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Unit

RESEARCH CONSORTIUM

**TOWARDS MEASURING THE POOL OF DESIGNATED GROUPS THAT ARE
SUITABLY QUALIFIED IN VARIOUS SECTORS AND OCCUPATIONAL
CATEGORIES**

**REPORT 1:
EMPLOYMENT TRENDS AMONG DESIGNATED GROUPS WITH
FORMAL POST-SCHOOL QUALIFICATIONS 1998-2005**

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EXECUTIVE SUMMARY

This paper analyses historical employment trends among designated groups, that is, Blacks (Africans, Indians, and Coloureds), females and people with disabilities with formal post-school qualifications for the period 1998-2005. It does so in order to shed light on progress made towards establishing a pool of suitably qualified people based on formal qualifications, and equitable transformation in the workforce. The equity benchmark used in this analysis was the share of the economically active population (EAP) for each designated group, drawn from the Labour Force Survey (LFS), September 2005. The results were drawn from official statistics, including the 1998 and 1999 October Household Survey (OHS) and the 2000-2005 Labour Force Survey (LFS). There were a number of limitations in the data, including fluctuations over the period, partly influenced by the disjunctures between the OHS and the LFS, and small sample sizes in certain groups.

By 2005, post-school qualifications represented the third largest share (23%) of the formally employed with a formal qualification. The largest share of employment was among those with Matric (34%) followed by those with an incomplete secondary education (28%). However, when considering formal post-school qualifications only, the largest share of employment was among those with a certificate/diploma (C/D) with Matric, despite a decline from 61% to 52% from 1998-2005. In second place was the employment of those with degrees, growing the fastest (8.8%) per annum, from 31% to 40% over the period. Those with C/D and no Matric had the smallest share of employment. Thus, of all those employed in the formal sector, and who had a post-school qualification, 92% qualified at a post-Matric level.

The results showed that the Black–White gap was closing for those with a C/D and no Matric, a qualification not in demand in the economy. With regard to employment of those with C/D with Matric, the Black share increased from 59% in 1998 to 66% in 2005. The gender ratio was 50:50 indicating improved employment levels of females, Black females especially. Despite declines, Whites remained over-represented, and Africans were still under-represented by about 21% despite key advances. By 2005,

Coloureds (8%) were just below their EAP target, while Indians (4%) were exceeding theirs.

A different picture emerged when assessing the effect of population group and gender on the employment of those with degrees. Thus, there was a narrowing of the Black-White gap, as the White share declined from 62% in 1998 to 51% in 2005, with a concomitant increase in the Black share from 38% to 49% over the same period. At 8.8% per annum, on average the employment of Blacks with a degree grew faster than in any of the other two qualifications. This change was largely driven by increased employment of Africans with degrees from 24% to 41% over the period. However, even at double the average rate of increase of Whites, the African share did not catch up. The Coloured share (4%) was sluggish at less than half their EAP target, while Indians were exceeding theirs. The female share of employment of those with degrees was at 45% by 2005, above the EAP target for females. However, White females were the major beneficiaries of the decline in the White male share. African males and females despite enjoying the highest rates of average annual increases only occupied third and fourth places respectively. Whites with degrees were over-represented by a greater margin compared to Whites with lower levels of qualifications. Indians exceeded their EAP share by a small margin across all post-school qualifications. Both Coloureds and Africans with degrees were most under-represented when compared to lower level post-school qualifications.

With regard to occupational categories, the representation of designated groups with formal post-school qualifications was largely determined by the relative status of the dominant qualification, as well as historical trends in occupational segmentation. Thus, advances towards “nominal” equity were most easily achieved in those occupations historically dominated by Blacks and women, and where mid-level qualifications (C/D with Matric) were dominant. On the other hand, in occupations and study fields with a White and/or male tradition, or a demand for degrees, there was either a narrowing of the race and gender gap, or no “substantive” change [equity] at all.

A prime example of the latter was evident in the employment patterns for legislators, senior officials and managers. Thus, the employment of White males was overwhelmingly high and consistent irrespective of the level of qualification, with correspondingly low employment rates of managers from designated groups.

However, the employment of professionals bridged the racial divide, as Blacks constituted 56% of those with degrees and 67% of those with C/D with Matric. Equity was achieved for females, although White females gained disproportionately from transformative employment practices, especially those with degrees.

With regard to technicians and associate professionals, Blacks and females dominated employment of those with C/D with Matric. However, employment of technicians with degrees was mostly White (54%) by 2005. The gender ratio was reduced in that 52% of those with degrees were female. The decline in the White male share accrued disproportionately to White females. Little progress was made by Africans and Coloureds with degrees.

In the artisanal occupations there was a substantial narrowing of the racial divide, but the gender divide remained virtually unchallenged. Thus, by 2005 Blacks constituted 60% of employment among those with C/D and Matric, the dominant qualification. Whites remained over-represented, and the African share had to grow at 10% p.a. on average just to match the White share. Coloureds and Indians were at, and exceeding, their EAP shares respectively. The occupation remained virtually closed to females, irrespective of racial background.

With regard to progress made by designated groups with degrees, once again there was a close relationship with the historical divides across race and gender in educational investment. Employed Black graduates, specifically Africans and Coloureds, as well as females, continue to face major challenges in achieving equitable representation in employment. Outside those fields traditionally dominated by Blacks, education and to a lesser extent, the health sciences, employment of Blacks (especially Africans and Coloured) continues to be a challenge. The only Black group that consistently achieved equitable representation was Indians. Where

there was a decline in the White male share in certain fields this was often in favour of White females, except in the engineering and business fields where White male dominance was virtually unchallenged.

Thus, Blacks (Africans specifically) and females dominated the employment of those with education degrees. On the other hand, despite some declines, employment patterns in fields such as engineering and manufacturing remained predominantly White and male. Much of the gains from the decline in the White male share from 86% to 56% over the period accrued to African males (21%) and White females (8%) to a lesser extent.

A similar pattern prevailed with regard to the employment of those with law and security degrees, in that it was still White dominated, with most of the gains of the relative decline in the annual White male share accruing to White females, and to a lesser extent to Indians. Coloureds lost out, while the African male share was sluggish.

With regard to health science degrees, the racial divide was breached to some extent, largely driven by increased employment of Africans (46%), yet the White share was still over-represented at 41% by 2005. While traditionally a female dominated field, there was an increased male share driven by African males (25%), while African females were at 21% by 2005. Coloureds lagged behind, while the Indian share was in excess of their EAP target. White females lost out the most in the decline of the overall female share.

With regard to those with business degrees, by 2005 employment shares remained predominantly male and White (42%), with equivalent shares of about 15% each among White females, African males and females. Indians achieved equity; Coloureds did not. Finally, employment of life and computer science graduates was concentrated among Whites, predominantly White females.

The Census 2001 data was used to provide an analysis of the employment profile of people with disabilities (PWD), who have post-school qualifications. The results

showed that similar to trends among people with no disabilities, employment shares were highest among those with C/D with Matric (58%) followed by those with degrees (37%). Levels of employment were higher among females (62%) with C/D with Matric than males (55%). The opposite applied to those with degrees, however. Whites with degrees had higher levels of employment (57%) compared to Africans (32%).

In conclusion, the data shows that there is a growing pool of designated groups that on the basis of formal post-school qualifications may be regarded as suitably qualified in terms of the provision of the EE Act. However, transformation in the employment of designated groups with post-school qualifications was differentiated in its internal effect. Thus, not all designated groups were affected equally. On aggregate, the employment of African males and females with formal post-school qualifications often grew at the fastest average annual rate. Where this occurred from a low historical base, under-representation in relation to the EAP target was often the result. These advances were often accompanied by a general decline in the annual share of White males in certain fields and occupations, perhaps pointing towards transformative hiring practices¹. Among the designated groups, on aggregate, White females and Indians² to a lesser extent had the best improvements in employment shares relative to their equity targets.

The current rate of change of transformative employment especially at degree levels represents a real challenge in making transformation realisable for designated groups, Africans in particular and Coloureds to a lesser extent.

INTRODUCTION

One of the key challenges in the post-apartheid labour market is the lack of equitable representation of designated groups, despite provisions in the Employment Equity Act 1998 geared towards identifying people that are suitably qualified, based on formal qualifications. A common reason put forward for the reported failure of employers to meet Black economic empowerment targets is that there are simply not enough Black professionals, that is, the Black skills pool is simply too small (Clark, 2007). Thus, concerns abound not just about the absolute size and growth of the economy's skills pool, but also about its demographic profile, and the size, nature and growth of the Black and female share therein. Thus, equitable transformation of the workforce also depends on progress made towards identifying those in designated groups that have formal qualifications.

The focus of this paper is precisely to investigate this concern, with regard to historical trends in the employment of designated groups with formal qualifications for the period 1998 – 2005. It is acknowledged that formal qualifications represent a necessary, although not a sufficient requirement for a skilled workforce. Often other aspects that facilitate easy integration in the workforce are cited, including relevant work experience and/or soft skills (including leadership, communication and interpersonal skills etc) especially at managerial or professional levels. However, there is also an oft-repeated refrain from young Black unemployed graduates, that they are often rejected on the grounds of a lack of work experience (Moleke, 2001). Thus, in the absence of companies granting newly qualified graduates/diplomates exposure to a working environment, it becomes a vicious circle as neither party benefits. Thus, this paper seeks to assess how formally qualified employed persons (with assumed work experience and similar levels of formal qualifications) from designated groups fare, when compared to those in non-designated groups³.

This analysis does not intend to provide a qualifications profile of overall labour demand in the economy, nor does it pose as a proxy for labour demand. Given the limitations of this analysis and the complexities of deriving at a reasonable

approximation of labour demand, the analysis focuses on the qualifications profile of current employment trends.

Firstly, there is a background section highlighting the purpose and specific objectives of Chapter 3 on Affirmative Action, the definition of designated groups and those who are defined as suitably qualified in terms of the Employment Equity Act, No 55 of 1998 (the Act). There is a description of the scope, nature and limitations of the data. The key findings for designated groups are described and analysed. Finally, there is a discussion of findings and concluding remarks.

BACKGROUND

Chapter 3 on Affirmative Action in the Act provides background on the purpose and specific objectives promoted by the Section in order to redress the profile of the South African workforce. Primarily the Section seeks to "...implement affirmative action measures to ensure that suitably qualified people from designated groups are equitably represented in all occupational categories and levels in the workforce of the designated employer".

In Section 19(2) it proposes a specific measure to provide baseline information to achieve the aforementioned. This includes conducting "...an analysis of the workforce profile to identify the degree of under-representation of designated groups". This analysis should include the profile of the workforce in each occupational category and level in order to determine the degree of under-representation⁴ of people from designated groups in various occupational categories and levels.

Once Section 19(2) has been achieved, the Act proposes in Section 20 (2c) the setting of specific numerical goals for equitable representivity. Thus, where under-representation has been identified by the analysis, the numerical goals may be set to achieve the equitable representation of suitably qualified people from designated groups within each occupational category and level in the workforce; as well as the timetable within which this is to be achieved and the specific strategies to achieve these goals.

The Act specifically refers to the advancement of those from designated groups who are suitably qualified, rather than the advancement of designated groups, purely on the basis of population group, gender or disability only. Thus, in order to define who is suitably qualified, Section 20 (3) proposes four criteria. Thus, a person may be suitably qualified for a job as a result of any one of, or any combination of that person's:

formal qualifications

prior learning
relevant experience or
capacity to acquire, within a reasonable time, the ability to do the job

The Act defines designated groups as follows: Blacks (Africans, Coloureds and Indians), women and people with disabilities. In this study, comparative statistics on White males (who are not defined as a designated group) are included, in order to improve the analytical depth of the report and track the progress made over the period.

Findings from the most recent Commission for Employment Equity (CEE) annual report based on company EE reports for the 2005-2006 reporting period (applicable to large employers [more than 150 employees]) are instructive. The trend analysis of population group and gender representation showed very little progress over the periods 2001, 2003 and 2005 in the top three occupational categories (Department of Labour, 2006). Thus, Whites and males continued to predominate in senior and top management over this period. Further, while key inroads were made in terms of increasing Black and female representation, Whites and males continue to predominate among professionals.

Historically, the benchmark used to track progress towards achieving greater representation of designated groups in the workforce has been proportional representation in the economically active population (EAP) as shown in Table 1, based on results from the Labour Force Survey (LFS), September 2005. It has become evident that while the EAP as a benchmark was easily achieved in lower level occupations, given the historical over-representation of Blacks and females, this was not necessarily the case in mid- to high-level occupations. In this paper, as outlined in Table 1, the EAP proportions (disaggregated by population group and gender) will be the benchmark (where appropriate) against which to assess specific patterns in the employment of designated groups with formal qualifications.

Table 1: Profile of the Economically Active Population by population group and gender (%) (Labour Force Survey Sept 2005)

	Male	Female	Total
African	39.8	34.3	74.1
Coloured	5.6	4.7	10.3
Indian	1.9	1.2	3.1
White	7	5.6	12.6
Total	54.3	45.7	100

SCOPE, NATURE AND LIMITATIONS OF THE DATA

The key sources used in this paper to identify trends in formal qualifications for the economically active population were the October Household Survey (OHS) from 1998 to 1999; and the Labour Force Survey (September 2000-2005) from Statistics South Africa. Additional statistics were derived from the Census 2001 on people with disabilities. All calculations are those of the authors.

The approach was to analyse data from the inception of the EE legislation in 1998 and use that as the benchmark for comparisons of progress or the lack thereof. It was assumed, however, that any real impact of the EE legislation might not necessarily be apparent in 1998 or even 1999. It was therefore the period 2000–2005 that would be the substance of the report. Further, there were key differences between the OHS and the LFS (all years) that made direct comparisons difficult and these are outlined below.

The Labour Force Surveys (LFS) had a more in-depth approach to determining the employed and the unemployed compared to the October Household Surveys (OHS). Therefore, the OHS total employment figures should not be compared directly with the LFS figures. This presented us with a problem with regard to analysing change over time, whether sectoral, occupational or qualifications. A further difficulty arose in the comparison of the **1998** OHS data and the LFS data with regard to **educational levels**, a key variable in the secondary analysis. Without outlining the technical details, it should be noted that there were significant differences between the 1998 results and other years. These differences should be approached with caution, as they might be attributable to survey design error. One of the key difficulties in

presenting the results was that in certain study fields there were very large fluctuations from year to year. This was partly attributable to the small sample size in certain study fields. This problem was also exacerbated by the effects of the expansion weight (from Census 2001) that could over-inflate the estimates. This problem is referred to by a number of authors in using the official labour force statistics from Statistics SA (Wilson, Woolard and Lee, 2004). In this analysis, fluctuations were especially evident for the periods, 2001, 2002 and 2003; references were made as they occurred. Finally, the OHS and LFS did not provide statistics on employed people with disabilities. Instead, this paper included Census 2001 results on trends among the disabled.

The key variables for analysis were population group and gender, as well as formal educational qualifications in the key study fields and occupations for the formally employed and to a lesser extent, the unemployed. This analysis excluded all “other” or “unknown” variables that constituted less than 5% of the total number of relevant cases. Owing to rounding off, some percentage totals did not constitute 100%. The compounded annual growth rate was used in order to calculate the average growth rate per annum. This calculation took into consideration the start and end year, as well as the number of elapsed years. Owing to the erratic nature of the year-on-year data, some analyses do not necessarily cover the entire period (1998-2005). Thus, some tables and graphs only contain a few years where sufficient data were available, or where it was deemed appropriate by the research team.

Detailed analysis was conducted on formal qualifications that were attained at post-school level⁵ and derived from the question “highest education completed” within the further and higher educational framework and included:

- certificate or diploma with less than Matric (Grade 12)
- certificate or diploma with Matric (Grade 12)
- degree (undergraduate and/or postgraduate degrees – honours, masters, and doctorates)

The major occupational categories were covered as well as selected study fields.

FORMAL QUALIFICATIONS AMONG FORMALLY EMPLOYED

This section provides an analysis of the qualifications profile of designated groups who were employed in the formal sector for the period 1998-2005. As an introduction, however, Table 2 provides a context within which to assess the contribution of post-school qualifications as a share of all formal qualifications (from primary school to degree qualifications) among the formally employed. It shows that the employment rates for those without a post-school qualification outstripped that for those with a post-school qualification. Thus, employment share of those with a Matric qualification was the highest and also grew the fastest (8.9%). Further, the Matric share increased from 26% to 34% over the period, followed by those with an incomplete secondary qualification. The latter declined from 30% to 28% and grew very sluggishly at an average growth rate of 1.8% p.a. Thus, those with some form of secondary schooling constituted the overwhelming share (62%) of all formal qualifications by 2005.

In contrast, the joint share of all post-school or post-Matric qualifications was the third largest, declining slightly from 24% to 23% over the period. The employment of those with this qualification type grew at an average rate of 2.5% per annum, lower than the rate of increase for Matrics (8.9%) for instance.⁶ The share of C/D without Matric constituted the smallest share of all qualifications at 2%. This raises questions about the current and future value of this type of qualification. Although, the share of those with a C/D and Matric remained at 12% over the period, there was an increase in absolute numbers. The share of those with degrees declined slightly from 10% to 9% over the period, increasing very sluggishly an average annual rate of 1.5%. The overwhelming employment of those with Matric and incomplete secondary schooling, as opposed to those with either C/D with Matric or degrees, does not necessarily imply that employers do not have a preference for the latter types of qualifications. However, it is also not clear whether the distribution of these qualification types were determined by either the overwhelming availability of those with general education qualifications (at school level) or actual operational and technological requirements.

Table 2: Distribution of formal qualifications among the formally employed (2000, 2005)

	2000	%	2005	%	Avg growth p.a.(%)
Primary	1374481	19	1186498	14	-2.9
Incomplete secondary	2160578	30	2361432	28	1.8
Matric	1859804	26	2851736	34	8.9
C/D without Matric	134227	2	152069	2	2.5
C/D with Matric	852943	12	1004081	12	3.3
Degree	711670	10	766887	9	1.5
Total	7093702	100	8322703	100	3.2

DISTRIBUTION OF ALL POST-SCHOOL QUALIFICATIONS: FORMALLY EMPLOYED

The debate on skills availability tends to focus on those with post-school qualifications. Thus, this section explores the employment shares of those with formal post-school qualifications among the formally employed, and the extent to which specific dynamics manifest themselves with regard to population group and gender. The key data sources were OHS 1998-1999; LFS 2000-2005. This section analyses over a seven-year period, unlike the five-year period covered in the previous section. Thus, some differences in the growth rates may be observed, when comparing the two sections.

Figure 1 and Table 3 show that the demand for post-school qualifications across the formal economy increased steadily (5.2% p.a.) over the seven-year period. In line with the increasing skills intensity of many economic sectors, the share of those with degrees increased from 31% in 1998 to 40% in 2005, and grew the fastest at an average growth rate of 8.8% p.a. However, the latter was largely skewed by the low figures in 1998. Figure 1 shows that in the post-2000 period, rates of growth among those with degrees remained relatively static. While commanding the largest absolute numbers, the share of those with certificates or diplomas (C/D) with Matric declined from 61% in 1998 to 52% in 2005, growing at an average rate of 3% p.a. Further, both Figure 1 and Table 3 show that the gap between the shares of those with C/D with Matric and those with degrees widened over the period in favour of those with C/D with Matric. By 2005, only 8% of those with post-school qualifications had a C/D without Matric, although this grew at 5.5% p.a.

Figure 1: Annual changes in employment by post-school qualifications among the formally employed (1998-2005)

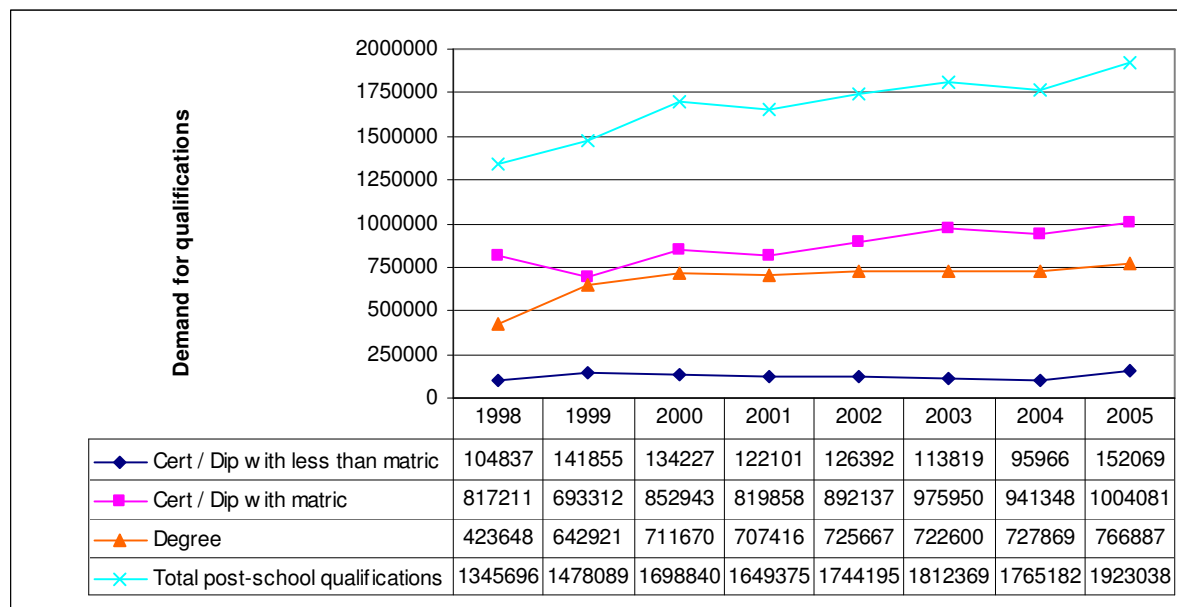


Table 3: Annual changes in employment by formal post-school qualifications (%) (1998-2005)

	1998	1999	2000	2001	2002	2003	2004	2005	% change p.a
Cert / Dip with less than matric	8	10	8	7	7	6	5	8	5.5
Cert / Dip with matric	61	47	50	50	51	54	53	52	3.0
Degree	31	43	42	43	42	40	41	40	8.8
Total post-school qualifications	100	100	100	100	100	100	100	100	5.2

In summary, (as shown in Table 3) by 2005 there were 1.92 million formally employed people with a post-school qualification, growing at 5.2% per annum. Of these the vast majority (92%) had a post-Matric/Grade 12 qualification.

REPRESENTATION BY POPULATION GROUP

This section provides a profile of each post-school qualification type by population group.

Certificates/Diplomas (C/D) without Matric by population group

As shown previously, the employment of those with C/D without Matric was lowest over the period. Figure 2 and Table 4 illustrate that all population groups with C/D without Matric enjoyed positive growth rates per annum, except for Coloureds. The average annual rate was 5.5%, and African employment grew the fastest at 12.9% p.a. The Black-White gap increased over the period, increasingly in favour of Blacks who constituted 62% of employment by 2005. The latter was largely driven by the increased African share from 31% in 1998 to 49% in 2005, still lower than their target EAP share of 74%. In contrast, the White share declined from 49% in 1998 to 38% in 2005, growing only at 1.6% p.a. Whites were still over-represented, however in terms of their EAP target of 12.6%. The Indian share grew by 7.5% p.a. and was at 6% by 2005, twice their EAP share of 3.1%. The Coloured share declined by half from 15% in 1998 to 7% in 2005, below their EAP target.

Figure 2: C/D without Matric by population group (1998-2005)

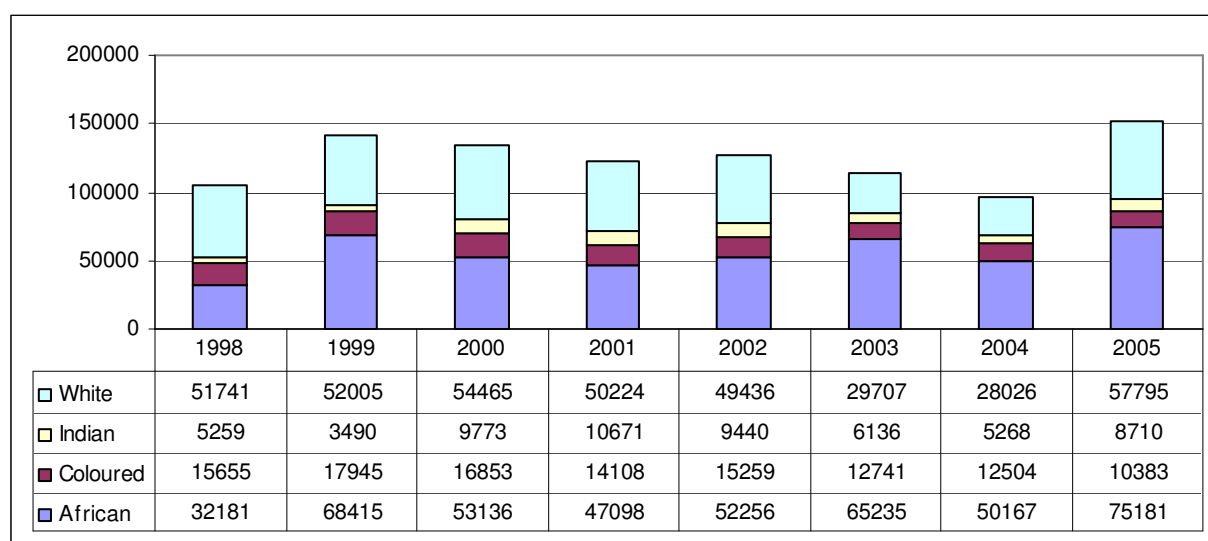


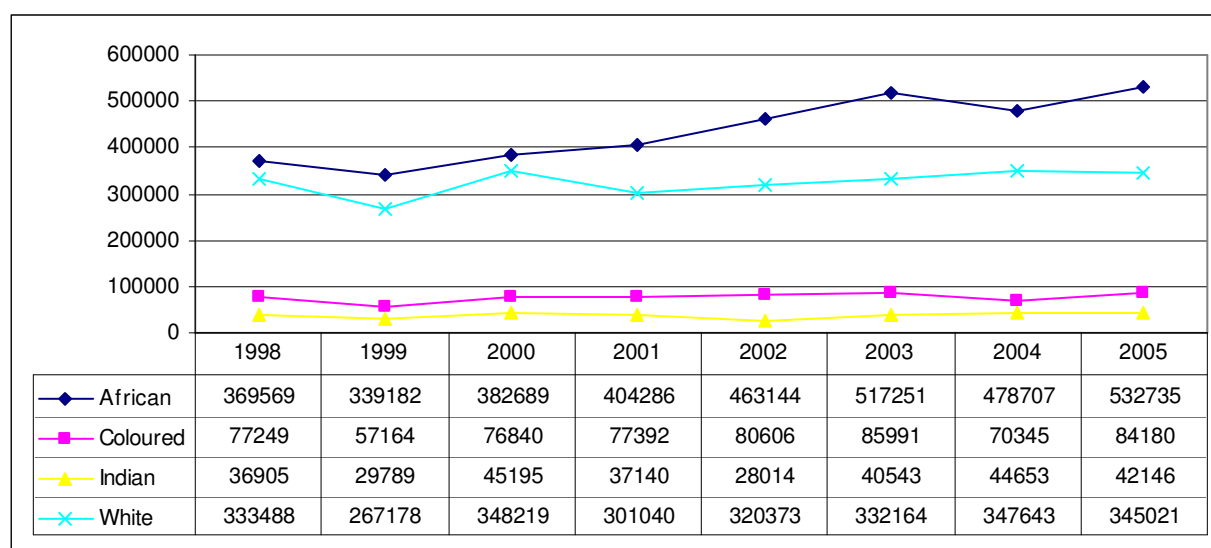
Table 4: C/D without Matric by population group (%) (1998-2005)

	1998	1999	2000	2001	2002	2003	2004	2005	% growth p.a
African	31	48	40	39	41	57	57	49	12.9
Coloured	15	13	13	12	12	11	11	7	-5.7
Indian	5	2	7	9	7	5	5	6	7.5
Blacks	51	63	59	59	61	74	74	62	8.5
White	49	37	41	41	39	26	26	38	1.6
Total	100	100	100	100	100	100	100	100	5.5

In summary, the findings suggest that while the Black-White gap shifted in favour of Blacks and Africans specifically, this occurred in a qualification type lowest in demand by employers. Thus, the apparent improvement in the employment of certain designated groups (especially Africans) must be approached with caution. The results suggest that Coloureds gained the least from transformation as they lost a considerable share of employment over the period. However, even in this relatively low-level qualification type, there was considerable over-representation of both Indians and Whites in terms of their EAP share.

Certificates/Diplomas (C/D) with Matric by population group

Figure 3 and Table 5 show that Blacks dominated this qualification type, growing from a fairly high base of 59% in 1998 to 66% in 2005, at an average annual rate of 4.5%. This was largely driven by the African share, increasing from 45% to 53%, growing the fastest at an average rate of 5.4% p.a. The White share declined from 41% to 34%, growing marginally at 0.5% p.a. Thus, while Africans were still under-represented by 21% in terms of their EAP share, Whites were over-represented by 21% by 2005. The share of Indians (4%) remained stable and, by 2005, was 1% above their EAP share. Coloured were at 8%, slightly below their EAP target of 10%, but considerably better than their position in C/D without Matric.

Figure 3: C/D with Matric by population group (1998-2005)

Table 5: C/D with Matric by population group (%) (1998-2005)

	1998	1999	2000	2001	2002	2003	2004	2005	% growth p.a
African	45	49	45	49	52	53	51	53	5.4
Coloured	9	8	9	9	9	9	7	8	1.2
Indian	5	4	5	5	3	4	5	4	1.9
Blacks	59	61	59	63	64	66	63	66	4.5
White	41	39	41	37	36	34	37	34	0.5
Total	100	100	100	100	100	100	100	100	3.0

In summary, the data show that Whites were over-represented in the qualification type highest in demand by employers. There were improvements in the African share, but not at a sufficient rate to shift the absolute numbers significantly. Coloureds were slightly under-represented, while Indians were slightly over-represented by 2005.

Degrees (undergraduate and postgraduate⁷) by population group

Figure 4 and Table 6 show that there was a narrowing of the Black-White gap for those with degrees over the period. Thus, growing at an annual average rate of 5.9%, the White share declined from 62% in 1998 to 51% in 2005. On the other hand, the employment of Blacks with degrees increased from 38% to 49% over the period, growing at 12.8% p.a. However, despite this narrowing of the gap, the employment share of Whites remained higher than Blacks, especially when compared to their representation in lower-level qualification types described earlier

on. At the same time, it is heartening to note that the share of Blacks with degrees grew at a faster rate (12.8%) when compared to that in lower level post-school qualification types at 8.5% and 4.5% for C/D without Matric and C/D with Matric respectively.

As shown in Table 6, a decomposition of these trends provides a more nuanced picture. Thus, much of the change in the Black share was driven by the increase in the African share from 24% to 40% from 1998–2005. Employment of Africans increased the fastest, at 16.6% p.a. However, even though growing at nearly double the rate of increase for Whites, it was still not sufficient for the African share to meet the EAP target of 74%. Further, employment of Whites with degrees on average grew faster (5.9%) than either Indians (4.1%) or Coloureds (1.4%). However, Indians exceeded their EAP share by 1%, while the employment of Coloureds with degrees was sluggish to the extent that by 2005 their share (4%) had declined to less than half their EAP target of 10.1%.

Figure 4: Degrees by population group (1998-2005)

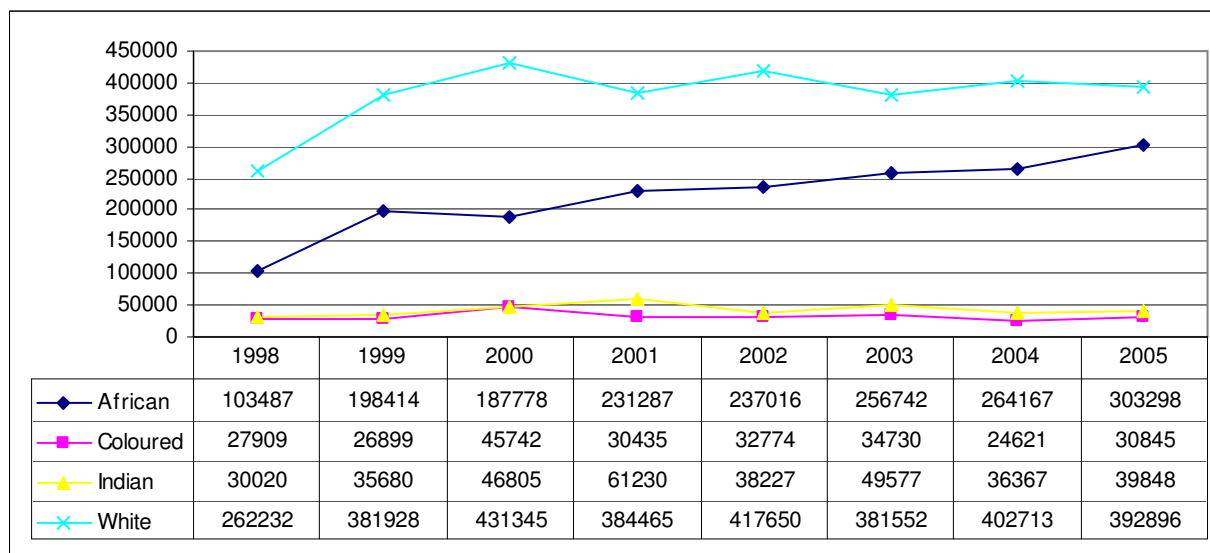


Table 6: Degrees by population group (%) (1998-2005)

	1998	1999	2000	2001	2002	2003	2004	2005	% growth p.a
African	24	31	26	33	33	36	36	40	16.6
Coloured	7	4	6	4	5	5	3	4	1.4
Indian	7	6	7	9	5	7	5	5	4.1
Blacks	38	41	39	46	42	47	45	49	12.8
White	62	59	61	54	58	53	55	51	5.9
Total	100	100	100	100	100	100	100	100	8.8

In summary, when one considers all post-school qualifications, there was increased employment across all qualifications, most notably C/D with Matric, followed by degree qualifications over the period. Among Blacks, employment was highest for those with C/D and Matric. This was largely driven by the African share at 53%, the closest yet to the EAP target of 74%. All other groups were well represented, with Whites and Indians exceeding their EAP targets. The Black-White gap for those with degrees closed considerably, largely driven by the increased share of Africans. However, the current rate of growth will have to increase dramatically to close the 34% gap required to meet their African EAP target. Overall, Indians were over-represented, as were Whites, while Coloureds were notably under-represented with regard to the employment of those with degrees.

REPRESENTATION BY GENDER

This section provides an analysis of changes in the employment of females across all qualification types and population group.

Certificates/Diplomas without Matric by gender

Table 7 shows that the employment of males with C/D without Matric outstripped that for females by 14% by 2005. This is despite the faster rate of growth among females at 6.6% compared to the rate for males (4.7%). However, by 2005 the female share was at 43% just below their EAP target of 45.7%, resulting in a relatively equitable employment distribution. It appears that females lost some of the gains acquired over this period, as females constituted more than 50% of employment between 1999 and 2004. By 2005, three quarters of total employment was shared virtually equally among African females, African males and White males, with African females accounting for the largest share. The results for Coloured females must be approached with caution, as they showed massive gains during the period, yet dropped by at least 60% in 2005. C/D without Matric is a qualification type low in demand, and major gains cannot be interpreted as real indications of progress for designated groups.

Table 7: C/D without Matric by population group and gender (1998-2005)

	1998	1999	2000	2001	2002	2003	2004	2005	Avg growth p.a(%)
African females	16317	40465	27128	24216	32940	37902	26011	38823	
%	16	29	20	20	26	33	27	26	13.2
Coloured females	5312	9027	9540	9124	8553	7889	9263	3459	
%	5	6	7	7	7	7	10	2	-5.9
Indian females	2282	2695	3887	5026	2561	1749	3326	2002	
%	2	2	3	4	2	2	3	1	-1.9
White females	17551	25149	28095	24065	19858	13699	12923	20554	
%	17	18	21	20	16	12	13	14	2.3
Total: Females	41462	77335	68649	62431	63913	61239	51523	64837	
%	40	55	51	51	51	54	53	43	6.6
Total : Males	63375	64520	65578	59671	62479	52580	44442	87232	
%	60	45	49	49	49	46	47	57	4.7
African males	15864	27950	26008	22882	19316	27333	24156	36358	
%	15	20	19	19	15	24	25	24	12.6
Coloured males	10343	8918	7313	4984	6706	4852	3242	6924	
%	10	6	5	4	5	4	3	5	-5.6
Indian males	2977	795	5886	5645	6879	4387	1942	6709	
%	3	1	4	5	5	4	2	4	12.3
White males	34191	26856	26371	26159	29578	16008	15103	37242	
%	33	19	20	21	23	14	16	24	1.2
Total	104837	141855	134227	122101	126392	113819	95966	152069	
Total:%	100	100	100	100	100	100	100	100	5.0

Certificates/Diplomas with Matric by gender

Table 8 shows that by 2005, the gender ratio was 50:50 as the employment of females with C/D with Matric was equal to that of males. Starting off a slightly lower base than males, female employment grew faster at 3.9% as opposed to males at 2.1%. African females had the highest employment share at 28%, followed by African males at 25% and then White males and females at 19% and 15% respectively. However, these results still confirmed a high level of under-representation of Africans in terms of their EAP targets, and over-representation of Whites. Coloured males and females were well represented in line with their EAP share, and so were Indians.

Table 8: C/D with Matric by population group and gender (1998-2005)

	1998	1999	2000	2001	2002	2003	2004	2005	Avg growth p.a(%)
African females	198193	195058	222356	232545	267074	302003	260104	282351	
%	24	28	26	28	30	31	28	28	5.2
Coloured females	33377	34968	37903	45183	46989	45112	38623	48670	
%	4	5	4	6	5	5	4	5	5.5
Indian females	16851	12409	17007	12414	13958	20846	21221	18457	
%	2	2	2	2	2	2	2	2	1.3
White females	135178	136717	170068	134647	145285	166290	177927	151878	
%	17	20	20	16	16	17	19	15	1.7
Total: Females	383598	379151	447333	424789	473306	534251	497874	501356	
%	47	55	52	52	53	55	53	50	3.9
Total : Males	433613	314161	405610	395069	418831	441698	443473	502726	
%	53	45	48	48	47	45	47	50	2.1
African males	171376	144123	160333	171741	196070	215248	218604	250384	
%	21	21	19	21	22	22	23	25	5.6
Coloured males	43872	22196	38937	32209	33617	40879	31722	35510	
%	5	3	5	4	4	4	3	4	-3.0
Indian males	20054	17380	28188	24727	14056	19697	23431	23689	
%	2	3	3	3	2	2	2	2	2.4
White males	198311	130461	178151	166392	175088	165874	169716	193143	
%	24	19	21	20	20	17	18	19	-0.4
Total	817211	693312	852943	819858	892137	975950	941348	1004081	
Total:%	100	100	100	100	100	100	100	100	3.0

Overall the average annual growth rates are still too low to enable the African employment share to improve significantly. This may be a reflection of the difficulties experienced in the Further Education and Training sector, a key provider of this qualification.

Degrees by gender

Table 9 shows that over the period the employment share of males consistently outstripped that of females by at least 10%. However, by 2005 the male share (55%) and female share (45%) were in line with their EAP targets. This implies that, at an average annual growth rate of 10.7%, changes in employment shares were equitable. However, a further decomposition of this trend provides a more nuanced interpretation of the effect of population group in achieving a more equitable gender ratio.

Table 9 shows that by 2005, White males constituted the largest share (30%) of overall employment, followed by White females at 22%. However, while the employment of White males was in decline, the share of White females grew at more than double (9.1%) the average annual rate of their male counterparts (4%). The

employment of both White males and females was in excess of their EAP share, making them prime beneficiaries of transformation. By 2005, the share of African females (19%) and African males (20%) had increased at the highest average annual rates (15.3% and 17.9% respectively). However, given their low starting bases, these increases were insufficient relative to their EAP targets. Indians gained substantially, while the employment share of Coloured males and females declined to 2% respectively, less than half their EAP target.

Table 9: Degrees by population group and gender (1998-2005)

	1998	1999	2000	2001	2002	2003	2004	2005	Avg growth p.a(%)
African females	54892	92388	98594	122758	121947	128981	129422	149150	
%	13	14	14	17	17	18	18	19	15.3
Coloured females	12665	9479	23050	12261	16076	12790	13672	13532	
%	3	1	3	2	2	2	2	2	1.0
Indian females	12252	15078	22981	27595	11543	20565	12215	17343	
%	3	2	3	4	2	3	2	2	5.1
White females	89959	147925	165167	153123	160724	144188	157695	165624	
%	21	23	23	22	22	20	22	22	9.1
Total: females	169767	264871	309792	315737	310290	306523	313004	345649	
%	40	41	44	45	43	42	43	45	10.7
Total: males	253880	378051	401878	391678	415377	416077	414865	421238	
%	60	59	56	55	57	58	57	55	7.5
African males	48595	106026	89184	108528	115069	127761	134745	154148	
%	11	16	13	15	16	18	19	20	17.9
Coloured males	15244	17420	22692	18174	16698	21940	10949	17313	
%	4	3	3	3	2	3	2	2	1.8
Indian males	17769	20602	23824	33635	26684	29012	24152	22505	
%	4	3	3	5	4	4	3	3	3.4
White males	172273	234003	266178	231341	256927	237364	245018	227271	
%	41	36	37	33	35	33	34	30	4.0
Total	423648	642921	711670	707416	725667	722600	727869	766887	
Total:%	100	100	100	100	100	100	100	100	8.8

In summary, with regard to the employment of those with degrees, White females were the primary beneficiaries of transformation in employment levels, as opposed to their male counterparts who experienced a drop in relative employment share. Coloureds experienced the lowest average rates of growth per annum. Finally, the foregoing section provided a profile of the racial and gender distribution across all qualification types. The next section provides a more in-depth analysis focusing on the occupational dynamics.

EMPLOYMENT BY OCCUPATIONAL CATEGORIES

This section provides an analysis of the formal employment patterns of designated groups in the main occupational categories by qualification type for 1999, 2001, 2003 and 2005.

Legislators, senior officials and managers

It was evident that at post-school level, this managerial occupations were dominated by those with degrees (58%), followed by those with C/D with Matric (36%) and a very small proportion (6%) with a C/D without Matric.

Table 10 shows that the employment of Whites with C/D without Matric remained high at about 70%, growing at an average rate of 6.6% p.a. Employment of Blacks was considerably lower at 31%, with growth averaging 5.2% p.a. The results for Indians were inconclusive due to insufficient data. Employment of Coloureds was also below their EAP share, while that for Africans (23%) was extremely low. The African share grew at 5.2%, insufficient to increase the absolute number substantially closer to its EAP target. The Coloured share (6%) grew at 4.3%, below its EAP target.

Table 10: Legislators, senior officials and managers with C/D without Matric by population group (1999, 2001, 2003, 2005)

	1999	%	2001	%	2003	%	2005	%
African	3497	25	1836	21	2791	22	4747	23
Coloured	1215	8	370	4	1079	9	1564	6
Indian	0	0	0	0	450	7	89	0
Total: Blacks	4712	33	2205	26	4320	35	6400	31
White	9562	67	6420	74	8128	65	14007	69
Total	14273	100	8625	100	12448	100	20407	100

Table 11 shows that by 2005, the employment share of males increased from 67% to 75% growing on average at 8.3% p.a. Employment levels of females declined over the period at 0.9%. Thus, it appears that at low levels of qualifications, White males continued to dominate. These results raise major questions regarding employer

preferences, given the predominance of Africans with this qualification, yet the overwhelming employment of Whites. A focus for future analysis should be on the age distribution as well as the role of levels of experience as contributory factors.

Table 11: Legislators, senior officials and managers with C/D without Matric by gender (1999, 2001, 2003, 2005)

	1999	%	2001	%	2003	%	2005	%
Male	9548	67	6870	80	9556	77	15412	75
Female	4725	33	1755	20	2893	23	4995	25
Total	14273	100	8625	100	12448	100	20407	100

Table 12 shows a similar pattern in that the employment share of White managers with a C/D with Matric stood at 67% in 2005, despite a decline over the period. The Black share grew over time, driven largely by increases in the employment of Africans. Both Africans and Coloured were below their EAP target while Indians exceeded their target.

Table 12: Legislators, senior officials and managers with C/D with Matric by population group (1999, 2001, 2003, 2005)

	1999	%	2001	%	2003	%	2005	%
African	11323	15	15924	15	30261	22	27072	23
Coloured	6377	9	4880	5	9043	7	4783	4
Indian	4069	5	12011	11	5387	4	7786	6
Total: Blacks	21769	29	32815	31	44691	33	39641	33
White	52658	71	71930	69	89038	67	78738	67
Total	74427	100	104745	100	133730	100	118379	100

Table 13 shows that the employment of Whites was accompanied by a concomitantly high employment share for males. There were also major fluctuations in the female share.

Table 13: Legislators, senior officials and managers with C/D with Matric by gender (1999, 2001, 2003, 2005)

	1999	%	2001	%	2003	%	2005	%
Male	56806	76	83609	80	83962	63	86849	73
Female	17621	24	21136	20	49767	37	31530	27
Total	74427	100	104745	100	133730	100	118379	100

Table 14 and Table 15 show that the employment of managers with degrees was predominantly White and male, with little gains made by Blacks and females.

Table 14: Legislators, senior officials and managers with degrees by population group (1999, 2001, 2003, 2005)

	1999	%	2001	%	2003	%	2005	%
African	18968	16	21755	16	43615	26	55090	29
Coloured	2534	2	5949	4	7680	5	5060	3
Indian	10467	9	12343	9	9082	6	10290	5
Total: Blacks	31969	27	40047	30	60377	37	70440	37
White	89750	74	93318	70	104425	63	120589	63
Total	119919	100	133366	100	164802	100	191029	100

Table 15: Legislators, senior officials and managers with degrees by gender (1999, 2001, 2003, 2005)

	1999	%	2001	%	2003	%	2005	%
Male	92819	77	97243	73	121642	74	130894	69
Female	26709	23	36123	27	43160	26	60135	31
Total	119919	100	133366	100	164802	100	191029	100

In summary, the data show that the employment of designated groups, as legislators, senior officials and managers, was unacceptably low and growing at a slow pace, irrespective of the level of post-school qualifications. While this analysis does not allow for a more in-depth understanding of the rationale for hiring preferences by employers, given the dominance of Africans in lower and mid-level qualifications, it is not immediately clear why the employment share of Whites and males remained so consistently high.

Professionals

The employment share of professionals with degrees was highest, followed by those with C/D with Matric. Interestingly, this analysis presented a contrasting picture to that for legislators, senior officials and managers in terms of progress made by designated groups. However, as shown in Table 16, the results (for 2001 and 2003) may not be reliable given the huge fluctuations over these years. The latter may largely be attributed to extremely low figures recorded for Africans in 2001 and 2003. However, between 1999 and 2005, the data suggested that employment of those with C/D with Matric was stagnant, increasing at an average annual rate of 1%. Employment was predominantly Black, increasing from 62% in 1999 to 67% in 2005⁸. This increase was largely due to a 4% annual growth rate among Africans starting off a high base in 1999. By 2005, Whites constituted 33% of employment, exceeding their EAP share by a huge margin. The Coloured share was below their EAP target as evidenced by a negative rate of growth (-12%) over the period, while Indians exceeded theirs. Much of this may be attributed to the dominance of teachers and nurses who are employed as professionals in the public sector.

Table 16: Professionals with C/D with Matric by population group (1999, 2001, 2003, 2005)

	1999	%	2001	%	2003	%	2005	%	% growth p.a
African	46491	50	3081	10	11808	35	57381	59	4
Coloured	6684	7	4712	16	2416	7	3151	3	-12
Indian	4643	5	1049	3	3560	10	4054	4	-2
Total: Blacks	57818	62	8842	29	17784	52	64587	67	2
White	34846	38	21422	71	16313	48	32223	33	-1
Total	92664	100	30264	100	34097	100	96809	100	1

Table 17: Professionals with C/D with Matric by gender (1999, 2001, 2003, 2005)

	1999	%	2001	%	2003	%	2005	%
Male	44869	48	19826	66	17974	53	54285	56
Female	47795	52	10438	34	16123	47	42524	44
Total	92664	100	30264	100	34097	100	96809	100

Table 18 shows that the Black-White gap for professionals with degrees shifted in favour of Blacks, whose employment share increased from 47% to 56% by 2005, growing at 5.2% p.a. The key contributory factor was the increase in the African share from 36% to 46% over the period. While the share of Whites grew at –1.2%, it still constituted an over-representation well beyond their EAP target of 12.6%. Indians exceeded their EAP target, while the share of Coloureds showed no change at half of their EAP target.

Table 18: Professionals with degrees by population group(1999, 2001, 2003, 2005)

	1999	%	2001	%	2003	%	2005	%	% growth p.a
African	122456	36	156453	38	145889	37	175991	46	6.2
Coloured	18222	5	18673	5	18882	5	18229	5	0.0
Indian	17991	5	33652	8	33686	8	20683	5	2.4
Total: Blacks	158669	47	208778	51	198457	50	214903	56	5.2
White	179611	53	202535	49	198921	50	166611	44	-1.2
Total	338280	100	411313	100	397378	100	381515	100	2.0

Table 19 shows that the gender equity was achieved, as females were beyond their EAP target of 45.7%.

Table 19: Professionals with degrees by gender (1999, 2001, 2003, 2005)

	1999	%	2001	%	2003	%	2005	%
Male	183315	54	205411	50	205951	52	200042	52
Female	154964	46	205904	50	191426	48	181471	48
Total	338279	100	411315	100	397377	100	381513	100

In summary, the data show that Africans and women dominated mid-level qualifications among professionals. Among those with degrees, Whites were still disproportionately represented, virtually equal to Africans. Indians were well represented, but Coloured were under-represented. In both cases, females were equitably represented. However, among those with degrees, Whites females gained disproportionately from employment as their share declined at a much slower rate than their male counterparts.

Technicians and associate professionals

Table 20 shows that over the period 1998-2005, the largest proportion (75%) of employees in this occupation had a C/D with Matric. While initially showing some growth, the proportion of those with C/D and no Matric declined to 7% of all qualifications by 2005. There were some fluctuations in the share of employees with degrees, and this increased to 18% by 2005.

Table 20: Overall distribution of qualifications among technicians and associate professionals (1998-2005)

	C/D (no Matric)	C/D with Matric	Degree	Total
1998	23473	344458	58276	426206
	6	81	14	100
1999	62434	324885	87594	474913
	13	68	18	100
2000	53113	421140	84595	558847
	10	75	15	100
2001	59698	439505	66867	566070
	10	78	12	100
2002	57905	508073	76067	642044
	9	79	12	100
2003	53237	483863	82998	620098
	9	78	13	100
2004	40887	436457	96765	574108
	7	76	17	100
2005	41677	432089	101422	575188
	7	75	18	100

The following section analyses those with C/D with Matric and degrees.

Table 21 shows that technicians and associate professionals with C/D and Matric were predominantly Black (74%) by 2005. Sixty percent of these were African, with excellent representation by Coloureds and Indians in line with their EAP shares. Whites were still over-represented over the period. It appears that while designated groups made excellent progress this was from a high base in 1999.

Table 21: Technicians and associate professionals with C/D and Matric by population group (1999, 2001, 2003, 2005)

	1999	%	2001	%	2003	%	2005	%	% growth p.a
African	207335	64	279130	64	309804	64	260438	60	4
Coloured	25177	8	36929	8	44900	9	43927	10	10
Indian	8235	3	8821	2	18858	4	13961	3	9
Total: Blacks	240747	74	324880	74	373563	77	318327	74	5
White	84138	26	114625	26	110300	23	113763	26	5
Total	324885	100	439505	100	483863	100	432089	100	5

A similar interpretation may be applied to Table 22, which shows that the employment of females declined from 65% to 58% for 1999 and 2005, thus exceeding the female EAP share. Thus, while equity was achieved in terms of both gender and population group, this was in a qualification type historically dominated by Blacks and females.

Table 22: Technicians and associate professionals with C/D and Matric by gender (1999, 2001, 2003, 2005)

	1999	%	2001	%	2003	%	2005	%
Male	114774	35	164284	37	167718	35	179511	42
Female	210111	65	275221	63	316146	65	252578	58
Total	324885	100	439505	100	483863	100	432089	100

Table 23 shows a different picture in that technicians with degrees were predominantly White (54%), far exceeding their EAP share. There were major fluctuations in the employment of all groups, thus complicating generalisation. However, by 2005, it appears that the employment share of Africans (38%) was just slightly higher than in 1999. The annual rate of growth of 3.5% among Africans was too low to make any substantial difference to their share of employment. Thus, by 2005, while there was an increase in the absolute numbers in both groups, the proportionate distribution remained similar to that in 1999. The employment of Indians was on target with their EAP share, while Coloureds were on the halfway mark.

Table 23: Technicians and associate professionals with degrees by population group (1999, 2001, 2003, 2005)

	1999	%	2001	%	2003	%	2005	%	% growth p.a
African	31640	36	15410	23	34702	42	38924	38	3.5
Coloured	4674	5	3131	4	5360	6	5382	5	2.4
Indian	4588	5	4543	7	4603	6	2825	3	-7.8
Total: Blacks	40902	47	23083	35	44665	54	47131	46	2.4
White	46692	53	43784	65	38333	46	54292	54	2.5
Total	87594	100	66868	100	82998	100	101422	100	2.5

With regard to the gender distribution, Table 24 shows that the employment of females with degrees increased from 46% to 52% over the period, with a corresponding reversal for males. The female share was in excess of their EAP target thus signalling equitable growth in this occupation. However, given the relative dominance of Whites, White females have gained disproportionately in this increase in female employment. Their share increased from 22% in 1999 to 29.7% in 2005, against the decline in the Whites male share from 31% to 23.7% over the same period. The shares of African males and females increased very marginally, remaining below 20%.

Table 24: Technicians and associate professionals with degrees by gender (1999, 2001, 2003, 2005)

	1999	%	2001	%	2003	%	2005	%
Male	47738	54	29575	44	42936	52	48182	48
Female	39855	46	39293	56	40061	48	53241	52
Total	87594	100	66868	100	82998	100	101422	100

In summary, the data show that employed technicians and associate professionals with mid-level qualifications were predominantly Black and female. However, the employment of those with degrees was predominantly White and female, with little progress made by Africans and Coloureds.

Clerks

Table 25 shows that the largest proportion of all employed clerks (69%) had a C/D with Matric. The increases in absolute numbers illustrate that employment levels increased among all qualifications. The demographic analysis focused on those with C/D and Matric and degrees.

Table 25: Overall distribution of qualifications among clerks (1998-2005)

	C/D (no Matric)	C/D with Matric	Degree	Total
1998	12136	80109	28640	120884
%	10	66	24	100
	25464	99014	38802	163280
%	16	61	24	100
2000	22814	144400	51770	218984
%	10	66	24	100
2001	20256	113997	47329	181582
%	11	63	26	100
2002	20741	134832	45779	201352
%	10	67	23	100
2003	16691	150285	34019	200996
%	8	75	17	100
2004	17962	151719	47402	217083
%	8	70	22	100
2005	30192	173159	46781	250132
%	12	69	19	100

Table 26 shows that while the largest proportion of clerks with degrees was Black (51%) by 2005, the employment share of Whites with degrees at 49% far exceeded their EAP target. The African share was at 41% in 2005, showing fairly poor growth over the entire period. Coloureds improved their share (4%) by 2005, but were still well below their EAP target. Indians exceeded their EAP target. Generally, change was slow in terms of the employment of Africans with degrees.

Table 26: Clerks with degrees by population group (1999, 2001, 2003, 2005)

	1999	%	2001	%	2003	%	2005	%
African	15315	39	21036	44	16193	48	18960	41
Coloured	690	2	1881	4	1528	4	1748	4
Indian	736	2	7361	16	1811	5	2931	6
Total: Blacks	16741	43	30278	64	19532	57	23640	51
White	22061	57	17051	36	14487	43	23142	49
Total	38802	100	47329	100	34019	100	46782	100

With regard to the gender ratio, the employment share of females remained high at 63% by 2005, with declines in the employment of males with degrees. Thus, equitable change had occurred, although White females may have gained disproportionately.

Table 27: Clerks with degrees by gender (1999, 2001, 2003, 2005)

	1999	%	2001	%	2003	%	2005	%
Male	14670	38	21303	45	14627	43	17262	37
Female	24131	62	26025	55	19392	57	29519	63
Total	38802	100	47329	100	34019	100	46781	100

With regard to clerks with C/D with Matric, Table 28 shows that Africans accounted for 52% of employment, from a relatively low base of 36% in 1999. Whites (37%) were still over-represented in terms of their EAP target share of 12.6%, declining from 45% in 1999. In fact, the absolute number of Whites continued to grow over the period. Coloureds were employed in line with their EAP target, and so were Indians.

Table 28: Clerks with C/D with Matric by population group (1999, 2001, 2003, 2005)

	1999	%	2001	%	2003	%	2005	%
African	36106	36	46632	41	79101	53	89442	52
Coloured	12036	12	15779	14	11905	8	15280	9
Indian	5923	6	9676	8	7335	5	5068	3
Total: Blacks	54065	55	72088	63	98341	65	109790	63
White	44949	45	41909	37	51944	35	63369	37
Total	99014	100	113997	100	150285	100	173159	100

With regard to the gender ratio, females were over-represented, at 75% far exceeding their EAP target. Given that clerical occupations are historically dominated by females, these results do not really represent real progress for designated groups.

Table 29: Clerks with C/D with Matric by gender (1999, 2001, 2003, 2005)

	1999	%	2001	%	2003	%	2005	%
Male	23190	23	35186	31	44180	29	43830	25
Female	75824	77	78811	69	106105	71	129328	75
Total	99014	100	113997	100	150285	100	173159	100

In summary, with regard to the dominant qualification type, C/D with Matric, there is still room for further progress for Africans in terms of employment levels, especially given over-representation by Whites in this occupation.

Service and sales workers

Table 30 shows that the largest proportion of service and sales workers (65%) had a C/D with Matric, declining from a high of 79% in 1998. The average annual rate of growth was highest among those with C/D without Matric. Thus, by 2005 their absolute numbers were equivalent in size to those with degrees. The rest of the analysis will focus on those with C/D and Matric and degrees.

Table 30: Overall distribution of qualifications among services and sales workers (1998-2005)

	C/D (no Matric)	C/D with Matric	Degree	Total
1998	5775	60894	10360	77029
%	7	79	13	100
1999	10555	43135	18726	72416
%	15	60	26	100
2000	15267	69392	22744	107404
%	14	65	21	100
2001	8087	55967	22612	86666
%	9	65	26	100
2002	10082	49466	21949	81496
%	12	61	27	100
2003	12939	77400	20909	111248
%	12	70	19	100
2004	9246	76610	24813	110669
%	8	69	22	100
2005	22369	81874	22287	126530
%	18	65	18	100

Table 31 shows that the largest proportion of employment among service workers with C/D with Matric was Black; Africans constituted the vast majority (54%) by 2005. This share grew by an average annual rate of 16% compared to the 4% increase in the employment of Whites. The latter still constituted a share far in excess of their EAP target. Both Coloureds and Indians were well represented in terms of their EAP shares.

Table 31: Service and sales workers with C/D with Matric by population group(1999, 2001, 2003, 2005)

	1999	%	2001	%	2003	%	2005	%
African	17822	41	29261	52	47505	61	43962	54
Coloured	1025	2	8160	15	6620	9	7684	9
Indian	3306	8	2699	5	2442	3	3735	5
Total: Blacks	22153	51	40120	72	56567	73	55381	68
White	20982	49	15847	28	20833	27	26493	32
Total	43135	100	55967	100	77400	100	81874	100

With regard to the gender ratio, the employment profile remained predominantly male, with small improvements in the share of females. The female share (39%) was close to, but still not meeting the EAP target of 45.7%. Once again however, the share of Blacks and females started off from fairly high bases, while Whites remained over-represented.

Table 32: Service and sales workers with C/D with Matric by gender (1999, 2001, 2003, 2005)

	1999	%	2001	%	2003	%	2005	%
Male	27384	63	33235	59	45082	58	49577	61
Female	15751	37	22732	41	32318	42	32297	39
Total	43135	100	55967	100	77400	100	81874	100

With regard to service workers with degrees, the employment of White workers was at 53% by 2005, far in excess of their EAP target. The African share (as well as other Black groups) fluctuated wildly over the period making it difficult to make generalisable conclusions.

Table 33: Service and sales workers with a degree by population group (1999, 2001, 2003, 2005)

	1999	%	2001	%	2003	%	2005	%
African	4233	23	11917	53	8926	43	8659	39
Coloured	779	4	351	2	1222	6	426	2
Indian	421	2	1267	6	394	2	1483	7
Total: Blacks	5434	29	13534	60	10542	50	10568	47
White	13292	71	9078	40	10368	50	11720	53
Total	18726	100	22612	100	20909	100	22288	100

Table 34: Service and sales workers with a degree by gender (1999, 2001, 2003, 2005)

	1999	%	2001	%	2003	%	2005	%
Male	11664	62	15838	70	14127	68	9514	43
Female	7062	38	6774	30	6783	32	12773	57
Total	18726	100	22612	100	20910	100	22287	100

With regard to the gender ratio, females enjoyed increasing employment shares, growing from 38% in 1999 to 57% by 2005. Once again it appears that White females gained disproportionately at 30% followed by African females who increased their share from 6% to 28% over the period.

In summary, the data suggest that the employment profile of those with mid-level qualifications was predominantly Black, with over-representation by Whites. On the other hand, the employment of Whites with degrees was overwhelming with some progress made by African females.

Artisans, craft and related trades workers

Artisanal occupations such as plumbing, welding and electrical are regarded as scarce skills categories. Table 35 shows that the employment of those with a C/D with Matric was the highest (75%) having shown increased demand over the period. In contrast, the employment of those with C/D and no Matric or degrees was proportionately smaller and growing more slowly. The extreme variations in the data are a cause for concern. Historically, Whites and males dominated the trades and any progress with regard to designated groups would be important.

Table 35: Overall distribution of qualifications among artisans, craft and related workers (1998-2005)

	C/D(no Matric)	C/D with matric	Degree	Total
1998	25693	52290	5593	83576
%	31	63	7	100
1999	8846	32536	11426	52808
%	17	62	22	100
2000	14753	16753	5453	36960
%	40	45	15	100
2001	9037	39478	8057	56571
%	16	70	14	100
2002	11159	32926	6964	51048
%	22	64	14	100
2003	6363	46052	9664	62079
%	10	74	16	100
2004	4344	36323	10548	51215
%	8	71	21	100
2005	12352	48868	4188	65407
%	19	75	6	100

Table 36 shows that the employment of Whites with C/D and Matric declined from 51% to 40% over the period, with a corresponding rise and dominance of the Black share from 49% to 60%. While the Whites share (40%) grew at an annual average rate of 2.7%, the African share (39%) had to grow at 10% p.a. just to catch up by 2005. Despite this, the employment of Africans was still way below their EAP target of 74%. For it to exceed the White share, employment of Africans would need to

grow much faster, while employment of Whites would have to slow down even further. Respectively, Coloureds and Indians performed at, and above their EAP targets respectively.

Table 36: Artisans and related workers with C/D with Matric by population group (1999, 2001, 2003, 2005)

	1999	%	2001	%	2003	%	2005	%
African	10886	33	12063	31	16791	36	19280	39
Coloured	2812	9	3340	8	6208	13	4340	9
Indian	2192	7	2885	7	2255	5	5643	12
Total: Blacks	15890	49	18287	46	25254	55	29263	60
White	16646	51	21191	54	20798	45	19605	40
Total	32536	100	39478	100	46052	100	48868	100

The gender ratio remained inequitable, in that the average annual growth rate in female employment was at 0.9% while male employment grew at 7.7%. There is still a long way to go to transform this occupational category, as shown in Table 37. In summary, great strides were made in terms of the representation of Blacks, but the occupation remains male dominated.

Table 37: Artisans and related workers with C/D with Matric by gender (1999, 2001, 2003, 2005)

	1999	%	2001	%	2003	%	2005	%
Male	28544	88	35770	91	43616	95	44653	91
Female	3992	12	3708	9	2437	5	4215	9
Total	32536	100	39478	100	46052	100	48868	100

Table 38 shows that the share of Africans was still lower (41%) by 2005 compared to the share of Whites (46%) for those artisans/craft workers with C/D and no Matric. The African share had to grow at an annual rate of 17% to edge closer to the White share. Employment of Coloureds (13%) increased over the period, and exceeded their EAP target. The data for Indians were incomplete. What does emerge is that in order for Black groups to advance, the employment of Whites would need to come to a standstill or advance at very low rates. However, this may not necessarily be the

optimal solution in the face of skills shortages. The employment share of those with this qualification was in decline (but it was in abundance among Africans), yet the pace of change was still inadequate.

Table 38: Artisans, crafts and related workers with C/D with no Matric by population group (1999, 2001, 2003, 2005)

	1999	%	2001	%	2003	%	2005	%
African	1886	21	2486	28	1803	28	5037	41
Coloured	913	10	1305	14	1906	30	1604	13
Indian	434	5	1626	18	0	0	0	0
Total: Blacks	3234	37	5417	60	3710	58	6641	54
White	5612	63	3620	40	2654	42	5711	46
Total	8846	100	9037	100	6363	100	12352	100

Table 39 displays major fluctuations for all groups. The table was included for illustrative purposes, and no clear conclusions emerged. On the face of it, the employment profile of those with degrees was overwhelmingly Whites.

Table 39: Artisans and related workers with degrees by population group (1999, 2001, 2003, 2005)

	1999	%	2001	%	2003	%	2005	%
African	1901	17	953	12	2584	27	1258	37
Coloured	0	0	450	6	0	0	0	0
Indian	480	4	1153	14	0	0	0	0
Total: Blacks	2381	21	2556	32	2584	27	1258	37
White	9045	79	5500	68	7080	73	2124	63
Total	11426	100	8057	100	9664	100	3382	100

In summary, the data suggest that in the key mid-level qualification (C/D with Matric) there was a shift towards more equitable employment of Blacks. However, the employment of Whites (irrespective of level of qualification) remained strong despite a declining share. The gap between Whites and Africans closed steadily, and required even faster growth in the employment of Africans. Coloureds performed at their EAP target, while Indians exceeded theirs in the C/D with Matric category.

Females were noticeable by their virtual absence, indicating major challenges for gender equity.

Plant, machine operators and assemblers

Table 40 shows that the overwhelming and growing employment profile was for plant, machine operators and assemblers with C/D and Matric. Employment rates of those with C/D and no Matric were low and declining. This is a historically Black occupational category, and thus these results may not represent a real measure of advancement for designated groups.

Table 40: Overall distribution of qualifications among plant, machine operators and assemblers (1998-2005)

	C/D(no Matric)	C/D & Matric	Degree	Total
1998	3982	10865	1249	16096
%	25	68	8	100
1999	3835	5992	4703	14531
%	26	41	32	100
2000	3154	12245	3905	19304
%	16	63	20	100
2001	2001	10067	3673	15740
%	13	64	23	100
2002	5363	11993	3147	20503
%	26	58	15	100
2003	2066	21044	3060	26170
%	8	80	12	100
2004	2322	22603	2135	27060
%	9	84	8	100
2005	4297	24765	3956	33019
%	13	75	12	100

Table 41 shows that, while still a predominantly male category, there were some increases in the employment of females with C/D and Matric. However, the fluctuations were of concern though and it was not clear what the real rate of growth was. On the whole though there is a long way to go to achieving some progress towards gender equity.

Table 41: C/D with Matric among plant, machine operators and assemblers by gender (1999, 2001, 2003, 2005)

	1999	%	2001	%	2003	%	2005	%
Male	5463	91	7007	70	18170	86	21932	89
Female	529	9	3059	30	2874	14	2833	11
Total	5992	100	10067	100	21044	100	24765	100

Table 42 shows that employment of Africans was in excess of their EAP target. That for Coloureds was at the halfway mark. The results for Indians were questionable though. Whites were just below their EAP share, an unusual state of affairs thus far.

Table 42: C/D with Matric among plant, machine operators and assemblers by population group (1999, 2001, 2003, 2005)

	1999	%	2001	%	2003	%	2005	%
African	2950	49	6046	60	12109	58	19408	78
Coloured	1259	21	771	8	2589	12	1159	5
Indian	384	6	0	0	0	0	1823	7
Total: Blacks	4593	77	6817	68	14697	70	22390	90
White	1399	23	3250	32	6346	30	2375	10
Total	5992	100	10067	100	21044	100	24765	100

In summary, the employment profile of plant, machine operators and assemblers with C/D and Matric was overwhelmingly African and to a lesser extent Coloureds and Indian. As indicated before, this is an occupational category historically dominated by Blacks, and therefore cannot be regarded as a real measure of progress in the advancement of designated groups in the post-1998 period.

In conclusion, the preceding analysis of all qualification types suggests that the largest equity gap exists in the employment of those with degrees. This is the focus of analysis in the following section.

EMPLOYMENT BY DEGREES AND STUDY FIELD

This section provides an overview of the employment profile of designated groups with degrees, with a particular focus on those study fields that are regarded as scarce or critical. Compared to other post-school qualifications, the employment of those with degrees grew the fastest (8.8%) and constituted the second largest qualification type (40%).

Education

This section analyses the absolute size and trends in the employment share of designated groups with degrees in education. Figure 5 and Table 43 show that the employment of those with education degrees was predominantly African, increasing to 61% by 2005. The latter was still below its EAP target however. The employment share of Whites was still high at 35%, far exceeding their EAP target. Both Coloureds and Indians showed major declines, and by 2005 were below their EAP targets. Whites and Africans experienced some recovery in growth in the post 2003 period.

Figure 5: Change in the share of degrees in education by population group (1999-2005)

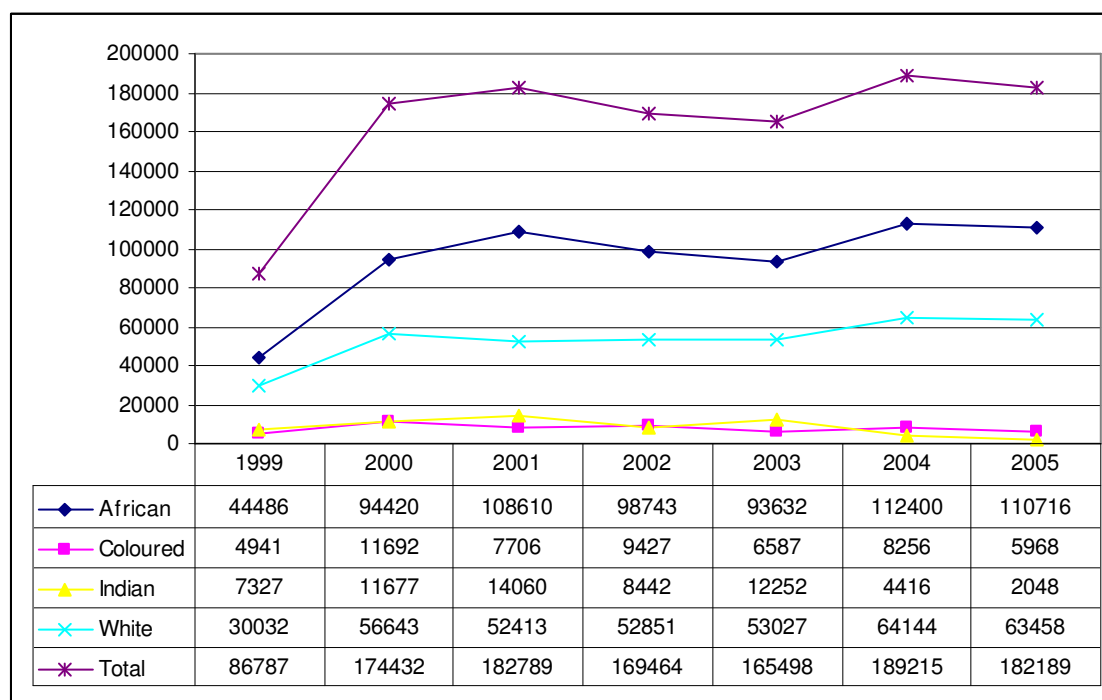


Table 43: Degrees in education by population group as a share of total demand (1999-2005)

	1999	2000	2001	2002	2003	2004	2005
African	51	54	59	58	57	59	61
Coloured	6	7	4	6	4	4	3
Indian	8	7	8	5	7	2	1
Total: Blacks	65	68	71	69	68	66	65
White	35	32	29	31	32	34	35
Total	100	100	100	100	100	100	100

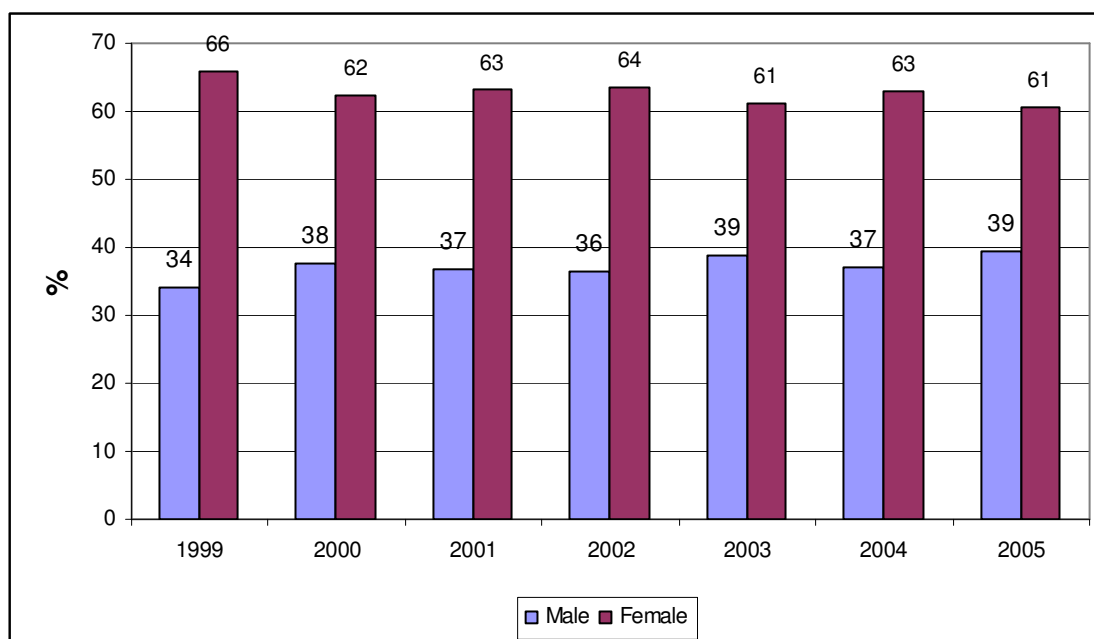
Table 44 and Figure 6 show that education is a female dominated field, even at degree level. Thus, over the period the gender ratio remained relatively stable. Table 44 shows that equity was achieved for African females, as their share represented 36% of all those with education degrees. They were followed by African males, representing 24%. However, White females experienced strong growth and by 2005 they represented 23% of all those with education degrees. Thus, African females were equitably represented, while White females were over-represented, exceeding their EAP target by a huge margin. This over-representation is especially noticeable

given that Coloureds and Indians (males and females) all performed below their EAP targets.

Table 44: Distribution of degrees in education by population group and gender (1999-2005)

	1999	2000	2001	2002	2003	2004	2005
African females	27053	57219	67119	62201	56863	70379	65601
Coloured females	2156	7210	2986	5171	2155	3800	1192
Indian females	5889	8440	6928	4129	5730	3737	1295
White females	21956	37153	38991	36270	36594	40219	42256
Total: females	57053	110021	116023	107771	101342	118135	110344
Total: males	29734	64411	66765	61693	64156	71080	71845
African males	17434	37201	41492	36542	36769	42021	45115
Coloured males	2785	4482	4720	4256	4432	4455	4775
Indian males	1439	3237	7132	4313	6522	679	752
White males	8076	19490	13422	16582	16434	23925	21202
Total	86787	174432	182789	169464	165498	189215	182189

Figure 6: Change in the share of degrees in education by gender (%) (1999-2005)



Engineering and Manufacturing

This section analyses the absolute size and trends in the employment share of designated groups with degrees in engineering and manufacturing.

Figure 7 and Table 45 confirm that Whites dominated the employment of those with engineering and manufacturing degrees, despite declining from 88% in 1999 to 64% in 2005. While the Black share improved over the period, it was from a low base resulting in the massive Black-White gap as illustrated in Figure 9. By 2005, Africans only constituted only 24% of degreed employment, well below their EAP target, as was the case for Coloureds (5%). Indians (6%) benefited from increased employment despite extreme fluctuations.

Figure 7: Distribution of degrees in engineering and manufacturing by population group (1999-2005)

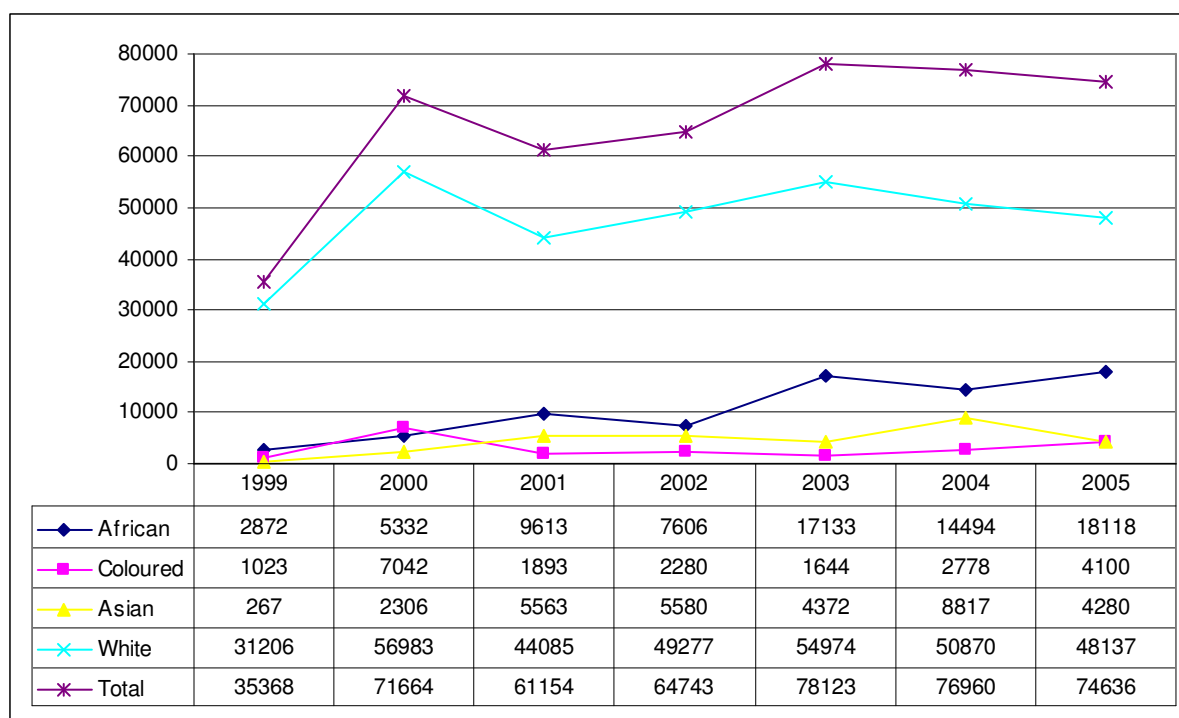


Table 45: Changes in the share of degrees in Engineering and manufacturing by population group (%) (1999-2005)

	1999	2000	2001	2002	2003	2004	2005
African	8	7	16	12	22	19	24
Coloured	3	10	3	4	2	4	5
Indian	1	3	9	9	6	11	6
Blacks	12	20	28	25	30	34	35
White	88	80	72	76	70	66	64

Table 46 shows that while the share of females doubled between 1999 and 2005, it remained at a very low base and significantly below their EAP target of 46% in 2005. When disaggregated by population group, the picture becomes even grimmer. Among females, White females gained the most in terms of increased female employment, albeit at very low levels. The results for Indian and Coloured females were insignificant, while those for African females were inconclusive. The dominance of males was largely driven by White males, but gains also accrued to Black males, albeit differentially. Thus, the share of White males, while declining, only reached over half of all engineering degrees by 2005. The decline in White males was offset by the increase in the share of African males reaching a high of 21% by 2005. Coloured males were just below their EAP target, while employment of Indian males exceeded their EAP target.

Table 46: Changes in share of degrees in engineering and manufacturing by population group and gender (%) (1999-2005)

	1999	2000	2001	2002	2003	2004	2005
African females	3	3	5	2	9	2	4
Coloured females	1	1	0	1	1	1	0
Indian females	0	0	1	0	0	2	0
White females	2	8	3	9	5	5	8
Total: females	6	11	9	12	15	9	12
Total: males	94	89	91	88	85	91	88
African males	5	5	11	9	13	17	21
Coloured males	2	9	3	3	2	3	5
Indian males	1	3	8	9	5	10	5
White males	86	72	69	67	65	61	56
Total	100		100	100	100	100	100

In summary, these results confirm that the employment pattern of engineers with degrees was one of the most inequitable, both in terms of population group and gender. The dominance of White males is overwhelming. Despite important progress made in the increased employment of African males, the current pace is insufficient. Of all Black groups, it was only Indian males who were employed above their EAP target share. There is still a very long way to go to develop equity in this study field in terms of the targeted EAP proportions. Monitoring of graduate enrolment and output rates at professional degree level is key to transformative employment patterns in this field.

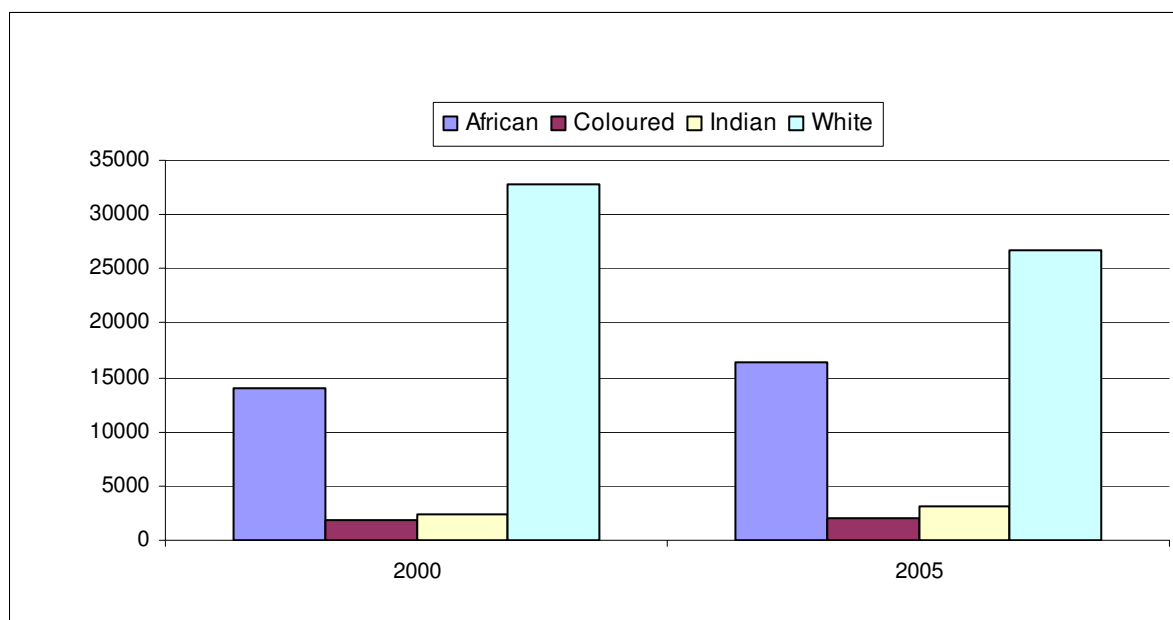
Law and Security

Table 47 and Figure 8 show that the employment of those with law and security degrees was predominantly White (55%) by 2005, despite a decline since 2000. Africans constituted 34% of total employment, but the pace of increase was not sufficient to increase absolute numbers significantly. The employment share of Coloureds was below their EAP target, and Indians exceeded theirs.

Table 47: Changes in the share of degrees in law and security by population group (2000, 2005)

	2000	%	2005	%
African	14037	27	16359	34
Coloured	1852	4	1973	4
Indian	2421	5	3046	6
Total: Blacks	18309	36	21378	45
Whites	32814	64	26626	55
Total	51123	100	48004	100

Figure 8: Distribution of law and security degrees by population group (%) (2000, 2005)



The decomposition by population group and gender in Table 48 shows that females benefited from increased employment as their share increased from 23% to 43% over the period, exceeding the EAP target for women. However, the data show that White females benefited disproportionately from this increase, as their share stood at 28% equal to that of their male counterparts by 2005. There was very little change in the share of African males (2% difference), while the African female share nearly doubled over the period. Coloured females did not benefit from the increased female share, while their male counterparts edged closer to their EAP target. Indian females exceeded their EAP target, as was the case with Indian males.

Table 48: Changes in the share of degrees in law and security by population group and gender (%) (2000, 2005)

	2000	%	2005	%
African females	3589	7	6017	13
Coloured females	723	1	171	0
Indian females	767	1	1759	4
White females	6585	13	13393	28
Total: Females	11664	23	21340	43
Total: Males	39451	77	26824	57
African males	10439	20	10342	22
Coloured males	1129	2	1801	4
Indian males	1654	3	1288	3
White males	26229	51	13393	28

In summary, the pace of change in the employment of those with degrees in law and security has not lent itself to equitable changes. It is still largely White dominated, with employment shares appearing to shift from White males to White females.

Health Sciences

Table 49 and Figure 9 show that the employment of those with health sciences degrees shifted from Whites to Blacks over the period. This was largely driven by an increased employment of Africans (46%) followed closely by Whites (41%). On average, the African share increased by 17.7% p.a., while the Whites share grew negatively at -6.7%, remaining well above the White EAP target. The Coloured share showed no growth, and stagnated at 5%, well below their EAP target. The Indian share grew at -7.2% over the period, yet still exceeded their EAP target.

Table 49: Health sciences degrees by population group (2000, 2005)

	2000	%	2005	%
African	17953	18	47805	46
Coloured	5218	5	5468	5
Indian	12487	12	7951	8
Total: Blacks	35657	35	61224	59
White	65588	65	43046	41
Total	101245	100	104270	100

Figure 9: Health sciences degrees by population group (%) (2000, 2005)

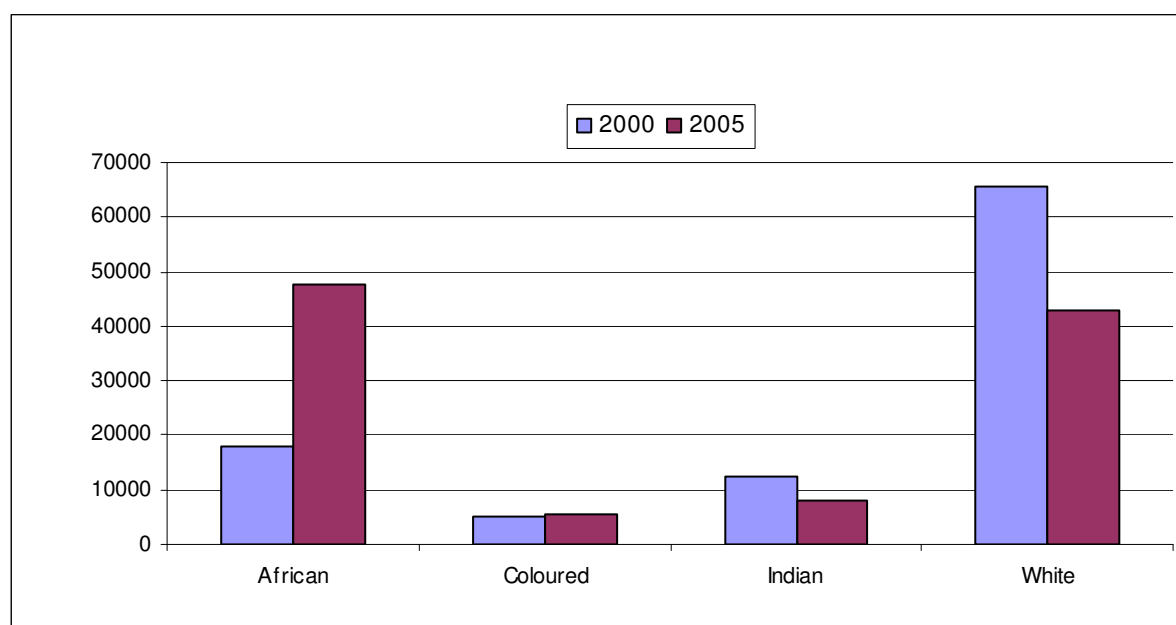


Table 50 shows that there was a reversal of fortunes for females as their share declined from high of 62% to 48% in 2005. This was still in line with their EAP share, but it is worrisome that such a large shift took place. By 2005, males occupied 52% of annual employment. White females appeared to have been affected the worst by the shift towards male employment. Thus, their share declined from 37% to 20% in 2005. African males appeared to have gained the most from the shift to male employment, commanding a 25% share, followed by White males at 22% and African females at 21%. Overall, the relative White share remained in excess of its EAP target, while the African share would have had to improve significantly to meet their EAP target. Coloureds were below their EAP target, whereas Indians exceeded theirs.

Table 50: Health sciences degrees by population group and gender (2000, 2005)

	2000	%	2005	%
African females	12714	13	22188	21
Coloured females	4283	4	3273	3
Indian females	7656	8	3976	4
White females	37630	37	20451	20
Total: Females	62284	62	49888	48
Total: Males	38961	38	54382	52
African males	5239	5	25617	25
Coloured males	934	1	2195	2
Indian males	4831	5	3975	4
White males	27958	28	22595	22

In summary, with regard to employment of those with a health science degree, there was a narrowing of the racial and gender gap. In combination with the decline in the White female dominance, this resulted in greater representation by African males and to a lesser extent, African females. Coloured females enjoyed better representation than their male counterparts, who were represented well below their EAP target. Indians were employed at equitable rates.

Business degrees

Table 51 shows that employment of those with business degrees remained predominantly Whites, despite a decline from 71% to 57% between 2000 and 2005. It appears that the major beneficiaries of this decline were Africans. Their share increased from 16% to 30% over the period, growing at an average rate of 17.6% p.a.

Table 51: Business degrees by population group (2000, 2005)

	2000	%	2005	%
African	24223	16	54599	30
Coloured	10345	7	8746	5
Indian	10175	7	15365	8
Total: Blacks	44743	29	78711	43
White	111259	71	105275	57
Total	156002	100	183986	100

A decomposition by population group and gender in Table 52 shows that despite a 10% decline, White males continued to command the largest employment share at 42%, while White females lost out, dropping to 15% by 2005. While the African male and female share improved, this was from a very low base.

Table 52: Business degrees by population group and gender (2000, 2005)

	2000	%	2005	%
African females	9440	6	28395	15
Coloured females	5899	4	6527	4
Indian females	3380	2	3700	2
White females	30791	20	28071	15
Total: Females	49510	32	66693	36
Total: Males	106492	68	117293	64
African males	14783	9	26205	14
Coloured males	4446	3	2219	1
Indian males	6796	4	11664	6
White males	80468	52	77204	42

In summary, the dominance of Whites males with business degrees is virtually unchallenged. The rate of change in the employment of Africans is still insufficient to

make a substantial difference in absolute numbers. Indian males and females, as well as White females are exceeding their respective EAP shares, while Coloured females are within their EAP range unlike their male counterparts.

Life and Computer Science

The employment of those with life and computer science degrees was overwhelmingly White. By 2005, it declined from 73% to 64%, while the African share increased to 26%, albeit from a low base.

Table 53: Life and Computer Science degrees by population group (2000, 2005)

	2000	%	2005	%
African	4433	12	11011	26
Coloured	3166	8	2572	6
Indian	2678	7	1330	3
Total: Blacks	10276	27	14914	36
Whites	27413	73	26822	64
Total	37690	100	41736	100

Table 54 shows that this was still a predominantly male field, 58% by 2005. However, the female share increased from 32% to 42%. The key beneficiaries of this increase appear to have been White females who commanded the largest share (34%). The White male share was at 30% and African males made great strides from 9% to 21% in 2005. However, African females only commanded 6% of overall employment, while the data for other Black females were insufficient for analysis. The Coloured males' share was below their EAP target, whereas Indian males were exceeding theirs.

Table 54: Life and Computer Science degrees by population group and gender (2000, 2005)

	2000	%	2005	%
African females	976	3	2432	6
Coloured females	0	0	813	2
Indian females	683	2	0	0
White females	10297	27	14183	34
Total: Females	11957	32	17427	42
Total: Males	25733	68	24309	58
African males	3456	9	8579	21
Coloured males	3166	8	1760	4
Indian males	1995	5	1330	3
White males	17116	45	12639	30

In summary, employment of those with life and computer science degrees was predominantly White and White females specifically. Change was sluggish, with very little success in sight for the near future with regard to more equitable change. In conclusion, the results indicate that designated groups with degrees have had very mixed fortunes with regard to employment levels.

EMPLOYMENT OF PEOPLE WITH DISABILITIES (PWD)

The data on the qualifications profile of people with disabilities were derived from the Census 2001 of Statistics South Africa, since the labour force surveys do not collect data on economically active PWD. The following section analyses the distribution of PWD by population group and gender, including the employed in the formal and informal sector, as well as the unemployed.

Employment by population group and gender

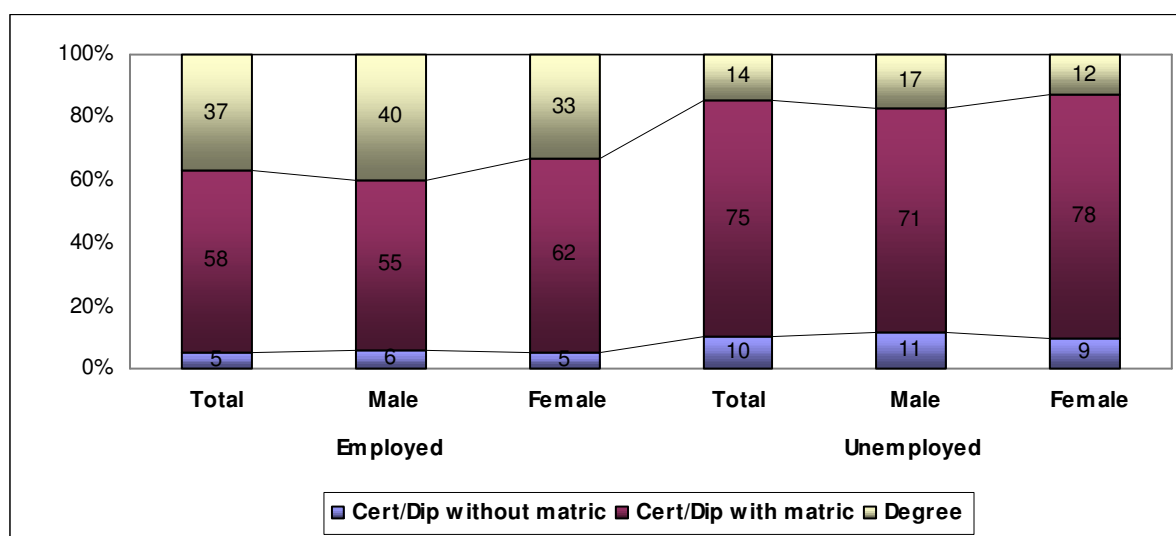
Table 55 and Figure 10 show that 58% of employment was among those with C/D with Matric, followed by those with degrees (37%). Among the unemployed a similar pattern prevailed, except that the rate of unemployment was considerably higher among those with C/D with Matric (75%). Fewer PWD with degrees (14%) were unemployed.

In terms of the gender ratio, it appears that more females (62%) with C/D with Matric were employed compared to males (55%). However, fewer females (33%) with degrees were employed compared to males (40%). Rates of unemployment were consistently higher for females than males.

Table 55: Distribution of post-school qualifications by gender among employed and unemployed people with disabilities (Census 2001)

	Employed			Unemployed		
	Total	Male	Female	Total	Male	Female
Cert/Dip without matric	83090	45104	37986	27167	12433	14733
Cert/Dip with matric	903196	440967	462229	199626	77341	122285
Degree	570903	322307	248596	38082	18562	19520
Total:qualifications	1557189	808378	748811	264874	108336	156538

Figure 10: Distribution of post-school qualification by gender among employed and unemployed people with disabilities (%) (Census 2001)



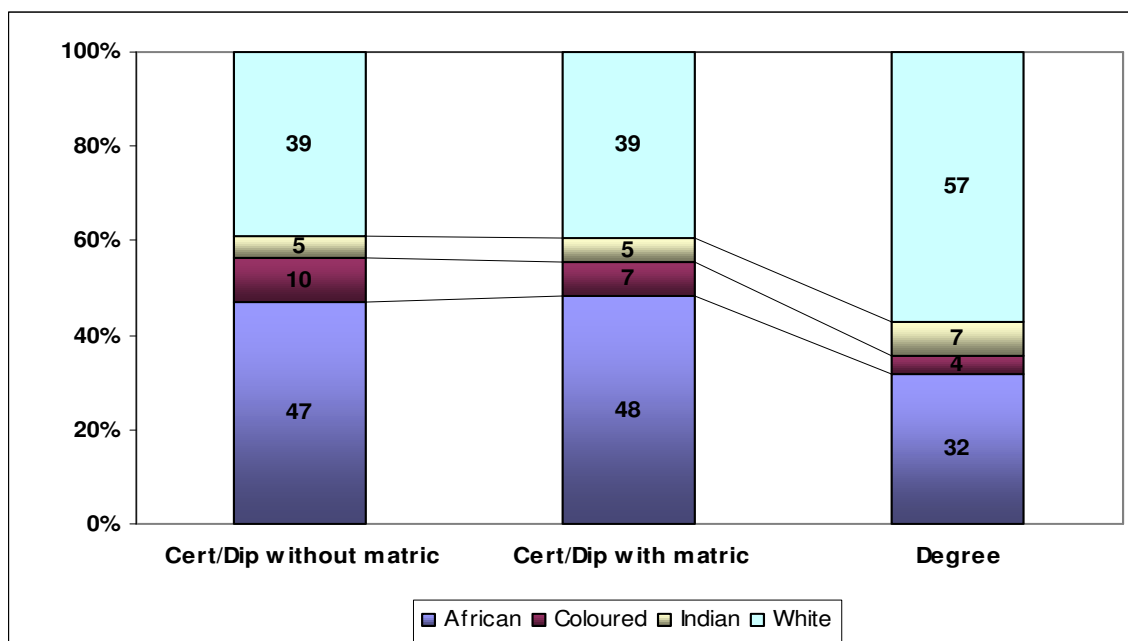
In summary, the data suggest that the employment patterns of PWD with post-school qualifications were similar to those for people with no disabilities.

Table 56 and Figure 11 illustrate that Africans constituted 47% and 48% of PWD with C/D and no Matric and C/D with Matric, followed by Whites at 39% in each category. However, Whites with degrees had considerably higher levels of employment (57%) compared to Africans (32%). Indians with degrees had a higher rate of employment than Indians with lower levels of qualifications. This was the exception, as all other Black groups with degrees had lower levels of employment than those who had lower level qualifications. These trends were similar to those for people with no disabilities. The biggest difference was that PWD who were Black, faced even greater challenges in the labour market.

Table 56: Distribution of post-school qualifications by population group among employed people with disabilities (Census 2001)

	African	Coloured	Indian	White	Total
Cert/Dip without matric	38967	7950	3856	32317	83090
Cert/Dip with matric	438044	63374	45380	356398	903196
Degree	180328	23926	39962	326685	570903
Total	657340	95250	89199	715400	1557189

Figure 11: Distribution of post-school qualifications by population group among employed people with disabilities (%) (Census 2001)



DISTRIBUTION OF DEGREES AMONG THE UNEMPLOYED

This section provides a summative overview of degrees among designated people who were unemployed (strict definition) for the period, 1998 to 2005. It analysed the overall distribution by population group and gender. Table 57 shows that by 2005, more than two-thirds of unemployed people with degrees were Black. Black unemployment among those with degrees increased sharply, with some declines in the post-2003 period. Unemployment among Whites with degrees remained below 30% over the period, although there were major fluctuations. Thus, the data suggest that the overwhelming majority of Whites with degrees was employed over this period. More White males than females were unemployed, while slightly more Black males were unemployed compared to females.

Table 57: Unemployed with degrees by population group and gender (%) (1998-2005)

	1998	1999	2000	2001	2002	2003	2004	2005
Black Men	29	41	48	35	36	41	43	37
Black Women	49	37	45	51	50	52	29	36
Total: Blacks	78	78	93	86	86	93	72	73
Total: White	21	22	7	14	14	7	29	28
White Men	14	12	0	6	7	6	13	17
White Women	7	10	7	8	7	1	16	11
Total: All	100	100	100	100	100	100	100	100

There is increasing attention being given to the problem of levels of unemployment among Black graduates, to the extent that it features prominently in the JIPSA priority skill strategy (JIPSA:2007:10). It was not in the scope of this paper to provide in-depth insight into the Black graduate unemployment problem.

DISCUSSION OF FINDINGS

This paper focused on historical trends in the employment of designated groups with formal post-school qualifications for 1998-2005. Most of the paper focused on those in formal employment, covered under the auspices of the Employment Equity Act of 1998. The findings suggest that in line with increased skills intensity in the economy, formal post-school qualifications constitute more than one-fifth of all formal qualifications. Thus, tracking trends in the relative shares of designated groups with such post-school qualifications constitutes a key success indicator of transformation and inclusiveness at the mid and higher echelons in the economy.

The results suggest that there is an important interface between historical patterns of occupational segmentation and transformative changes in employment. A related factor is that patterns in the representation of designated groups largely follow historical patterns with regard to the relative status of the dominant qualification. Thus, in historically Black or female occupations (such as education), “nominal” equity was achieved largely because these occupations started from a highly equitable base in the first place. Alternatively, “nominal” equity or progress towards equity was often achieved where an occupation required low or mid-level qualifications, such as technicians and associate professionals, clerks, service and sales as well as plant, machine operators and assemblers.

However, the experience of bridging the racial gap to achieve “substantive” equity in a meaningful manner is often more rare. An important example relates to shifts in the annual Black share among artisans and craft-related occupations. There was a substantial narrowing of the racial divide and, by 2005, Africans had caught up with Whites at mid and low level qualifications. Coloureds were employed close to their EAP level and Indians were exceeding theirs. This may partly be attributed to the existence of more Black artisans in the system partly through education and training. Furthermore, the data also suggest that the average rate of growth of African employment had to increase at an extremely rapid pace to match the White share. Yet White male employment continued to grow and did not necessarily “suffer” in

response to improved Black employment. Thus, “substantive” equity required that there was a commitment to change employment patterns, but not that it should rely solely on the decline of the White male share of employment. This would be counterproductive especially in areas where there is a proven undersupply of qualified persons. Thus, given that the economy is geared towards the absorption of mid-level qualifications, there is a definite need to upscale the employment of Africans. The evidence suggests that transformation is possible in the artisanal occupations, technicians and associate professionals, important occupations in fulfilling the scarce skills needs of the economy.

At the upper end, the real challenge remains with regard to transformation in the employment of Blacks (Africans and Coloureds in particular) with degrees, as transformation started from a very low base. The exception relates to professionals, where Blacks and females with degrees started from a relatively high base. Thus, the current rate of growth would have to change dramatically to close the gap between Africans and Whites. Further, among the reasons often forwarded for graduate unemployment among Blacks are negative perceptions of the quality of degrees from historically disadvantaged tertiary institutions, the acquisition of degrees in fields that are not in demand in the economy and a lack of work experience. More work is required in these areas in order to test the validity thereof.

Another key concern relates to the persistent result (there were exceptions) where the annual Coloured share lagged behind in terms of their EAP target. In order to gain further insight into this trend, a provincial analysis of employment patterns of Coloureds (to see the effect of demographic dominance in the Western Cape for instance) may be instructive. Indians on the other hand, tended to exceed their target, and in many ways had gained from transformation in employment patterns.

One of the unintended consequences of transformative employment practices was an apparently disproportionate benefit accruing to White females, often in occupations requiring degrees or undergoing substantial improvements in the female share or declines in the annual White male share. There is an imperative to

investigate the nature and scope of this phenomenon in more depth, especially with regard to the contributory role of historical advantages (education, skills endowment, and experience) or discriminatory “replacement” preferences by employers in response to the decline in White male employment.

A worrying factor is that, despite overwhelmingly low rates of employment of those with C/D and no Matric, the rate of average annual increase among Africans was still the highest. This represents a waste of resources among designated groups and the supply of this type of qualification should be reviewed in light of its overall lack of importance relative to Matric and even incomplete secondary education.

In terms of the gender ratio, the data suggest that there were improvements in the employment of females, although it varied across occupations. In many cases though, White females benefited disproportionately. African females, on the other hand, made great strides in terms of increased growth rates. These were often still not sufficient to bring about significant changes in absolute numbers. It is worrying that there remained considerable barriers to progress for females to traditionally male dominated occupations and study fields such as managers, artisans, engineering and business.

The qualification profile among people with disabilities echoed the challenges facing designated groups with no disabilities. A key limitation of the data was that the LFS data did not provide sufficient information on the labour market status of disabled people, thus providing very little insight into equitable progress. This is a fundamental oversight, which has continued throughout the post-apartheid period and needs to be redressed urgently at government level.

One of the key limitations of this analysis relates to the nature and quality of the official statistics, which tend to fluctuate very erratically. As such the results need to be considered within these limitations. In addition, the paper did not intend to explore a more in-depth understanding of the rationale for the particular employment patterns of designated groups. This may be a topic for future research as there is a

range of confounding variables that may influence the particular distribution of designated groups, including age distribution, length of work experience (or a proxy thereof), employer perceptions of the quality of further education and higher education institutions, discrimination and so forth.

CONCLUSION

This paper provided an aggregate profile of the location of designated groups, tracking overall progress with regard to representation in terms of their stated EAP shares. In many ways, these results echoed those provided in the annual reports of the CEE, which were based on company reports tracking the implementation of employment equity. Based on an analysis of formal qualifications, the results show that the progress towards increasing the pool of suitably qualified people from designated people had been uneven.

On aggregate, White females and Indians to a lesser extent had the best improvements in employment. The evidence clearly shows that there was a general decline in the annual share of White males in all fields and occupations, perhaps an indication of efforts towards transformative hiring practices. However, the gains from these declines accrued differentially to designated groups. The current rate of change of transformative employment especially at degree levels represents a real challenge in making transformation realisable for designated groups, Africans in particular and Coloureds to a lesser extent.

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¹ There are no clear indications for the declines in the share of White males.

² There were a number of cases where it was not possible to make generalisable conclusions for Indians given the small number of cases.

³ The Labour Force Survey data does not capture data on years of experience of those in employment, formal or informal. Thus, these results assume that all those employed have work experience.

⁴ The statistical disparity between the representation of designated groups in the workplace compared to their representation in the economically active population (Code of Good Practice on Integration of EE into human resource (HR) Policies and Practices).

⁵ Much of the debate on finding skilled Blacks tends to focus on those with post-school qualifications as those with school qualifications (Matric, secondary and primary education) are available in abundance in the South African labour market.

⁶ As noted earlier, there were major disjunctures between 1998, 1999 OHS data and 2000-2005 LFS data. Thus, given different starting periods, no direct comparisons should be made in terms of the average annual growth rates.

⁷ The data suggest that by 2005, the share of undergraduate degree qualifications remained steady at 6% since 2000, while there was a slight decline in the demand for postgraduate qualifications from 4% to 3%.

⁸ Given the the extreme fluctuations between 1999 and 2003, results for this period must be regarded with caution.