



The CEO's Desk

OVERVIEW OF THE 2017 COMMISSION OF EMPLOYMENT EQUITY ANNUAL REPORT

The 2017 Annual Employment Equity Report findings revealed slight changes in the Employment Equity stats since 2014. The Commission of Employment Equity has advised the Minister of Labour to promulgate Section 53 of the Employment Equity Act, which deals with State Contracts. This Section incentivizes compliance. It ensures that Employers, both designated and non-designated that are non-compliant are not awarded with certificates of compliance therefore disadvantaging them from acquiring government contracts. This is aimed at encouraging compliance and is due for consideration in Parliament.

There has been a slight increase of 4.8% of Employment Equity reports submitted by employers to the Department of Labour with the Private Sector accounting for 94.8% of the reports submitted. The report indicates that among the African population, there has been an increase of 0.8% in top management level positions. For women, the situation has improved by 1.1%.

Statistics also showed that the majority (68.5%) of top management positions were occupied by whites, contrasting with 14.4% of positions occupied by the African population. More than three-quarters (78%) of these positions were occupied by males, with females only taking up a 22% share. Persons with disabilities only constitute 1.2% of top management level positions.

Within the private sector, the white population occupied 72% of top management positions, in contrast with the public sector where the majority (73.2%) of top management positions were occupied by the African population.

Among others, the report points to slow progress in the following categories:

- Female representation across all races in Top Management remains very low with the status static at just over 20% for the 2014 to 2016 period. There was a 0.8% increase between 2014 to 14.4% in 2016 of the African population group at top management level.
- Disability diversity across all occupational levels remained very low over the three year period with a decrease from 1.2% in 2014 to 0.8% in 2016.
- There has been a decline in the representation of the White and Indian groups at a Professionally Qualified level whilst the representation of the African and Coloured groups has shown a gradual increase at this level .An increase from 36.7% to 41.5% within African groups between 2014 to 2016
- There has been a significant growth in the level of Foreign National representation at the Semi-skilled and Unskilled level.

At a Top Management Level there has been an emerging trend in the increase in employment of Foreign Nationals (3.5%), particularly in the Private Sector.

In conclusion, the Employment Equity Reports received from employers from 2014 to 2016 reporting periods reflected that Africans continue to occupy the largest portion of the workforce with their representation mainly concentrated at the bottom occupational levels.

Whites and Indians accounted for a rather small portion of the workforce over the same period, but their representation continue to dominate at the middle-to-upper occupational levels in terms of their EAP distribution. Foreign Nationals occupy a large part of the workforce, even at the unskilled occupational level.

Males continue to make up the majority of the workforce and dominate participation at every occupational level whilst women continue to encounter the glass-ceiling effect in the workforce. Persons with disabilities over the period showed the need to not only increase their representation at the various occupational levels, but to prioritise participation in the workforce as well.

The Commission of Employment Equity report shows that although there is slight progress in employment equity growth there is a need for business to plan more effectively and include Employment Equity as part of their strategic planning process and the overall strategic objectives for business growth.

CEO

TEBOGO SHOKANE