

12th



2011 - 2012 | **COMMISSION FOR
EMPLOYMENT EQUITY**
ANNUAL REPORT

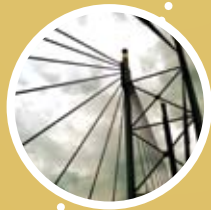


BRIDGING THE EQUITY GAP

“Creating Equitable Workplaces that are Free from Unfair Discrimination”

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labour

Department:
Labour
REPUBLIC OF SOUTH AFRICA

2011 - 2012

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EMPLOYMENT EQUITY
ANNUAL REPORT**

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GLOSSARY

COMMISSION	Means the Commission for Employment Equity (CEE)
DEPARTMENT	Means the Department of Labour
DG	Means the Director-General of the Department of Labour
DESIGNATED GROUPS	Mean Black people (i.e. Africans, Coloureds and Indians), women and people with disabilities who are natural persons and: <ul style="list-style-type: none">• Are citizens of the Republic of South Africa by birth or descent• Are citizens of the Republic of South Africa by naturalisation before the commencement date (i.e. 27 April 1994) of the interim Constitution of the Republic of South Africa Act of 1993• Became citizens of the Republic of South Africa from the commencement date of the interim Constitution of the Republic of South Africa Act of 1993, but who, not for Apartheid policy that had been in place prior to that date, would have been entitled to acquire citizenship by naturalisation prior to that date
FOREIGN NATIONALS	Mean those natural persons who are not citizens, or are those who received their citizenship after 26 April 1994 and their descendants
SMALL EMPLOYERS	Mean those designated employers who employ fewer than 150 employees
LARGE EMPLOYERS	Mean those designated employers who employ 150 or more employees
EAP	Means the Economically Active Population (EAP) which includes people from 15 to 64 years of age who are either employed or unemployed and seeking employment
NEDLAC	Means National Economic Development and Labour Council
ILO	International Labour Organisation



FOREWORD

being made in the Western Cape at Government and the Private Sector as well. Government's relatively good progress is also reflected by its inclusion in Community/Social/Personal Services Sector, the best performing sector across most levels.

It is the pace of transformation pertaining to the equitable representation of Africans, Coloureds, Black women and people with disabilities that continue to concern the CEE the most, as the allocation, recruitment and promotion opportunities still favour Whites according to the reports received from employers in the 2011 reporting period. I therefore take this opportunity to stress that the Employment Equity Act (EEA) is working, which is evident by the progress made by White women and Indians in work places, and if the same vigour and commitment is applied, similar results will be achieved for other designated groups as well. The amendments to the Act, largely informed by the information received from the Director-General Review process conducted over the past few years to strengthen the compliance and enforcement mechanisms, must reach finality as soon as possible in order to effectively implement the Act.

A critical strategy to promote the implementation of the Act, is stakeholder engagement in order to build and maintain relationships for continued engagement. Engagement on the BBBEE Codes, particularly on the employment equity element, still continues as these Codes are currently undergoing a review process.

Transformation will not advance enough to benefit the majority of the populace adequately, unless individuals from the designated groups are largely employed in positions with authority and with real decision-making powers. Whites and males will continue to dominate in the middle-to-upper levels for the next 127 years as long as employers are caught up with the vicious cycle of continuing to employ people with mainly the same race and gender profile that just exited their organisations. Therefore, it is critical for employers to align their employment equity interventions, including skills and succession planning, with its employment equity objectives. Commitment by employers to effectively implement the Act in substance and spirit is likely to assist transformation by creating work places that are equitable in nature and free from discrimination.

On behalf of the members of the CEE, I hereby take this opportunity to express our gratitude to the Minister of Labour for her valued support and to officials of the Department of Labour, particularly the Secretariat, for their continued administrative and technical assistance.

On behalf of the Commission for Employment Equity (CEE) it is with great honour and privilege that I present to the honourable Minister of Labour, Ms Oliphant, in terms of section 33 of the Employment Equity Act, No. 55 of 1998, the 12th Annual Report of the Commission for Employment Equity.

What is evident is the amount of work that still remains in order to improve on creating equitable workplaces that are free from unfair discrimination. One key objective the CEE embarked upon was to introduce amendments to strengthen its compliance and enforcement provisions for improved implementation. Most of the proposed amendments were informed by information gathered from Director-General Review assessments conducted over the past few years, where employers are assessed mainly on their substantive compliance to the Act. The amendment process has been in the pipeline for quite a while and its time consuming negotiations at NEDLAC could further delay the much needed action required, particularly by business, to transform the South African economy.

South Africa, being a signatory to a number of ILO Conventions, including the convention on discrimination, and being one of the key contributors to the ILO Recommendation on HIV and AIDS in the World of Work of June 2010, have now finalised the review process of its Code on HIV and AIDS in the world of work to bring it fully in line with the Recommendation. This effort is in addition to the headway being made by the country on accessibility to prevention, counselling, testing, treatment and wellness programmes for the poor, unemployed and employed. However, the stigma is not totally gone and we must continuously remind ourselves that employees spend most of their awake-time at work and many of them are breadwinners and therefore their jobs are a lifeline for many immediate extended family members.

The growth in the number of fully and accurately employment equity reports received from employers have been largely due to push factors that include tighter regulations and more employers opting for online reporting. The data contained in these reports were both promising and disappointing at the same time. Government is largely progressing very well in eliminating unfair discrimination and in achieving more equitable workplaces; however the CEE is very disappointed with the lack of progress

Mpho Nkeli | CHAIRPERSON:
Commission For Employment Equity

MEMBERS OF THE COMMISSION FOR EMPLOYMENT EQUITY

Members of the Commission for Employment Equity are appointed according to section 29 (1) of the Act, which includes the appointment of a Chairperson and eight members nominated by NEDLAC, i.e. two representatives of each from the State, Organised Business, Organised Labour and Community.

Members of the CEE are as follows:

Mpho Nkeli
Chairperson



Andrew Madella
Community representative



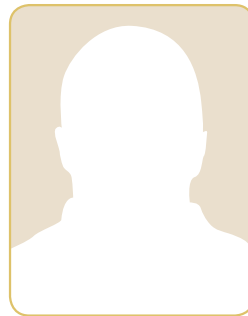
Malesele Maleka
Community representative



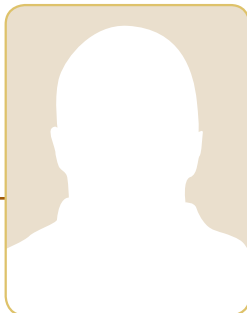
Nomonde Mesatywa
State Representative



Vacant
State Representative



Vacant
Labour representative



Nomvula Hadi
Labour Representative



John Botha
Business representative



Khanyisile Kweyama
Business Representative





1

INTRODUCTION

INTRODUCTION

This report reflects on the status of employment equity in the country covering the period from 1 April 2011 to 31 March 2012 and which is submitted to the Minister by the Commission for Employment Equity (CEE) in terms of Section 33. The CEE set out the following key strategic objectives for its tenure of five years:

- Reviewing of the Employment Equity Act (the Act) in order to strengthen the achievement of its objectives
- Reviewing of the EE regulations to align them with the amended Act
- Raising awareness and conducting advocacy programmes on legislative changes and their implications
- Reviewing of the Code of Good Practice on HIV in the Workplace and its Technical Assistance Guidelines to align it with the International Labour Organisation's (ILO) recommendations of June 2010
- Reviewing of the Code of Good Practice on People with Disabilities and Employment as well as the Technical Assistance Guidelines (TAG) to bring them in line with any new developments, including the UN Convention on Disability of 2007
- Promoting the principle of 'Equal Pay for Work of Equal Value' in terms of ILO Convention 100
- Engaging in and improving on collaboration with Chapter 9 Institutions and other stakeholders
- Monitoring and evaluating the implementation of the Act and advising the Minister accordingly.

This report covers highlights for the stated period, the Economically Active Population (EAP) workforce distribution, a trends analysis of information contained in reports received in 2011 for each of the four upper occupational levels i.e. Top Management, Senior Management, Professionally Qualified and Skilled Technical. The report also concludes with observations and remarks by the Commission.

Employers with 150 or more employees (i.e. large employers) are required to submit reports to the Department on an annual basis and employers with fewer than 150 employees (i.e. small employers) are expected to submit reports to the Department of labour every two years. This report therefore only addresses information received from large employers and the trends analysis only focuses on large employers as well.

Furthermore, this report also provides for the analysis of the four upper levels separately for each of the provinces, business types and sectors as defined in Schedule 4 of the Act.



2

HIGHLIGHTS
FOR THE PERIOD

HIGHLIGHTS FOR THE PERIOD

The highlights captured below cover key activities of the CEE in its endeavour to execute its mandate.

2.1 Amendments to the Act

The amending of the Employment Equity Act (the Act) is currently being deliberated at the National Economic and Labour Council (NEDLAC). NEDLAC has three main constituencies, namely Organised Business, Organised Labour and Government, and is a forum for deliberation and negotiation on proposed legislation prior to it reaching Parliament. From time-to-time and in certain Chambers, Community is nominated by NEDLAC and is represented as the fourth constituency on the Commission for Employment Equity (CEE).

Amendments to the Employment Equity Act are not done in isolation, but together with and in context of other labour legislation. It is unlikely to reach conclusion unless constituencies are able to reach some sort of common ground. Key proposed amendments to the Employment Equity Act relate to its administration, improving compliance and enforcement. A vital concern is that the longer the amendments take to reach a conclusion, the greater the prejudice will be in respect of the achievement of the objectives of the Act. Notwithstanding the delays, democracy is clearly at work and due process needs to be followed.

2.2 Collaboration with stakeholders

Stakeholder collaboration is one of the most vital ingredients to empower any nation and to build human capital. Transformation requires extra effort in the input, throughput and output processes to be sustainable, which is why education, training and experiential learning are so important. Employment equity therefore cannot work in isolation, it has to be viewed and deliberated upon in context of, amongst others, the Nationals Skills Development Strategy, National Plan 2030 and Broad Based Black Economic Empowerment.

2.2.1 Portfolio Committee on Labour

A request was received from Parliament from for the CEE to present its 11th CEE Annual Report to Portfolio Committee (PCL) on Labour on 24 October 2011. After presenting the report, deliberations followed with members of the PCL and the following matters were raised:

- Concerns relating to the slow progress or the lack of it pertaining to increasing the representation of people with disabilities in the workforce
- More interventions were required to remove the glass ceiling in order to increase the representation of women at particularly the Senior Management and Top Management levels
- In addition to more sector data, separate data is required in the next report on provinces, Government versus private sector, Parastatals and educational institutions.

Attempts have been made by the CEE to give effect to these matters.

2.2.2 National Planning Commission

The National Planning Commission (NPC) invited the Commission for Employment Equity (CEE) to a meeting on 1 February 2012 in its endeavour to reach out and consult with those who are directly involved with transformation policy and legislation. The main aim of the meeting was to gather input on their draft National Development Plan (NDP), which encompasses a vision for South Africa with a number of goals until 2030. Other stakeholders that participated in this forum included the National Economic Forum (NEF), the BBBEE Council and the Department of Trade and Industry (DTI). Some of the areas covered by the CEE included:

- Progress is being made in increasing the representation of the designated groups, but at a very slow pace
- A need exists for employers to adopt strategies to especially increase the representation levels of African and Coloured women as well as people with disabilities in their workforces
- Most if not all employers who are defined as Qualifying Small Enterprises, when offered the choice in terms of the 7 elements on the BBBEE Scorecard for verification purposes, were likely to forgo employment equity when deciding optimum scoring strategies.

The CEE is convinced that better coordination and consultation can only enrich the transformation process if it leads to action and delivery.

2.3 EE Road shows 2011

Road shows were conducted in all nine provinces of the country. The main aim of the road shows was to gather public comments on the Revised Draft Code of Good Practice on HIV and AIDS and the World of Work (the Code) and the promotion of accurate reporting and online reporting.

South Africa embarked on the process of reviewing its Code of Good Practice on Key Aspects of HIV and Aids and Employment. The aim of this review was informed by the ILO Recommendations on HIV and AIDS and the World of Work, including broadening the scope for access to include all those involved in the world of work, alignment of terminology and, amongst others, providing for policies and programmes to address tuberculosis as a co-infection to HIV. People that were targeted for these road shows included:

- Chief Executive Officers and Managing Directors
- Heads of Departments
- Assigned EE Managers
- Organised Business and Employers
- Organised Labour and Employees
- HR Executives and Practitioners
- Public Service employers and employees
- Academics
- Community Constituencies.

Comments received during the road shows were collated, considered and incorporated into the Code in preparation for the NEDLAC process. The social partners and all stakeholders in general must be thanked for their active participation during the road shows as their inputs contributed towards enriching the Code and, at the same time, contributing towards improving on how employers report to the Department.

2.4 Review and Amendment of HIV/AIDS Codes of Good Practice and Technical Assistance Guidelines (TAG)

The reviewing of the Code to bring it in line with ILO Recommendation 100 reached finality towards the end of March 2012. The Minister has been advised of its contents and upon her consideration and approval it is due to be Gazetted and published in the 2012/2013 financial year.

The reviewing of the HIV and AIDS Technical Assistance Guidelines (TAG) in the World of Work took place almost concurrently with the review of the Code. Both these documents were developed in conjunction and in consultation with the ILO, Organised Labour, Organised Business, Community and Government and are due to be rolled out towards the middle of 2012.

The main aim of the Code is to support world of work policies and programmes on HIV and AIDS in terms of key legislative requirements and good practice. The objective of the TAG is to guide employers along practical steps that should be taken in order to implement the Code.

2.5 DG Reviews

One hundred and sixteen (116) companies were reviewed from the 2006/2007 financial year in terms of Sections 43, 44 and 45. These Sections of the Act empower the Director-General (DG) of the Department of Labour to assess whether an employer is complying with the Act and make recommendations. According to these sections, failure to comply with these recommendations may result in an employer being referred to the Labour Court.

Observations made during the DG Review process had shown that none of these companies were anywhere close to fully complying with the Employment Equity Act. Recommendations were provided to employers and new employment equity plans that were prepared by them and aligned to the requirements of the Act, section 20, were approved by the Director-General.

As part of the Department's monitoring mechanisms, sixteen of these companies were followed-up in 2011/2012 financial year to gauge how these employers were progressing against the objectives they committed themselves to in their employment equity plan approved by the Director-General. None of these companies are able to say that they have equitable workplaces in terms of race, gender and disability that truly reflect the EAP of their respective population groupings. However, the following companies either came close to or achieved or surpassed most of the goals and objectives they set for themselves in the plan that was approved by the Director-General.

- Nedcor Bank Limited (Finance)
- Express Air Services (Pty) Ltd trading as Bidair Cargo (Transport)
- Rennie's Ships Agency (Pty) Ltd (Transport)
- Kolok (Pty) Ltd (Technology)
- Woolworths (Pty) Ltd (Retail)
- Albany Bakeries - Tiger Consumer Brands Ltd
- King Foods - Tiger Consumer Brands Ltd.

The companies mentioned above were generally progressing well towards achieving race and gender equity at their workplaces. Some of these companies seem to be progressing reasonably well on employing people with disabilities when compared to other companies going through the same process. Nedbank have improved their representation of people with disabilities, from very few people in their employ at the beginning of the DG Review process to the 2% representation mark for people with disabilities. The achievements of these companies can largely be attributed to management's commitment to transforming their workplaces. If all employers were to emulate the strategies of these companies, South Africa is likely to gain from a diverse, tolerant and peaceful workforce in the not so distant future. The Department of Labour will continue with its programme to follow-up on the remainder of the companies.



3

**WORKFORCE
DISTRIBUTION**

WORKFORCE DISTRIBUTION

The workforce population distribution is based on the Quarterly Labour Force Survey published by Statistics South Africa on the Economically Active Population (EAP). The EAP includes people from 15 to 64 years of age who are either employed or unemployed and who are seeking employment. The EAP is meant to provide guidance to employers in order to assist them in determining the resource allocation and subsequent interventions that are needed to achieve an equitable and representative workforce.

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

Economically Active Population (EAP)					
Male			Female		
AM	African male	40.3%	AF	African female	33.8%
CM	Coloured male	5.9%	CF	Coloured female	5.2%
IM	Indian male	1.8%	IF	Indian female	1.1%
WM	White male	6.6%	WF	White female	5.3%
FM	Foreign male	0%	FF	Foreign female	0%
TOTAL		54.6%	TOTAL		45.4%

Source: Statistics South Africa, September 2011 QLFS

The national demographics of the Economically Active Population (EAP) are illustrated in Table 1 by race and gender, together with the EAP by province set out in Table 2. This information is provided to employers for the setting of employment equity numerical goals and targets in their Employment Equity Plans.

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

Province	Male				Female				Total
	A	C	I	W	A	C	I	W	
Western Cape	17.3%	27.5%	0.2%	8.2%	14.3%	25.0%	0.1%	7.4%	100.0%
Eastern Cape	36.9%	8.5%	0.3%	6.3%	36.2%	6.5%	0.1%	5.2%	100.0%
Northern Cape	28.9%	22.5%	0.0%	5.4%	20.2%	18.3%	0.0%	4.4%	100.0%
Free State	49.2%	1.4%	0.1%	6.9%	36.0%	1.0%	0.0%	5.0%	100.0%
KwaZulu-Natal	42.4%	0.6%	6.5%	3.8%	38.5%	0.6%	4.4%	3.2%	100.0%
North West	53.0%	0.5%	0.2%	6.5%	34.7%	0.6%	0.0%	4.4%	100.0%
Gauteng	42.5%	1.9%	1.8%	9.0%	34.7%	1.8%	1.0%	7.3%	100.0%
Mpumalanga	48.1%	0.5%	0.9%	5.4%	41.7%	0.4%	0.1%	3.0%	100.0%
Limpopo	51.5%	0.2%	0.2%	1.9%	45.0%	0.2%	0.1%	1.1%	100.0%

Source: Statistics South Africa, September 2011 QLFS

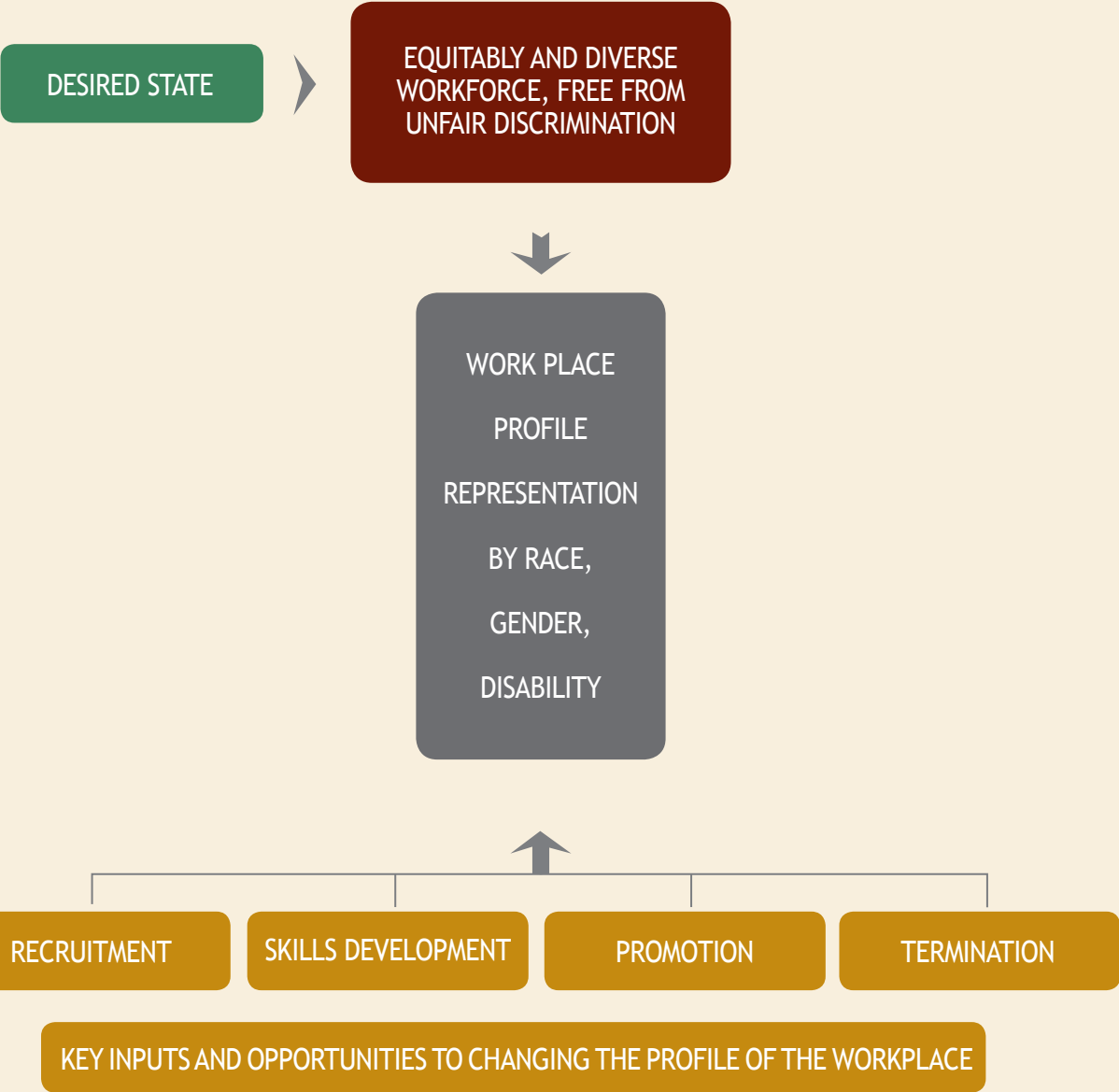
Table 2 shows the EAP distribution per province in terms of race and gender. Except for the Western Cape, Africans are in the majority in eight of the nine provinces. All employee statistics in graphs and tables that follow should be viewed in relation to the national and provincial EAP both in terms of race and gender.



4

**EMPLOYMENT EQUITY
VALUE CHAIN**

EMPLOYMENT EQUITY VALUE CHAIN





5

**ANALYSIS OF
EMPLOYMENT EQUITY
REPORTS RECEIVED IN 2011**

ANALYSIS OF EMPLOYMENT EQUITY REPORTS RECEIVED IN 2011

This section of the report reflects on the extent of reporting by employers for 2007, 2009 and 2011 in relation to workforce profiles, workforce movement and skills development in terms of race, gender and disability. A trends analysis of the four upper occupational levels, i.e. Top Management, Senior Management, Professionally Qualified and Skilled levels, are provided below in terms of race and gender as well. Tables supporting the information reflected in this report are contained in Appendix A.

5.1 Extent of reporting

There has been a progressive increase in the number of reports received from employers and the number of reports that are fully and accurately completed since the tightening of the regulations. Table 3 outlines reporting information for large employers only for 2007, 2009 and 2011. Large employers are required to report every year and small employers are required to submit a report every two years, i.e. every year that ends with an even number.

Table 3: Employment Equity reports received and analysed

YEAR	REPORTS RECEIVED	REPORTS EXCLUDED	REPORTS INCLUDED IN ANALYSIS	% REPORTS FOR ANALYSIS
2007	2 858	1 365	1 493	52.2%
2009	3695	326	3 369	91.1%
2011	4 492	122	4 370	97.3%

In 2011, 4 492 reports were received and 4 370 reports were analysed, which amounts to 97.3% of these reports being included in the analysis. More than 90% of these reports were submitted on-line and this dramatically improved the accuracy of reports received. The accuracy rate has also been gradually increasing since the introduction of a provision in the regulations that deem employers who do not fully and accurately report to have not reported at all in terms of the Act.

5.2 Workforce profile, movement and skills development in terms of race, gender and disability

This part of the report provides the employee population distribution in terms of race, gender and disability for the first four occupational levels. It also provides an insight into movements in the workplace pertaining to recruitment, promotions, terminations and skills development for the period. Illustrations are done using graphs and tables to reflect on workforce profiles, movements, sector information and trends from 2007 to 2011. Information on provinces and the various business types are also included below, with All Government representing the aggregated total of national, provincial and local Governments as a business type.

5.2.1 TOP MANAGEMENT LEVEL IN TERMS OF RACE AND GENDER

Figure 1: Workforce profile at the top management level by race and gender

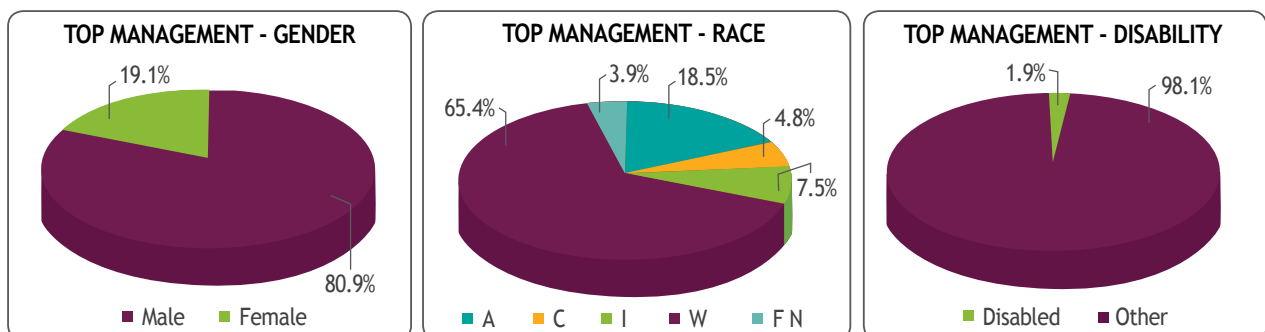


Figure 1 shows that Whites still dominate with 65.4% at the Top Management Level, which is nearly six times their EAP and approximately double the representation of the sum of all Blacks at this level. Male representation is almost double that of their EAP and nearly four times that of women at this level. The representation of people with disabilities reflects reasonable progress when compared to other occupational levels - this could be due to the low numbers of people who are employed at this level in the workforce as a whole.

Table 4: People with disabilities in terms of race and gender at the Top Management level

Occupational Levels	Male				Female				Foreign National		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top Management	103	7	26	170	25	6	5	32	3	0	377
	27.3%	1.9%	6.9%	45.1%	6.6%	1.6%	1.3%	8.5%	0.8%	0.0%	100.0%

Table 4 shows that within the disability group, Whites dominate almost by the same margin as the general workforce at this level - male representation also dominates at this level, which is similar to the general workforce.

Table 5: Workforce profiles and movements at the Top Management level in terms of race and gender

Workforce Movements	Male				Female				Foreign National		Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
Workforce profile for all employers	2 515	642	1 146	10 679	1 060	285	303	1 970	673	79	19 352
	13.0%	3.3%	5.9%	55.2%	5.5%	1.5%	1.6%	10.2%	3.5%	0.4%	100.0%
Recruitment for all employers	346	67	94	673	183	28	31	155	109	11	1 697
	20.4%	3.9%	5.5%	39.7%	10.8%	1.6%	1.8%	9.1%	6.4%	0.6%	100.0%
Promotion for all employers	159	68	87	537	58	34	31	157	23	1	1 155
	13.8%	5.9%	7.5%	46.5%	5.0%	2.9%	2.7%	13.6%	2.0%	0.1%	100.0%
Termination for all employers	366	64	85	928	168	38	31	180	98	7	1 965
	18.6%	3.3%	4.3%	47.2%	8.5%	1.9%	1.6%	9.2%	5.0%	0.4%	100.0%
Skills development for all employers	904	282	348	2 729	422	126	128	700	0	0	5 639
	16.0%	5.0%	6.2%	48.4%	7.5%	2.2%	2.3%	12.4%	0%	0%	100.0%

Table 5 above shows that Whites and males still dominate in terms of representation at this level. This scenario is likely to remain as long as Whites continue to dominate most opportunities pertaining to recruitment and promotion. In 2011, of the 1 155 promotion and 1 697 recruitment opportunities, 60.4% of promotions and 48.8% of recruitments accrued to Whites respectively. At the same time, Whites accounted for 56.4% of all terminations and 60.8% of skills development opportunities at this level. If employers continue with their current recruitment and promotion practices, it is unlikely that reasonable progress will be made at this level, as Whites dominated the recruitment, promotion and skills development opportunities, despite accounting for most of the terminations in 2011.

Table 6: Industry Sector workforce profile at the Top Management level by race and gender

Sectors	Male				Female				Foreign National		Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
Agriculture	8.1%	2.1%	0.8%	75.1%	2.9%	0.8%	0.0%	9.6%	0.4%	0.1%	100.0%
Mining and Quarrying	14.4%	1.4%	1.8%	67.2%	3.3%	0.5%	0.5%	7.7%	3.0%	0.2%	100.0%
Manufacturing	5.1%	2.7%	7.1%	66.5%	1.9%	1.2%	1.4%	9.1%	4.6%	0.4%	100.0%
Electricity, Gas and Water	20.1%	5.0%	7.5%	44.5%	9.7%	1.6%	2.6%	4.9%	3.8%	0.3%	100.0%
Construction	11.3%	4.3%	5.1%	65.8%	3.3%	0.9%	1.2%	4.8%	3.0%	0.2%	100.0%
Retail and Motor Trade/Repair Service	10.6%	5.2%	4.7%	63.5%	0.6%	1.1%	1.5%	11.2%	1.4%	0.3%	100.0%
Wholesale Trade/ Commercial Agents/ Allied Services	4.8%	2.1%	10.1%	63.0%	2.7%	1.1%	1.7%	10.1%	4.2%	0.2%	100.0%
Catering/ Accommodation/ other trade	11.2%	2.1%	4.4%	53.1%	5.5%	1.5%	0.5%	17.1%	4.0%	0.7%	100.0%
Transport/ Storage/ Communications	12.7%	3.4%	8.0%	50.0%	6.4%	1.3%	1.8%	9.8%	6.1%	0.5%	100.0%
Finance/Business Services	10.9%	2.5%	6.7%	51.5%	5.1%	2.4%	2.4%	14.7%	3.1%	0.7%	100.0%
Community/Social/ Personal Services	29.7%	4.9%	5.0%	30.5%	14.6%	1.8%	1.7%	10.5%	1.1%	0.2%	100.0%

Table 6 shows that the Community/Social/Personal Services were making the best progress at this level both in terms of race and gender. The Agriculture sector appears to be making the least amount of progress in terms of race and gender at this level followed by Manufacturing sector.

Table 7: Workforce profile percentage at the Top Management level by race and gender per Province

Province	Male				Female				Foreign National		Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
Western Cape	3.8%	7.7%	2.7%	65.1%	1.1%	3.9%	1.0%	12.1%	2.2%	0.4%	100.0%
Eastern Cape	18.6%	4.5%	2.9%	55.7%	5.4%	1.2%	0.5%	7.5%	3.6%	0.0%	100.0%
Northern Cape	23.0%	11.7%	1.2%	38.5%	16.3%	3.9%	0.4%	4.7%	0.4%	0.0%	100.0%
Free State	25.8%	4.8%	0.0%	45.4%	12.8%	0.0%	0.0%	11.0%	0.2%	0.0%	100.0%
KwaZulu-Natal	13.4%	1.5%	14.5%	51.8%	5.2%	0.6%	3.6%	7.2%	1.9%	0.2%	100.0%
North West	27.1%	1.0%	1.7%	47.9%	10.4%	0.3%	1.4%	8.7%	1.0%	0.3%	100.0%
Gauteng	12.5%	2.5%	5.9%	54.7%	5.4%	1.2%	1.6%	11.0%	4.7%	0.5%	100.0%
Mpumalanga	23.3%	1.4%	1.6%	54.5%	9.5%	0.4%	0.0%	7.8%	1.4%	0.1%	100.0%
Limpopo	31.6%	0.6%	4.0%	40.5%	17.1%	0.0%	0.6%	4.8%	0.6%	0.3%	100.0%

According to the Table 7, Limpopo appears to be making the most progress at this level in terms of race and the Northern Cape appears to be progressing well in terms of race and gender representation. Western Cape appears to be making the least progress in terms of both race and gender at this level.

Table 8: Workforce profile percentage at the Top Management level for PRIVATE SECTOR, per Province by race and gender

Private Sector by Province	Male				Female				Foreign National		Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
Western Cape	3.4%	6.3%	2.7%	67.0%	1.0%	3.7%	0.9%	12.2%	2.3%	0.4%	100.0%
Eastern Cape	8.2%	3.4%	2.9%	69.5%	1.6%	1.5%	0.5%	8.1%	4.4%	0.0%	100.0%
Northern Cape	9.2%	5.9%	0.8%	69.7%	0.8%	2.5%	0.0%	10.1%	0.8%	0.0%	100.0%
Free State	11.0%	4.8%	0.0%	67.8%	2.2%	0.0%	0.0%	13.9%	0.4%	0.0%	100.0%
KwaZulu-Natal	6.5%	1.8%	18.4%	55.5%	1.8%	0.5%	4.8%	8.4%	2.0%	0.2%	100.0%
North West	14.5%	0.6%	1.8%	63.9%	4.2%	0.0%	1.8%	11.4%	1.8%	0.0%	100.0%
Gauteng	9.0%	2.0%	5.8%	59.4%	4.0%	1.0%	1.6%	11.3%	5.3%	0.6%	100.0%
Mpumalanga	15.1%	1.7%	2.0%	64.8%	5.6%	0.5%	0.0%	8.8%	1.5%	0.0%	100.0%
Limpopo	13.0%	0.5%	6.5%	66.5%	4.0%	0.0%	1.0%	7.5%	0.5%	0.5%	100.0%

The most progressive province at this level in terms of race according to Table 8 is Mpumalanga and the Western Cape is most progressive when it comes to the representation of women. Western Cape is the least progressive in terms of race and KwaZulu Natal the least progressive in terms of gender.

Table 9: Workforce profile at the Top Management level for GOVERNMENT, per Province by race and gender

Government By Province	Male				Female				Foreign National		Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
Western Cape	11.2%	36.7%	2.0%	34.7%	3.1%	3.1%	0.0%	9.2%	0.0%	0.0%	100.0%
Eastern Cape	54.5%	9.0%	1.2%	12.6%	18.0%	0.6%	0.6%	3.0%	0.6%	0.0%	100.0%
Northern Cape	27.7%	26.5%	2.4%	15.7%	19.3%	7.2%	1.2%	0.0%	0.0%	0.0%	100.0%
Free State	51.5%	3.0%	0.0%	6.8%	34.1%	0.0%	0.0%	4.5%	0.0%	0.0%	100.0%
KwaZulu-Natal	45.0%	1.1%	11.3%	15.2%	21.6%	1.1%	2.5%	2.1%	0.0%	0.0%	100.0%
North West	48.8%	2.4%	2.4%	17.1%	29.3%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Gauteng	43.9%	6.6%	5.4%	10.2%	24.1%	2.4%	2.0%	4.1%	0.7%	0.5%	100.0%
Mpumalanga	71.2%	0.0%	0.0%	0.0%	27.4%	0.0%	0.0%	1.4%	0.0%	0.0%	100.0%
Limpopo	55.4%	0.8%	0.8%	2.5%	38.0%	0.0%	0.0%	1.7%	0.8%	0.0%	100.0%

Table 9 above shows that the only province that is progressing badly in terms of race and gender in Government is the Western Cape. Although the Western Cape appears to be the least progressive province at this level in terms of gender, White females were over represented in the Western Cape.

Table 10: Workforce profile at the Top Management level by race and gender per BUSINESS TYPE -
 (Please note All Government is inclusive of national, provincial and local Governments)

Business Type	Male				Female				Foreign National		Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
All Employers	13.0%	3.3%	5.9%	55.2%	5.5%	1.5%	1.6%	10.2%	3.5%	0.4%	100.0%
All Government	45.4%	7.7%	4.4%	12.2%	23.6%	1.6%	1.2%	3.3%	0.4%	0.1%	100.0%
National Government	43.1%	7.7%	6.4%	9.9%	21.7%	2.9%	1.9%	4.8%	1.0%	0.6%	100.0%
Provincial Government	48.3%	8.5%	1.8%	5.2%	29.2%	1.1%	0.7%	5.2%	0.0%	0.0%	100.0%
Local Government	45.3%	7.5%	4.5%	15.4%	22.5%	1.3%	1.1%	2.1%	0.2%	0.0%	100.0%
Private Sector	8.1%	2.8%	6.1%	61.7%	3.1%	1.4%	1.6%	10.8%	4.0%	0.4%	100.0%
Non-Profit Organisation	41.9%	7.4%	2.2%	22.2%	11.9%	2.0%	1.6%	9.9%	0.6%	0.3%	100.0%
Parastatal	32.3%	3.1%	8.8%	29.2%	13.2%	3.5%	1.0%	7.4%	0.8%	0.6%	100.0%
Educational Institution	27.1%	3.9%	6.7%	28.1%	17.4%	1.6%	1.9%	13.0%	0.2%	0.0%	100.0%

According to the **Table 10** above, Government is performing much better than all the other Business Types at this level. It is very evident from the information provided above that White dominance in the Private Sector outweighs all other Business Types at this level.

Figure 2: Trends for the Top Management level from 2007 to 2011 by race

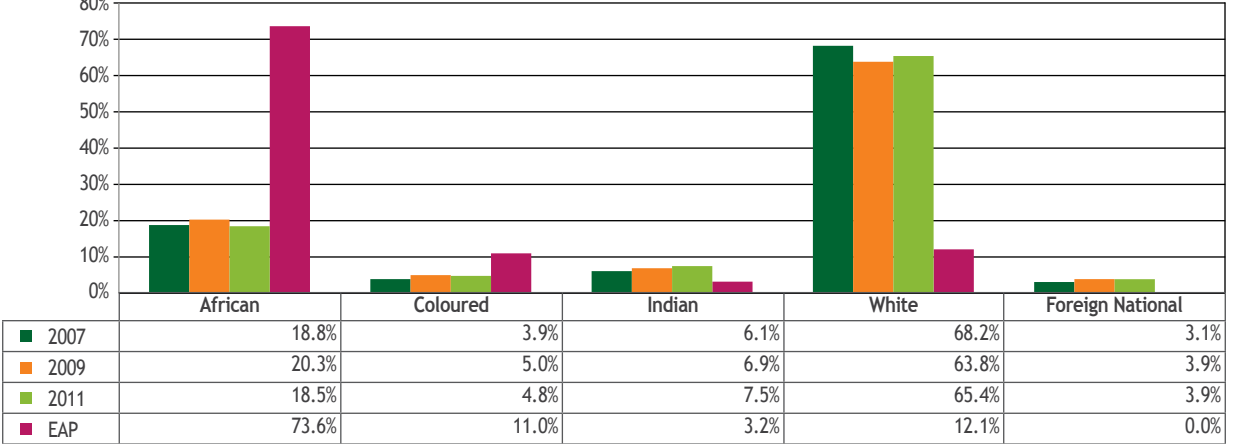


Figure 2 shows the dominance of White representation at this level in that it has stood at above 60% from 2007 to 2011. Real progress towards increasing the representation of especially Africans and Coloureds at this level is critical if any form of equity is to be reached. The only race group, apart from Whites, that is doing well at this level are Indians.

Figure 3: Trends for the Top Management level from 2007 to 2011 by gender

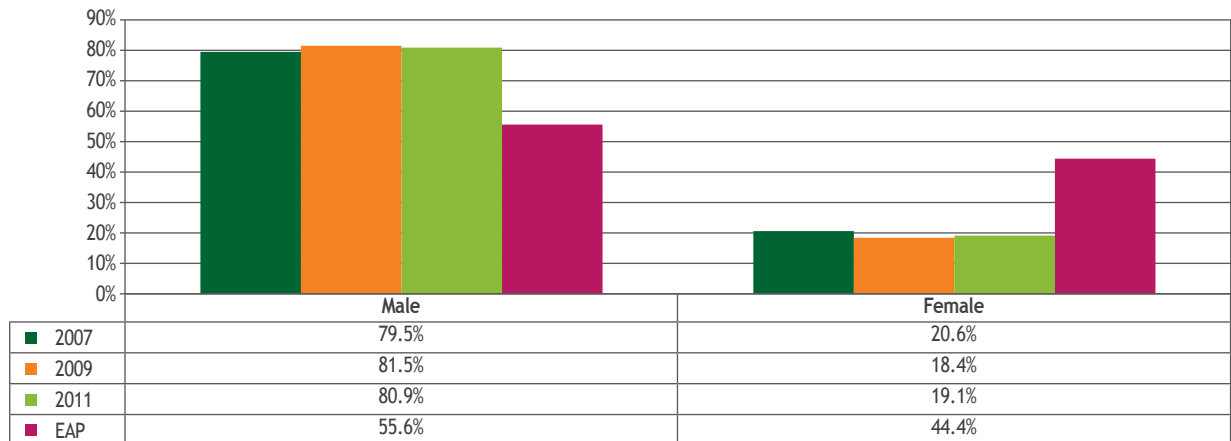


Figure 3 shows that male representation at approximately 80% and female representation at approximately 20% has remained pretty flat over the past four years. Increasing the representation of women at this level should be made a priority by most employers.

5.2.2 SENIOR LEVEL MANAGEMENT LEVEL IN TERMS OF RACE AND GENDER

Figure 4: Workforce profile at the Senior Management level by race and gender

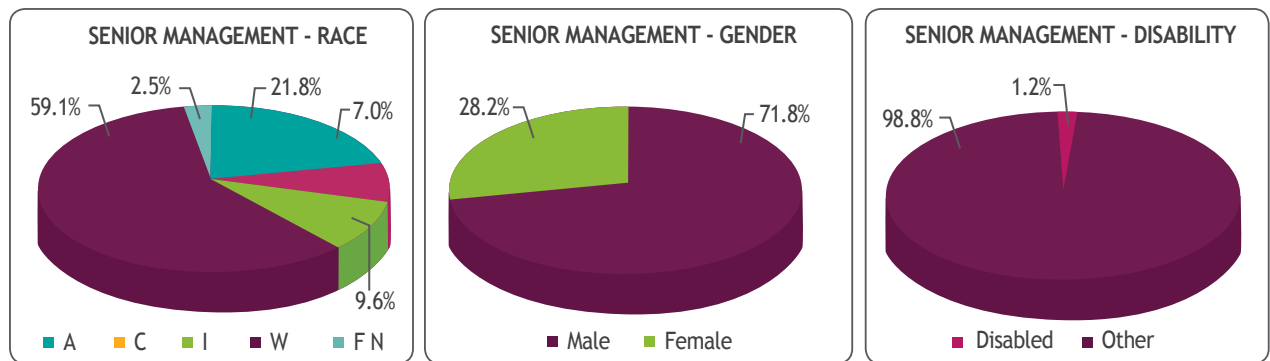


Figure 4 shows that White representation is almost 60% and about five times their EAP. The representation of males is nearly one-and-a-half-times their EAP when compared to the representation of women at this level. Indians are also three times their EAP at this level. The representation of people with disabilities at 1.2% is also higher than at the middle occupational levels, which could also be due to the low numbers of people who are employed at this level.

Table 11: People with disabilities in terms of race and gender at the Senior Management level

Occupational Levels	Male				Female				Foreign National		Total
	A	C	I	W	A	C	I	W	Male	Female	
Senior Management	122	33	39	407	59	16	19	121	15	2	833
	14.6%	4.0%	4.7%	48.9%	7.1%	1.9%	2.3%	14.5%	1.8%	0.2%	100.0%

Table 11 shows Whites and males with disabilities also dominate at the Senior Management level, which is similar to the general workforce at this level as well. Africans, followed by Coloureds, are the most under-represented group at this level

Table 12: Workforce profile and movements at the Senior Management level in terms of race and gender

Workforce Movements	Male				Female				Foreign National		Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
Workforce profile for all employers	10 353	3 296	4 837	31 332	5 224	1 702	1 985	10 877	1 456	353	71 415
	14.5%	4.6%	6.8%	43.9%	7.3%	2.4%	2.8%	15.2%	2.0%	0.5%	100.0%
Recruitment for all employers	1 316	350	492	3 133	795	171	254	1 116	247	53	7 927
	16.6%	4.4%	6.2%	39.5%	10.0%	2.2%	3.2%	14.1%	3.1%	0.7%	100.0%
Promotion for all employers	1 449	425	678	2 335	801	227	356	1 213	224	60	7 768
	18.7%	5.5%	8.7%	30.1%	10.3%	2.9%	4.6%	15.6%	2.9%	0.8%	100.0%
Termination for all employers	1 234	354	512	4 175	606	168	224	1 434	296	84	9 087
	13.6%	3.9%	5.6%	45.9%	6.7%	1.8%	2.5%	15.8%	3.3%	0.9%	100.0%
Skills development	5 700	1 655	2 113	11 530	2 828	892	1 003	4 847	0	0	30 568
	18.6%	5.4%	6.9%	37.7%	9.3%	2.9%	3.3%	15.9%	0%	0%	100.0%

Table 12 above reflects that Whites and males are still dominating in terms of representation at this level. This scenario is likely to remain as long as Whites continue to dominate opportunities pertaining to recruitment, promotion and skills development opportunities. In 2011, of the 7 768 promotion and 7 927 recruitment opportunities, 45.6% of promotions and 53.6% of recruitments accrued to Whites respectively.

Table 13: INDUSTRY SECTOR workforce profile at the Senior Management level by race and gender

Sectors	Male				Female				Foreign National		Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
Agriculture	15.8%	3.0%	2.0%	57.0%	6.5%	1.6%	1.0%	12.0%	0.8%	0.2%	100.0%
Mining and Quarrying	16.3%	2.2%	2.5%	63.4%	3.5%	0.3%	0.9%	8.4%	2.4%	0.3%	100.0%
Manufacturing	7.3%	4.9%	8.4%	55.6%	3.2%	1.9%	2.6%	13.0%	2.8%	0.4%	100.0%
Electricity, Gas and Water	24.3%	4.9%	8.1%	34.1%	12.3%	2.5%	2.5%	9.2%	1.7%	0.2%	100.0%
Construction	12.2%	4.6%	4.6%	61.7%	4.4%	0.8%	1.3%	7.2%	3.1%	0.1%	100.0%
Retail and Motor Trade/Repair Service	8.0%	6.4%	7.6%	46.5%	3.6%	4.4%	3.2%	19.1%	1.0%	0.3%	100.0%
Wholesale Trade/Commercial Agents/Allied Services	9.7%	4.2%	11.5%	45.0%	4.2%	2.6%	3.1%	18.1%	1.4%	0.2%	100.0%
Catering/Accommodation/other trade	18.1%	5.0%	4.4%	32.9%	8.8%	3.8%	2.2%	22.1%	2.0%	0.7%	100.0%
Transport/Storage/Communications	13.6%	5.1%	9.7%	43.0%	6.5%	2.4%	3.0%	14.5%	1.7%	0.4%	100.0%
Finance/Business Services	9.9%	4.0%	7.3%	42.4%	6.0%	2.4%	3.8%	20.6%	2.6%	0.9%	100.0%
Community/Social/Personal Services	31.2%	5.3%	4.5%	22.1%	17.4%	2.7%	2.7%	12.8%	0.8%	0.3%	100.0%

Table 13 shows that the least progressive sector was Mining in terms of race and gender at this level. The Community/Social/Personal Services sector appear to have been making the most progress when compared to other sectors in terms of race and gender at this level. White women representation is dominant over the representation of Black women across most sectors, which is a major concern.

Table 14: Workforce profile at the Senior Management level by race and gender per Province

Province	Male				Female				Foreign National		Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
Western Cape	6.0%	11.2%	3.9%	47.9%	2.7%	6.4%	1.7%	18.1%	1.7%	0.4%	100.0%
Eastern Cape	20.9%	6.6%	2.1%	42.4%	12.6%	2.0%	0.8%	10.4%	2.0%	0.3%	100.0%
Northern Cape	21.3%	12.7%	0.7%	39.6%	7.2%	5.9%	0.8%	11.2%	0.7%	0.0%	100.0%
Free State	25.8%	2.6%	0.8%	42.3%	11.3%	0.7%	0.2%	14.9%	1.1%	0.3%	100.0%
KwaZulu-Natal	13.6%	2.8%	17.2%	39.0%	5.7%	1.9%	6.7%	11.4%	1.6%	0.2%	100.0%
North West	30.4%	2.2%	1.7%	39.7%	13.5%	0.8%	0.5%	10.4%	0.7%	0.1%	100.0%
Gauteng	13.9%	3.6%	6.8%	44.6%	7.5%	1.8%	2.9%	16.0%	2.4%	0.6%	100.0%
Mpumalanga	29.3%	1.0%	1.4%	44.1%	11.6%	0.4%	0.3%	11.2%	0.7%	0.2%	100.0%
Limpopo	47.5%	0.6%	1.8%	19.4%	22.3%	0.3%	0.4%	6.6%	0.9%	0.2%	100.0%

Table 14 shows Limpopo province as the most progressive in terms of both race and gender. The least progressive province in terms of race and gender still appears to be the Western Cape.

Table 15: Workforce profile at the Senior Management level for PRIVATE SECTOR, per Province by race and gender

Private Sector by Province	Male				Female				Foreign National		Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
Western Cape	5.6%	9.8%	4.1%	49.9%	2.4%	5.9%	1.7%	18.4%	1.7%	0.4%	100.0%
Eastern Cape	10.1%	7.6%	2.2%	57.4%	5.0%	2.3%	0.7%	12.2%	2.1%	0.4%	100.0%
Northern Cape	12.6%	5.9%	0.3%	60.4%	2.0%	2.0%	0.3%	15.7%	0.8%	0.0%	100.0%
Free State	8.6%	2.6%	0.6%	62.2%	3.2%	0.0%	0.2%	20.8%	1.3%	0.4%	100.0%
KwaZulu-Natal	8.8%	2.7%	19.3%	41.8%	3.0%	1.9%	7.6%	13.0%	1.6%	0.2%	100.0%
North West	13.4%	1.9%	1.3%	63.4%	2.4%	0.5%	0.5%	15.2%	1.3%	0.0%	100.0%
Gauteng	9.5%	3.4%	7.2%	50.7%	4.3%	1.6%	2.8%	17.1%	2.7%	0.6%	100.0%
Mpumalanga	20.7%	1.3%	1.5%	55.5%	6.8%	0.4%	0.2%	12.6%	0.8%	0.2%	100.0%
Limpopo	27.7%	1.1%	3.8%	41.4%	8.9%	0.5%	0.8%	14.0%	1.6%	0.3%	100.0%

Table 15 shows that the Limpopo province is the most progressive in terms of race. The least progressive province in terms of race was the Western Cape. The representation of Black females remains a concern across all provinces at this level.

Table 16: Workforce profile at the Senior Management level for GOVERNMENT, per Province by race and gender

Government by province	Male				Female				Foreign National		Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
Western Cape	11.5%	27.4%	1.6%	32.7%	5.2%	10.5%	0.8%	10.3%	0.0%	0.0%	100.0%
Eastern Cape	45.3%	5.5%	2.2%	10.4%	28.3%	1.7%	0.6%	4.6%	1.1%	0.2%	100.0%
Northern Cape	32.0%	23.0%	0.4%	11.1%	15.2%	11.9%	1.2%	4.9%	0.4%	0.0%	100.0%
Free State	48.4%	2.5%	0.4%	17.8%	21.7%	1.1%	0.4%	7.1%	0.7%	0.0%	100.0%
KwaZulu-Natal	36.7%	1.6%	14.6%	15.7%	19.2%	0.9%	5.1%	5.8%	0.2%	0.0%	100.0%
North West	52.7%	2.2%	1.1%	11.3%	26.5%	0.4%	0.4%	4.7%	0.4%	0.4%	100.0%
Gauteng	35.3%	4.8%	5.0%	16.1%	22.9%	2.3%	3.0%	9.5%	0.6%	0.4%	100.0%
Mpumalanga	58.1%	0.2%	1.3%	9.9%	26.0%	0.4%	0.6%	3.6%	0.0%	0.0%	100.0%
Limpopo	58.5%	0.2%	0.3%	7.1%	30.7%	0.2%	0.2%	2.2%	0.7%	0.0%	100.0%

Table 16 shows that Government in 8 provinces, except for the Western Cape, was performing well in terms of race at this level. Government in the Western Cape is also struggling to increase the representation of women at this level, except for White females that were well represented at this level in the Western Cape.

Table 17: Workforce profile at the Senior Management level by race and gender per Business Type
(Please note All Government is inclusive of national, provincial and local Governments)

Businesses type	Male				Female				Foreign National		Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
All Employers	14.5%	4.6%	6.8%	43.9%	7.3%	2.4%	2.8%	15.2%	2.0%	0.5%	100.0%
All Government	38.4%	5.6%	4.6%	15.4%	22.5%	2.5%	2.4%	7.7%	0.5%	0.2%	100.0%
National Government	34.5%	4.9%	5.1%	15.4%	23.3%	2.4%	3.2%	10.0%	0.7%	0.4%	100.0%
Provincial Government	45.6%	6.2%	3.4%	7.9%	27.3%	2.9%	1.6%	4.4%	0.6%	0.0%	100.0%
Local Government	39.9%	6.4%	4.8%	22.2%	16.6%	2.3%	1.4%	6.1%	0.3%	0.1%	100.0%
Private Sector	9.4%	4.4%	7.3%	50.4%	4.0%	2.3%	2.8%	16.5%	2.3%	0.5%	100.0%
Non-Profit Organisation	28.6%	4.5%	3.3%	20.8%	18.2%	3.8%	3.3%	16.3%	0.9%	0.3%	100.0%
Parastatal	24.4%	5.2%	6.5%	30.0%	15.4%	2.8%	3.0%	9.7%	2.1%	0.9%	100.0%
Educational Institution	24.9%	5.4%	4.8%	24.8%	13.3%	2.5%	2.4%	19.5%	2.0%	0.5%	100.0%

Table 17 shows Government outperforming the private sector in terms of race and gender. The data contained in Table 17 also shows White dominance at Educational Institutions, where White females surpass the representation of Black females by a huge margin.

Figure 5: Population distribution trends for the Senior Management level from 2007 to 2011

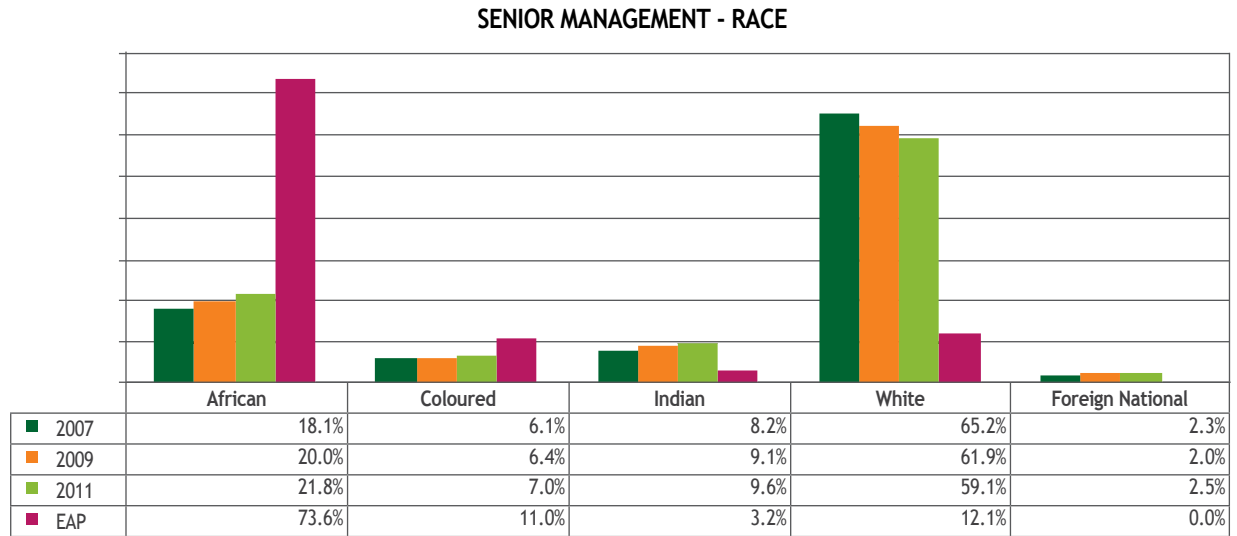


Figure 5 shows that Black representation was gradually increasing though at a very slow pace at this level. White representation remains around 60% and has been decreasing at a very slow pace at this level from 2007 to 2011.

Figure 6: Population distribution trends for the Senior Management level from 2007 to 2011

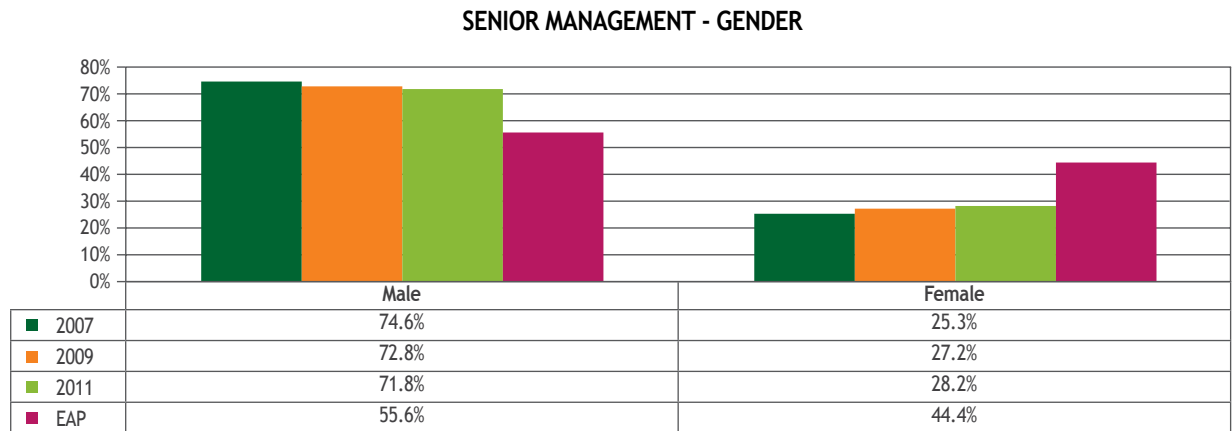


Figure 6 shows the slight increase in female representation correlating to the decrease in male representation. The CEE is concerned that if women are struggling to break through the glass ceiling at this level, how much more difficult it will be at the Top Management level.

5.2.3 PROFESSIONALLY QUALIFIED IN TERMS OF RACE AND GENDER

Figure 7: Workforce profile at the Professionally Qualified level by race and gender

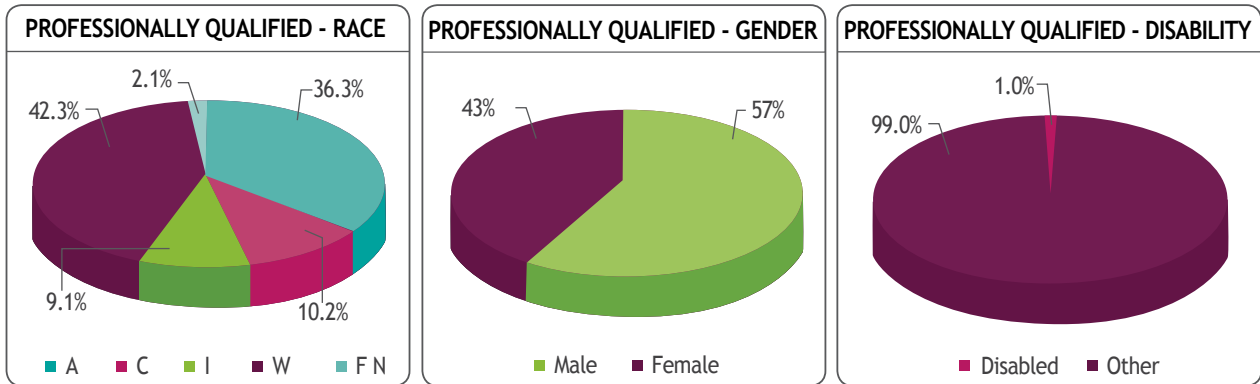


Figure 7 reflects good progress at this level in terms of race and gender. White representation is about three-and-a-half times their EAP while males are slightly below their EAP at this level. It also shows that as the workforce increases in the middle-to-lower levels, the percentage representation of people with disabilities decreases - this could be due to more people being employed at these levels.

Table 18: People with disabilities in terms of race and gender at the Professionally Qualified level

Occupational Levels	Male				Female				Foreign National		Total
	A	C	I	W	A	C	I	W	Male	Female	
Professionally qualified level	632	173	184	1 434	525	122	88	612	27	12	3 809
	16.6%	4.5%	4.8%	37.6%	13.8%	3.2%	2.3%	16.1%	0.7%	0.3%	100.0%

Table 18 shows that Whites and males with disabilities were also dominating at the Professionally Qualified level, which is similar to the general workforce at this level. Africans, followed by Coloureds, both males and females are the most under-represented groups at this level.

Table 19: Workforce profile and movements at the Professionally Qualified level

Workforce Movements	Male				Female				Foreign National		Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
Workforce profile for all employers	70 055	19 970	19 842	97 817	64 892	17 965	13 864	59 097	5 714	2 153	371 369
	18.9%	5.4%	5.3%	26.3%	17.5%	4.8%	3.7%	15.9%	1.5%	0.6%	100.0%
Recruitment for all employers	7 559	1 987	2 279	10 819	6 577	1 694	1 873	6 589	1 075	452	40 904
	18.5%	4.9%	5.6%	26.4%	16.1%	4.1%	4.6%	16.1%	2.6%	1.1%	100.0%
Promotion for all employers	7 668	3 909	2 044	7 551	7 434	3 633	1 980	6 402	449	222	41 292
	18.6%	9.5%	5.0%	18.3%	18.0%	8.8%	4.8%	15.5%	1.1%	0.5%	100.0%
Termination for all employers	7 691	2 302	2 502	13 692	6 517	1 899	1 866	7 799	954	396	45 618
	16.9%	5.0%	5.5%	30.0%	14.3%	4.2%	4.1%	17.1%	2.1%	0.9%	100.0%
Skills development	36 480	10 716	10 406	35 573	31 712	9 909	7 354	26 405	0	0	168 555
	21.6%	6.4%	6.2%	21.1%	18.8%	5.9%	4.4%	15.7%	0%	0%	100.0%

Table 19 shows more promising patterns compared to the two upper occupational levels in terms of recruitment and promotion opportunities, although Whites tend to still benefit from a large portion of the opportunities. However, this level is prone to transformation outcomes because the amount of people recruited and promoted from the designated groups were much more than those that were terminated.

Table 20: Industry Sector workforce profile at the Professionally Qualified level by race and gender

Sectors	Male				Female				Foreign National		Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
Agriculture	24.5%	4.1%	2.1%	37.8%	13.2%	1.8%	1.0%	13.9%	1.3%	0.3%	100.0%
Mining and Quarrying	24.4%	2.5%	2.3%	49.0%	7.1%	0.8%	1.2%	10.6%	1.8%	0.3%	100.0%
Manufacturing	12.2%	6.0%	8.8%	44.5%	4.9%	2.8%	3.3%	15.1%	1.9%	0.4%	100.0%
Electricity, Gas and Water	26.5%	5.2%	6.7%	27.0%	18.5%	2.3%	2.8%	8.2%	2.4%	0.5%	100.0%
Construction	20.3%	6.5%	4.6%	46.9%	6.8%	1.3%	1.5%	8.2%	3.6%	0.5%	100.0%
Retail and Motor Trade/Repair Service	14.7%	7.5%	7.5%	25.5%	10.8%	7.9%	4.7%	20.8%	0.4%	0.3%	100.0%
Wholesale Trade/ Commercial Agents/Allied Services	15.1%	5.2%	7.2%	31.6%	9.8%	4.7%	4.0%	20.6%	1.3%	0.4%	100.0%
Catering/ Accommodation/ other trade	14.9%	2.8%	3.0%	12.0%	40.5%	4.1%	3.7%	14.8%	2.7%	1.4%	100.0%
Transport/ Storage/ Communications	16.1%	6.2%	8.5%	37.9%	8.2%	2.7%	3.3%	15.8%	1.0%	0.3%	100.0%
Finance/Business Services	11.9%	4.9%	7.0%	28.5%	10.3%	5.4%	6.5%	23.2%	1.6%	0.9%	100.0%
Community/Social/ Personal Services	26.0%	5.9%	2.9%	12.4%	28.3%	6.7%	2.9%	13.1%	1.2%	0.5%	100.0%

Table 20 shows the Manufacturing sector as the least progressive in terms of race and the Construction sector the least progressive in terms of gender. The Community/Social/Personal Services sector seems to be making the most progress in terms of both race and gender at this level, probably because Government is in this Sector.

Table 21: Workforce profile at the Professionally Qualified level by race and gender per Province

Province	Male				Female				Foreign National		Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
Western Cape	7.0%	16.3%	2.8%	24.9%	6.7%	16.9%	2.1%	21.4%	1.2%	0.5%	100.0%
Eastern Cape	28.5%	6.1%	0.9%	13.5%	36.2%	4.1%	0.6%	8.2%	1.4%	0.5%	100.0%
Northern Cape	19.8%	14.2%	0.2%	35.6%	10.9%	6.9%	0.3%	11.5%	0.7%	0.1%	100.0%
Free State	24.4%	1.8%	0.6%	26.2%	24.5%	1.5%	0.4%	18.0%	1.8%	0.8%	100.0%
KwaZulu-Natal	21.4%	2.3%	14.1%	17.5%	21.7%	1.8%	9.8%	9.4%	1.5%	0.5%	100.0%
North West	26.2%	1.2%	1.5%	24.4%	25.7%	1.2%	0.7%	15.9%	2.4%	0.7%	100.0%
Gauteng	18.0%	3.9%	5.8%	30.5%	14.8%	3.2%	4.1%	17.4%	1.6%	0.6%	100.0%
Mpumalanga	27.8%	0.7%	1.3%	28.8%	25.6%	0.5%	0.7%	11.2%	2.8%	0.6%	100.0%
Limpopo	42.8%	0.2%	0.4%	4.7%	47.4%	0.1%	0.3%	3.1%	0.7%	0.2%	100.0%

Table 21 shows Limpopo as being the most progressive in terms of both race and gender at this level. The least progressive in terms of race, is the Western Cape and the least progressive in terms of gender is the Northern Cape.

Table 22: Workforce profile at the Professionally Qualified level for PRIVATE SECTOR, per Province by race and gender

Private Sector by Province	Male				Female				Foreign National		Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
Western Cape	8.3%	12.7%	4.2%	30.9%	6.0%	10.1%	2.9%	23.5%	0.9%	0.4%	100.0%
Eastern Cape	12.4%	13.2%	3.3%	45.6%	3.9%	4.0%	1.2%	15.4%	0.9%	0.2%	100.0%
Northern Cape	11.9%	8.6%	0.2%	56.8%	3.5%	2.3%	0.2%	15.5%	0.7%	0.1%	100.0%
Free State	16.8%	4.1%	1.1%	47.0%	6.9%	0.4%	0.5%	21.5%	1.2%	0.4%	100.0%
KwaZulu-Natal	15.5%	3.6%	18.2%	28.1%	8.8%	2.5%	8.9%	12.9%	1.2%	0.2%	100.0%
North West	12.6%	1.3%	3.3%	55.9%	5.9%	1.1%	0.8%	18.0%	0.8%	0.3%	100.0%
Gauteng	14.3%	4.3%	6.8%	35.8%	8.7%	3.6%	4.7%	19.5%	1.7%	0.6%	100.0%
Mpumalanga	24.5%	1.1%	1.7%	47.2%	9.7%	0.3%	0.5%	13.3%	1.6%	0.1%	100.0%
Limpopo	34.4%	0.8%	1.1%	33.8%	11.2%	0.2%	0.1%	16.4%	1.7%	0.3%	100.0%

Table 22 shows Limpopo as the most progressive in terms of both race and gender at this level. The least progressive was the Northern Cape in terms of gender and the Western Cape in terms of race.

Table 23: Workforce profile at the Professionally Qualified level for All GOVERNMENT, per Province by race and gender

Government by Province	Male				Female				Foreign National		Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
Western Cape	5.4%	15.8%	1.0%	18.0%	8.5%	31.2%	1.3%	17.6%	0.7%	0.4%	100.0%
Eastern Cape	32.8%	5.1%	0.3%	4.8%	45.8%	4.5%	0.3%	5.5%	0.6%	0.3%	100.0%
Northern Cape	26.9%	20.1%	0.3%	14.2%	17.6%	12.0%	0.4%	7.8%	0.7%	0.0%	100.0%
Free State	20.3%	0.7%	0.5%	15.1%	37.4%	2.3%	0.5%	19.1%	2.5%	1.6%	100.0%
KwaZulu-Natal	27.2%	1.0%	11.0%	5.8%	35.5%	1.2%	11.0%	5.3%	1.3%	0.6%	100.0%
North West	29.6%	0.6%	1.4%	6.2%	44.6%	1.5%	0.9%	10.3%	3.7%	1.2%	100.0%
Gauteng	38.6%	3.9%	3.0%	15.4%	25.4%	2.5%	1.8%	9.0%	0.3%	0.1%	100.0%
Mpumalanga	30.4%	0.3%	0.9%	6.3%	47.2%	0.7%	0.9%	7.8%	4.4%	1.1%	100.0%
Limpopo	42.9%	0.1%	0.3%	2.1%	51.9%	0.1%	0.2%	1.6%	0.6%	0.1%	100.0%

Table 23 shows that the least progressive provinces at this level are the Western Cape in terms of race and the Northern Cape in terms of gender.

Table 24: Workforce profile at the Professionally Qualified level by race and gender per BUSINESS TYPE
(Please note All Government is inclusive of national, provincial and local Governments)

Businesses Type	Male				Female				Foreign National		Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
All Employer	18.9%	5.4%	5.3%	26.3%	17.5%	4.8%	3.7%	15.9%	1.5%	0.6%	100.0%
All Government	30.9%	4.3%	3.0%	9.7%	34.3%	5.6%	2.7%	8.1%	1.0%	0.4%	100.0%
National Government	37.0%	4.4%	3.2%	15.4%	25.3%	3.0%	2.0%	9.3%	0.3%	0.2%	100.0%
Provincial Government	29.4%	3.3%	2.9%	5.9%	39.4%	6.5%	3.1%	7.6%	1.3%	0.6%	100.0%
Local Government	25.5%	11.4%	3.9%	22.6%	20.2%	6.3%	1.6%	8.3%	0.2%	0.0%	100.0%
Private Sector	13.9%	5.5%	6.9%	35.3%	8.3%	4.3%	4.5%	19.3%	1.5%	0.5%	100.0%
Non-Profit Organisation	27.6%	3.3%	3.1%	14.8%	26.4%	3.9%	3.0%	16.1%	1.4%	0.5%	100.0%
Parastatal	25.5%	4.5%	5.2%	28.9%	17.1%	2.9%	3.0%	9.7%	2.4%	0.7%	100.0%
Educational Institution	15.1%	7.8%	2.4%	15.8%	28.2%	7.0%	2.5%	17.4%	2.6%	1.2%	100.0%

Table 24 shows Government outperforming the private sector in terms of race and gender at this level. White representation in Educational Institutions still dominates compared to other racial groups.

Figure 8: Population distribution trends for the Professionally Qualified level from 2007 to 2011 by race for all employers

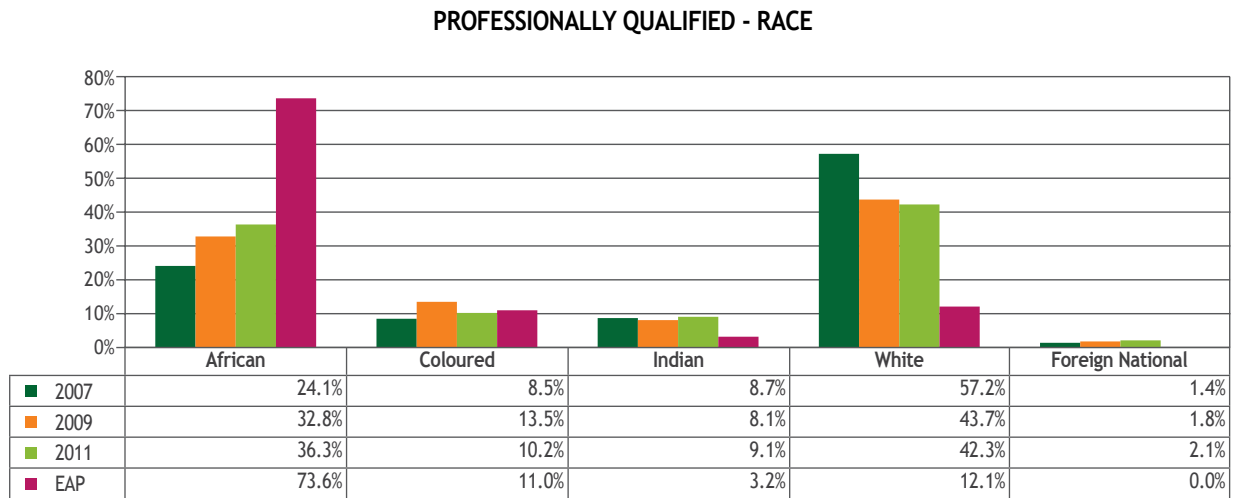


Figure 8 shows White representation gradually decreasing and Black representation gradually increasing at this level. This is a very good indicator as to how the country is likely to progress in the two upper levels in future. Coloureds are also faring well at this level, whereas Indians far exceed their EAP of 3%. More focus needs to be placed on improving the representation of Africans at this level.

Figure 9: Population distribution trends for the Professionally Qualified level from 2007 to 2011 by gender

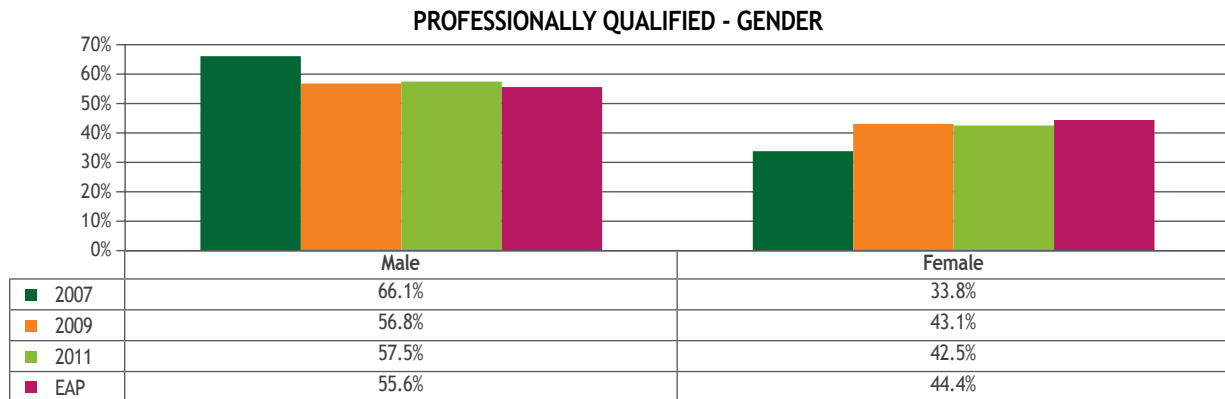


Figure 9 shows the slight increase in female representation from 33.8% in 2007 to 42.5% in 2011 correlating to the decrease in male representation from 66.1% in 2007 to 57.5% in 2011. The CEE is concerned that if women are struggling to break through the glass ceiling at this level, how much more difficult it will be at the Top Management and Senior Management levels.

5.2.4 SKILLED LEVEL IN TERMS OF RACE AND GENDER

Figure 10: Workforce profile at the skilled level by race and gender for all employers

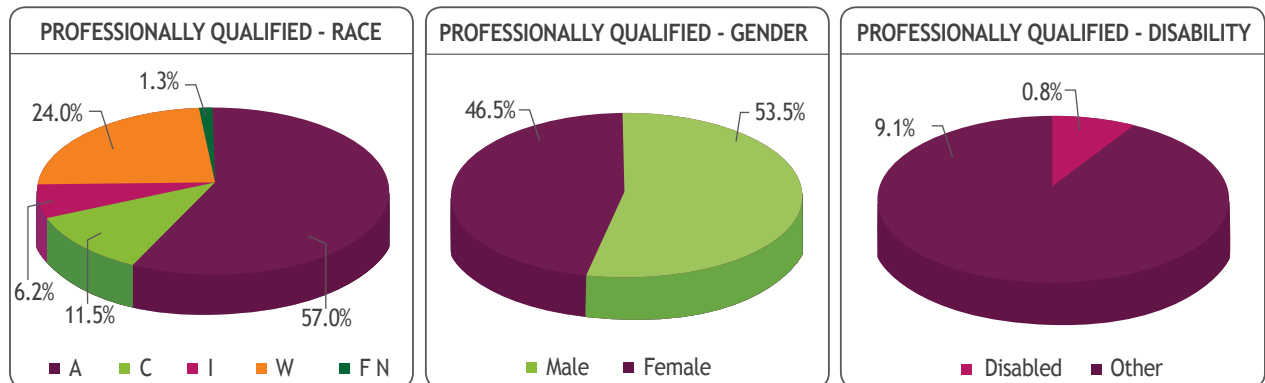


Figure 10 depicts Blacks at 57% and women at 46.5%, which is a position employers should try to replicate in their workplaces in the short-to-medium term. It also shows that Whites are still double their EAP at this level. Reasonable progress is being made both in terms of race and gender at this level, though it has taken some time. Figure 10 also shows that as the workforce begins to increase in the middle-to-lower levels, the percentage representation of people with disabilities decreases, which could be linked to the greater amount of people in the workforce that are employed at this level.

Table 25: People with disabilities in terms of race and gender at the Skilled Level

Occupational Levels	Male				Female				Foreign National		Total
	A	C	I	W	A	C	I	W	Male	Female	
Skilled level	2 874	759	495	2 760	1 561	583	284	1 700	82	13	11 111
	25.9%	6.8%	4.5%	24.8%	14.0%	5.2%	2.6%	15.3%	0.7%	0.1%	100.0%

Table 25 shows a reasonable representation of Black people within the disability group at this level, although Black women with disabilities still remain well under-represented at this level.

Table 26: Workforce profile and movements at the Skilled Level in terms of race and gender

Workforce Movements	Male				Female				Foreign National		Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
Workforce profile for all employers	399 476	79 248	44 862	178 186	362 082	74 710	37 342	142 798	13 458	3 883	1 336 045
	29.9%	5.9%	3.4%	13.3%	27.1%	5.6%	2.8%	10.7%	1.0%	0.3%	100.0%
Recruitment for all employers	50 463	12 004	5 759	27 032	36 280	11 358	4 626	19 759	3 095	905	171 281
	29.5%	7.0%	3.4%	15.8%	21.2%	6.6%	2.7%	11.5%	1.8%	0.5%	100.0%
Promotion for all employers	32 982	8 615	3 266	9 017	28 430	12 437	3 112	10 587	559	231	109 236
	30.2%	7.9%	3.0%	8.3%	26.0%	11.4%	2.8%	9.7%	0.5%	0.2%	100.0%
Termination for all employers	50 304	13 128	5 938	29 934	32 611	12 359	4 542	23 275	2 514	827	109 236
	28.7%	7.5%	3.4%	17.1%	18.6%	7.0%	2.6%	13.3%	1.4%	0.5%	100.0%
Skills development	173 985	38 778	21 984	74 020	98 172	33 226	16 220	56 226	0	0	512 611
	33.9%	7.6%	4.3%	14.4%	19.2%	6.5%	3.2%	11.0%	0%	0%	100.0%

Table 26 reflects a progressive movement pertaining to recruitment, promotion, skills development and termination. The progress made during these processes is very evident in the population distribution of the designated groups in the workforce profile, which stands at 76% comprising Blacks and approximately 46.2% of women at this level. Progress reflected at this level needs to be replicated at other three upper levels as well.

Table 27: INDUSTRY/SECTOR workforce profile at the Skilled Level by race and gender

Sectors	Male				Female				Foreign National		Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
Agriculture	34.2%	7.7%	1.9%	16.4%	19.6%	5.2%	1.0%	13.2%	0.7%	0.2%	100.0%
Mining and Quarrying	41.3%	4.0%	0.7%	33.7%	7.4%	0.9%	0.4%	6.8%	4.7%	0.1%	100.0%
Manufacturing	29.8%	10.0%	7.1%	25.4%	8.4%	4.7%	2.6%	10.6%	1.3%	0.2%	100.0%
Electricity, Gas and Water	38.8%	5.4%	2.8%	15.7%	25.1%	2.9%	1.6%	6.7%	0.8%	0.2%	100.0%
Construction	45.6%	7.5%	2.9%	19.9%	9.3%	1.9%	1.2%	6.8%	4.8%	0.3%	100.0%
Retail and Motor Trade/Repair Service	23.6%	7.5%	5.4%	15.5%	19.8%	11.4%	4.3%	12.2%	0.2%	0.1%	100.0%
Wholesale Trade/ Commercial Agents/ Allied Services	23.8%	7.1%	5.9%	14.5%	20.7%	7.6%	4.4%	15.1%	0.6%	0.3%	100.0%
Catering/ Accommodation/ other trade	24.9%	4.2%	1.9%	6.8%	39.8%	7.3%	2.3%	10.8%	1.1%	0.8%	100.0%
Transport/ Storage/ Communications	30.5%	8.5%	5.7%	22.4%	13.7%	4.4%	2.8%	11.0%	0.8%	0.2%	100.0%
Finance/Business Services	20.4%	5.7%	4.4%	12.4%	22.0%	9.5%	5.7%	18.9%	0.6%	0.5%	100.0%
Community/Social/ Personal Services	30.4%	4.5%	1.9%	5.7%	40.3%	5.2%	2.4%	8.8%	0.5%	0.3%	100.0%

Table 27 is showing nearly all the sectors to be performing well in terms of race. However, a number of them need to improve when it comes to increasing the representation of Black women at this level. White women representation exceed their EAP across all sectors. The Community/Social/Personal Services sector performed reasonably well at this level.

Table 28: Workforce profile at the Skilled Level per province by race and gender

Province	Male				Female				Foreign National		Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
Western Cape	14.0%	18.7%	1.7%	11.0%	14.0%	22.4%	1.8%	15.4%	0.7%	0.4%	100.0%
Eastern Cape	24.1%	5.5%	0.5%	6.7%	52.1%	4.7%	0.3%	5.5%	0.4%	0.2%	100.0%
Northern Cape	26.6%	21.7%	0.4%	18.7%	13.1%	10.9%	0.2%	8.3%	0.1%	0.0%	100.0%
Free State	28.3%	1.5%	0.1%	8.4%	44.3%	2.2%	0.1%	14.6%	0.5%	0.1%	100.0%
KwaZulu-Natal	26.5%	2.4%	9.1%	5.5%	40.3%	2.3%	8.1%	5.3%	0.5%	0.1%	100.0%
North West	32.3%	1.2%	0.3%	11.1%	40.2%	1.2%	0.3%	11.8%	1.4%	0.2%	100.0%
Gauteng	32.7%	5.3%	3.4%	17.7%	20.0%	4.2%	2.7%	12.5%	1.2%	0.3%	100.0%
Mpumalanga	45.5%	1.1%	0.3%	18.3%	24.6%	0.6%	0.3%	6.5%	2.7%	0.1%	100.0%
Limpopo	40.0%	0.1%	0.1%	1.3%	55.0%	0.1%	0.1%	2.1%	1.0%	0.3%	100.0%

Table 28 shows the Western Cape as making the least progress across the provinces at this level in terms of African representation, although they seem to be performing well with regard to Coloured representation at this level. The best performing provinces at this level in terms of race and gender are Limpopo, Mpumalanga and North West. The Western Cape Province faces future challenges both in terms of race and gender at all other levels if it does not address the imbalances at this level soon.

Table 29: Workforce profile at the Skilled Level for PRIVATE SECTOR by Province per race and gender

Private Sector by Province	Male				Female				Foreign National		Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
Western Cape	17.4%	17.5%	2.4%	13.0%	13.7%	16.3%	2.4%	16.2%	0.7%	0.4%	100.0%
Eastern Cape	27.5%	16.0%	1.9%	23.4%	12.6%	7.2%	0.7%	10.1%	0.7%	0.0%	100.0%
Northern Cape	27.6%	21.9%	0.3%	29.5%	5.4%	4.7%	0.2%	10.2%	0.1%	0.0%	100.0%
Free State	31.4%	4.7%	0.2%	32.6%	10.7%	2.1%	0.3%	15.0%	2.9%	0.1%	100.0%
KwaZulu-Natal	33.7%	4.8%	15.9%	11.8%	12.9%	3.5%	8.2%	8.2%	0.9%	0.2%	100.0%
North West	38.7%	2.5%	0.4%	29.3%	8.1%	0.7%	0.1%	15.4%	4.8%	0.1%	100.0%
Gauteng	29.7%	5.5%	4.3%	20.9%	15.3%	5.0%	3.4%	13.9%	1.6%	0.3%	100.0%
Mpumalanga	50.9%	1.6%	0.5%	25.6%	9.6%	0.3%	0.3%	7.1%	4.0%	0.1%	100.0%
Limpopo	58.8%	0.7%	0.8%	14.0%	17.1%	0.3%	0.2%	6.9%	1.1%	0.3%	100.0%

Table 29 shows Limpopo as the most progressive in terms of Africans in the Private Sector. Western Cape is the least representative among the provinces in terms of race and Mpumalanga in terms of gender at this level.

Table 30: Workforce profile at the Skilled Level for Government by Province per race and gender

Government by Province	Male				Female				Foreign National		Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
Western Cape	7.5%	27.3%	0.2%	9.6%	10.8%	33.2%	0.4%	10.6%	0.3%	0.1%	100.0%
Eastern Cape	22.6%	2.7%	0.1%	1.7%	64.8%	4.0%	0.2%	3.5%	0.3%	0.2%	100.0%
Northern Cape	24.4%	22.2%	0.4%	3.0%	24.4%	20.2%	0.2%	5.3%	0.0%	0.0%	100.0%
Free State	27.2%	1.7%	0.0%	5.5%	46.4%	4.5%	0.1%	14.2%	0.1%	0.3%	100.0%
KwaZulu-Natal	22.1%	0.7%	5.0%	1.3%	58.0%	1.4%	7.9%	3.3%	0.3%	0.1%	100.0%
North West	30.9%	0.8%	0.1%	1.8%	58.7%	1.7%	0.1%	5.6%	0.2%	0.2%	100.0%
Gauteng	42.5%	5.8%	1.8%	11.2%	26.3%	2.4%	1.0%	8.4%	0.3%	0.3%	100.0%
Mpumalanga	33.1%	0.2%	0.1%	2.9%	57.0%	0.9%	0.2%	5.2%	0.2%	0.2%	100.0%
Limpopo	38.8%	0.0%	0.0%	0.6%	57.4%	0.1%	0.1%	1.8%	1.1%	0.3%	100.0%

Table 30 shows Government performing well in 8 provinces, except for the Western Cape where much more has to be done to improve the representation of the African population at this level. The best performing provinces are Gauteng, Limpopo and Mpumalanga in terms of race, although Limpopo and Mpumalanga need to improve on the representation of Coloured and Indian males at this level.

Table 31: Workforce at the Skilled Level by race and gender and per BUSINESS TYPE
(Please note All Government is inclusive of national, provincial and local Governments)

Businesses Type	Male				Female				Foreign National		Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
All Employer	29.9%	5.9%	3.4%	13.3%	27.1%	5.6%	2.8%	10.7%	1.0%	0.3%	100.0%
All Government	32.5%	4.0%	1.9%	5.5%	44.3%	3.3%	2.2%	5.7%	0.4%	0.2%	100.0%
National Government	45.7%	7.3%	2.3%	12.3%	19.4%	3.0%	1.1%	8.9%	0.0%	0.0%	100.0%
Provincial Government	26.0%	1.4%	1.3%	1.6%	58.9%	3.2%	2.8%	4.0%	0.6%	0.3%	100.0%
Local Government	32.7%	12.9%	5.4%	11.6%	22.0%	6.4%	2.1%	6.6%	0.2%	0.0%	100.0%
Private Sector	29.4%	7.3%	4.7%	19.4%	14.5%	6.2%	3.4%	13.3%	1.5%	0.3%	100.0%
Non-Profit Organisation	36.4%	3.6%	1.7%	8.5%	33.3%	4.2%	1.6%	10.3%	0.2%	0.2%	100.0%
Parastatal	33.6%	5.7%	2.5%	16.4%	26.9%	4.0%	2.0%	8.1%	0.6%	0.3%	100.0%
Educational Institution	18.6%	5.9%	1.1%	6.3%	36.3%	12.4%	1.5%	16.4%	0.9%	0.6%	100.0%

Table 31 shows relatively good progress in terms of race and gender across all business types at this level - a surprising feature is the relatively good progress being made with women representation at this level. Government is much more equitably represented in respect of women at this level when compared to the Private Sector.

Figure 11: Population distribution trends for the Skilled Level from 2007 to 2011 by race

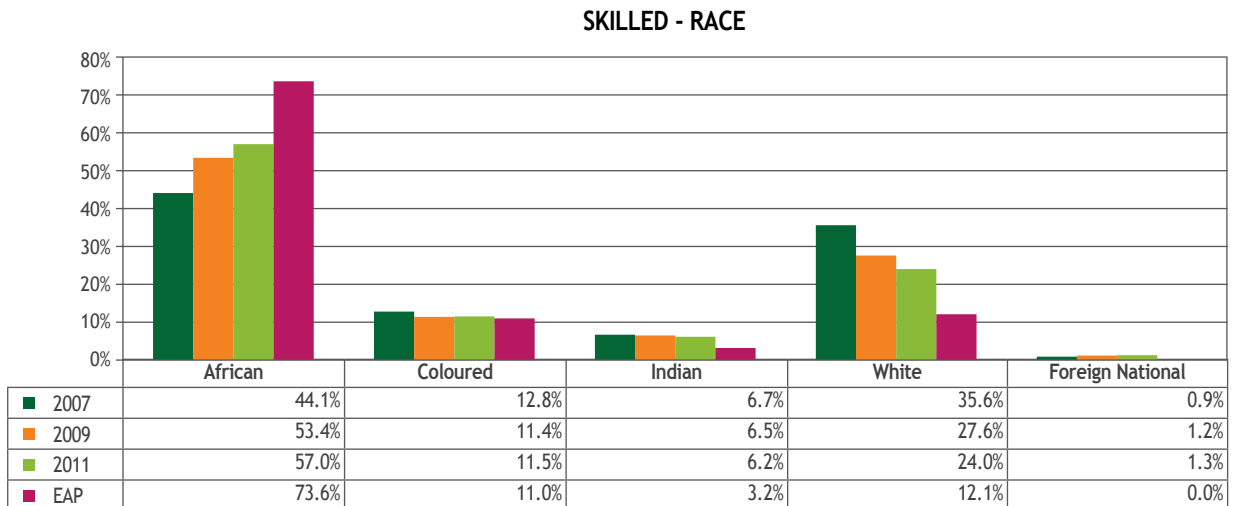


Figure 11 shows the general trend to be promising as more people from the designated groups are being employed at this level. The pace of change at this level is likely to positively influence the representation of the designated groups at the Professionally Qualified level in future. However, more focus has to be placed on improving the representation of Africans at this level taking into account their 73.6% EAP.

Figure 12: Population distribution trends for the Skilled Level from 2007 to 2011 by gender

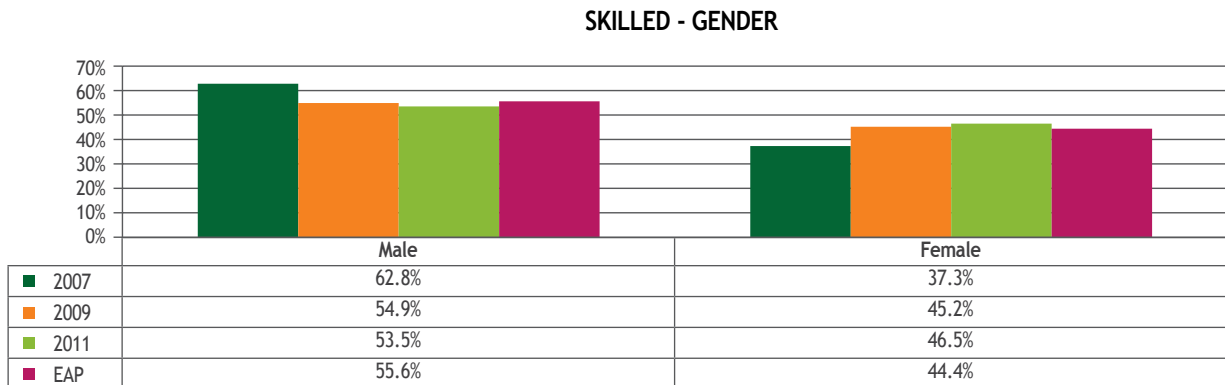


Figure 12 shows a promising trend in relation to good progress made at this level, in particular, the women representation that has even surpassed their EAP at this level. The CEE can say that in terms of representation very good progress has been made at this level.

5.2.5 DISABILITY WORKFORCE PROFILE IN TERMS OF RACE AND GENDER

Figure 13: Workforce profile representation of people with disabilities by race

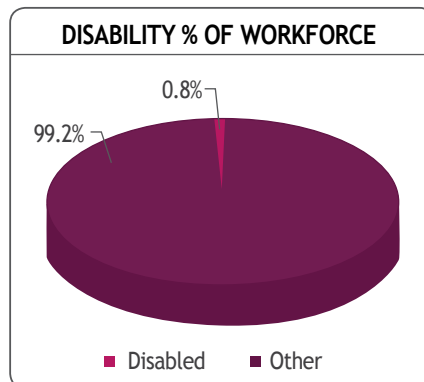


Figure 13 clearly shows that people with disabilities make up approximately 0.8% of the total workforce reported. This population distribution should be measured against the 2% target set by Government for the public service to achieve in 2005 which was later extended to 2010 and, thereafter, keeping the same target until 2015 because of a lack of reasonable progress in this area. The CEE has been working with the various stakeholders in this area for specific interventions to improve the representation of people with disabilities in the workforce.

Table 32: Aggregated population distribution of people with disabilities by race and gender

	Male				Female				Foreign National		Total
	A	C	I	W	A	C	I	W	Male	Female	
Disability for all Employers	16 133	2 801	1 314	6 283	8 743	2 500	804	3 918	1 076	94	43 666
	36.9%	6.4%	3.0%	14.4%	20.0%	5.7%	1.8%	9.0%	2.5%	0.2%	100.0%
EAP for People With Disabilities	No EAP available for People With Disabilities										

People with disabilities accounted for 43 666 or 0.8% (Total disability / Total workforce) of the total number of employees reported by all large employers. The race and gender representation of people with disabilities at every level almost mirrors the race and gender profile of the general workforce. Much more focus has to be placed on skilling, employing and retaining people with disabilities in the workforce.

Table 32 shows a reasonable representation of Black people within the disability group at this level, although Black women with disabilities still remain well under-represented at this level.

Figure 14: Trends for aggregated workforce profile of people with disabilities from 2007 to 2011 for all employers

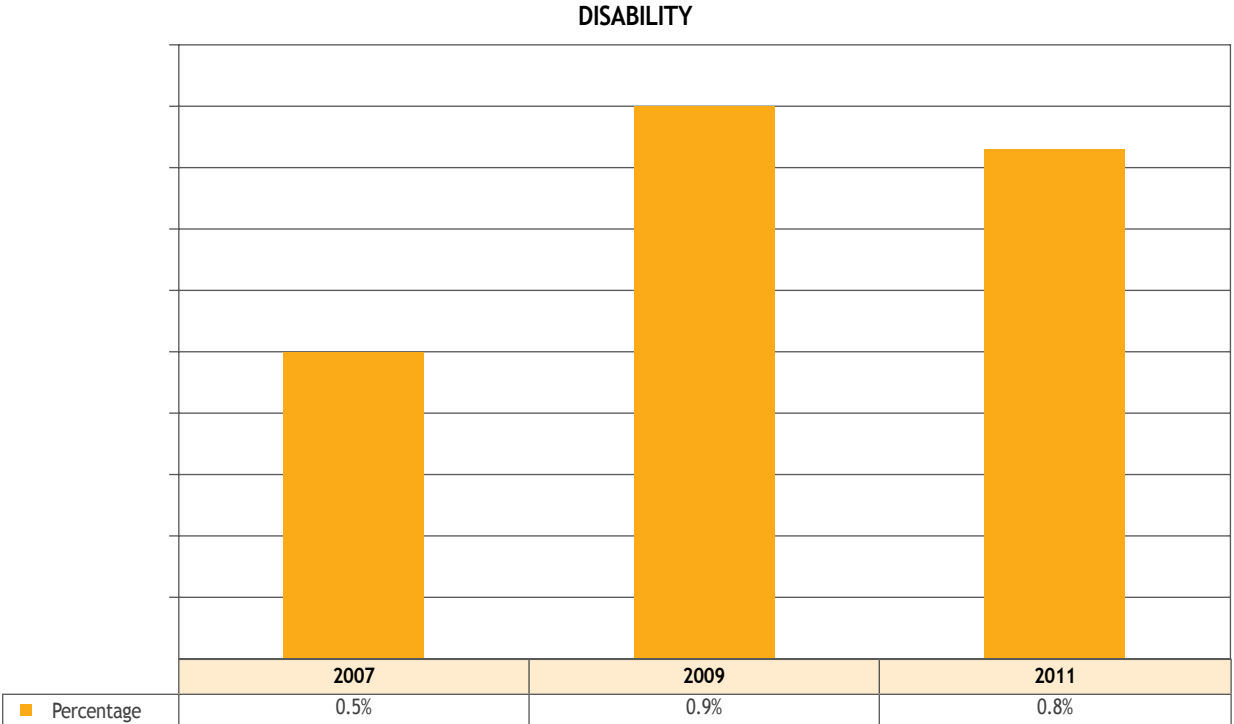


Figure 19 shows that the disability representation in the workforce remained pretty flat over the past two years, with the actual percentage of disability representation varying by 0.1% from 2009 to 2011. The low base in 2007 when compared to 2009 and 2011 can be explained by the improved quality control required by the regulations of 2009 and increase in number of online reporting.



6

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SUMMARY AND REMARKS

- The quality of Employment Equity Reports received from large employers improved drastically since the 2009 Reporting period. This can be attributed to the amendments in the regulations requiring employers to fully and accurately complete their reports to be deemed to have reported. An additional reason is the ease and accuracy with which employers are now able to report online - approximately 90% of the employers reported online in 2011.
- The labour market's performance, taking all large employers who reported in 2011, is too slow in terms of race and gender representation at the Top and Senior Management Levels. Progress at the Professionally Qualified and Skilled Levels appear to be much better, which raises questions as to why the same cannot be achieved for the two upper levels.
- Government is performing much better when compared to the Private Sector in terms of both race and gender representation. The good performance can be clearly seen at all three tiers, i.e. National, Provincial and Local Government.
- The Western Cape is the worst performing province in terms of race and gender both in Government and the Private Sector across every occupational level. Serious steps are needed to improve on the representation of Black people, in particular, Africans.
- The Community/Social/Personal Services is the best performing sector across nearly all occupational levels, which could be related to the fact that Government is included in this sector - Manufacturing appears to be the least progressive across all sectors.
- The contents of the report indicate that Educational Institutions are a Business type where much attention is also needed to improve on race, gender and disability representation.
- The CEE is pleased to announce the finalisation of the Revised Code of Good Practice on HIV and AIDS in the world of work during this reporting period, which is due for publication in the next financial year. The same cannot be said about the amendments to the Employment Equity Act, as social partners at NEDLAC still continue deliberating in an attempt to carve positions of compromise - but the longer it takes the more employment equity stands to lose.

REFERENCES

Statistics South Africa. Labour Force Survey. September 2011.

Department of Labour. Commission for Employment Equity. Annual Report 2007/2008

Department of Labour. Commission for Employment Equity. Annual Report 2009/2010

APPENDIX A

The total number of employees (including employees with disabilities) in each occupational level for all employers

Occupational Levels	Male				Female				Foreign National		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top Management	2 515	642	1 146	10 679	1 060	285	303	1 970	673	79	19 352
	13.0%	3.3%	5.9%	55.2%	5.5%	1.5%	1.6%	10.2%	3.5%	0.4%	100.0%
Senior Management	10 353	3 296	4 837	31 332	5 224	1 702	1 985	10 877	1456	353	71 415
	14.5%	4.6%	6.8%	43.9%	7.3%	2.4%	2.8%	15.2%	2.0%	0.5%	100.0%
Professionally qualified and experienced specialists and mid-management	70 055	19 970	19 842	97 817	64 892	17 965	13 864	59 097	5 714	2 153	371 369
	18.9%	5.4%	5.3%	26.3%	17.5%	4.8%	3.7%	15.9%	1.5%	0.6%	100.0%
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	399 476	79 248	44 862	178 186	362 082	74 710	37 342	142 798	13 458	3 883	1 336 045
	29.9%	5.9%	3.4%	13.3%	27.1%	5.6%	2.8%	10.7%	1.0%	0.3%	100.0%
Semi-skilled and discretionary decision making	839 496	103 927	31 399	48 735	518 569	11 470	32 772	78 297	42 954	2 875	1 816 494
	46.2%	5.7%	1.7%	2.7%	28.5%	6.5%	1.8%	4.3%	2.4%	0.2%	100.0%
Unskilled and defined decision making	490 221	47 973	6 366	6 796	290 682	47 794	3 249	3 081	28 306	3 473	927 941
	52.8%	5.2%	0.7%	0.7%	31.3%	5.2%	0.4%	0.3%	3.1%	0.4%	100.0%
TOTAL PERMANENT	1 812 116	255 056	108 452	373 545	1 242 509	259 926	89 515	296 120	92 561	12 816	4 542 616
	39.9%	5.6%	2.4%	8.2%	27.4%	5.7%	2.0%	6.5%	2.0%	0.3%	100.0%
Temporary employees	277 705	36 889	12 168	24 938	202 633	36 199	6 920	21 288	9 479	4 025	632 244
	43.9%	5.8%	1.9%	3.9%	32.0%	5.7%	1.1%	3.4%	1.5%	0.6%	100.0%
GRAND TOTAL	2 089 821	291 945	120 620	398 483	1 445 142	296 125	96 435	317 408	102 040	16 841	5 174 860

The total number of employees with disabilities only in each occupational level for all employers

Occupational Levels	Male				Female				Foreign National		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top Management	103	7	26	170	25	6	5	32	3	0	377
	27.3%	1.9%	6.9%	45.1%	6.6%	1.6%	1.3%	8.5%	0.8%	0.0%	100.0%
Senior Management	122	33	39	407	59	16	19	121	15	2	833
	14.6%	4.0%	4.7%	48.9%	7.1%	1.9%	2.3%	14.5%	1.8%	0.2%	100.0%
Professionally qualified and experienced specialists and mid-management	632	173	184	1 434	525	122	88	612	27	12	3 809
	16.6%	4.5%	4.8%	37.6%	13.8%	3.2%	2.3%	16.1%	0.7%	0.3%	100.0%
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	2 874	759	495	2 760	1 561	583	284	1 700	82	13	11 111
	25.9%	6.8%	4.5%	24.8%	14.0%	5.2%	2.6%	15.3%	0.7%	0.1%	100.0%
Semi-skilled and discretionary decision making	6 542	1 263	402	1 125	3 532	1 151	305	1 239	175	14	15 748
	41.5%	8.0%	2.6%	7.1%	22.4%	7.3%	1.9%	7.9%	1.1%	0.1%	100.0%
Unskilled and defined decision making	4 778	410	77	237	1 850	334	30	138	767	51	8 672
	55.1%	4.7%	0.9%	2.7%	21.3%	3.9%	0.3%	1.6%	8.8%	0.6%	100.0%
TOTAL PERMANENT	15 051	2 645	1 223	6 133	7 552	2 212	731	3 842	1 069	92	40 550
	37.1%	6.5%	3.0%	15.1%	18.6%	5.5%	1.8%	9.5%	2.6%	0.2%	100.0%
Temporary employees	1 082	156	91	150	1 191	288	73	76	7	2	3 116
	34.7%	5.0%	2.9%	4.8%	38.2%	9.2%	2.3%	2.4%	0.2%	0.1%	100.0%
GRAND TOTAL	16 133	2 801	1 314	6 283	8 743	2 500	804	3 918	1076	94	43 666

The total number of new recruits, including people with disabilities, for all employers

Occupational Levels	Male				Female				Foreign National		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top Management	346	67	94	673	183	28	31	155	109	11	1 697
	20.4%	3.9%	5.5%	39.7%	10.8%	1.6%	1.8%	9.1%	6.4%	0.6%	100.0%
Senior Management	1 316	350	492	3 133	795	171	254	1 116	247	53	7 927
	16.6%	4.4%	6.2%	39.5%	10.0%	2.2%	3.2%	14.1%	3.1%	0.7%	100.0%
Professionally qualified and experienced specialists and mid-management	7 559	1 987	2 279	10 819	6 577	1 694	1 873	6 589	1 075	452	40 904
	18.5%	4.9%	5.6%	26.4%	16.1%	4.1%	4.6%	16.1%	2.6%	1.1%	100.0%
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	50 463	12 004	5 759	27 032	36 280	11 358	4 626	19 759	3 095	905	171 281
	29.5%	7.0%	3.4%	15.8%	21.2%	6.6%	2.7%	11.5%	1.8%	0.5%	100.0%
Semi-skilled and discretionary decision making	166 210	23 493	7 466	13 878	110 182	28 700	7 928	16 453	5 693	1 250	381 253
	43.6%	6.2%	2.0%	3.6%	28.9%	7.5%	2.1%	4.3%	1.5%	0.3%	100.0%
Unskilled and defined decision making	146 080	16 996	1 961	3 227	90 781	14 373	1 018	1 493	7 488	1 682	285 099
	51.2%	6.0%	0.7%	1.1%	31.8%	5.0%	0.4%	0.5%	2.6%	0.6%	100.0%
TOTAL PERMANENT	371 974	54 897	18 051	58 762	244 798	56 324	15 730	45 565	17 707	4 353	888 161
	41.9%	6.2%	2.0%	6.6%	27.6%	6.3%	1.8%	5.1%	2.0%	0.5%	100.0%
Temporary employees	190 852	30 713	8 582	16 204	144 889	33 376	5 212	16 615	6 332	2 893	455 668
	41.9%	6.7%	1.9%	3.6%	31.8%	7.3%	1.1%	3.6%	1.4%	0.6%	100.0%
GRAND TOTAL	562 826	85 610	26 633	74 966	389 687	89 700	20 942	62 180	24 039	7 246	1 343 829

The total number of promotions into each occupational level, including people with disabilities, for all employers

Occupational Levels	Male				Female				Foreign National		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top Management	159	68	87	537	58	34	31	157	23	1	1 155
	13.8%	5.9%	7.5%	46.5%	5.0%	2.9%	2.7%	13.6%	2.0%	0.1%	100.0%
Senior Management	1 449	425	678	2 335	801	227	356	1 213	224	60	7768
	18.7%	5.5%	8.7%	30.1%	10.3%	2.9%	4.6%	15.6%	2.9%	0.8%	100.0%
Professionally qualified and experienced specialists and mid-management	7 668	3 909	2 044	7 551	7 434	3 633	1 980	6 402	449	222	41 292
	18.6%	9.5%	5.0%	18.3%	18.0%	8.8%	4.8%	15.5%	1.1%	0.5%	100.0%
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	32 982	8 615	3 266	9 017	28 430	12 437	3 112	10 587	559	231	109 236
	30.2%	7.9%	3.0%	8.3%	26.0%	11.4%	2.8%	9.7%	0.5%	0.2%	100.0%
Semi-skilled and discretionary decision making	39 208	4 843	1 377	1 953	29 377	6 037	1 594	2 741	1 580	129	88 839
	44.1%	5.5%	1.5%	2.2%	33.1%	6.8%	1.8%	3.1%	1.8%	0.1%	100.0%
Unskilled and defined decision making	8 745	1 183	234	178	6 177	1 063	112	91	308	8	18 099
	48.3%	6.5%	1.3%	1.0%	34.1%	5.9%	0.6%	0.5%	1.7%	0.0%	100.0%
TOTAL PERMANENT	90 211	19 043	7 686	21 571	72 277	23 431	7 185	21 191	3 143	651	26 6389
	33.9%	7.1%	2.9%	8.1%	27.1%	8.8%	2.7%	8.0%	1.2%	0.2%	100.0%
Temporary employees	5 776	1 396	240	581	4 655	1 306	259	622	166	47	15 048
	38.4%	9.3%	1.6%	3.9%	30.9%	8.7%	1.7%	4.1%	1.1%	0.3%	100.0%
GRAND TOTAL	95 987	20 439	7 926	22 152	76 932	24 737	7 444	21 813	3 309	698	281 437

The total number of terminations in each occupational level, including people with disabilities, for all employers

Occupational Levels	Male				Female				Foreign National		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top Management	366	64	85	928	168	38	31	180	98	7	1 965
	18.6%	3.3%	4.3%	47.2%	8.5%	1.9%	1.6%	9.2%	5.0%	0.4%	100.0%
Senior Management	1 234	354	512	4 175	606	168	224	1 434	296	84	9 087
	13.6%	3.9%	5.6%	45.9%	6.7%	1.8%	2.5%	15.8%	3.3%	0.9%	100.0%
Professionally qualified and experienced specialists and mid-management	7 691	2 302	2 502	13 692	6 517	1 899	1 866	7 799	954	396	45 618
	16.9%	5.0%	5.5%	30.0%	14.3%	4.2%	4.1%	17.1%	2.1%	0.9%	100.0%
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	50 304	13 128	5 938	29 934	32 611	12 359	4 542	23 275	2 514	827	175 432
	28.7%	7.5%	3.4%	17.1%	18.6%	7.0%	2.6%	13.3%	1.4%	0.5%	100.0%
Semi-skilled and discretionary decision making	164 074	23 698	8 190	14 430	86 105	28 319	8 133	18 114	6 380	908	358 351
	45.8%	6.6%	2.3%	4.0%	24.0%	7.9%	2.3%	5.1%	1.8%	0.3%	100.0%
Unskilled and defined decision making	122 042	14 483	2 013	2 662	64 769	12 178	973	1 116	7 139	1 678	229 053
	53.3%	6.3%	0.9%	1.2%	28.3%	5.3%	0.4%	0.5%	3.1%	0.7%	100.0%
TOTAL PERMANENT	345 711	54 029	19 240	65 821	190 776	54 961	15 769	51 918	17 381	3 900	81 9506
	42.2%	6.6%	2.3%	8.0%	23.3%	6.7%	1.9%	6.3%	2.1%	0.5%	100.0%
Temporary employees	156 346	26 991	5 672	14 344	121 793	30 175	4 599	13 530	6 440	2 648	382 538
	40.9%	7.1%	1.5%	3.7%	31.8%	7.9%	1.2%	3.5%	1.7%	0.7%	100.0%
GRAND TOTAL	502 057	81 020	24 912	80 165	312 569	85 136	20 368	65 448	23 821	6 548	1 202 044

The total number of people from the designated groups, including people with disabilities, who received training solely for the purpose of achieving numerical goals for all employers

Occupational Levels	Male				Female				Total
	A	C	I	W	A	C	I	W	
Top Management	904	282	348	2 729	422	126	128	700	5 639
	16.0%	5.0%	6.2%	48.4%	7.5%	2.2%	2.3%	12.4%	100.0%
Senior Management	5 700	1 655	2 113	11 530	2 828	892	1 003	4 847	30 568
	18.6%	5.4%	6.9%	37.7%	9.3%	2.9%	3.3%	15.9%	100.0%
Professionally qualified and experienced specialists and mid-management	36 480	10 716	10 406	35 573	31 712	9 909	7 354	26 405	168 555
	21.6%	6.4%	6.2%	21.1%	18.8%	5.9%	4.4%	15.7%	100.0%
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	173 985	38 778	21 984	74 020	98 172	33 226	16 220	56 226	512 611
	33.9%	7.6%	4.3%	14.4%	19.2%	6.5%	3.2%	11.0%	100.0%
Semi-skilled and discretionary decision making	312 603	40 251	12 714	19 044	180 969	44 002	15 131	30 064	654 778
	47.7%	6.1%	1.9%	2.9%	27.6%	6.7%	2.3%	4.6%	100.0%
Unskilled and defined decision making	143 399	14 555	1 654	3 391	79 783	15 036	1 023	983	259 824
	55.2%	5.6%	0.6%	1.3%	30.7%	5.8%	0.4%	0.4%	100.0%
TOTAL PERMANENT	673 071	106 237	49 219	146 287	393 886	103 191	40 859	119 225	1 631 975
	41.2%	6.5%	3.0%	9.0%	24.1%	6.3%	2.5%	7.3%	100.0%
Temporary employees	56 178	7 405	2 142	4 373	41 471	8 364	1 685	4 354	125 972
	44.6%	5.9%	1.7%	3.5%	32.9%	6.6%	1.3%	3.5%	100.0%
GRAND TOTAL	729 249	113 642	51 361	150 660	435 357	111 555	42 544	123 579	1 757 947

The total number of employees (including employees with disabilities) in each occupational level for Government only

Occupational Levels	Male				Female				Foreign National		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top Management	639	109	62	172	332	23	17	46	5	2	1 407
	45.4%	7.7%	4.4%	12.2%	23.6%	1.6%	1.2%	3.3%	0.4%	0.1%	100.0%
Senior Management	3 464	503	419	1 389	2 029	225	215	696	49	22	9 011
	38.4%	5.6%	4.6%	15.4%	22.5%	2.5%	2.4%	7.7%	0.5%	0.2%	100.0%
Professionally qualified and experienced specialists and mid-management	27 464	3 795	2 706	8 591	30 495	4 991	2 422	7 188	849	368	88 869
	30.9%	4.3%	3.0%	9.7%	34.3%	5.6%	2.7%	8.1%	1.0%	0.4%	100.0%
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	150 029	18 463	8 691	25 644	204 855	15 447	10 262	26 186	1 722	944	462 243
	32.5%	4.0%	1.9%	5.5%	44.3%	3.3%	2.2%	5.7%	0.4%	0.2%	100.0%
Semi-skilled and discretionary decision making	128 204	19 330	3 784	3 826	137 002	17 854	3 737	7 595	392	203	321 927
	39.8%	6.0%	1.2%	1.2%	42.6%	5.5%	1.2%	2.4%	0.1%	0.1%	100.0%
Unskilled and defined decision making	52 355	9 272	965	605	44 641	3 671	382	392	35	13	112 331
	46.6%	8.3%	0.9%	0.5%	39.7%	3.3%	0.3%	0.3%	0.0%	0.0%	100.0%
TOTAL PERMANENT	362 155	51 472	16 627	40 227	419 354	42 211	17 035	42 103	3 052	1 552	995 788
	36.4%	5.2%	1.7%	4.0%	42.1%	4.2%	1.7%	4.2%	0.3%	0.2%	100.0%
Temporary employees	18 637	1 658	1 011	1 348	36 883	2 205	1 081	1 999	885	314	66 021
	28.2%	2.5%	1.5%	2.0%	55.9%	3.3%	1.6%	3.0%	1.3%	0.5%	100.0%
GRAND TOTAL	380 792	53 130	17 638	41 575	456 237	44 416	18 116	44 102	3 937	1 866	1 061 809

The total number of employees with disabilities only in each occupational level for Government only

Occupational Levels	Male				Female				Foreign National		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top Management	32	2	2	7	17	2	0	2	0	0	64
	50.0%	3.1%	3.1%	10.9%	26.6%	3.1%	0.0%	3.1%	0.0%	0.0%	100.0%
Senior Management	57	3	7	38	33	4	5	11	1	0	159
	35.8%	1.9%	4.4%	23.9%	20.8%	2.5%	3.1%	6.9%	0.6%	0.0%	100.0%
Professionally qualified and experienced specialists and mid-management	225	36	17	201	150	21	19	65	1	1	736
	30.6%	4.9%	2.3%	27.3%	20.4%	2.9%	2.6%	8.8%	0.1%	0.1%	100.0%
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	918	154	58	524	624	73	38	370	4	2	2 765
	33.2%	5.6%	2.1%	19.0%	22.6%	2.6%	1.4%	13.4%	0.1%	0.1%	100.0%
Semi-skilled and discretionary decision making	876	166	56	111	611	86	22	170	2	0	2 100
	41.7%	7.9%	2.7%	5.3%	29.1%	4.1%	1.0%	8.1%	0.1%	0.0%	100.0%
Unskilled and defined decision making	336	43	15	28	110	13	1	6	1	0	553
	60.8%	7.8%	2.7%	5.1%	19.9%	2.4%	0.2%	1.1%	0.2%	0.0%	100.0%
TOTAL PERMANENT	2 444	404	155	909	1 545	199	85	624	9	3	6 377
	38.3%	6.3%	2.4%	14.3%	24.2%	3.1%	1.3%	9.8%	0.1%	0.0%	100.0%
Temporary employees	50	7	3	3	67	4	2	2	1	0	139
	36.0%	5.0%	2.2%	2.2%	48.2%	2.9%	1.4%	1.4%	0.7%	0.0%	100.0%
GRAND TOTAL	2 494	411	158	912	1 612	203	87	626	10	3	6 516

The total number of employers (including employees with disabilities) in each occupational level for Private Sector employers

Occupational Levels	Male				Female				Foreign National		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top Management	1 332	453	998	10 101	512	225	263	1 768	659	72	16 383
	8.1%	2.8%	6.1%	61.7%	3.1%	1.4%	1.6%	10.8%	4.0%	0.4%	100.0%
Senior Management	5 312	2 484	4 116	28 388	2 242	1 294	1 594	9 281	1 304	296	56 311
	9.4%	4.4%	7.3%	50.4%	4.0%	2.3%	2.8%	16.5%	2.3%	0.5%	100.0%
Professionally qualified and experienced specialists and mid-management	30 322	11 932	15 099	76 938	18 044	9 308	9 698	41 972	3 265	1 139	217 717
	13.9%	5.5%	6.9%	35.3%	8.3%	4.3%	4.5%	19.3%	1.5%	0.5%	100.0%
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	210 221	51 971	33 786	138 361	103 544	44 481	24 449	94 999	10 614	2 218	714 644
	29.4%	7.3%	4.7%	19.4%	14.5%	6.2%	3.4%	13.3%	1.5%	0.3%	100.0%
Semi-skilled and discretionary decision making	671 590	79 102	26 992	42 280	324 985	93 116	28 126	63 975	42 098	2 378	1 374 642
	48.9%	5.8%	2.0%	3.1%	23.6%	6.8%	2.0%	4.7%	3.1%	0.2%	100.0%
Unskilled and defined decision making	421 173	36 273	5 342	5 924	231 785	41 396	2 849	2 411	28 226	3 442	778 821
	54.1%	4.7%	0.7%	0.8%	29.8%	5.3%	0.4%	0.3%	3.6%	0.4%	100.0%
TOTAL PERMANENT	1 339 950	182 215	86 333	301 992	681 112	189 820	66 979	214 406	86 166	9 545	3 158 518
	42.4%	5.8%	2.7%	9.6%	21.6%	6.0%	2.1%	6.8%	2.7%	0.3%	100.0%
Temporary employees	243 345	33 535	10 522	18 239	151 278	31 967	5 177	13 928	7 668	3 245	518 904
	46.9%	6.5%	2.0%	3.5%	29.2%	6.2%	1.0%	2.7%	1.5%	0.6%	100.0%
GRAND TOTAL	1 583 295	215 750	96 855	320 231	832 390	221 787	72 156	228 334	93 834	12 790	3 677 422

The total number of employees with disabilities only in each occupational level for Private Sector only

Occupational Levels	Male				Female				Foreign National		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top Management	18	5	22	156	6	4	5	28	3	0	247
	7.3%	2.0%	8.9%	63.2%	2.4%	1.6%	2.0%	11.3%	1.2%	0.0%	100.0%
Senior Management	55	30	31	345	22	10	13	102	11	2	621
	8.9%	4.8%	5.0%	55.6%	3.5%	1.6%	2.1%	16.4%	1.8%	0.3%	100.0%
Professionally qualified and experienced specialists and mid-management	195	111	147	992	100	74	60	384	11	4	2 078
	9.4%	5.3%	7.1%	47.7%	4.8%	3.6%	2.9%	18.5%	0.5%	0.2%	100.0%
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1 634	549	362	1 865	681	456	189	1 076	66	9	6 887
	23.7%	8.0%	5.3%	27.1%	9.9%	6.6%	2.7%	15.6%	1.0%	0.1%	100.0%
Semi-skilled and discretionary decision making	5 040	1 000	329	837	2 08	1 018	271	932	173	11	12 219
	41.2%	8.2%	2.7%	6.8%	21.3%	8.3%	2.2%	7.6%	1.4%	0.1%	100.0%
Unskilled and defined decision making	4 238	349	62	197	1 619	307	28	109	766	51	7 726
	54.9%	4.5%	0.8%	2.5%	21.0%	4.0%	0.4%	1.4%	9.9%	0.7%	100.0%
TOTAL PERMANENT	11 180	2 044	953	4 392	5 036	1 869	566	2 631	1 030	77	29 778
	37.5%	6.9%	3.2%	14.7%	16.9%	6.3%	1.9%	8.8%	3.5%	0.3%	100.0%
Temporary employees	995	148	87	130	1 101	281	68	64	6	2	2 882
	34.5%	5.1%	3.0%	4.5%	38.2%	9.8%	2.4%	2.2%	0.2%	0.1%	100.0%
GRAND TOTAL	12 175	2 192	1 040	4 522	6 137	2 150	634	2 695	1 036	79	32 660