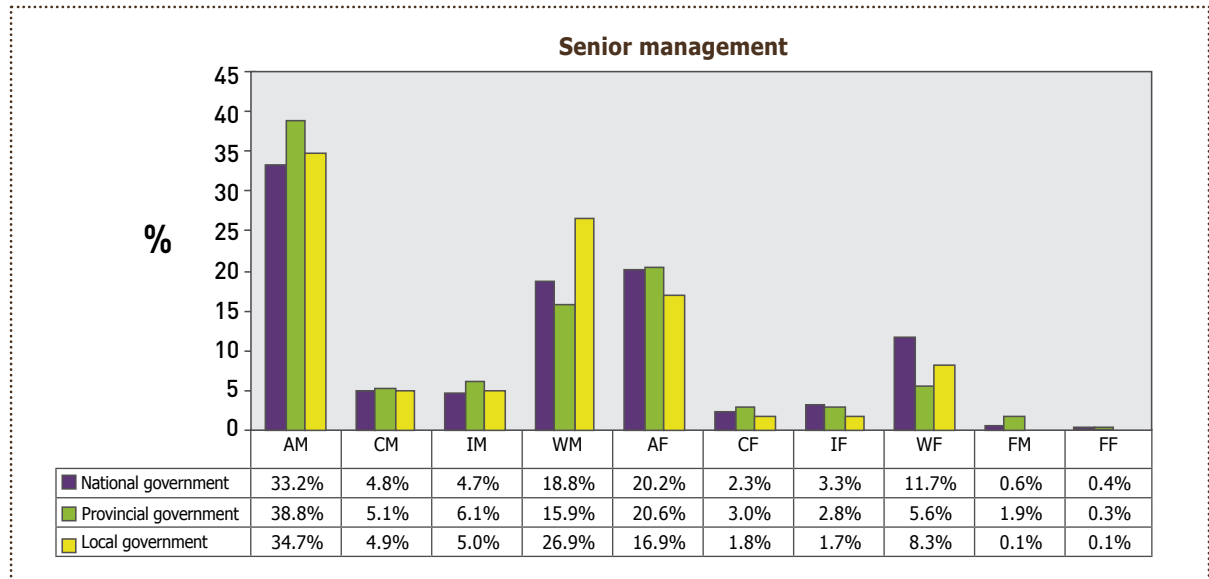


Figure 5 indicates that Local government is the worst performing in government compared to national and provincial government. African and Coloured females are grossly under-represented at this level, especially at local government.



Figure 6: Workforce population distribution for Senior Management for private sector employers

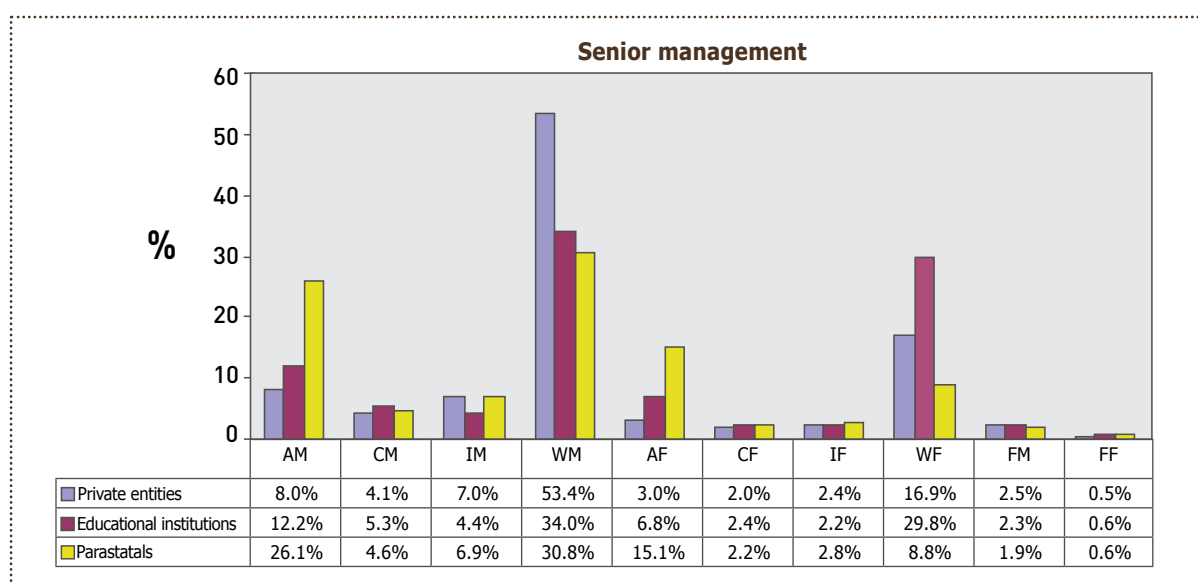


Figure 6 indicates that Whites basically dominate the private sector. Apart from the general need to increase the Black group, figures show once more that there is a drastic need to increase the representation of females in the private sector, particularly African and Coloured females.

Table 6: Industry sector workforce profile percentage population distribution at the Senior Management level for all employers by race and gender

Occupational levels	Male				Female				Foreign National		Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
Agriculture	15.9%	2.9%	1.6%	61.8%	5.1%	0.9%	0.4%	10.4%	0.9%	0.1%	100.0%
Mining and Quarrying	13.2%	2.3%	2.8%	65.5%	3.5%	0.3%	0.7%	8.0%	3.5%	0.3%	100.0%
Manufacturing	7.0%	4.4%	8.0%	57.7%	2.7%	1.8%	2.0%	12.3%	3.7%	0.4%	100.0%
Electricity, Gas and Water	22.1%	3.6%	5.7%	39.7%	11.6%	1.8%	2.0%	8.6%	4.2%	0.7%	100.0%
Construction	11.8%	4.5%	4.8%	62.8%	3.8%	1.3%	1.1%	7.9%	1.8%	0.3%	100.0%
Retail and Motor Trade/Repair Service	6.9%	5.0%	8.2%	50.8%	2.0%	2.1%	3.1%	19.8%	1.6%	0.5%	100.0%
Wholesale Trade/Commercial Agents/Allied Services	8.0%	6.2%	10.0%	46.7%	2.6%	4.2%	2.9%	18.1%	1.0%	0.3%	100.0%
Catering/Accommodation/other trade	12.8%	3.8%	3.7%	40.4%	7.6%	3.9%	2.0%	23.3%	1.9%	0.5%	100.0%
Transport/Storage/Communications	12.4%	4.4%	10.5%	46.1%	5.0%	1.7%	2.1%	15.7%	1.5%	0.4%	100.0%
Finance/Business Services	9.4%	3.6%	6.7%	45.6%	5.4%	2.1%	3.2%	20.9%	2.4%	0.8%	100.0%
Community/Social/Personal Services	27.9%	5.1%	5.1%	26.0%	15.3%	2.5%	2.9%	13.8%	1.0%	0.3%	100.0%

Table 6 indicates that of the 11 defined sectors, two sectors, i.e. Electricity/Gas/Water as well as Community/ Social/Personal Services, are progressing much better when compared to the other sectors. Notwithstanding the fact that all 11 sectors are performing terribly in terms of EE, the two worst performing sectors are Retail/ Motor Trade/Repair Service and Manufacturing.

4.2.3 Workforce profile percentage population distribution at the professionally qualified level by race and gender

This area of the report provides the population distribution at the Professionally Qualified level by race and gender. Three graphs are used to illustrate the population representation levels for all employers, government and the private sector. In addition, **Table 7** is used to illustrate the population representation levels per industry sector by race and gender.

Figure 7: Workforce population distribution for Professionally Qualified for all employers

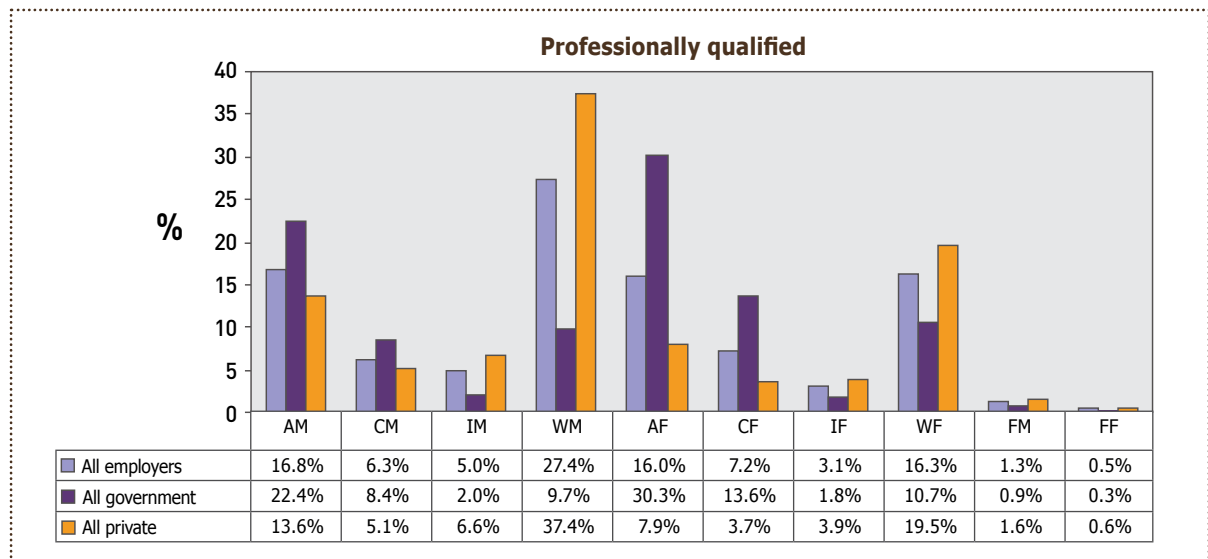


Figure 7 indicates that Whites dominate the private sector while government employees are representative in terms of race and gender at this level. At 22% in the private sector, Africans are far behind their EAP of 73%.

Figure 8: Workforce population distribution for Professionally Qualified for government employers only

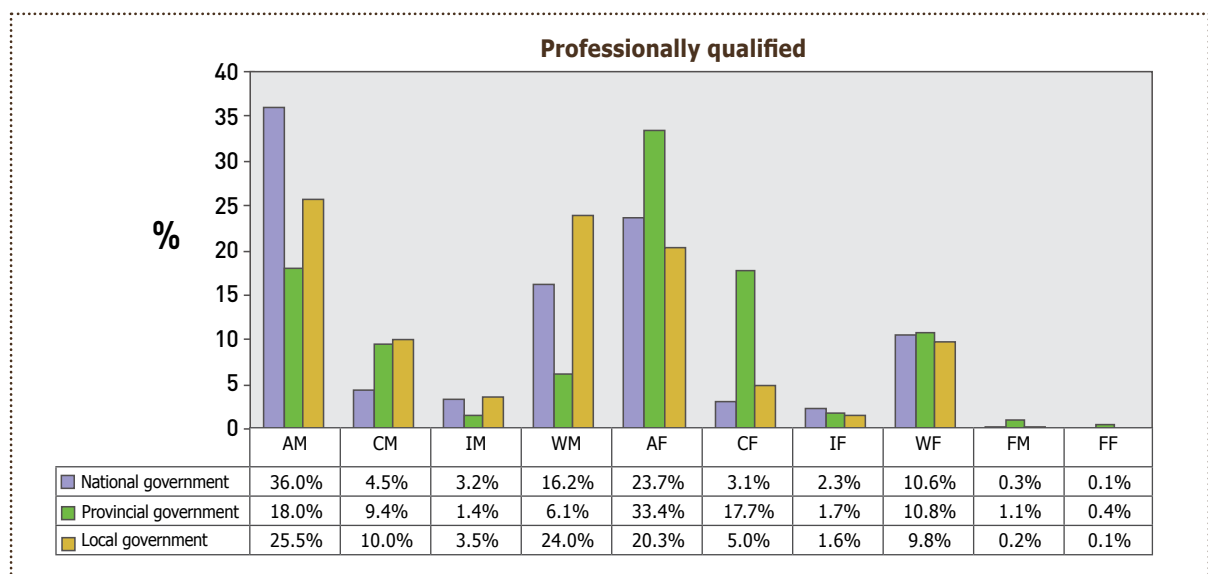


Figure 8 indicates that government is representative in terms of race and gender. However, much more needs to be done to increase the representation of African males at provincial government. Government has to implement measures to improve on the representation of particularly African females at both the national and local levels.

Figure 9: Workforce population distribution for Professionally Qualified for private sector employers

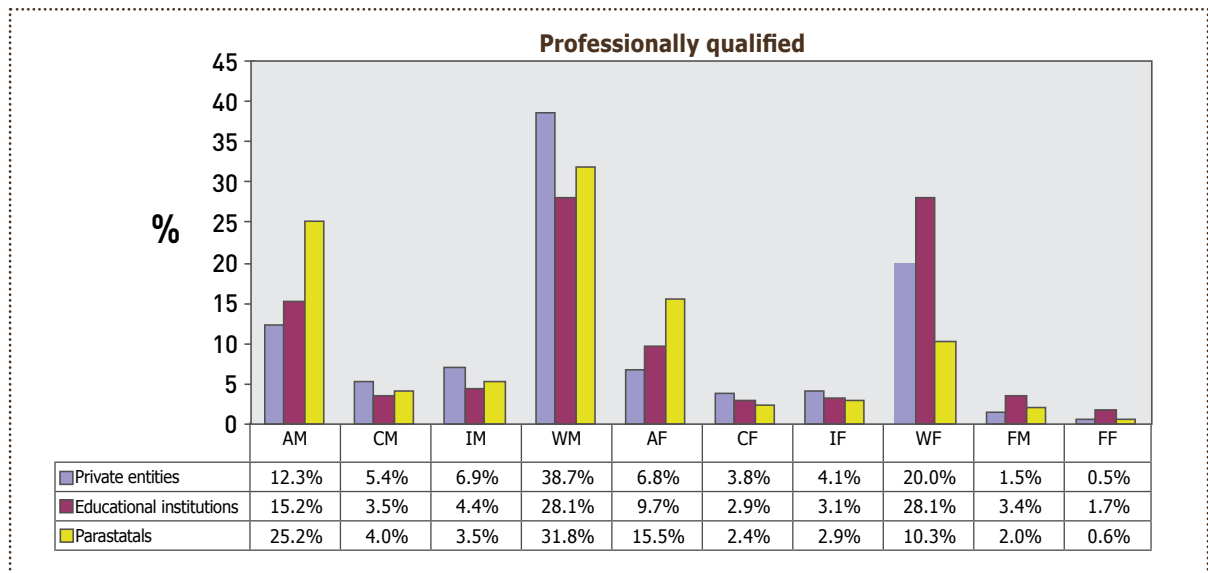


Figure 9 indicates that Whites dominate across all entities at this level, except for Parastatals where Africans are closer to their EAP. The most under-represented group at this level for the other two employers are Africans and Coloured females.

Table 7: Industry sector workforce profile percentage population distribution at the Professionally Qualified level by race and gender

Occupational levels	Male				Female				Foreign National		Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
Agriculture	21.2%	3.4%	1.8%	46.5%	9.3%	1.2%	0.9%	14.3%	1.2%	0.2%	100.0%
Mining and Quarrying	21.5%	2.5%	2.7%	51.3%	6.9%	0.7%	1.2%	11.0%	1.9%	0.3%	100.0%
Manufacturing	11.1%	5.5%	8.8%	46.3%	4.7%	2.6%	3.2%	15.5%	2.0%	0.4%	100.0%
Electricity, Gas and Water	23.9%	4.8%	6.5%	31.0%	16.0%	2.3%	2.8%	9.8%	2.4%	0.5%	100.0%
Construction	17.4%	6.3%	5.4%	51.7%	5.6%	1.2%	1.5%	7.5%	3.1%	0.3%	100.0%
Retail and Motor Trade/Repair Service	15.5%	7.3%	7.0%	27.5%	10.1%	7.4%	4.6%	19.4%	0.7%	0.4%	100.0%
Wholesale Trade/Commercial Agents/Allied Services	14.7%	6.6%	7.0%	33.1%	8.4%	5.4%	3.3%	21.0%	0.5%	0.1%	100.0%
Catering/Accommodation/other trade	17.2%	4.9%	3.5%	25.3%	15.2%	5.4%	2.4%	24.2%	1.5%	0.5%	100.0%
Transport/ Storage/ Communications	15.1%	5.8%	7.9%	39.8%	7.0%	2.8%	3.0%	17.4%	0.9%	0.3%	100.0%
Finance/Business Services	10.7%	4.8%	7.1%	31.8%	8.7%	4.4%	5.9%	24.5%	1.3%	0.8%	100.0%
Community/Social/Personal Services	20.6%	8.0%	2.2%	11.6%	27.8%	12.8%	2.1%	13.3%	1.1%	0.5%	100.0%

Table 7 indicates that of the 11 defined sectors, two sectors, i.e. Electricity/Gas/Water as well as Community/Social/Personal Services are progressing much better when compared to the other sectors. Notwithstanding the fact that all 11 sectors are performing terribly in terms of EE, the two worst performing sectors are Finance/Business Services and Manufacturing.

4.2.4 Workforce profile percentage population distribution at the skilled level by race and gender

This area of the report provides the population distribution at the Skilled level by race and gender. Three graphs are used below to illustrate the population representation levels for all employers, government and the private sector. In addition, **Table 8** is used to illustrate the population representation levels per industry/sector by race and gender.

Figure 10: Workforce population distribution for Skilled for all employers

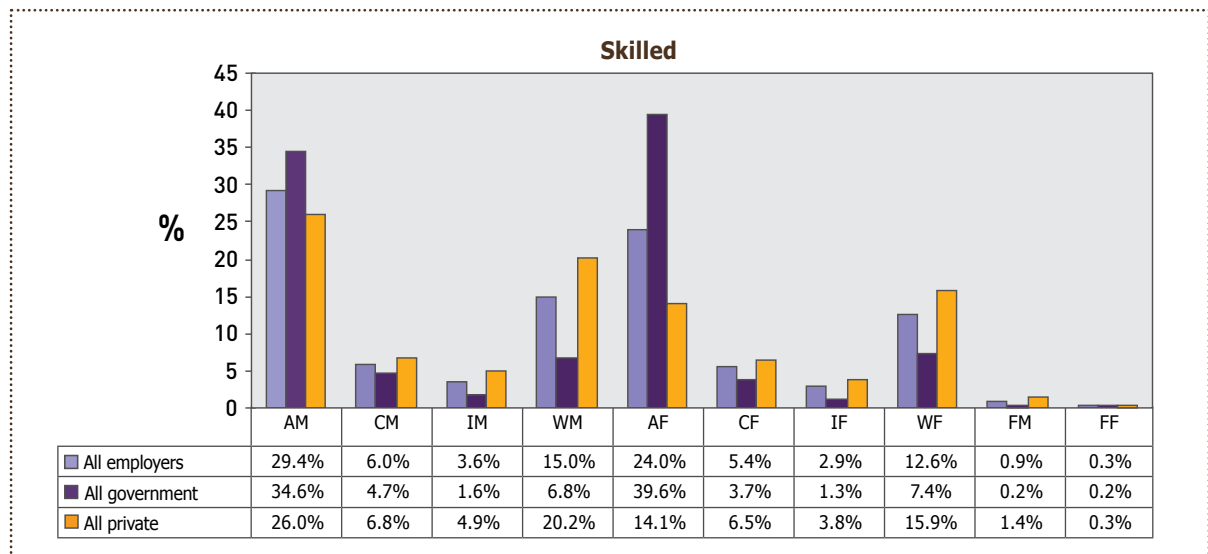


Figure 10 indicates that the equitable representation of the various groups in relation to their EAP appear to be within reason at this level. However, this reasonable representation of Blacks does not seem to translate into a sufficient increase in their representation at higher levels.

Figure 11: Workforce population distribution for Skilled for government employers only

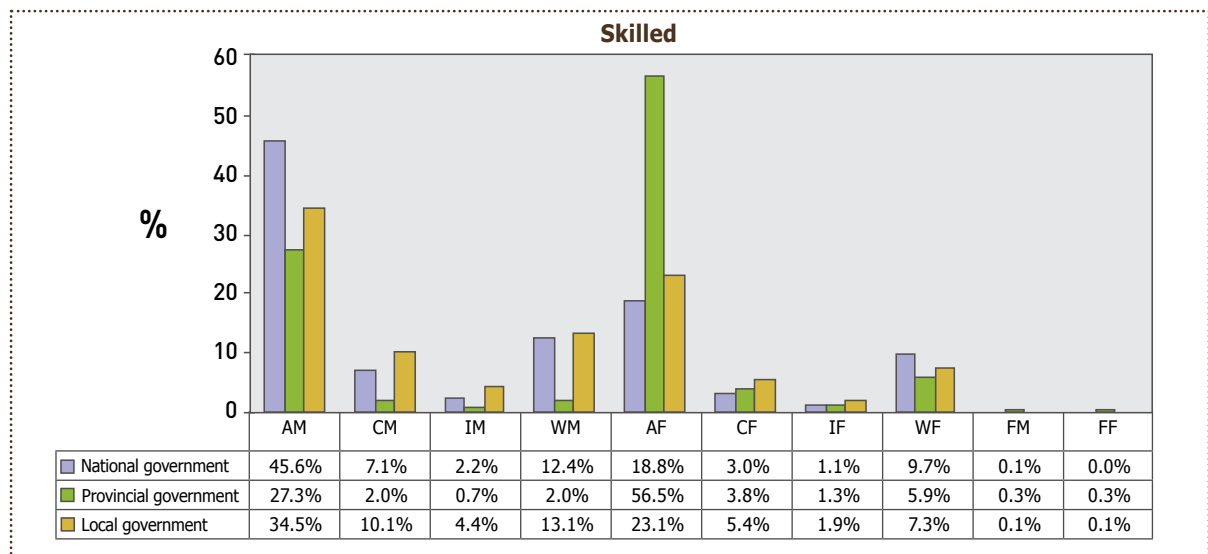


Figure 11 indicates that the representation of the designated groups is generally reasonable in government at this level. However, much more needs to be done to increase the representation of African and Coloured females, especially at national government.

Figure 12: Workforce population distribution for Skilled for private sector employers

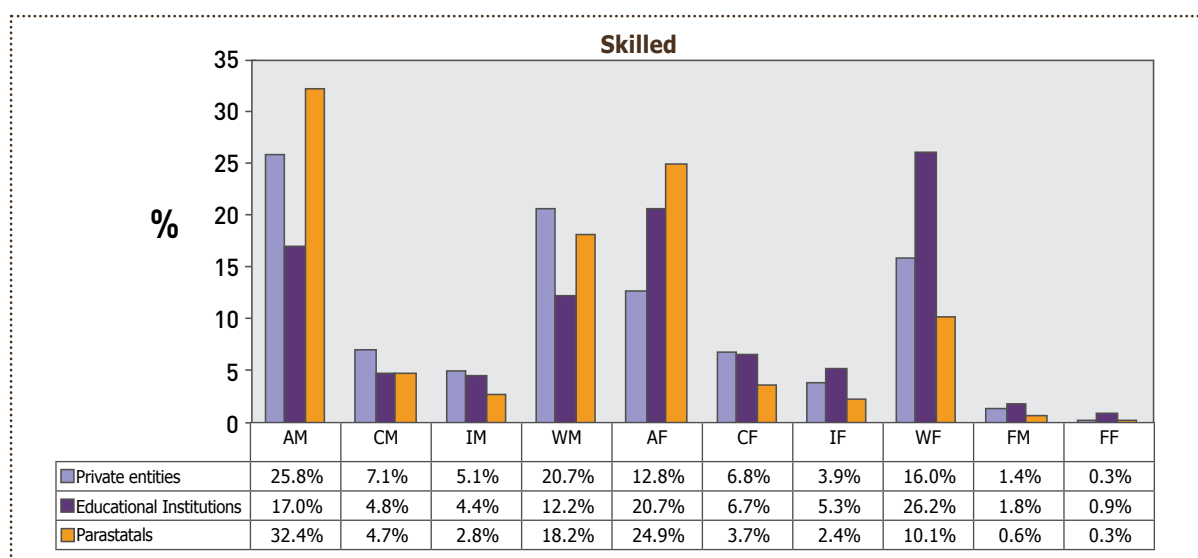


Figure 12 indicates that White representation is very dominant at Private Entities and at Educational Institutions; whereas Black representation is much more equitable in Parastatals. The progression of Africans from this level onto higher levels appears to be at a slower rate than their White counterparts.

Table 8: Industry sector workforce profile percentage population distribution at the Skilled level by race and gender

Occupational levels	Male				Female				Foreign National		Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
Agriculture	33.1%	7.2%	1.6%	21.3%	16.8%	4.8%	1.1%	13.5%	0.5%	0.0%	100.0%
Mining and Quarrying	39.3%	2.9%	0.9%	36.9%	7.0%	0.8%	0.4%	6.8%	5.0%	0.1%	100.0%
Manufacturing	27.6%	9.7%	8.2%	26.3%	8.2%	4.8%	2.9%	11.3%	0.8%	0.2%	100.0%
Electricity, Gas and Water	36.8%	4.8%	2.9%	18.5%	23.2%	3.0%	1.8%	8.0%	0.6%	0.2%	100.0%
Construction	41.8%	7.8%	3.4%	24.3%	7.0%	1.8%	1.1%	7.4%	5.1%	0.2%	100.0%
Retail and Motor Trade/Repair Service	21.1%	8.0%	5.0%	16.5%	18.9%	11.2%	4.9%	14.1%	0.2%	0.1%	100.0%
Wholesale Trade/Commercial Agents/Allied Services	24.7%	7.0%	6.2%	14.8%	17.3%	8.6%	4.2%	16.8%	0.3%	0.1%	100.0%
Catering/Accommodation/other trade	24.6%	5.4%	3.0%	12.0%	23.5%	8.3%	3.5%	17.7%	1.3%	0.8%	100.0%
Transport/ Storage/ Communications	26.4%	8.4%	6.6%	21.1%	12.2%	5.5%	3.5%	15.6%	0.5%	0.2%	100.0%
Finance/Business Services	18.0%	5.7%	4.8%	12.9%	19.4%	9.9%	6.4%	21.9%	0.5%	0.5%	100.0%
Community/Social/Personal Services	32.1%	4.8%	1.8%	7.0%	37.1%	4.3%	1.9%	10.4%	0.4%	0.3%	100.0%

Table 8 indicates that across all 11 defined sectors, there is a pool of suitably qualified people from the designated groups. However, these groups appear not to be advancing to higher levels in organisations in South Africa.

4.2.5 Workforce profile percentage population distribution of people with disabilities by race and gender

This area of the report provides the population distribution of people with disabilities in two tables by race and gender. The first table illustrates the representation levels by race and gender for all occupational levels and the second table provides a snapshot of the representation levels for all employers, government and the private sector.

Table 9: Percentage population distribution of people with disabilities by race and gender for all employers

Occupational levels	Male				Female				Foreign National		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top Management	25	4	12	168	12	2	4	32	1	0	260
	9.6%	1.5%	4.6%	64.6%	4.6%	0.8%	1.5%	12.3%	0.4%	0.0%	100.0%
Senior Management	93	24	57	346	62	12	10	89	10	1	704
	13.2%	3.4%	8.1%	49.1%	8.8%	1.7%	1.4%	12.6%	1.4%	0.1%	100.0%
Professionally qualified, experienced specialists, mid-management	565	128	168	1 912	414	80	53	562	19	8	3 909
	14.5%	3.3%	4.3%	48.9%	10.6%	2.0%	1.4%	14.4%	0.5%	0.2%	100.0%
Skilled technical and academically qualified workers, junior management	2 235	626	606	2 554	1 185	344	246	1 396	90	18	9 300
	24.0%	6.7%	6.5%	27.5%	12.7%	3.7%	2.6%	15.0%	1.0%	0.2%	100.0%
Semi-skilled and discretionary decision making	6 144	1 051	648	1 415	3 455	902	346	1 505	172	10	15 648
	39.3%	6.7%	4.1%	9.0%	22.1%	5.8%	2.2%	9.6%	1.1%	0.1%	100.0%
Unskilled and defined decision making	4 936	388	149	217	2 092	222	60	177	714	5	8 960
	55.1%	4.3%	1.7%	2.4%	23.3%	2.5%	0.7%	2.0%	8.0%	0.1%	100.0%
Total permanent	13 998	2 221	1 640	6 612	7 220	1 562	719	3 761	1 006	42	38 781
	36.1%	5.7%	4.2%	17.0%	18.6%	4.0%	1.9%	9.7%	2.6%	0.1%	100.0%
Temporary employees	731	97	19	79	971	86	5	53	6	2	2 049
	35.7%	4.7%	0.9%	3.9%	47.4%	4.2%	0.2%	2.6%	0.3%	0.1%	100.0%
Grand Total	147 29	2 318	1 659	6 691	8 191	1 648	724	3 814	112	44	40 830

Notwithstanding that people with disabilities were represented across all occupational levels, most of their representation was concentrated in the lower levels, i.e. the skilled level downwards. Only about 17.5% of employed people with disabilities occupy middle-to-upper level positions. Their distribution in terms of race and gender highly mirrors the population distribution of all employees. The most under-represented groups are Blacks and females, particularly Africans and Coloureds. Whites dominate levels higher than the Skilled level.



Table 10: Aggregated percentage population distribution of people with disabilities by race and gender for all employers/government/private sector

Occupational levels	Male				Female				Foreign National		Total
	A	C	I	W	A	C	I	W	Male	Female	
All employers	14 729	2 318	1 659	6 691	8 191	1 648	724	3 814	1012	44	40 830
	36.1%	5.7%	4.1%	16.4%	20.1%	4.0%	1.8%	9.3%	2.5%	0.1%	100.0%
All government	2 213	325	145	927	1 441	196	56	733	13	3	6 052
	36.6%	5.4%	2.4%	15.3%	23.8%	3.2%	0.9%	12.1%	0.2%	0.0%	100.0%
All private	12 516	1 993	1 514	5764	6 750	1 452	668	3 081	999	41	34 778
	36.0%	5.7%	4.4%	16.6%	19.4%	4.2%	1.9%	8.9%	2.9%	0.1%	100.0%

People with disabilities accounted for approximately 0.9% of the total number of employees reported by **all employers**. This translates into 0.6% of the total of employees reported by government and 1% for the private sector. The dominance of White males is still evident even with people with disabilities.

4.3 Workforce movement

This section of the report outlines patterns in recruitment, promotion and terminations for the first four occupational levels by race and gender for all employers. Once again, workforce movement information contained in the tables should be seen in relation to the EAP by race and gender.

Table 4: EAP by race and gender

Economically Active Population (EAP)					
Male			Female		
AM	African male	39.2%	AF	African female	34.2%
CM	Coloured male	6.1%	CF	Coloured female	5.2%
IM	Indian male	1.9%	IF	Indian female	1.1%
WM	White male	6.7%	WF	White female	5.5%
FM	Foreign male	0%	FF	Foreign female	0%

4.3.1 Recruitment

This area of the report outlines patterns in recruitment for the first four occupational levels by race and gender for all employers. It also provides data outlining progress in government and in the private sector.

Figure 13: Recruitment percentage population distribution at the Top Management level by race and gender for all employers

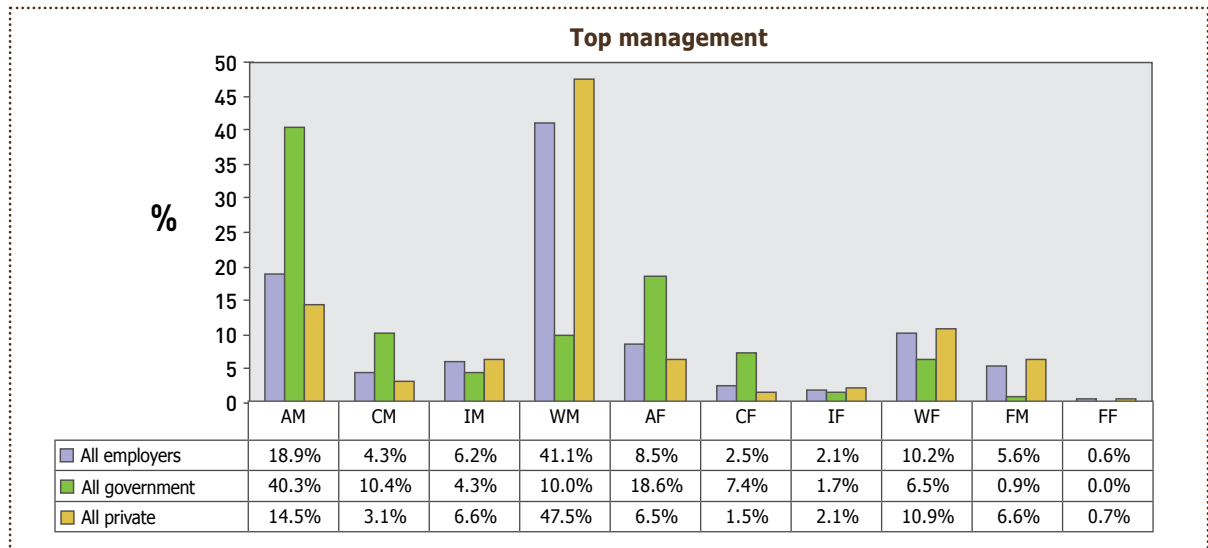


Figure 13 indicates that the private sector predominately recruits White males and White females more than any other group, whereas government tends to recruit all races in line with their EAP. Recruitment at this level does not appear to be driven by reasonable numerical goals at a number of workplaces.

Figure 14: Recruitment percentage population distribution at the Senior Management level by race and gender for all employers

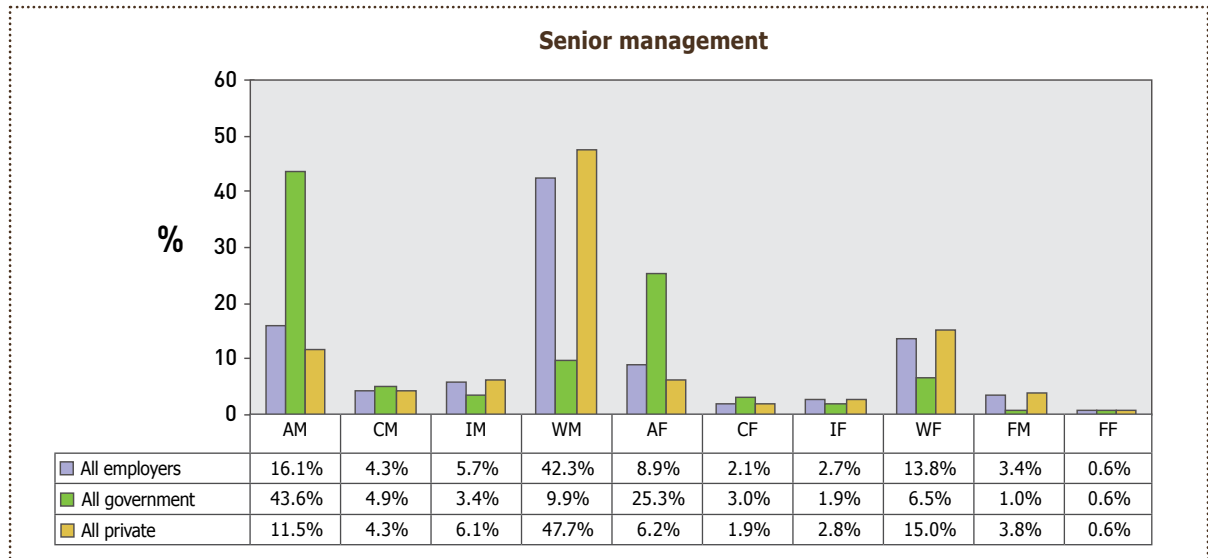


Figure 14 indicates once again that the private sector predominately recruits Whites more than other race groups while government recruits all races in line with their EAP. Government also recruits more Black females at this level when compared to the private sector.

Figure 15: Recruitment percentage population distribution at the Professionally Qualified level by race and gender for all employers

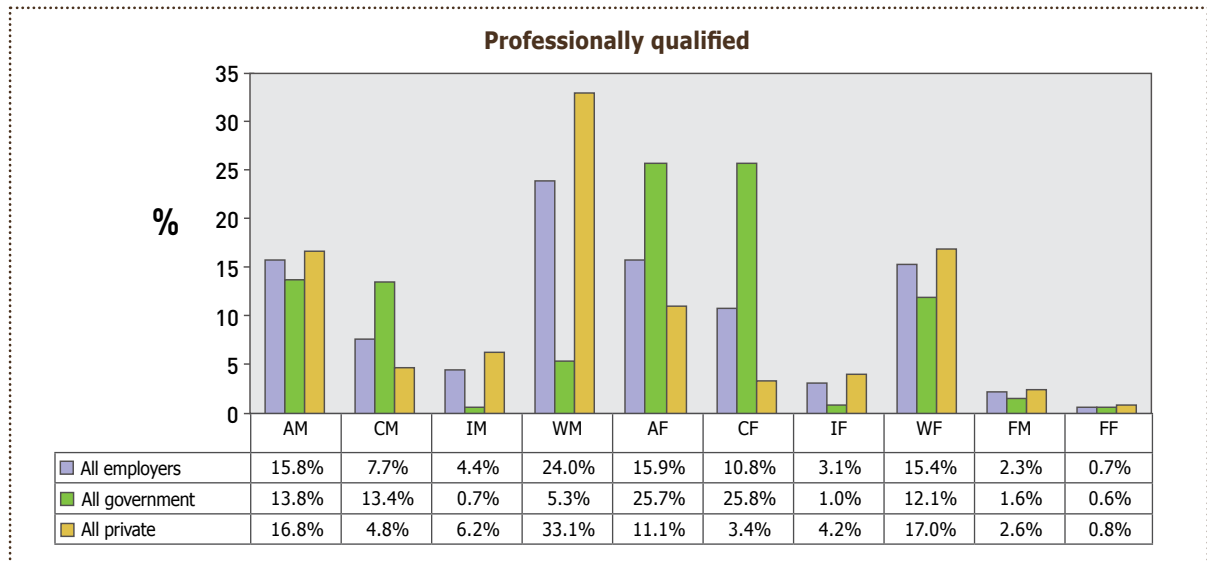


Figure 15 indicates that even at the Professionally Qualified level, many more Whites have been recruited by the Private Sector when compared to other groups. Government appears to be doing very well at this level, particularly when it pertains to the recruitment of Black females.

Figure 16: Recruitment percentage population distribution at the Skilled level by race and gender for all employers

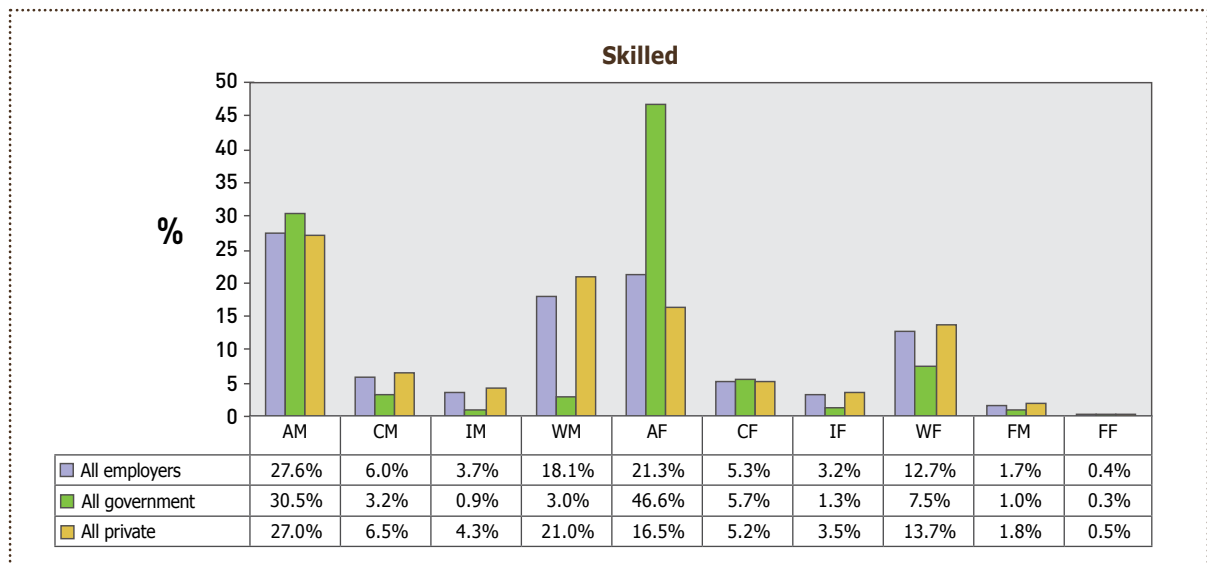


Figure 16 indicates that the Private Sector is recruiting many more Blacks at this level when compared to other levels, although falling short with regards to African females at this level. Government once again recruits all groups in line with their EAP.

In summary, recruitment at all top three levels favours Whites, particularly males, in the private sector. This trend will further entrench their concerning dominance at these levels. Government recruitment patterns reflect, to a certain degree, the EAP of all races and gender. The private sector is making some progress in recruiting Blacks at the skilled level.

4.4 Promotions

This area of the report outlines patterns in promotions for the first four occupational levels by race and gender for all employers. It also provides data outlining progress in government and in the private sector.

Figure 17: Promotion percentage population distribution at the Top Management level by race and gender for all employers

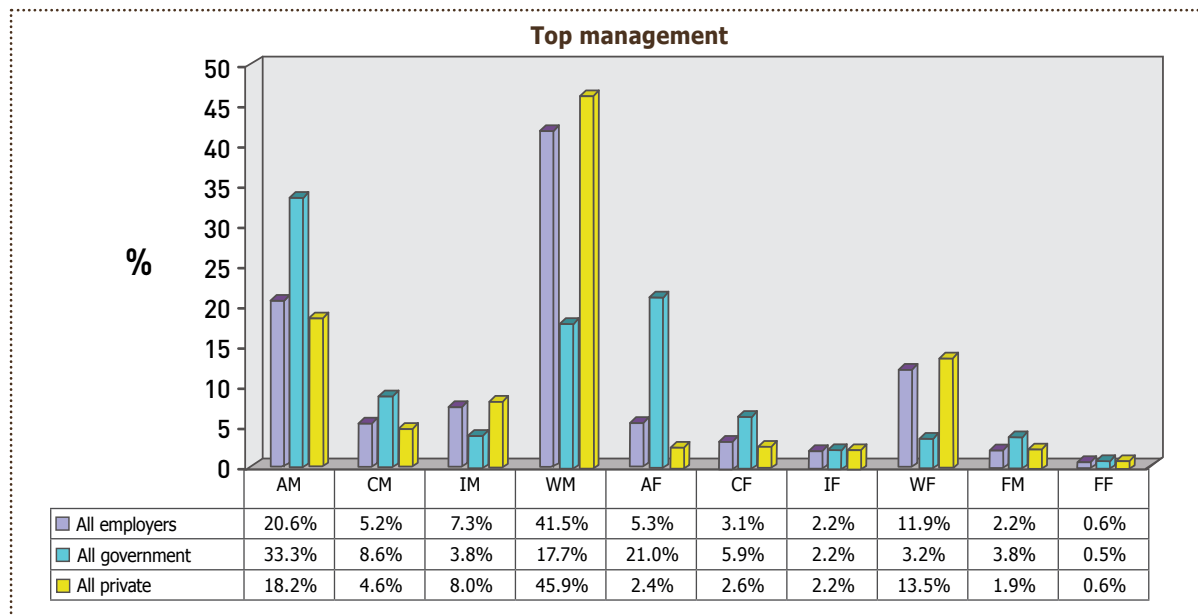


Figure 17 indicates that proportionally most promotions at this level accrued to Whites and the least amount of promotions at this level accrued to African and Coloured females. Much more has to be done at this level for other groups, especially for the advancement of African females.

Figure 18: Promotion percentage population distribution at the Senior Management level by race and gender for all employers

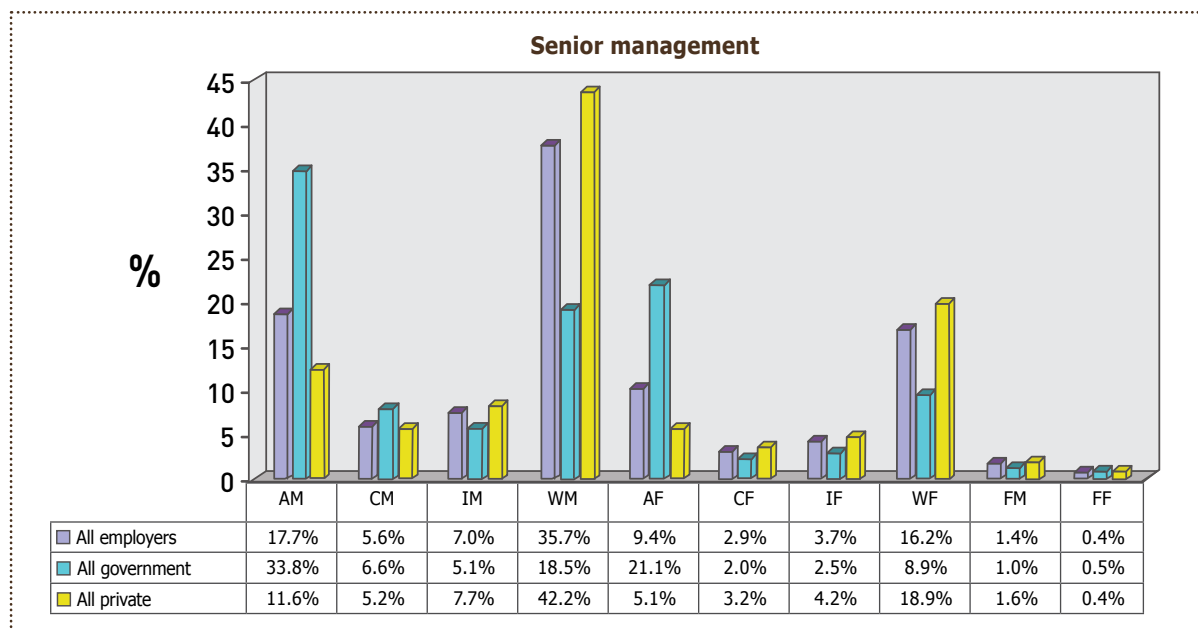


Figure 18 indicates that White males and White females account for the majority of promotions at this level in the Private Sector, which does not bode well for employment equity. Government progress at this level is very promising, but much more needs to be done for Black females.

Figure 19: Promotion percentage population distribution at the Professionally Qualified level by race and gender for all employers

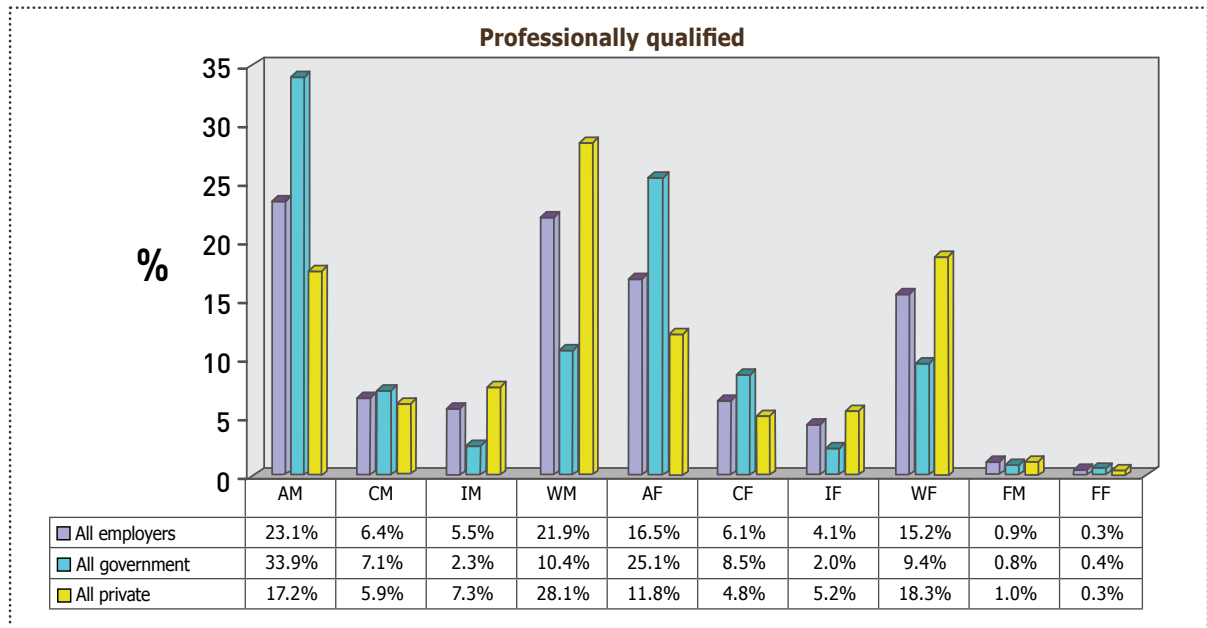


Figure 19 indicates that promotions still favour Whites in the private sector at this level. Black females are promoted the least at this level.

Figure 20: Promotion percentage population distribution at the Skilled level by race and gender for all employers

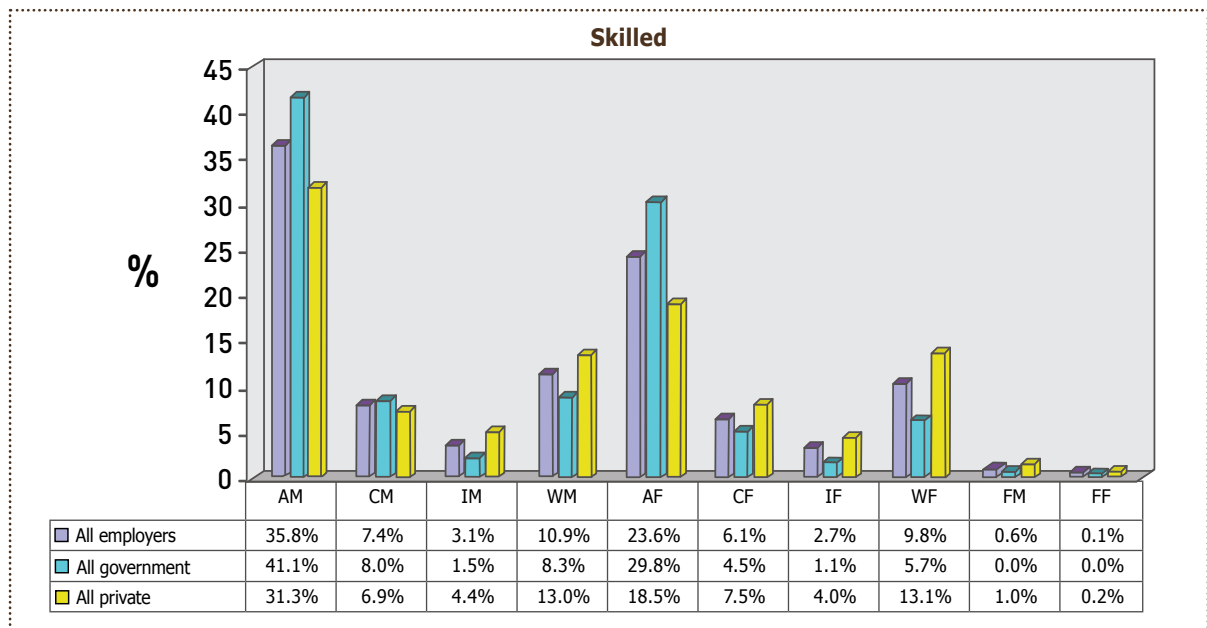


Figure 20 indicates that much has been done to improve the plight of the designated groups at this level. However, this improvement does not seem to translate into a reasonable increase at other middle-to-upper levels.

In summary, promotions at all top three levels favours Whites, particularly males, in the private sector. This trend will further entrench their continued and concerning dominance at these levels. Government promotion patterns reflect, to a certain degree, the EAP of all races and gender. The private sector is making some progress in promoting Blacks into the skilled level.

4.5 Terminations

This area of the report outlines patterns in terminations for the first four occupational levels by race and gender for all employers. It also provides data outlining progress in government and in the private sector.

Figure 21: Termination percentage population distribution at the Top Management level by race and gender for all employers

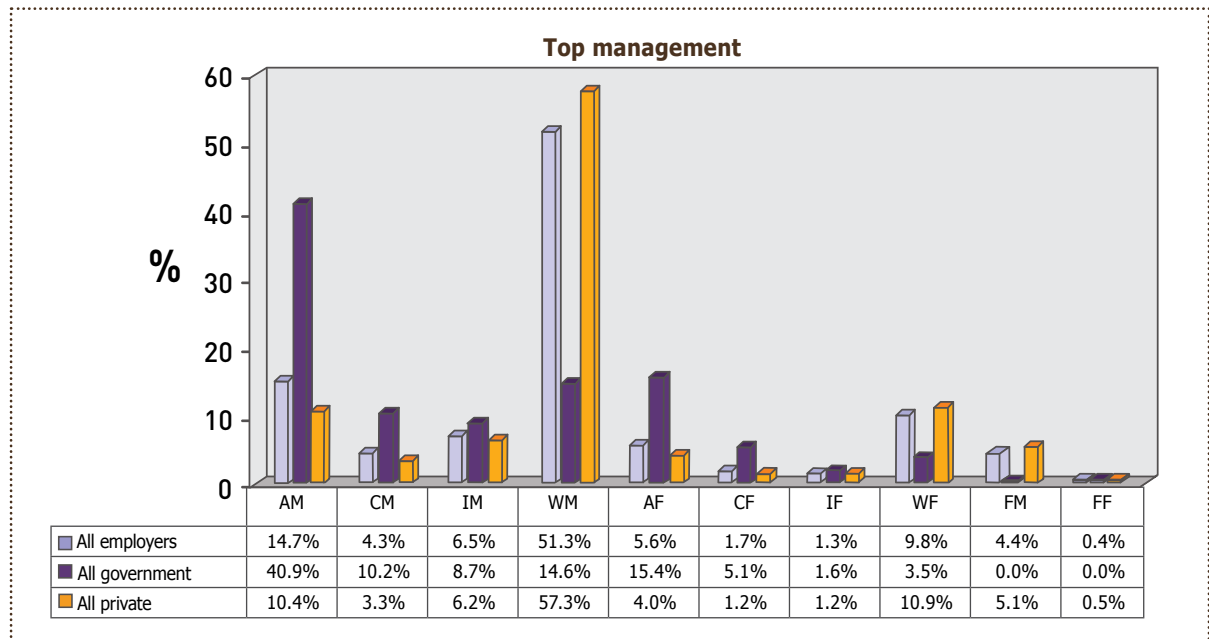


Figure 21 indicates that the majority of terminations at this level are by Whites in the private sector and Africans in government. More males terminate their services at this level than females.

Figure 22: Termination percentage population distribution at the Senior Management level by race and gender for all employers

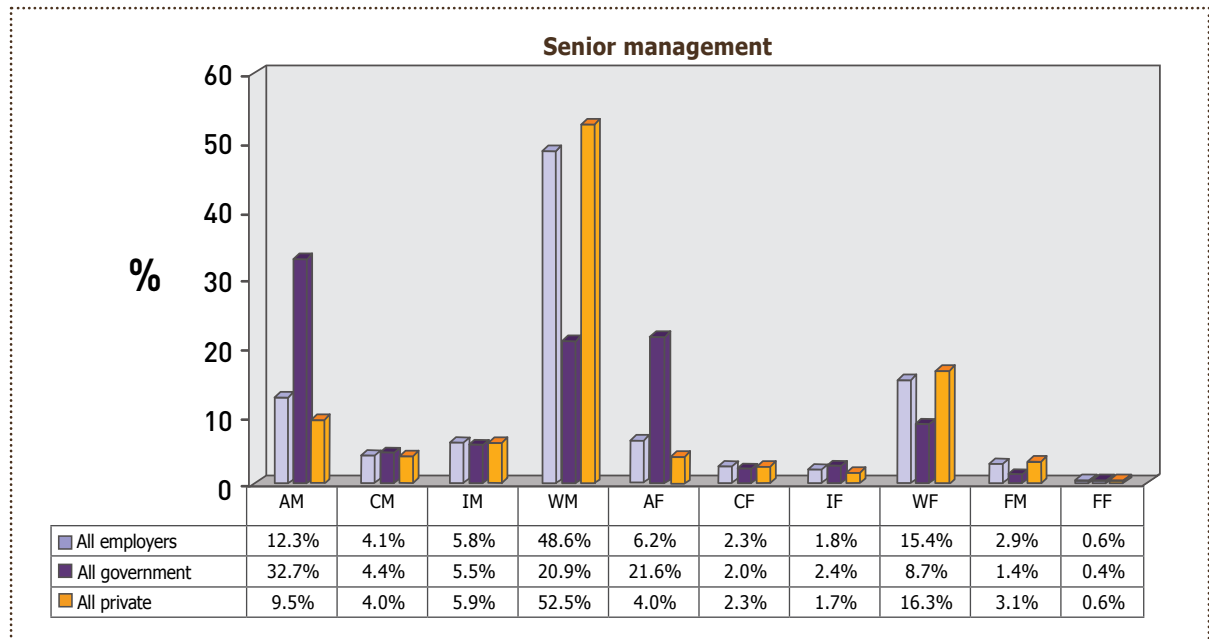


Figure 22 indicates that the termination patterns at this level are very similar to those at the top management level.