



FACT SHEET 19th CEE ANNUAL REPORT

REPORTS RECEIVED

- 1.2% (320) increase in the number of reports received from 27 163 in 2017 to 27 485 in 2018.
- 44% of reports received were from Gauteng, followed by 20.8% from Western Cape, 15.1% from KwaZulu-Natal and 5.6% from Mpumalanga.
- 18.0% of the reports received were from Manufacturing, followed by 13.4% from Agriculture, 13.2% Wholesale trade, 11.5% Finance & business services and 9.8 % from Construction.
- 27485 reports were received covering 7 415 876 employees in 2018, with 95% of them received from the Private Sector.

TOP MANAGEMENT

- 65.5% of the positions were occupied by the White group; followed by the African group 15.1%; Indian group 9.7%; Coloured group 5.3% & Foreign National 3.4%.
- Males occupied 76.5% of the positions and Females 23.5%.
- Africans occupied 76.0% of the positions in Government and Whites occupied 69.6% of the positions in the Private Sector.
- Males occupied 77.7% in Private sector and Female s 22.3%.
- Males occupied 67% in Government sector and Females 33.0%.
- Persons with Disabilities constitute 1.3% at Top Management level.
- Whites occupy 85.3% of positions in Agriculture, 74.6% in Retail and Motor Trade/Repairs Services followed by 70.6% in Wholesale Trade sector.
- Africans occupy 76.7% in Local Government and 77.4% Provincial Government.
- 44.1% of Whites were recruited and 52.5% Whit received training opportunities.
- White group dominant in all provinces at this occupational level.

SENIOR MANAGEMENT

- 54.4% of the positions were occupied by the White group, followed by the African group 23.2%; Indian group 11.1%, Coloured group 8.0% & Foreign National 3.3%.
- Males occupied 65.5% of the positions and Females 34.5%.
- Africans occupied 71.0% of the positions in Government and Whites occupied 60.0% of positions in the Private sector.
- Males occupied 60.8% in Government and Females 39.2%
- Males occupied 66.9% in Private sector and Females 33.1%
- Persons with Disabilities constituted 1.2% at Senior Management level.
- Whites group occupied 62.4% of the positions in Western Cape, 59.3% in Free State followed by 57.3% Eastern Cape.
- Whites occupied 77.5% of positions in Agriculture, 60.4% Mining and Quarrying and 60.1% in manufacturing sector.
- African group occupied 75.3% in Provincial Government and 71% in Local Government.
- 48.3% of Whites were recruited and 41.7% Whites received training opportunities.

PROFESSIONALLY QUALIFIED

- 40.2% of the positions were occupied by the African group, followed by White population group 37.4%, Indian group 9.4%, Coloured group 10% and Foreign Nationals 3.0%.
- Males occupied 55.1 of the positions and Females 44.9%.
- Africans group occupied 65.2% of the positions in the Government and Whites group occupy 45.9% of positions in the Private sector.
- Male occupied 47% in Government sector and Female 53%
- Male occupied 59.6% in Private sector and Female 40.4%
- Persons with disabilities constitute 1.1% at this level
- African group occupied 85.7% in Limpopo, followed by Mpumalanga with 61.9%, Eastern Cape with 55.4% and North West with 52.1%.
- African group occupied 57.3% in Community Social/Personal services, followed by African group 57.3% Electricity, Gas and Water and 40.9% at Mining and Quarrying Sector
- Female representation was more than Male representation with 60.2% at Provincial Government and 58.6% in Education Institution.
- 39.7% of the African group were recruited, 48.9% African promoted and 58.3% African received training at this level.

SKILLED TECHNICAL

- 63.3% of the positions are occupied by the African group, 18.5% occupied by the White Group, followed by Coloured group with 11.2% ; Indian group 5.4%; Foreign National 1.6%.
- Males occupied 51.9% of the positions and Females 48.1%.
- Africans occupied 77.5% of the positions in the Government sector and 54.3% of positions in the Private sector. Private sector employed more Foreign National 2.3% while Foreign National in Government is 0.5%
- Government employed more Female 55.9%, than the Private sector 40.2% Female.
- Persons with disabilities constitute 1.1% at Professionally Qualified level
- Limpopo employed 92.8% of the African group, followed by Mpumalanga 80.9% and North West with 76.1%.
- Females had the most representation in Community/Social/Personal services with 59.1% followed by Finance/Business 58%, and Catering/Accommodation/other Trade with 56.8%.
- African group constituted 83.8% in Provincial Government, followed by 82.2% in non –profit organisations.
- Female group were the main beneficiaries of all recruitment, promotion and skills development opportunities at this occupational level.

SEMI-SKILLED

- Representation at this occupational level involved 75.5% of African group, 12.0% Coloured group 5.5% White group, 2.8% Indian and 2.3% Foreign National.
- Males occupied 56.1% of the positions and Females 43.9%.
- African group occupied 84.0% of the positions in Government and 76.3% in the Private Sector and Foreign Nationals occupied 2.8% in Private sector.
- Private Sector Male occupy 59.1% in and 40.9% are Female
- Government sector employed 54.2% from the Female Group and 45.2% from the Male Group at this level.
- Persons with Disabilities constituted 0.9% at this level.
- Limpopo employed 93.5% African group, followed by Mpumalanga with 92.0%.
- African group represented the majority in all provinces, sectors and business types at this level.

UNSKILLED

- 83.7% of the positions at unskilled level were occupied by Africans; followed by 11.0% Coloured, 3.5% Foreign Nationals, 1.1% Whites group and 0.8% from the Indian group.
- Males occupied 57, 4% of the positions at this level and Females 42.7%.
- Persons with disabilities constituted 1.1%.
- Private sector employed 59.2% from the Male group and 40.8% from the Female group
- Government employed 56.4% from the Male group and 43.6% from the Female group
- Africans group were in the majority in the Private Sector and Government at the unskilled level.
- Africans were the majority in all Provinces, including Western Cape
- African group were the majority in relation to workforce profile and workforce movement at this occupational level.