



11th CEE Annual Report

2010-2011



labour

Department:
Labour
REPUBLIC OF SOUTH AFRICA

Publisher

Department of Labour
Chief Directorate of Communication
Private Bag X117
Pretoria
0001

Text

Commission for Employment Equity

Layout, design and distribution

Media Production, Chief Directorate of Communication, Department of Labour

Printer

Government Printers

RP

107/2011

ISBN No

978-0-621-40147-9

Website

www.labour.gov.za

Contents

Glossary	iii
Foreword	iv
Members of the CEE	v
1. Introduction	1
2. Key strategic objectives for five years	2
3. Highlights for the period	3
4. Workforce distribution	5
5. Employment Equity Value Chain	7
6. Analysis of employment equity reports received in 2010	8
6.1 Extent of reporting	8
6.2 Workforce profile, workforce movement and skills development in terms of race, gender and disability	8
6.2.1 Top management	9
6.2.2 Senior management	12
6.2.3 Professionally qualified	14
6.2.4 Skilled	17
6.2.5 People with disabilities	20
7. Summary	22
References	23
Appendix "A"	24

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	<p>Mean Black people (i.e. Africans, Coloureds and Indians), women and people with disabilities who are natural persons and:</p> <ul style="list-style-type: none"> • are citizens of the Republic of South Africa by birth or descent; or • 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; or • 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 descendents.
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
'Act'	Means the Employment Equity Act, 1998
EE	Means Employment Equity
Minister	Means the Minister of the Department of Labour
CGE	Means Commission for Gender Equality
BBBEEA	Means the Broad Based Black Economic Empowerment Act

Foreword

I hereby take this opportunity to congratulate the newly appointed Minister and share the privilege and the honour with my fellow Commissioners in presenting the 11th CEE Annual Report to the Minister of Labour, Ms Oliphant.

I would also like to take this opportunity to thank the former Minister, Mr Membathisi Mdladlana, and the second CEE, whose 5-year term of office ended in July 2010, for providing a strong foundation for the members of the newly appointed third CEE to build upon and to carry out its work. The diversity of views and experiences of the newly appointed Commissioners will certainly enrich discussions and create robust debates, which will undoubtedly result in a more holistic approach to transformation.

Since our appointment, we spent time reflecting on the status of employment equity as summarised in this annual report, and developed a five year view of how we will discharge our duty to advise the Minister on effectively using the Employment Equity Act as a tool to drive sustainable transformation in the workplace.

With regards to the country's progress on employment equity, generally, the representation of Coloured, women and people with disabilities still lags behind at most levels when measured against their Economically Active Population (EAP). However, there are clear signs in reports received from employers for the 2010 reporting period that we have made progress at the Professionally Qualified and Skilled levels for both Black people and women.

Whites still dominate the Top Management and Senior Management levels and indications are that they will continue to do so unless we change our recruitment, promotion and skills development trends. Despite employers citing limited opportunities to transform the top and senior levels, the reports indicate staff movement at these levels, and these opportunities are mainly used to employ more white males. Research from BUSA shows that more than 90% of the CEO positions at JSE listed companies are still dominated by White males, with a number of them nearing retirement. Evidently, more effort should be placed on building succession plans which will contribute to transforming the profile of our captains of industry.

The reports also show that White women are more likely to be employed at these levels than any other designated group.

The implementation of the Broad Based Black Economic Empowerment Codes (BBBEE Codes) has definitely assisted in increasing the number of employers submitting reports in terms of the Employment Equity Act to the Department of Labour, as people want to do business with government. Ongoing collaboration with the Department of Trade and Industry has become an essential item on the CEE's diary in order to promote and align employment equity on the BBBEE Scorecard.

Amendments to the Employment Equity Act went through initial discussions at NEDLAC before going through the Regulatory Impact Assessment (RIA) at Cabinet level. The final product still has to go through NEDLAC and Parliament before being approved and enacted by the President.



Tough trading conditions and the negative effects of the recession must not deter people from putting pedal in order to drive and accelerate transformation. Employers do not have the luxury of investing less in developing skills, as transformation is seen as an integral part of developing sustainable businesses.

I would like to express my gratitude to all Commissioners for making themselves available and contributing towards the work of the CEE. A word of appreciation also goes to the secretariat for their commitment, dedication and ongoing technical and administrative support. In conclusion, and on behalf of the Commission, I take this opportunity to express our gratitude and appreciation to the Minister for the political support and commitment required to do our work.

MPHO NKELI
CHAIRPERSON
COMMISSION FOR EMPLOYMENT EQUITY

Structure

Members of the Commission for Employment Equity

The members of the third Commission for Employment Equity (CEE) were 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:



Nomvula Hadi
Labour Representative



Mpho Nkeli
Chairperson



John Botha
Business Representative



Nomonde Mesatywa
State Representative



Malesela Maleka
Community Representative



Khanyisile Kweyama
Business Representative



Mzolisi Ka-Toni
Community Representative



Vacant
State Representative



Ntombizakhe Mcaba
Labour Representative

This report reflects on the status of employment equity in the country covering the period from 1 April 2010 to 31 March 2011, which is submitted to the Minister by the CEE in terms of Section 33.

During this reporting period a huge amount of transitional activity took place, with the second CEE completing its five-year tenure in July 2010 and the third CEE immediately starting their tenure in August 2010.

This report is used as an opportunity to introduce members of the third CEE to the public. The report outlines the initial work done by the CEE during the initial months of its tenure, including orientation, literature review, studying the recommendations of the previous CEE and strategic planning. In addition, key strategic objectives are provided for the next five years, including highlights for the period and an analysis of Employment Equity (EE) Reports received from employers in October 2010. A trends analysis is also provided for each of the four upper occupational levels and the report concludes with observations and remarks by the CEE.

It is important to highlight that information in this report was analysed from reports received from employers in October 2010, when all designated employers were required to report. Employers with 150 or more employees (i.e. large employers) are required to submit reports on an annual basis and employers with fewer than 150 employees (i.e. small employers) are expected to submit reports every two years to the Department of Labour.

Workforce representation trends in terms of race and gender include the last three reporting periods when both large and small employers were expected to report, i.e. 2006, 2008 and 2010. These trends focus on the four uppermost occupational levels, viz. the Top Management, Senior Management, Professionally Qualified and Skilled levels.

Key strategic objectives for the next five years

2

In line with the government's priority of speeding up economic growth and transforming the economy in order to create decent work, the Commission has set out the following key objectives for the next five years:

Strengthen compliance, enforcement mechanisms and capacity to monitor

- Review and amend areas of the Employment Equity Act (the Act) in order to fulfil its purpose
- Review and amend EE regulations
- Raise awareness and undertake advocacy programmes to keep all stakeholders well informed of the latest legislative changes and its implications

Engage on measures to eliminate unfair discrimination and promote equity in workplaces

- Advise the Minister on policy matters, regulation and codes of good practice, which will include:
 - The review of the Code of Good Practices on HIV in the Workplace and its Technical Assistance Guidelines (TAG) to bring it in line with the International Labour Organisation's (ILO) recommendations of June 2010.
 - The review of the Code of Good Practice on People with Disabilities and Employment and its Technical Assistance Guidelines (TAG) to bring it line with any new developments, including the UN Convention on Disability of 2007.
 - The promotion of 'Equal Pay for Work of Equal Value' in respect of prohibiting unfair discrimination, including the development of guidelines to assist employers.
- Monitor and evaluate the substantive progress of the implementation of the Act and advise Minister accordingly
- Continually engage and improve collaboration with Chapter 9 Institutions and other stakeholders

3.1 Appointment of the third Commission for Employment Equity

The 5-year term of office of the second CEE came to an end at the end of July 2010. Individuals were nominated at NEDLAC from its constituencies and, thereafter, the Minister appointed members of the third CEE. Their mandate includes advising the Minister on policy matters, regulations, codes of good practice or any other policy matter concerning the implementation of the Act.

3.2 Amendments to the Act

Amendments to the Act reached the Bill stage for public comment after going through rigorous scrutiny by CEE and the Regulatory Impact Assessment (RIA) process of Cabinet. All public comments received by the deadline were collated and a report compiled for further engagement at Nedlac. The CEE is looking forward to the outcome of the Nedlac negotiations on the Bill.

The CEE is encouraged by the public debate evoked by the introduction of the Employment Equity Amendment Bill in December 2010. This confirms that most citizens are willing to participate and contribute towards the development of an equitable, diverse and diverse workforce in a tolerant manner.

3.3 Collaboration with Chapter 9 Institutions and other stakeholders

In 2010, the CEE initiated a meeting with the Commission of Gender Equity (CGE) to identify areas for collaboration and action. This resulted in the CGE inviting the CEE to its gender equity public hearings, which were held early in December 2010 in Johannesburg. Progress reports received from employers at this event reaffirmed the findings of the 10th Annual Report of the CEE and Director General (DG) Reviews conducted over the past few years, i.e. it is much more difficult for women to climb the corporate ladder than their male colleagues.

3.4 EE Road Shows

The CEE continued to participate and support key employment equity advocacy initiatives of the Department. The annual road shows are used to raise awareness and share information with employers with the main objective of improving substantive compliance with the Act. The focus areas of this year's road shows were as follows:

- Providing feedback on the status of EE in the country.
- Providing practical guidelines on simple ways to conduct workplace analysis and on how to prepare and implement EE plans
- Sharing information for the preparation and submission of fully completed and accurate EE reports
- Encouraging on-line submission of the annual EE reports, which enhances the accuracy of information received by the Department of Labour.

The CEE uses these road shows as an opportunity to interact with stakeholders in order to make informed policy development decisions when advising the Minister.

3.5 Increase in submission rates of Employment Equity Reports

The number of reports received in 2010 from employers increased significantly when compared to previous years. Ninety percent of the reports received were submitted on-line, which generally improved the quality and accuracy of the reports received. The number of employers asking questions on on-line reporting has increased significantly and more-and-more employers seem to be interested in reporting on-line.

3.6 Review and Amendment of HIV/AIDS Codes of Good Practice and TAG

Plans to review and amend the Code of Good Practice on Key Aspects of HIV and AIDS (HIV Code) as well as its Technical Assistance Guidelines (TAG) were initiated towards the end of 2010/2011 financial year.

The main aim of the review is to align the Code and its TAGs to the International Labour Organisation's Recommendations on HIV and AIDS adopted in June 2010, which is in line with the decent work country programme. It is estimated that, together with the Nedlac and public consultation process, the review will be completed by the end of 2011/2012 financial year.

Workforce distribution

4

The workforce population distribution is largely 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 seeking employment. The EAP is meant to provide guidance to employers to determine resource allocation and interventions needed to achieve an equitable and representative workforce (Please note that all percentages have been rounded to one decimal point).

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

ECONOMICALLY ACTIVE POPULATION						
Male (1000)			Female (1000)			Total
AM	African male	7042	AF	African female	5746	12788
		40.5%			33.1%	12788
CM	Coloured male	1047	CF	Coloured female	870	1917
		6.0%			5.0%	1917
IM	Indian male	333	IF	Indian female	234	567
		1.9%			1.3%	567
WM	White male	1164	WF	White female	934	2098
		6.7%			5.4%	2098
FM	Foreign male	0	FF	Foreign female	0	0
		0.0%			0.0%	0
TOTAL		9586	TOTAL		7784	17370
		55.2%			44.8%	100.0%

The National Demographics and the Economically Active Population is illustrated in the table above by race and gender. Together with the EAP by province below, vital information is provided to employers for the setting of employment equity numerical goals and targets, as envisaged in sections 42 and 43 of the EEA.

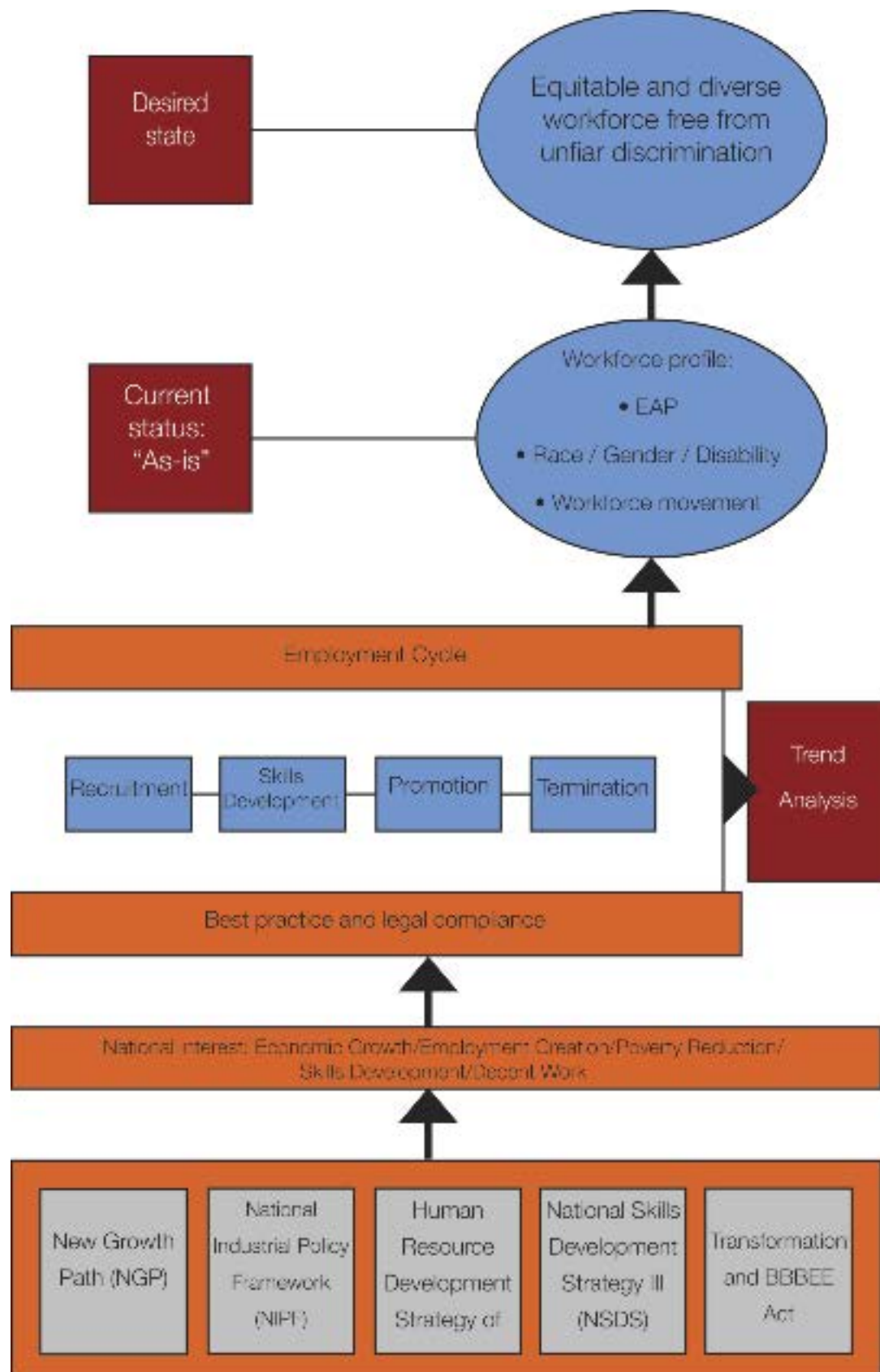
Province	Male				Female				Total
	A	C	I	W	A	C	I	W	
Western cape	15.4%	30.0%	0.2%	8.6%	12.9%	25.6%	0.2%	7.2%	100.0%
Eastern Cape	39.3%	5.9%	0.8%	5.6%	37.8%	4.8%	0.6%	5.1%	100.0%
Northern Cape	23.0%	22.7%	0.0%	7.8%	23.5%	17.6%	0.0%	5.3%	100.0%
Free State	46.1%	1.2%	0.2%	8.0%	38.1%	1.0%	0.0%	5.4%	100.0%
KwaZulu-Natal	41.7%	0.6%	7.4%	3.8%	37.1%	0.5%	5.6%	3.3%	100.0%
North West	51.7%	1.5%	0.5%	5.5%	35.1%	1.1%	0.2%	4.4%	100.0%
Gauteng	44.6%	2.1%	1.4%	8.9%	33.3%	1.7%	0.8%	7.3%	100.0%
Mpumalanga	47.3%	0.6%	0.8%	6.6%	39.9%	0.6%	0.3%	3.8%	100.0%
Limpopo	53.2%	0.3%	0.2%	1.7%	43.1%	0.2%	0.0%	1.2%	100.0%

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

Source: Statistics South Africa, September 2010

The table above shows that in terms of the EAP population distribution per province, Africans are in the majority in seven of the nine provinces. Coloureds are the clear majority population grouping in the Western Cape and have a large presence in the Northern Cape.

All employee statistics in graphs and tables that follow should be viewed in relation to the EAP in terms of race and gender when engaging with stakeholders in terms of Section 16 and complying with Section 19, 20 and 22.



Analysis of employment equity reports received in 2010



This section of the report reflects on the extent of reporting by employers from 2006, 2008 and 2010 and the current status of employment equity as reported in 2010 in relation to workforce profile, workforce movements and skills development in terms of race, gender and disability. A trends analysis of the race and gender representation at the 4 upper occupational levels, i.e. Top management, Senior Management, Professionally Qualified and Skilled levels is provided as well. Tables supporting the information reflected in this report are contained in Appendix A (Please note that all percentages have been rounded to one decimal point).

6.1 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 in 2006. The table below outlines reporting for all employers, i.e. both large and small, for 2006, 2008 and 2010. 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: EE reports analysed

YEAR	REPORTS RECEIVED	REPORTS EXCLUDED	REPORTS INCLUDED IN ANALYSIS	% REPORTS FOR ANALYSIS
2006	6 876	2 482	4 394	63.9%
2008	10 580	3 351	7 229	68.3%
2010	18 534	1 836	16 698	90.1%

In 2010, 18 534 reports were received and 16 698 reports were analysed covering 5 280 037 employees. Ninety percent of these reports were submitted on-line and this dramatically improved the accuracy of reports received. The overall number of reports received in 2010 is approximately three times the number of those received in 2006. The shortened amended regulations were introduced in 2006.

6.2 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 2006 to 2010.

6.2.1 Top Management

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



Whites still dominate with 73.1% at the Top Management Level, which is nearly six times their EAP and approximately three times the representation of the cumulative sum of Blacks combined 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 at this level was recorded at 1.4%.

Table 4: Employee population distribution for 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	63	10	43	384	19	6	6	73	4	2	610
	10.3%	1.6%	7.0%	63.0%	3.1%	1.0%	1.0%	12.0%	0.7%	0.3%	100.0%

Table 5: Observations on workforce profiles and movements at the Top Management level

	Male				Female				Foreign National		TOTAL
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
Workforce profile for all employers	3 909	1 358	2 290	25 795	1 479	577	582	5 216	1 067	156	42 429
	9.2%	3.2%	5.4%	60.8%	3.5%	1.4%	1.4%	12.3%	2.5%	0.4%	100.0%
Recruitment for all employers	438	116	145	1 408	211	61	42	372	166	19	2 978
	14.7%	3.9%	4.9%	47.3%	7.1%	2.0%	1.4%	12.5%	5.6%	0.6%	100.0%
Promotion for all employers	216	127	120	930	84	62	42	384	34	12	2 011
	10.7%	6.3%	6.0%	46.2%	4.2%	3.1%	2.1%	19.1%	1.7%	0.6%	100.0%
Termination for all employers	467	155	154	2 038	204	60	54	521	172	26	3 851
	12.1%	4.0%	4.0%	52.9%	5.3%	1.6%	1.4%	13.5%	4.5%	0.7%	100.0%
Skills development for all employers	1 537	415	562	4 686	700	175	223	1 320	0	0	9 618
	16.0%	4.3%	5.8%	48.7%	7.3%	1.8%	2.3%	13.7%	0.0%	0.0%	100.0%

Information presented above show that Whites still dominate at this level in terms of representation. The position is likely to remain because most of the recruitment and promotion opportunities at this level are of Whites and males. Urgent intervention is required by employers to increase the representation of African and Coloureds at this level.

Industry Sector workforce profile percentage population distribution at the Top Management level by race and gender

Table 6: Most progressive Sector ranking in relation to EE at the Top management level

Sector	Male				Female				Foreign National		TOTAL
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
Community/Social/Personal Services	22.6%	4.3%	4.6%	38.1%	11.1%	2.0%	1.7%	14.3%	0.9%	0.4%	100.0%
Electricity, Gas and Water	20.1%	4.8%	6.5%	46.5%	8.5%	1.0%	1.9%	7.7%	2.8%	0.2%	100.0%
Mining and Quarrying	13.7%	1.4%	2.8%	66.6%	2.7%	0.3%	0.4%	6.5%	5.6%	0.2%	100.0%

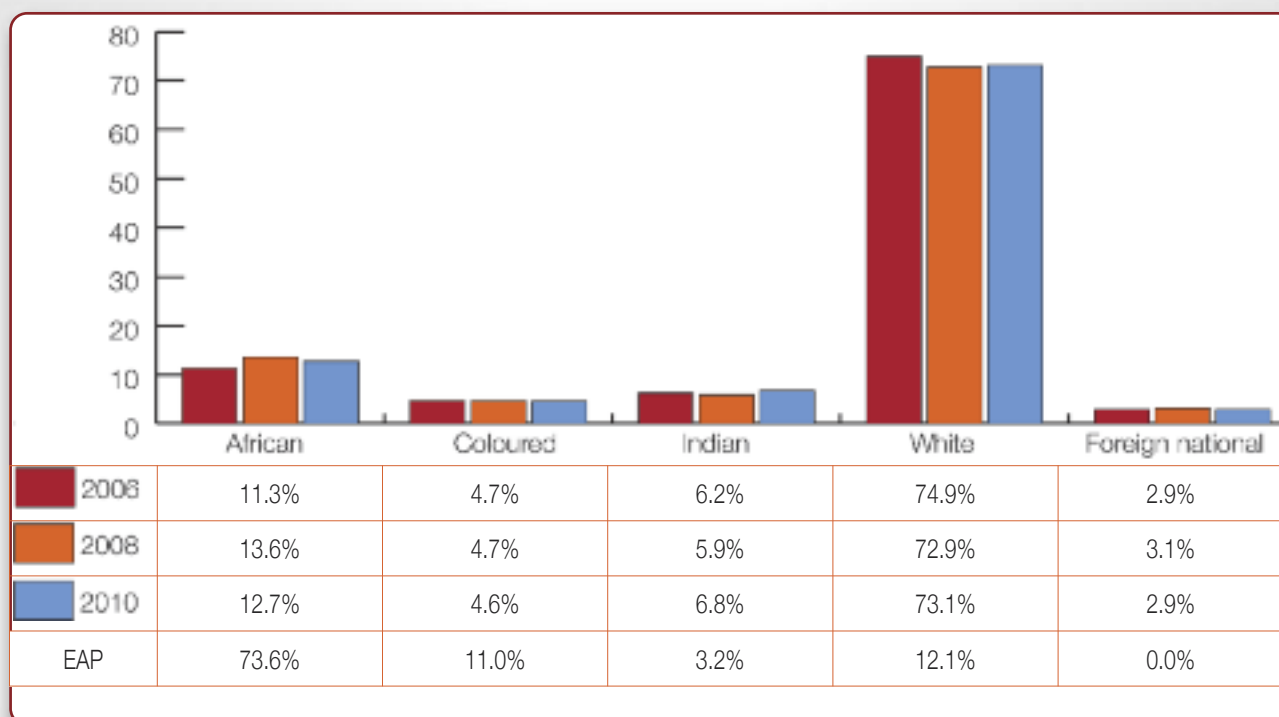
The Community/Social/Personal Services sector, followed by the Electricity, Gas and Water sector, appear to have made reasonable progress in terms of the representation of black people and women at the Top management level when compared to the other sectors. More White women occupy positions than Black women at this level.

Table 7: Least progressive Sector ranking in relation to EE at the Top management level

Sector	Male				Female				Foreign National		TOTAL
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
Retail and Motor Trade/Repair Service	3.4%	2.9%	6.9%	67.8%	0.7%	1.1%	1.3%	14.0%	1.6%	0.2%	100.0%
Wholesale Trade/ Commercial Agents/Allied Services	3.9%	2.4%	7.5%	66.2%	1.4%	1.1%	1.9%	13.4%	2.1%	0.2%	100.0%
Manufacturing	4.6%	2.9%	6.5%	68.1%	1.4%	1.1%	1.1%	10.2%	3.6%	0.4%	100.0%

The Retail and Motor Trade/Repair Service sector, followed by the Wholesale Trade/ Commercial Agents/Allied Services sector, made the least progress in increasing the representation of Africans and Coloureds, both men and women.

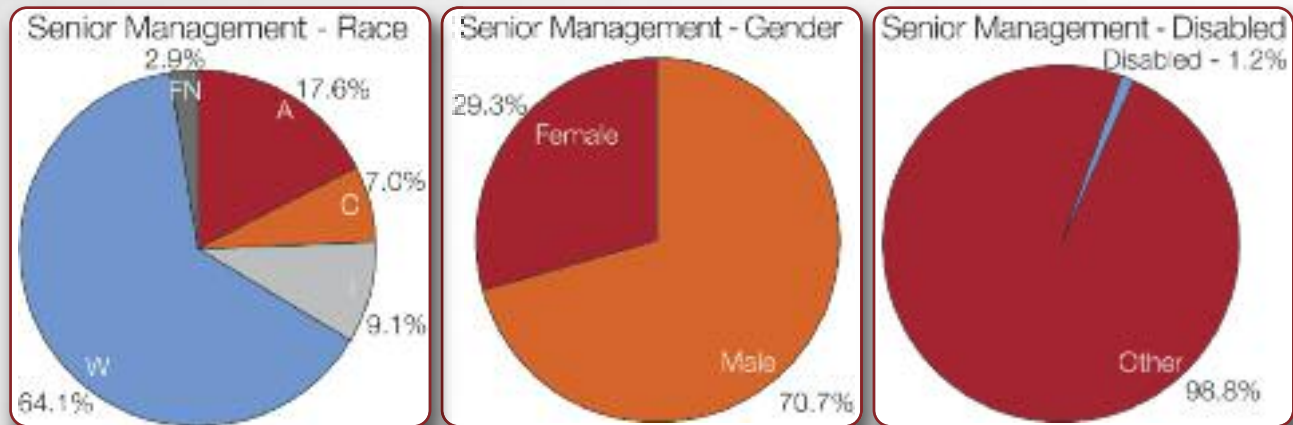
Figure 2: Trends for the Top Management level from 2006 to 2010 by race



The dominant position of White representation at this level remained above 70% from 2006 to 2010. Real progress towards increasing the representation of especially Africans and Coloureds at this level appear distant.

6.2.2 Senior management

Figure 3: Workforce profile employee percentage population distribution at the senior management level by race and gender



African representation at this level is less than a quarter of their EAP. Whites, at nearly five times their EAP, still dominate at this level. Male representation is more than double the representation of women at this level. People with disabilities only represented 1.2% of employees at this level.

Table 8: Employee population distribution for 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	146	62	98	531	56	20	25	233	25	6	1202
	12.1%	5.2%	8.2%	44.2%	4.7%	1.7%	2.1%	19.4%	2.1%	0.5%	100.0%

Table 9: Observations on workforce profiles and movements at the Senior Management level

	Male				Female				Foreign National		TOTAL
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
Workforce profile for all employers	11 713	4 429	6 327	44 984	5 501	2 394	2 557	17 785	1 810	467	97 967
	12.0%	4.5%	6.5%	45.9%	5.6%	2.4%	2.6%	18.2%	1.8%	0.5%	100.0%
Recruitment for all employers	1 501	481	628	5 174	795	237	342	2 076	377	70	11 681
	12.8%	4.1%	5.4%	44.3%	6.8%	2.0%	2.9%	17.8%	3.2%	0.6%	100.0%
Promotion for all employers	1 462	554	679	3 356	864	357	447	2 093	159	64	10 035
	14.6%	5.5%	6.8%	33.4%	8.6%	3.6%	4.5%	20.9%	1.6%	0.6%	100.0%
Termination for all employers	1 522	585	731	6 244	864	351	317	2 482	341	75	13 512
	11.3%	4.3%	5.4%	46.2%	6.4%	2.6%	2.3%	18.4%	2.5%	0.6%	100.0%
Skills development	6 363	1 943	2 553	14 648	3 757	1 142	1 274	7 162	0	0	38 842
	16.4%	5.0%	6.6%	37.7%	9.7%	2.9%	3.3%	18.4%	0%	.0%	100.0%

The table shows the domination of White representation at this level. It also indicates that most recruitment, promotion and skills development opportunities are those of Whites. If this pattern continues progress at this level will show a pretty flat trajectory.

Industry Sector workforce profile employee percentage population distribution at the Senior Management level for all employers by race and gender

Table 10: Most progressive Sector ranking in relation to EE at the Senior Management level

Sector	Male				Female				Foreign National		TOTAL
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
Community, Social and Personal Services	25.6%	4.9%	4.4%	25.4%	14.3%	3.0%	2.8%	18.2%	0.9%	0.4%	100.0%
Electricity, Gas and Water	25.1%	3.5%	6.8%	35.7%	12.0%	2.3%	2.1%	10.3%	1.7%	0.5%	100.0%
Catering, Accommodation and other trade	15.1%	4.6%	3.8%	34.5%	6.7%	4.2%	2.4%	26.1%	1.8%	0.8%	100.0%

The Community/Social/Personal Services sector, followed by the Electricity, Gas and Water sector, appear to be making the most progress at this level across all sectors in terms of race and much less progress in terms of Black women at this level. The representation of White women is nearly three times their EAP at this level.

Table 11: Least progressive Sector ranking in relation to EE at the Senior Management level

Sector	Male				Female				Foreign National		TOTAL
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
Manufacturing	6.6%	5.2%	8.6%	55.5%	2.5%	2.2%	2.2%	14.5%	2.4%	0.3%	100.0%
Retail and Motor Trade and Repair Service	7.4%	6.0%	8.1%	48.2%	2.6%	3.5%	2.8%	20.2%	1.0%	0.2%	100.0%
Wholesale Trade, Commercial Agents and Allied Services	6.8%	4.1%	8.0%	49.3%	2.8%	3.3%	2.8%	21.1%	1.5%	0.4%	100.0%

The table above shows that the Manufacturing sector is the least progressive sector in terms of race, with White women still outperforming their EAP by at least two times across all these sectors.

Race/Ethnicity	2006	2008	2010
African	13.4%	17.3%	17.6%
Coloured	5.8%	6.9%	6.9%
Indian	7.7%	8.3%	9.1%
White	70.9%	65.2%	64.1%
Foreign national	2.0%	2.5%	2.3%

6.2.3 Professionally Qualified

Three pie charts illustrating the distribution of professionally qualified individuals across different demographic categories:

- Professionally qualified - Race:**
 - W: 47.7%
 - A: 31.0%
 - C: 10.4%
 - I: 8.8%
 - FN: 2.0%
- Professionally qualified - Gender:**
 - Male: 60.1%
 - Female: 39.9%
- Professionally qualified - Disabled:**
 - Other: 99.0%
 - Disabled: 1.0%

14

Table 12: Employee population distribution for 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 and experienced specialists and mid-management	628	173	168	1 490	516	121	73	682	39	11	3 901
	16.1%	4.4%	4.3%	38.2%	13.2%	3.1%	1.9%	17.5%	1.0%	0.3%	100.0%

Table 13: Observations on workforce profiles and workforce movements at the Professionally Qualified level

	Male				Female				Foreign National		TOTAL
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
Workforce profile for all employers	68 360	21 780	20 665	115 541	51 466	18 349	13 470	68 959	5 819	2 073	386 482
	17.7%	5.6%	5.3%	29.9%	13.3%	4.7%	3.5%	17.8%	1.5%	0.5%	100.0%
Recruitment for all employers	7 909	2 371	2 541	14 559	5 742	1 743	1 832	8 892	1 112	422	47 123
	16.8%	5.0%	5.4%	30.9%	12.2%	3.7%	3.9%	18.9%	2.4%	0.9%	100.0%
Promotion for all employers	7 936	3 948	2 063	8 604	6 298	3 031	1 709	6 980	488	204	41 261
	19.2%	9.6%	5.0%	20.9%	15.3%	7.3%	4.1%	16.9%	1.2%	0.5%	100.0%
Termination for all employers	7 939	2 569	2 546	17 297	5 448	1 900	1 691	9 958	1 009	326	50 683
	15.7%	5.1%	5.0%	34.1%	10.7%	3.7%	3.3%	19.6%	2.0%	0.6%	100.0%
Skills development	36 766	12 606	10 125	38 957	30 207	14 589	8 059	31 391	0	0	182 700
	20.1%	6.9%	5.5%	21.3%	16.5%	8.0%	4.4%	17.2%	.0%	0%	100.0%

Just over 50% at this level is Black, indicating a degree of change terms of race, which is positive. Whites do however share more of the recruitment, promotion and skills development opportunities when compared to any other group at this level. Employers must undertake various interventions to recruit and promote Blacks as a successive planning measure in preparation for upper occupational levels.

Industry Sector workforce profile employee percentage population distribution at the Professionally Qualified level for by race and gender

Table 14: Most progressive Sector ranking in relation to EE at the Professionally Qualified level

Sector	Male				Female				Foreign National		TOTAL
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
Community, Social and Personal Services	24.9%	6.2%	2.7%	14.3%	25.2%	6.8%	2.8%	15.4%	1.2%	0.5%	100.0%
Electricity, Gas and Water	25.7%	4.6%	6.5%	29.2%	17.2%	2.0%	2.7%	8.9%	2.7%	0.5%	100.0%
Catering, Accommodation and other trade	16.6%	5.9%	3.3%	21.8%	15.2%	6.6%	3.5%	22.8%	3.2%	1.2%	100.0%

The three sectors reflected in the table above show largely all-round good progress in terms of race and gender at this level. This good progress, however, does not seem to result in sufficiently increasing the representation of Africans and Coloureds at the two upper levels

Table 15: Least progressive Sector ranking in relation to EE at the Professionally Qualified level

Sector	Male				Female				Foreign National		TOTAL
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
Wholesale Trade, Commercial Agents and Allied Services	10.9%	5.7%	7.2%	35.5%	6.0%	4.9%	3.5%	25.2%	0.9%	0.2%	100.0%
Finance and Business Services	11.6%	4.6%	6.6%	31.0%	9.2%	4.8%	5.7%	24.1%	1.5%	0.8%	100.0%
Manufacturing	11.9%	6.2%	8.5%	45.8%	4.2%	2.9%	3.1%	15.6%	1.6%	0.4%	100.0%

Information contained in the table above shows three worst performing sectors in relation to the representation of Africans and African and Coloured women in particular. White women representation at this level is nearly five times their EAP.

Figure 6: Employee population distribution trends for the Professionally Qualified level from 2006 to 2010

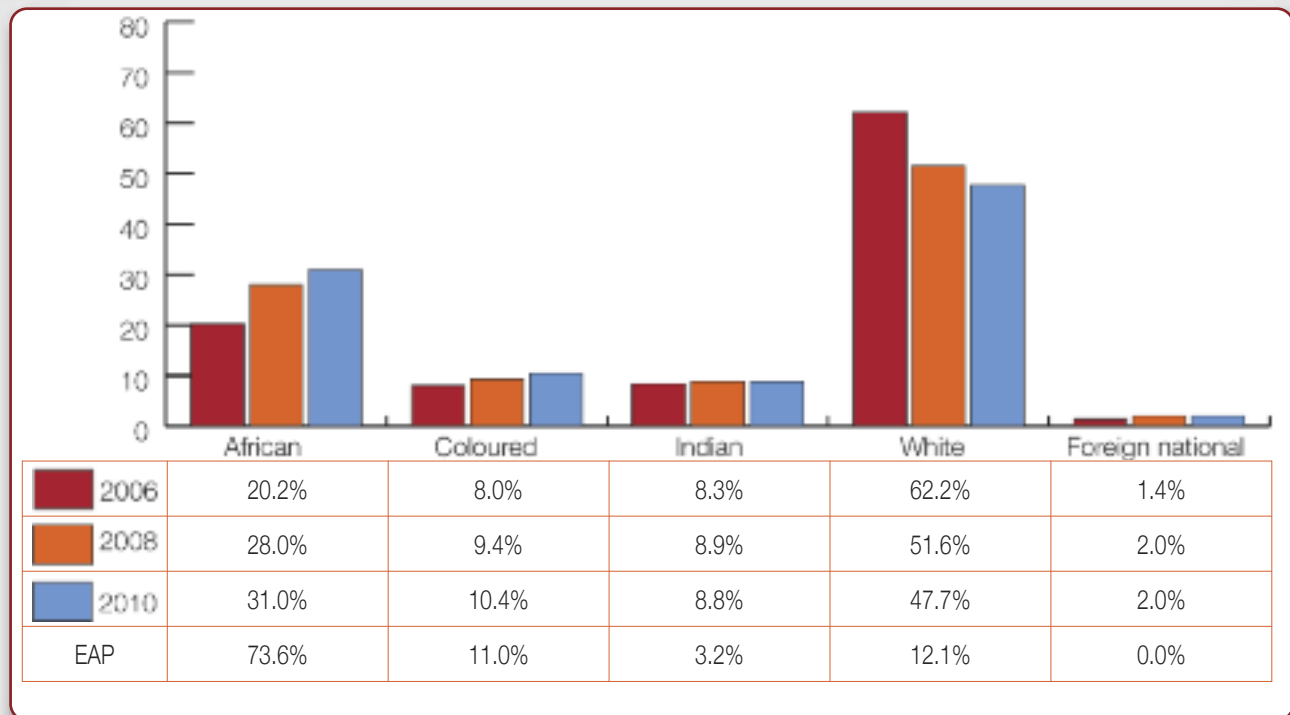


Figure 6 shows that White representation is showing a gradual decrease and Black representation is showing a gradual increase at this level. The increase reflects a much lower trajectory from 2008 to 2010 when compared to the change from 2006 to 2008.

6.2.4 Skilled

Figure 7: Workforce profile employee percentage population distribution at the skilled level by race and gender

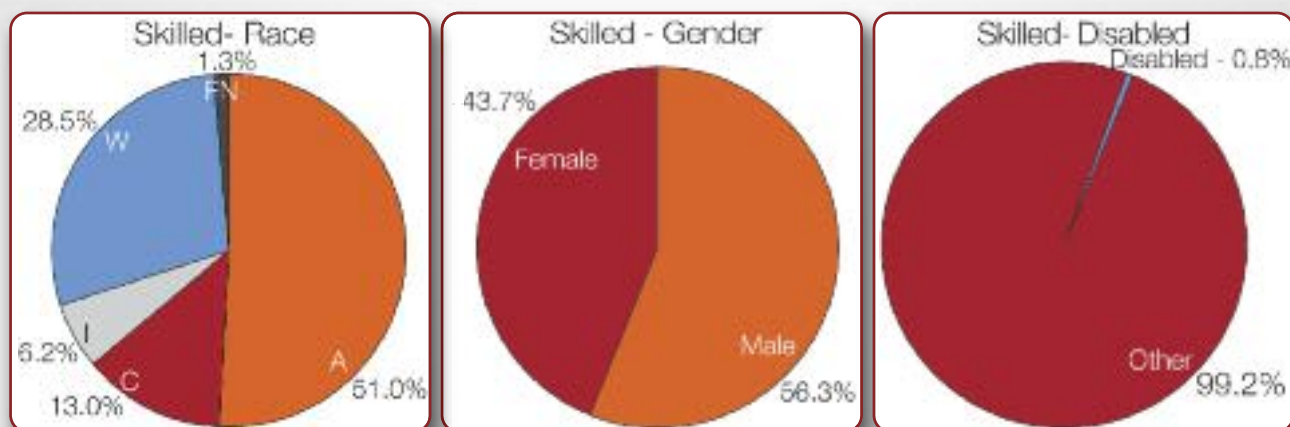


Figure 7 show that Blacks at 70.2% and women at 43.7% appear to be most represented at this level than any other occupational level. However, it is of great concern that the representation of people with disabilities remain at lower than 1%, as compared to higher levels. Employers should prioritize people with disabilities at this level.

Table 16: *Employee population distribution for 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 technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	2 769	677	513	3 011	1 344	484	245	1 776	99	18	10 936
	25.3%	6.2%	4.7%	27.5%	12.3%	4.4%	2.2%	16.2%	0.9%	0.2%	100.0%

Table 17: *Observations on workforce profiles and workforce movements at the Skilled Level*

	Male				Female				Foreign National		TOTAL
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
Workforce profile for all employers	381 024	88 786	46 227	206 047	284 508	80 438	34 714	165 983	12 876	3 893	1 304 496
	29.2%	6.8%	3.5%	15.8%	21.8%	6.2%	2.7%	12.7%	1.0%	0.3%	100.0%
Recruitment for all employers	46 426	14 223	6 082	34 363	32 746	12 873	5 015	24 845	2 995	860	180 428
	25.7%	7.9%	3.4%	19.0%	18.1%	7.1%	2.8%	13.8%	1.7%	0.5%	100.0%
Promotion for all employers	36 750	11 627	3 671	11 817	26 161	13 929	3 098	12 079	652	279	120 063
	30.6%	9.7%	3.1%	9.8%	21.8%	11.6%	2.6%	10.1%	0.5%	0.2%	100.0%
Termination for all employers	51 776	15 463	6 796	37 593	30 040	12 951	4 897	28 234	2 840	751	191 341
	27.1%	8.1%	3.6%	19.6%	15.7%	6.8%	2.6%	14.8%	1.5%	0.4%	100.0%
Skills development	177 534	43 239	25 680	76 069	93 059	32 521	17 312	62 084	0	0	527 498
	33.7%	8.2%	4.9%	14.4%	17.6%	6.2%	3.3%	11.8%	0%	0%	100.0%

Opportunities appear to be accruing to the designated groups at this level. More of these opportunities should be made available to individuals from the designated groups at the three uppermost occupational levels.

Industry Sector workforce profile employee percentage population distribution at the Skilled Level by race and gender

Table 18: Most progressive Sector ranking in relation to EE at the Skilled Level

Sector	Male				Female				Foreign National		TOTAL
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
Community, Social and Personal Services	31.0%	5.8%	1.9%	7.2%	34.0%	6.7%	1.9%	10.7%	0.5%	0.3%	100.0%
Catering, Accommodation and other trade	25.1%	6.3%	2.4%	9.5%	25.8%	10.3%	2.9%	15.1%	1.7%	1.1%	100.0%
Electricity, Gas and Water	38.0%	4.7%	2.7%	18.4%	23.8%	2.5%	1.7%	7.3%	0.6%	0.2%	100.0%

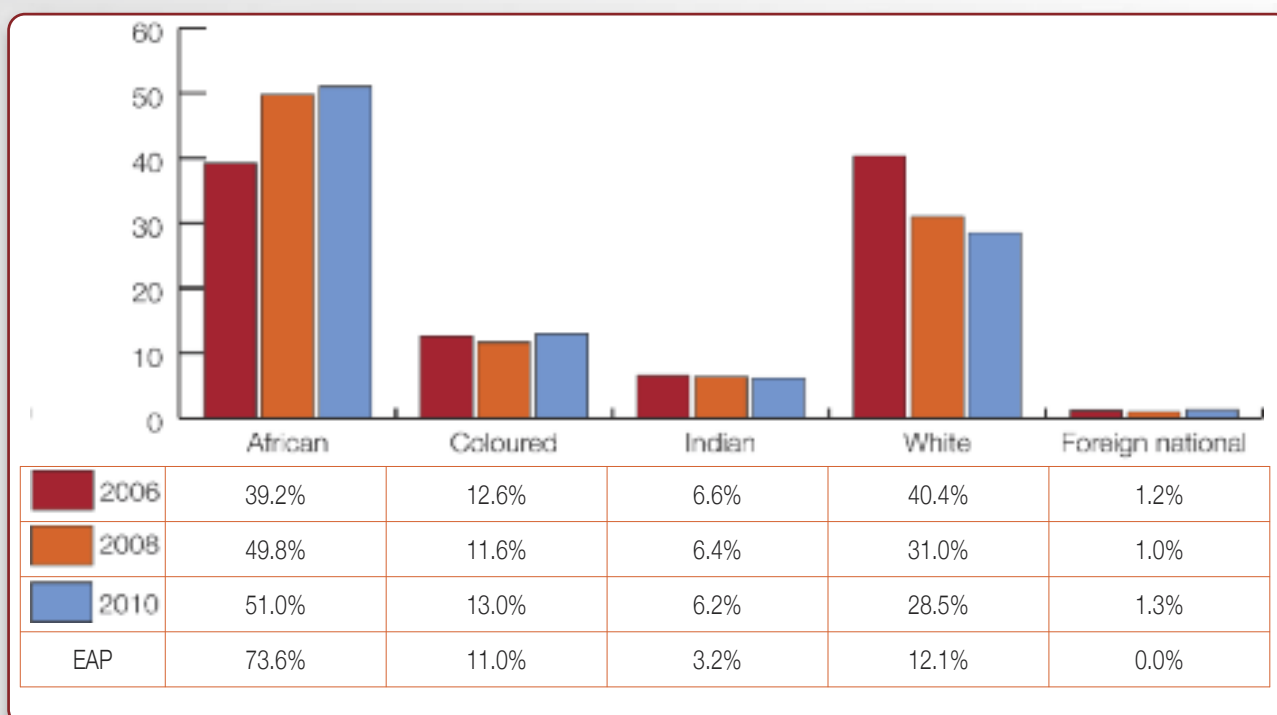
The three sectors above reasonably reflect an equitable workforce at this level, which does not seem to ultimately lead to an adequate increase of the designated groups in the upper levels.

Table 19: Least progressive Sector ranking in relation to EE at the Skilled Level

Sector	Male				Female				Foreign National		TOTAL
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
Manufacturing	28.8%	10.7%	7.1%	25.6%	7.8%	4.9%	2.5%	11.4%	1.0%	0.2%	100.0%
Wholesale Trade, Commercial Agents and Allied Services	24.1%	7.3%	5.3%	17.4%	16.1%	7.5%	4.2%	17.5%	0.4%	0.2%	100.0%
Agriculture	29.1%	10.9%	1.4%	19.7%	12.9%	6.7%	0.8%	17.4%	0.9%	0.2%	100.0%

Although the three sectors above are performing well, much more has to be done to increase the representation of Black women in the Manufacturing and Agricultural sectors.

Figure 8: Employee population distribution trends for the Skilled Level from 2006 to 2010



The general trend at this level is very promising as more and more people from the designated groups are being employed at this level. The pace of change at this level was, however, much slower from 2008 to 2010 when compared to 2006 to 2008, especially for Africans.

6.2.5 Workforce profile employee percentage population distribution of people with disabilities only

This area of the report shows the aggregated population distribution of people with disabilities for 2010 and reflects on trends from 2006 to 2010.

Table 20: Aggregated employee percentage population distribution of people with disabilities by race and gender for all employers

	Male				Female				Foreign National		Total
	A	C	I	W	A	C	I	W	Male	Female	
All employers	16 365	2 867	1 439	7 139	7 559	2 158	704	4 424	1 190	68	43 913
	37.3%	6.5%	3.3%	16.3%	17.2%	4.9%	1.6%	10.1%	2.7%	0.2%	100.0%

People with disabilities accounted for approximately 0.83% of the total number of employees reported by all employers. Their representation is more likely to be concentrated at the lower occupational levels, as more than 60% of the 43913 people with disabilities reported by employers occupy semi-skilled, unskilled position and temporary positions. The race and gender representation of people with disabilities is very similar to that of the general workforce. Much more has to be done to increase the representation of people with disabilities in the workforce.

Table 21: Trends for workforce profile of people with disabilities from 2006 to 2010 for all employers

2006	2008	2010
0.7%	0.7%	0.8%

The representation of people with disabilities has been pretty flat over the years and did not increase by much. Their representation in the table above covers the representation of people with disabilities across all the occupational levels for 2006, 2008 and 2010.

The third CEE started its term of office in August 2010 during which time, amongst other things, key strategic objectives for the next five years have been outlined. In reaching this milestone, the recommendations of the previous CEE and the status of employment equity in the country was taken into consideration.

An encouraging sign in this reporting period has been the increase in the number of reports received from designated employers, which seems to continually grow from 2006 onwards with more employers reporting online.

Progress over the years has been gradual and slow with Whites continuing to dominate in the three uppermost occupational levels. Relatively good progress is being made in terms of race and gender at the Professionally Qualified and Skilled Technical levels in most sectors. Signs at this level are very encouraging and interventions are needed to create opportunities for the designated groups at the three uppermost occupational levels.

Information received from employer's show that employers are more likely to recruit and promote males when compared to females. Employers are also more likely to employ White females and Indians from the designated groups when compared to the African and Coloured population groups at nearly all occupational levels.

Notwithstanding the fact that Blacks account for approximately 86% of employees contained in reports received, they only accounted for 16.9% at the Top Management level and 35.9% at the Senior Management level.

The representation of people with disabilities in the workforce shows insignificant growth with a rather flat trajectory. Their representation, in numbers and not percentages, is mainly concentrated at the lower levels and is further compounded by the very high unemployment rate amongst this group.

From the eleven sectors identified in the report, the Community, Social and Personal Services sector appear to be consistently performing well across nearly all levels, which could be attributed to the number of State employers and employees included in this sector. The worst performing sector across most levels in terms of race and gender is the Manufacturing sector. .

Early interventions are required to capacitate women, people with disabilities and other designated groups to enter and progress in the job market. Interventions should include recognition of prior learning, experience training, vocational rehabilitation, reasonable accommodation and any other training interventions, including learnerships, which will ultimately lead to a supply of relevant skills for the job market. Interventions will generally be on a case-by-case basis and may take place prior to employment or during employment, depending where an individual is place in terms of the Employment Equity Value Chain

The slow progress made towards the desired state of an equitable and a diverse workforce that is free from unfair discrimination is one of the key factors the CEE took into consideration in reviewing the legislation. An additional area for reviewing and amending the Act is the need to tighten certain provisions of the Act in order to deter employers from circumventing its intentions and purpose.

References

Statistics South Africa. Labour Force Survey. September 2010.

Department of Labour. Commission for Employment Equity. Annual Report 2006/2007

Department of Labour. Commission for Employment Equity. Annual Report 2008/2009

Appendix A

Total number of employees (including employees with disabilities) in each of the following occupational levels for all employers

Occupational Levels	Male				Female				Foreign National		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top Management	3 909	1 358	2 290	25 795	1 479	577	582	5 216	1 067	156	42 429
	9.2%	3.2%	5.4%	60.8%	3.5%	1.4%	1.4%	12.3%	2.5%	0.4%	100.0%
Senior Management	11 713	4 429	6 327	44 984	5 501	2 394	2 557	17 785	1 810	467	97 967
	12.0%	4.5%	6.5%	45.9%	5.6%	2.4%	2.6%	18.2%	1.8%	0.5%	100.0%
Professionally qualified and experienced specialists and mid-management	68 360	21 780	20 665	115 541	51 466	18 349	13 470	68 959	5 819	2 073	386 482
	17.7%	5.6%	5.3%	29.9%	13.3%	4.7%	3.5%	17.8%	1.5%	0.5%	100.0%
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	381 024	88 786	46 227	206 047	284 508	80 438	34 714	165 983	12 876	3 893	1 304 496
	29.2%	6.8%	3.5%	15.8%	21.8%	6.2%	2.7%	12.7%	1.0%	0.3%	100.0%
Semi-skilled and discretionary decision making	876 474	119 012	34 568	62 778	466 790	131 643	34 428	95 988	52 241	2 855	1 876 777
	46.7%	6.3%	1.8%	3.3%	24.9%	7.0%	1.8%	5.1%	2.8%	0.2%	100.0%
Unskilled and defined decision making	522 482	57 188	6 061	8 628	279 338	52 651	3 196	3 735	33 107	4 027	970 413
	53.8%	5.9%	0.6%	0.9%	28.8%	5.4%	0.3%	0.4%	3.4%	0.4%	100.0%
TOTAL PERMANENT	1 863 962	292 553	116 138	463 773	1 089 082	286 052	88 947	357 666	106 920	13 471	4 678 564
	39.8%	6.3%	2.5%	9.9%	23.3%	6.1%	1.9%	7.6%	2.3%	0.3%	100.0%
Temporary employees	261 016	36 597	10 738	27 424	181 853	38 767	8 295	25 376	8 045	3 362	601 473
	43.4%	6.1%	1.8%	4.6%	30.2%	6.4%	1.4%	4.2%	1.3%	0.6%	100.0%
GRAND TOTAL	2 124 978	329 150	126 876	491 197	1 270 935	324 819	97 242	383 042	114 965	16 833	5 280 037

Total number of employees (including employees with disabilities) in each of the following occupational levels for government employers only

Occupational Levels	Male				Female				Foreign National		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top Management	1 011	176	97	328	532	61	22	75	13	2	2 317
	43.6%	7.6%	4.2%	14.2%	23.0%	2.6%	0.9%	3.2%	0.6%	0.1%	100.0%
Senior Management	4 028	593	464	1 999	2 219	270	250	922	57	21	10 823
	37.2%	5.5%	4.3%	18.5%	20.5%	2.5%	2.3%	8.5%	0.5%	0.2%	100.0%
Professionally qualified and experienced specialists and mid-management	27 636	6 534	2 250	11 089	27 806	6 924	2 189	8 524	832	321	94 105
	29.4%	6.9%	2.4%	11.8%	29.5%	7.4%	2.3%	9.1%	0.9%	0.3%	100.0%
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	141 003	23 722	6 429	27 362	159 455	24 880	4 706	30 514	1 023	718	419 812
	33.6%	5.7%	1.5%	6.5%	38.0%	5.9%	1.1%	7.3%	0.2%	0.2%	100.0%
Semi-skilled and discretionary decision making	122 151	20 398	3 791	4 320	121 585	19 832	3 197	9 396	264	147	305 081
	40.0%	6.7%	1.2%	1.4%	39.9%	6.5%	1.0%	3.1%	0.1%	0.0%	100.0%
Unskilled and defined decision making	63 352	11 537	937	735	36 993	5 197	323	449	50	38	119 611
	53.0%	9.6%	0.8%	0.6%	30.9%	4.3%	0.3%	0.4%	0.0%	0.0%	100.0%
TOTAL PERMANENT	359 181	62 960	13 968	45 833	348 590	57 164	10 687	49 880	2 239	1 247	951 749
	37.7%	6.6%	1.5%	4.8%	36.6%	6.0%	1.1%	5.2%	0.2%	0.1%	100.0%
Temporary employees	17 437	2 258	380	1 655	26 762	3 222	345	2 665	727	265	55 716
	31.3%	4.1%	0.7%	3.0%	48.0%	5.8%	0.6%	4.8%	1.3%	0.5%	100.0%
GRAND TOTAL	376 618	65 218	14 348	47 488	375 352	60 386	11 032	52 545	2 966	1 512	1 007 465

Total number of employees (including employees with disabilities) in each of the following occupational levels for private sector employers only

Occupational Levels	Male				Female				Foreign National		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top Management	2 898	1 182	2 193	25 467	947	516	560	5 141	1 054	154	40 112
	7.2%	2.9%	5.5%	63.5%	2.4%	1.3%	1.4%	12.8%	2.6%	0.4%	100.0%
Senior Management	7 685	3 836	5 863	42 985	3 282	2 124	2 307	16 863	1 753	446	87 144
	8.8%	4.4%	6.7%	49.3%	3.8%	2.4%	2.6%	19.4%	2.0%	0.5%	100.0%
Professionally qualified and experienced specialists and mid-management	40 724	15 246	18 415	104 452	23 660	11 425	11 281	60 435	4 987	1 752	292 377
	13.9%	5.2%	6.3%	35.7%	8.1%	3.9%	3.9%	20.7%	1.7%	0.6%	100.0%
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	240 021	65 064	39 798	178 685	125 053	55 558	30 008	135 469	11 853	3 175	884 684
	27.1%	7.4%	4.5%	20.2%	14.1%	6.3%	3.4%	15.3%	1.3%	0.4%	100.0%
Semi-skilled and discretionary decision making	754 323	98 614	30 777	58 458	345 205	111 811	31 231	86 592	51 977	2 708	1 571 696
	48.0%	6.3%	2.0%	3.7%	22.0%	7.1%	2.0%	5.5%	3.3%	0.2%	100.0%
Unskilled and defined decision making	459 130	45 651	5 124	7 893	242 345	47 454	2 873	3 286	33 057	3 989	850 802
	54.0%	5.4%	0.6%	0.9%	28.5%	5.6%	0.3%	0.4%	3.9%	0.5%	100.0%
TOTAL PERMANENT	1 504 781	229 593	102 170	417 940	740 492	228 888	78 260	307 786	104 681	12 224	3 726 815
	40.4%	6.2%	2.7%	11.2%	19.9%	6.1%	2.1%	8.3%	2.8%	0.3%	100.0%
Temporary employees	243 579	34 339	10 358	25 769	155 091	35 545	7 950	22 711	7 318	3 097	545 757
	44.6%	6.3%	1.9%	4.7%	28.4%	6.5%	1.5%	4.2%	1.3%	0.6%	100.0%
GRAND TOTAL	1 748 360	263 932	112 528	443 709	895 583	264 433	86 210	330 497	111 999	15 321	4 272 572

Total number of employees with disabilities only in each of the following occupational levels for all employers

Occupational Levels	Male				Female				Foreign National		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top Management	63	10	43	384	19	6	6	73	4	2	610
	10.3%	1.6%	7.0%	63.0%	3.1%	1.0%	1.0%	12.0%	0.7%	0.3%	100.0%
Senior Management	146	62	98	531	56	20	25	233	25	6	1 202
	12.1%	5.2%	8.2%	44.2%	4.7%	1.7%	2.1%	19.4%	2.1%	0.5%	100.0%
Professionally qualified and experienced specialists and mid-management	628	173	168	1 490	516	121	73	682	39	11	3 901
	16.1%	4.4%	4.3%	38.2%	13.2%	3.1%	1.9%	17.5%	1.0%	0.3%	100.0%
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	2 769	677	513	3 011	1 344	484	245	1 776	99	18	10 936
	25.3%	6.2%	4.7%	27.5%	12.3%	4.4%	2.2%	16.2%	0.9%	0.2%	100.0%
Semi-skilled and discretionary decision making	6 299	1 115	463	1 316	2 986	1 010	290	1 335	194	18	15 026
	41.9%	7.4%	3.1%	8.8%	19.9%	6.7%	1.9%	8.9%	1.3%	0.1%	100.0%
Unskilled and defined decision making	5 476	631	127	294	1 738	347	34	181	815	10	9 653
	56.7%	6.5%	1.3%	3.0%	18.0%	3.6%	0.4%	1.9%	8.4%	0.1%	100.0%
TOTAL PERMANENT	15 381	2 668	1 412	7 026	6 659	1 988	673	4 280	1 176	65	41 328
	37.2%	6.5%	3.4%	17.0%	16.1%	4.8%	1.6%	10.4%	2.8%	0.2%	100.0%
Temporary employees	984	199	27	113	900	170	31	144	14	3	2 585
	38.1%	7.7%	1.0%	4.4%	34.8%	6.6%	1.2%	5.6%	0.5%	0.1%	100.0%
GRAND TOTAL	16 365	2 867	1 439	7 139	7 559	2 158	704	4 424	1 190	68	43 913

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	438	116	145	1 408	211	61	42	372	166	19	2 978
	14.7%	3.9%	4.9%	47.3%	7.1%	2.0%	1.4%	12.5%	5.6%	0.6%	100.0%
Senior Management	1 501	481	628	5 174	795	237	342	2 076	377	70	11 681
	12.8%	4.1%	5.4%	44.3%	6.8%	2.0%	2.9%	17.8%	3.2%	0.6%	100.0%
Professionally qualified and experienced specialists and mid-management	7 909	2 371	2 541	14 559	5 742	1 743	1 832	8 892	1 112	422	47 123
	16.8%	5.0%	5.4%	30.9%	12.2%	3.7%	3.9%	18.9%	2.4%	0.9%	100.0%
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	46 426	14 223	6 082	34 363	32 746	12 873	5 015	24 845	2 995	860	180 428
	25.7%	7.9%	3.4%	19.0%	18.1%	7.1%	2.8%	13.8%	1.7%	0.5%	100.0%
Semi-skilled and discretionary decision making	169 796	26 597	8 717	19 958	98 947	33 839	8 691	21 829	8 918	1 339	398 631
	42.6%	6.7%	2.2%	5.0%	24.8%	8.5%	2.2%	5.5%	2.2%	0.3%	100.0%
Unskilled and defined decision making	152 063	21 249	1 891	5 164	77 098	16 963	937	1 777	7 258	1 735	286 135
	53.1%	7.4%	0.7%	1.8%	26.9%	5.9%	0.3%	0.6%	2.5%	0.6%	100.0%
TOTAL PERMANENT	378 133	65 037	20 004	80 626	215 539	65 716	16 859	59 791	20 826	4 445	926 976
	40.8%	7.0%	2.2%	8.7%	23.3%	7.1%	1.8%	6.5%	2.2%	0.5%	100.0%
Temporary employees	191 183	34 099	7 375	19 806	121 926	34 996	7 157	19 926	6 496	2 739	445 703
	42.9%	7.7%	1.7%	4.4%	27.4%	7.9%	1.6%	4.5%	1.5%	0.6%	100.0%
GRAND TOTAL	569 316	99 136	27 379	100 432	337 465	100 712	24 016	79 717	27 322	7 184	1 372 679

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	216	127	120	930	84	62	42	384	34	12	2011
	10.7%	6.3%	6.0%	46.2%	4.2%	3.1%	2.1%	19.1%	1.7%	0.6%	100.0%
Senior Management	1 462	554	679	3 356	864	357	447	2 093	159	64	10 035
	14.6%	5.5%	6.8%	33.4%	8.6%	3.6%	4.5%	20.9%	1.6%	0.6%	100.0%
Professionally qualified and experienced specialists and mid-management	7 936	3 948	2 063	8 604	6 298	3 031	1 709	6 980	488	204	41 261
	19.2%	9.6%	5.0%	20.9%	15.3%	7.3%	4.1%	16.9%	1.2%	0.5%	100.0%
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	36 750	11 627	3 671	11 817	26 161	13 929	3 098	12 079	652	279	120 063
	30.6%	9.7%	3.1%	9.8%	21.8%	11.6%	2.6%	10.1%	0.5%	0.2%	100.0%
Semi-skilled and discretionary decision making	51 442	6 616	1 564	2 733	25 747	6 524	1 667	3 081	3 039	137	102 550
	50.2%	6.5%	1.5%	2.7%	25.1%	6.4%	1.6%	3.0%	3.0%	0.1%	100.0%
Unskilled and defined decision making	11 717	1 674	164	224	7 151	1 469	89	232	648	69	23 437
	50.0%	7.1%	0.7%	1.0%	30.5%	6.3%	0.4%	1.0%	2.8%	0.3%	100.0%
TOTAL	109 523	24 546	8 261	27 664	66 305	25 372	7 052	24 849	5 020	765	299 357
PERMANENT	36.6%	8.2%	2.8%	9.2%	22.1%	8.5%	2.4%	8.3%	1.7%	0.3%	100.0%
Temporary employees	4 554	954	157	548	2 120	577	79	387	108	26	9 510
	47.9%	10.0%	1.7%	5.8%	22.3%	6.1%	0.8%	4.1%	1.1%	0.3%	100.0%
GRAND TOTAL	11 4077	25 500	8 418	28 212	68 425	25 949	7 131	25 236	5 128	791	308 867

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	467	155	154	2 038	204	60	54	521	172	26	3 851
	12.1%	4.0%	4.0%	52.9%	5.3%	1.6%	1.4%	13.5%	4.5%	0.7%	100.0%
Senior Management	1 522	585	731	6 244	864	351	317	2482	341	75	13 512
	11.3%	4.3%	5.4%	46.2%	6.4%	2.6%	2.3%	18.4%	2.5%	0.6%	100.0%
Professionally qualified and experienced specialists and mid-management	7 939	2 569	2 546	17 297	5 448	1 900	1 691	9 958	1 009	326	50 683
	15.7%	5.1%	5.0%	34.1%	10.7%	3.7%	3.3%	19.6%	2.0%	0.6%	100.0%
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	51 776	15 463	6 796	37 593	30 040	12 951	4 897	28 234	2 840	751	191 341
	27.1%	8.1%	3.6%	19.6%	15.7%	6.8%	2.6%	14.8%	1.5%	0.4%	100.0%
Semi-skilled and discretionary decision making	187 236	29 370	8 660	19 719	95 036	34 542	8 919	24 217	8 661	1 120	417 480
	44.8%	7.0%	2.1%	4.7%	22.8%	8.3%	2.1%	5.8%	2.1%	0.3%	100.0%
Unskilled and defined decision making	149 472	21 142	1 789	3 876	66 795	17 269	899	1 787	6 766	1 267	271 062
	55.1%	7.8%	0.7%	1.4%	24.6%	6.4%	0.3%	0.7%	2.5%	0.5%	100.0%
TOTAL PERMANENT	398 412	69 284	20 676	86 767	198 387	67 073	16 777	67 199	19 789	3 565	947 929
	42.0%	7.3%	2.2%	9.2%	20.9%	7.1%	1.8%	7.1%	2.1%	0.4%	100.0%
Temporary employees	166 659	30 198	4 912	16 020	98 543	30 201	4 434	14 887	4 658	1 910	372 422
	44.8%	8.1%	1.3%	4.3%	26.5%	8.1%	1.2%	4.0%	1.3%	0.5%	100.0%
GRAND TOTAL	565 071	99 482	25 588	102 787	296 930	97 274	21 211	82 086	24 447	5 475	1 320 351

Total number of people from the designated groups, including people with disabilities, who received training solely for the purpose of achieving the numerical goals, and not the number of training courses attended by individuals, for all employers

Occupational Levels	Male				Female				Total
	A	C	I	W	A	C	I	W	
Top Management	1 537	415	562	4 686	700	175	223	1 320	9 618
	16.0%	4.3%	5.8%	48.7%	7.3%	1.8%	2.3%	13.7%	100.0%
Senior Management	6 363	1 943	2 553	14 648	3 757	1 142	1 274	7 162	38 842
	16.4%	5.0%	6.6%	37.7%	9.7%	2.9%	3.3%	18.4%	100.0%
Professionally qualified and experienced specialists and mid-management	36 766	12 606	10 125	38 957	30 207	14 589	8 059	31 391	182 700
	20.1%	6.9%	5.5%	21.3%	16.5%	8.0%	4.4%	17.2%	100.0%
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	17 7534	43 239	25 680	76 069	93 059	32 521	17 312	62 084	527 498
	33.7%	8.2%	4.9%	14.4%	17.6%	6.2%	3.3%	11.8%	100.0%
Semi-skilled and discretionary decision making	348 097	51 636	14 229	22 521	192 576	54 892	15 071	34 612	733 634
	47.4%	7.0%	1.9%	3.1%	26.2%	7.5%	2.1%	4.7%	100.0%
Unskilled and defined decision making	165 973	17 388	2 394	23 343	79 079	15 685	1 216	2 209	307 287
	54.0%	5.7%	0.8%	7.6%	25.7%	5.1%	0.4%	0.7%	100.0%
TOTAL PERMANENT	736 270	127 227	55 543	180 224	399 378	119 004	43 155	138 778	1 799 579
	40.9%	7.1%	3.1%	10.0%	22.2%	6.6%	2.4%	7.7%	100.0%
Temporary employees	76 303	7 675	1 852	3 294	35 233	8 557	1 605	2 638	137 157
	55.6%	5.6%	1.4%	2.4%	25.7%	6.2%	1.2%	1.9%	100.0%
GRAND TOTAL	812 573	134 902	57 395	183 518	434 611	127 561	44 760	141 416	1 936 736

Total number of people with disabilities only who received training solely for the purpose of achieving the numerical goals, and not the number of training courses attended by individuals, for all employers

Occupational Levels	Male				Female				Total
	A	C	I	W	A	C	I	W	
Top Management	42	3	6	79	21	1	5	18	175
	24.0%	1.7%	3.4%	45.1%	12.0%	0.6%	2.9%	10.3%	100.0%
Senior Management	48	23	20	211	44	8	12	66	432
	11.1%	5.3%	4.6%	48.8%	10.2%	1.9%	2.8%	15.3%	100.0%
Professionally qualified and experienced specialists and mid-management	255	97	84	568	181	59	55	350	1 649
	15.5%	5.9%	5.1%	34.4%	11.0%	3.6%	3.3%	21.2%	100.0%
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1 717	444	300	1 135	740	303	292	737	5 668
	30.3%	7.8%	5.3%	20.0%	13.1%	5.3%	5.2%	13.0%	100.0%
Semi-skilled and discretionary decision making	2 216	535	230	393	1 663	488	377	433	6 335
	35.0%	8.4%	3.6%	6.2%	26.3%	7.7%	6.0%	6.8%	100.0%
Unskilled and defined decision making	1 381	144	13	79	564	102	12	33	2 328
	59.3%	6.2%	0.6%	3.4%	24.2%	4.4%	0.5%	1.4%	100.0%
TOTAL PERMANENT	5 659	1 246	653	2 465	3 213	961	753	1 637	16 587
	34.1%	7.5%	3.9%	14.9%	19.4%	5.8%	4.5%	9.9%	100.0%
Temporary employees	1 471	92	14	223	413	52	21	32	2 318
	63.5%	4.0%	0.6%	9.6%	17.8%	2.2%	0.9%	1.4%	100.0%
GRAND TOTAL	7 130	1 338	667	2 688	3 626	1 013	774	1 669	18 905

Indication of projected numerical goals (i.e. the workforce profile) for the total number of employees, 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	3 370	1 068	1 588	16 328	41 702	506	517	3 597	6 709	102	75 487
	4.5%	1.4%	2.1%	21.6%	55.2%	0.7%	0.7%	4.8%	8.9%	0.1%	100.0%
Senior Management	12 546	4 558	4 953	32 212	8 388	3 014	2 616	17 452	1 111	328	87 178
	14.4%	5.2%	5.7%	36.9%	9.6%	3.5%	3.0%	20.0%	1.3%	0.4%	100.0%
Professionally qualified and experienced specialists and mid-management	76 811	28 070	16 704	110 392	62 431	25 489	11 614	57 980	5 450	5 924	400 865
	19.2%	7.0%	4.2%	27.5%	15.6%	6.4%	2.9%	14.5%	1.4%	1.5%	100.0%
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	392 818	151 576	62 285	307 902	252 816	63 255	30 534	126 939	8 078	1 903	1 398 106
	28.1%	10.8%	4.5%	22.0%	18.1%	4.5%	2.2%	9.1%	0.6%	0.1%	100.0%
Semi-skilled and discretionary decision making	762 574	100 368	33 263	66 033	444 631	115 159	38 557	95 315	43 036	1 639	1 700 575
	44.8%	5.9%	2.0%	3.9%	26.1%	6.8%	2.3%	5.6%	2.5%	0.1%	100.0%
Unskilled and defined decision making	407 560	43 025	6 924	13 594	216 256	43 709	4 128	7 983	24 075	3 578	770 832
	52.9%	5.6%	0.9%	1.8%	28.1%	5.7%	0.5%	1.0%	3.1%	0.5%	100.0%
TOTAL PERMANENT	1 655 679	328 665	125 717	546 461	1 026 224	251 132	87 966	309 266	88 459	13 474	4 433 043
	37.3%	7.4%	2.8%	12.3%	23.1%	5.7%	2.0%	7.0%	2.0%	0.3%	100.0%
Temporary employees	282 861	23 036	5 735	16 345	113 233	27 997	5 478	14 715	4 535	1 840	495 775
	57.1%	4.6%	1.2%	3.3%	22.8%	5.6%	1.1%	3.0%	0.9%	0.4%	100.0%
GRAND TOTAL	1 938 540	351 701	131 452	562 806	1 139 457	279 129	93 444	323 981	92 994	15 314	4 928 818

Indication of projected numerical goals (i.e. the workforce profile) for people with disabilities only for all employers

Occupational Levels	Male				Female				Foreign National		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top Management	103	29	43	480	84	22	11	111	10	0	893
	11.5%	3.2%	4.8%	53.8%	9.4%	2.5%	1.2%	12.4%	1.1%	0.0%	100.0%
Senior Management	403	145	131	778	335	130	82	328	19	8	2 359
	17.1%	6.1%	5.6%	33.0%	14.2%	5.5%	3.5%	13.9%	0.8%	0.3%	100.0%
Professionally qualified and experienced specialists and mid-management	1 643	569	339	1 985	1 485	481	246	947	39	17	7 751
	21.2%	7.3%	4.4%	25.6%	19.2%	6.2%	3.2%	12.2%	0.5%	0.2%	100.0%
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	6 043	1 562	924	3 919	4 131	1 281	665	2 569	166	39	21 299
	28.4%	7.3%	4.3%	18.4%	19.4%	6.0%	3.1%	12.1%	0.8%	0.2%	100.0%
Semi-skilled and discretionary decision making	13 694	2 564	858	1 818	9 438	2 517	728	1 893	241	26	33 777
	40.5%	7.6%	2.5%	5.4%	27.9%	7.5%	2.2%	5.6%	0.7%	0.1%	100.0%
Unskilled and defined decision making	10 360	1 557	236	473	4 696	1 421	158	327	812	4	20 044
	51.7%	7.8%	1.2%	2.4%	23.4%	7.1%	0.8%	1.6%	4.1%	0.0%	100.0%
TOTAL PERMANENT	32 246	6 426	2 531	9 453	20 169	5 852	1 890	6 175	1 287	94	86 123
	37.4%	7.5%	2.9%	11.0%	23.4%	6.8%	2.2%	7.2%	1.5%	0.1%	100.0%
Temporary employees	1 968	189	54	173	1 090	145	50	158	37	11	3 875
	50.8%	4.9%	1.4%	4.5%	28.1%	3.7%	1.3%	4.1%	1.0%	0.3%	100.0%
GRAND TOTAL	34 214	6 615	2 585	9 626	21 259	5 997	1 940	6 333	1 324	105	89 998