



**COMMISSION FOR
EMPLOYMENT EQUITY
ANNUAL REPORT
2015 - 2016**



**TRANSFORMATION
MAKES BUSINESS SENSE**





labour

Department:
Labour
REPUBLIC OF SOUTH AFRICA



**COMMISSION FOR
EMPLOYMENT EQUITY**
ANNUAL REPORT
2015 - 2016

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GLOSSARY

| | |
|---------------------------|---|
| Commission | Commission for Employment Equity (CEE) |
| Department | Department of Labour |
| DG | Director-General of the Department of Labour |
| Designated groups | “Designated groups” mean black people, women and people with disabilities who are citizens of the Republic of South Africa by birth or descent; or became citizens of the Republic of South Africa by naturalization before 27 April 1994; after 26 April 1994 and who would have been entitled to acquire citizenship by naturalization prior to that date but who were precluded by apartheid policies. |
| EAP | Economically Active Population (EAP) which includes people from 15 to 64 years of age who are either employed or unemployed and seeking employment. |
| ILO | International Labour Organisation |
| NEDLAC | National Economic Development and Labour Council |
| SOCs | State Owned Companies (SOCs) formerly known as SOE/Parastatals |
| Workforce movement | Pertains to any movement in the workforce, including recruitment, promotion and terminations |
| Workforce profile | Snapshot of an employer’s workforce population distribution, including population, gender and disability |





FOREWORD

Since 1994, South Africa has undergone socio-economic, political and demographic transformation. The Employment Equity Act (No 55) of 1998 aims to facilitate workplace transformation through the elimination of unfair discrimination and the implementation of affirmative action and measures to enable equitable representation of employees from different race and gender groups in the workplace.

This legislation was amended on 1 August 2014, and South Africa has watched with keen interest to see what the impact of the amendments to the Employment Equity Act would be on the world of work. For many it was to see whether job seekers and individuals from the designated groups experienced equity in access to the workplace and fair treatment in employment. For others, it was to see to what extent businesses would either benefit from its accountability and fairness to all employees or suffer from increased regulatory compliance to employment equity and affirmative action amendments.

At the heart of the amendments was a need to make the South African Constitution real for South Africans in facilitating work inclusive environments in which people are enabled and motivated to contribute to the goals of the organisation. The state must respect, protect, promote and fulfil the rights in the Bill of Rights, one of these rights being equality. Affirmative action as a component of employment equity is inherently part of the process of increasing and managing diversity and identifying barriers to fair employment.

Transformation does make business sense. No business will survive in the long-run, unless it reinvents itself and constantly adapts to the ever-changing demands of an increasingly competitive global environment in which it operates. An organisation's ability to create a work culture in which diversity Management is effectively managed is more likely to experience the positive effects thereof on its business. Organisations require a diverse workforce with the requisite multidisciplinary talents and knowledge to achieve its goals in an ever-changing environment.

The question to be asked at this stage of the country's reality is, "To what extent have the legislated amendments aided in this business imperative and the achievement of the objectives of meaningful workplace transformation in South Africa"? Firstly, the answer to this question would mostly be found in the analysis of the annual employer reports and this should be contextualised within the parameters of the Commission for Employment Equity (CEE) mandate. The CEE's 16th Annual Report is based on the data submitted by compliant organisations in accordance with the annual reporting obligations in the EEA. This data is a reflection of all the employers listed on the 2015 Employment Equity Public Register and is an indication of the rate of transformation in the country. There has been an increase in the number of designated employers that reported in 2015. We believe that the amendments have been instrumental in this occurrence since harsh penalties have been introduced for non-compliance. I would like to urge designated companies to ensure accurate and substantive reporting as opposed to legal compliance, to help the Commission to draw real conclusions in how we as a country have made strides promoting fair access and treatment in the workplace.



**CHAIRPERSON: COMMISSION
FOR EMPLOYMENT EQUITY
MS TABELA KABINDE**

Secondly, the evaluation of the extent of the progress and the narrative is to be drawn from the reported workplace demographics. This is made up of statistical analyses of the representation of individuals from designated groups at different occupational levels, as well as training and progression of designated employees by reporting employers. The ultimate test of transformation however, is in the extent to which employees would vouch for the inclusivity of the workplace environment and the total absence of unfair discrimination based on listed and arbitrary grounds. For the Commission to be able to comment on the experience of diversity Management and inclusion as part of employment equity, a different approach needs to be taken. I am excited to share that the Commission's strategic plan for the period 2016 to 2021 has prioritised the need to go beyond workforce demographic statistics and move towards a better understanding of the experience of fair treatment, diversity and "inclusion" Management.

There has been some shift in the representation of women in top Management. The increase of the female population at this level has to be celebrated. Whilst it may be argued that these are insignificant, the move is regarded as a step in the right direction. Professor J Kotter in his article on "Why Transformation Fails" suggests that real change takes time. So though the temptation is often to lament the slow pace of transformation, I think we need to take heed these warnings. However, while noting the shift mentioned above, we note the fact that even though 51.2% of white males are terminated at top Management, they re-enter the system through recruitment (42,1%) and through promotions at 38,8% at the same level. These individuals are not being lost in the system; they come back probably to different organisations at the same level.

The trends in terms of skills development are also disappointing at top and Senior Management. At the top Management level, the white group benefitted the most from skills development opportunities (males - 41.7% and females - 13.4%). The skills development as reported by designated employers should reflect skills development designed to promote transformation. What the designated employers are reporting is that preferential treatment is given to the white group at the expense of the designated groups in terms of skills development.

Also disconcerting is the fact that there has been very little progress made in the representation of persons with disabilities. Progress within this group has been insignificant at all occupational levels. What further complicates the interpretation of the statistics for this group is the lack of statistics for EAP for persons with disabilities to use as a meaningful benchmark. The Commission will continue to engage Statistics South Africa in this regard.

There is a significant shift in the way in which the Commission is approaching its work, in the interest of the country. It is not the aim of the CEE to focus its attention on the punitive measures for non-compliance only, and accordingly the third Commission hosted the Employment Equity Awards, which recognise the good work done by organisations towards furthering the transformation agenda. The third Commission moreover developed a number of Codes of Good Practice to support the implementation of employment equity. A lot of ground was covered to enable the fourth Commission to focus on their mandate more effectively. We are grateful for their hard work and we wish them well as we look forward to realising our objectives.

On a different note, the United Nations offices in New York were a hub of activity and rigorous debate during the March 2016 Summit on the Status of Women. One of the themes extensively interrogated at the summit was "Women Empowerment in the economic space". Globally, not enough is happening to turn the economic status of women. The United Nations Sustainable Goal 5 is "Gender Equality". A 50-50 target has been set for female representivity at all occupational levels globally. South Africa needs to work towards this goal as part of their contribution. The Summit echoed the words "Women leaders in the business world -is everyone's business". It would do us proud in the future to be able to report significant progress in this area.

Another topical issue was "Equal Pay for Work of Equal Value". Three countries, namely Canada, Sweden and Iceland have committed themselves to pay parity across gender by 2022. South Africa on the other hand has already enacted this policy. We need to see significant change in this area. In line with the discussions during the summit, I would also like to encourage designated employers in South Africa to review policies in favour of transparency around remuneration. This will go a long way in creating an enabling environment for elimination of unfair discrimination in the workplace.

We, as the fourth Commission for Employment Equity are proud to present this report to the Minister of Labour and to the public.

**CHAIRPERSON
MS TABEA KABINDE**



MEMBERS OF THE COMMISSION FOR EMPLOYMENT EQUITY



CHAIRPERSON:
COMMISSION FOR EMPLOYMENT EQUITY
MS TABEA KABINDE

CHAIRPERSON: COMMISSION FOR EMPLOYMENT EQUITY

Ms Tabea Kabinde is the Managing Director of We Find Talent, a recruitment company based in Pretoria. She holds a Masters degree in Clinical Psychology and has been in the recruitment industry for close to two decades. She has wide experience in the Human Resources and Organizational Development fields; specializing in Change Management and Facilitation, Recruitment and Selection as well as Psychometric Screening.

She serves on numerous Boards in the Private and NPO sectors. During her years of involvement in The Federation of African Professional Staffing Organisations (APSO), she has been instrumental in driving the Transformation agenda within the Recruitment Industry Body. The legacy of her Presidency at APSO (2011 - 2014) has been cited as “moving APSO from a local association to a world-respected professional body”. She is also involved in Confederation of Associations in the Private Employment Sector (CAPES), which is an umbrella body, representing a unified voice for the South African staffing industry.

Ms Kabinde has been an active role player at Business Unity South Africa and NEDLAC. She was further honoured with a role as one of three business representatives for South Africa at the ILO “Building a future with Decent Work” conference in Geneva. She proudly represented BUSA and has been instrumental in drafting and launching the Charter for South African Private Employment Agencies, reaffirming the Industry’s commitment to professionalism and compliance. She is the recipient of a number of accolades, which include The Business Woman of the Year Award conferred by the South African Business Women Council in 2013 as well as the Founders Cup conferred by APSO in 2014. In 2015 Ms Kabinde stepped down as a business representative on the Commission in order to take up the appointment first as Acting Chairperson of the Commission and later appointed as the Chairperson for the fourth Commission.

BUSINESS CONSTITUENCY

Dr Annelie Gildenhuys is an Industrial Sociologist who specialises in Diversity Management and Employee Relations. She started her career at the Human Sciences Research Council (HSRC) in 1987 as Labour Economic researcher where after she worked as Employee Relations Practitioner before her appointment to the Premier Group of Companies, Employee Relations Executive Team.

Dr Gildenhuys served as a part-time commissioner, trainer and mentor at the CCMA, and several Bargaining Councils since inception in 1996 until 2011 as well as a number of alternative Dispute Resolution bodies. She is a qualified Executive Management coach, (2010) and a Master Human Resource practitioner with the SABPP. She is an accredited Commercial and CEDR (UK) Mediator (2012) and was instrumental in establishing the Bargaining Council for Civil Engineering (BCCEI). Annelie is a supervisor at the GIBS for MBA research students in employee relations.

She was an accredited facilitator and assessor in all Human Resources Unit standards. She is also a member of South African Labour Law Society (SASLAW). Annelie is the Employee Relations Committee representative for the Banking Association South Africa (BASA) and represents Business Unity South Africa.



BUSSINESS
DR ANNELIE GILDENHUYS

COMMUNITY CONSTITUENCY

Mr Puleng Tsebe is a retired educator. He was a lecturer at Mokopane College of Education and later appointed principal at Alfred Masebe School. He became a councillor at Mogalakwena Municipality and Waterberg District Municipalities. He is active within the disability community and has held many leadership positions.

Among those are the National Deputy Chairperson Development at Disabled People South Africa (DPSA), Disability Forum Member- SSETA, DPSA Chairperson Mogalakwena Branch, DPSA Provincial Chairperson - Limpopo. Chairperson of Home Affairs stakeholders' Review Mechanism Forum, Board member of Polokwane Gateway International Airport, Chairperson of Voortrekker Hospital Board, Chairperson of Mokopane Provincial Hospital Board, Member of Polokwane/Mankweng Hospital Complex Board, Member of Waterberg FET College, ANC Secretary Western Sub-Region (now Waterberg Region) and Chairperson of SANCO in Mahwelereng. He is the DPSA representative in the Community Constituency of the Development Chamber at NEDLAC. He is also a member of the Presidential B-BBEE Advisory Council and a member of the Executive Committee at NEDLAC.



COMMUNITY CONSTITUENCY
MR PULENG TSEBE



COMMUNITY CONSTITUENCY
MR MALESELA MALEKA

Mr Malesela Maleka is presently the Head of Policy, Research and Political Education at the SACP. A sports activist, he has held various leadership positions in the sporting fraternity, the student movement (SASCO) and the Young Communist League of South Africa. He also serves on the BANKSETA Council and the SAQA Board.

GOVERNMENT CONSTITUENCY

Ms Zodwa Ntuli is the Deputy Director-General for Consumer and Corporate Regulation in the Department of Trade and Industry (DTI) since 2008. She has delivered on major reforms, including the Corporate Law Reform (new Companies Act of 2008 and establishment of CIPC), the Consumer Law Reform (Consumer Protection Act of 2008 and establishment of the National Consumer Commission), the Removal of Adverse Credit Information (Negative Credit Bureau Listing) for consumers, the National Credit Amendment Act, introducing enhanced affordability tests for lending, Lotteries Amendments leading to improved distribution of lottery funds to good causes, to name a few.

Previously, she was the Executive Manager at South African Airways from 2006 - 2008 and part of the team that established Mango Airline. She was Executive Manager for the Compliance Division at the Competition Commission, and led development of the first Leniency Policy of the Competition Commission to uncover cartels. Her passion for women development led her to initiate the Corporate Governance Development Program for Women, a partnership between the DTI and the Institute of Directors Southern Africa.

Her strength is in project Management, policy development and business regulation. Since August 2015, she was appointed by the Minister of Trade and Industry to establish and head B-BBEE Commission, whose role is to oversee the implementation of the B-BBEE Act, as amended.



GOVERNMENT CONSTITUENCY
MS ZODWA NTULI

Advocate Mikateko Joyce Maluleke is a Special Adviser to Ministry of Women. She is an admitted advocate of the High Court of South Africa. Ms Maluleke qualified with a BA Degree in Law and LLB from Wits University. She also holds a Masters Degree in Tax Law from the University of Pretoria. Ms Maluleke has held many positions including that of a Senior manager at the Department of Justice and Constitutional Development, where she has gained experience in policy and legislative development.



GOVERNMENT CONSTITUENCY
ADVOCATE MIKATEKO JOYCE MALULEKE

The highlights of her career involve the Criminal Law (Sexual Offences and Related Matters) Amendment Act no 32 of 2007, the Domestic Violence Act no 116 of 1998, the Domestic Partnership Bill, Stalking Bill, Trafficking in Persons Bill, Adult Prostitution Bill, Interpretation of Statutes, Recognition of Customary Marriages Act no 120 of 1998, Muslim Marriages Bill, the Promotion of Administrative Justice Act, Customary Law of Succession Amendment Bill (1998), 2008 and the repeal of the Black Administration Act (2006).

Her post graduate and vocational training includes Constitutional Analysis and Litigation, Labour law, Human Rights, Equality and non-discrimination (focusing on race, gender, disability, social context awareness and diversity Management), Administrative Justice, Development Law, Insolvency Law and Practice, Mining Laws, Legislative Drafting, Policy Development, Strategic Planning, Scenario Planning, Programme and Operations Management, Project Management, Leadership and Management Development, Women's Leadership Development, Governance and Gender Mainstreaming.

ORGANISED LABOUR CONSTITUENCY

Ms Zingiswa Losi is presently the Deputy President of COSATU. She is employed as a Deputy Director for Partnership at the Civilian Secretariat for the South African Police Services. Previously she was employed at Ford Motor Company as an operator and later became a quality inspector.

She started her career as an Admin Technical Support for the South African Air Force, where she gained various skills including inter-personal skills, communication strategies and high integrity and leadership skills. Ms Losi is a task oriented, articulate, confident, team player and a persuasive team builder.

Through the military discipline, she has acquired many attributes among them humility, principles, determination and decisiveness and how to use initiatives in order to meet and resolve challenges. She is presently pursuing a course in Criminal Law and Procedure through Damelin College.



LABOUR CONSTITUENCY
MS ZINGISWA LOSI



LABOUR CONSTITUENCY
MR BHABHALIKA MAPHIKELA NHLAPO

Mr Bhabhali ka Maphikela Nhlapo is employed as the Skills Development Policy Coordinator at the Congress of South African Trade Unions (COSATU). Prior to his appointment to this position, he was the Chief Operations Officer at VRC Ngubeni Construction and Cleaning. He was also the Skills Planning Manager and Constituency Support Executive Manager for the Chemical Industries Education and Training Authority (CHIETA). Mr Nhlapo started his career as the Education and Training Officer later becoming a Skills Development Coordinator and eventually the Elections Manager at CEPPWAWU, which is a COSATU affiliate.

He holds a BA in Social Work from the University of Fort Hare and is currently pursuing an MA in Industrial Sociology at the University of the Witwatersrand. He obtained a number of certificates in Labour Legislation and Skills for Employment from the ILO Training Centre in Italy and Geneva as well as a Certificate in Productivity Management from the Japan International Labour Foundation (Tokyo).



“THE EMPLOYMENT EQUITY ACT (NO 55, 1998) AIMS TO FACILITATE WORKPLACE TRANSFORMATION.”





ONE INTRODUCTION



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1. INTRODUCTION

The Employment Equity Act (No 55, 1998) aims to facilitate workplace transformation. It incorporates two elements: a) the elimination of unfair discrimination and b) the implementation of affirmative action and measures to enable equitable representation of employees from different race and gender groups in the workplace.

The Commission for Employment Equity (CEE) is a statutory body established in terms of Section 28 of Employment Equity Act (No 55 of 1998) (EEA). The role of the CEE is to advise the Minister of Labour on any matter concerning the Act, including policy and matters pertaining to the implementation towards achieving the objectives of the EEA. The CEE is required to submit an annual report to the Minister of Labour in terms of Section 33 of the Act to monitor and evaluate progress towards achieving the objectives of the Act. This report is the 16th annual report submitted to the Minister by the CEE since its first report in 2000.

The information reflected in this report is an analysis based on the information submitted by designated employers in their annual Employment Equity Reports in accordance with Section 21 of the Employment Equity Act i.e. from 1 September 2015 until 15 January 2016 for those employers who report electronically and from 1 September 2015 until the first working day of October 2015 for those employers who submit their reports manually i.e. paper based reporting. Since the enactment of the Employment Equity Amendment Act on 1 August 2014, all designated employers as well as those who reports voluntarily are required to report annually in terms of Section 21.

The report includes key activities of the CEE during 2015, such as the inaugural Employment Equity Awards, the publication of the Code of Good Practice on Equal Pay for Work of Equal Value and the review of the Code of Good Practice on the Employment of Persons with Disabilities. The report includes the National Economically Active Population (EAP) as published by Statistics South Africa. The EAP is provided by race and gender for the National and Provincial populations as a benchmark for the setting of numerical employment goals and targets.



“ THE REPORT INCLUDES KEY ACTIVITIES OF THE CEE DURING 2015, SUCH AS THE INAUGURAL EMPLOYMENT EQUITY AWARDS, THE PUBLICATION OF THE CODE OF GOOD PRACTICE ON EQUAL PAY FOR WORK OF EQUAL VALUE AND THE REVIEW OF THE CODE OF GOOD PRACTICE ON THE EMPLOYMENT OF PERSONS WITH DISABILITIES ”



“ AFFIRMATIVE ACTION AS A COMPONENT OF EMPLOYMENT EQUITY IS INHERENTLY PART OF THE PROCESS OF INCREASING AND MANAGING DIVERSITY AND IDENTIFYING BARRIERS TO FAIR EMPLOYMENT. ”





TWO

ACTIVITIES OF THE CEE



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2. ACTIVITIES OF THE CEE FOR THE PERIOD

The key activities of the CEE are guided by the strategic objectives of the CEE at the commencement of its five-year term, which was from 2011 to 2015. Key activities highlighted for the 2015 reporting period include:

2.1 VISIT BY THE NAMIBIAN EMPLOYMENT EQUITY COMMISSION (NEEC)

The CEE was honoured to host the Namibian Employment Equity Commission delegation in 2015. The purpose of the visit by the Namibia delegation was to share information and experiences and to further strengthen co-operation between the two Commissions in the implementation of employment equity in their respective countries. The visit follows the bilateral agreement between the Namibian Minister of Labour and Social Welfare and the South African Minister of Labour.

The objectives of the promulgation of the South African Employment Equity Act No. 55 of 1998 and the Affirmative Action (Employment) Act No. 29 of 1998 in Namibia are similar in that both countries have similar historical factors that have contributed negatively towards equality in the workplace. The Commissioners exchanged information on the institutional arrangements, reflections on progress evidenced in each country as well as the challenges encountered in the implementation of employment equity in both countries.

The Namibian Employment Equity Commission also attended the South African inaugural Employment Equity Awards evening during their visit. The legislative directives of both countries require significant progress in its overall aims and objectives to address the systemic disempowerment mechanisms of past discrimination.



2.2 INAUGURAL EMPLOYMENT EQUITY AWARDS

The EEA (No 55, 1998) requires all organisations to adhere to the eradication and prohibition of unfair discrimination in the workplace, stipulated in Chapter Two of the Act. The purpose of the EEA is to achieve equity in the workplace by promoting equal opportunity and fair treatment in employment through the elimination of unfair discrimination and implementing affirmative action measures to redress the historical disadvantages in employment experienced by disadvantaged groups, in order to ensure their equitable representation in all occupational categories and levels in the workforce.

The Commission for Employment Equity (CEE) hosted its first ever Employment Equity Awards in South Africa on 15 October 2015 at the Gallagher Convention Centre, Midrand in recognition of employers who have made significant strides towards these objectives. The Employment Equity Awards were awarded in terms of section 30(2) of the Employment Equity Act. The aims of the awards were specifically to recognise the achievements of employers in furthering the purpose of the Act and identifying those employers who excel in capturing the true spirit of transformation towards equity in employment.

The Deputy President of the Republic of South Africa, Mr Cyril Ramaphosa graced the awards with his presence accompanied by the Minister of Labour, Ms Mildred Oliphant; the Minister of Communications, Ms Faith Muthambi and the Deputy Minister of Labour, Phathekile Holomisa. The former Chairperson of the CEE and former Director-General of the Department of Labour, Mr Jimmy Manyi also attended the awards.

Eleven designated employers progressed to the final stage namely:

- Eskom
- Impala Platinum Mine
- Nedcor
- Old Mutual
- Petro SA
- Pick n Pay
- South African Broadcasting Corporation (SABC)
- Standard Bank
- The Department of Trade and Industry
- The Legal Aid Board
- The Mpumalanga Department of Public Works, Roads and Transport.



Different categories of Awards were made in recognition of Public and Private Sectors employers. The winners for each of the categories for the respective employers were:

| Table 1: Special award recognising innovation and special projects in dealing with Disability within the workplace and supported by numerical performance | |
|---|----------------|
| Public Sector | Private Sector |
| Mpumalanga Department of Public Works, Roads and Transport | Old Mutual |

| Table 2: Special award recognising innovation and special projects for improving gender equality in the workplace and supported by numerical performance | |
|--|----------------|
| Public Sector | Private Sector |
| Petro SA | Standard Bank |

| Table 3: Excellence Awards recognising overall achievement in implementing employment equity in the workplace. | |
|--|----------------------------------|
| Public Sector | Private Sector |
| SABC | Pick n Pay |
| Petro SA (runner up) | Impala Platinum Mine (runner-up) |

2.3 REVIEWED CODE OF GOOD PRACTICE ON THE EMPLOYMENT OF PERSONS WITH DISABILITIES

The Code of Good Practice on the Employment of Persons with Disabilities was initially introduced in 2002. South Africa ratified the United Nations (UN) Convention on Disabled Persons and was actively involved in its review and adoption in 2007. It is for this reason the Code of Good Practice was reviewed and brought in line with the UN Convention on the Rights of Persons with Disabilities, 2007. Most of these adjustments pertained to terminology and definitions in order to align with the UN Convention.

2.4 PROMULGATION OF THE CODE OF GOOD PRACTICE ON EQUAL PAY FOR WORK OF EQUAL VALUE

The Employment Equity Amendment Act No.47 of 2013 introduced a new provision on “Equal Pay for Work of Equal Value”. This followed an assessment by the International Labour Organisation (ILO) that the South African equality legislation does not adequately address pay parity. In response, the equal pay provision in the Employment Equity Act No. 47 of 2013 (as amended) is aligned to the ILO, Convention 100 ratified by South Africa on 30 March 2000.

The Employment Equity Regulations gazetted on 1 August 2014 stipulated the criteria and methodology for assessing work of equal value. The Code of Good Practice on Equal Pay/Remuneration, which was gazetted on 1 June 2015, provides guidelines to employers on the implementation of pay equity and how to ensure sound remuneration policies and practices that are free from unfair discrimination and bias.

The Equal Pay for Work of Equal Value provision places a duty on employers to review their remuneration policies and practices, with the aim of identifying, detecting and addressing any disparities in remuneration based on any of the listed or arbitrary grounds for discrimination.

2.5. CEE STRATEGIC PRIORITIES (2016-2021)

The term of the third Commission for Employment Equity ended on 30 November 2015 and the fourth Commission was appointed on 1 December 2015. Towards achieving fairness in employment at this juncture of the country’s history, the CEE determined the following key strategic objectives in line with the government’s priority of accelerating economic growth, transforming society and creating decent work. The CEE key strategic objectives for the period 2016 to 2021 are to:

- Provide sound advice to the Minister of Labour on the EEA, Regulations, Codes of Good Practice, Policy and any other Employment Equity related matters to the Minister
- Engage stakeholders in order to promote effective implementation of the objectives of the EEA
- Conduct research in order to inform and enrich the work of the Commission
- Monitor, evaluate and report employment equity trends in the country.





**“ THE EMPLOYMENT EQUITY AWARDS,
WHICH RECOGNISE THE GOOD WORK DONE
BY ORGANISATIONS TOWARDS FURTHERING
THE TRANSFORMATION AGENDA ”**





THREE

WORKFORCE DISTRIBUTION



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3. WORKFORCE DISTRIBUTION

The workforce population distribution is based on the Quarterly Labour Force Survey (QLFS) published by Statistics South Africa on the Economically Active Population (EAP). The EAP includes people between the ages 15 to 64 years of age who are either employed or unemployed and who are seeking employment. The EAP is used to assist employers in the analysis of their workforce to determine the degree of under-representation of the designated groups. Furthermore, it guides employers in the setting of self-imposed numerical goals and targets towards achieving an equitable and representative workforce.

Section 15 of the EEA requires designated employers to implement affirmative action measures ‘designed to ensure that suitability qualified people from designated groups have equal opportunities to employment and are equitably represented in all occupational levels in the workforce of a designated employer’. Employers are required to use the EAP as a guide, together with an evaluation of the suitably qualified available labour pool. It is important to note that the analysis of this report focuses on the EAP.

3.1. NATIONAL EAP BY POPULATION GROUP/RACE AND GENDER

| Table 4: National EAP by Population Group and Gender ^{1*} | | | |
|--|--------------|--------------|---------------|
| Population Group | Male | Female | Total |
| African | 42.1% | 35.3% | 77.4% |
| Coloured | 5.4% | 4.6% | 10.0% |
| Indian | 1.7% | 1.0% | 2.7% |
| White | 5.6% | 4.3% | 9.9% |
| TOTAL | 54.8% | 45.2% | 100.0% |

Source: Statistics South Africa, (QLFS 3rd Quarter, 2015)

3.2. PROVINCIAL EAP BY POPULATION GROUP/RACE AND GENDER

| Table 5: Provincial EAP by Population Group and Gender ^{2*} | | | | | | |
|--|--------|------------------|-------|------|-------|--------|
| Provinces | Gender | Population Group | | | | |
| | | A | C | I | W | Total |
| Eastern Cape | Male | 42.0% | 7.2% | 0.4% | 3.2% | 52.8% |
| | Female | 38.5% | 5.8% | 0.2% | 2.7% | 47.2% |
| | TOTAL | 80.5% | 13.0% | 0.6% | 5.9% | 100.0% |
| Free State | Male | 47.4% | 1.2% | 0.6% | 4.3% | 53.5% |
| | Female | 41.9% | 1.3% | 0.1% | 3.3% | 44.5% |
| | TOTAL | 89.2% | 2.5% | 0.7% | 7.6% | 100.0% |
| Gauteng | Male | 43.4% | 1.7% | 2.0% | 8.4% | 55.5% |
| | Female | 35.6% | 1.3% | 1.3% | 6.2% | 44.5% |
| | TOTAL | 79.0% | 3.0% | 3.3% | 14.7% | 100.0% |
| KwaZulu-Natal | Male | 45.0% | 0.5% | 5.4% | 2.5% | 53.4% |
| | Female | 41.4% | 0.4% | 3.0% | 1.8% | 46.5% |
| | TOTAL | 86.4% | 0.9% | 8.4% | 4.3% | 100.0% |
| Limpopo | Male | 52.4% | 0.2% | 0.3% | 1.7% | 54.6% |
| | Female | 44.3% | 0.1% | 0.0% | 0.9% | 45.4% |
| | TOTAL | 97.7% | 0.4% | 0.3% | 2.6% | 100.0% |
| Mpumalanga | Male | 49.6% | 0.2% | 0.6% | 5.0% | 55.4% |
| | Female | 40.8% | 0.1% | 0.4% | 3.3% | 44.6% |
| | TOTAL | 90.4% | 0.3% | 1.0% | 8.3% | 100.0% |
| North West | Male | 55.7% | 0.5% | 0.6% | 3.8% | 60.6% |
| | Female | 35.0% | 1.0% | 0.1% | 3.3% | 39.4% |
| | TOTAL | 90.6% | 1.5% | 0.7% | 7.2% | 100.0% |
| Northern Cape | Male | 30.3% | 19.5% | 0.6% | 4.3% | 54.7% |
| | Female | 25.7% | 16.0% | 0.0% | 3.6% | 45.3% |
| | TOTAL | 56.0% | 35.5% | 0.6% | 7.9% | 100.0% |
| Western Cape | Male | 20.1% | 25.6% | 0.4% | 8.2% | 54.2% |
| | Female | 16.2% | 22.5% | 0.3% | 6.7% | 45.8% |
| | TOTAL | 36.3% | 48.2% | 0.7% | 14.8% | 100.0% |

Source: Statistics South Africa, (QLFS 3rd Quarter, 2015)

“ THE CEE WAS HONOURED TO HOST THE NAMIBIAN EMPLOYMENT EQUITY COMMISSION DELEGATION IN 2015. THIS AUSPICIOUS VISIT FOLLOWS THE BILATERAL AGREEMENT BETWEEN THE NAMIBIAN MINISTER OF LABOUR AND SOCIAL WELFARE AND THE SOUTH AFRICAN MINISTER OF LABOUR ”





FOUR

ANALYSIS OF EMPLOYMENT EQUITY REPORTS



TRANSFORMATION
MAKES BUSINESS SENSE



4. ANALYSIS OF EMPLOYMENT EQUITY REPORTS RECEIVED IN 2015

This section of the report provides an analysis of the progress made based on the Employment Equity Reports submitted by employers during the 2015 reporting year in terms of establishing equity in employment. The reports submitted either manually or electronically reflect the profile of the workforce of those reporting organisations. The analysis is presented and depicted in charts and tables where appropriate.

The analysis indicates the top four occupational levels, that is: Top Management, Senior Management, Professionally Qualified and Skilled Technical levels. These occupational levels are regarded as significant for decision-making in organisations and a feeder to each other. The analysis is according to race, gender and disability status as well as province, sectors and business type.

4.1. EXTENT OF REPORTING BY PROVINCE, SECTOR AND BUSINESS TYPE

In 2015, 25 030 employment equity reports were submitted compared to 24 291 reports in 2014, representing a slight increase i.e. 3%. **Table 6** below provides the total number of reports submitted per province.

| Provinces | Reports received | Percentage | Employees |
|---------------|------------------|---------------|------------------|
| Eastern Cape | 1 345 | 5.4% | 374 245 |
| Free State | 710 | 2.8% | 145 925 |
| Gauteng | 11 492 | 45.9% | 3 724 473 |
| KwaZulu-Natal | 3 455 | 13.8% | 916 195 |
| Limpopo | 689 | 2.8% | 238 253 |
| Mpumalanga | 1 454 | 5.8% | 338 855 |
| Northern Cape | 327 | 1.3% | 78 038 |
| North West | 631 | 2.5% | 172 349 |
| Western Cape | 4 927 | 19.7% | 1 098 807 |
| TOTAL | 25 030 | 100.0% | 7 087 140 |

Almost half of the reports (45.9%) were from employers in the Gauteng province representing 3.7 million employees. Following this is the Western Cape province with 19.7% reports representing more than a million employees with 13.8% from KwaZulu-Natal.

| Table 7: Number of reports received in 2015 by Sector | | | |
|---|------------------|---------------|------------------|
| Sectors | Reports received | Percentage | Employees |
| Agriculture | 2 974 | 11.9% | 534 674 |
| Mining | 742 | 3.0% | 435 639 |
| Manufacturing | 4 867 | 19.4% | 890 026 |
| Electricity | 421 | 1.7% | 167 743 |
| Construction | 2 536 | 10.1% | 392 274 |
| Retail | 2 111 | 8.4% | 613 809 |
| Wholesale | 3 150 | 12.6% | 444 764 |
| Catering | 1 397 | 5.6% | 260 366 |
| Transport | 1 623 | 6.5% | 437 272 |
| Finance | 2 871 | 11.5% | 965 744 |
| Community | 2 338 | 9.3% | 1 944 829 |
| TOTAL | 25 030 | 100.0% | 7 087 140 |

Table 7 provides the number of reports per business sector. The data above indicates that the Manufacturing sector accounted for 19.4% of the reports followed by the Wholesale sector with 12.6%; Agriculture at 11.9%; Finance and Business Services at 11.5% and Construction at 10.1%.

Table 8 below indicated the number of employees for each employment sector. The lowest number of reports (1%) received were from the Electricity, Gas and Water sector. All indications are that the Public Sector (Community) remains the biggest employer, even though the data above does not reflect a high percentage of the number of reports. The community, social and personal services sector employs more than 1.9 million employees, which includes the public sector. The private sector collectively employs the majority of employees.

| Table 8: Number of reports received in 2015 by Business Type | | | |
|--|------------------|---------------|------------------|
| Business Type | Reports received | Percentage | Employees |
| National Government | 50 | 0.2% | 182 167 |
| Provincial Government | 131 | 0.5% | 622 564 |
| Local Government | 167 | 0.7% | 177 196 |
| Private Sector | 23 739 | 94.8% | 5 383 582 |
| Non-Profit Organisations | 546 | 2.2% | 201 285 |
| State-Owned Companies | 120 | 0.5% | 187 294 |
| Educational Institutions | 277 | 1.1% | 333 052 |
| TOTAL | 25 030 | 100.0% | 7 087 140 |

Private sector accounts for 94.8% of the reports submitted and it can be regarded as the largest employer representing 5.3 million employees. Non-profit organisations reports represented 2.2% of the total number of 2015 reports.

Table 9: Number of employees including figures for persons with disabilities by Sector

| Sector | Total workforce | Persons with disabilities | Percentage of PWD | |
|---------------|------------------|---------------------------|-------------------|-------------|
| | | | 2015 | 2014 |
| Agriculture | 534 674 | 6 120 | 1.1% | 1.4% |
| Mining | 435 639 | 8 610 | 2.0% | 0.9% |
| Manufacturing | 890 026 | 11 605 | 1.3% | 1.4% |
| Electricity | 167 743 | 4 446 | 2.7% | 1.7% |
| Construction | 392 274 | 4 272 | 1.1% | 1.0% |
| Retail | 613 809 | 4 104 | 0.7% | 0.7% |
| Wholesale | 444 764 | 4 875 | 1.1% | 0.8% |
| Catering | 260 366 | 2 870 | 1.1% | 1.6% |
| Transport | 437 272 | 5 882 | 1.3% | 1.6% |
| Finance | 965 744 | 10716 | 1.1% | 0.9% |
| Community | 1 944 829 | 19 825 | 1.0% | 1.1% |
| TOTAL | 7 087 140 | 83 325 | 1.2% | 1.2% |

Table 9 indicates the workforce numbers per sector including Persons with disabilities for 2014 and 2015. A number of other sectors have shown a slight increase in their representation such as Construction; Wholesale Trade and Finance whilst others have; remained constant i.e. retail and motor trade. The **Table** indicates a decrease in the representation of persons with disabilities in sectors such as agriculture, manufacturing, catering, transport and community. It is concerning that the Community sector, which is mainly constituted by Government, has remained at 1% even though a 2% has been set for the Public Sector.

Table 10: Number of employees including figures for persons with disabilities by Business Type

| Business Types | Total workforce | Persons with disabilities | Percentage of PWD | |
|--------------------------|------------------|---------------------------|-------------------|-------------|
| | | | 2015 | 2014 |
| National Government | 182 167 | 2 285 | 1.3% | 1.9% |
| Provincial Government | 622 564 | 6 422 | 1.0% | 0.8% |
| Local Government | 177 196 | 3 281 | 1.9% | 1.3% |
| Private Sector | 5 383 582 | 63 830 | 1.2% | 1.1% |
| Non-Profit Organisations | 201 285 | 2 750 | 1.4% | 1.3% |
| State-Owned Companies | 187 294 | 3 636 | 1.9% | 2.7% |
| Educational Institutions | 333 052 | 1 121 | 0.3% | 1.5% |
| TOTAL | 7 087 140 | 83 325 | 1.2% | 1.2% |

The local government sector and state owned companies have the highest percentage of persons with disabilities at 1.9%. The local government sector managed to increase its representation of persons with disabilities by 0.6%, while the provincial government, the private sector, and non-profit organisations experienced slight increases of between 0.1% and 0.2%. Sadly, the percentage for state owned companies decreased by 0.8%, national government by 0.6% and educational institutions by 1.2% between 2014 and 2015. Educational institutions have the lowest representation of persons with disabilities at 0.3% down by 1.2% from 1.5% in 2014. This is a disappointing state of affairs.

4.2 ANALYSIS OF WORKFORCE PROFILE, WORKFORCE MOVEMENT AND SKILLS DEVELOPMENT ACCORDING TO OCCUPATIONAL LEVEL

4.2.1 Workforce Profile at the Top Management Level

4.2.1.1 Workforce profile at the Top Management level by race, gender and disability status

Figure 1: Workforce profile at the Top Management level by race

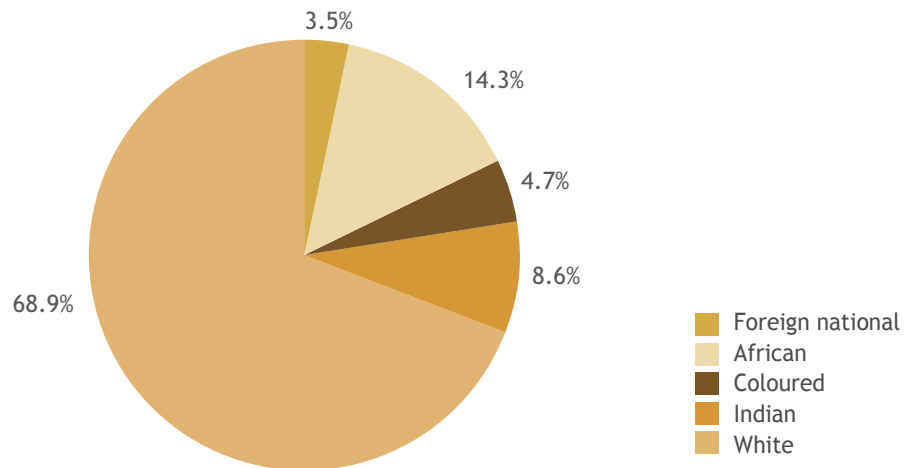
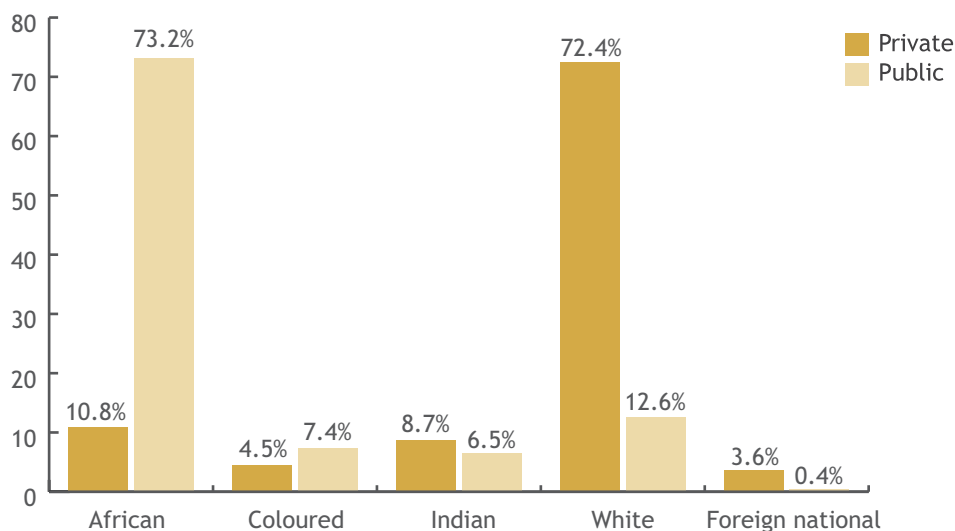


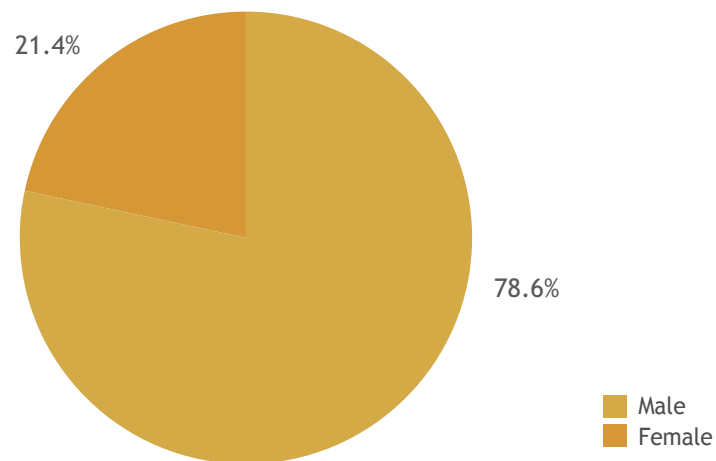
Figure 1 shows the representation of the various race groups at the top Management level. The representation of the White group (68.9%) at this level is more than six times their EAP. This is also the case with the Indian group as they have a representation of three times more than their EAP. The opposite is true for the African and Coloured groups as they are under-represented in relation to their EAP.

Figure 2: Workforce profile at the Top Management level for public and private sector by race



According to Figure 2, the top Management level in the public sector is mostly populated by Black people (African in particular), while White people are mostly concentrated in the private sector.

Figure 3: Disability status at the Top Management level by gender



As depicted in **Figure 3**, the representation of males (78.6%) at the top Management level is almost one and half times more than their EAP and more than three times that of females (21.4%).

Figure 4: Workforce profile at the Top Management level for public and private sector by gender

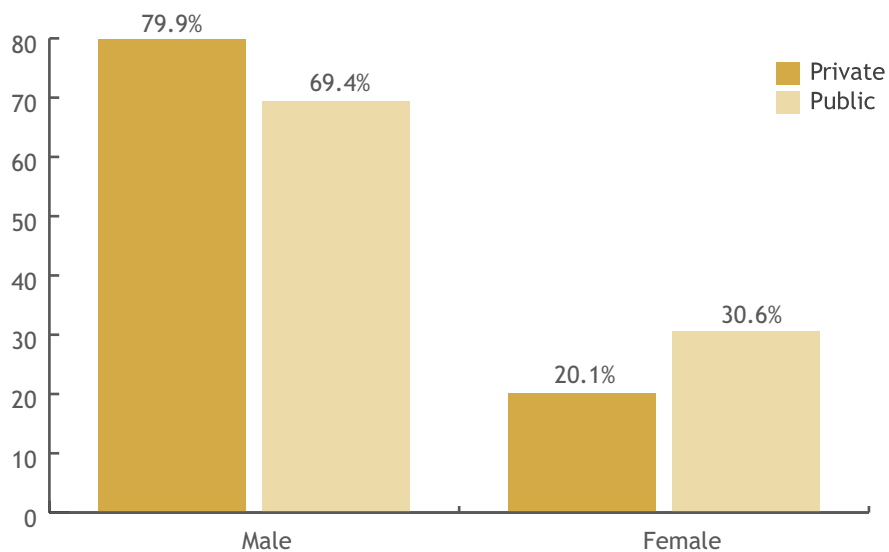
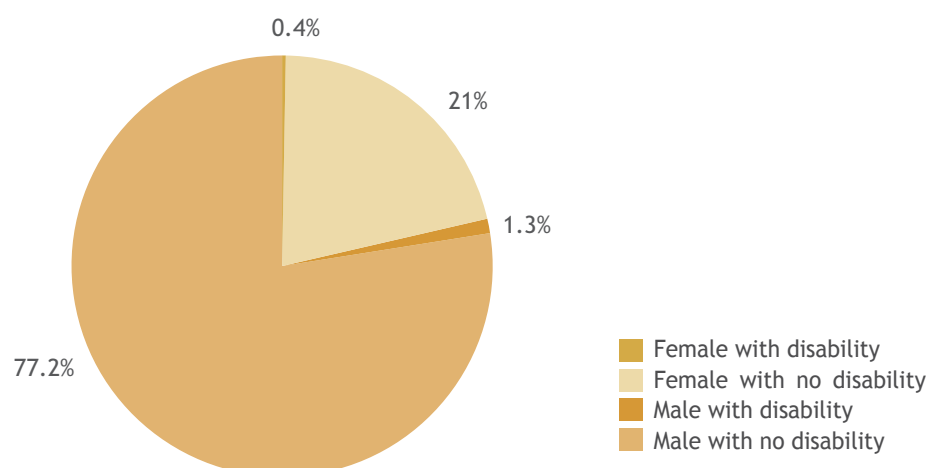


Figure 4 reflects that male representation in both the public and the private sector at the top Management level is very high compared to their EAP, (79.9%) in the private sector compared to 69.4% in the public sector at this level.

Figure 5: Disability status at the Top Management level by gender



The above graph (**Figure 5**) suggests that female persons with disability continue to be grossly under-represented at (0.4%) compared to males (1.3%) as reflected, where male representation is three times more than that of females.

4.2.1.2 Workforce profile at the Top Management level by province

| Province | Male | | | | Female | | | | Foreign National | | TOTAL |
|---------------|-------|-------|-------|-------|--------|------|------|-------|------------------|--------|-------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Eastern Cape | 12.7% | 4.8% | 2.2% | 58.0% | 5.4% | 1.9% | 0.6% | 12.3% | 1.9% | 0.2% | 100% |
| Free State | 18.4% | 2.1% | 1.5% | 56.9% | 7.6% | 0.2% | 0.5% | 12.0% | 0.3% | 0.4% | 100% |
| Gauteng | 9.8% | 1.9% | 5.9% | 56.0% | 5.1% | 1.1% | 2.2% | 13.1% | 4.1% | 0.7% | 100% |
| KwaZulu-Natal | 9.8% | 1.3% | 18.8% | 47.5% | 4.1% | 0.6% | 6.2% | 9.5% | 2.1% | 0.2% | 100% |
| Limpopo | 19.5% | 0.4% | 4.0% | 53.0% | 7.7% | 0.3% | 0.8% | 13.6% | 0.6% | 0.2% | 100% |
| Mpumalanga | 20.1% | 1.7% | 3.3% | 54.4% | 6.1% | 0.4% | 0.5% | 12.1% | 1.1% | 0.2% | 100% |
| Northern Cape | 10.4% | 10.5% | 1.9% | 60.1% | 3.2% | 3.6% | 0.5% | 9.3% | 0.5% | 0.0% | 100% |
| North West | 24.6% | 1.1% | 2.2% | 51.7% | 6.7% | 0.5% | 0.7% | 11.3% | 1.0% | 0.2% | 100% |
| Western Cape | 3.2% | 8.0% | 2.5% | 63.2% | 1.5% | 4.1% | 0.9% | 14.0% | 2.1% | 0.5% | 100% |

From **Table 11**, it can be seen that white males are over-represented at the top Management level in all the provinces, which is in excess of their EAP. This is followed by the African group, with the exception of KwaZulu-Natal where the Indian group has the second largest representation (25.0%), Northern Cape (14.1%) and the Western Cape provinces (12.1%) where the Coloured group representation follows that of the white group.

Concerning gender, white females have a favourable amount of representation than other females in all provinces compared to other race groups, with the Western Cape having the highest representation (14.0%), followed by Limpopo province (13.6%).

4.2.1.3 Workforce profile at the Top Management level by Sector

| Table 12: Workforce profile at the Top Management Level by race, gender and sector | | | | | | | | | | | |
|--|-------|------|------|-------|--------|------|------|-------|------------------|--------|--------|
| Sectors | Male | | | | Female | | | | Foreign National | | TOTAL |
| | A | C | I | W | A | C | I | W | Male | Female | |
| Agriculture | 6.6% | 2.8% | 0.9% | 72.0% | 2.4% | 1.1% | 0.2% | 12.8% | 1.0% | 0.1% | 100.0% |
| Mining and Quarrying | 17.2% | 2.0% | 2.5% | 59.9% | 5.4% | 0.5% | 0.9% | 7.5% | 3.8% | 0.2% | 100.0% |
| Manufacturing | 4.8% | 2.9% | 8.1% | 62.6% | 2.1% | 1.4% | 2.2% | 10.9% | 4.5% | 0.5% | 100.0% |
| Electricity, Gas and Water | 22.1% | 4.8% | 6.0% | 42.1% | 12.0% | 1.8% | 2.7% | 5.0% | 3.4% | 0.2% | 100.0% |
| Construction | 14.7% | 5.2% | 5.6% | 57.9% | 4.2% | 1.6% | 1.8% | 6.5% | 2.3% | 0.1% | 100.0% |
| Retail and Motor Trade/Repair Service | 4.2% | 2.8% | 7.6% | 64.0% | 1.3% | 1.8% | 2.0% | 14.5% | 1.5% | 0.3% | 100.0% |
| Wholesale Trade/ Commercial Agents/Allied Services | 4.1% | 2.2% | 9.8% | 59.8% | 2.2% | 1.4% | 2.8% | 13.8% | 3.4% | 0.6% | 100.0% |
| Catering/ Accommodation/ other trade | 8.0% | 2.7% | 4.7% | 51.3% | 5.5% | 2.1% | 2.1% | 20.0% | 2.8% | 0.7% | 100.0% |
| Transport/ Storage/ Communications | 10.8% | 3.4% | 9.1% | 50.5% | 5.7% | 1.8% | 3.5% | 11.7% | 2.9% | 0.6% | 100.0% |
| Finance/Business Services | 8.9% | 2.8% | 5.5% | 53.1% | 5.3% | 1.8% | 2.6% | 15.3% | 3.8% | 0.8% | 100.0% |
| Community/ Social/Personal Services | 23.5% | 3.3% | 4.6% | 35.8% | 10.9% | 2.0% | 2.2% | 15.6% | 1.4% | 0.8% | 100.0% |

There is an over-representation of the white group, males in particular in all sectors of the economy at the top Management level as shown in Table 12, with by far the highest representation in agriculture (84.8%). This is followed by retail and motor trade/repair service (78.5%), wholesale trade/commercial agents/allied services (73.6%) sectors, mining and quarrying (73.5%) and catering, accommodation and other trade (71.3%) sectors. These sectors have a high representation of males, with the exception of the electricity, gas and water supply sector.

White females are prominently represented in all sectors with a significant participation in the community, social and personal services sector (15.6%) which predominantly comprises government and the catering/accommodation/other trade (20%) sectors. These are the sectors, which are associated with a strong female orientation. African females feature prominently in the electricity, gas and water supply (12.0%) and community, social and personal services sectors (10.9%) at this level.

4.2.1.4 Workforce profile at the Top Management level by Business Type

| Business Types | Male | | | | Female | | | | Foreign Nationals | | TOTAL |
|--------------------------|-------|-------|------|-------|--------|-------|-------|-------|-------------------|--------|--------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| National Government | 22.2% | 11.1% | 0.0% | 33.3% | 11.1% | 11.1% | 11.1% | 0.0% | 0.0% | 0.0% | 100.0% |
| Provincial Government | 49.2% | 4.8% | 2.7% | 7.7% | 25.4% | 3.4% | 2.2% | 4.1% | 0.2% | 0.2% | 100.0% |
| Local Government | 53.9% | 5.0% | 4.7% | 9.2% | 22.1% | 1.2% | 1.3% | 2.5% | 0.1% | 0.0% | 100.0% |
| Private Sector | 7.6% | 3.0% | 6.5% | 59.7% | 3.2% | 1.5% | 2.2% | 12.7% | 3.1% | 0.5% | 100.0% |
| Non-Profit Organisations | 22.5% | 4.5% | 3.3% | 26.8% | 13.4% | 3.0% | 3.2% | 18.3% | 3.1% | 1.9% | 100.0% |
| State Owned Companies | 34.7% | 4.5% | 7.8% | 16.1% | 21.9% | 2.6% | 2.8% | 8.1% | 1.3% | 0.4% | 100.0% |
| Educational Institutions | 12.2% | 3.2% | 5.3% | 37.6% | 7.0% | 2.3% | 1.5% | 25.4% | 3.9% | 1.5% | 100.0% |

Table 13 shows that whilst males are predominantly represented in most of the business types a significant difference is noted between this representation in the Public and Private sectors. More than two-thirds majority male representation exists in the Private Sector (76.8%), as compared to 72.8% in Local Government and 66.6% in National Government. At the top Management level, the Private Sector (72.4%) and Educational Institutions (63.0%) show an overwhelming White representation. African people feature prominently in the Local (76.0%) and Provincial (74.6%) Government sectors, as well as in State-Owned Companies (56.6%).

White males make up a third of top Management in the National Government. Of particular significance is the increased representation of foreign nationals (5.4%) in the Educational Institutions, which even exceeds that of some designated groups at this level.

4.2.1.5 Workforce movement and skills development at the Top Management level

| | Male | | | | Female | | | | Foreign National | | TOTAL |
|---------------------------------|-------|-------|-------|--------|--------|------|-------|-------|------------------|--------|--------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Workforce profile all employees | 5 801 | 1 837 | 3 747 | 33 052 | 2 632 | 944 | 1 291 | 7 423 | 1 748 | 303 | 58 778 |
| | 9.9% | 3.1% | 6.4% | 56.2% | 4.5% | 1.6% | 2.2% | 12.6% | 3.0% | 0.5% | 100.0% |
| Recruitment | 17.9% | 3.3% | 6.0% | 42.1% | 9.7% | 2.1% | 2.8% | 10.0% | 5.4% | 0.7% | 100.0% |
| Promotion | 14.6% | 5.1% | 6.2% | 38.8% | 7.6% | 3.3% | 4.3% | 16.4% | 2.4% | 1.2% | 100.0% |
| Terminations | 11.9% | 3.6% | 5.6% | 51.2% | 5.3% | 1.7% | 1.8% | 12.8% | 5.5% | 0.7% | 100.0% |
| Skills Development | 16.7% | 4.9% | 6.3% | 41.7% | 10.7% | 2.7% | 3.6% | 13.4% | 0.0% | 0.0% | 100.0% |

Table 14 shows that the white group and predominantly white males are afforded higher levels of recruitment, promotion and training opportunities as compared to designated groups counterpart. The Table furthermore indicates that the rate at which the white groups exit organisations, appear to be higher than the rate at which they are recruited into organisations. This trend suggests that with natural attrition the representivity of white males will be reduced with time.

4.2.2 Workforce Profile at the Senior Management level

4.2.2.1 Workforce profile at the Senior Management level by race, gender and disability

Figure 6: Workforce profile at the Senior Management level by race, gender and disability

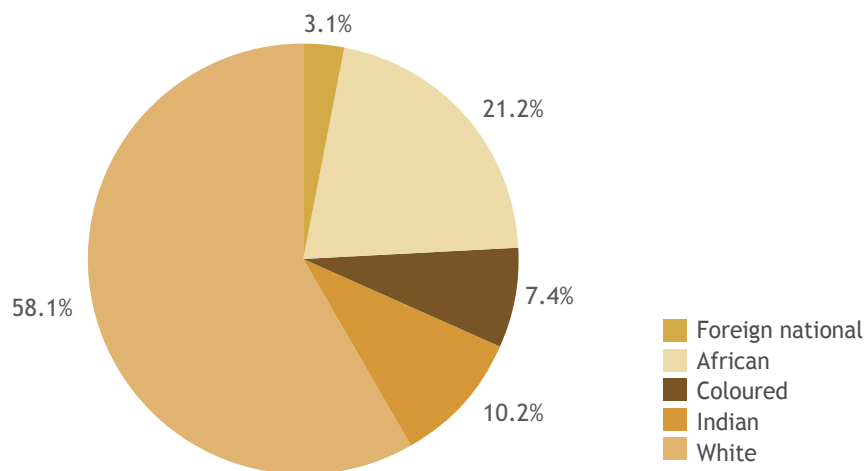
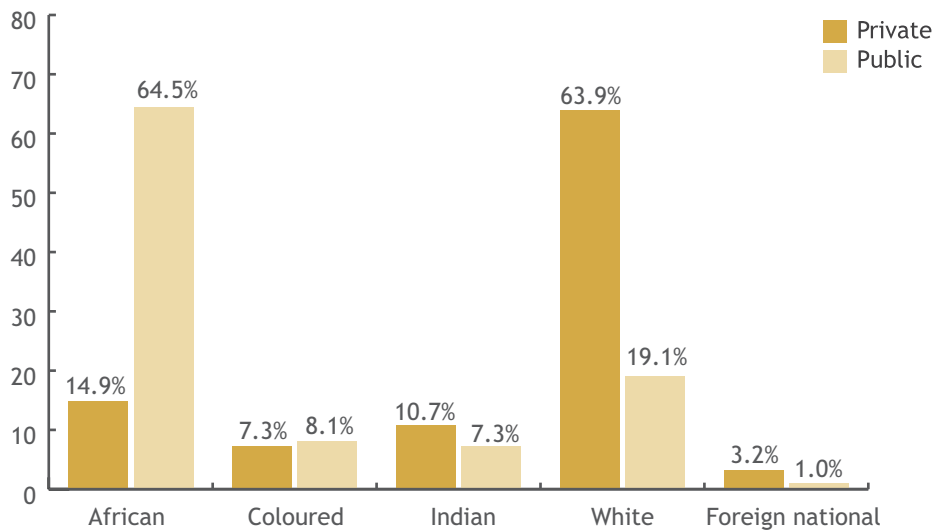


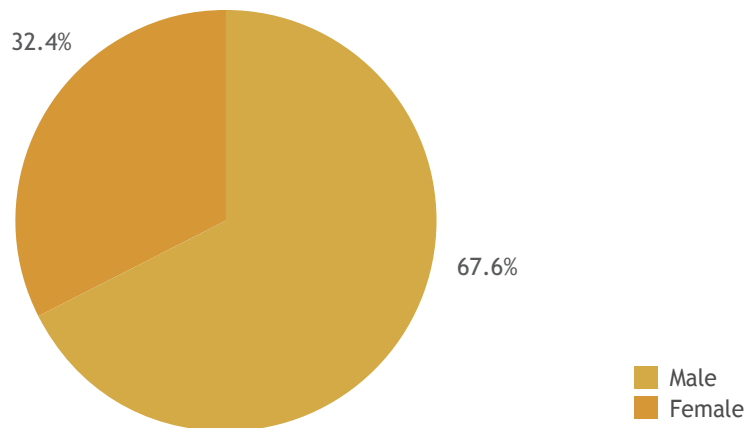
Figure 6 shows that the White group has more representation at the Senior Management level at 58.1%, which is more than five times their EAP as shown in. Following is the African group with a representation of 21.2% where they are three fold under-represented in relation to their EAP. The representation of the Indian group at 10.2% far exceeds their EAP. The Coloured group is also under-represented at 7.4% compared to their EAP.

Figure 7: Workforce profile at the Senior Management level for public and private sector by race



As can be seen in Figure 7, the same phenomenon occurring at the top Management level is also present at this level. The public sector has a high concentration of the African group and to some extent the Coloured group, while the White and the Indian groups are predominantly concentrated in the private sector.

Figure 8: Workforce profile at the Senior Management level by gender



More than two thirds of employees (67.6%) in Senior Management are male, while females only account for 32.4% as can be seen in **Figure 8**. These statistics are however encouraging, given the fact that with career progression and promotions, these employees would naturally move to Top Management. An assumption can therefore be made that all things being equal more women are more likely to move to Top Management.

Figure 9: Workforce profile at the Senior Management level for public and private sector by gender

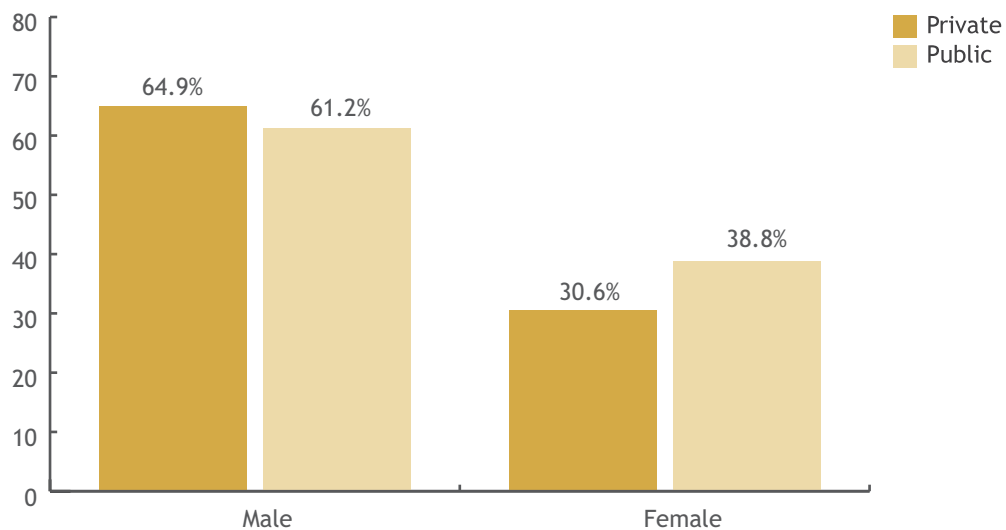


Figure 9 shows that the same as with Top Management, both the public and the private sectors have a higher concentration of males at the Senior Management level with 61.2% in the Private and 64.9% in the Public sectors respectively. There is a slightly higher representation of females at this level in the public sector (38.8%) compared to female employees at Senior level in the private sector (30.6%).

Figure 10: Disability status at the Senior Management level by gender

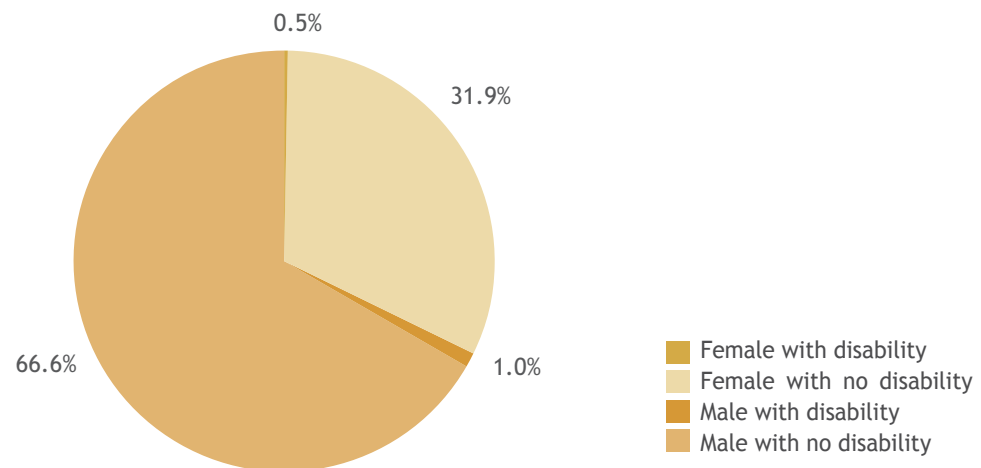


Figure 10 shows a very low level of representation of persons with disabilities at the Senior Management level at 1.5%, with male representation twice as that of females.

4.2.2.2 Workforce profile at the Senior Management level by province

| Province | Male | | | | Female | | | | Foreign National | | TOTAL |
|---------------|-------|-------|-------|-------|--------|------|------|-------|------------------|--------|--------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Eastern Cape | 17.1% | 6.1% | 2.1% | 42.4% | 10.0% | 2.8% | 0.9% | 16.7% | 1.5% | 0.4% | 100.0% |
| Free State | 20.5% | 3.6% | 1.0% | 44.8% | 10.0% | 1.4% | 0.4% | 17.2% | 1.0% | 0.3% | 100.0% |
| Gauteng | 13.8% | 3.3% | 6.5% | 40.4% | 8.2% | 1.9% | 3.5% | 18.7% | 2.8% | 0.9% | 100.0% |
| KwaZulu-Natal | 12.7% | 2.7% | 20.0% | 32.9% | 6.1% | 1.5% | 8.9% | 13.5% | 1.4% | 0.4% | 100.0% |
| Limpopo | 35.9% | 0.6% | 1.7% | 28.9% | 17.7% | 0.3% | 0.9% | 11.8% | 1.9% | 0.3% | 100.0% |
| Mpumalanga | 31.2% | 1.6% | 2.4% | 38.6% | 9.5% | 0.6% | 0.7% | 13.8% | 1.4% | 0.3% | 100.0% |
| Northern Cape | 15.7% | 10.6% | 0.8% | 45.7% | 6.3% | 5.4% | 0.3% | 14.2% | 0.7% | 0.2% | 100.0% |
| North West | 24.9% | 1.9% | 1.3% | 40.6% | 10.7% | 0.9% | 0.5% | 17.4% | 1.4% | 0.3% | 100.0% |
| Western Cape | 4.7% | 12.2% | 3.1% | 43.8% | 2.6% | 7.7% | 1.6% | 21.4% | 2.1% | 0.7% | 100.0% |

Table 15 depicts almost the same phenomenon prevailing at the top Management level. The white group is in the majority in almost all provinces with the exception of Limpopo province where Africans are in the majority. The Western Cape (65.2%) followed by the Free State province (62.0%), Northern Cape (59.9%), Eastern Cape and Gauteng (59.1%) all have significantly high representation of the White group. Regional nuances come into play when it comes to the second largest represented groups in Kwa-Zulu Natal and Western Cape. The Indian group has the second largest representation in KwaZulu-Natal and Coloured group in the Western Cape provinces, while Africans feature prominently in other provinces. The male representation is double that of females in all the provinces with the Western Cape (34.0%) showing the largest representation of females than other provinces, while Mpumalanga has the least (26.3%).

In terms of gender, White females have the largest representation than any other race groups with the exception of Limpopo province where African females have the largest representation at (17.7%). The female representation in the Western Cape at 21.4% is by far the largest representation of all the female groups in all provinces.

4.2.2.3 Workforce profile at the Senior Management level by Sector

| Table 16: Workforce profile at the Senior Management level by race, gender and Sector | | | | | | | | | | | |
|---|-------|------|-------|-------|--------|------|------|-------|------------------|--------|--------|
| Sectors | Male | | | | Female | | | | Foreign National | | TOTAL |
| | A | C | I | W | A | C | I | W | Male | Female | |
| Agriculture | 10.4% | 3.7% | 1.5% | 60.0% | 3.8% | 1.6% | 0.7% | 17.1% | 0.9% | 0.3% | 100.0% |
| Mining and Quarrying | 17.7% | 2.7% | 3.6% | 57.2% | 4.3% | 0.6% | 1.5% | 8.9% | 3.2% | 0.4% | 100.0% |
| Manufacturing | 8.2% | 5.6% | 8.7% | 50.0% | 3.3% | 2.4% | 3.1% | 15.4% | 2.8% | 0.5% | 100.0% |
| Electricity, Gas and Water | 29.0% | 3.9% | 6.5% | 27.5% | 16.8% | 1.8% | 3.0% | 8.5% | 2.6% | 0.3% | 100.0% |
| Construction | 18.1% | 6.1% | 5.6% | 48.5% | 4.9% | 1.5% | 1.7% | 9.9% | 3.0% | 0.5% | 100.0% |
| Retail and Motor Trade/Repair Service | 9.2% | 5.8% | 8.1% | 43.6% | 4.7% | 4.2% | 3.4% | 19.7% | 1.1% | 0.3% | 100.0% |
| Wholesale Trade/ Commercial Agents/Allied Services | 7.9% | 4.2% | 10.1% | 42.8% | 4.2% | 3.0% | 4.6% | 20.9% | 1.9% | 0.5% | 100.0% |
| Catering/ Accommodation/ other trade | 13.8% | 4.5% | 4.2% | 30.4% | 10.4% | 4.3% | 2.9% | 26.3% | 2.5% | 0.9% | 100.0% |
| Transport/ Storage/ Communications | 15.0% | 4.9% | 9.8% | 37.8% | 7.5% | 2.4% | 4.1% | 15.8% | 2.2% | 0.6% | 100.0% |
| Finance/Business Services | 9.4% | 3.6% | 7.2% | 37.4% | 6.8% | 3.1% | 4.9% | 23.2% | 3.2% | 1.2% | 100.0% |
| Community/ Social/Personal Services | 27.3% | 4.8% | 3.9% | 19.3% | 17.8% | 3.3% | 3.1% | 18.4% | 1.4% | 0.9% | 100.0% |

Table 16, again suggests that the South African economy remains white male dominated in most sectors of the economy. In the electricity, gas and water sector, the African group (male and females) is better represented than the white group 45.8% as well as the community, social and personal services (45.1%). In these sectors, it is where African males feature prominently (29.0% and 27.3%) respectively.

White females also have the most representation in all sectors than females of other race groups in most of the sectors, with the exception of the electricity, gas and water sector (16.8%), with a strong African female representation.

4.2.2.4 Workforce profile at the Senior Management level by Business Type

| Business Types | Male | | | | Female | | | | Foreign Nationals | | TOTAL |
|--------------------------|-------|------|------|-------|--------|------|------|-------|-------------------|--------|--------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| National Government | 30.9% | 3.3% | 2.4% | 23.6% | 19.5% | 0.0% | 4.9% | 15.4% | 0.0% | 0.0% | 100.0% |
| Provincial Government | 44.2% | 5.8% | 3.0% | 7.2% | 29.2% | 3.8% | 1.8% | 4.2% | 0.5% | 0.2% | 100.0% |
| Local Government | 42.9% | 6.2% | 4.7% | 15.4% | 21.4% | 2.4% | 1.5% | 4.9% | 0.5% | 0.1% | 100.0% |
| Private Sector | 10.1% | 4.6% | 7.2% | 44.9% | 4.8% | 2.7% | 3.5% | 19.0% | 2.5% | 0.7% | 100.0% |
| Non-Profit Organisations | 26.5% | 4.2% | 2.9% | 18.1% | 18.1% | 4.3% | 3.4% | 19.1% | 2.0% | 1.4% | 100.0% |
| State Owned Companies | 30.8% | 4.9% | 7.4% | 19.4% | 20.0% | 2.9% | 3.9% | 8.2% | 1.7% | 0.7% | 100.0% |
| Educational Institutions | 13.7% | 4.0% | 5.0% | 24.8% | 8.8% | 2.5% | 4.0% | 32.2% | 3.4% | 1.7% | 100.0% |

Table 17 shows that for all business types, there is a high concentration of males in Senior Management. The white group is mostly represented within the private sector (63.9%) and educational institutions (57.0%), while the African group is mostly employed in all spheres of government, particularly the provincial (73.4%) and local government spheres (64.3%), state owned companies (50.8%) and non-profit organisations (44.6%) at the Senior Management level.

African males have the most representation in all spheres of government, state owned companies and non-profit organisations, followed by African females, with the exception of the national government where White males have 23.6% representation. Interestingly in educational institutions, white females (32.2%) are the highest represented group and exceed the representation 24.8% of males. An increase in the number of foreign nationals is noted, especially amongst males within the educational institutions.

4.2.2.5 Workforce movement and skills development at the Senior Management level

| | Male | | | | Female | | | | Foreign National | | TOTAL |
|---------------------------------|--------|-------|-------|--------|--------|-------|-------|--------|------------------|--------|---------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Workforce profile all employees | 19 313 | 6 517 | 9 584 | 56 392 | 10 466 | 3 873 | 4 821 | 25 450 | 3 330 | 998 | 140 744 |
| | 13.7% | 4.6% | 6.8% | 40.1% | 7.4% | 2.8% | 3.4% | 18.1% | 2.4% | 0.7% | 100.0% |
| Recruitment | 16.5% | 4.4% | 6.3% | 36.6% | 9.0% | 2.8% | 3.8% | 16.1% | 3.5% | 0.9% | 100.0% |
| Promotion | 18.8% | 5.6% | 7.3% | 29.0% | 11.6% | 3.6% | 5.0% | 15.5% | 2.5% | 1.1% | 100.0% |
| Terminations | 13.1% | 4.4% | 6.1% | 42.2% | 7.4% | 2.7% | 2.8% | 17.0% | 3.4% | 1.0% | 100.0% |
| Skills Development | 17.6% | 5.0% | 8.0% | 30.7% | 12.5% | 3.5% | 4.8% | 17.9% | 0.0% | 0.0% | 100.0% |

When analysing staffing practice, it is noticeable that males seem to enjoy preference in employment opportunities as can be seen from Table 18. More than 60% of the opportunities in recruitment, promotion and training at the Senior Management level were afforded to males. The recruitment rate of the White group (both male and female) is lower than their termination rates.

4.2.3 Workforce profile at the Professionally Qualified level

4.2.3.1 Workforce profile at the Professionally Qualified level by race, gender and disability

Figure 11: Workforce profile at the Professionally Qualified level by race

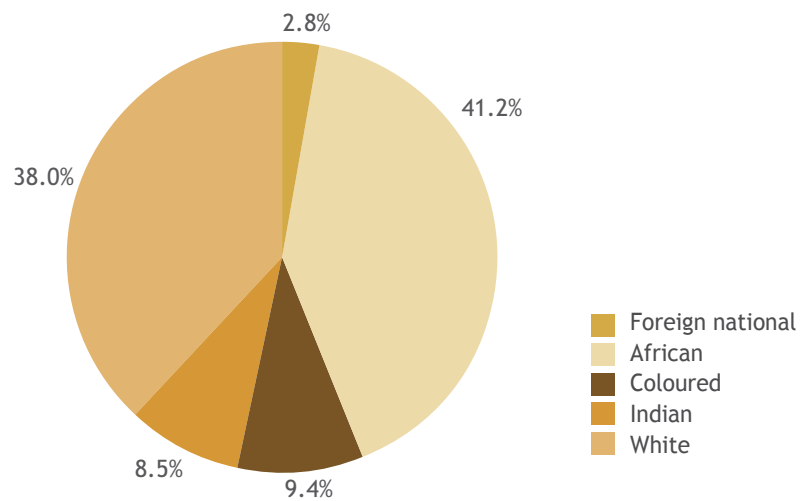
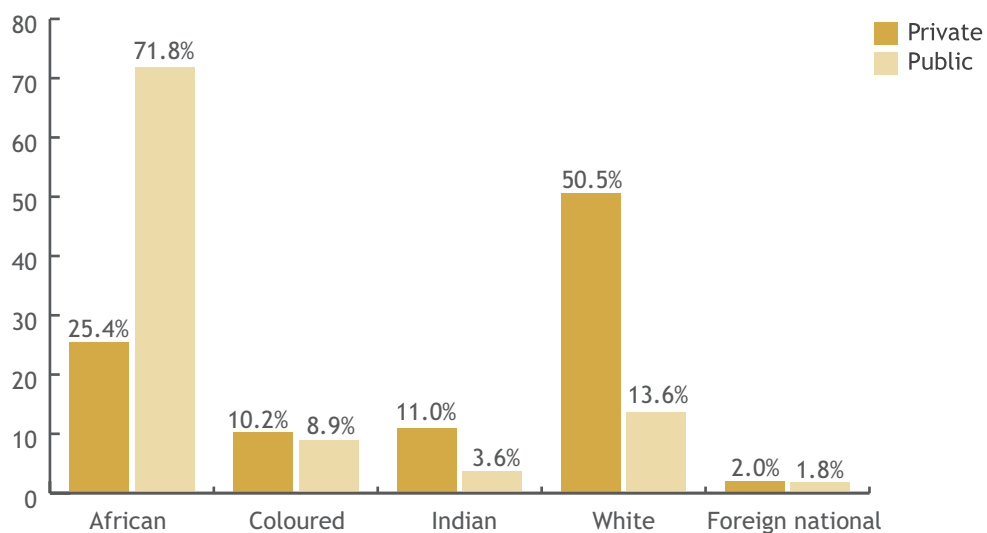


Figure 11 shows the representation at professionally qualified level. It is at this level of representation that a gradual change is noted in the representation of designated groups. The African group shows a 41.2% representation at the professionally qualified level compared to the White group with 38.0% representation, Coloured group (9.4%) and Indian group (8.5%). Foreign nationals have a 2.8% representation.

Figure 12: Workforce profile at the Professionally Qualified level for public and private sector by race



As shown in Figure 12, the majority of employees in the public sector are black, with Africans being the most represented (71.8%) while more than half (50.5%) of those employed in the private sector are white. The African group represents a quarter of the population in the private sector.

Figure 13: Workforce profile at the Professionally Qualified level by gender

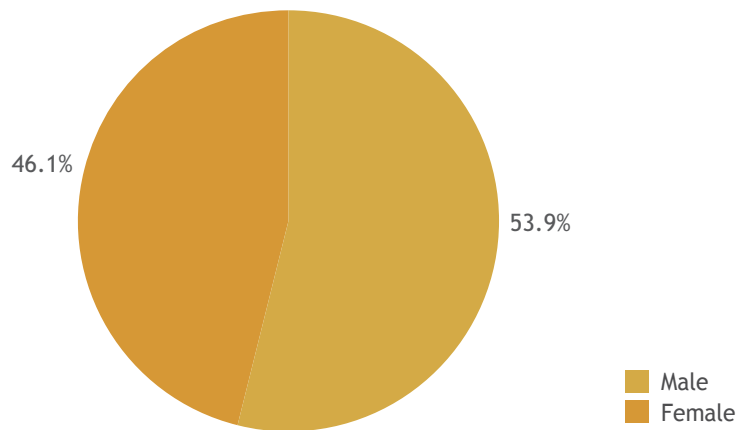
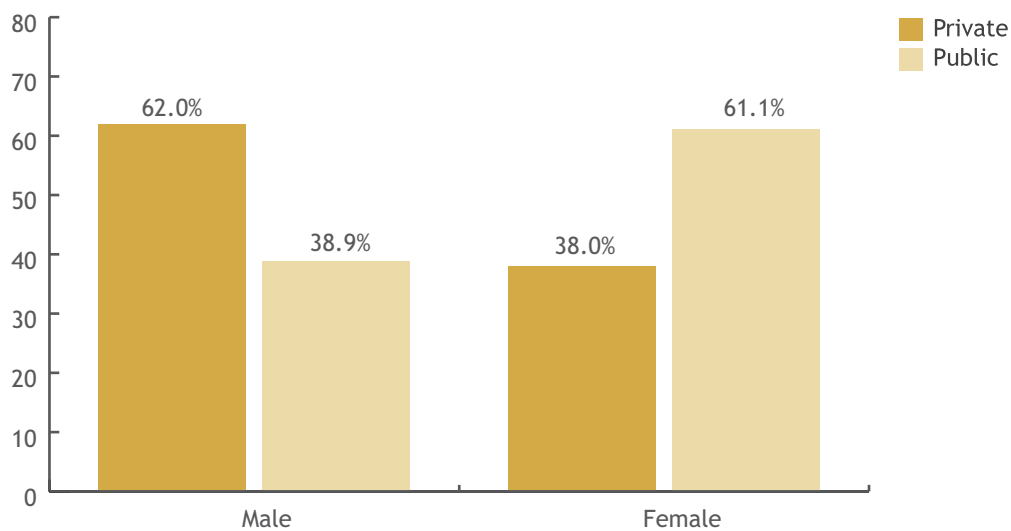


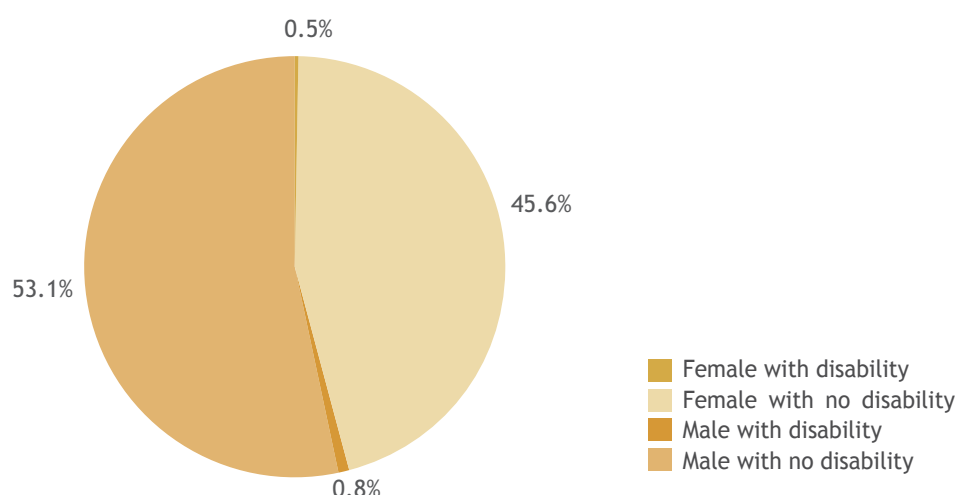
Figure 13 shows an almost equal representation of males (53.9%) to females with males just below their EAP, while females have surpassed their EAP to reach 46.1% representation.

Figure 14: Workforce profile at the Professionally Qualified level for public and private sector by gender



As shown in Figure 14, the private sector has a higher concentration of males at the professionally qualified level, (62.0%) compared to 38.0% females, while the opposite is true for the public sector which has a higher representation of females at 61.1% as opposed to 38.9% males. This trend might be because of traditionally female oriented professions, which are predominantly part of the public sector such as teachers, nurses, social workers etc.

Figure 15: Disability status at the Professionally Qualified level by gender



The representation of persons with disabilities at the professionally qualified level shows a continued decrease as depicted in **Figure 15**. Although the decrease is slight (0.1%), the effect thereof is quite noticeable amongst males, whose level of representation decreased from 0.9% to 0.8%. The representation of females with disabilities remained unchanged at 0.5%.

4.2.3.2 Workforce profile at the Professionally Qualified level by province

| Table 19: Workforce profile at the Professionally Qualified level race, gender and province | | | | | | | | | | | |
|---|-------|-------|-------|-------|--------|-------|-------|-------|------------------|--------|--------|
| Province | Male | | | | Female | | | | Foreign National | | TOTAL |
| | A | C | I | W | A | C | I | W | Male | Female | |
| Eastern Cape | 23.1% | 3.5% | 0.5% | 6.9% | 52.9% | 4.2% | 0.4% | 6.9% | 1.2% | 0.5% | 100.0% |
| Free State | 28.9% | 3.3% | 0.8% | 30.6% | 15.9% | 1.5% | 0.3% | 17.5% | 1.0% | 0.3% | 100.0% |
| Gauteng | 19.2% | 3.8% | 5.5% | 26.6% | 16.6% | 3.3% | 4.2% | 17.7% | 2.2% | 0.8% | 100.0% |
| KwaZulu-Natal | 21.7% | 2.4% | 14.7% | 15.6% | 19.6% | 2.0% | 10.7% | 10.9% | 1.8% | 0.7% | 100.0% |
| Limpopo | 41.2% | 0.2% | 0.4% | 6.0% | 45.4% | 0.2% | 0.3% | 4.3% | 1.5% | 0.5% | 100.0% |
| Mpumalanga | 29.4% | 0.9% | 1.4% | 24.3% | 25.1% | 0.6% | 0.8% | 12.7% | 3.7% | 1.0% | 100.0% |
| Northern Cape | 18.5% | 19.3% | 0.2% | 20.7% | 14.3% | 13.0% | 0.2% | 13.1% | 0.7% | 0.1% | 100.0% |
| North West | 24.7% | 1.3% | 1.1% | 25.4% | 23.4% | 1.2% | 0.9% | 17.0% | 3.8% | 1.1% | 100.0% |
| Western Cape | 8.0% | 14.9% | 2.7% | 26.2% | 7.1% | 14.3% | 2.3% | 21.9% | 1.8% | 0.8% | 100.0% |

Male representation at the professionally qualified level is more in most provinces other than in the the Eastern Cape (64.9%) and Limpopo provinces (50.7%), where there are more females than males respectively as shown in **Table 19**. The African group makes up the majority of employees in these provinces, with Limpopo having an African representation of (86.6%) and Eastern Cape (76.0%) which is still below their EAP.

The Western Cape still has a significant amount of White representation at the professionally qualified level (48.1%), whereas they make up 17.1% of the EAP. This is followed by the Coloured group at (29.2%), where they make up half (50.2%) of the economically active population in the province.

4.2.3.3 Workforce profile at the Professionally Qualified level by sector

| Table 20: Workforce profile at the Professionally Qualified level race, gender and Sector | | | | | | | | | | | |
|---|-------|------|------|-------|--------|------|------|-------|------------------|--------|--------|
| Sectors | Male | | | | Female | | | | Foreign National | | TOTAL |
| | A | C | I | W | A | C | I | W | Male | Female | |
| Agriculture | 20.2% | 5.7% | 1.8% | 38.0% | 10.2% | 2.9% | 1.1% | 18.6% | 1.3% | 0.3% | 100.0% |
| Mining and Quarrying | 26.3% | 2.9% | 2.4% | 44.4% | 9.0% | 1.0% | 1.2% | 10.4% | 2.1% | 0.4% | 100.0% |
| Manufacturing | 14.0% | 6.6% | 8.5% | 39.3% | 6.2% | 3.3% | 4.0% | 15.6% | 2.2% | 0.4% | 100.0% |
| Electricity, Gas and Water | 29.1% | 5.1% | 6.7% | 22.2% | 21.2% | 2.4% | 3.3% | 7.6% | 2.0% | 0.4% | 100.0% |
| Construction | 23.4% | 7.0% | 4.5% | 39.4% | 7.9% | 1.6% | 1.5% | 10.3% | 3.9% | 0.5% | 100.0% |
| Retail and Motor Trade/Repair Service | 15.8% | 7.4% | 6.9% | 25.2% | 12.4% | 7.6% | 4.4% | 19.2% | 0.7% | 0.4% | 100.0% |
| Wholesale Trade/ Commercial Agents/ Allied Services | 13.9% | 5.5% | 7.4% | 32.3% | 7.5% | 4.1% | 4.6% | 22.5% | 1.6% | 0.5% | 100.0% |
| Catering/ Accommodation/ other trade | 18.5% | 4.7% | 3.5% | 18.2% | 19.7% | 6.4% | 3.6% | 21.7% | 2.6% | 1.1% | 100.0% |
| Transport/ Storage/ Communications | 22.4% | 6.2% | 7.7% | 30.4% | 10.2% | 2.9% | 3.6% | 13.4% | 2.7% | 0.6% | 100.0% |
| Finance/Business Services | 13.2% | 5.0% | 7.0% | 25.4% | 12.3% | 5.7% | 6.6% | 21.3% | 2.4% | 1.1% | 100.0% |
| Community/ Social/Personal Services | 23.9% | 3.6% | 2.1% | 8.4% | 39.1% | 4.9% | 2.6% | 12.8% | 1.7% | 0.9% | 100.0% |

Table 20, also shows a higher representation of males than females in most sectors at the professionally qualified level. An exception is found in the catering, accommodation and other trade (52.5%) and the community, social and personal services (60.3%) sectors, which have the most representation of female.

White representation is higher in most sectors other than in the electricity, gas and water supply (50.3%) and community, social and personal services (63.0%) sectors where the representation of Africans is higher than the other race groups. An almost even split between African (38.2%) and Whites (39.9%) at this level in catering, accommodation and other trade sector is noted.

4.2.3.4 Workforce profile at the Professionally Qualified level by business type

| Businesses Types | Male | | | | Female | | | | Foreign Nationals | | TOTAL |
|--------------------------|-------|------|------|-------|--------|------|------|-------|-------------------|--------|--------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| National Government | 28.9% | 5.7% | 3.7% | 20.3% | 20.9% | 2.0% | 2.3% | 15.8% | 0.3% | 0.0% | 100.0% |
| Provincial Government | 24.3% | 3.1% | 1.3% | 4.1% | 49.4% | 5.6% | 2.0% | 8.0% | 1.5% | 0.7% | 100.0% |
| Local Government | 33.8% | 9.9% | 3.3% | 15.2% | 24.6% | 4.7% | 1.6% | 6.4% | 0.3% | 0.1% | 100.0% |
| Private Sector | 15.8% | 5.8% | 6.6% | 31.7% | 9.6% | 4.5% | 4.5% | 18.8% | 2.2% | 0.7% | 100.0% |
| Non-Profit Organisations | 18.5% | 2.1% | 2.5% | 8.8% | 42.5% | 3.7% | 3.6% | 14.0% | 2.4% | 1.8% | 100.0% |
| State Owned Companies | 30.7% | 5.0% | 5.4% | 19.7% | 23.4% | 3.3% | 3.1% | 7.4% | 1.6% | 0.5% | 100.0% |
| Educational Institutions | 20.5% | 4.3% | 3.9% | 17.1% | 16.0% | 3.1% | 3.8% | 25.6% | 3.9% | 1.8% | 100.0% |

According to **Table 21**, at the professionally qualified level, males are mostly represented in the national (58.9%) and local (62.5%) government spheres, private sector (62.1%) and state owned companies(62.4%), while females feature prominently within provincial government (65.7%), non-profit organisations (65.6%) and to some extent in educational institutions (50.3%).

The White group has the most representation within the private sector (50.5%) and educational institutions (42.7%), although the African group (36.5%) is also gaining ground at this level. The African group features prominently in government especially the provincial government (73.7%) and non-profit organisations (61.0%). There is a higher representation of African people relative to EAP at all tiers of government, non-profit organisations and state owned companies with the provincial government as the leading employer of this designated group. This analysis indicates a high prevalence of Male foreign nationals.

4.2.3.5 Workforce movement and skills development at the Professionally Qualified level

| | Male | | | | Female | | | | Foreign National | | TOTAL |
|------------------------------------|---------|--------|--------|---------|---------|--------|--------|--------|------------------|--------|---------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Workforce profile all employees | 118 663 | 29 605 | 29 046 | 134 586 | 129 228 | 27 061 | 22 202 | 94 022 | 12 129 | 4 576 | 601 118 |
| | 19.7% | 4.9% | 4.8% | 22.4% | 21.5% | 4.5% | 3.7% | 15.6% | 2.0% | 0.8% | 100.0% |
| Recruitment | 20.9% | 4.7% | 5.4% | 23.5% | 17.5% | 3.9% | 4.5% | 15.5% | 2.8% | 1.3% | 100.0% |
| Promotion | 24.6% | 5.1% | 5.3% | 16.3% | 23.1% | 5.0% | 5.5% | 12.8% | 1.7% | 0.7% | 100.0% |
| Terminations | 19.2% | 4.8% | 4.7% | 24.9% | 19.8% | 4.1% | 3.6% | 14.9% | 2.9% | 1.1% | 100.0% |
| Skills Development | 26.1% | 5.2% | 5.2% | 14.9% | 24.9% | 6.1% | 4.3% | 13.3% | 0.0% | 0.0% | 100.0% |

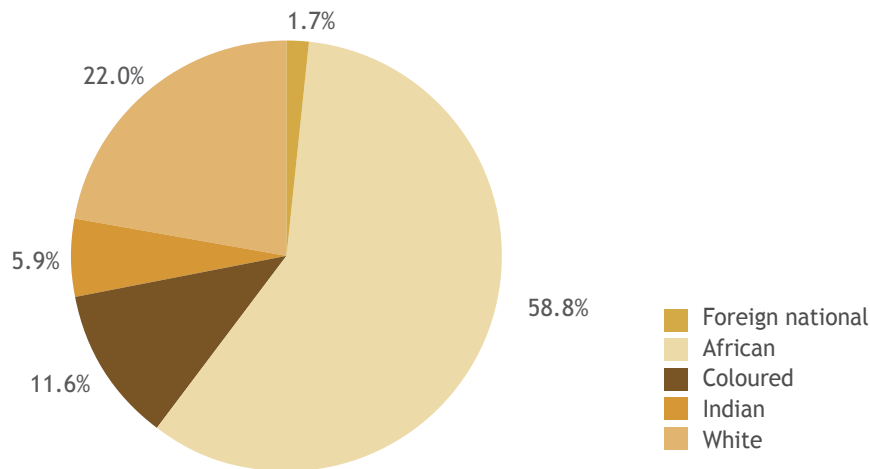
From **Table 22** it can be seen that at the Professionally Qualified level both White and African groups were beneficiaries of recruitment, promotion and training opportunities. White males received more employment opportunities than any of the race groups. White females enjoyed 15.5% employment opportunities, followed by the African group 20.9% and 17.5% for males and females respectively. A trend towards promotional opportunities amongst Africans is noted, as the largest number of promotions went to African males although they have a lesser representation than their female counterparts do.

It appears as if more white males leave the organisations, and African females are more likely to leave than African males. More Africans were exposed to skills development opportunities than any other group followed by the White group.

4.2.4 Workforce profile at the Skilled Technical level

4.2.4.1 Workforce profile at the Skilled Technical level by race, gender and disability

Figure 16: Workforce profile at Skilled Technical level by race, gender and disability



Black people are mostly represented at the skilled technical occupational level as shown in **Figure 16**, as more than two thirds of employees at this level are Black. Almost sixty percent (58.8%) at this level is represented by the African group, which is still below their EAP as compared to the White group who constitute 22.0%, and Coloured group (11.6%) and Indian group (5.9%) at this level.

Figure 17: Workforce profile at Skilled Technical level for public and private sector by race

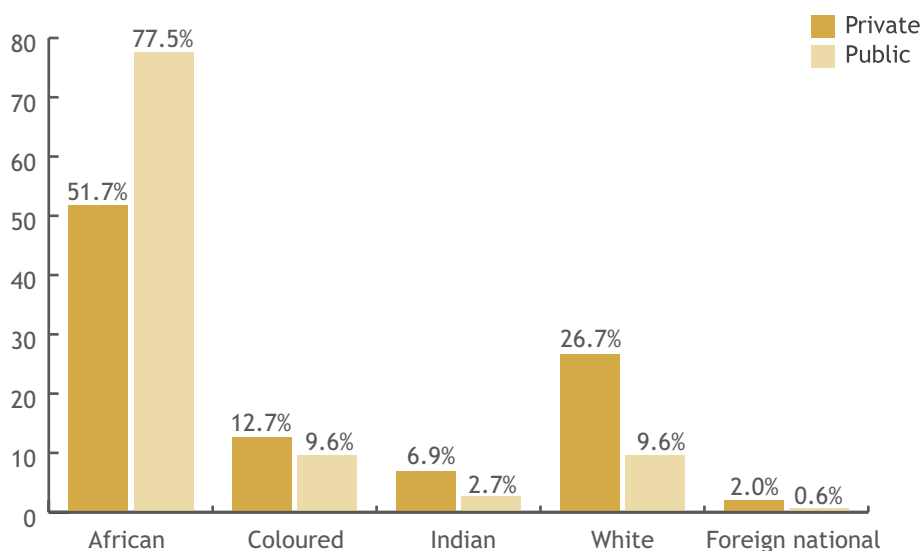
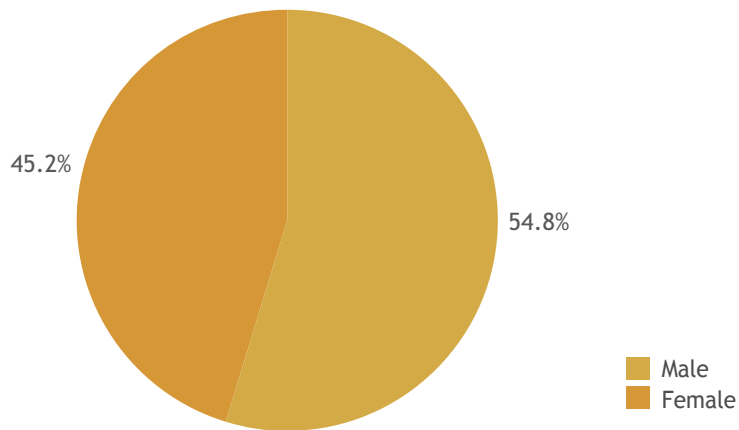


Figure 17 shows that at the skilled technical level, Africans have a strong presence in the public service with more than three quarters (77.5%) of them employed in the sector. Slightly more than half (51.7%) of Africans are employed in the private sector. Other race groups are also represented in the private sector (Coloured (12.7%) and Indian (6.9%) groups) than in the public sector at this level, with the African group (51.7%) having the highest level of representation followed by the White group (26.7%).

Figure 18: Workforce profile at Skilled Technical level by gender



At the skilled technical level, the Figures are almost a reflection of the gender EAP as shown in Figure 18.

Figure 19: Workforce profile at Skilled Technical level for public and private sector by gender

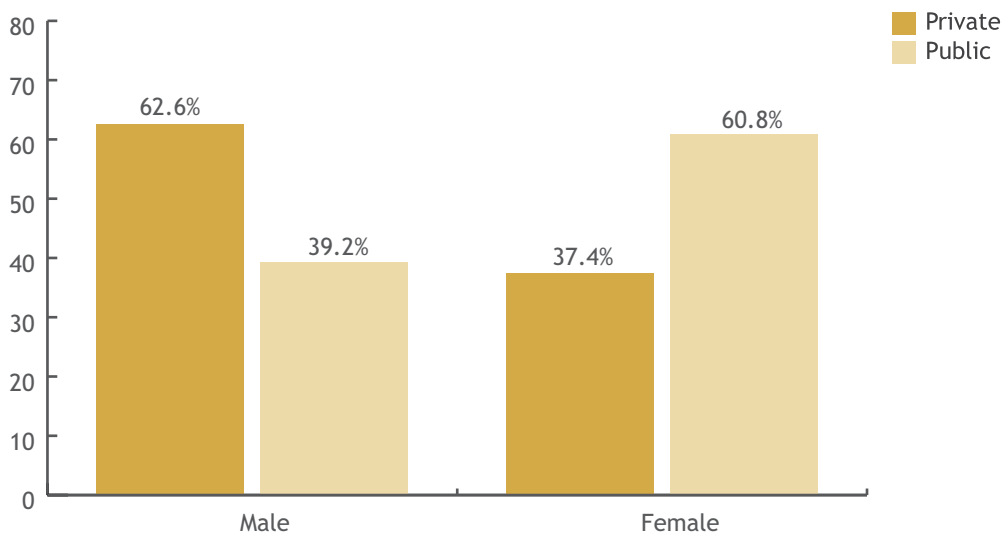
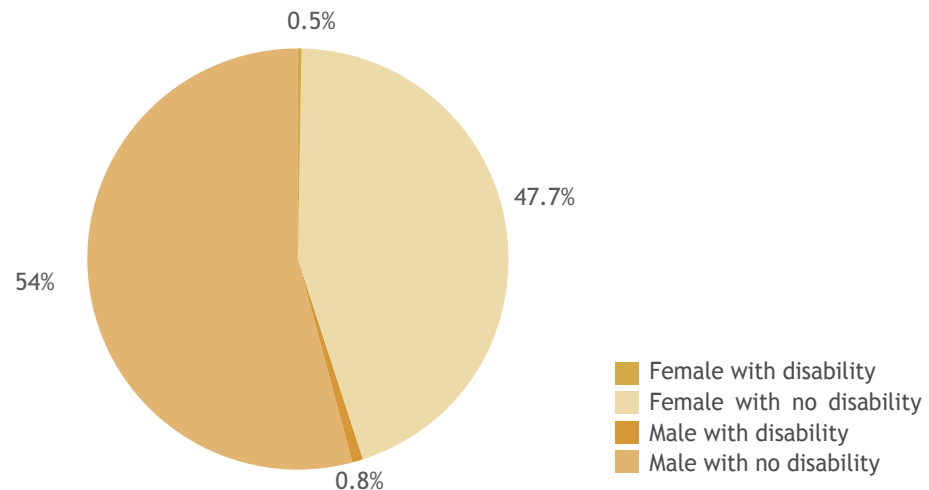


Figure 19 shows that at the skilled technical level females are more likely to be employed in the public service, as just over sixty percent (60.8%) females are represented in the sector, whilst almost the same percentage 62.6% males at this level work for the private sector.

Figure 20: Disability status at the Skilled Technical level by gender



As shown in **Figure 20**, the low levels of representation of persons with disabilities at this level are negligible (1.3%). Males at 0.8% have a better representation than females (0.5%).

4.2.4.2 Workforce profile at the Skilled Technical level by province

| Province | Male | | | | Female | | | | Foreign National | | TOTAL |
|---------------|-------|-------|------|-------|--------|-------|------|-------|------------------|--------|--------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Eastern Cape | 27.1% | 8.3% | 0.6% | 11.3% | 36.0% | 6.8% | 0.5% | 8.3% | 0.8% | 0.2% | 100.0% |
| Free State | 33.9% | 1.9% | 0.2% | 10.2% | 37.1% | 1.7% | 0.2% | 13.9% | 0.8% | 0.2% | 100.0% |
| Gauteng | 35.7% | 4.7% | 2.9% | 14.0% | 23.0% | 4.2% | 2.6% | 11.2% | 1.3% | 0.4% | 100.0% |
| KwaZulu-Natal | 30.4% | 2.2% | 9.1% | 5.0% | 37.0% | 2.1% | 8.3% | 5.0% | 0.8% | 0.2% | 100.0% |
| Limpopo | 39.3% | 0.1% | 0.1% | 2.0% | 53.7% | 0.1% | 0.1% | 2.5% | 1.7% | 0.3% | 100.0% |
| Mpumalanga | 44.3% | 1.1% | 0.4% | 14.6% | 28.2% | 0.7% | 0.3% | 7.4% | 2.9% | 0.2% | 100.0% |
| Northern Cape | 22.1% | 16.8% | 0.2% | 11.3% | 21.2% | 17.8% | 0.1% | 9.5% | 0.9% | 0.2% | 100.0% |
| North West | 37.2% | 1.3% | 0.3% | 15.6% | 31.2% | 1.1% | 0.2% | 10.4% | 2.5% | 0.2% | 100.0% |
| Western Cape | 15.7% | 19.9% | 1.4% | 11.5% | 13.9% | 19.4% | 1.5% | 14.6% | 1.3% | 0.6% | 100.0% |

Table 23, shows a strong representation of Black people at the skilled technical level in all provinces. The only exception is in the Western Cape, where majority representation is that of the Coloured group. The Eastern Cape, Free State, Gauteng, Mpumalanga and the North West provinces have a strong representation of the White group following that of African group.

Foreign Nationals are significantly more represented in the Limpopo (2.0%), Mpumalanga (3.1%) and North West (2.7%) provinces. A reasonable inference to be drawn is that the higher representation might be because of cross border economic migration to these provinces.

4.2.4.3 Workforce profile at the Skilled Technical level by Sector

| Sectors | Male | | | | Female | | | | Foreign National | | TOTAL |
|--|-------|-------|------|-------|--------|------|------|-------|------------------|--------|--------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Agriculture | 35.8% | 10.5% | 1.5% | 15.2% | 16.5% | 6.0% | 1.0% | 11.8% | 1.4% | 0.2% | 100.0% |
| Mining and Quarrying | 46.6% | 3.9% | 0.7% | 26.6% | 9.9% | 1.0% | 0.4% | 6.1% | 4.7% | 0.1% | 100.0% |
| Manufacturing | 32.6% | 9.9% | 6.2% | 21.5% | 10.0% | 4.9% | 2.7% | 10.0% | 1.9% | 0.2% | 100.0% |
| Electricity, Gas and Water | 41.4% | 4.6% | 2.4% | 13.7% | 26.7% | 2.8% | 1.7% | 5.9% | 0.6% | 0.1% | 100.0% |
| Construction | 49.8% | 8.3% | 2.6% | 16.0% | 10.3% | 2.0% | 1.3% | 6.8% | 2.6% | 0.2% | 100.0% |
| Retail and Motor Trade/Repair Service | 26.3% | 7.1% | 5.1% | 14.4% | 22.0% | 9.1% | 3.7% | 11.5% | 0.6% | 0.2% | 100.0% |
| Wholesale Trade/ Commercial Agents/Allied Services | 26.4% | 6.3% | 5.2% | 16.1% | 17.1% | 6.7% | 4.6% | 15.8% | 1.4% | 0.4% | 100.0% |
| Catering/ Accommodation/ other trade | 26.6% | 4.7% | 1.9% | 7.3% | 32.2% | 9.2% | 2.5% | 11.7% | 2.5% | 1.5% | 100.0% |
| Transport/ Storage/ Communications | 35.3% | 7.8% | 5.0% | 17.4% | 17.1% | 4.3% | 2.6% | 8.8% | 1.5% | 0.2% | 100.0% |
| Finance/Business Services | 21.3% | 5.7% | 4.0% | 10.7% | 25.8% | 9.4% | 5.1% | 16.2% | 1.1% | 0.6% | 100.0% |
| Community/ Social/Personal Services | 33.2% | 4.2% | 1.5% | 4.7% | 39.4% | 5.0% | 2.4% | 8.6% | 0.6% | 0.3% | 100.0% |

As shown in **Table 24**, the Black group, particularly African males are significantly represented in most sectors with a somewhat lower representation in the catering, accommodation and other trade, finance and business services and the community, social and personal services sectors, where female representation exceeds that of males. They are followed by the White group, who have the second highest representation.

4.2.4.4 Workforce profile at the Skilled Technical level by Business Type

| Table 25: Workforce profile at the Skilled Technical level by race, gender and Business Type | | | | | | | | | | | |
|--|-------|-------|------|-------|--------|------|------|-------|------------------|--------|--------|
| Business Types | Male | | | | Female | | | | Foreign National | | TOTAL |
| | A | C | I | W | A | C | I | W | Male | Female | |
| National Government | 35.8% | 4.1% | 1.5% | 7.3% | 30.9% | 4.3% | 1.5% | 14.6% | 0.0% | 0.0% | 100.0% |
| Provincial Government | 25.7% | 2.0% | 0.6% | 1.5% | 56.1% | 5.4% | 1.5% | 6.2% | 0.6% | 0.3% | 100.0% |
| Local Government | 34.9% | 13.0% | 4.4% | 8.2% | 25.8% | 7.0% | 1.9% | 4.7% | 0.1% | 0.1% | 100.0% |
| Private Sector | 34.9% | 7.0% | 3.9% | 15.1% | 16.8% | 5.7% | 3.0% | 11.5% | 1.7% | 0.4% | 100.0% |
| Non-Profit Organisation | 27.6% | 3.6% | 1.3% | 5.9% | 45.0% | 4.7% | 1.8% | 9.0% | 0.5% | 0.7% | 100.0% |
| State Owned Companies | 37.2% | 5.4% | 2.5% | 15.8% | 28.6% | 3.5% | 1.6% | 5.2% | 0.2% | 0.1% | 100.0% |
| Educational Institution | 20.1% | 3.9% | 2.0% | 4.8% | 44.5% | 6.2% | 4.8% | 11.7% | 1.2% | 0.7% | 100.0% |

Table 25 shows that Black representation in Government is higher, the African group in particular, with the representation of African females (57.8%) in provincial government at the skilled technical level. African females also feature strongly in educational institutions at 48.1%.

4.2.4.5 Workforce movement and skills development at the Skilled Technical level

| Table 26: Workforce movement at the Skilled Technical level by race and gender | | | | | | | | | | | |
|--|---------|---------|--------|---------|---------|---------|--------|---------|------------------|--------|-----------|
| | Male | | | | Female | | | | Foreign National | | TOTAL |
| | A | C | I | W | A | C | I | W | Male | Female | |
| Workforce profile all employees | 593 122 | 110 149 | 56 388 | 215 274 | 478 619 | 101 888 | 50 822 | 186 165 | 23 580 | 6 550 | 1 822 557 |
| | 32.5% | 6.0% | 3.1% | 11.8% | 26.3% | 5.6% | 2.8% | 10.2% | 1.3% | 0.4% | 100.0% |
| Recruitment | 30.9% | 6.1% | 3.1% | 12.4% | 25.5% | 5.4% | 3.4% | 10.9% | 1.7% | 0.6% | 100.0% |
| Promotion | 33.6% | 5.3% | 2.6% | 6.3% | 34.5% | 5.9% | 2.8% | 7.7% | 1.0% | 0.3% | 100.0% |
| Terminations | 32.6% | 6.7% | 3.0% | 14.2% | 21.8% | 5.7% | 2.4% | 11.3% | 1.8% | 0.5% | 100.0% |
| Skills development | 34.7% | 7.3% | 3.4% | 9.4% | 24.1% | 7.7% | 3.3% | 10.1% | 0.0% | 0.0% | 100.0% |

Table 26 shows a different pattern at Skilled technical level of opportunities in workforce movements compared to the trends noted at the Top and Senior Management as well as in the professionally qualified levels. At the Skilled Technical level, African males and females appear to have more recruitment opportunities and promotions, followed by the White people, Coloured and the Indian groups respectively.

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FIVE WORKFORCE PROFILE IN 2014 AND 2015



TRANSFORMATION
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5. WORKFORCE PROFILE IN 2014 AND 2015

5.1. WORKFORCE PROFILE AT THE TOP MANAGEMENT LEVEL IN 2014 AND 2015 BY RACE, GENDER AND DISABILITY

Figure 21: Workforce profile at the Top Management level (2014 and 2015) by race

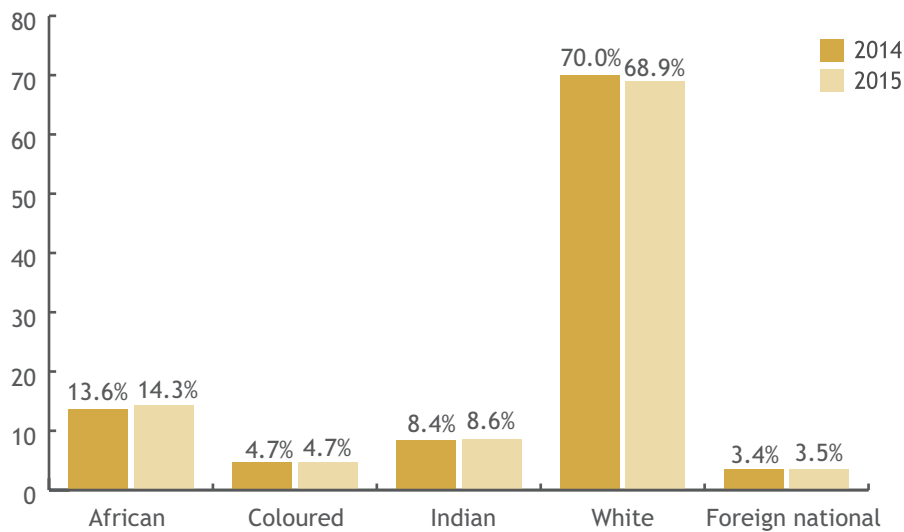


Figure 21 shows a decrease (1.1%) in the White representation at the top Management level between 2014 and 2015, which is more than six times their EAP. All other race groups increased in representation other than the Coloured group whose representation remained unchanged between 2014 and 2015. The representation of foreign nationals at the top Management level had also increased.

Figure 22: Workforce profile at the Top Management level (2014 and 2015) by gender

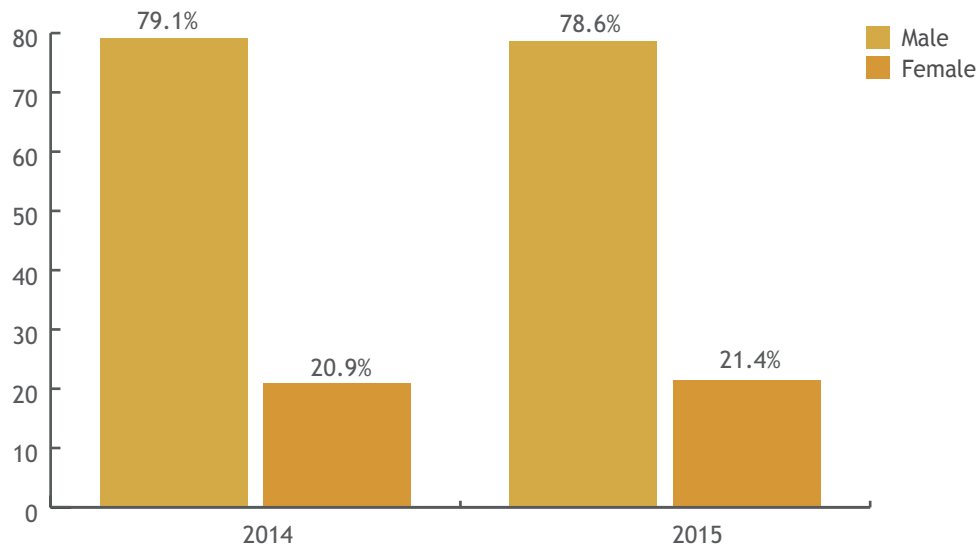
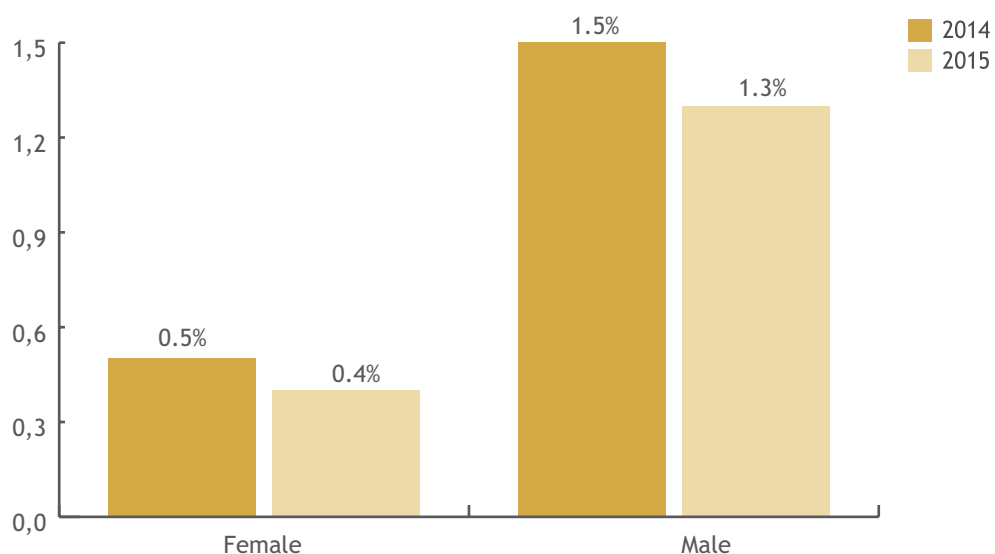


Figure 22 shows male representation at the top Management level decreased between 2014 and 2015 and female representation indecreased by 0.5% over the same period. Female representation still remained approximately half below their EAP at this level in 2015.

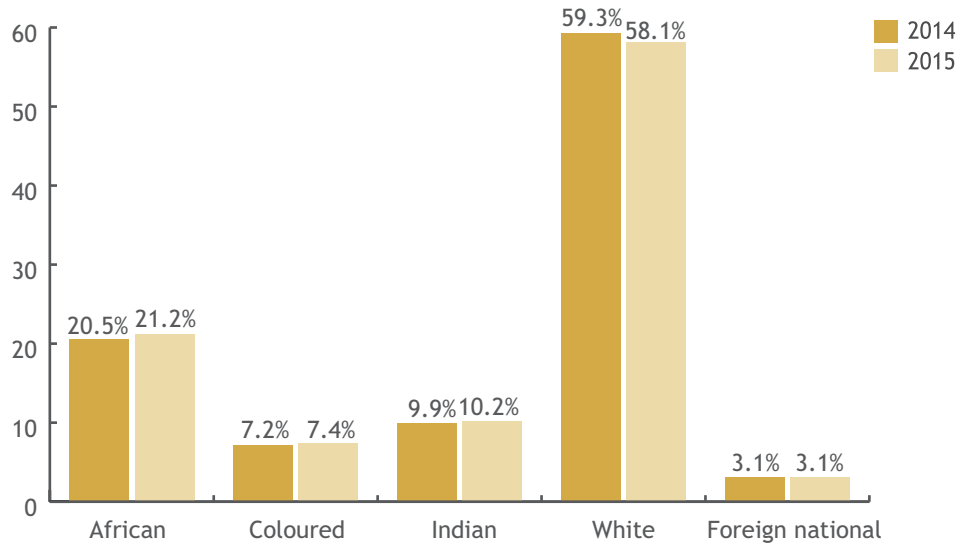
Figure 23: Workforce profile for the disabled at the Top Management level (2014 and 2015)



Persons with disabilities accounted for 2% of the representation in 2014 and 1.7% of the representation in 2015, which was a decrease for both males (0.2%) and females (0.1%) at this level (Figure 23).

5.2 WORKFORCE PROFILE AT THE SENIOR MANAGEMENT LEVEL IN 2014 AND 2015 BY RACE, GENDER AND DISABILITY

Figure 24: Workforce profile at the Senior Management level (2014 and 2015) by race



Notwithstanding the fact that White representation decreased by 1.2% as seen in **Figure 24**, they still remained at more than five times their EAP at this level. The representation of the Indian group remained more than three times their EAP and the African group remained more than three times their below their EAP at this level for the 2014 and 2015 reporting periods. Foreign national representation remained at 3.1% at this level.

Figure 25: Workforce profile at the Senior Management level (2014 and 2015) by gender

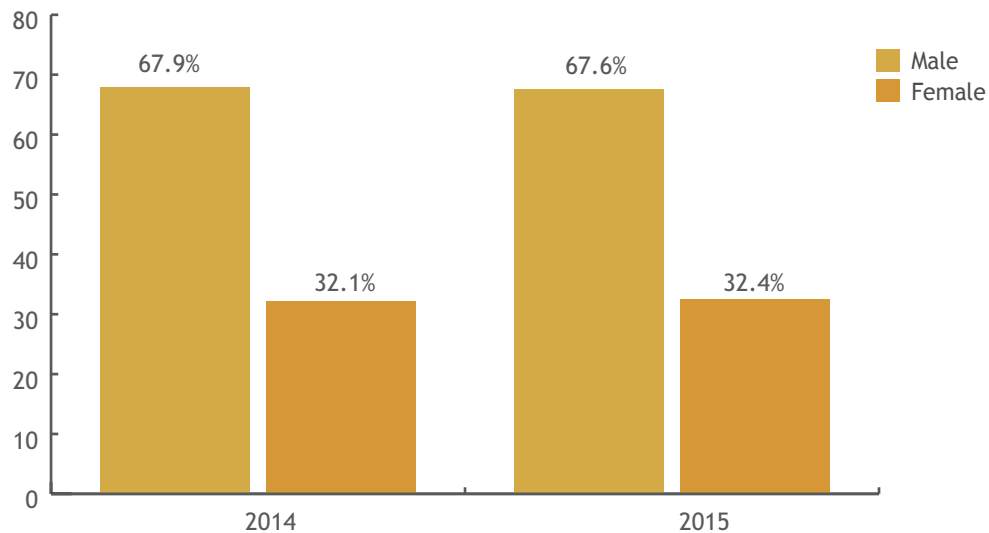


Figure 25 indicates a slight decrease in male representation (0.3%) at the Senior Management level between 2014 and 2015, although their representation remains high relative to their EAP. In spite of the increase in female representation, their representation is still less than half of their EAP at this level.

Figure 26 Workforce profile for the disabled at the Senior Management level (2014 and 2015)

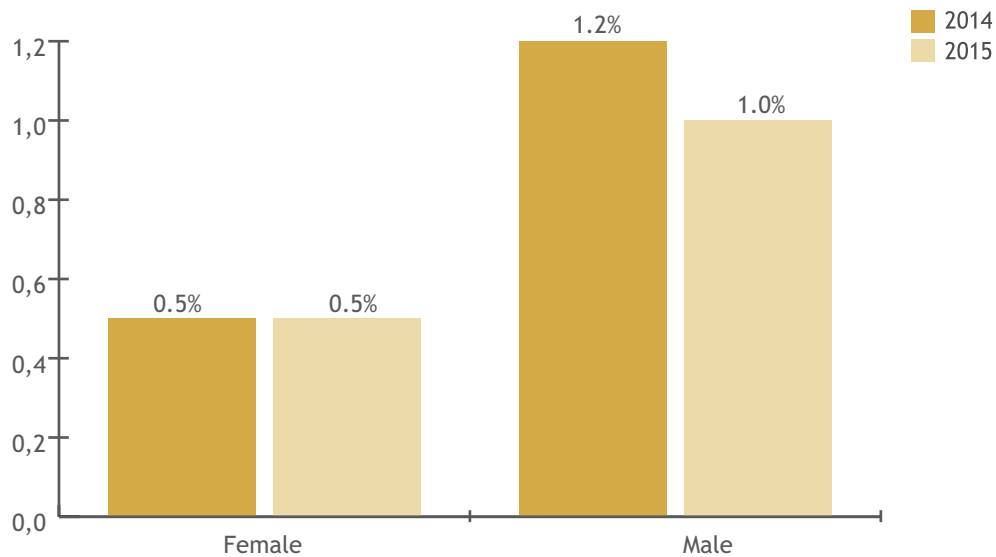


Figure shows that the representation of persons with disabilities at the Senior Management level decreased by 0.2% from 1.7% in 2014 to 1.5% in 2015.

5.3 WORKFORCE PROFILE AT THE PROFESSIONALLY QUALIFIED LEVEL IN 2014 AND 2015 BY RACE, GENDER AND DISABILITY

Figure 27: Workforce profile at the Professionally Qualified level (2014 and 2015) by race

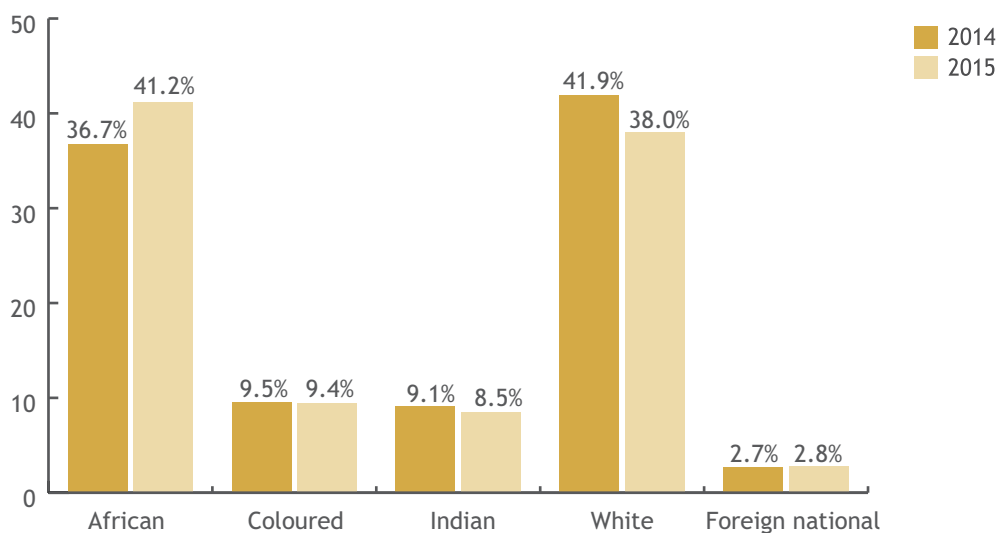


Figure 27 shows that the representation of the African group and foreign nationals increased at the professionally qualified level from 2014 to 2015, while the representation of the other population groups decreased over the same period. The Figures also do however show that African representation is approximately half of their EAP and White and Indian representation is more than three times their EAP at this level. The Coloured representation remained almost flat over the 2014 and 2015 reporting periods at this level.

Figure 28: Workforce profile at the Professionally Qualified level (2014 and 2015) by gender

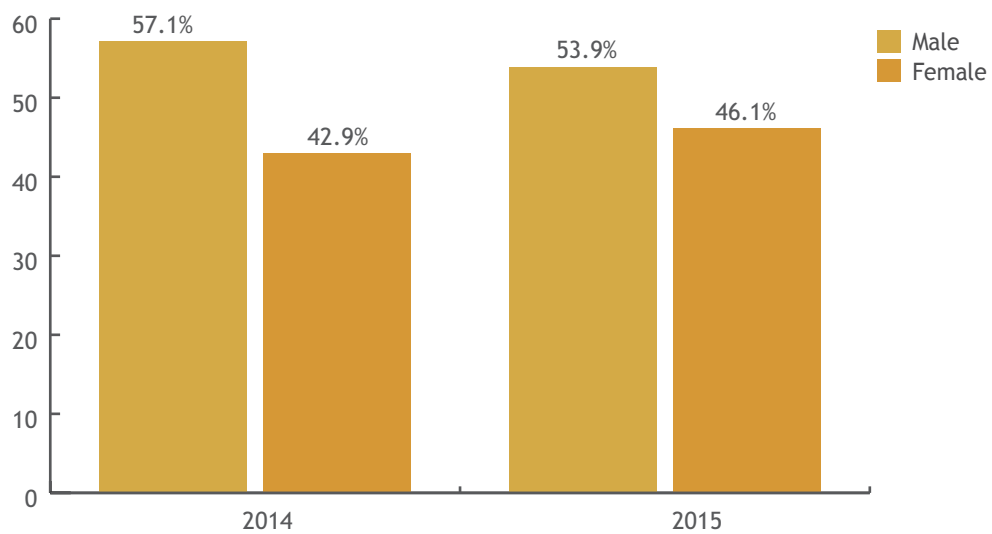
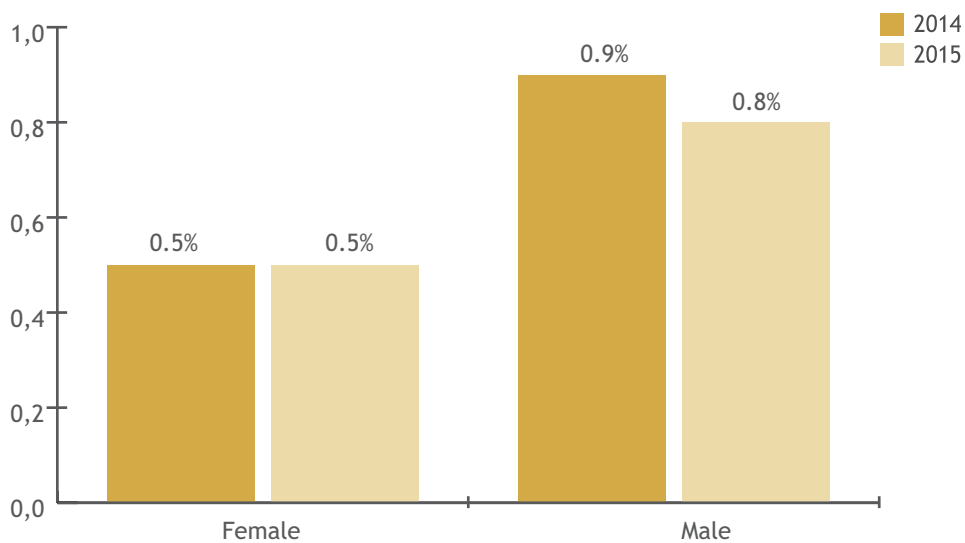


Figure 28 reflected that the representation of females at this level almost equates to their EAP, with females narrowing the gap with their male counterparts whose representation decreased by 3.2% from 57.1% to 53.9% from 2014 to 2015.

Figure 29: Workforce profile for the disabled at the Professionally Qualified level (2014 and 2015) by gender



The representation of persons with disabilities at the professionally qualified decreased by 0.1% and the representation of the female population remained flat from 2014 and 2015 as shown in Figure 29.

5.4 WORKFORCE PROFILE AT THE SKILLED TECHNICAL LEVEL IN 2014 AND 2015 BY RACE, GENDER AND DISABILITY

Figure 30: Workforce profile at the Skilled Technical level (2014 and 2015) by race

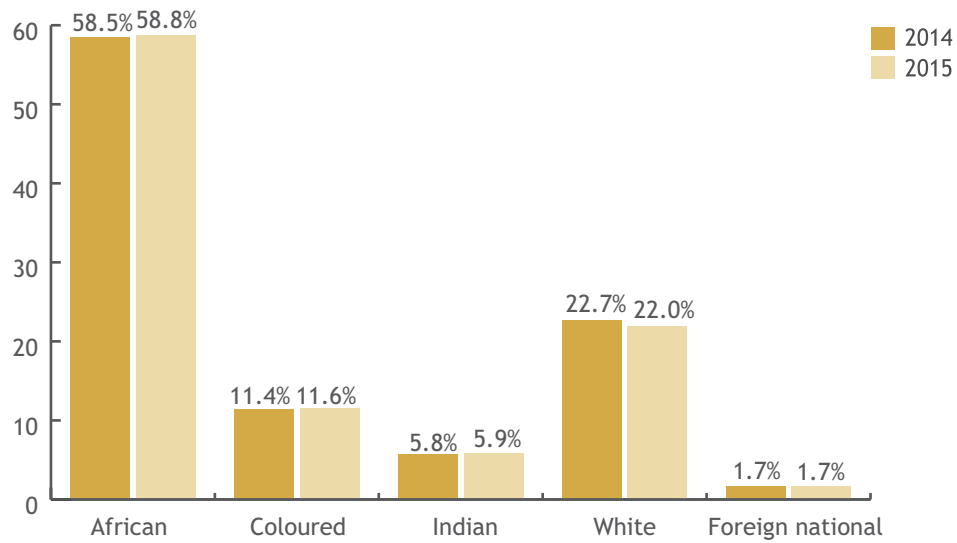
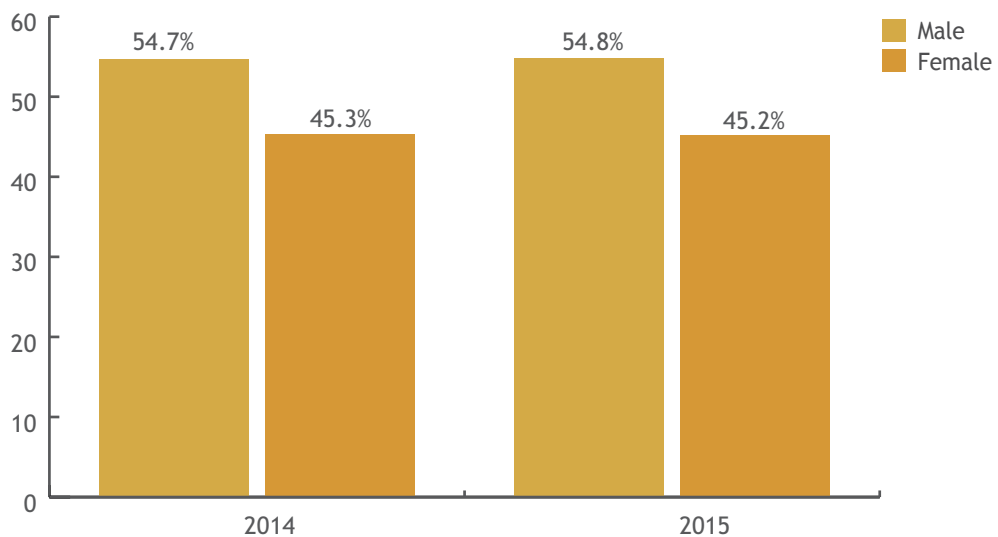


Figure 30 shows that although the representation of the White group decreased by 0.7%, their representation was approximately double their EAP at this level. Coloured representation approximated their EAP and Indian representation was approximately twice their EAP at this level.

Figure 31: Workforce profile at the Skilled Technical level (2014 and 2015) by gender



As depicted in Figure 31, at the skilled technical level females seemed to have reached their EAP and to have gained from the decline in male representation from 2014 to 2015.

Figure 32: Workforce profile for the disabled at the Skilled Technical level (2014 and 2015) gender

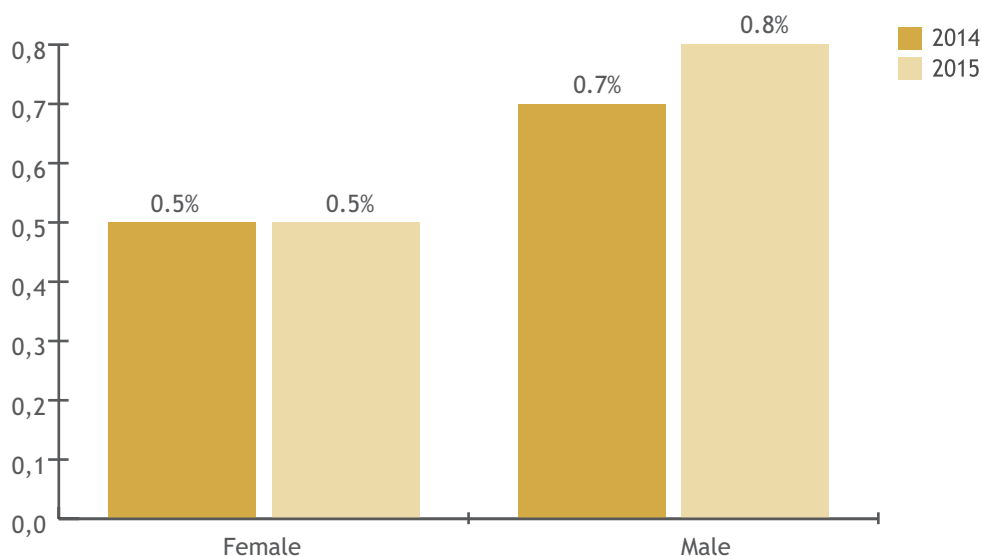


Figure 32, shows the representation of female persons with disabilities seemed to have remained flat from 2014 to 2015 while there was a slight increase (0,1%) for males in 2015.

5.5 WORKFORCE PROFILE IN 2014 AND 2015 BY RACE, GENDER AND PROVINCE

| Table 27: Workforce profile for the Eastern Cape by race and gender | | | | | | | | | | | |
|---|-------|------|------|-------|--------|------|------|-------|------------------|--------|--------|
| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | | | | | | | | | | | |
| 2014 | 13.3% | 4.7% | 1.7% | 59.4% | 4.2% | 1.6% | 0.4% | 12.1% | 2.2% | 0.3% | 100.0% |
| 2015 | 12.7% | 4.8% | 2.2% | 58.0% | 5.4% | 1.9% | 0.6% | 12.3% | 1.9% | 0.2% | 100.0% |
| Senior Management | | | | | | | | | | | |
| 2014 | 16.8% | 5.2% | 2.4% | 43.2% | 9.2% | 2.5% | 0.8% | 17.9% | 1.5% | 0.5% | 100.0% |
| 2015 | 17.1% | 6.1% | 2.1% | 42.4% | 10.0% | 2.8% | 0.9% | 16.7% | 1.5% | 0.4% | 100.0% |
| Professionally Qualified | | | | | | | | | | | |
| 2014 | 26.2% | 6.2% | 1.0% | 16.1% | 33.4% | 4.0% | 0.6% | 10.9% | 1.2% | 0.4% | 100.0% |
| 2015 | 23.1% | 3.5% | 0.5% | 6.9% | 52.9% | 4.2% | 0.4% | 6.9% | 1.2% | 0.5% | 100.0% |
| Skilled Technical | | | | | | | | | | | |
| 2014 | 26.2% | 6.4% | 0.5% | 8.8% | 45.0% | 4.9% | 0.4% | 6.9% | 0.7% | 0.3% | 100.0% |
| 2015 | 27.1% | 8.3% | 0.6% | 11.3% | 36.0% | 6.8% | 0.5% | 8.3% | 0.8% | 0.2% | 100.0% |

According to Table 27, representation of African and White males decreased at the top Management level in the Eastern Cape between 2014 and 2015, while Coloured (0.1%) and Indian (0.5%) males experienced slight increases. All females groups increased their representation at the top Management level during the same period.

African and Coloured male representation at the Senior Management level increased with the exception of Indian and White males, who experienced decreases between 2014 and 2015. All Black females had slight increases in their representation during the same period. Although declining and still accounted for more than half of the positions, White people are represented in multiples of their EAP for top and Senior Management and the representation of Africans and Coloureds at

these two levels remain at a fraction of their EAP.

African females made significant gains at the professionally qualified level as their representation increased by 19.5%, along with Coloured females with a slight increase of 0.2%, while other female groups decreased.

All Male groups experienced gains at the skilled technical level, as well as Coloured, Indian and White females. This is while African females decreased by 9.0% between 2014 and 2015.

| Table 28: Workforce profile for the Free State by race and gender | | | | | | | | | | | |
|---|-------|------|------|-------|--------|------|------|-------|------------------|--------|--------|
| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | | | | | | | | | | | |
| 2014 | 17.8% | 1.8% | 1.4% | 59.2% | 7.0% | 0.3% | 0.4% | 11.9% | 0.1% | 0.1% | 100.0% |
| 2015 | 18.4% | 2.1% | 1.5% | 56.9% | 7.6% | 0.2% | 0.5% | 12.0% | 0.3% | 0.4% | 100.0% |
| Senior Management | | | | | | | | | | | |
| 2014 | 21.2% | 2.8% | 1.3% | 45.0% | 8.9% | 1.1% | 0.5% | 18.1% | 0.9% | 0.3% | 100.0% |
| 2015 | 20.5% | 3.6% | 1.0% | 44.8% | 10.0% | 1.4% | 0.4% | 17.2% | 1.0% | 0.3% | 100.0% |
| Professionally Qualified | | | | | | | | | | | |
| 2014 | 24.3% | 2.7% | 0.8% | 27.6% | 21.1% | 1.8% | 0.4% | 18.8% | 1.8% | 0.8% | 100.0% |
| 2015 | 28.9% | 3.3% | 0.8% | 30.6% | 15.9% | 1.5% | 0.3% | 17.5% | 1.0% | 0.3% | 100.0% |
| Skilled Technical | | | | | | | | | | | |
| 2014 | 31.6% | 1.9% | 0.2% | 9.9% | 39.6% | 2.1% | 0.1% | 13.7% | 0.8% | 0.2% | 100.0% |
| 2015 | 33.9% | 1.9% | 0.2% | 10.2% | 37.1% | 1.7% | 0.2% | 13.9% | 0.8% | 0.2% | 100.0% |

As with other provinces, the phenomenon of male dominance (mostly White followed by African) at the top Management level is also evident in the Free State Province as shown in **Table 28**. White males occupy more than half of the positions at this level. Their representation decreased by 2.3% between 2014 and 2015, which has led to an increase in the representation of designated groups. The exception was with Coloured females, whose representation decreased over the same period.

Male representation at the Senior Management level decreased with the exception of Coloured males who increased their representation along with Coloured and African females. The representation of Indian and White females also decreased between 2014 and 2015.

An interesting picture starts to emerge at the Professionally Qualified level, where the representation of females decreases in favour of males. White male representation at the Professionally Qualified level and skilled level is showing a steady increase.

At the skilled technical level, the White group and African males had increased their representation between 2014 and 2015 and the population distribution for all the groups were more closely aligned to the demographics of the country.

| Table 29: Workforce profile for Gauteng by race and gender | | | | | | | | | | | |
|--|-------|------|------|-------|--------|------|------|-------|------------------|--------|--------|
| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | | | | | | | | | | | |
| 2014 | 9.7% | 1.9% | 5.9% | 57.0% | 4.8% | 1.0% | 2.1% | 13.2% | 3.9% | 0.6% | 100.0% |
| 2015 | 9.8% | 1.9% | 5.9% | 56.1% | 5.1% | 1.1% | 2.2% | 13.1% | 4.1% | 0.7% | 100.0% |
| Senior Management | | | | | | | | | | | |
| 2014 | 13.5% | 3.2% | 6.3% | 41.6% | 7.9% | 1.8% | 3.2% | 18.7% | 2.8% | 0.9% | 100.0% |
| 2015 | 13.8% | 3.3% | 6.5% | 40.4% | 8.2% | 1.9% | 3.5% | 18.7% | 2.8% | 0.9% | 100.0% |
| Professionally Qualified | | | | | | | | | | | |
| 2014 | 18.9% | 3.9% | 5.5% | 28.1% | 15.5% | 3.3% | 4.2% | 17.6% | 2.2% | 0.8% | 100.0% |
| 2015 | 19.2% | 3.8% | 5.5% | 26.6% | 16.6% | 3.3% | 4.2% | 17.7% | 2.2% | 0.8% | 100.0% |
| Skilled Technical | | | | | | | | | | | |
| 2014 | 35.5% | 5.0% | 3.0% | 15.1% | 21.2% | 4.2% | 2.6% | 11.7% | 1.3% | 0.4% | 100.0% |
| 2015 | 35.7% | 4.7% | 2.9% | 14.0% | 23.0% | 4.2% | 2.6% | 11.2% | 1.3% | 0.4% | 100.0% |

Table 29 shows that a similar pattern existed in the Gauteng Province as other provinces, i.e. White representation at the top and Senior Management levels and to some extent at the professionally qualified is decreasing slowly, while it remained well above their EAP. This resulted in slight gains for some designated groups notably Africans and other Black females.

At the skilled level, the change showed positive trends and the representation of the various groups at the different occupational levels appeared to be more representative of the Economically Active Population in terms of race and gender for the 2014 and 2015 reporting periods.

| Table 30: Workforce profile for KwaZulu-Natal by race and gender | | | | | | | | | | | |
|--|-------|------|-------|-------|--------|------|-------|-------|------------------|--------|--------|
| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | | | | | | | | | | | |
| 2014 | 10.0% | 1.4% | 17.6% | 48.7% | 3.9% | 0.7% | 5.5% | 9.5% | 2.3% | 0.3% | 100.0% |
| 2015 | 9.8% | 1.3% | 18.8% | 47.5% | 4.1% | 0.6% | 6.2% | 9.5% | 2.1% | 0.2% | 100.0% |
| Senior Management | | | | | | | | | | | |
| 2014 | 12.4% | 2.6% | 19.9% | 32.7% | 5.8% | 1.7% | 8.7% | 13.9% | 2.0% | 0.4% | 100.0% |
| 2015 | 12.7% | 2.7% | 20.0% | 32.9% | 6.1% | 1.5% | 8.9% | 13.5% | 1.4% | 0.4% | 100.0% |
| Professionally Qualified | | | | | | | | | | | |
| 2014 | 21.2% | 2.4% | 14.6% | 15.9% | 20.4% | 2.1% | 10.9% | 11.0% | 1.2% | 0.3% | 100.0% |
| 2015 | 21.7% | 2.4% | 14.7% | 15.6% | 19.6% | 2.0% | 10.7% | 10.9% | 1.8% | 0.7% | 100.0% |
| Skilled Technical | | | | | | | | | | | |
| 2014 | 27.9% | 2.0% | 9.5% | 5.2% | 38.7% | 2.1% | 8.4% | 5.2% | 0.7% | 0.2% | 100.0% |
| 2015 | 30.4% | 2.2% | 9.1% | 5.0% | 37.0% | 2.1% | 8.3% | 5.0% | 0.8% | 0.2% | 100.0% |

Table 30 shows an increase in the Indian group (1.9%) as well as African female (0.2%) representation at the top Management level between 2014 and 2015 in KwaZulu-Natal, while the representation of other racial groups either decreased or remained constant.

Male representation at the Senior Management level increased for all groups in 2015, with females attaining variable results. African and Indian females slightly increased their share in employment, whereas Coloured and White female representation decreased during the same period.

At the professionally qualified level, White male representation decreased along with females of all races. Foreign nationals gained ground as they increased their representation at this level.

A similar pattern is observed at the skilled technical level, as African, Coloured and foreign males increased their representation, while other groups either remained the same or stagnated.

| Table 31: Workforce profile for Limpopo by race and gender | | | | | | | | | | | |
|--|-------|------|------|-------|--------|------|------|-------|------------------|--------|--------|
| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | | | | | | | | | | | |
| 2014 | 21.5% | 0.7% | 4.4% | 50.0% | 8.7% | 0.4% | 0.4% | 13.4% | 0.5% | 0.0% | 100.0% |
| 2015 | 19.5% | 0.4% | 4.0% | 53.0% | 7.7% | 0.3% | 0.8% | 13.6% | 0.6% | 0.2% | 100.0% |
| Senior Management | | | | | | | | | | | |
| 2014 | 36.9% | 0.6% | 1.9% | 27.8% | 18.5% | 0.3% | 0.7% | 11.5% | 1.7% | 0.2% | 100.0% |
| 2015 | 35.9% | 0.6% | 1.7% | 28.9% | 17.7% | 0.3% | 0.9% | 11.8% | 1.9% | 0.3% | 100.0% |
| Professionally Qualified | | | | | | | | | | | |
| 2014 | 40.7% | 0.2% | 0.4% | 6.3% | 45.1% | 0.2% | 0.3% | 4.3% | 1.9% | 0.5% | 100.0% |
| 2015 | 41.2% | 0.2% | 0.4% | 6.0% | 45.4% | 0.2% | 0.3% | 4.3% | 1.5% | 0.5% | 100.0% |
| Skilled Technical | | | | | | | | | | | |
| 2014 | 40.9% | 0.1% | 0.1% | 2.0% | 53.8% | 0.1% | 0.1% | 2.6% | 0.1% | 0.0% | 100.0% |
| 2015 | 39.3% | 0.1% | 0.1% | 2.0% | 53.7% | 0.1% | 0.1% | 2.5% | 1.7% | 0.3% | 100.0% |

Table 31 shows a 3% increase in the representation of White males at the top Management level in Limpopo Province from 2014 to 2015, while the other race groups decreased in representation. Only White and Indian female representation increased slightly, while African and Coloured females have reduced representation in 2015.

A similar picture is prevailing at the Senior Management level, where the White group and Indian females had increased representation between 2014 and 2015, while other groups either had reduced representation or remained the same.

At the professionally qualified level, the representation of Africans (both male and female) increased, while White males decreased and other race groups remained constant. Between 2014 and 2015, the representation of designated groups at the skilled technical level experienced decreases in favour of foreign nationals.

| Table 32: Workforce profile for Mpumalanga by race and gender | | | | | | | | | | | |
|---|-------|------|------|-------|--------|------|------|-------|------------------|--------|--------|
| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | | | | | | | | | | | |
| 2014 | 14.3% | 1.2% | 3.8% | 60.2% | 6.0% | 0.4% | 1.0% | 12.0% | 1.0% | 0.2% | 100.0% |
| 2015 | 20.1% | 1.7% | 3.3% | 54.4% | 6.1% | 0.4% | 0.5% | 12.1% | 1.1% | 0.2% | 100.0% |
| Senior Management | | | | | | | | | | | |
| 2014 | 24.9% | 1.1% | 2.2% | 42.5% | 10.6% | 0.5% | 0.6% | 15.9% | 1.5% | 0.1% | 100.0% |
| 2015 | 31.2% | 1.6% | 2.4% | 38.6% | 9.5% | 0.6% | 0.7% | 13.8% | 1.4% | 0.3% | 100.0% |
| Professionally Qualified | | | | | | | | | | | |
| 2014 | 30.9% | 0.7% | 1.3% | 25.8% | 24.6% | 0.6% | 0.7% | 12.0% | 2.7% | 0.8% | 100.0% |
| 2015 | 29.4% | 0.9% | 1.4% | 24.3% | 25.1% | 0.6% | 0.8% | 12.7% | 3.7% | 1.0% | 100.0% |
| Skilled Technical | | | | | | | | | | | |
| 2014 | 40.4% | 0.8% | 0.4% | 12.0% | 35.3% | 0.5% | 0.3% | 7.3% | 2.7% | 0.3% | 100.0% |
| 2015 | 44.3% | 1.1% | 0.4% | 14.6% | 28.2% | 0.7% | 0.3% | 7.4% | 2.9% | 0.2% | 100.0% |

The representation of White males at the top Management level in Mpumalanga fell by 5.8% between 2014 and 2015, while that of Indian males and females fell by 0.5% each as shown in **Table 32**. This translated in gains for some designated groups, especially African males who were the most beneficiaries followed by Coloured males at this level.

At the Senior Management level, increases were in favour of designated groups with the exception of African and white females. Foreign females to some extent also benefitted from the increases.

A variable pattern is observed at the professionally qualified level, with almost all designated groups benefitting from increases except for African male and females, Indian males and White females. Foreign nationals were the biggest beneficiaries of the increases at this level.

African females were the casualties at the skilled technical level as they experienced decreases, which translated into significant increases for their male counterparts and saw the White group and foreign males also benefitting from increases in representation at the skilled technical level.

| Table 33: Workforce profile for the North West by race and gender | | | | | | | | | | | |
|---|-------|------|------|-------|--------|------|------|-------|------------------|--------|--------|
| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | | | | | | | | | | | |
| 2014 | 22.0% | 1.6% | 3.2% | 52.3% | 5.7% | 0.4% | 0.5% | 12.3% | 1.8% | 0.2% | 100.0% |
| 2015 | 24.6% | 1.1% | 2.2% | 51.7% | 6.7% | 0.5% | 0.7% | 11.3% | 1.0% | 0.2% | 100.0% |
| Senior Management | | | | | | | | | | | |
| 2014 | 27.1% | 1.8% | 1.5% | 40.5% | 9.9% | 1.2% | 0.5% | 15.9% | 1.3% | 0.3% | 100.0% |
| 2015 | 24.9% | 1.9% | 1.3% | 40.6% | 10.7% | 0.9% | 0.5% | 17.4% | 1.4% | 0.3% | 100.0% |
| Professionally Qualified | | | | | | | | | | | |
| 2014 | 25.5% | 1.2% | 1.3% | 25.0% | 25.8% | 1.1% | 0.8% | 17.6% | 1.4% | 0.2% | 100.0% |
| 2015 | 24.7% | 1.3% | 1.1% | 25.4% | 23.4% | 1.2% | 0.9% | 17.0% | 3.8% | 1.1% | 100.0% |
| Skilled Technical | | | | | | | | | | | |
| 2014 | 34.8% | 1.3% | 0.3% | 15.9% | 31.9% | 1.2% | 0.2% | 11.0% | 3.3% | 0.1% | 100.0% |
| 2015 | 37.2% | 1.3% | 0.3% | 15.6% | 31.2% | 1.1% | 0.2% | 10.4% | 2.5% | 0.2% | 100.0% |

Table 33 shows that in the North West province the representation of the designated groups, except for White females, increased at the top Management level between 2014 and 2015.

The Senior Management level recorded increases for most groups, except for Indian males and Coloured females where decreases were recorded.

At the professionally qualified level, some designated groups recorded decreases in representation, While males and foreign nationals had increased their representation over the period.

Female representation at the skilled technical level decreased and the representation of African males increased in 2015.

| Table 34: Workforce profile for the Northern Cape by race and gender | | | | | | | | | | | |
|--|-------|-------|------|-------|--------|-------|------|-------|------------------|--------|--------|
| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | | | | | | | | | | | |
| 2014 | 8.8% | 12.2% | 2.5% | 58.8% | 2.5% | 3.0% | 0.7% | 11.2% | 0.2% | 0.2% | 100.0% |
| 2015 | 10.4% | 10.5% | 1.9% | 60.1% | 3.2% | 3.6% | 0.5% | 9.3% | 0.5% | 0.0% | 100.0% |
| Senior Management | | | | | | | | | | | |
| 2014 | 15.9% | 11.5% | 1.1% | 46.8% | 5.9% | 4.5% | 0.1% | 13.9% | 0.4% | 0.0% | 100.0% |
| 2015 | 15.7% | 10.6% | 0.8% | 45.7% | 6.3% | 5.4% | 0.3% | 14.2% | 0.7% | 0.2% | 100.0% |
| Professionally Qualified | | | | | | | | | | | |
| 2014 | 18.7% | 15.3% | 0.3% | 34.0% | 9.5% | 8.1% | 0.3% | 12.9% | 0.7% | 0.1% | 100.0% |
| 2015 | 18.5% | 19.3% | 0.2% | 20.7% | 14.3% | 13.0% | 0.2% | 13.1% | 0.7% | 0.1% | 100.0% |
| Skilled Technical | | | | | | | | | | | |
| 2014 | 28.9% | 20.4% | 0.3% | 17.7% | 12.7% | 10.8% | 0.1% | 8.8% | 0.3% | 0.1% | 100.0% |
| 2015 | 22.1% | 16.8% | 0.2% | 11.3% | 21.2% | 17.8% | 0.1% | 9.5% | 0.9% | 0.2% | 100.0% |

In the Northern Cape, African and White males and African and Coloured females as shown in **Table 34** experienced minimal increases in representation at the top Management occupational level. Foreign males also experienced an increase in their representation.

At the Senior Management level, females and foreign nationals increased their representation between 2014 and 2015, whilst the representation of males was reduced.

Indian males and females of all races (except Indian females) experienced an increased representation in 2015.

The representation of African and Coloured females was increased significantly at the skilled technical level.

| Table 35: Workforce profile for the Western Cape by race and gender | | | | | | | | | | | |
|---|-------|-------|------|-------|--------|-------|------|-------|------------------|--------|--------|
| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | | | | | | | | | | | |
| 2014 | 2.8% | 8.3% | 2.6% | 63.8% | 1.1% | 4.0% | 0.9% | 14.0% | 2.0% | 0.5% | 100.0% |
| 2015 | 3.2% | 8.0% | 2.5% | 63.2% | 1.5% | 4.1% | 0.9% | 14.0% | 2.1% | 0.5% | 100.0% |
| Senior Management | | | | | | | | | | | |
| 2014 | 4.4% | 12.2% | 2.9% | 44.8% | 2.4% | 7.7% | 1.4% | 21.8% | 1.7% | 0.6% | 100.0% |
| 2015 | 4.7% | 12.2% | 3.1% | 43.8% | 2.6% | 7.7% | 1.6% | 21.4% | 2.1% | 0.7% | 100.0% |
| Professionally Qualified | | | | | | | | | | | |
| 2014 | 7.8% | 15.0% | 2.8% | 27.1% | 6.5% | 14.3% | 2.1% | 22.0% | 1.6% | 0.8% | 100.0% |
| 2015 | 8.0% | 14.9% | 2.7% | 26.2% | 7.1% | 14.3% | 2.3% | 21.9% | 1.8% | 0.8% | 100.0% |
| Skilled Technical | | | | | | | | | | | |
| 2014 | 15.5% | 20.2% | 1.5% | 12.0% | 13.2% | 19.6% | 1.5% | 14.6% | 1.3% | 0.6% | 100.0% |
| 2015 | 15.7% | 19.9% | 1.4% | 11.5% | 13.9% | 19.4% | 1.5% | 14.6% | 1.3% | 0.6% | 100.0% |

Table 35 shows that the White population, although decreasing their representation at the top three occupational levels still remained far above their EAP.

The representation of the Coloured group at all all four of the occupational levels remained well below their EAP for the 2014 and 2015 reporting periods.

WORKFORCE PROFILE IN 2014 AND 2015 BY RACE, GENDER AND SECTOR

| Table 36: Workforce profile for Agriculture by race and gender | | | | | | | | | | | |
|--|-------|-------|------|-------|--------|------|------|-------|------------------|--------|--------|
| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | | | | | | | | | | | |
| 2014 | 6.1% | 2.5% | 0.8% | 72.7% | 2.1% | 1.2% | 0.2% | 13.3% | 0.8% | 0.2% | 100.0% |
| 2015 | 6.6% | 2.8% | 0.9% | 72.0% | 2.4% | 1.1% | 0.2% | 12.8% | 1.0% | 0.1% | 100.0% |
| Senior Management | | | | | | | | | | | |
| 2014 | 11.6% | 3.7% | 1.5% | 58.6% | 4.2% | 1.5% | 0.5% | 17.4% | 0.8% | 0.2% | 100.0% |
| 2015 | 10.4% | 3.7% | 1.5% | 60.0% | 3.8% | 1.6% | 0.7% | 17.1% | 0.9% | 0.3% | 100.0% |
| Professionally Qualified | | | | | | | | | | | |
| 2014 | 19.5% | 5.3% | 1.7% | 39.2% | 10.1% | 2.9% | 1.0% | 18.4% | 1.5% | 0.3% | 100.0% |
| 2015 | 20.2% | 5.7% | 1.8% | 38.0% | 10.2% | 2.9% | 1.1% | 18.6% | 1.3% | 0.3% | 100.0% |
| Skilled Technical | | | | | | | | | | | |
| 2014 | 36.7% | 10.2% | 1.5% | 16.1% | 15.2% | 5.5% | 0.8% | 12.4% | 1.3% | 0.2% | 100.0% |
| 2015 | 35.8% | 10.5% | 1.5% | 15.2% | 16.5% | 6.0% | 1.0% | 11.8% | 1.4% | 0.2% | 100.0% |

Table 36 shows that the representation of the White group at the top Management level within the agricultural sector decreased by 2% from 86% in 2014 to 84% in 2015, while the representation of the African population increased by 0.8% from 8.2% in 2014 to 9% in 2015. During the same period, the representation of the Coloured population increased by 0.2% from 3.7% in 2014 to 3.9% in 2015, while the representation of Coloured females slightly decreased during the same period. The representation of the Indian population increased by 0.1% from 1% in 2014 to 1.1% in 2015 owing to the increase in the representation of males at this level.

At the Senior Management level, the representation of the White group increased by 1.1% between 2014 and 2015, owing to a 1.4% increase in the representation of males while females decreased by 0.3%. The representation of the African group decreased by 1.6% during the same period due to the decrease in the representation of both males and females. The representation of Coloured and Indian females increased by 0.1% and 0.2% respectively owing to the increase in the representation of females for these groups.

The representation of designated groups increased at the professionally qualified occupational level between the periods under review. The exception was Coloured females, whose representation remained constant during the same period.

The skilled technical level saw a decrease in the representation of the White population along with African males, while slight increases were observed with the Black females between 2014 and 2015. During the same period, the representation of the Coloured group increased by 0.8% and that of the Indian group increased by 0.2% due to the increase in the representation of females. At the same time, the representation of Foreign National population increased by 0.1%.

Table 37: Workforce profile for Mining and Quarrying by race and gender

| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
|--------------------------|-------|------|------|-------|--------|------|------|-------|------------------|--------|--------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | | | | | | | | | | | |
| 2014 | 15.4% | 1.9% | 2.1% | 62.4% | 5.3% | 0.5% | 0.6% | 7.5% | 4.0% | 0.2% | 100.0% |
| 2015 | 17.2% | 2.0% | 2.5% | 59.9% | 5.4% | 0.5% | 0.9% | 7.5% | 3.8% | 0.2% | 100.0% |
| Senior Management | | | | | | | | | | | |
| 2014 | 16.4% | 2.3% | 3.5% | 58.2% | 4.1% | 0.5% | 1.4% | 9.8% | 3.5% | 0.4% | 100.0% |
| 2015 | 17.7% | 2.7% | 3.6% | 57.2% | 4.3% | 0.6% | 1.5% | 8.9% | 3.2% | 0.4% | 100.0% |
| Professionally Qualified | | | | | | | | | | | |
| 2014 | 26.7% | 2.8% | 2.3% | 44.4% | 8.6% | 0.9% | 1.2% | 10.1% | 2.5% | 0.4% | 100.0% |
| 2015 | 26.3% | 2.9% | 2.4% | 44.4% | 9.0% | 1.0% | 1.2% | 10.4% | 2.1% | 0.4% | 100.0% |
| Skilled Technical | | | | | | | | | | | |
| 2014 | 46.0% | 3.8% | 0.7% | 27.6% | 9.2% | 1.0% | 0.4% | 6.1% | 5.1% | 0.1% | 100.0% |
| 2015 | 46.6% | 3.9% | 0.7% | 26.6% | 9.9% | 1.0% | 0.4% | 6.1% | 4.7% | 0.1% | 100.0% |

As shown in **Table 37**, the representation of the White group at the top Management level in the mining and quarrying sector decreased by 2.5% from 69.9% in 2014 to 67.4% in 2015 owing to a decrease in the representation of males, while females remained constant. The representation of the African group increased by 1.9% during the same period, while the representation of the Coloured population increased by 0.1% from 2.4% in 2014 to 2.5% in 2015 and that of the Indian population increased by 0.7% from 2.7% in 2014 to 3.4% in 2015 at this level.

The representation of the Black group increased at the Senior Management level while the representation of the White population in the sector decreased between 2014 and 2015. This as the African group increased by 1.5%, Coloured group (0.5%) and Indian group (0.2%) during the period under review.

At the professionally qualified level, the representation of females increased with the exception of Indian females, while only Coloured and Indian males increased their representation in the sector during the period under review. White male representation remained constant between 2014 and 2015.

The representation of White males continued to decrease at the skilled technical level in the Mining and Quarrying Sector, while the African group continued to increase with African males having the highest representation at this level.

Table 38: Workforce profile for Construction by race and gender

| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
|--------------------------|-------|------|------|-------|--------|------|------|-------|------------------|--------|--------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | | | | | | | | | | | |
| 2014 | 12.3% | 5.4% | 5.0% | 60.9% | 4.0% | 1.5% | 1.6% | 6.9% | 2.2% | 0.1% | 100.0% |
| 2015 | 14.7% | 5.2% | 5.6% | 57.9% | 4.2% | 1.6% | 1.8% | 6.5% | 2.3% | 0.1% | 100.0% |
| Senior Management | | | | | | | | | | | |
| 2014 | 14.3% | 6.1% | 5.0% | 52.7% | 5.1% | 1.4% | 1.7% | 10.3% | 3.0% | 0.7% | 100.0% |
| 2015 | 18.1% | 6.1% | 5.6% | 48.5% | 4.9% | 1.5% | 1.7% | 9.9% | 3.0% | 0.5% | 100.0% |
| Professionally Qualified | | | | | | | | | | | |
| 2014 | 20.5% | 7.2% | 4.7% | 42.7% | 6.7% | 1.7% | 1.5% | 10.2% | 4.1% | 0.6% | 100.0% |
| 2015 | 23.4% | 7.0% | 4.5% | 39.4% | 7.9% | 1.6% | 1.5% | 10.3% | 3.9% | 0.5% | 100.0% |
| Skilled Technical | | | | | | | | | | | |
| 2014 | 50.7% | 8.3% | 2.6% | 17.3% | 8.4% | 1.7% | 1.2% | 6.8% | 2.8% | 0.2% | 100.0% |
| 2015 | 49.8% | 8.3% | 2.6% | 16.0% | 10.3% | 2.0% | 1.3% | 6.8% | 2.6% | 0.2% | 100.0% |

As depicted in **Table 38** above, there has been a 2.6% increase in the representation of the African group from 16.3% to 18.9% at the top Management level in the Construction Sector, while a decrease in the White group has been observed between 2014 and 2015 although it is still very high in comparison to their EAP. The representation of the Indian group also increased by 0.7% at this level, while only the Coloured females experienced a slight increase during the same period. Foreign males had their representation increased at the top Management level between 2014 and 2015.

At the Senior Management level, only African and Indian males as well as Coloured females experienced an increase in their representation. This is as other groups either decreased their representation or remained constant during the same period. A similar pattern occurred in the professionally qualified level where the African group and White females silently increased their representation between 2014 and 2015.

There were increases for Black females at the skilled technical level, while there were decreases for the African and White males with the other male groups remaining constant.

Table 39: Workforce profile for Manufacturing by race and gender

| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
|--------------------------|-------|------|------|-------|--------|------|------|-------|------------------|--------|--------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | | | | | | | | | | | |
| 2014 | 4.5% | 2.9% | 7.9% | 64.2% | 1.8% | 1.3% | 1.8% | 10.5% | 4.5% | 0.5% | 100.0% |
| 2015 | 4.8% | 2.9% | 8.1% | 62.6% | 2.1% | 1.4% | 2.2% | 10.9% | 4.5% | 0.5% | 100.0% |
| Senior Management | | | | | | | | | | | |
| 2014 | 7.8% | 5.1% | 8.8% | 50.7% | 3.1% | 2.3% | 3.0% | 15.6% | 2.9% | 0.5% | 100.0% |
| 2015 | 8.2% | 5.6% | 8.7% | 50.0% | 3.3% | 2.4% | 3.1% | 15.4% | 2.8% | 0.5% | 100.0% |
| Professionally Qualified | | | | | | | | | | | |
| 2014 | 13.3% | 6.7% | 8.5% | 41.6% | 5.5% | 3.1% | 3.8% | 15.4% | 1.9% | 0.4% | 100.0% |
| 2015 | 14.0% | 6.6% | 8.5% | 39.3% | 6.2% | 3.3% | 4.0% | 15.6% | 2.2% | 0.4% | 100.0% |
| Skilled Technical | | | | | | | | | | | |
| 2014 | 31.6% | 9.9% | 6.3% | 22.4% | 10.2% | 4.7% | 2.7% | 10.1% | 1.8% | 0.2% | 100.0% |
| 2015 | 32.6% | 9.9% | 6.2% | 21.5% | 10.0% | 4.9% | 2.7% | 10.0% | 1.9% | 0.2% | 100.0% |

Table 39 shows that there was a slight increase in the representation of females of all races at the top Management level of the Manufacturing Sector between 2014 and 2015. At the same time, African and Indian males managed to have a slight increase in their representation at this level, while there was a decrease for White males, while Coloured males remained constant. The representation of foreign nationals at 5%, even surpassed some designated groups (notably Coloured males and Black females)

A decrease of 0.9% in the representation of the White group occurred at the Senior Management level, while the Black groups continued on an upward trend during the same period save for Indian males whose representation was decreased.

At the professionally qualified level, the representation of the White population in the Manufacturing Sector decreased by 2.3%. There was also a 0.1% reduction for Indian males at this level, while there were recorded increases for other female groups though marginal between 2014 and 2015.

The representation at the skilled technical level saw a continued decrease for the White group in the Manufacturing Sector along with that of Indian males. There was also a 0.2% observed decrease for African females, while their male counterparts increased by 1.0% during the same period.

| Table 40: Workforce profile for Electricity, Gas and Water Supply by race and gender | | | | | | | | | | | |
|--|-------|------|------|-------|--------|------|------|------|------------------|--------|--------|
| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | | | | | | | | | | | |
| 2014 | 27.2% | 5.0% | 6.5% | 34.2% | 13.1% | 1.8% | 2.7% | 5.2% | 3.9% | 0.3% | 100.0% |
| 2015 | 22.1% | 4.8% | 6.0% | 42.1% | 12.0% | 1.8% | 2.7% | 5.0% | 3.4% | 0.2% | 100.0% |
| Senior Management | | | | | | | | | | | |
| 2014 | 29.5% | 4.1% | 5.3% | 28.4% | 16.8% | 1.8% | 2.3% | 9.1% | 2.2% | 0.4% | 100.0% |
| 2015 | 29.0% | 3.9% | 6.5% | 27.5% | 16.8% | 1.8% | 3.0% | 8.5% | 2.6% | 0.3% | 100.0% |
| Professionally Qualified | | | | | | | | | | | |
| 2014 | 28.5% | 5.1% | 5.8% | 24.8% | 20.8% | 2.4% | 2.5% | 7.7% | 2.2% | 0.3% | 100.0% |
| 2015 | 29.1% | 5.1% | 6.7% | 22.2% | 21.2% | 2.4% | 3.3% | 7.6% | 2.0% | 0.4% | 100.0% |
| Skilled Technical | | | | | | | | | | | |
| 2014 | 40.2% | 4.9% | 2.2% | 14.6% | 26.6% | 2.8% | 1.5% | 6.2% | 0.8% | 0.2% | 100.0% |
| 2015 | 41.4% | 4.6% | 2.4% | 13.7% | 26.7% | 2.8% | 1.7% | 5.9% | 0.6% | 0.1% | 100.0% |

All designated groups either experienced a decreased or constant representation, while there was a significant increase of 7.9% for White males at the top Management level of the Electricity, Gas and Water Supply Sector as shown in Table 40. The African group experienced the most reduction in representation of 6.2% at the top Management level.

At the Senior Management level, the Indian population group and foreign males increased their representation within the sector, while the representation of other population groups either remained the same or continued to decrease.

The representation of the White population at the professionally qualified level in the Electricity, Gas and Water Supply Sector decreased by 2.7% between 2014 and 2015. The Indian group increased its representation by 1.7% and Africans by 1.0% during the same period.

At the skilled technical level, the representation of the White population decreased by 1.2% in the Electricity, Gas and Water Supply Sector and that of the Coloured group by 0.3%. The representation of the African population increased by 1.3%, while the Indian group increased by 0.4%.

Table 41: Workforce profile for Transport, Storage and Communications by race and gender

| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
|--------------------------|-------|------|------|-------|--------|------|------|-------|------------------|--------|--------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | | | | | | | | | | | |
| 2014 | 10.9% | 3.6% | 9.0% | 51.5% | 4.4% | 1.6% | 2.8% | 11.7% | 3.9% | 0.6% | 100.0% |
| 2015 | 10.8% | 3.4% | 9.1% | 50.5% | 5.7% | 1.8% | 3.5% | 11.7% | 2.9% | 0.6% | 100.0% |
| Senior Management | | | | | | | | | | | |
| 2014 | 14.6% | 4.8% | 9.4% | 38.3% | 7.3% | 2.5% | 3.9% | 16.2% | 2.4% | 0.5% | 100.0% |
| 2015 | 15.0% | 4.9% | 9.8% | 37.8% | 7.5% | 2.4% | 4.1% | 15.8% | 2.2% | 0.6% | 100.0% |
| Professionally Qualified | | | | | | | | | | | |
| 2014 | 20.3% | 6.2% | 7.5% | 32.4% | 10.0% | 2.9% | 3.5% | 13.9% | 2.8% | 0.6% | 100.0% |
| 2015 | 22.4% | 6.2% | 7.7% | 30.4% | 10.2% | 2.9% | 3.6% | 13.4% | 2.7% | 0.6% | 100.0% |
| Skilled Technical | | | | | | | | | | | |
| 2014 | 34.3% | 8.2% | 5.0% | 18.4% | 16.4% | 4.3% | 2.6% | 9.2% | 1.4% | 0.3% | 100.0% |
| 2015 | 35.3% | 7.8% | 5.0% | 17.4% | 17.1% | 4.3% | 2.6% | 8.8% | 1.5% | 0.2% | 100.0% |

There were nett increases in the representation of the African (1.2%) and Indian (0.8%) groups at the top Management level in the Transport, Storage and Communications Sector between 2014 and 2015, while the Coloured group remained the same despite a slight increase in the representation of females. The White group experienced a 1.0% decrease at the top Management level as observed in **Table 41**.

The same pattern continued at the Senior Management and the professionally qualified level with increases in representation for the African and Indian groups. The African population group experienced a 2.3% increase at the professionally qualified level. This is while the representation of the Coloured population group remained constant.

At the skilled technical level, the African population group increased their representation by 1.7%, while the White and the Coloured population groups decreased between 2014 and 2015.

| Table 42: Workforce profile for Retail and Motor Trade and Repair Service by race and gender | | | | | | | | | | | |
|--|-------|------|------|-------|--------|------|------|-------|------------------|--------|--------|
| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | | | | | | | | | | | |
| 2014 | 3.9% | 2.9% | 8.0% | 65.3% | 1.1% | 1.4% | 2.0% | 13.4% | 1.7% | 0.3% | 100.0% |
| 2015 | 4.2% | 2.8% | 7.6% | 64.0% | 1.3% | 1.8% | 2.0% | 14.5% | 1.5% | 0.3% | 100.0% |
| Senior Management | | | | | | | | | | | |
| 2014 | 8.9% | 5.9% | 8.3% | 44.3% | 3.9% | 4.0% | 3.5% | 19.9% | 1.0% | 0.3% | 100.0% |
| 2015 | 9.2% | 5.8% | 8.1% | 43.6% | 4.7% | 4.2% | 3.4% | 19.7% | 1.1% | 0.3% | 100.0% |
| Professionally Qualified | | | | | | | | | | | |
| 2014 | 16.4% | 7.4% | 7.1% | 25.7% | 11.5% | 7.5% | 4.2% | 18.9% | 0.8% | 0.4% | 100.0% |
| 2015 | 15.8% | 7.4% | 6.9% | 25.2% | 12.4% | 7.6% | 4.4% | 19.2% | 0.7% | 0.4% | 100.0% |
| Skilled Technical | | | | | | | | | | | |
| 2014 | 24.5% | 7.1% | 5.3% | 15.1% | 21.5% | 9.5% | 4.0% | 12.2% | 0.6% | 0.2% | 100.0% |
| 2015 | 26.3% | 7.1% | 5.1% | 14.4% | 22.0% | 9.1% | 3.7% | 11.5% | 0.6% | 0.2% | 100.0% |

Table 42 above shows an increase in the representation of the African population group at the top Management level in the Retail and Motor Trade and Repair Service sector between 2014 and 2015. The Coloured group also increased owing to an increase in the representation of females, while there were decreases for the White (0.2%) and Indian (0.4%) groups. This is despite a 1.1% increase in the representation of White females.

A similar pattern occurred at the Senior Management level, with increases for both the African and Coloured groups, while there were decreases for the White and Indian population groups. Slight decreases were observed for both males and their female counterparts.

All the female groups experienced increases in their representation at the professionally qualified level, which resulted in nett increases for the African and Coloured groups, though there were decreases or no changes in the representation of males for these groups between 2014 and 2015.

Only the African population group experienced increases in representation at the skilled technical level, while other groups experienced decreases or remained the same.

Table 43: Workforce profile for Catering, Accommodation and Other Trade by race and gender

| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
|--------------------------|-------|------|------|-------|--------|------|------|-------|------------------|--------|--------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | | | | | | | | | | | |
| 2014 | 8.0% | 3.0% | 4.0% | 52.5% | 4.7% | 1.8% | 2.1% | 20.9% | 2.5% | 0.5% | 100.0% |
| 2015 | 8.0% | 2.7% | 4.7% | 51.3% | 5.5% | 2.1% | 2.1% | 20.0% | 2.8% | 0.7% | 100.0% |
| Senior Management | | | | | | | | | | | |
| 2014 | 13.0% | 4.7% | 4.3% | 31.6% | 9.8% | 4.5% | 2.8% | 26.6% | 2.0% | 0.6% | 100.0% |
| 2015 | 13.8% | 4.5% | 4.2% | 30.4% | 10.4% | 4.3% | 2.9% | 26.3% | 2.5% | 0.9% | 100.0% |
| Professionally Qualified | | | | | | | | | | | |
| 2014 | 18.0% | 4.7% | 3.2% | 19.2% | 19.0% | 6.2% | 3.7% | 22.1% | 2.7% | 1.3% | 100.0% |
| 2015 | 18.5% | 4.7% | 3.5% | 18.2% | 19.7% | 6.4% | 3.6% | 21.7% | 2.6% | 1.1% | 100.0% |
| Skilled Technical | | | | | | | | | | | |
| 2014 | 25.9% | 5.2% | 2.2% | 8.4% | 30.2% | 9.2% | 2.6% | 12.4% | 2.6% | 1.5% | 100.0% |
| 2015 | 26.6% | 4.7% | 1.9% | 7.3% | 32.2% | 9.2% | 2.5% | 11.7% | 2.5% | 1.5% | 100.0% |

As shown in **Table 43**, the representation of the White group decreased by 2.1% at the top Management level of the Catering, Accommodation and Other Trade Sector as both male and female representation decreased between 2014 and 2015. The African and Indian population groups experienced slight increases despite no change in the representation of Indian females, while the representation of the Coloured group remained the same owing to a decrease in the representation of males.

There were mixed results at the Senior Management level, as the Coloured and White groups experienced decreases in their representation, while the African group had increased representation and the Indian population group had no change in representation.

At the professionally qualified occupational level, White representation continued to decrease along with the representation of Indian females. Designated groups increased their representation marginally so, with increases in representation observed both for African and Coloured females.

The African group increased its representation between 2014 and 2015 at the skilled technical level by 2.7%, owing to a 2.0% increase in females. All other population groups experienced decreases during the same period.

Table 44: Workforce profile for Community, Social and Personal Services by race and gender

| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
|--------------------------|-------|------|------|-------|--------|------|------|-------|------------------|--------|--------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | | | | | | | | | | | |
| 2014 | 22.7% | 3.8% | 4.9% | 36.1% | 10.7% | 2.0% | 2.2% | 15.8% | 1.2% | 0.4% | 100.0% |
| 2015 | 23.5% | 3.3% | 4.6% | 35.8% | 10.9% | 2.0% | 2.2% | 15.6% | 1.4% | 0.8% | 100.0% |
| Senior Management | | | | | | | | | | | |
| 2014 | 28.0% | 4.9% | 3.9% | 20.1% | 17.1% | 3.1% | 2.9% | 18.0% | 1.2% | 0.7% | 100.0% |
| 2015 | 27.3% | 4.8% | 3.9% | 19.3% | 17.8% | 3.3% | 3.1% | 18.4% | 1.4% | 0.9% | 100.0% |
| Professionally Qualified | | | | | | | | | | | |
| 2014 | 25.5% | 4.0% | 2.7% | 11.1% | 31.7% | 5.0% | 3.3% | 14.5% | 1.5% | 0.7% | 100.0% |
| 2015 | 23.9% | 3.6% | 2.1% | 8.4% | 39.1% | 4.9% | 2.6% | 12.8% | 1.7% | 0.9% | 100.0% |
| Skilled Technical | | | | | | | | | | | |
| 2014 | 32.8% | 4.1% | 1.5% | 4.8% | 40.7% | 4.5% | 2.2% | 8.4% | 0.6% | 0.3% | 100.0% |
| 2015 | 33.2% | 4.2% | 1.5% | 4.7% | 39.4% | 5.0% | 2.4% | 8.6% | 0.6% | 0.3% | 100.0% |

In **Table 44**, there was an observed 1.0% increase in the representation of the African group at the top Management occupational level within the Community, Social and Personal Services Sector, owing to increases in the representation of both males and females. Decreases were observed for the White (0.5%), Coloured (0.5%) and Indian (0.3%) groups. This as there was decreases in the representation of males, while the representation of their female counterparts remained the same between 2014 and 2015.

At the Senior Management level, male representation either decreased or remained constant in favour of slight increases in females of all population groups.

The African group experienced increases in their representation at the professionally qualified occupational level, owing to a significant increase of 7.4% in the representation of African females. This is while there were decreases in the representation of the Coloured, Indian and White groups.

The skilled technical occupational level saw an increase in the representation of Coloured, Indian and the Whit group between 2014 and 2015 while the opposite is true for the African group. This is because of decreases in the representation of females, while the representation of their male counterparts was increased between 2014 and 2015.

Foreign nationals continue to show an upward trend in the top, Senior and professionally qualified occupational levels, while there was no change in their representation at the skilled technical level.

| Table 45: Workforce profile for Wholesale Trade, Commercial Agents and Allied Services by race and gender | | | | | | | | | | | |
|---|-------|------|-------|-------|--------|------|------|-------|------------------|--------|--------|
| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | | | | | | | | | | | |
| 2014 | 3.9% | 2.1% | 10.0% | 60.5% | 1.9% | 1.2% | 3.0% | 13.6% | 3.1% | 0.6% | 100.0% |
| 2015 | 4.1% | 2.2% | 9.8% | 59.8% | 2.2% | 1.4% | 2.8% | 13.8% | 3.4% | 0.6% | 100.0% |
| Senior Management | | | | | | | | | | | |
| 2014 | 8.4% | 4.1% | 10.2% | 42.4% | 4.1% | 2.8% | 4.0% | 21.3% | 2.2% | 0.5% | 100.0% |
| 2015 | 7.9% | 4.2% | 10.1% | 42.8% | 4.2% | 3.0% | 4.6% | 20.9% | 1.9% | 0.5% | 100.0% |
| Professionally Qualified | | | | | | | | | | | |
| 2014 | 13.6% | 5.4% | 7.3% | 32.0% | 7.8% | 3.9% | 4.6% | 23.1% | 1.8% | 0.5% | 100.0% |
| 2015 | 13.9% | 5.5% | 7.4% | 32.3% | 7.5% | 4.1% | 4.6% | 22.5% | 1.6% | 0.5% | 100.0% |
| Skilled Technical | | | | | | | | | | | |
| 2014 | 26.3% | 6.5% | 5.4% | 17.4% | 15.3% | 6.6% | 4.5% | 16.7% | 1.2% | 0.3% | 100.0% |
| 2015 | 26.4% | 6.3% | 5.2% | 16.1% | 17.1% | 6.7% | 4.6% | 15.8% | 1.4% | 0.4% | 100.0% |

Table 45 shows slight increases in representation for the African (0.5%) and Coloured (0.3%) groups at the top Management level of the Wholesale Trade, Commercial Agents and Allied Services sector. This is while there were observed decreases in the representation of the Indian (0.4%) and White groups (0.5%) between 2014 and 2015, although there was a slight increase in the representation of White females.

Designated groups achieved variable results at the Senior Management level, as there was a nett decrease for the African group owing to a decrease in African males, although their female counterparts slight increased. The decrease in the representation of White females was cancelled by an increase in the representation of their male counterparts resulting in no difference in the overall White representation between 2014 and 2015.

At the professionally qualified occupational level, male representation increased for all population groups, while there were mixed results for the females, which resulted in slight increases for the Coloured and Indian groups and decreases for the African and White groups.

The African group increased their representation at the skilled technical level, while all other race groups experienced decreased representations.

| Table 46: Workforce profile for Finance and Business Services by race and gender | | | | | | | | | | | |
|--|-------|------|------|-------|--------|------|------|-------|------------------|--------|--------|
| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | | | | | | | | | | | |
| 2014 | 8.6% | 2.5% | 5.3% | 54.5% | 4.8% | 1.8% | 2.5% | 15.9% | 3.3% | 0.8% | 100.0% |
| 2015 | 8.9% | 2.8% | 5.5% | 53.1% | 5.3% | 1.8% | 2.6% | 15.3% | 3.8% | 0.8% | 100.0% |
| Senior Management | | | | | | | | | | | |
| 2014 | 9.0% | 3.5% | 6.9% | 39.3% | 6.6% | 2.8% | 4.4% | 22.9% | 3.3% | 1.3% | 100.0% |
| 2015 | 9.4% | 3.6% | 7.2% | 37.4% | 6.8% | 3.1% | 4.9% | 23.2% | 3.2% | 1.2% | 100.0% |
| Professionally Qualified | | | | | | | | | | | |
| 2014 | 12.9% | 4.8% | 6.9% | 26.3% | 12.0% | 5.5% | 6.5% | 22.0% | 2.0% | 1.1% | 100.0% |
| 2015 | 13.2% | 5.0% | 7.0% | 25.4% | 12.3% | 5.7% | 6.6% | 21.3% | 2.4% | 1.1% | 100.0% |
| Skilled Technical | | | | | | | | | | | |
| 2014 | 19.9% | 5.8% | 3.9% | 11.4% | 24.6% | 9.8% | 5.3% | 17.4% | 1.2% | 0.7% | 100.0% |
| 2015 | 21.3% | 5.7% | 4.0% | 10.7% | 25.8% | 9.4% | 5.1% | 16.2% | 1.1% | 0.6% | 100.0% |

Table 46 shows that there was a slight increase in the representation of African (0.8%), Coloured (0.3%) and Indian (0.3%) groups at the top Management level of the Finance and Business Services Sector between 2014 and 2015, while the White group decreased by 2.0% during the same period. An increase in the representation of foreign males (0.5%) was observed during the same period.

All females experienced increased representation during this time, which led to a nett increase in representation for the African, Coloured and Indian groups, while there was a decrease for the White group.

The representation of the White population decreased at the professionally qualified level, while there were slight increases in other population groups between 2014 and 2015.

At the skilled technical occupational level, the African group an increase in their representation, while other population groups experienced decreases, owing to decreases in their female counterparts.

WORKFORCE PROFILE IN 2014 AND 2015 BY RACE, GENDER AND BUSINESS TYPE

| Table 47: Workforce profile for National Government by race and gender | | | | | | | | | | | |
|--|-------|------|------|-------|--------|------|------|-------|------------------|--------|--------|
| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | | | | | | | | | | | |
| 2014 | 35.3% | 5.6% | 7.9% | 18.4% | 19.6% | 3.0% | 2.9% | 6.4% | 0.8% | 0.2% | 100.0% |
| 2015 | 39.5% | 6.1% | 6.1% | 11.6% | 24.5% | 3.6% | 3.2% | 4.3% | 0.9% | 0.2% | 100.0% |
| Senior Management | | | | | | | | | | | |
| 2014 | 33.0% | 4.7% | 4.9% | 14.2% | 25.0% | 2.6% | 4.0% | 10.6% | 0.6% | 0.4% | 100.0% |
| 2015 | 34.3% | 4.4% | 5.1% | 12.6% | 25.5% | 2.7% | 4.0% | 10.0% | 0.7% | 0.6% | 100.0% |
| Professionally Qualified | | | | | | | | | | | |
| 2014 | 35.7% | 3.9% | 2.1% | 12.1% | 30.3% | 3.4% | 2.4% | 9.6% | 0.3% | 0.2% | 100.0% |
| 2015 | 36.0% | 3.8% | 2.0% | 10.5% | 31.9% | 3.4% | 2.3% | 9.5% | 0.3% | 0.2% | 100.0% |
| Skilled Technical | | | | | | | | | | | |
| 2014 | 39.4% | 6.1% | 1.0% | 6.2% | 35.0% | 4.2% | 1.2% | 6.9% | 0.0% | 0.0% | 100.0% |
| 2015 | 38.6% | 5.8% | 1.1% | 6.1% | 36.1% | 4.4% | 1.2% | 6.7% | 0.1% | 0.0% | 100.0% |

Table 47 above shows an increasing representation of designated groups at the top Management level within the National Government with the exception of Indian males and White females, whose representation experienced a decrease between 2014 and 2015. The biggest increase of 5.9% during the period was for the African females, who managed to push their representation to almost a quarter at this level behind their male counterparts. White male representation at the top Management level within the National Government was reduced by 6.8% at the top Management level.

The situation at the Senior Management level almost mirrors the top Management level, with Coloured males trading places with Indian males in terms of reduced representation. African males and females, Indian males and Coloured females had a slight increase in their representation. Foreign nationals also benefitted with slight increases in their representation.

Both African male and female representation increased at the professionally qualified level, while other groups were either reduced or remained constant between 2014 and 2015.

At the skilled technical level, Indian males, African and Coloured females experienced slight increases in representation during the same period.

Table 48: Workforce profile for Provincial Government by race and gender

| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
|--------------------------|-------|------|------|------|--------|------|------|------|------------------|--------|--------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | | | | | | | | | | | |
| 2014 | 46.8% | 6.2% | 3.1% | 7.3% | 27.0% | 3.6% | 1.8% | 4.2% | 0.0% | 0.0% | 100.0% |
| 2015 | 49.2% | 4.8% | 2.7% | 7.7% | 25.4% | 3.4% | 2.2% | 4.1% | 0.2% | 0.2% | 100.0% |
| Senior Management | | | | | | | | | | | |
| 2014 | 44.6% | 5.8% | 3.0% | 7.3% | 28.9% | 3.6% | 1.8% | 4.4% | 0.3% | 0.2% | 100.0% |
| 2015 | 44.2% | 5.8% | 3.0% | 7.2% | 29.2% | 3.8% | 1.8% | 4.2% | 0.5% | 0.2% | 100.0% |
| Professionally Qualified | | | | | | | | | | | |
| 2014 | 27.9% | 3.5% | 2.1% | 6.1% | 41.2% | 6.4% | 3.2% | 8.1% | 1.1% | 0.4% | 100.0% |
| 2015 | 24.3% | 3.1% | 1.3% | 4.1% | 49.4% | 5.6% | 2.0% | 8.0% | 1.5% | 0.7% | 100.0% |
| Skilled Technical | | | | | | | | | | | |
| 2014 | 26.7% | 1.6% | 0.6% | 1.6% | 57.8% | 4.0% | 1.2% | 5.6% | 0.7% | 0.3% | 100.0% |
| 2015 | 25.7% | 2.0% | 0.6% | 1.5% | 56.1% | 5.4% | 1.5% | 6.2% | 0.6% | 0.3% | 100.0% |

According to **Table 48**, both African and White males had increased representation at the top Management level in Provincial Government between 2014 and 2015. Indian females and foreign nationals also had slight gains during this period.

African and Coloured females made slight gains in representation at the Senior Management level during the period under review. Foreign males also benefitted with increased representation in Senior Management.

The trend of increased female representation continued in the professionally qualified level with African and Coloured females. African females were the biggest beneficiaries at this level, with 8.2% increase between 2014 and 2015. Foreign nationals also continued to increase their representation at this level.

The increases at the skilled technical level were in favour of the Coloured group, Indian and White females.

Table 49: Workforce profile for Local Government by race and gender

| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
|--------------------------|-------|-------|------|-------|--------|------|------|------|------------------|--------|--------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | | | | | | | | | | | |
| 2014 | 53.1% | 5.1% | 4.5% | 9.1% | 22.6% | 1.3% | 1.1% | 2.7% | 0.5% | 0.1% | 100.0% |
| 2015 | 53.9% | 5.0% | 4.7% | 9.2% | 22.1% | 1.2% | 1.3% | 2.5% | 0.1% | 0.0% | 100.0% |
| Senior Management | | | | | | | | | | | |
| 2014 | 43.7% | 5.5% | 4.1% | 17.1% | 20.5% | 2.0% | 1.3% | 5.5% | 0.3% | 0.1% | 100.0% |
| 2015 | 42.9% | 6.2% | 4.7% | 15.4% | 21.4% | 2.4% | 1.5% | 4.9% | 0.5% | 0.1% | 100.0% |
| Professionally Qualified | | | | | | | | | | | |
| 2014 | 32.7% | 9.9% | 2.9% | 17.1% | 24.4% | 4.7% | 1.4% | 6.5% | 0.3% | 0.1% | 100.0% |
| 2015 | 33.8% | 9.9% | 3.3% | 15.2% | 24.6% | 4.7% | 1.6% | 6.4% | 0.3% | 0.1% | 100.0% |
| Skilled Technical | | | | | | | | | | | |
| 2014 | 34.4% | 13.3% | 4.4% | 8.9% | 25.3% | 6.8% | 1.9% | 5.0% | 0.1% | 0.0% | 100.0% |
| 2015 | 34.9% | 13.0% | 4.4% | 8.2% | 25.8% | 7.0% | 1.9% | 4.7% | 0.1% | 0.1% | 100.0% |

At the local tier of government, there were slight increases in representation for African (0.8%), Indian (0.2%) and White (0.1%) males at the top Management level, while only Indian females experienced increased representation by 0.2% as depicted in **Table 49**.

Coloured and Indian males had their representation increased at the Senior Management level. Females of all races with the exception of the White group also increased the representation at this level. Foreign males also benefitted from increased representation.

Only the African and Indian groups increased the representation between 2014 and 2015 at the professionally qualified level.

The skilled technical level saw an increased representation for the African groups and Coloured females only.

| Table 50: Workforce profile for the Private Sector by race and gender | | | | | | | | | | | |
|---|-------|------|------|-------|--------|------|------|-------|------------------|--------|--------|
| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | | | | | | | | | | | |
| 2014 | 6.9% | 3.0% | 6.4% | 60.9% | 2.9% | 1.4% | 2.1% | 12.8% | 3.0% | 0.5% | 100.0% |
| 2015 | 7.6% | 3.0% | 6.5% | 59.7% | 3.2% | 1.5% | 2.2% | 12.7% | 3.1% | 0.5% | 100.0% |
| Senior Management | | | | | | | | | | | |
| 2014 | 9.4% | 4.4% | 7.1% | 46.1% | 4.5% | 2.6% | 3.3% | 19.4% | 2.6% | 0.7% | 100.0% |
| 2015 | 10.1% | 4.6% | 7.2% | 44.9% | 4.8% | 2.7% | 3.5% | 19.0% | 2.5% | 0.7% | 100.0% |
| Professionally Qualified | | | | | | | | | | | |
| 2014 | 15.0% | 5.7% | 6.5% | 32.7% | 9.2% | 4.4% | 4.5% | 19.2% | 2.2% | 0.7% | 100.0% |
| 2015 | 15.8% | 5.8% | 6.6% | 31.7% | 9.6% | 4.5% | 4.5% | 18.8% | 2.2% | 0.7% | 100.0% |
| Skilled Technical | | | | | | | | | | | |
| 2014 | 32.7% | 7.0% | 4.1% | 16.4% | 16.2% | 5.9% | 3.2% | 12.3% | 1.8% | 0.4% | 100.0% |
| 2015 | 34.9% | 7.0% | 3.9% | 15.1% | 16.8% | 5.7% | 3.0% | 11.5% | 1.7% | 0.4% | 100.0% |

Table 50 shows that African (0.7%) and Indian (0.1%) males as well as African (0.3%), Coloured (0.1%) and Indian (0.1%) females experienced slight increases in their representation at the top Management level in the private sector.

All designated groups with the exception of White females had increased representation at the Senior Management level between 2014 and 2015.

The same pattern continues at the professionally qualified level except for Indian females whose representation remained constant, while only African representation improved slightly at the skilled technical level.

Table 51: Workforce profile for Non-Profit Organisations by race and gender

| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
|--------------------------|-------|------|------|-------|--------|------|------|-------|------------------|--------|--------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | | | | | | | | | | | |
| 2014 | 25.2% | 5.1% | 4.0% | 26.2% | 12.2% | 2.7% | 2.5% | 18.2% | 2.7% | 1.1% | 100.0% |
| 2015 | 22.5% | 4.5% | 3.3% | 26.8% | 13.4% | 3.0% | 3.2% | 18.3% | 3.1% | 1.9% | 100.0% |
| Senior Management | | | | | | | | | | | |
| 2014 | 28.1% | 5.2% | 2.9% | 17.9% | 18.1% | 4.3% | 2.8% | 17.4% | 1.9% | 1.3% | 100.0% |
| 2015 | 26.5% | 4.2% | 2.9% | 18.1% | 18.1% | 4.3% | 3.4% | 19.1% | 2.0% | 1.4% | 100.0% |
| Professionally Qualified | | | | | | | | | | | |
| 2014 | 22.5% | 4.6% | 2.7% | 11.7% | 35.7% | 4.0% | 3.0% | 12.8% | 1.8% | 1.3% | 100.0% |
| 2015 | 18.5% | 2.1% | 2.5% | 8.8% | 42.5% | 3.7% | 3.6% | 14.0% | 2.4% | 1.8% | 100.0% |
| Skilled Technical | | | | | | | | | | | |
| 2014 | 38.9% | 8.3% | 2.0% | 9.9% | 23.7% | 6.7% | 1.1% | 9.0% | 0.2% | 0.2% | 100.0% |
| 2015 | 27.6% | 3.6% | 1.3% | 5.9% | 45.0% | 4.7% | 1.8% | 9.0% | 0.5% | 0.7% | 100.0% |

Concerning non-profit organisations, all females and White males managed to increase their representation at the top Management level between 2014 and 2015 as shown in Table 51. Foreign national representation also increased during the same period.

The White group, Indian females and foreign nationals continued to have increased representation at the Senior Management level during the period under review.

At the professionally qualified level, females with the exception of Coloured females managed to increase their representation between 2014 and 2015. Foreign nationals also increased during the same period.

The skilled technical level saw the representation of African females almost doubled between 2014 and 2015.

| Table 52: Workforce profile for State-Owned Companies by race and gender | | | | | | | | | | | |
|--|-------|------|------|-------|--------|------|------|------|------------------|--------|--------|
| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | | | | | | | | | | | |
| 2014 | 38.8% | 3.5% | 9.0% | 14.0% | 20.6% | 2.7% | 3.2% | 7.1% | 0.5% | 0.5% | 100.0% |
| 2015 | 34.7% | 4.5% | 7.8% | 16.1% | 21.9% | 2.6% | 2.8% | 8.1% | 1.3% | 0.4% | 100.0% |
| Senior Management | | | | | | | | | | | |
| 2014 | 31.5% | 4.9% | 8.0% | 20.4% | 18.9% | 2.8% | 3.4% | 7.8% | 1.7% | 0.7% | 100.0% |
| 2015 | 30.8% | 4.9% | 7.4% | 19.4% | 20.0% | 2.9% | 3.9% | 8.2% | 1.7% | 0.7% | 100.0% |
| Professionally Qualified | | | | | | | | | | | |
| 2014 | 28.5% | 4.9% | 5.6% | 23.6% | 21.3% | 3.1% | 3.0% | 7.6% | 1.7% | 0.5% | 100.0% |
| 2015 | 30.7% | 5.0% | 5.4% | 19.7% | 23.4% | 3.3% | 3.1% | 7.4% | 1.6% | 0.5% | 100.0% |
| Skilled Technical | | | | | | | | | | | |
| 2014 | 36.5% | 5.3% | 2.6% | 17.5% | 27.2% | 3.4% | 1.6% | 5.4% | 0.3% | 0.1% | 100.0% |
| 2015 | 37.2% | 5.4% | 2.5% | 15.8% | 28.6% | 3.5% | 1.6% | 5.2% | 0.2% | 0.1% | 100.0% |

There were variable increases in representation at the top Management level of state-owned companies. Coloured (1.0%) and White (2.1%) males as well as African (1.3%) and White (1.0%) females increased their representation between 2014 and 2015 as seen in Table 52. Foreign males also gained 0.8% increase in representation during this period.

Only designated females experienced increases at the Senior Management level during the same period, while their male counterparts either decreased or remained constant.

The professionally qualified and the skilled technical levels saw increased representation for the African and Coloured groups. Indian females also benefited at the professionally qualified level.

Table 53: Workforce profile for Educational Institutions by race and gender

| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
|--------------------------|-------|------|------|-------|--------|------|------|-------|------------------|--------|--------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | | | | | | | | | | | |
| 2014 | 12.1% | 3.7% | 3.1% | 41.3% | 7.3% | 1.8% | 1.4% | 27.0% | 1.8% | 0.6% | 100.0% |
| 2015 | 12.2% | 3.2% | 5.3% | 37.6% | 7.0% | 2.3% | 1.5% | 25.4% | 3.9% | 1.5% | 100.0% |
| Senior Management | | | | | | | | | | | |
| 2014 | 14.2% | 3.8% | 4.4% | 24.5% | 8.8% | 2.5% | 3.2% | 34.4% | 2.8% | 1.4% | 100.0% |
| 2015 | 13.7% | 4.0% | 5.0% | 24.8% | 8.8% | 2.5% | 4.0% | 32.2% | 3.4% | 1.7% | 100.0% |
| Professionally Qualified | | | | | | | | | | | |
| 2014 | 20.6% | 2.6% | 4.1% | 18.3% | 14.5% | 2.6% | 3.5% | 28.0% | 4.2% | 1.6% | 100.0% |
| 2015 | 20.5% | 4.3% | 3.9% | 17.1% | 16.0% | 3.1% | 3.8% | 25.6% | 3.9% | 1.8% | 100.0% |
| Skilled Technical | | | | | | | | | | | |
| 2014 | 21.5% | 1.8% | 2.3% | 4.6% | 48.1% | 3.3% | 5.3% | 11.3% | 1.2% | 0.7% | 100.0% |
| 2015 | 20.1% | 3.9% | 2.0% | 4.8% | 44.5% | 6.2% | 4.8% | 11.7% | 1.2% | 0.7% | 100.0% |

Table 53 shows increases albeit at varying degrees in the representation of African males (0.1%), the Indian group (2.2% for males and 0.1% for females), Coloured females (0.5%), and foreign nationals (2.1% for males and 0.9% for females) between 2014 and 2015 at the top Management occupational level in educational institutions.

At the Senior Management level, increases were observed for all males with the exception of African males, while only Indian and foreign females experienced increases whereas African and Coloured females remained constant and White females experienced a decrease during the same period.

Male representation at the professionally qualified occupational level was reduced save for Coloured males. This translated in gains for females including foreign females, whilst White females continue to experience decreases.

Only the Coloured and White groups (both male and females) experienced increases in their representation at the skilled technical level between 2014 and 2015.



“ THE AIMS OF THE AWARDS WERE SPECIFICALLY TO RECOGNISE THE ACHIEVEMENTS OF EMPLOYERS IN FURTHERING THE PURPOSE OF THE ACT AND IDENTIFYING THOSE EMPLOYERS WHO EXCEL IN CAPTURING THE TRUE SPIRIT OF TRANSFORMATION TOWARDS EQUITY IN EMPLOYMENT.”





SIX

SUMMARY AND CONCLUSION



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6. SUMMARY AND CONCLUSION

Profile at the Top Management level in terms of race, gender and for persons with a disability

There was a slight decrease in the representation of Whites at this level between 2014 and 2015 although it remains high compared to their EAP. The decrease from 70.0% to 68.9% benefitted designated groups and foreign nationals marking shift albeit at a slow pace. Africans were the biggest beneficiaries as their representation increased from 13.6% in 2014 to 14.3% in 2015. The next beneficiaries were Indians, whose representation increased from 8.4% to 8.6% between 2014 and 2015 and foreign nationals from 3.4% to 3.5% in the same period. The representation of the Coloured group remained the same at 4.7%.

Male representation decreased by 0.5% from 79.1% to 78.6% between 2014 and 2015. Female representation increased from 20.9% to 21.4%.

The representation of persons with disabilities decreased from 2% in 2014 to 1.7% in 2015 at this level, with males having the most representation than females.

Profile at the Senior Management level in terms of race, gender and for persons with a disability

As in top Management, the representation of Whites continued to decrease albeit at a slow pace compared to their EAP. There was a decrease of 1.2% from 59.3% in 2014 to 58.1% in 2015. Naturally, this decrease translated into gains for the designated groups at the Senior Management level. Africans increased their representation by 0.7% from 20.5% to 21.2%, Indians by 0.3% from 9.9% to 10.2% and Coloureds by 0.2% from 7.2% to 7.4% between the two periods.

A 0.3% decrease from 67.9% to 67.6% in the male representation has been recorded between 2014 and 2015. The representation of persons with disabilities also suffered decreases of 0.2% from 1.7% to 1.5% during the same period.

Profile at the Professionally Qualified level in terms of race, gender and for persons with a disability

There was a significant increase in the representation of Africans from 36.7% to 41.2% at the professionally qualified occupational level. This gain was at the expense of the white group, which decreased from 41.9% to 38.0%, Coloured group from 9.5% to 9.4% and the Indian group from 9.1% to 8.5%. Foreign nationals also gained by 0.1% from 2.7% to 2.8% at this level.

Male representation decreased from 57.1% to 53.9%, prompting gains in female representation from 42.9% to 46.1%. Overall disability representation decreased by 0.1%, which was a decrease in the male representation.

Profile at the Skilled Technical level in terms of race, gender and for persons with a disability

The decrease in the representation of the White group (0.7%) at the skilled technical level resulted in gains for the Coloured group from 11.4% to 11.6%. The representation of Africans and Indians also increased slightly from 58.5% to 58.8% and 5.8% to 5.9% respectively.

Male representation increased by 0.1% from 54.7% to 54.8% between 2014 and 2015, prompting a decrease in the female representation by the same margin.

Concerning persons with disabilities, there was a slight increase of 0.1% from 1.2% to 1.3%, owing to an increase in males with a disability at the skilled technical level.

Workforce profile in terms of race and gender by province

There is an observed tendency to provide opportunities to foreign nationals more than designated groups, notably in Limpopo, Mpumalanga and North West provinces.

There appears to be a preference for males in KwaZulu-Natal. This is probably related to the traditional role of males as providers and females as homemakers.

Workforce profile in terms of race and gender by Sector

Although at a diminishing rate, there is a significant representation of foreign nationals (especially males) in the mining and quarrying sector Workforce profile in terms of race and gender by Business Type.

Workforce profile in terms of race and gender by Business Type

The labour market is segmented into a dichotomy, where the private sector is the biggest employer for the White and Indian groups, while Africans and Coloureds are employed to a large extent by government. Blacks, mainly Africans are mostly represented in state owned companies with African males occupying influential positions.

The non-profit sector seems to attract mainly employees from the White population groups and has seen a growing representation of foreign nationals.

Concluding Remarks

This report has reflected on the status of employment Equity in South Africa and how the country has progressed in its workplace transformation. The report indicates progress made at some levels in the implementation of affirmative action measures to enable equitable representation of employees from different race and gender groups in the workplace. A noticeable change at the professionally qualified level is noted although the provision of opportunities appears to remain inherently linked to race and gender at more Senior levels. The representation of people with disabilities remains of concern as low levels of representation is reflected.

The Minister of Labour and the CEE remain committed to facilitating the regulatory compliance to employment equity and affirmative action in increasing and managing the equitable representation of designated groups at all levels, managing diversity and identifying barriers to fair employment. The CEE is pleased to note an increase in the level of reporting compliance and encourages employers to report meaningfully in 2016. It recognises that the legislative directives require significant progress in its overall aims and objectives to address the systemic disempowerment of discriminatory practice.

The South African labour market continues to be racialised and gendered. It remains hierarchical with blacks concentrated at the lower levels and the White group occupying decision-making positions.

The same phenomenon of greater representation of the White group and to a certain extent the Indian group can be observed in most sectors of the private sector, while mostly the African and the Coloured population groups are occupying positions from the professionally qualified occupational level and below.

There is a pool of employees from designated groups who do not receive promotion opportunities and remain stuck at the professionally qualified and skilled technical levels. This is despite the continued outcry for lack of skilled employees from these groups.

There appears to be unwritten quotas in the representation of designated groups to keep them at certain rate. This is as gains made by females are nullified by decreases in the representation of their male counterparts from the designated groups.

Although there was a favourable increase in the representation of females between 2014 and 2015, this has not begun to make a dent in narrowing the gap between males and females at the Top and Senior Management levels.

The pace of transformation in the labour market is moving very slow, at this rate, it will take many years for equitable representation in the labour market, especially at the upper levels of Management, where the White group have a tight grip.

“ THE EEA (NO 55, 1998) REQUIRES ALL ORGANISATIONS TO ADHERE TO THE ERADICATION AND PROHIBITION OF UNFAIR DISCRIMINATION IN THE WORKPLACE, STIPULATED IN CHAPTER TWO OF THE ACT. ”





SEVEN

REFERENCES



TRANSFORMATION
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**“ THE CEE IS PLEASED TO NOTE AN INCREASE
IN THE LEVEL OF REPORTING COMPLIANCE
AND ENCOURAGES EMPLOYERS TO REPORT
MEANINGFULLY IN 2016.”**





EIGHT

APPENDICES



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APPENDICES

WORKFORCE PROFILE FOR ALL EMPLOYEES

| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
|--|-----------|---------|---------|---------|-----------|---------|---------|---------|------------------|--------|-----------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | 5 801 | 1 837 | 3 747 | 33 052 | 2 632 | 944 | 1 291 | 7 423 | 1 748 | 303 | 58 778 |
| | 9.9% | 3.1% | 6.4% | 56.2% | 4.5% | 1.6% | 2.2% | 12.6% | 3.0% | 0.5% | 100.0% |
| Senior Management | 19 313 | 6 517 | 9 584 | 56 392 | 10 466 | 3 873 | 4 821 | 25 450 | 3 330 | 998 | 140 744 |
| | 13.7% | 4.6% | 6.8% | 40.1% | 7.4% | 2.8% | 3.4% | 18.1% | 2.4% | 0.7% | 100.0% |
| Professionally qualified and experienced specialists and mid-Management | 118 663 | 29 605 | 29 046 | 134 586 | 129 228 | 27 061 | 22 202 | 94 022 | 12 129 | 4 576 | 601 118 |
| | 19.7% | 4.9% | 4.8% | 22.4% | 21.5% | 4.5% | 3.7% | 15.6% | 2.0% | 0.8% | 100.0% |
| Skilled technical and academically qualified workers, junior Management, supervisors, foremen, and superintendents | 593 122 | 110 149 | 56 388 | 215 274 | 478 619 | 101 888 | 50 822 | 186 165 | 23 580 | 6 550 | 1 822 557 |
| | 32.5% | 6.0% | 3.1% | 11.8% | 26.3% | 5.6% | 2.8% | 10.2% | 1.3% | 0.4% | 100.0% |
| Semi-skilled and discretionary decision making | 1 104 195 | 141 872 | 36 844 | 66 180 | 739 236 | 152 152 | 37 363 | 91 552 | 48 856 | 5 941 | 2 424 191 |
| | 45.5% | 5.9% | 1.5% | 2.7% | 30.5% | 6.3% | 1.5% | 3.8% | 2.0% | 0.2% | 100.0% |
| Unskilled and defined decision making | 656 760 | 74 398 | 7 019 | 10 152 | 416 156 | 69 270 | 4 212 | 4 984 | 36 746 | 7 512 | 1 287 209 |
| | 51.0% | 5.8% | 0.5% | 0.8% | 32.3% | 5.4% | 0.3% | 0.4% | 2.9% | 0.6% | 100.0% |
| TOTAL PERMANENT | 2 497 854 | 364 378 | 142 628 | 515 636 | 1 776 337 | 355 188 | 120 711 | 409 596 | 126 389 | 25 880 | 6 334 597 |
| | 39.4% | 5.8% | 2.3% | 8.1% | 28.0% | 5.6% | 1.9% | 6.5% | 2.0% | 0.4% | 100.0% |
| Temporary employees | 307 417 | 43 765 | 6 761 | 20 649 | 284 844 | 41 672 | 6 487 | 19 884 | 14 876 | 6 188 | 752 543 |
| | 40.9% | 5.8% | 0.9% | 2.7% | 37.9% | 5.5% | 0.9% | 2.6% | 2.0% | 0.8% | 100.0% |
| GRAND TOTAL | 2 805 271 | 408 143 | 149 389 | 536 285 | 2 061 181 | 396 860 | 127 198 | 429 480 | 141 265 | 32 068 | 7 087 140 |

WORKFORCE PROFILE FOR PERSONS WITH DISABILITIES

| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
|--|--------|-------|-------|--------|--------|-------|-------|-------|------------------|--------|--------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | 88 | 43 | 93 | 533 | 46 | 26 | 32 | 121 | 27 | 1 | 1 010 |
| | 8.7% | 4.3% | 9.2% | 52.8% | 4.6% | 2.6% | 3.2% | 12.0% | 2.7% | 0.1% | 100.0% |
| Senior Management | 251 | 110 | 158 | 846 | 143 | 53 | 69 | 384 | 35 | 7 | 2 056 |
| | 12.2% | 5.4% | 7.7% | 41.1% | 7.0% | 2.6% | 3.4% | 18.7% | 1.7% | 0.3% | 100.0% |
| Professionally qualified and experienced specialists and mid-Management | 1 413 | 439 | 358 | 2 404 | 1 095 | 252 | 224 | 1 360 | 84 | 28 | 7 657 |
| | 18.5% | 5.7% | 4.7% | 31.4% | 14.3% | 3.3% | 2.9% | 17.8% | 1.1% | 0.4% | 100.0% |
| Skilled technical and academically qualified workers, junior Management, supervisors, foremen, and superintendents | 7 094 | 1 687 | 782 | 4 460 | 5 041 | 1 053 | 514 | 2 980 | 264 | 55 | 23 930 |
| | 29.6% | 7.0% | 3.3% | 18.6% | 21.1% | 4.4% | 2.1% | 12.5% | 1.1% | 0.2% | 100.0% |
| Semi-skilled and discretionary decision making | 11 975 | 2 267 | 515 | 1 610 | 6 682 | 2 083 | 395 | 1 647 | 334 | 24 | 27 532 |
| | 43.5% | 8.2% | 1.9% | 5.8% | 24.3% | 7.6% | 1.4% | 6.0% | 1.2% | 0.1% | 100.0% |
| Unskilled and defined decision making | 7 488 | 837 | 158 | 359 | 5854 | 632 | 67 | 171 | 500 | 13 | 16 079 |
| | 46.6% | 5.2% | 1.0% | 2.2% | 36.4% | 3.9% | 0.4% | 1.1% | 3.1% | 0.1% | 100.0% |
| TOTAL PERMANENT | 28 309 | 5 383 | 2 064 | 10 212 | 18 861 | 4 099 | 1 301 | 6 663 | 1 244 | 128 | 78 264 |
| | 36.2% | 6.9% | 2.6% | 13.0% | 24.1% | 5.2% | 1.7% | 8.5% | 1.6% | 0.2% | 100.0% |
| Temporary employees | 1 857 | 254 | 46 | 131 | 2 403 | 163 | 49 | 90 | 65 | 3 | 5 061 |
| | 36.7% | 5.0% | 0.9% | 2.6% | 47.5% | 3.2% | 1.0% | 1.8% | 1.3% | 0.1% | 100.0% |
| GRAND TOTAL | 30 166 | 5 637 | 2 110 | 10 343 | 21 264 | 4 262 | 1 350 | 6 753 | 1 309 | 131 | 83 325 |

WORKFORCE MOVEMENT RECRUITMENT

| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
|--|---------|---------|--------|--------|---------|---------|--------|--------|------------------|--------|-----------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | 653 | 119 | 218 | 1 534 | 355 | 75 | 101 | 366 | 196 | 26 | 3 643 |
| | 17.9% | 3.3% | 6.0% | 42.1% | 9.7% | 2.1% | 2.8% | 10.0% | 5.4% | 0.7% | 100.0% |
| Senior Management | 2 585 | 682 | 982 | 5 735 | 1 409 | 441 | 600 | 2 524 | 551 | 141 | 15 650 |
| | 16.5% | 4.4% | 6.3% | 36.6% | 9.0% | 2.8% | 3.8% | 16.1% | 3.5% | 0.9% | 100.0% |
| Professionally qualified and experienced specialists and mid-Management | 15 830 | 3 565 | 4 045 | 17 755 | 13 251 | 2 942 | 3 430 | 11 704 | 2 091 | 974 | 75 587 |
| | 20.9% | 4.7% | 5.4% | 23.5% | 17.5% | 3.9% | 4.5% | 15.5% | 2.8% | 1.3% | 100.0% |
| Skilled technical and academically qualified workers, junior Management, supervisors, foremen, and superintendents | 86 798 | 17 084 | 8 629 | 34 817 | 71 737 | 15 277 | 9 702 | 30 783 | 4 736 | 1 728 | 281 291 |
| | 30.9% | 6.1% | 3.1% | 12.4% | 25.5% | 5.4% | 3.4% | 10.9% | 1.7% | 0.6% | 100.0% |
| Semi-skilled and discretionary decision making | 245 327 | 34 662 | 10 907 | 19 000 | 181 678 | 43 961 | 10 806 | 22 363 | 6 639 | 2 341 | 577 684 |
| | 42.5% | 6.0% | 1.9% | 3.3% | 31.4% | 7.6% | 1.9% | 3.9% | 1.1% | 0.4% | 100.0% |
| Unskilled and defined decision making | 212 966 | 30 205 | 2 479 | 4 535 | 129 279 | 26 402 | 1 251 | 2 327 | 5 403 | 1 764 | 416 611 |
| | 51.1% | 7.3% | 0.6% | 1.1% | 31.0% | 6.3% | 0.3% | 0.6% | 1.3% | 0.4% | 100.0% |
| TOTAL PERMANENT | 564 159 | 86 317 | 27 260 | 83 376 | 397 709 | 89 098 | 25 890 | 70 067 | 19 616 | 6 974 | 1 370 466 |
| | 41.2% | 6.3% | 2.0% | 6.1% | 29.0% | 6.5% | 1.9% | 5.1% | 1.4% | 0.5% | 100.0% |
| Temporary employees | 254 116 | 42 856 | 6 878 | 15 616 | 220 043 | 45 103 | 6 231 | 16 948 | 11 589 | 5 356 | 624 736 |
| | 40.7% | 6.9% | 1.1% | 2.5% | 35.2% | 7.2% | 1.0% | 2.7% | 1.9% | 0.9% | 100.0% |
| GRAND TOTAL | 818 275 | 129 173 | 34 138 | 98 992 | 617 752 | 134 201 | 32 121 | 87 015 | 31 205 | 12 330 | 1 995 202 |

PROMOTIONS

| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
|--|---------|--------|-------|--------|---------|--------|-------|--------|------------------|--------|---------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | 329 | 116 | 140 | 876 | 171 | 74 | 97 | 370 | 55 | 28 | 2 256 |
| | 14.6% | 5.1% | 6.2% | 38.8% | 7.6% | 3.3% | 4.3% | 16.4% | 2.4% | 1.2% | 100.0% |
| Senior Management | 2 084 | 618 | 804 | 3 215 | 1 289 | 404 | 549 | 1 720 | 272 | 118 | 11 073 |
| | 18.8% | 5.6% | 7.3% | 29.0% | 11.6% | 3.6% | 5.0% | 15.5% | 2.5% | 1.1% | 100.0% |
| Professionally qualified and experienced specialists and mid-Management | 11 861 | 2 451 | 2 572 | 7 882 | 11 172 | 2 418 | 2 643 | 6 176 | 809 | 326 | 48 310 |
| | 24.6% | 5.1% | 5.3% | 16.3% | 23.1% | 5.0% | 5.5% | 12.8% | 1.7% | 0.7% | 100.0% |
| Skilled technical and academically qualified workers, junior Management, supervisors, foremen, and superintendents | 47 016 | 7 416 | 3 609 | 8 789 | 48 255 | 8 194 | 3 926 | 10 790 | 1 448 | 430 | 139 873 |
| | 33.6% | 5.3% | 2.6% | 6.3% | 34.5% | 5.9% | 2.8% | 7.7% | 1.0% | 0.3% | 100.0% |
| Semi-skilled and discretionary decision making | 47 695 | 5 729 | 1 307 | 2 105 | 40 918 | 5 700 | 1 408 | 2 266 | 2 052 | 275 | 109 455 |
| | 43.6% | 5.2% | 1.2% | 1.9% | 37.4% | 5.2% | 1.3% | 2.1% | 1.9% | 0.3% | 100.0% |
| Unskilled and defined decision making | 9 503 | 898 | 251 | 204 | 6 613 | 638 | 179 | 96 | 360 | 101 | 18 843 |
| | 50.4% | 4.8% | 1.3% | 1.1% | 35.1% | 3.4% | 0.9% | 0.5% | 1.9% | 0.5% | 100.0% |
| TOTAL PERMANENT | 118 488 | 17 228 | 8 683 | 23 071 | 108 418 | 1 428 | 8 802 | 21 418 | 4 996 | 1 278 | 329 810 |
| | 35.9% | 5.2% | 2.6% | 7.0% | 32.9% | 5.3% | 2.7% | 6.5% | 1.5% | 0.4% | 100.0% |
| Temporary employees | 6 970 | 949 | 279 | 478 | 4 863 | 1 037 | 296 | 566 | 155 | 67 | 15 660 |
| | 44.5% | 6.1% | 1.8% | 3.1% | 31.1% | 6.6% | 1.9% | 3.6% | 1.0% | 0.4% | 100.0% |
| GRAND TOTAL | 125 458 | 18 177 | 8 962 | 23 549 | 113 281 | 18 465 | 9 098 | 21 984 | 5 151 | 1 345 | 345 470 |

TERMINATIONS

| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
|--|---------|---------|--------|---------|---------|---------|--------|--------|------------------|--------|-----------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | 545 | 164 | 255 | 2 341 | 243 | 76 | 82 | 585 | 251 | 34 | 4 576 |
| | 11.9% | 3.6% | 5.6% | 51.2% | 5.3% | 1.7% | 1.8% | 12.8% | 5.5% | 0.7% | 100.0% |
| Senior Management | 2 402 | 819 | 1 119 | 7 765 | 1 354 | 494 | 515 | 3 137 | 623 | 177 | 18 405 |
| | 13.1% | 4.4% | 6.1% | 42.2% | 7.4% | 2.7% | 2.8% | 17.0% | 3.4% | 1.0% | 100.0% |
| Professionally qualified and experienced specialists and mid-Management | 17 787 | 4 436 | 4 384 | 23 078 | 18 303 | 3 815 | 3 307 | 13 770 | 2 642 | 1 045 | 92 567 |
| | 19.2% | 4.8% | 4.7% | 24.9% | 19.8% | 4.1% | 3.6% | 14.9% | 2.9% | 1.1% | 100.0% |
| Skilled technical and academically qualified workers, junior Management, supervisors, foremen, and superintendents | 96 769 | 20 050 | 8 901 | 42 273 | 64 719 | 16 893 | 7 167 | 33 652 | 5 214 | 1 570 | 297 208 |
| | 32.6% | 6.7% | 3.0% | 14.2% | 21.8% | 5.7% | 2.4% | 11.3% | 1.8% | 0.5% | 100.0% |
| Semi-skilled and discretionary decision making | 249 616 | 35 458 | 11 022 | 20 362 | 153 637 | 42 863 | 10 133 | 23 862 | 9 118 | 1 677 | 557 748 |
| | 44.8% | 6.4% | 2.0% | 3.7% | 27.5% | 7.7% | 1.8% | 4.3% | 1.6% | 0.3% | 100.0% |
| Unskilled and defined decision making | 194 840 | 26 489 | 1 985 | 3 922 | 106 367 | 22 950 | 1 204 | 2 077 | 6 845 | 2 041 | 368 720 |
| | 52.8% | 7.2% | 0.5% | 1.1% | 28.8% | 6.2% | 0.3% | 0.6% | 1.9% | 0.6% | 100.0% |
| TOTAL PERMANENT | 561 959 | 87 416 | 27 666 | 99 741 | 344 623 | 87 091 | 22 408 | 77 083 | 24 693 | 6 544 | 1 339 224 |
| | 42.0% | 6.5% | 2.1% | 7.4% | 25.7% | 6.5% | 1.7% | 5.8% | 1.8% | 0.5% | 100.0% |
| Temporary employees | 221 814 | 36 866 | 5 287 | 13 793 | 180 011 | 36 942 | 4 647 | 14 361 | 10 539 | 4 480 | 528 740 |
| | 42.0% | 7.0% | 1.0% | 2.6% | 34.0% | 7.0% | 0.9% | 2.7% | 2.0% | 0.8% | 100.0% |
| GRAND TOTAL | 783 773 | 124 282 | 32 953 | 113 534 | 524 634 | 124 033 | 27 055 | 91 444 | 35 232 | 11 024 | 1 867 964 |

SKILLS DEVELOPMENT

| Occupational Levels | Male | | | | Female | | | | Total |
|--|---------|---------|--------|---------|---------|---------|--------|---------|-----------|
| | A | C | I | W | A | C | I | W | |
| Top Management | 1 792 | 527 | 671 | 4 470 | 1 142 | 288 | 384 | 1 433 | 10 707 |
| | 16.7% | 4.9% | 6.3% | 41.7% | 10.7% | 2.7% | 3.6% | 13.4% | 100.0% |
| Senior Management | 8 171 | 2 341 | 3 697 | 14 234 | 5 803 | 1 639 | 2 221 | 8 300 | 46 406 |
| | 17.6% | 5.0% | 8.0% | 30.7% | 12.5% | 3.5% | 4.8% | 17.9% | 100.0% |
| Professionally qualified and experienced specialists and mid-Management | 60 744 | 12 073 | 12 116 | 34 668 | 57 931 | 14 168 | 10 095 | 30 873 | 232 668 |
| | 26.1% | 5.2% | 5.2% | 14.9% | 24.9% | 6.1% | 4.3% | 13.3% | 100.0% |
| Skilled technical and academically qualified workers, junior Management, supervisors, foremen, and superintendents | 216 413 | 45 604 | 21 455 | 58 729 | 150 159 | 47 784 | 20 535 | 62 956 | 623 635 |
| | 34.7% | 7.3% | 3.4% | 9.4% | 24.1% | 7.7% | 3.3% | 10.1% | 100.0% |
| Semi-skilled and discretionary decision making | 386 641 | 47 025 | 12 327 | 17 119 | 234 250 | 45 242 | 14 972 | 24 435 | 782 011 |
| | 49.4% | 6.0% | 1.6% | 2.2% | 30.0% | 5.8% | 1.9% | 3.1% | 100.0% |
| Unskilled and defined decision making | 141 222 | 15 933 | 1 549 | 3 081 | 72 805 | 11 679 | 1 000 | 1 271 | 248 540 |
| | 56.8% | 6.4% | 0.6% | 1.2% | 29.3% | 4.7% | 0.4% | 0.5% | 100.0% |
| TOTAL PERMANENT | 814 983 | 123 503 | 51 815 | 132 301 | 522 090 | 120 800 | 49 207 | 129 268 | 1 943 967 |
| | 41.9% | 6.4% | 2.7% | 6.8% | 26.9% | 6.2% | 2.5% | 6.6% | 100.0% |
| Temporary employees | 48 087 | 5 893 | 1 084 | 2 678 | 45 452 | 7 243 | 978 | 3 189 | 114 604 |
| | 42.0% | 5.1% | 0.9% | 2.3% | 39.7% | 6.3% | 0.9% | 2.8% | 100.0% |
| GRAND TOTAL | 863 070 | 129 396 | 52 899 | 134 979 | 567 542 | 128 043 | 50 185 | 132 457 | 2 058 571 |

WORKFORCE PROFILE FOR EACH PROVINCE BY RACE AND GENDER

Eastern Cape

| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
|--|---------|--------|-------|--------|---------|--------|-------|--------|------------------|--------|---------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | 326 | 124 | 56 | 1 492 | 138 | 48 | 16 | 317 | 48 | 6 | 2 571 |
| | 12.7% | 4.8% | 2.2% | 58.0% | 5.4% | 1.9% | 0.6% | 12.3% | 1.9% | 0.2% | 100.0% |
| Senior Management | 855 | 303 | 107 | 2 119 | 500 | 141 | 45 | 837 | 77 | 19 | 5 003 |
| | 17.1% | 6.1% | 2.1% | 42.4% | 10.0% | 2.8% | 0.9% | 16.7% | 1.5% | 0.4% | 100.0% |
| Professionally qualified and experienced specialists and mid-Management | 17 526 | 2 690 | 388 | 5 217 | 40 142 | 3 156 | 305 | 5 209 | 889 | 398 | 75 920 |
| | 23.1% | 3.5% | 0.5% | 6.9% | 52.9% | 4.2% | 0.4% | 6.9% | 1.2% | 0.5% | 100.0% |
| Skilled technical and academically qualified workers, junior Management, supervisors, foremen, and superintendents | 18 539 | 5 670 | 423 | 7 702 | 24 600 | 4 669 | 337 | 5 663 | 529 | 167 | 68 299 |
| | 27.1% | 8.3% | 0.6% | 11.3% | 36.0% | 6.8% | 0.5% | 8.3% | 0.8% | 0.2% | 100.0% |
| Semi-skilled and discretionary decision making | 43 637 | 9 757 | 263 | 2 991 | 33 479 | 6 966 | 210 | 3 585 | 542 | 104 | 101 534 |
| | 43.0% | 9.6% | 0.3% | 2.9% | 33.0% | 6.9% | 0.2% | 3.5% | 0.5% | 0.1% | 100.0% |
| Unskilled and defined decision making | 32 129 | 5 584 | 55 | 560 | 22 955 | 4 557 | 19 | 219 | 392 | 91 | 66 561 |
| | 48.3% | 8.4% | 0.1% | 0.8% | 34.5% | 6.8% | 0.0% | 0.3% | 0.6% | 0.1% | 100.0% |
| TOTAL PERMANENT | 113 012 | 24 128 | 1 292 | 20 081 | 121 814 | 19 537 | 932 | 15 830 | 2 477 | 785 | 319 888 |
| | 35.3% | 7.5% | 0.4% | 6.3% | 38.1% | 6.1% | 0.3% | 4.9% | 0.8% | 0.2% | 100.0% |
| Temporary employees | 17 640 | 3 759 | 72 | 895 | 25 265 | 4 058 | 86 | 867 | 1 256 | 459 | 54 357 |
| | 32.5% | 6.9% | 0.1% | 1.6% | 46.5% | 7.5% | 0.2% | 1.6% | 2.3% | 0.8% | 100.0% |
| GRAND TOTAL | 130 652 | 27 887 | 1 364 | 20 976 | 147 079 | 23 595 | 1 018 | 16 697 | 3 733 | 1 244 | 374 245 |

WORKFORCE PROFILE FOR PERSONS WITH DISABILITIES

| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
|--|-------|------|------|-------|--------|------|------|-------|------------------|--------|--------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | 6 | 4 | 2 | 31 | 6 | 1 | 0 | 8 | 0 | 0 | 58 |
| | 10.3% | 6.9% | 3.4% | 53.4% | 10.3% | 1.7% | 0.0% | 13.8% | 0.0% | 0.0% | 100.0% |
| Senior Management | 24 | 5 | 2 | 41 | 12 | 1 | 1 | 24 | 0 | 0 | 110 |
| | 21.8% | 4.5% | 1.8% | 37.3% | 10.9% | 0.9% | 0.9% | 21.8% | 0.0% | 0.0% | 100.0% |
| Professionally qualified and experienced specialists and mid-Management | 145 | 39 | 4 | 102 | 159 | 16 | 2 | 47 | 3 | 1 | 518 |
| | 28.0% | 7.5% | 0.8% | 19.7% | 30.7% | 3.1% | 0.4% | 9.1% | 0.6% | 0.2% | 100.0% |
| Skilled technical and academically qualified workers, junior Management, supervisors, foremen, and superintendents | 300 | 72 | 6 | 142 | 279 | 35 | 5 | 58 | 2 | 0 | 899 |
| | 33.4% | 8.0% | 0.7% | 15.8% | 31.0% | 3.9% | 0.6% | 6.5% | 0.2% | 0.0% | 100.0% |
| Semi-skilled and discretionary decision making | 533 | 117 | 4 | 60 | 395 | 110 | 2 | 35 | 1 | 0 | 1 257 |
| | 42.4% | 9.3% | 0.3% | 4.8% | 31.4% | 8.8% | 0.2% | 2.8% | 0.1% | 0.0% | 100.0% |
| Unskilled and defined decision making | 320 | 66 | 3 | 13 | 326 | 61 | 0 | 5 | 0 | 0 | 794 |
| | 40.3% | 8.3% | 0.4% | 1.6% | 41.1% | 7.7% | 0.0% | 0.6% | 0.0% | 0.0% | 100.0% |
| TOTAL PERMANENT | 1 328 | 303 | 21 | 389 | 1 177 | 224 | 10 | 177 | 6 | 1 | 3 636 |
| | 36.5% | 8.3% | 0.6% | 10.7% | 32.4% | 6.2% | 0.3% | 4.9% | 0.2% | 0.0% | 100.0% |
| Temporary employees | 151 | 26 | 0 | 13 | 314 | 41 | 3 | 7 | 1 | 0 | 556 |
| | 27.2% | 4.7% | 0.0% | 2.3% | 56.5% | 7.4% | 0.5% | 1.3% | 0.2% | 0.0% | 100.0% |
| GRAND TOTAL | 1 479 | 329 | 21 | 402 | 1 491 | 265 | 13 | 184 | 7 | 1 | 4 192 |

Free State

| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
|--|--------|-------|------|--------|--------|-------|------|--------|------------------|--------|---------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | 268 | 31 | 22 | 827 | 111 | 3 | 7 | 174 | 5 | 6 | 1 454 |
| | 18.4% | 2.1% | 1.5% | 56.9% | 7.6% | 0.2% | 0.5% | 12.0% | 0.3% | 0.4% | 100.0% |
| Senior Management | 492 | 86 | 23 | 1 074 | 239 | 34 | 9 | 412 | 23 | 7 | 2 399 |
| | 20.5% | 3.6% | 1.0% | 44.8% | 10.0% | 1.4% | 0.4% | 17.2% | 1.0% | 0.3% | 100.0% |
| Professionally qualified and experienced specialists and mid-Management | 2 283 | 261 | 61 | 2 416 | 1 256 | 120 | 25 | 1 379 | 78 | 20 | 7 899 |
| | | | | | | | | | | | |
| | 28.9% | 3.3% | 0.8% | 30.6% | 15.9% | 1.5% | 0.3% | 17.5% | 1.0% | 0.3% | 100.0% |
| Skilled technical and academically qualified workers, junior Management, supervisors, foremen, and superintendents | 14 104 | 799 | 85 | 4 238 | 15 411 | 700 | 65 | 5 759 | 343 | 69 | 41 573 |
| | | | | | | | | | | | |
| | 33.9% | 1.9% | 0.2% | 10.2% | 37.1% | 1.7% | 0.2% | 13.9% | 0.8% | 0.2% | 100.0% |
| Semi-skilled and discretionary decision making | 20 347 | 1 173 | 39 | 2 052 | 11 107 | 795 | 62 | 2 874 | 1 665 | 62 | 40 176 |
| | 50.6% | 2.9% | 0.1% | 5.1% | 27.6% | 2.0% | 0.2% | 7.2% | 4.1% | 0.2% | 100.0% |
| Unskilled and defined decision making | 22 674 | 1 000 | 18 | 394 | 11 216 | 1 585 | 8 | 283 | 1 403 | 124 | 38 705 |
| | 58.6% | 2.6% | 0.0% | 1.0% | 29.0% | 4.1% | 0.0% | 0.7% | 3.6% | 0.3% | 100.0% |
| TOTAL PERMANENT | 60 168 | 3 350 | 248 | 11 001 | 39 340 | 3 237 | 176 | 10 881 | 3 517 | 288 | 132 206 |
| | 45.5% | 2.5% | 0.2% | 8.3% | 29.8% | 2.4% | 0.1% | 8.2% | 2.7% | 0.2% | 100.0% |
| Temporary employees | 5 126 | 372 | 14 | 702 | 5 768 | 289 | 33 | 938 | 202 | 275 | 13 719 |
| | 37.4% | 2.7% | 0.1% | 5.1% | 42.0% | 2.1% | 0.2% | 6.8% | 1.5% | 2.0% | 100.0% |
| GRAND TOTAL | 65 294 | 3 722 | 262 | 11 703 | 45 108 | 3 526 | 209 | 11 819 | 3 719 | 563 | 145 925 |

WORKFORCE PROFILE FOR PERSONS WITH DISABILITIES

| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
|--|-------|------|------|-------|--------|------|------|-------|------------------|--------|--------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | 2 | 0 | 0 | 14 | 2 | 0 | 0 | 2 | 0 | 0 | 20 |
| | 10.0% | 0.0% | 0.0% | 70.0% | 10.0% | 0.0% | 0.0% | 10.0% | 0.0% | 0.0% | 100.0% |
| Senior Management | 9 | 2 | 0 | 19 | 0 | 0 | 0 | 3 | 0 | 0 | 33 |
| | 27.3% | 6.1% | 0.0% | 57.6% | 0.0% | 0.0% | 0.0% | 9.1% | 0.0% | 0.0% | 100.0% |
| Professionally qualified and experienced specialists and mid-Management | 10 | 2 | 1 | 36 | 2 | 0 | 1 | 12 | 0 | 0 | 64 |
| | 15.6% | 3.1% | 1.6% | 56.3% | 3.1% | 0.0% | 1.6% | 18.8% | 0.0% | 0.0% | 100.0% |
| Skilled technical and academically qualified workers, junior Management, supervisors, foremen, and superintendents | 79 | 10 | 2 | 38 | 48 | 0 | 0 | 42 | 0 | 0 | 219 |
| | 36.1% | 4.6% | 0.9% | 17.4% | 21.9% | 0.0% | 0.0% | 19.2% | 0.0% | 0.0% | 100.0% |
| Semi-skilled and discretionary decision making | 321 | 10 | 0 | 52 | 111 | 6 | 0 | 37 | 2 | 0 | 539 |
| | 59.6% | 1.9% | 0.0% | 9.6% | 20.6% | 1.1% | 0.0% | 6.9% | 0.4% | 0.0% | 100.0% |
| Unskilled and defined decision making | 179 | 4 | 0 | 28 | 102 | 1 | 0 | 9 | 7 | 0 | 330 |
| | 54.2% | 1.2% | 0.0% | 8.5% | 30.9% | 0.3% | 0.0% | 2.7% | 2.1% | 0.0% | 100.0% |
| TOTAL PERMANENT | 600 | 28 | 3 | 187 | 265 | 7 | 1 | 105 | 9 | 0 | 1 205 |
| | 49.8% | 2.3% | 0.2% | 15.5% | 22.0% | 0.6% | 0.1% | 8.7% | 0.7% | 0.0% | 100.0% |
| Temporary employees | 16 | 1 | 0 | 5 | 10 | 2 | 0 | 0 | 0 | 0 | 34 |
| | 47.1% | 2.9% | 0.0% | 14.7% | 29.4% | 5.9% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| GRAND TOTAL | 616 | 29 | 3 | 192 | 275 | 9 | 1 | 105 | 9 | 0 | 1 239 |

Gauteng

| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
|--|-----------|---------|--------|---------|---------|---------|--------|---------|------------------|--------|-----------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | 2 955 | 570 | 1 774 | 16 950 | 1 545 | 346 | 654 | 3 955 | 1 250 | 206 | 30 205 |
| | 9.8% | 1.9% | 5.9% | 56.1% | 5.1% | 1.1% | 2.2% | 13.1% | 4.1% | 0.7% | 100.0% |
| Senior Management | 11 643 | 2 750 | 5 478 | 34 150 | 6 942 | 1 625 | 2 971 | 15 775 | 2 375 | 722 | 84 431 |
| | 13.8% | 3.3% | 6.5% | 40.4% | 8.2% | 1.9% | 3.5% | 18.7% | 2.8% | 0.9% | 100.0% |
| Professionally qualified and experienced specialists and mid-Management | 65 655 | 13 055 | 18 657 | 90 808 | 56 671 | 11 280 | 14 430 | 60 286 | 7 616 | 2 862 | 341 320 |
| | 19.2% | 3.8% | 5.5% | 26.6% | 16.6% | 3.3% | 4.2% | 17.7% | 2.2% | 0.8% | 100.0% |
| Skilled technical and academically qualified workers, junior Management, supervisors, foremen, and superintendents | 374 789 | 49 627 | 30 474 | 147 225 | 242 085 | 43 758 | 26 944 | 118 153 | 13 545 | 3 902 | 1 050 502 |
| | 35.7% | 4.7% | 2.9% | 14.0% | 23.0% | 4.2% | 2.6% | 11.2% | 1.3% | 0.4% | 100.0% |
| Semi-skilled and discretionary decision making | 677 895 | 48 342 | 15 477 | 41 002 | 381 330 | 48 755 | 15 490 | 54 541 | 30 537 | 3 367 | 1 316 736 |
| | 51.5% | 3.7% | 1.2% | 3.1% | 29.0% | 3.7% | 1.2% | 4.1% | 2.3% | 0.3% | 100.0% |
| Unskilled and defined decision making | 328 123 | 15 311 | 2 423 | 5 415 | 174 526 | 14 267 | 1 125 | 2 385 | 19 889 | 2 657 | 566 121 |
| | 58.0% | 2.7% | 0.4% | 1.0% | 30.8% | 2.5% | 0.2% | 0.4% | 3.5% | 0.5% | 100.0% |
| TOTAL PERMANENT | 1 461 060 | 129 655 | 74 283 | 335 550 | 863 099 | 120 031 | 61 614 | 255 095 | 75 212 | 13 716 | 3 389 315 |
| | 43.1% | 3.8% | 2.2% | 9.9% | 25.5% | 3.5% | 1.8% | 7.5% | 2.2% | 0.4% | 100.0% |
| Temporary employees | 156 806 | 14 628 | 3 169 | 12 343 | 115 965 | 11 597 | 2 852 | 11 384 | 4 644 | 1 770 | 335 158 |
| | 46.8% | 4.4% | 0.9% | 3.7% | 34.6% | 3.5% | 0.9% | 3.4% | 1.4% | 0.5% | 100.0% |
| GRAND TOTAL | 1 617 866 | 144 283 | 77 452 | 347 893 | 979 064 | 131 628 | 64 466 | 266 479 | 79 856 | 15 486 | 3 724 473 |

WORKFORCE PROFILE FOR PERSONS WITH DISABILITIES

| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
|--|--------|-------|-------|-------|--------|-------|------|-------|------------------|--------|--------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | 41 | 13 | 34 | 252 | 21 | 12 | 17 | 63 | 17 | 0 | 470 |
| | 8.7% | 2.8% | 7.2% | 53.6% | 4.5% | 2.6% | 3.6% | 13.4% | 3.6% | 0.0% | 100.0% |
| Senior Management | 144 | 45 | 76 | 492 | 104 | 16 | 42 | 238 | 20 | 5 | 1 182 |
| | 12.2% | 3.8% | 6.4% | 41.6% | 8.8% | 1.4% | 3.6% | 20.1% | 1.7% | 0.4% | 100.0% |
| Professionally qualified and experienced specialists and mid-Management | 932 | 197 | 240 | 1 697 | 688 | 127 | 169 | 986 | 44 | 15 | 5 095 |
| | 18.3% | 3.9% | 4.7% | 33.3% | 13.5% | 2.5% | 3.3% | 19.4% | 0.9% | 0.3% | 100.0% |
| Skilled technical and academically qualified workers, junior Management, supervisors, foremen, and superintendents | 5 146 | 855 | 452 | 3 193 | 3 399 | 550 | 352 | 2 256 | 119 | 36 | 16 358 |
| | 31.5% | 5.2% | 2.8% | 19.5% | 20.8% | 3.4% | 2.2% | 13.8% | 0.7% | 0.2% | 100.0% |
| Semi-skilled and discretionary decision making | 6 214 | 929 | 183 | 984 | 3 292 | 575 | 189 | 1 117 | 272 | 14 | 13 769 |
| | 45.1% | 6.7% | 1.3% | 7.1% | 23.9% | 4.2% | 1.4% | 8.1% | 2.0% | 0.1% | 100.0% |
| Unskilled and defined decision making | 3 155 | 134 | 24 | 199 | 2 253 | 119 | 13 | 76 | 394 | 5 | 6 372 |
| | 49.5% | 2.1% | 0.4% | 3.1% | 35.4% | 1.9% | 0.2% | 1.2% | 6.2% | 0.1% | 100.0% |
| TOTAL PERMANENT | 15 632 | 2 173 | 1 009 | 6 817 | 9 757 | 1 399 | 782 | 4 736 | 866 | 75 | 43 246 |
| | 36.1% | 5.0% | 2.3% | 15.8% | 22.6% | 3.2% | 1.8% | 11.0% | 2.0% | 0.2% | 100.0% |
| Temporary employees | 1 118 | 127 | 31 | 83 | 1 479 | 57 | 24 | 68 | 52 | 3 | 3 042 |
| | 36.8% | 4.2% | 1.0% | 2.7% | 48.6% | 1.9% | 0.8% | 2.2% | 1.7% | 0.1% | 100.0% |
| GRAND TOTAL | 16 750 | 2 300 | 1 040 | 6 900 | 11 236 | 1 456 | 806 | 4 804 | 918 | 78 | 46 288 |

KwaZulu-Natal

| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
|--|---------|--------|--------|--------|---------|--------|--------|--------|------------------|--------|---------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | 751 | 97 | 1 442 | 3 646 | 316 | 49 | 476 | 728 | 159 | 19 | 7 683 |
| | 9.8% | 1.3% | 18.8% | 47.5% | 4.1% | 0.6% | 6.2% | 9.5% | 2.1% | 0.2% | 100.0% |
| Senior Management | 1 947 | 411 | 3 077 | 5 065 | 935 | 238 | 1 363 | 2 075 | 222 | 56 | 15 389 |
| | 12.7% | 2.7% | 20.0% | 32.9% | 6.1% | 1.5% | 8.9% | 13.5% | 1.4% | 0.4% | 100.0% |
| Professionally qualified and experienced specialists and mid-Management | 11 079 | 1 212 | 7 497 | 7 973 | 9 983 | 1 013 | 5 453 | 5 584 | 926 | 332 | 51 052 |
| | 21.7% | 2.4% | 14.7% | 15.6% | 19.6% | 2.0% | 10.7% | 10.9% | 1.8% | 0.7% | 100.0% |
| Skilled technical and academically qualified workers, junior Management, supervisors, foremen, and superintendents | 72 285 | 5 135 | 21 712 | 11 780 | 88 113 | 5 103 | 19 648 | 11 800 | 1 895 | 457 | 237 928 |
| | 30.4% | 2.2% | 9.1% | 5.0% | 37.0% | 2.1% | 8.3% | 5.0% | 0.8% | 0.2% | 100.0% |
| Semi-skilled and discretionary decision making | 137 567 | 5 771 | 18 139 | 3 870 | 110 382 | 7 178 | 17 441 | 6 249 | 1 820 | 437 | 308 854 |
| | 44.5% | 1.9% | 5.9% | 1.3% | 35.7% | 2.3% | 5.6% | 2.0% | 0.6% | 0.1% | 100.0% |
| Unskilled and defined decision making | 93 664 | 2 386 | 3 830 | 799 | 70 930 | 2 297 | 2 505 | 482 | 987 | 164 | 178 044 |
| | 52.6% | 1.3% | 2.2% | 0.4% | 39.8% | 1.3% | 1.4% | 0.3% | 0.6% | 0.1% | 100.0% |
| TOTAL PERMANENT | 317 293 | 15 012 | 55 697 | 33 133 | 280 659 | 15 878 | 46 886 | 26 918 | 6 009 | 1 465 | 798 950 |
| | 39.7% | 1.9% | 7.0% | 4.1% | 35.1% | 2.0% | 5.9% | 3.4% | 0.8% | 0.2% | 100.0% |
| Temporary employees | 48 221 | 3 156 | 2 953 | 1 898 | 52 841 | 2 202 | 3 006 | 2 084 | 765 | 119 | 117 245 |
| | 41.1% | 2.7% | 2.5% | 1.6% | 45.1% | 1.9% | 2.6% | 1.8% | 0.7% | 0.1% | 100.0% |
| GRAND TOTAL | 365 514 | 18 168 | 58 650 | 35 031 | 333 500 | 18 080 | 49 892 | 29 002 | 6 774 | 1 584 | 916 195 |

WORKFORCE PROFILE FOR PERSONS WITH DISABILITIES

| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
|--|-------|------|-------|-------|--------|------|------|-------|------------------|--------|--------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | 6 | 4 | 49 | 56 | 4 | 0 | 11 | 8 | 4 | 1 | 143 |
| | 4.2% | 2.8% | 34.3% | 39.2% | 2.8% | 0.0% | 7.7% | 5.6% | 2.8% | 0.7% | 100.0% |
| Senior Management | 12 | 5 | 59 | 64 | 7 | 0 | 17 | 23 | 3 | 0 | 190 |
| | 6.3% | 2.6% | 31.1% | 33.7% | 3.7% | 0.0% | 8.9% | 12.1% | 1.6% | 0.0% | 100.0% |
| Professionally qualified and experienced specialists and mid-Management | 76 | 8 | 87 | 105 | 24 | 4 | 37 | 67 | 3 | 1 | 412 |
| | 18.4% | 1.9% | 21.1% | 25.5% | 5.8% | 1.0% | 9.0% | 16.3% | 0.7% | 0.2% | 100.0% |
| Skilled technical and academically qualified workers, junior Management, supervisors, foremen, and superintendents | 345 | 44 | 262 | 191 | 207 | 24 | 116 | 123 | 9 | 5 | 1 326 |
| | 26.0% | 3.3% | 19.8% | 14.4% | 15.6% | 1.8% | 8.7% | 9.3% | 0.7% | 0.4% | 100.0% |
| Semi-skilled and discretionary decision making | 1 733 | 62 | 275 | 58 | 839 | 53 | 156 | 74 | 17 | 0 | 3 267 |
| | 53.0% | 1.9% | 8.4% | 1.8% | 25.7% | 1.6% | 4.8% | 2.3% | 0.5% | 0.0% | 100.0% |
| Unskilled and defined decision making | 679 | 20 | 111 | 37 | 490 | 21 | 44 | 19 | 2 | 1 | 1 424 |
| | 47.7% | 1.4% | 7.8% | 2.6% | 34.4% | 1.5% | 3.1% | 1.3% | 0.1% | 0.1% | 100.0% |
| TOTAL PERMANENT | 2 851 | 143 | 843 | 511 | 1 571 | 102 | 381 | 314 | 38 | 8 | 6 762 |
| | 42.2% | 2.1% | 12.5% | 7.6% | 23.2% | 1.5% | 5.6% | 4.6% | 0.6% | 0.1% | 100.0% |
| Temporary employees | 99 | 6 | 15 | 6 | 225 | 4 | 21 | 6 | 1 | 0 | 383 |
| | 25.8% | 1.6% | 3.9% | 1.6% | 58.7% | 1.0% | 5.5% | 1.6% | 0.3% | 0.0% | 100.0% |
| GRAND TOTAL | 2 950 | 149 | 858 | 517 | 1 796 | 106 | 402 | 320 | 39 | 8 | 7 145 |

Limpopo

| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
|--|--------|------|------|-------|---------|-------|------|-------|------------------|--------|---------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | 220 | 4 | 45 | 598 | 87 | 3 | 9 | 154 | 7 | 2 | 1 129 |
| | 19.5% | 0.4% | 4.0% | 53.0% | 7.7% | 0.3% | 0.8% | 13.6% | 0.6% | 0.2% | 100.0% |
| Senior Management | 868 | 14 | 41 | 700 | 428 | 8 | 21 | 285 | 46 | 7 | 2 418 |
| | 35.9% | 0.6% | 1.7% | 28.9% | 17.7% | 0.3% | 0.9% | 11.8% | 1.9% | 0.3% | 100.0% |
| Professionally qualified and experienced specialists and mid-Management | 7 835 | 35 | 68 | 1 132 | 8 636 | 32 | 58 | 820 | 294 | 101 | 19 011 |
| | 41.2% | 0.2% | 0.4% | 6.0% | 45.4% | 0.2% | 0.3% | 4.3% | 1.5% | 0.5% | 100.0% |
| Skilled technical and academically qualified workers, junior Management, supervisors, foremen, and superintendents | 32 746 | 103 | 74 | 1 690 | 44 806 | 98 | 62 | 2 087 | 1 415 | 291 | 83 372 |
| | 39.3% | 0.1% | 0.1% | 2.0% | 53.7% | 0.1% | 0.1% | 2.5% | 1.7% | 0.3% | 100.0% |
| Semi-skilled and discretionary decision making | 31 684 | 94 | 53 | 492 | 29 060 | 117 | 9 | 682 | 812 | 135 | 63 138 |
| | 50.2% | 0.1% | 0.1% | 0.8% | 46.0% | 0.2% | 0.0% | 1.1% | 1.3% | 0.2% | 100.0% |
| Unskilled and defined decision making | 16 309 | 179 | 9 | 112 | 14 995 | 286 | 5 | 41 | 4 074 | 1 684 | 37 694 |
| | 43.3% | 0.5% | 0.0% | 0.3% | 39.8% | 0.8% | 0.0% | 0.1% | 10.8% | 4.5% | 100.0% |
| TOTAL PERMANENT | 89 662 | 429 | 290 | 4 724 | 98 012 | 544 | 164 | 4 069 | 6 648 | 2 220 | 206 762 |
| | 43.4% | 0.2% | 0.1% | 2.3% | 47.4% | 0.3% | 0.1% | 2.0% | 3.2% | 1.1% | 100.0% |
| Temporary employees | 10 193 | 533 | 3 | 167 | 15 229 | 736 | 5 | 79 | 3 395 | 1 151 | 31 491 |
| | 32.4% | 1.7% | 0.0% | 0.5% | 48.4% | 2.3% | 0.0% | 0.3% | 10.8% | 3.7% | 100.0% |
| GRAND TOTAL | 99 855 | 962 | 293 | 4 891 | 113 241 | 1 280 | 169 | 4 148 | 10 043 | 3 371 | 238 253 |

Workforce Profile for Persons with Disabilities

| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
|--|-------|------|------|-------|--------|------|------|-------|------------------|--------|--------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | 11 | 0 | 0 | 21 | 3 | 0 | 0 | 4 | 0 | 0 | 39 |
| | 28.2% | 0.0% | 0.0% | 53.8% | 7.7% | 0.0% | 0.0% | 10.3% | 0.0% | 0.0% | 100.0% |
| Senior Management | 22 | 0 | 1 | 32 | 5 | 1 | 0 | 6 | 0 | 0 | 67 |
| | 32.8% | 0.0% | 1.5% | 47.8% | 7.5% | 1.5% | 0.0% | 9.0% | 0.0% | 0.0% | 100.0% |
| Professionally qualified and experienced specialists and mid-Management | 86 | 0 | 0 | 35 | 43 | 0 | 0 | 19 | 4 | 0 | 187 |
| | 46.0% | 0.0% | 0.0% | 18.7% | 23.0% | 0.0% | 0.0% | 10.2% | 2.1% | 0.0% | 100.0% |
| Skilled technical and academically qualified workers, junior Management, supervisors, foremen, and superintendents | 226 | 2 | 1 | 30 | 127 | 1 | 1 | 21 | 2 | 1 | 412 |
| | 54.9% | 0.5% | 0.2% | 7.3% | 30.8% | 0.2% | 0.2% | 5.1% | 0.5% | 0.2% | 100.0% |
| Semi-skilled and discretionary decision making | 410 | 0 | 1 | 17 | 135 | 1 | 0 | 22 | 10 | 0 | 596 |
| | 68.8% | 0.0% | 0.2% | 2.9% | 22.7% | 0.2% | 0.0% | 3.7% | 1.7% | 0.0% | 100.0% |
| Unskilled and defined decision making | 643 | 0 | 0 | 4 | 1 526 | 0 | 0 | 0 | 7 | 1 | 2 181 |
| | 29.5% | 0.0% | 0.0% | 0.2% | 70.0% | 0.0% | 0.0% | 0.0% | 0.3% | 0.0% | 100.0% |
| TOTAL PERMANENT | 1 398 | 2 | 3 | 139 | 1 839 | 3 | 1 | 72 | 23 | 2 | 3 482 |
| | 40.1% | 0.1% | 0.1% | 4.0% | 52.8% | 0.1% | 0.0% | 2.1% | 0.7% | 0.1% | 100.0% |
| Temporary employees | 34 | 0 | 0 | 0 | 21 | 0 | 0 | 0 | 0 | 0 | 55 |
| | 61.8% | 0.0% | 0.0% | 0.0% | 38.2% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| GRAND TOTAL | 1 432 | 2 | 3 | 139 | 1 860 | 3 | 1 | 72 | 23 | 2 | 3 537 |

Mpumalanga

| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
|--|---------|-------|------|--------|---------|-------|------|--------|------------------|--------|---------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | 560 | 48 | 91 | 1 513 | 169 | 10 | 15 | 337 | 31 | 6 | 2 780 |
| | 20.1% | 1.7% | 3.3% | 54.4% | 6.1% | 0.4% | 0.5% | 12.1% | 1.1% | 0.2% | 100.0% |
| Senior Management | 1 720 | 88 | 132 | 2 130 | 525 | 33 | 37 | 761 | 75 | 14 | 5 515 |
| | 31.2% | 1.6% | 2.4% | 38.6% | 9.5% | 0.6% | 0.7% | 13.8% | 1.4% | 0.3% | 100.0% |
| Professionally qualified and experienced specialists and mid-Management | 4 821 | 147 | 223 | 3 986 | 4 109 | 104 | 137 | 2 076 | 611 | 163 | 16 377 |
| | | | | | | | | | | | |
| | 29.4% | 0.9% | 1.4% | 24.3% | 25.1% | 0.6% | 0.8% | 12.7% | 3.7% | 1.0% | 100.0% |
| Skilled technical and academically qualified workers, junior Management, supervisors, foremen, and superintendents | 30 289 | 738 | 266 | 10 012 | 19 277 | 458 | 201 | 5 060 | 1 963 | 116 | 68 380 |
| | | | | | | | | | | | |
| | 44.3% | 1.1% | 0.4% | 14.6% | 28.2% | 0.7% | 0.3% | 7.4% | 2.9% | 0.2% | 100.0% |
| Semi-skilled and discretionary decision making | 69 470 | 629 | 85 | 3 271 | 32 799 | 606 | 123 | 2 853 | 4 828 | 132 | 114 796 |
| | 60.5% | 0.5% | 0.1% | 2.8% | 28.6% | 0.5% | 0.1% | 2.5% | 4.2% | 0.1% | 100.0% |
| Unskilled and defined decision making | 55 507 | 435 | 28 | 716 | 35 203 | 257 | 11 | 238 | 3 802 | 880 | 97 077 |
| | 57.2% | 0.4% | 0.0% | 0.7% | 36.3% | 0.3% | 0.0% | 0.2% | 3.9% | 0.9% | 100.0% |
| TOTAL PERMANENT | 162 367 | 2 085 | 825 | 21 628 | 92 082 | 1 468 | 524 | 11 325 | 11 310 | 1 311 | 304 925 |
| | 53.2% | 0.7% | 0.3% | 7.1% | 30.2% | 0.5% | 0.2% | 3.7% | 3.7% | 0.4% | 100.0% |
| Temporary employees | 15 575 | 186 | 127 | 959 | 14 108 | 106 | 37 | 518 | 1 667 | 647 | 33 930 |
| | 45.9% | 0.5% | 0.4% | 2.8% | 41.6% | 0.3% | 0.1% | 1.5% | 4.9% | 1.9% | 100.0% |
| GRAND TOTAL | 177 942 | 2 271 | 952 | 22 587 | 106 190 | 1 574 | 561 | 11 843 | 12 977 | 1 958 | 338 855 |

WORKFORCE PROFILE FOR PERSONS WITH DISABILITIES

| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
|--|-------|------|------|-------|--------|------|------|-------|------------------|--------|--------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | 9 | 0 | 4 | 27 | 6 | 0 | 1 | 7 | 2 | 0 | 56 |
| | 16.1% | 0.0% | 7.1% | 48.2% | 10.7% | 0.0% | 1.8% | 12.5% | 3.6% | 0.0% | 100.0% |
| Senior Management | 19 | 2 | 7 | 36 | 6 | 2 | 1 | 16 | 8 | 1 | 98 |
| | 19.4% | 2.0% | 7.1% | 36.7% | 6.1% | 2.0% | 1.0% | 16.3% | 8.2% | 1.0% | 100.0% |
| Professionally qualified and experienced specialists and mid-Management | 77 | 3 | 1 | 59 | 145 | 2 | 3 | 40 | 11 | 2 | 343 |
| | 22.4% | 0.9% | 0.3% | 17.2% | 42.3% | 0.6% | 0.9% | 11.7% | 3.2% | 0.6% | 100.0% |
| Skilled technical and academically qualified workers, junior Management, supervisors, foremen, and superintendents | 418 | 5 | 2 | 133 | 753 | 9 | 3 | 69 | 100 | 4 | 1 496 |
| | 27.9% | 0.3% | 0.1% | 8.9% | 50.3% | 0.6% | 0.2% | 4.6% | 6.7% | 0.3% | 100.0% |
| Semi-skilled and discretionary decision making | 849 | 15 | 1 | 69 | 772 | 6 | 0 | 50 | 12 | 0 | 1 774 |
| | 47.9% | 0.8% | 0.1% | 3.9% | 43.5% | 0.3% | 0.0% | 2.8% | 0.7% | 0.0% | 100.0% |
| Unskilled and defined decision making | 882 | 5 | 0 | 7 | 521 | 2 | 1 | 5 | 80 | 3 | 1 506 |
| | 58.6% | 0.3% | 0.0% | 0.5% | 34.6% | 0.1% | 0.1% | 0.3% | 5.3% | 0.2% | 100.0% |
| TOTAL PERMANENT | 2 254 | 30 | 15 | 331 | 2 203 | 21 | 9 | 187 | 213 | 10 | 5 273 |
| | 42.7% | 0.6% | 0.3% | 6.3% | 41.8% | 0.4% | 0.2% | 3.5% | 4.0% | 0.2% | 100.0% |
| Temporary employees | 106 | 0 | 0 | 4 | 78 | 0 | 0 | 0 | 4 | 0 | 192 |
| | 55.2% | 0.0% | 0.0% | 2.1% | 40.6% | 0.0% | 0.0% | 0.0% | 2.1% | 0.0% | 100.0% |
| GRAND TOTAL | 2 360 | 30 | 15 | 335 | 2 281 | 21 | 9 | 187 | 217 | 10 | 5 465 |

Northern Cape

| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
|--|--------|--------|------|-------|--------|-------|------|-------|------------------|--------|--------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | 61 | 62 | 11 | 354 | 19 | 21 | 3 | 55 | 3 | 0 | 589 |
| | 10.4% | 10.5% | 1.9% | 60.1% | 3.2% | 3.6% | 0.5% | 9.3% | 0.5% | 0.0% | 100.0% |
| Senior Management | 187 | 126 | 10 | 543 | 75 | 64 | 4 | 169 | 8 | 2 | 1 188 |
| | 15.7% | 10.6% | 0.8% | 45.7% | 6.3% | 5.4% | 0.3% | 14.2% | 0.7% | 0.2% | 100.0% |
| Professionally qualified and experienced specialists and mid-Management | 1 008 | 1 053 | 11 | 1 129 | 783 | 708 | 10 | 717 | 36 | 6 | 5 461 |
| | 18.5% | 19.3% | 0.2% | 20.7% | 14.3% | 13.0% | 0.2% | 13.1% | 0.7% | 0.1% | 100.0% |
| Skilled technical and academically qualified workers, junior Management, supervisors, foremen, and superintendents | 3 696 | 2 807 | 34 | 1 884 | 3 541 | 2 981 | 17 | 1 598 | 146 | 38 | 16 742 |
| | 22.1% | 16.8% | 0.2% | 11.3% | 21.2% | 17.8% | 0.1% | 9.5% | 0.9% | 0.2% | 100.0% |
| Semi-skilled and discretionary decision making | 8 560 | 3 947 | 14 | 826 | 3 314 | 2 351 | 21 | 757 | 120 | 46 | 19 956 |
| | 42.9% | 19.8% | 0.1% | 4.1% | 16.6% | 11.8% | 0.1% | 3.8% | 0.6% | 0.2% | 100.0% |
| Unskilled and defined decision making | 6 731 | 3 272 | 5 | 86 | 2 891 | 1 573 | 3 | 67 | 175 | 122 | 14 925 |
| | 45.1% | 21.9% | 0.0% | 0.6% | 19.4% | 10.5% | 0.0% | 0.4% | 1.2% | 0.8% | 100.0% |
| TOTAL PERMANENT | 20 243 | 11 267 | 85 | 4 822 | 10 623 | 7 698 | 58 | 3 363 | 488 | 214 | 58 861 |
| | 34.4% | 19.1% | 0.1% | 8.2% | 18.0% | 13.1% | 0.1% | 5.7% | 0.8% | 0.4% | 100.0% |
| Temporary employees | 8 323 | 1 965 | 2 | 77 | 6 988 | 1 632 | 3 | 49 | 99 | 39 | 19 177 |
| | 43.4% | 10.2% | 0.0% | 0.4% | 36.4% | 8.5% | 0.0% | 0.3% | 0.5% | 0.2% | 100.0% |
| GRAND TOTAL | 28 566 | 13 232 | 87 | 4 899 | 17 611 | 9 330 | 61 | 3 412 | 587 | 253 | 78 038 |

WORKFORCE PROFILE FOR PERSONS WITH DISABILITIES

| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
|--|-------|-------|------|-------|--------|-------|------|-------|------------------|--------|--------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | 0 | 1 | 0 | 14 | 0 | 0 | 0 | 0 | 0 | 0 | 15 |
| | 0.0% | 6.7% | 0.0% | 93.3% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| Senior Management | 6 | 1 | 0 | 15 | 0 | 0 | 0 | 4 | 0 | 0 | 26 |
| | 23.1% | 3.8% | 0.0% | 57.7% | 0.0% | 0.0% | 0.0% | 15.4% | 0.0% | 0.0% | 100.0% |
| Professionally qualified and experienced specialists and mid-Management | 24 | 10 | 0 | 42 | 10 | 5 | 0 | 6 | 0 | 0 | 97 |
| | 24.7% | 10.3% | 0.0% | 43.3% | 10.3% | 5.2% | 0.0% | 6.2% | 0.0% | 0.0% | 100.0% |
| Skilled technical and academically qualified workers, junior Management, supervisors, foremen, and superintendents | 171 | 92 | 1 | 199 | 35 | 13 | 0 | 15 | 0 | 0 | 526 |
| | 32.5% | 17.5% | 0.2% | 37.8% | 6.7% | 2.5% | 0.0% | 2.9% | 0.0% | 0.0% | 100.0% |
| Semi-skilled and discretionary decision making | 744 | 78 | 1 | 45 | 71 | 30 | 2 | 44 | 0 | 0 | 1 015 |
| | 73.3% | 7.7% | 0.1% | 4.4% | 7.0% | 3.0% | 0.2% | 4.3% | 0.0% | 0.0% | 100.0% |
| Unskilled and defined decision making | 673 | 41 | 0 | 6 | 48 | 8 | 0 | 6 | 0 | 0 | 782 |
| | 86.1% | 5.2% | 0.0% | 0.8% | 6.1% | 1.0% | 0.0% | 0.8% | 0.0% | 0.0% | 100.0% |
| TOTAL PERMANENT | 1 618 | 223 | 2 | 321 | 164 | 56 | 2 | 75 | 0 | 0 | 2 461 |
| | 65.7% | 9.1% | 0.1% | 13.0% | 6.7% | 2.3% | 0.1% | 3.0% | 0.0% | 0.0% | 100.0% |
| Temporary employees | 12 | 5 | 0 | 2 | 4 | 3 | 0 | 0 | 0 | 0 | 26 |
| | 46.2% | 19.2% | 0.0% | 7.7% | 15.4% | 11.5% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| GRAND TOTAL | 1 630 | 228 | 2 | 323 | 168 | 59 | 2 | 75 | 0 | 0 | 2 487 |

North West

| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
|--|--------|-------|------|--------|--------|-------|------|-------|------------------|--------|---------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | 298 | 13 | 27 | 626 | 81 | 6 | 9 | 137 | 12 | 3 | 1 212 |
| | 24.6% | 1.1% | 2.2% | 51.7% | 6.7% | 0.5% | 0.7% | 11.3% | 1.0% | 0.2% | 100.0% |
| Senior Management | 573 | 43 | 31 | 933 | 245 | 21 | 12 | 399 | 33 | 7 | 2 297 |
| | 24.9% | 1.9% | 1.3% | 40.6% | 10.7% | 0.9% | 0.5% | 17.4% | 1.4% | 0.3% | 100.0% |
| Professionally qualified and experienced specialists and mid-Management | 2 527 | 138 | 111 | 2 605 | 2 398 | 120 | 91 | 1 745 | 385 | 117 | 10 237 |
| | 24.7% | 1.3% | 1.1% | 25.4% | 23.4% | 1.2% | 0.9% | 17.0% | 3.8% | 1.1% | 100.0% |
| Skilled technical and academically qualified workers, junior Management, supervisors, foremen, and superintendents | 11 238 | 390 | 87 | 4 729 | 9 439 | 332 | 75 | 3 138 | 759 | 57 | 30 244 |
| | 37.2% | 1.3% | 0.3% | 15.6% | 31.2% | 1.1% | 0.2% | 10.4% | 2.5% | 0.2% | 100.0% |
| Semi-skilled and discretionary decision making | 27 730 | 494 | 26 | 1 747 | 13 399 | 586 | 41 | 2 147 | 4 439 | 49 | 50 658 |
| | 54.7% | 1.0% | 0.1% | 3.4% | 26.4% | 1.2% | 0.1% | 4.2% | 8.8% | 0.1% | 100.0% |
| Unskilled and defined decision making | 22 564 | 306 | 10 | 339 | 10 062 | 212 | 11 | 138 | 1 541 | 109 | 35 292 |
| | 63.9% | 0.9% | 0.0% | 1.0% | 28.5% | 0.6% | 0.0% | 0.4% | 4.4% | 0.3% | 100.0% |
| TOTAL PERMANENT | 64 930 | 1 384 | 292 | 10 979 | 35 624 | 1 277 | 239 | 7 704 | 7 169 | 342 | 129 940 |
| | 50.0% | 1.1% | 0.2% | 8.4% | 27.4% | 1.0% | 0.2% | 5.9% | 5.5% | 0.3% | 100.0% |
| Temporary employees | 14 990 | 163 | 24 | 1 109 | 24 285 | 200 | 35 | 1 253 | 239 | 111 | 42 409 |
| | 35.3% | 0.4% | 0.1% | 2.6% | 57.3% | 0.5% | 0.1% | 3.0% | 0.6% | 0.3% | 100.0% |
| GRAND TOTAL | 79 920 | 1 547 | 316 | 12 088 | 59 909 | 1 477 | 274 | 8 957 | 7 408 | 453 | 172 349 |

WORKFORCE PROFILE FOR PERSONS WITH DISABILITIES

| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
|--|-------|------|------|-------|--------|------|------|-------|------------------|--------|--------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | 9 | 0 | 0 | 14 | 1 | 0 | 1 | 1 | 0 | 0 | 26 |
| | 34.6% | 0.0% | 0.0% | 53.8% | 3.8% | 0.0% | 3.8% | 3.8% | 0.0% | 0.0% | 100.0% |
| Senior Management | 6 | 1 | 0 | 24 | 6 | 0 | 0 | 8 | 0 | 0 | 45 |
| | 13.3% | 2.2% | 0.0% | 53.3% | 13.3% | 0.0% | 0.0% | 17.8% | 0.0% | 0.0% | 100.0% |
| Professionally qualified and experienced specialists and mid-Management | 20 | 0 | 0 | 54 | 6 | 0 | 0 | 22 | 0 | 0 | 102 |
| | 19.6% | 0.0% | 0.0% | 52.9% | 5.9% | 0.0% | 0.0% | 21.6% | 0.0% | 0.0% | 100.0% |
| Skilled technical and academically qualified workers, junior Management, supervisors, foremen, and superintendents | 140 | 3 | 0 | 58 | 41 | 1 | 0 | 28 | 4 | 0 | 275 |
| | 50.9% | 1.1% | 0.0% | 21.1% | 14.9% | 0.4% | 0.0% | 10.2% | 1.5% | 0.0% | 100.0% |
| Semi-skilled and discretionary decision making | 347 | 3 | 0 | 37 | 135 | 1 | 0 | 24 | 7 | 0 | 554 |
| | 62.6% | 0.5% | 0.0% | 6.7% | 24.4% | 0.2% | 0.0% | 4.3% | 1.3% | 0.0% | 100.0% |
| Unskilled and defined decision making | 418 | 5 | 1 | 5 | 141 | 1 | 1 | 5 | 1 | 1 | 579 |
| | 72.2% | 0.9% | 0.2% | 0.9% | 24.4% | 0.2% | 0.2% | 0.9% | 0.2% | 0.2% | 100.0% |
| TOTAL PERMANENT | 940 | 12 | 1 | 192 | 330 | 3 | 2 | 88 | 12 | 1 | 1 581 |
| | 59.5% | 0.8% | 0.1% | 12.1% | 20.9% | 0.2% | 0.1% | 5.6% | 0.8% | 0.1% | 100.0% |
| Temporary employees | 239 | 3 | 0 | 3 | 187 | 0 | 0 | 0 | 0 | 0 | 432 |
| | 55.3% | 0.7% | 0.0% | 0.7% | 43.3% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| GRAND TOTAL | 1 179 | 15 | 1 | 195 | 517 | 3 | 2 | 88 | 12 | 1 | 2 013 |

Western Cape

| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
|--|---------|---------|--------|--------|---------|---------|--------|--------|------------------|--------|-----------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | 362 | 888 | 279 | 7 046 | 166 | 458 | 102 | 1 566 | 233 | 55 | 11 155 |
| | 3.2% | 8.0% | 2.5% | 63.2% | 1.5% | 4.1% | 0.9% | 14.0% | 2.1% | 0.5% | 100.0% |
| Senior Management | 1 028 | 2 696 | 685 | 9 678 | 577 | 1 709 | 359 | 4 737 | 471 | 164 | 22 104 |
| | 4.7% | 12.2% | 3.1% | 43.8% | 2.6% | 7.7% | 1.6% | 21.4% | 2.1% | 0.7% | 100.0% |
| Professionally qualified and experienced specialists and mid-Management | 5 929 | 11 014 | 2 030 | 19 320 | 5 250 | 10 528 | 1 693 | 16 206 | 1 294 | 577 | 73 841 |
| | 8.0% | 14.9% | 2.7% | 26.2% | 7.1% | 14.3% | 2.3% | 21.9% | 1.8% | 0.8% | 100.0% |
| Skilled technical and academically qualified workers, junior Management, supervisors, foremen, and superintendents | 35 436 | 44 880 | 3 233 | 26 014 | 31 347 | 43 789 | 3 473 | 32 907 | 2 985 | 1 453 | 225 517 |
| | 15.7% | 19.9% | 1.4% | 11.5% | 13.9% | 19.4% | 1.5% | 14.6% | 1.3% | 0.6% | 100.0% |
| Semi-skilled and discretionary decision making | 87 305 | 71 665 | 2 748 | 9 929 | 124 366 | 84 798 | 3 966 | 17 864 | 4 093 | 1 609 | 408 343 |
| | 21.4% | 17.6% | 0.7% | 2.4% | 30.5% | 20.8% | 1.0% | 4.4% | 1.0% | 0.4% | 100.0% |
| Unskilled and defined decision making | 79 059 | 45 925 | 641 | 1 731 | 73 378 | 44 236 | 525 | 1 131 | 4 483 | 1 681 | 252 790 |
| | 31.3% | 18.2% | 0.3% | 0.7% | 29.0% | 17.5% | 0.2% | 0.4% | 1.8% | 0.7% | 100.0% |
| TOTAL PERMANENT | 209 119 | 177 068 | 9 616 | 73 718 | 235 084 | 185 518 | 10 118 | 74 411 | 13 559 | 5 539 | 993 750 |
| | 21.0% | 17.8% | 1.0% | 7.4% | 23.7% | 18.7% | 1.0% | 7.5% | 1.4% | 0.6% | 100.0% |
| Temporary employees | 30 543 | 19 003 | 397 | 2 499 | 24 395 | 20 852 | 430 | 2 712 | 2 609 | 1 617 | 105 057 |
| | 29.1% | 18.1% | 0.4% | 2.4% | 23.2% | 19.8% | 0.4% | 2.6% | 2.5% | 1.5% | 100.0% |
| GRAND TOTAL | 239 662 | 196 071 | 10 013 | 76 217 | 259 479 | 206 370 | 10 548 | 77 123 | 16 168 | 7 156 | 1 098 807 |

WORKFORCE PROFILE FOR PERSONS WITH DISABILITIES

| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
|--|-------|-------|------|-------|--------|-------|------|-------|------------------|--------|--------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | 4 | 21 | 4 | 104 | 3 | 13 | 2 | 28 | 4 | 0 | 183 |
| | 2.2% | 11.5% | 2.2% | 56.8% | 1.6% | 7.1% | 1.1% | 15.3% | 2.2% | 0.0% | 100.0% |
| Senior Management | 9 | 49 | 13 | 123 | 3 | 33 | 8 | 62 | 4 | 1 | 305 |
| | 3.0% | 16.1% | 4.3% | 40.3% | 1.0% | 10.8% | 2.6% | 20.3% | 1.3% | 0.3% | 100.0% |
| Professionally qualified and experienced specialists and mid-Management | 43 | 180 | 25 | 274 | 18 | 98 | 12 | 161 | 19 | 9 | 839 |
| | 5.1% | 21.5% | 3.0% | 32.7% | 2.1% | 11.7% | 1.4% | 19.2% | 2.3% | 1.1% | 100.0% |
| Skilled technical and academically qualified workers, junior Management, supervisors, foremen, and superintendents | 269 | 604 | 56 | 476 | 152 | 420 | 37 | 368 | 28 | 9 | 2 419 |
| | 11.1% | 25.0% | 2.3% | 19.7% | 6.3% | 17.4% | 1.5% | 15.2% | 1.2% | 0.4% | 100.0% |
| Semi-skilled and discretionary decision making | 824 | 1 053 | 50 | 288 | 932 | 1 301 | 46 | 244 | 13 | 10 | 4 761 |
| | 17.3% | 22.1% | 1.1% | 6.0% | 19.6% | 27.3% | 1.0% | 5.1% | 0.3% | 0.2% | 100.0% |
| Unskilled and defined decision making | 539 | 562 | 19 | 60 | 447 | 419 | 8 | 46 | 9 | 2 | 2 111 |
| | 25.5% | 26.6% | 0.9% | 2.8% | 21.2% | 19.8% | 0.4% | 2.2% | 0.4% | 0.1% | 100.0% |
| TOTAL PERMANENT | 1 688 | 2 469 | 167 | 1 325 | 1 555 | 2 284 | 113 | 909 | 77 | 31 | 10 618 |
| | 15.9% | 23.3% | 1.6% | 12.5% | 14.6% | 21.5% | 1.1% | 8.6% | 0.7% | 0.3% | 100.0% |
| Temporary employees | 82 | 86 | 0 | 15 | 85 | 56 | 1 | 9 | 7 | 0 | 341 |
| | 24.0% | 25.2% | 0.0% | 4.4% | 24.9% | 16.4% | 0.3% | 2.6% | 2.1% | 0.0% | 100.0% |
| GRAND TOTAL | 1 770 | 2 555 | 167 | 1 340 | 1 640 | 2 340 | 114 | 918 | 84 | 31 | 10 959 |

WORKFORCE PROFILE FOR EACH SECTOR BY RACE AND GENDER

Agriculture

| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
|--|---------|--------|-------|--------|---------|--------|-------|--------|------------------|--------|---------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | 285 | 122 | 40 | 3 097 | 103 | 46 | 9 | 551 | 45 | 6 | 4 304 |
| | 6.6% | 2.8% | 0.9% | 72.0% | 2.4% | 1.1% | 0.2% | 12.8% | 1.0% | 0.1% | 100.0% |
| Senior Management | 701 | 252 | 103 | 4 039 | 257 | 105 | 44 | 1 151 | 58 | 17 | 6 727 |
| | 10.4% | 3.7% | 1.5% | 60.0% | 3.8% | 1.6% | 0.7% | 17.1% | 0.9% | 0.3% | 100.0% |
| Professionally qualified and experienced specialists and mid-Management | 3 531 | 997 | 307 | 6 650 | 1 777 | 503 | 199 | 3 247 | 230 | 54 | 17 495 |
| | 20.2% | 5.7% | 1.8% | 38.0% | 10.2% | 2.9% | 1.1% | 18.6% | 1.3% | 0.3% | 100.0% |
| Skilled technical and academically qualified workers, junior Management, supervisors, foremen, and superintendents | 19 016 | 5 585 | 796 | 8 062 | 8 761 | 3 169 | 556 | 6 248 | 735 | 117 | 53 045 |
| | 35.8% | 10.5% | 1.5% | 15.2% | 16.5% | 6.0% | 1.0% | 11.8% | 1.4% | 0.2% | 100.0% |
| Semi-skilled and discretionary decision making | 53 131 | 15 811 | 491 | 2 467 | 21 355 | 8 123 | 356 | 3 990 | 1 756 | 460 | 107 940 |
| | 49.2% | 14.6% | 0.5% | 2.3% | 19.8% | 7.5% | 0.3% | 3.7% | 1.6% | 0.4% | 100.0% |
| Unskilled and defined decision making | 86 048 | 17 389 | 84 | 479 | 66 875 | 17 156 | 32 | 273 | 9 030 | 3 401 | 200 767 |
| | 42.9% | 8.7% | 0.0% | 0.2% | 33.3% | 8.5% | 0.0% | 0.1% | 4.5% | 1.7% | 100.0% |
| TOTAL PERMANENT | 162 712 | 40 156 | 1 821 | 24 794 | 99 128 | 29 102 | 1 196 | 15 460 | 11 854 | 4 055 | 390 278 |
| | 41.7% | 10.3% | 0.5% | 6.4% | 25.4% | 7.5% | 0.3% | 4.0% | 3.0% | 1.0% | 100.0% |
| Temporary employees | 50 566 | 11 464 | 66 | 560 | 54 968 | 15 924 | 54 | 348 | 7 303 | 3 143 | 144 396 |
| | 35.0% | 7.9% | 0.0% | 0.4% | 38.1% | 11.0% | 0.0% | 0.2% | 5.1% | 2.2% | 100.0% |
| GRAND TOTAL | 213 278 | 51 620 | 1 887 | 25 354 | 154 096 | 45 026 | 1 250 | 15 808 | 19 157 | 7 198 | 534 674 |

WORKFORCE PROFILE FOR PERSONS WITH DISABILITIES

| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
|--|-------|-------|------|-------|--------|------|------|-------|------------------|--------|--------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | 8 | 0 | 0 | 67 | 2 | 1 | 0 | 8 | 1 | 0 | 87 |
| | 9.2% | 0.0% | 0.0% | 77.0% | 2.3% | 1.1% | 0.0% | 9.2% | 1.1% | 0.0% | 100.0% |
| Senior Management | 8 | 3 | 2 | 63 | 7 | 2 | 2 | 16 | 1 | 0 | 104 |
| | 7.7% | 2.9% | 1.9% | 60.6% | 6.7% | 1.9% | 1.9% | 15.4% | 1.0% | 0.0% | 100.0% |
| Professionally qualified and experienced specialists and mid-Management | 40 | 28 | 4 | 110 | 16 | 10 | 3 | 41 | 2 | 0 | 254 |
| | 15.7% | 11.0% | 1.6% | 43.3% | 6.3% | 3.9% | 1.2% | 16.1% | 0.8% | 0.0% | 100.0% |
| Skilled technical and academically qualified workers, junior Management, supervisors, foremen, and superintendents | 205 | 79 | 9 | 101 | 78 | 38 | 5 | 60 | 4 | 1 | 580 |
| | 35.3% | 13.6% | 1.6% | 17.4% | 13.4% | 6.6% | 0.9% | 10.3% | 0.7% | 0.2% | 100.0% |
| Semi-skilled and discretionary decision making | 621 | 167 | 9 | 42 | 283 | 72 | 1 | 61 | 6 | 0 | 1 262 |
| | 49.2% | 13.2% | 0.7% | 3.3% | 22.4% | 5.7% | 0.1% | 4.8% | 0.5% | 0.0% | 100.0% |
| Unskilled and defined decision making | 1 001 | 162 | 1 | 14 | 1 785 | 103 | 2 | 8 | 23 | 5 | 3 104 |
| | 32.2% | 5.2% | 0.0% | 0.5% | 57.5% | 3.3% | 0.1% | 0.3% | 0.7% | 0.2% | 100.0% |
| TOTAL PERMANENT | 1 883 | 439 | 25 | 397 | 2 171 | 226 | 13 | 194 | 37 | 6 | 5 391 |
| | 34.9% | 8.1% | 0.5% | 7.4% | 40.3% | 4.2% | 0.2% | 3.6% | 0.7% | 0.1% | 100.0% |
| Temporary employees | 227 | 46 | 0 | 11 | 385 | 37 | 1 | 5 | 15 | 2 | 729 |
| | 31.1% | 6.3% | 0.0% | 1.5% | 52.8% | 5.1% | 0.1% | 0.7% | 2.1% | 0.3% | 100.0% |
| GRAND TOTAL | 2 110 | 485 | 25 | 408 | 2 556 | 263 | 14 | 199 | 52 | 8 | 6 120 |

Mining and Quarrying

| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
|--|---------|-------|-------|--------|--------|-------|------|--------|------------------|--------|---------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | 278 | 33 | 41 | 971 | 88 | 8 | 15 | 121 | 61 | 4 | 1 620 |
| | 17.2% | 2.0% | 2.5% | 59.9% | 5.4% | 0.5% | 0.9% | 7.5% | 3.8% | 0.2% | 100.0% |
| Senior Management | 908 | 137 | 183 | 2 939 | 220 | 33 | 77 | 459 | 162 | 23 | 5 141 |
| | 17.7% | 2.7% | 3.6% | 57.2% | 4.3% | 0.6% | 1.5% | 8.9% | 3.2% | 0.4% | 100.0% |
| Professionally qualified and experienced specialists and mid-Management | 5 020 | 553 | 455 | 8 476 | 1 713 | 184 | 227 | 1 981 | 408 | 72 | 19 089 |
| | 26.3% | 2.9% | 2.4% | 44.4% | 9.0% | 1.0% | 1.2% | 10.4% | 2.1% | 0.4% | 100.0% |
| Skilled technical and academically qualified workers, junior Management, supervisors, foremen, and superintendents | 39 829 | 3 334 | 592 | 22 782 | 8 433 | 876 | 348 | 5 182 | 4 033 | 98 | 85 507 |
| | 46.6% | 3.9% | 0.7% | 26.6% | 9.9% | 1.0% | 0.4% | 6.1% | 4.7% | 0.1% | 100.0% |
| Semi-skilled and discretionary decision making | 138 266 | 4 350 | 170 | 4 090 | 16 763 | 1 031 | 132 | 2 008 | 29 850 | 182 | 196 842 |
| | 70.2% | 2.2% | 0.1% | 2.1% | 8.5% | 0.5% | 0.1% | 1.0% | 15.2% | 0.1% | 100.0% |
| Unskilled and defined decision making | 83 936 | 1 055 | 15 | 675 | 16 178 | 247 | 2 | 106 | 17 463 | 947 | 120 624 |
| | 69.6% | 0.9% | 0.0% | 0.6% | 13.4% | 0.2% | 0.0% | 0.1% | 14.5% | 0.8% | 100.0% |
| TOTAL PERMANENT | 268 237 | 9 462 | 1 456 | 39 933 | 43 395 | 2 379 | 801 | 9 857 | 51 977 | 1 326 | 428 823 |
| | 62.6% | 2.2% | 0.3% | 9.3% | 10.1% | 0.6% | 0.2% | 2.3% | 12.1% | 0.3% | 100.0% |
| Temporary employees | 4 103 | 398 | 51 | 699 | 1 038 | 123 | 20 | 193 | 184 | 7 | 6 816 |
| | 60.2% | 5.8% | 0.7% | 10.3% | 15.2% | 1.8% | 0.3% | 2.8% | 2.7% | 0.1% | 100.0% |
| GRAND TOTAL | 272 340 | 9 860 | 1 507 | 40 632 | 44 433 | 2 502 | 821 | 10 050 | 52 161 | 1 333 | 435 639 |

WORKFORCE PROFILE FOR PERSONS WITH DISABILITIES

| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
|--|-------|-------|------|-------|--------|------|------|-------|------------------|--------|--------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | 4 | 1 | 0 | 28 | 1 | 0 | 1 | 6 | 0 | 0 | 41 |
| | 9.8% | 2.4% | 0.0% | 68.3% | 2.4% | 0.0% | 2.4% | 14.6% | 0.0% | 0.0% | 100.0% |
| Senior Management | 11 | 5 | 4 | 55 | 3 | 1 | 2 | 11 | 2 | 0 | 94 |
| | 11.7% | 5.3% | 4.3% | 58.5% | 3.2% | 1.1% | 2.1% | 11.7% | 2.1% | 0.0% | 100.0% |
| Professionally qualified and experienced specialists and mid-Management | 88 | 41 | 18 | 249 | 17 | 11 | 10 | 50 | 7 | 1 | 492 |
| | 17.9% | 8.3% | 3.7% | 50.6% | 3.5% | 2.2% | 2.0% | 10.2% | 1.4% | 0.2% | 100.0% |
| Skilled technical and academically qualified workers, junior Management, supervisors, foremen, and superintendents | 673 | 332 | 47 | 634 | 121 | 66 | 19 | 104 | 46 | 0 | 2 042 |
| | 33.0% | 16.3% | 2.3% | 31.0% | 5.9% | 3.2% | 0.9% | 5.1% | 2.3% | 0.0% | 100.0% |
| Semi-skilled and discretionary decision making | 2 016 | 512 | 5 | 154 | 218 | 114 | 6 | 82 | 256 | 3 | 3 366 |
| | 59.9% | 15.2% | 0.1% | 4.6% | 6.5% | 3.4% | 0.2% | 2.4% | 7.6% | 0.1% | 100.0% |
| Unskilled and defined decision making | 1 877 | 44 | 0 | 13 | 176 | 4 | 1 | 8 | 404 | 1 | 2 528 |
| | 74.2% | 1.7% | 0.0% | 0.5% | 7.0% | 0.2% | 0.0% | 0.3% | 16.0% | 0.0% | 100.0% |
| TOTAL PERMANENT | 4 669 | 935 | 74 | 1 133 | 536 | 196 | 39 | 261 | 715 | 5 | 8 563 |
| | 54.5% | 10.9% | 0.9% | 13.2% | 6.3% | 2.3% | 0.5% | 3.0% | 8.3% | 0.1% | 100.0% |
| Temporary employees | 14 | 0 | 3 | 8 | 9 | 2 | 2 | 9 | 0 | 0 | 47 |
| | 29.8% | 0.0% | 6.4% | 17.0% | 19.1% | 4.3% | 4.3% | 19.1% | 0.0% | 0.0% | 100.0% |
| GRAND TOTAL | 4 683 | 935 | 77 | 1 141 | 545 | 198 | 41 | 270 | 715 | 5 | 8 610 |

Manufacturing

| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
|--|---------|--------|--------|---------|---------|--------|--------|--------|------------------|--------|---------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | 535 | 324 | 893 | 6 932 | 231 | 159 | 240 | 1 203 | 499 | 59 | 11 075 |
| | 4.8% | 2.9% | 8.1% | 62.6% | 2.1% | 1.4% | 2.2% | 10.9% | 4.5% | 0.5% | 100.0% |
| Senior Management | 1 842 | 1 264 | 1 945 | 11 233 | 730 | 530 | 704 | 3 449 | 639 | 114 | 22 450 |
| | 8.2% | 5.6% | 8.7% | 50.0% | 3.3% | 2.4% | 3.1% | 15.4% | 2.8% | 0.5% | 100.0% |
| Professionally qualified and experienced specialists and mid-Management | 8 653 | 4 086 | 5 214 | 24 235 | 3 845 | 2 007 | 2 445 | 9 595 | 1 342 | 275 | 61 697 |
| | 14.0% | 6.6% | 8.5% | 39.3% | 6.2% | 3.3% | 4.0% | 15.6% | 2.2% | 0.4% | 100.0% |
| Skilled technical and academically qualified workers, junior Management, supervisors, foremen, and superintendents | 69 673 | 21 229 | 13 221 | 45 978 | 21 289 | 10 421 | 5 710 | 21 385 | 4 002 | 503 | 213 411 |
| | 32.6% | 9.9% | 6.2% | 21.5% | 10.0% | 4.9% | 2.7% | 10.0% | 1.9% | 0.2% | 100.0% |
| Semi-skilled and discretionary decision making | 171 249 | 32 835 | 9 539 | 14 838 | 56 096 | 24 055 | 6 170 | 11 008 | 3 906 | 597 | 330 293 |
| | 51.8% | 9.9% | 2.9% | 4.5% | 17.0% | 7.3% | 1.9% | 3.3% | 1.2% | 0.2% | 100.0% |
| Unskilled and defined decision making | 104 749 | 14 161 | 2 591 | 2 793 | 47 365 | 14 547 | 1 295 | 634 | 2 669 | 610 | 191 414 |
| | 54.7% | 7.4% | 1.4% | 1.5% | 24.7% | 7.6% | 0.7% | 0.3% | 1.4% | 0.3% | 100.0% |
| TOTAL PERMANENT | 356 701 | 73 899 | 33 403 | 106 009 | 129 556 | 51 719 | 16 564 | 47 274 | 13 057 | 2 158 | 830 340 |
| | 43.0% | 8.9% | 4.0% | 12.8% | 15.6% | 6.2% | 2.0% | 5.7% | 1.6% | 0.3% | 100.0% |
| Temporary employees | 29 615 | 4 910 | 906 | 3 106 | 14 971 | 3 559 | 471 | 1 199 | 840 | 109 | 59 686 |
| | 49.6% | 8.2% | 1.5% | 5.2% | 25.1% | 6.0% | 0.8% | 2.0% | 1.4% | 0.2% | 100.0% |
| GRAND TOTAL | 386 316 | 78 809 | 34 309 | 109 115 | 144 527 | 55 278 | 17 035 | 48 473 | 13 897 | 2 267 | 890 026 |

WORKFORCE PROFILE FOR PERSONS WITH DISABILITIES

| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
|--|-------|-------|-------|-------|--------|------|------|-------|------------------|--------|--------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | 4 | 13 | 15 | 101 | 4 | 3 | 7 | 22 | 9 | 0 | 178 |
| | 2.2% | 7.3% | 8.4% | 56.7% | 2.2% | 1.7% | 3.9% | 12.4% | 5.1% | 0.0% | 100.0% |
| Senior Management | 13 | 26 | 38 | 183 | 10 | 10 | 6 | 50 | 11 | 0 | 347 |
| | 3.7% | 7.5% | 11.0% | 52.7% | 2.9% | 2.9% | 1.7% | 14.4% | 3.2% | 0.0% | 100.0% |
| Professionally qualified and experienced specialists and mid-Management | 74 | 49 | 71 | 353 | 20 | 19 | 20 | 91 | 17 | 3 | 717 |
| | 10.3% | 6.8% | 9.9% | 49.2% | 2.8% | 2.6% | 2.8% | 12.7% | 2.4% | 0.4% | 100.0% |
| Skilled technical and academically qualified workers, junior Management, supervisors, foremen, and superintendents | 691 | 308 | 184 | 796 | 216 | 119 | 62 | 261 | 124 | 8 | 2 769 |
| | 25.0% | 11.1% | 6.6% | 28.7% | 7.8% | 4.3% | 2.2% | 9.4% | 4.5% | 0.3% | 100.0% |
| Semi-skilled and discretionary decision making | 1 801 | 391 | 179 | 296 | 803 | 396 | 84 | 172 | 6 | 3 | 4 131 |
| | 43.6% | 9.5% | 4.3% | 7.2% | 19.4% | 9.6% | 2.0% | 4.2% | 0.1% | 0.1% | 100.0% |
| Unskilled and defined decision making | 1 380 | 136 | 75 | 58 | 650 | 180 | 21 | 21 | 51 | 2 | 2 574 |
| | 53.6% | 5.3% | 2.9% | 2.3% | 25.3% | 7.0% | 0.8% | 0.8% | 2.0% | 0.1% | 100.0% |
| TOTAL PERMANENT | 3 963 | 923 | 562 | 1 787 | 1 703 | 727 | 200 | 617 | 218 | 16 | 10 716 |
| | 37.0% | 8.6% | 5.2% | 16.7% | 15.9% | 6.8% | 1.9% | 5.8% | 2.0% | 0.1% | 100.0% |
| Temporary employees | 291 | 50 | 11 | 39 | 427 | 42 | 14 | 12 | 3 | 0 | 889 |
| | 32.7% | 5.6% | 1.2% | 4.4% | 48.0% | 4.7% | 1.6% | 1.3% | 0.3% | 0.0% | 100.0% |
| GRAND TOTAL | 4 254 | 973 | 573 | 1 826 | 2 130 | 769 | 214 | 629 | 221 | 16 | 11 605 |

Electricity, Gas and Water

| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
|--|--------|-------|-------|--------|--------|-------|-------|-------|------------------|--------|---------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | 235 | 51 | 64 | 448 | 128 | 19 | 29 | 53 | 36 | 2 | 1 065 |
| | 22.1% | 4.8% | 6.0% | 42.1% | 12.0% | 1.8% | 2.7% | 5.0% | 3.4% | 0.2% | 100.0% |
| Senior Management | 1 225 | 166 | 273 | 1 158 | 710 | 76 | 128 | 357 | 111 | 14 | 4 218 |
| | 29.0% | 3.9% | 6.5% | 27.5% | 16.8% | 1.8% | 3.0% | 8.5% | 2.6% | 0.3% | 100.0% |
| Professionally qualified and experienced specialists and mid-Management | 5 113 | 902 | 1 174 | 3 910 | 3 737 | 418 | 578 | 1 334 | 350 | 70 | 17 586 |
| | 29.1% | 5.1% | 6.7% | 22.2% | 21.2% | 2.4% | 3.3% | 7.6% | 2.0% | 0.4% | 100.0% |
| Skilled technical and academically qualified workers, junior Management, supervisors, foremen, and superintendents | 23 764 | 2 652 | 1 384 | 7 873 | 15 329 | 1 594 | 963 | 3 402 | 367 | 84 | 57 412 |
| | 41.4% | 4.6% | 2.4% | 13.7% | 26.7% | 2.8% | 1.7% | 5.9% | 0.6% | 0.1% | 100.0% |
| Semi-skilled and discretionary decision making | 29 049 | 2 790 | 461 | 2 180 | 11 435 | 1 296 | 402 | 2 298 | 158 | 71 | 50 140 |
| | 57.9% | 5.6% | 0.9% | 4.3% | 22.8% | 2.6% | 0.8% | 4.6% | 0.3% | 0.1% | 100.0% |
| Unskilled and defined decision making | 16 804 | 1 174 | 94 | 292 | 5 812 | 398 | 29 | 71 | 53 | 10 | 24 737 |
| | 67.9% | 4.7% | 0.4% | 1.2% | 23.5% | 1.6% | 0.1% | 0.3% | 0.2% | 0.0% | 100.0% |
| TOTAL PERMANENT | 76 190 | 7 735 | 3 450 | 15 861 | 37 151 | 3 801 | 2 129 | 7 515 | 1 075 | 251 | 155 158 |
| | 49.1% | 5.0% | 2.2% | 10.2% | 23.9% | 2.4% | 1.4% | 4.8% | 0.7% | 0.2% | 100.0% |
| Temporary employees | 5 634 | 377 | 372 | 475 | 4 690 | 219 | 320 | 368 | 113 | 17 | 12 585 |
| | 44.8% | 3.0% | 3.0% | 3.8% | 37.3% | 1.7% | 2.5% | 2.9% | 0.9% | 0.1% | 100.0% |
| GRAND TOTAL | 81 824 | 8 112 | 3 822 | 16 336 | 41 841 | 4 020 | 2 449 | 7 883 | 1 188 | 268 | 167 743 |

WORKFORCE PROFILE FOR PERSONS WITH DISABILITIES

| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
|--|-------|------|-------|-------|--------|------|------|------|------------------|--------|--------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | 6 | 0 | 3 | 5 | 4 | 0 | 2 | 1 | 0 | 0 | 21 |
| | 28.6% | 0.0% | 14.3% | 23.8% | 19.0% | 0.0% | 9.5% | 4.8% | 0.0% | 0.0% | 100.0% |
| Senior Management | 26 | 1 | 7 | 27 | 16 | 1 | 5 | 5 | 0 | 0 | 88 |
| | 29.5% | 1.1% | 8.0% | 30.7% | 18.2% | 1.1% | 5.7% | 5.7% | 0.0% | 0.0% | 100.0% |
| Professionally qualified and experienced specialists and mid-Management | 205 | 18 | 17 | 153 | 145 | 7 | 11 | 33 | 1 | 2 | 592 |
| | 34.6% | 3.0% | 2.9% | 25.8% | 24.5% | 1.2% | 1.9% | 5.6% | 0.2% | 0.3% | 100.0% |
| Skilled technical and academically qualified workers, junior Management, supervisors, foremen, and superintendents | 689 | 75 | 37 | 419 | 343 | 28 | 13 | 124 | 7 | 0 | 1 735 |
| | 39.7% | 4.3% | 2.1% | 24.1% | 19.8% | 1.6% | 0.7% | 7.1% | 0.4% | 0.0% | 100.0% |
| Semi-skilled and discretionary decision making | 1 046 | 71 | 9 | 87 | 223 | 23 | 11 | 74 | 0 | 0 | 1 544 |
| | 67.7% | 4.6% | 0.6% | 5.6% | 14.4% | 1.5% | 0.7% | 4.8% | 0.0% | 0.0% | 100.0% |
| Unskilled and defined decision making | 191 | 10 | 6 | 10 | 118 | 13 | 1 | 4 | 0 | 0 | 353 |
| | 54.1% | 2.8% | 1.7% | 2.8% | 33.4% | 3.7% | 0.3% | 1.1% | 0.0% | 0.0% | 100.0% |
| TOTAL PERMANENT | 2 163 | 175 | 79 | 701 | 849 | 72 | 43 | 241 | 8 | 2 | 4 333 |
| | 49.9% | 4.0% | 1.8% | 16.2% | 19.6% | 1.7% | 1.0% | 5.6% | 0.2% | 0.0% | 100.0% |
| Temporary employees | 49 | 3 | 1 | 6 | 53 | 1 | 0 | 0 | 0 | 0 | 113 |
| | 43.4% | 2.7% | 0.9% | 5.3% | 46.9% | 0.9% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| GRAND TOTAL | 2 212 | 178 | 80 | 707 | 902 | 73 | 43 | 241 | 8 | 2 | 4 446 |

Construction

| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
|--|---------|--------|-------|--------|--------|-------|-------|--------|------------------|--------|---------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | 949 | 334 | 364 | 3 737 | 270 | 102 | 119 | 422 | 146 | 9 | 6 452 |
| | 14.7% | 5.2% | 5.6% | 57.9% | 4.2% | 1.6% | 1.8% | 6.5% | 2.3% | 0.1% | 100.0% |
| Senior Management | 2 065 | 694 | 642 | 5 529 | 562 | 172 | 198 | 1 133 | 347 | 58 | 11 400 |
| | 18.1% | 6.1% | 5.6% | 48.5% | 4.9% | 1.5% | 1.7% | 9.9% | 3.0% | 0.5% | 100.0% |
| Professionally qualified and experienced specialists and mid-Management | 6 606 | 1 968 | 1 279 | 11 141 | 2 226 | 461 | 438 | 2 905 | 1 109 | 153 | 28 286 |
| | 23.4% | 7.0% | 4.5% | 39.4% | 7.9% | 1.6% | 1.5% | 10.3% | 3.9% | 0.5% | 100.0% |
| Skilled technical and academically qualified workers, junior Management, supervisors, foremen, and superintendents | 44 529 | 7 416 | 2 344 | 14 288 | 9 231 | 1 817 | 1 164 | 6 104 | 2 292 | 206 | 89 391 |
| | 49.8% | 8.3% | 2.6% | 16.0% | 10.3% | 2.0% | 1.3% | 6.8% | 2.6% | 0.2% | 100.0% |
| Semi-skilled and discretionary decision making | 74 288 | 5 556 | 747 | 3 362 | 11 493 | 1 569 | 543 | 3 065 | 1 844 | 94 | 102 561 |
| | 72.4% | 5.4% | 0.7% | 3.3% | 11.2% | 1.5% | 0.5% | 3.0% | 1.8% | 0.1% | 100.0% |
| Unskilled and defined decision making | 66 018 | 5 138 | 144 | 692 | 13 084 | 1 168 | 29 | 220 | 1 455 | 121 | 88 069 |
| | 75.0% | 5.8% | 0.2% | 0.8% | 14.9% | 1.3% | 0.0% | 0.2% | 1.7% | 0.1% | 100.0% |
| TOTAL PERMANENT | 194 455 | 21 106 | 5 520 | 38 749 | 36 866 | 5 289 | 2 491 | 13 849 | 7 193 | 641 | 326 159 |
| | 59.6% | 6.5% | 1.7% | 11.9% | 11.3% | 1.6% | 0.8% | 4.2% | 2.2% | 0.2% | 100.0% |
| Temporary employees | 42 018 | 3 331 | 246 | 1 638 | 17 402 | 499 | 50 | 359 | 530 | 42 | 66 115 |
| | 63.6% | 5.0% | 0.4% | 2.5% | 26.3% | 0.8% | 0.1% | 0.5% | 0.8% | 0.1% | 100.0% |
| GRAND TOTAL | 236 473 | 24 437 | 5 766 | 40 387 | 54 268 | 5 788 | 2 541 | 14 208 | 7 723 | 683 | 392 274 |

WORKFORCE PROFILE FOR PERSONS WITH DISABILITIES

| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
|--|-------|-------|-------|-------|--------|------|------|-------|------------------|--------|--------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | 15 | 8 | 14 | 68 | 7 | 2 | 4 | 6 | 6 | 0 | 130 |
| | 11.5% | 6.2% | 10.8% | 52.3% | 5.4% | 1.5% | 3.1% | 4.6% | 4.6% | 0.0% | 100.0% |
| Senior Management | 32 | 21 | 16 | 90 | 18 | 1 | 2 | 26 | 1 | 1 | 208 |
| | 15.4% | 10.1% | 7.7% | 43.3% | 8.7% | 0.5% | 1.0% | 12.5% | 0.5% | 0.5% | 100.0% |
| Professionally qualified and experienced specialists and mid-Management | 78 | 39 | 15 | 111 | 26 | 4 | 6 | 29 | 7 | 0 | 315 |
| | 24.8% | 12.4% | 4.8% | 35.2% | 8.3% | 1.3% | 1.9% | 9.2% | 2.2% | 0.0% | 100.0% |
| Skilled technical and academically qualified workers, junior Management, supervisors, foremen, and superintendents | 467 | 76 | 32 | 188 | 115 | 18 | 17 | 83 | 12 | 1 | 1 009 |
| | 46.3% | 7.5% | 3.2% | 18.6% | 11.4% | 1.8% | 1.7% | 8.2% | 1.2% | 0.1% | 100.0% |
| Semi-skilled and discretionary decision making | 743 | 69 | 13 | 53 | 195 | 18 | 6 | 34 | 4 | 0 | 1 135 |
| | 65.5% | 6.1% | 1.1% | 4.7% | 17.2% | 1.6% | 0.5% | 3.0% | 0.4% | 0.0% | 100.0% |
| Unskilled and defined decision making | 530 | 125 | 1 | 13 | 257 | 85 | 1 | 2 | 8 | 0 | 1 022 |
| | 51.9% | 12.2% | 0.1% | 1.3% | 25.1% | 8.3% | 0.1% | 0.2% | 0.8% | 0.0% | 100.0% |
| TOTAL PERMANENT | 1 865 | 338 | 91 | 523 | 618 | 128 | 36 | 180 | 38 | 2 | 3 819 |
| | 48.8% | 8.9% | 2.4% | 13.7% | 16.2% | 3.4% | 0.9% | 4.7% | 1.0% | 0.1% | 100.0% |
| Temporary employees | 326 | 21 | 3 | 8 | 74 | 3 | 5 | 4 | 9 | 0 | 453 |
| | 72.0% | 4.6% | 0.7% | 1.8% | 16.3% | 0.7% | 1.1% | 0.9% | 2.0% | 0.0% | 100.0% |
| GRAND TOTAL | 2 191 | 359 | 94 | 531 | 692 | 131 | 41 | 184 | 47 | 2 | 4 272 |

Retail and Motor Trade and Repair Services

| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
|--|---------|--------|--------|--------|---------|--------|--------|--------|------------------|--------|---------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | 195 | 128 | 351 | 2 946 | 61 | 81 | 90 | 668 | 67 | 14 | 4 601 |
| | 4.2% | 2.8% | 7.6% | 64.0% | 1.3% | 1.8% | 2.0% | 14.5% | 1.5% | 0.3% | 100.0% |
| Senior Management | 1 099 | 694 | 975 | 5 219 | 561 | 502 | 403 | 2 355 | 133 | 36 | 11 977 |
| | 9.2% | 5.8% | 8.1% | 43.6% | 4.7% | 4.2% | 3.4% | 19.7% | 1.1% | 0.3% | 100.0% |
| Professionally qualified and experienced specialists and mid-Management | 5 322 | 2 509 | 2 311 | 8 493 | 4 175 | 2 569 | 1 482 | 6 465 | 252 | 129 | 33 707 |
| | 15.8% | 7.4% | 6.9% | 25.2% | 12.4% | 7.6% | 4.4% | 19.2% | 0.7% | 0.4% | 100.0% |
| Skilled technical and academically qualified workers, junior Management, supervisors, foremen, and superintendents | 27 205 | 7 355 | 5 249 | 14 925 | 22 769 | 9 382 | 3 856 | 11 846 | 655 | 215 | 103 457 |
| | 26.3% | 7.1% | 5.1% | 14.4% | 22.0% | 9.1% | 3.7% | 11.5% | 0.6% | 0.2% | 100.0% |
| Semi-skilled and discretionary decision making | 82 046 | 14 239 | 4 630 | 7 417 | 144 846 | 32 044 | 5 515 | 8 870 | 1 329 | 662 | 301 598 |
| | 27.2% | 4.7% | 1.5% | 2.5% | 48.0% | 10.6% | 1.8% | 2.9% | 0.4% | 0.2% | 100.0% |
| Unskilled and defined decision making | 51 686 | 6 770 | 965 | 1 340 | 54 461 | 10 749 | 809 | 817 | 874 | 344 | 128 815 |
| | 40.1% | 5.3% | 0.7% | 1.0% | 42.3% | 8.3% | 0.6% | 0.6% | 0.7% | 0.3% | 100.0% |
| TOTAL PERMANENT | 167 553 | 31 695 | 14 481 | 40 340 | 226 873 | 55 327 | 12 155 | 31 021 | 3 310 | 1 400 | 584 155 |
| | 28.7% | 5.4% | 2.5% | 6.9% | 38.8% | 9.5% | 2.1% | 5.3% | 0.6% | 0.2% | 100.0% |
| Temporary employees | 8 435 | 1 628 | 435 | 817 | 13 485 | 2 913 | 582 | 1 127 | 149 | 83 | 29 654 |
| | 28.4% | 5.5% | 1.5% | 2.8% | 45.5% | 9.8% | 2.0% | 3.8% | 0.5% | 0.3% | 100.0% |
| GRAND TOTAL | 175 988 | 33 323 | 14 916 | 41 157 | 240 358 | 58 240 | 12 737 | 32 148 | 3 459 | 1 483 | 613 809 |

WORKFORCE PROFILE FOR PERSONS WITH DISABILITIES

| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
|--|-------|-------|-------|-------|--------|-------|------|-------|------------------|--------|--------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | 4 | 3 | 14 | 35 | 1 | 2 | 1 | 9 | 0 | 0 | 69 |
| | 5.8% | 4.3% | 20.3% | 50.7% | 1.4% | 2.9% | 1.4% | 13.0% | 0.0% | 0.0% | 100.0% |
| Senior Management | 9 | 7 | 13 | 49 | 3 | 1 | 1 | 29 | 1 | 0 | 113 |
| | 8.0% | 6.2% | 11.5% | 43.4% | 2.7% | 0.9% | 0.9% | 25.7% | 0.9% | 0.0% | 100.0% |
| Professionally qualified and experienced specialists and mid-Management | 19 | 26 | 23 | 102 | 7 | 17 | 11 | 75 | 0 | 1 | 281 |
| | 6.8% | 9.3% | 8.2% | 36.3% | 2.5% | 6.0% | 3.9% | 26.7% | 0.0% | 0.4% | 100.0% |
| Skilled technical and academically qualified workers, junior Management, supervisors, foremen, and superintendents | 237 | 90 | 46 | 198 | 104 | 61 | 37 | 104 | 2 | 0 | 879 |
| | 27.0% | 10.2% | 5.2% | 22.5% | 11.8% | 6.9% | 4.2% | 11.8% | 0.2% | 0.0% | 100.0% |
| Semi-skilled and discretionary decision making | 522 | 160 | 44 | 121 | 458 | 230 | 35 | 138 | 6 | 1 | 1 715 |
| | 30.4% | 9.3% | 2.6% | 7.1% | 26.7% | 13.4% | 2.0% | 8.0% | 0.3% | 0.1% | 100.0% |
| Unskilled and defined decision making | 456 | 75 | 22 | 59 | 281 | 32 | 5 | 36 | 3 | 0 | 969 |
| | 47.1% | 7.7% | 2.3% | 6.1% | 29.0% | 3.3% | 0.5% | 3.7% | 0.3% | 0.0% | 100.0% |
| TOTAL PERMANENT | 1 247 | 361 | 162 | 564 | 854 | 343 | 90 | 391 | 12 | 2 | 4 026 |
| | 31.0% | 9.0% | 4.0% | 14.0% | 21.2% | 8.5% | 2.2% | 9.7% | 0.3% | 0.0% | 100.0% |
| Temporary employees | 23 | 5 | 0 | 5 | 31 | 9 | 1 | 4 | 0 | 0 | 78 |
| | 29.5% | 6.4% | 0.0% | 6.4% | 39.7% | 11.5% | 1.3% | 5.1% | 0.0% | 0.0% | 100.0% |
| GRAND TOTAL | 1 270 | 366 | 162 | 569 | 885 | 352 | 91 | 395 | 12 | 2 | 4 104 |

Wholesale Trade, Commercial Agent and Allied Services

| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
|--|---------|--------|--------|--------|---------|--------|--------|--------|------------------|--------|---------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | 268 | 146 | 646 | 3 922 | 144 | 89 | 184 | 903 | 222 | 39 | 6 563 |
| | 4.1% | 2.2% | 9.8% | 59.8% | 2.2% | 1.4% | 2.8% | 13.8% | 3.4% | 0.6% | 100.0% |
| Senior Management | 965 | 521 | 1 235 | 5 254 | 519 | 367 | 559 | 2 572 | 236 | 57 | 12 285 |
| | 7.9% | 4.2% | 10.1% | 42.8% | 4.2% | 3.0% | 4.6% | 20.9% | 1.9% | 0.5% | 100.0% |
| Professionally qualified and experienced specialists and mid-Management | 3 595 | 1 416 | 1 925 | 8 359 | 1 948 | 1 065 | 1 191 | 5 816 | 426 | 117 | 25 858 |
| | | | | | | | | | | | |
| | 13.9% | 5.5% | 7.4% | 32.3% | 7.5% | 4.1% | 4.6% | 22.5% | 1.6% | 0.5% | 100.0% |
| Skilled technical and academically qualified workers, junior Management, supervisors, foremen, and superintendents | 21 454 | 5 159 | 4 224 | 13 107 | 13 860 | 5 482 | 3 713 | 12 832 | 1 136 | 308 | 81 275 |
| | | | | | | | | | | | |
| | 26.4% | 6.3% | 5.2% | 16.1% | 17.1% | 6.7% | 4.6% | 15.8% | 1.4% | 0.4% | 100.0% |
| Semi-skilled and discretionary decision making | 70 084 | 9 481 | 4 020 | 6 524 | 52 242 | 10 682 | 4 478 | 9 461 | 1 725 | 558 | 169 255 |
| | 41.4% | 5.6% | 2.4% | 3.9% | 30.9% | 6.3% | 2.6% | 5.6% | 1.0% | 0.3% | 100.0% |
| Unskilled and defined decision making | 56 030 | 5 743 | 916 | 1 094 | 43 588 | 5 524 | 738 | 659 | 1 327 | 417 | 116 036 |
| | 48.3% | 4.9% | 0.8% | 0.9% | 37.6% | 4.8% | 0.6% | 0.6% | 1.1% | 0.4% | 100.0% |
| TOTAL PERMANENT | 152 396 | 22 466 | 12 966 | 38 260 | 112 301 | 23 209 | 10 863 | 32 243 | 5 072 | 1 496 | 411 272 |
| | 37.1% | 5.5% | 3.2% | 9.3% | 27.3% | 5.6% | 2.6% | 7.8% | 1.2% | 0.4% | 100.0% |
| Temporary employees | 12 346 | 1 566 | 817 | 867 | 13 515 | 1 569 | 1 062 | 1 198 | 446 | 106 | 33 492 |
| | 36.9% | 4.7% | 2.4% | 2.6% | 40.4% | 4.7% | 3.2% | 3.6% | 1.3% | 0.3% | 100.0% |
| GRAND TOTAL | 164 742 | 24 032 | 13 783 | 39 127 | 125 816 | 24 778 | 11 925 | 33 441 | 5 518 | 1 602 | 444 764 |

WORKFORCE PROFILE FOR PERSONS WITH DISABILITIES

| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
|--|-------|-------|-------|-------|--------|------|------|-------|------------------|--------|--------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | 4 | 6 | 12 | 61 | 4 | 2 | 3 | 11 | 1 | 0 | 104 |
| | 3.8% | 5.8% | 11.5% | 58.7% | 3.8% | 1.9% | 2.9% | 10.6% | 1.0% | 0.0% | 100.0% |
| Senior Management | 11 | 3 | 19 | 62 | 8 | 4 | 7 | 41 | 3 | 1 | 159 |
| | 6.9% | 1.9% | 11.9% | 39.0% | 5.0% | 2.5% | 4.4% | 25.8% | 1.9% | 0.6% | 100.0% |
| Professionally qualified and experienced specialists and mid-Management | 53 | 20 | 29 | 165 | 16 | 19 | 9 | 84 | 4 | 2 | 401 |
| | 13.2% | 5.0% | 7.2% | 41.1% | 4.0% | 4.7% | 2.2% | 20.9% | 1.0% | 0.5% | 100.0% |
| Skilled technical and academically qualified workers, junior Management, supervisors, foremen, and superintendents | 307 | 78 | 68 | 234 | 128 | 49 | 28 | 153 | 5 | 5 | 1 055 |
| | 29.1% | 7.4% | 6.4% | 22.2% | 12.1% | 4.6% | 2.7% | 14.5% | 0.5% | 0.5% | 100.0% |
| Semi-skilled and discretionary decision making | 743 | 95 | 53 | 148 | 387 | 68 | 24 | 110 | 15 | 1 | 1 644 |
| | 45.2% | 5.8% | 3.2% | 9.0% | 23.5% | 4.1% | 1.5% | 6.7% | 0.9% | 0.1% | 100.0% |
| Unskilled and defined decision making | 311 | 43 | 25 | 71 | 314 | 38 | 15 | 30 | 2 | 2 | 851 |
| | 36.5% | 5.1% | 2.9% | 8.3% | 36.9% | 4.5% | 1.8% | 3.5% | 0.2% | 0.2% | 100.0% |
| TOTAL PERMANENT | 1 429 | 245 | 206 | 741 | 857 | 180 | 86 | 429 | 30 | 11 | 4 214 |
| | 33.9% | 5.8% | 4.9% | 17.6% | 20.3% | 4.3% | 2.0% | 10.2% | 0.7% | 0.3% | 100.0% |
| Temporary employees | 397 | 91 | 12 | 17 | 94 | 23 | 5 | 5 | 17 | 0 | 661 |
| | 60.1% | 13.8% | 1.8% | 2.6% | 14.2% | 3.5% | 0.8% | 0.8% | 2.6% | 0.0% | 100.0% |
| GRAND TOTAL | 1 826 | 336 | 218 | 758 | 951 | 203 | 91 | 434 | 47 | 11 | 4 875 |

Catering, Accommodation and other Trade

| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
|--|--------|-------|-------|--------|---------|--------|-------|--------|------------------|--------|---------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | 176 | 60 | 104 | 1 129 | 122 | 47 | 47 | 440 | 62 | 15 | 2 202 |
| | 8.0% | 2.7% | 4.7% | 51.3% | 5.5% | 2.1% | 2.1% | 20.0% | 2.8% | 0.7% | 100.0% |
| Senior Management | 768 | 249 | 235 | 1 697 | 580 | 238 | 161 | 1 468 | 138 | 51 | 5 585 |
| | 13.8% | 4.5% | 4.2% | 30.4% | 10.4% | 4.3% | 2.9% | 26.3% | 2.5% | 0.9% | 100.0% |
| Professionally qualified and experienced specialists and mid-Management | 3 117 | 796 | 587 | 3 067 | 3 319 | 1 071 | 607 | 3 658 | 431 | 185 | 16 838 |
| | | | | | | | | | | | |
| | 18.5% | 4.7% | 3.5% | 18.2% | 19.7% | 6.4% | 3.6% | 21.7% | 2.6% | 1.1% | 100.0% |
| Skilled technical and academically qualified workers, junior Management, supervisors, foremen, and superintendents | 12 482 | 2 181 | 888 | 3 418 | 15 094 | 4 290 | 1 191 | 5 466 | 1 184 | 682 | 46 876 |
| | | | | | | | | | | | |
| | 26.6% | 4.7% | 1.9% | 7.3% | 32.2% | 9.2% | 2.5% | 11.7% | 2.5% | 1.5% | 100.0% |
| Semi-skilled and discretionary decision making | 37 495 | 3 511 | 777 | 1 812 | 52 489 | 5 735 | 1 014 | 2 936 | 2 411 | 1 299 | 109 479 |
| | 34.2% | 3.2% | 0.7% | 1.7% | 47.9% | 5.2% | 0.9% | 2.7% | 2.2% | 1.2% | 100.0% |
| Unskilled and defined decision making | 20 695 | 1 751 | 63 | 317 | 34 599 | 3 747 | 94 | 331 | 1 178 | 587 | 63 362 |
| | 32.7% | 2.8% | 0.1% | 0.5% | 54.6% | 5.9% | 0.1% | 0.5% | 1.9% | 0.9% | 100.0% |
| TOTAL PERMANENT | 74 733 | 8 548 | 2 654 | 11 440 | 106 203 | 15 128 | 3 114 | 14 299 | 5 404 | 2 819 | 244 342 |
| | 30.6% | 3.5% | 1.1% | 4.7% | 43.5% | 6.2% | 1.3% | 5.9% | 2.2% | 1.2% | 100.0% |
| Temporary employees | 4 738 | 673 | 100 | 589 | 7 699 | 968 | 91 | 669 | 329 | 168 | 16 024 |
| | 29.6% | 4.2% | 0.6% | 3.7% | 48.0% | 6.0% | 0.6% | 4.2% | 2.1% | 1.0% | 100.0% |
| GRAND TOTAL | 79 471 | 9 221 | 2 754 | 12 029 | 113 902 | 16 096 | 3 205 | 14 968 | 5 733 | 2 987 | 260 366 |

WORKFORCE PROFILE FOR PERSONS WITH DISABILITIES

| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
|--|-------|------|-------|-------|--------|-------|------|-------|------------------|--------|--------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | 4 | 0 | 3 | 15 | 2 | 5 | 3 | 8 | 4 | 0 | 44 |
| | 9.1% | 0.0% | 6.8% | 34.1% | 4.5% | 11.4% | 6.8% | 18.2% | 9.1% | 0.0% | 100.0% |
| Senior Management | 6 | 4 | 10 | 27 | 8 | 7 | 7 | 21 | 4 | 0 | 94 |
| | 6.4% | 4.3% | 10.6% | 28.7% | 8.5% | 7.4% | 7.4% | 22.3% | 4.3% | 0.0% | 100.0% |
| Professionally qualified and experienced specialists and mid-Management | 29 | 9 | 6 | 64 | 34 | 11 | 5 | 49 | 9 | 3 | 219 |
| | 13.2% | 4.1% | 2.7% | 29.2% | 15.5% | 5.0% | 2.3% | 22.4% | 4.1% | 1.4% | 100.0% |
| Skilled technical and academically qualified workers, junior Management, supervisors, foremen, and superintendents | 152 | 38 | 17 | 68 | 124 | 47 | 15 | 90 | 9 | 9 | 569 |
| | 26.7% | 6.7% | 3.0% | 12.0% | 21.8% | 8.3% | 2.6% | 15.8% | 1.6% | 1.6% | 100.0% |
| Semi-skilled and discretionary decision making | 406 | 62 | 15 | 37 | 412 | 63 | 16 | 43 | 3 | 4 | 1 061 |
| | 38.3% | 5.8% | 1.4% | 3.5% | 38.8% | 5.9% | 1.5% | 4.1% | 0.3% | 0.4% | 100.0% |
| Unskilled and defined decision making | 254 | 22 | 3 | 12 | 420 | 41 | 4 | 6 | 4 | 1 | 767 |
| | 33.1% | 2.9% | 0.4% | 1.6% | 54.8% | 5.3% | 0.5% | 0.8% | 0.5% | 0.1% | 100.0% |
| TOTAL PERMANENT | 851 | 135 | 54 | 223 | 1 000 | 174 | 50 | 217 | 33 | 17 | 2 754 |
| | 30.9% | 4.9% | 2.0% | 8.1% | 36.3% | 6.3% | 1.8% | 7.9% | 1.2% | 0.6% | 100.0% |
| Temporary employees | 40 | 6 | 3 | 4 | 46 | 5 | 5 | 6 | 0 | 1 | 116 |
| | 34.5% | 5.2% | 2.6% | 3.4% | 39.7% | 4.3% | 4.3% | 5.2% | 0.0% | 0.9% | 100.0% |
| GRAND TOTAL | 891 | 141 | 57 | 227 | 1 046 | 179 | 55 | 223 | 33 | 18 | 2 870 |

Transport, Storage and Communications

| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
|--|---------|--------|--------|--------|--------|--------|-------|--------|------------------|--------|---------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | 454 | 144 | 382 | 2 123 | 240 | 75 | 148 | 490 | 124 | 24 | 4 204 |
| | 10.8% | 3.4% | 9.1% | 50.5% | 5.7% | 1.8% | 3.5% | 11.7% | 2.9% | 0.6% | 100.0% |
| Senior Management | 1 447 | 468 | 939 | 3 635 | 721 | 228 | 390 | 1 524 | 216 | 59 | 9 627 |
| | 15.0% | 4.9% | 9.8% | 37.8% | 7.5% | 2.4% | 4.1% | 15.8% | 2.2% | 0.6% | 100.0% |
| Professionally qualified and experienced specialists and mid-Management | 8 493 | 2 346 | 2 915 | 11 516 | 3 876 | 1 113 | 1 358 | 5 073 | 1 034 | 215 | 37 939 |
| | 22.4% | 6.2% | 7.7% | 30.4% | 10.2% | 2.9% | 3.6% | 13.4% | 2.7% | 0.6% | 100.0% |
| Skilled technical and academically qualified workers, junior Management, supervisors, foremen, and superintendents | 49 903 | 11 018 | 7 002 | 24 530 | 24 165 | 6 009 | 3 667 | 12 400 | 2 183 | 314 | 141 191 |
| | 35.3% | 7.8% | 5.0% | 17.4% | 17.1% | 4.3% | 2.6% | 8.8% | 1.5% | 0.2% | 100.0% |
| Semi-skilled and discretionary decision making | 93 061 | 13 130 | 4 784 | 7 232 | 31 490 | 6 380 | 3 239 | 7 127 | 2 853 | 306 | 169 602 |
| | 54.9% | 7.7% | 2.8% | 4.3% | 18.6% | 3.8% | 1.9% | 4.2% | 1.7% | 0.2% | 100.0% |
| Unskilled and defined decision making | 31 679 | 4 042 | 340 | 596 | 8 695 | 1 016 | 73 | 151 | 432 | 64 | 47 088 |
| | 67.3% | 8.6% | 0.7% | 1.3% | 18.5% | 2.2% | 0.2% | 0.3% | 0.9% | 0.1% | 100.0% |
| TOTAL PERMANENT | 185 037 | 31 148 | 16 362 | 49 632 | 69 187 | 14 821 | 8 875 | 26 765 | 6 842 | 982 | 409 651 |
| | 45.2% | 7.6% | 4.0% | 12.1% | 16.9% | 3.6% | 2.2% | 6.5% | 1.7% | 0.2% | 100.0% |
| Temporary employees | 14 552 | 1 626 | 463 | 891 | 8 283 | 844 | 220 | 499 | 194 | 49 | 27 621 |
| | 52.7% | 5.9% | 1.7% | 3.2% | 30.0% | 3.1% | 0.8% | 1.8% | 0.7% | 0.2% | 100.0% |
| GRAND TOTAL | 199 589 | 32 774 | 16 825 | 50 523 | 77 470 | 15 665 | 9 095 | 27 264 | 7 036 | 1 031 | 437 272 |

WORKFORCE PROFILE FOR PERSONS WITH DISABILITIES

| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
|--|-------|------|-------|-------|--------|------|------|-------|------------------|--------|--------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | 11 | 4 | 18 | 36 | 7 | 2 | 3 | 5 | 1 | 0 | 87 |
| | 12.6% | 4.6% | 20.7% | 41.4% | 8.0% | 2.3% | 3.4% | 5.7% | 1.1% | 0.0% | 100.0% |
| Senior Management | 9 | 8 | 22 | 43 | 7 | 2 | 8 | 35 | 1 | 0 | 135 |
| | 6.7% | 5.9% | 16.3% | 31.9% | 5.2% | 1.5% | 5.9% | 25.9% | 0.7% | 0.0% | 100.0% |
| Professionally qualified and experienced specialists and mid-Management | 84 | 29 | 30 | 163 | 21 | 7 | 20 | 70 | 3 | 1 | 428 |
| | 19.6% | 6.8% | 7.0% | 38.1% | 4.9% | 1.6% | 4.7% | 16.4% | 0.7% | 0.2% | 100.0% |
| Skilled technical and academically qualified workers, junior Management, supervisors, foremen, and superintendents | 564 | 115 | 95 | 583 | 481 | 74 | 42 | 247 | 16 | 1 | 2 218 |
| | 25.4% | 5.2% | 4.3% | 26.3% | 21.7% | 3.3% | 1.9% | 11.1% | 0.7% | 0.0% | 100.0% |
| Semi-skilled and discretionary decision making | 821 | 118 | 59 | 160 | 501 | 58 | 45 | 117 | 21 | 1 | 1 901 |
| | 43.2% | 6.2% | 3.1% | 8.4% | 26.4% | 3.1% | 2.4% | 6.2% | 1.1% | 0.1% | 100.0% |
| Unskilled and defined decision making | 245 | 39 | 9 | 17 | 210 | 24 | 4 | 3 | 1 | 0 | 552 |
| | 44.4% | 7.1% | 1.6% | 3.1% | 38.0% | 4.3% | 0.7% | 0.5% | 0.2% | 0.0% | 100.0% |
| TOTAL PERMANENT | 1 734 | 313 | 233 | 1 002 | 1 227 | 167 | 122 | 477 | 43 | 3 | 5 321 |
| | 32.6% | 5.9% | 4.4% | 18.8% | 23.1% | 3.1% | 2.3% | 9.0% | 0.8% | 0.1% | 100.0% |
| Temporary employees | 135 | 3 | 4 | 1 | 404 | 7 | 3 | 4 | 0 | 0 | 561 |
| | 24.1% | 0.5% | 0.7% | 0.2% | 72.0% | 1.2% | 0.5% | 0.7% | 0.0% | 0.0% | 100.0% |
| GRAND TOTAL | 1 869 | 316 | 237 | 1 003 | 1 631 | 174 | 125 | 481 | 43 | 3 | 5 882 |

Finance and Business Services

| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
|--|---------|--------|--------|--------|---------|--------|--------|--------|------------------|--------|---------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | 919 | 283 | 570 | 5 452 | 548 | 188 | 269 | 1 572 | 393 | 82 | 10 276 |
| | 8.9% | 2.8% | 5.5% | 53.1% | 5.3% | 1.8% | 2.6% | 15.3% | 3.8% | 0.8% | 100.0% |
| Senior Management | 3 021 | 1 150 | 2 293 | 11 964 | 2 174 | 982 | 1 566 | 7 426 | 1 029 | 400 | 32 005 |
| | 9.4% | 3.6% | 7.2% | 37.4% | 6.8% | 3.1% | 4.9% | 23.2% | 3.2% | 1.2% | 100.0% |
| Professionally qualified and experienced specialists and mid-Management | 15 432 | 5 830 | 8 217 | 29 787 | 14 446 | 6 716 | 7 777 | 25 015 | 2 790 | 1 287 | 117 297 |
| | | | | | | | | | | | |
| | 13.2% | 5.0% | 7.0% | 25.4% | 12.3% | 5.7% | 6.6% | 21.3% | 2.4% | 1.1% | 100.0% |
| Skilled technical and academically qualified workers, junior Management, supervisors, foremen, and superintendents | 55 168 | 14 839 | 10 237 | 27 673 | 66 731 | 24 358 | 13 241 | 41 815 | 2 907 | 1 630 | 258 599 |
| | | | | | | | | | | | |
| | 21.3% | 5.7% | 4.0% | 10.7% | 25.8% | 9.4% | 5.1% | 16.2% | 1.1% | 0.6% | 100.0% |
| Semi-skilled and discretionary decision making | 110 060 | 13 410 | 5 628 | 7 786 | 90 792 | 23 014 | 8 598 | 17 205 | 1 238 | 739 | 278 470 |
| | 39.5% | 4.8% | 2.0% | 2.8% | 32.6% | 8.3% | 3.1% | 6.2% | 0.4% | 0.3% | 100.0% |
| Unskilled and defined decision making | 42 360 | 3 698 | 475 | 594 | 40 519 | 4 658 | 277 | 489 | 1 129 | 293 | 94 492 |
| | 44.8% | 3.9% | 0.5% | 0.6% | 42.9% | 4.9% | 0.3% | 0.5% | 1.2% | 0.3% | 100.0% |
| TOTAL PERMANENT | 226 960 | 39 210 | 27 420 | 83 256 | 215 210 | 59 916 | 31 728 | 93 522 | 9 486 | 4 431 | 791 139 |
| | 28.7% | 5.0% | 3.5% | 10.5% | 27.2% | 7.6% | 4.0% | 11.8% | 1.2% | 0.6% | 100.0% |
| Temporary employees | 82 812 | 11 936 | 2 051 | 4 071 | 56 840 | 9 029 | 1 417 | 3 984 | 1 616 | 849 | 174 605 |
| | 47.4% | 6.8% | 1.2% | 2.3% | 32.6% | 5.2% | 0.8% | 2.3% | 0.9% | 0.5% | 100.0% |
| GRAND TOTAL | 309 772 | 51 146 | 29 471 | 87 327 | 272 050 | 68 945 | 33 145 | 97 506 | 11 102 | 5 280 | 965 744 |

WORKFORCE PROFILE FOR PERSONS WITH DISABILITIES

| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
|--|-------|-------|------|-------|--------|-------|------|-------|------------------|--------|--------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | 9 | 5 | 6 | 62 | 2 | 8 | 5 | 27 | 4 | 0 | 128 |
| | 7.0% | 3.9% | 4.7% | 48.4% | 1.6% | 6.3% | 3.9% | 21.1% | 3.1% | 0.0% | 100.0% |
| Senior Management | 32 | 17 | 17 | 155 | 18 | 14 | 21 | 76 | 9 | 4 | 363 |
| | 8.8% | 4.7% | 4.7% | 42.7% | 5.0% | 3.9% | 5.8% | 20.9% | 2.5% | 1.1% | 100.0% |
| Professionally qualified and experienced specialists and mid-Management | 160 | 69 | 85 | 447 | 101 | 75 | 88 | 373 | 11 | 5 | 1 414 |
| | 11.3% | 4.9% | 6.0% | 31.6% | 7.1% | 5.3% | 6.2% | 26.4% | 0.8% | 0.4% | 100.0% |
| Skilled technical and academically qualified workers, junior Management, supervisors, foremen, and superintendents | 562 | 210 | 140 | 431 | 490 | 295 | 144 | 672 | 12 | 11 | 2 967 |
| | 18.9% | 7.1% | 4.7% | 14.5% | 16.5% | 9.9% | 4.9% | 22.6% | 0.4% | 0.4% | 100.0% |
| Semi-skilled and discretionary decision making | 701 | 370 | 53 | 187 | 1 102 | 795 | 97 | 331 | 5 | 7 | 3 648 |
| | 19.2% | 10.1% | 1.5% | 5.1% | 30.2% | 21.8% | 2.7% | 9.1% | 0.1% | 0.2% | 100.0% |
| Unskilled and defined decision making | 398 | 18 | 4 | 14 | 864 | 32 | 8 | 11 | 0 | 0 | 1 349 |
| | 29.5% | 1.3% | 0.3% | 1.0% | 64.0% | 2.4% | 0.6% | 0.8% | 0.0% | 0.0% | 100.0% |
| TOTAL PERMANENT | 1 862 | 689 | 305 | 1 296 | 2 577 | 1 219 | 363 | 1 490 | 41 | 27 | 9 869 |
| | 18.9% | 7.0% | 3.1% | 13.1% | 26.1% | 12.4% | 3.7% | 15.1% | 0.4% | 0.3% | 100.0% |
| Temporary employees | 197 | 19 | 4 | 8 | 585 | 17 | 3 | 13 | 1 | 0 | 847 |
| | 23.3% | 2.2% | 0.5% | 0.9% | 69.1% | 2.0% | 0.4% | 1.5% | 0.1% | 0.0% | 100.0% |
| GRAND TOTAL | 2 059 | 708 | 309 | 1 304 | 3 162 | 1 236 | 366 | 1 503 | 42 | 27 | 10 716 |

Community, Social and Personal Services

| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
|--|---------|--------|--------|--------|---------|---------|--------|---------|------------------|--------|----------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | 1 507 | 212 | 292 | 2 295 | 697 | 130 | 141 | 1 000 | 93 | 49 | 6 416 |
| | 23.5% | 3.3% | 4.6% | 35.8% | 10.9% | 2.0% | 2.2% | 15.6% | 1.4% | 0.8% | 100.0% |
| Senior Management | 5 272 | 922 | 761 | 3 725 | 3 432 | 640 | 591 | 3 556 | 261 | 169 | 19 329 |
| | 27.3% | 4.8% | 3.9% | 19.3% | 17.8% | 3.3% | 3.1% | 18.4% | 1.4% | 0.9% | 100.0% |
| Professionally qualified and experienced specialists and mid-Management | 53 781 | 8 202 | 4 662 | 18 952 | 88 166 | 10 954 | 5 900 | 28 933 | 3 757 | 2 019 | 225 326 |
| | 23.9% | 3.6% | 2.1% | 8.4% | 39.1% | 4.9% | 2.6% | 12.8% | 1.7% | 0.9% | 100.0% |
| Skilled technical and academically qualified workers, junior Management, supervisors, foremen, and superintendents | 230 099 | 29 381 | 10 451 | 32 638 | 272 957 | 34 490 | 16 413 | 59 485 | 4 086 | 2 393 | 692 393 |
| | 33.2% | 4.2% | 1.5% | 4.7% | 39.4% | 5.0% | 2.4% | 8.6% | 0.6% | 0.3% | 100.0% |
| Semi-skilled and discretionary decision making | 245 466 | 26 759 | 5 597 | 8 472 | 250 235 | 38 223 | 6 916 | 23 584 | 1 786 | 973 | 608 011 |
| | 40.4% | 4.4% | 0.9% | 1.4% | 41.2% | 6.3% | 1.1% | 3.9% | 0.3% | 0.2% | 100.0% |
| Unskilled and defined decision making | 96 755 | 13 477 | 1 332 | 1 280 | 84 980 | 10 060 | 834 | 1 233 | 1 136 | 718 | 211 805 |
| | 45.7% | 6.4% | 0.6% | 0.6% | 40.1% | 4.7% | 0.4% | 0.6% | 0.5% | 0.3% | 100.0% |
| TOTAL PERMANENT | 632 880 | 78 953 | 23 095 | 67 362 | 700 467 | 94 497 | 30 795 | 117 791 | 11 119 | 6 321 | 176 3280 |
| | 35.9% | 4.5% | 1.3% | 3.8% | 39.7% | 5.4% | 1.7% | 6.7% | 0.6% | 0.4% | 100.0% |
| Temporary employees | 52 598 | 5 856 | 1 254 | 6 936 | 91 953 | 6 025 | 2 200 | 9 940 | 3 172 | 1 615 | 181 549 |
| | 29.0% | 3.2% | 0.7% | 3.8% | 50.6% | 3.3% | 1.2% | 5.5% | 1.7% | 0.9% | 100.0% |
| GRAND TOTAL | 685 478 | 84 809 | 24 349 | 74 298 | 792 420 | 100 522 | 32 995 | 127 731 | 14 291 | 7 936 | 194 4829 |

WORKFORCE PROFILE FOR PERSONS WITH DISABILITIES

| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
|--|-------|------|------|-------|--------|------|------|-------|------------------|--------|--------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | 19 | 3 | 8 | 55 | 12 | 1 | 3 | 18 | 1 | 1 | 121 |
| | 15.7% | 2.5% | 6.6% | 45.5% | 9.9% | 0.8% | 2.5% | 14.9% | 0.8% | 0.8% | 100.0% |
| Senior Management | 94 | 15 | 10 | 92 | 45 | 10 | 8 | 74 | 2 | 1 | 351 |
| | 26.8% | 4.3% | 2.8% | 26.2% | 12.8% | 2.8% | 2.3% | 21.1% | 0.6% | 0.3% | 100.0% |
| Professionally qualified and experienced specialists and mid-Management | 583 | 111 | 60 | 487 | 692 | 72 | 41 | 465 | 23 | 10 | 2 544 |
| | 22.9% | 4.4% | 2.4% | 19.1% | 27.2% | 2.8% | 1.6% | 18.3% | 0.9% | 0.4% | 100.0% |
| Skilled technical and academically qualified workers, junior Management, supervisors, foremen, and superintendents | 2 547 | 286 | 107 | 808 | 2 841 | 258 | 132 | 1 082 | 27 | 19 | 8 107 |
| | 31.4% | 3.5% | 1.3% | 10.0% | 35.0% | 3.2% | 1.6% | 13.3% | 0.3% | 0.2% | 100.0% |
| Semi-skilled and discretionary decision making | 2 555 | 252 | 76 | 325 | 2 100 | 246 | 70 | 485 | 12 | 4 | 6 125 |
| | 41.7% | 4.1% | 1.2% | 5.3% | 34.3% | 4.0% | 1.1% | 7.9% | 0.2% | 0.1% | 100.0% |
| Unskilled and defined decision making | 845 | 163 | 12 | 78 | 779 | 80 | 5 | 42 | 4 | 2 | 2 010 |
| | 42.0% | 8.1% | 0.6% | 3.9% | 38.8% | 4.0% | 0.2% | 2.1% | 0.2% | 0.1% | 100.0% |
| TOTAL PERMANENT | 6 643 | 830 | 273 | 1 845 | 6 469 | 667 | 259 | 2 166 | 69 | 37 | 19 258 |
| | 34.5% | 4.3% | 1.4% | 9.6% | 33.6% | 3.5% | 1.3% | 11.2% | 0.4% | 0.2% | 100.0% |
| Temporary employees | 158 | 10 | 5 | 24 | 295 | 17 | 10 | 28 | 20 | 0 | 567 |
| | 27.9% | 1.8% | 0.9% | 4.2% | 52.0% | 3.0% | 1.8% | 4.9% | 3.5% | 0.0% | 100.0% |
| GRAND TOTAL | 6 801 | 840 | 278 | 1 869 | 6 764 | 684 | 269 | 2 194 | 89 | 37 | 19 825 |

WORKFORCE PROFILE FOR EACH BUSINESS TYPE BY RACE AND GENDER

National Government

| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
|--|--------|-------|-------|-------|--------|-------|-------|--------|------------------|--------|---------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | 174 | 27 | 27 | 51 | 108 | 16 | 14 | 19 | 4 | 1 | 441 |
| | 39.5% | 6.1% | 6.1% | 11.6% | 24.5% | 3.6% | 3.2% | 4.3% | 0.9% | 0.2% | 100.0% |
| Senior Management | 2 009 | 259 | 301 | 737 | 1 494 | 156 | 236 | 587 | 42 | 34 | 5 855 |
| | 34.3% | 4.4% | 5.1% | 12.6% | 25.5% | 2.7% | 4.0% | 10.0% | 0.7% | 0.6% | 100.0% |
| Professionally qualified and experienced specialists and mid-Management | 8 546 | 902 | 477 | 2 495 | 7 571 | 795 | 534 | 2 261 | 75 | 50 | 23 706 |
| | 36.0% | 3.8% | 2.0% | 10.5% | 31.9% | 3.4% | 2.3% | 9.5% | 0.3% | 0.2% | 100.0% |
| Skilled technical and academically qualified workers, junior Management, supervisors, foremen, and superintendents | 30 441 | 4 595 | 831 | 4 844 | 28 434 | 3 448 | 911 | 5 286 | 44 | 39 | 78 873 |
| | 38.6% | 5.8% | 1.1% | 6.1% | 36.1% | 4.4% | 1.2% | 6.7% | 0.1% | 0.0% | 100.0% |
| Semi-skilled and discretionary decision making | 14 426 | 1 482 | 309 | 697 | 18 992 | 2 243 | 480 | 1 802 | 216 | 71 | 40 718 |
| | 35.4% | 3.6% | 0.8% | 1.7% | 46.6% | 5.5% | 1.2% | 4.4% | 0.5% | 0.2% | 100.0% |
| Unskilled and defined decision making | 3 219 | 278 | 11 | 37 | 4 950 | 369 | 5 | 22 | 2 | 3 | 8 896 |
| | 36.2% | 3.1% | 0.1% | 0.4% | 55.6% | 4.1% | 0.1% | 0.2% | 0.0% | 0.0% | 100.0% |
| TOTAL PERMANENT | 58 815 | 7 543 | 1 956 | 8 861 | 61 549 | 7 027 | 2 180 | 9 977 | 383 | 198 | 158 489 |
| | 37.1% | 4.8% | 1.2% | 5.6% | 38.8% | 4.4% | 1.4% | 6.3% | 0.2% | 0.1% | 100.0% |
| Temporary employees | 10 012 | 2 005 | 60 | 467 | 10 536 | 242 | 52 | 139 | 111 | 54 | 23 678 |
| | 42.3% | 8.5% | 0.3% | 2.0% | 44.5% | 1.0% | 0.2% | 0.6% | 0.5% | 0.2% | 100.0% |
| GRAND TOTAL | 68 827 | 9 548 | 2 016 | 9 328 | 72 085 | 7 269 | 2 232 | 10 116 | 494 | 252 | 182 167 |

WORKFORCE PROFILE FOR PERSONS WITH DISABILITIES

| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
|--|-------|-------|------|-------|--------|-------|-------|-------|------------------|--------|--------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | 2 | 1 | 0 | 3 | 1 | 1 | 1 | 0 | 0 | 0 | 9 |
| | 22.2% | 11.1% | 0.0% | 33.3% | 11.1% | 11.1% | 11.1% | 0.0% | 0.0% | 0.0% | 100.0% |
| Senior Management | 38 | 4 | 3 | 29 | 24 | 0 | 6 | 19 | 0 | 0 | 123 |
| | 30.9% | 3.3% | 2.4% | 23.6% | 19.5% | 0.0% | 4.9% | 15.4% | 0.0% | 0.0% | 100.0% |
| Professionally qualified and experienced specialists and mid-Management | 101 | 20 | 13 | 71 | 73 | 7 | 8 | 55 | 1 | 0 | 349 |
| | 28.9% | 5.7% | 3.7% | 20.3% | 20.9% | 2.0% | 2.3% | 15.8% | 0.3% | 0.0% | 100.0% |
| Skilled technical and academically qualified workers, junior Management, supervisors, foremen, and superintendents | 392 | 45 | 16 | 80 | 338 | 47 | 16 | 160 | 0 | 0 | 1 094 |
| | 35.8% | 4.1% | 1.5% | 7.3% | 30.9% | 4.3% | 1.5% | 14.6% | 0.0% | 0.0% | 100.0% |
| Semi-skilled and discretionary decision making | 246 | 26 | 7 | 21 | 259 | 29 | 8 | 53 | 0 | 0 | 649 |
| | 37.9% | 4.0% | 1.1% | 3.2% | 39.9% | 4.5% | 1.2% | 8.2% | 0.0% | 0.0% | 100.0% |
| Unskilled and defined decision making | 23 | 3 | 0 | 5 | 6 | 1 | 0 | 0 | 0 | 0 | 38 |
| | 60.5% | 7.9% | 0.0% | 13.2% | 15.8% | 2.6% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| TOTAL PERMANENT | 802 | 99 | 39 | 209 | 701 | 85 | 39 | 287 | 1 | 0 | 2 262 |
| | 35.5% | 4.4% | 1.7% | 9.2% | 31.0% | 3.8% | 1.7% | 12.7% | 0.0% | 0.0% | 100.0% |
| Temporary employees | 11 | 2 | 0 | 0 | 8 | 1 | 0 | 1 | 0 | 0 | 23 |
| | 47.8% | 8.7% | 0.0% | 0.0% | 34.8% | 4.3% | 0.0% | 4.3% | 0.0% | 0.0% | 100.0% |
| GRAND TOTAL | 813 | 101 | 39 | 209 | 709 | 86 | 39 | 288 | 1 | 0 | 2 285 |

Provincial Government

| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
|--|---------|--------|-------|--------|---------|--------|-------|--------|------------------|--------|---------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | 203 | 20 | 11 | 32 | 105 | 14 | 9 | 17 | 1 | 1 | 413 |
| | 49.2% | 4.8% | 2.7% | 7.7% | 25.4% | 3.4% | 2.2% | 4.1% | 0.2% | 0.2% | 100.0% |
| Senior Management | 1 378 | 182 | 92 | 224 | 910 | 120 | 57 | 131 | 17 | 6 | 3 117 |
| | 44.2% | 5.8% | 3.0% | 7.2% | 29.2% | 3.8% | 1.8% | 4.2% | 0.5% | 0.2% | 100.0% |
| Professionally qualified and experienced specialists and mid-Management | 30 633 | 3 967 | 1 614 | 5 108 | 62 203 | 7 058 | 2 582 | 10 101 | 1 847 | 846 | 125 959 |
| | 24.3% | 3.1% | 1.3% | 4.1% | 49.4% | 5.6% | 2.0% | 8.0% | 1.5% | 0.7% | 100.0% |
| Skilled technical and academically qualified workers, junior Management, supervisors, foremen, and superintendents | 55 460 | 4 375 | 1 365 | 3 328 | 120 971 | 11 592 | 3 327 | 13 360 | 1 205 | 558 | 215 541 |
| | 25.7% | 2.0% | 0.6% | 1.5% | 56.1% | 5.4% | 1.5% | 6.2% | 0.6% | 0.3% | 100.0% |
| Semi-skilled and discretionary decision making | 46 987 | 4 572 | 706 | 750 | 87 253 | 8 069 | 1 017 | 2 161 | 153 | 112 | 151 780 |
| | 31.0% | 3.0% | 0.5% | 0.5% | 57.5% | 5.3% | 0.7% | 1.4% | 0.1% | 0.1% | 100.0% |
| Unskilled and defined decision making | 17 853 | 1 410 | 124 | 170 | 23 111 | 1 421 | 111 | 138 | 26 | 8 | 44 372 |
| | 40.2% | 3.2% | 0.3% | 0.4% | 52.1% | 3.2% | 0.3% | 0.3% | 0.1% | 0.0% | 100.0% |
| TOTAL PERMANENT | 152 514 | 14 526 | 3 912 | 9 612 | 294 553 | 28 274 | 7 103 | 25 908 | 3 249 | 1 531 | 541 182 |
| | 28.2% | 2.7% | 0.7% | 1.8% | 54.4% | 5.2% | 1.3% | 4.8% | 0.6% | 0.3% | 100.0% |
| Temporary employees | 19 198 | 567 | 334 | 1 106 | 54 488 | 1 579 | 423 | 2 298 | 925 | 464 | 81 382 |
| | 23.6% | 0.7% | 0.4% | 1.4% | 67.0% | 1.9% | 0.5% | 2.8% | 1.1% | 0.6% | 100.0% |
| GRAND TOTAL | 171 712 | 15 093 | 4 246 | 10 718 | 349 041 | 29 853 | 7 526 | 28 206 | 4 174 | 1 995 | 622 564 |

WORKFORCE PROFILE FOR PERSONS WITH DISABILITIES

| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
|--|-------|------|------|-------|--------|-------|------|-------|------------------|--------|--------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | 3 | 0 | 0 | 0 | 2 | 1 | 0 | 0 | 0 | 0 | 6 |
| | 50.0% | 0.0% | 0.0% | 0.0% | 33.3% | 16.7% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| Senior Management | 20 | 1 | 3 | 12 | 8 | 1 | 0 | 2 | 0 | 0 | 47 |
| | 42.6% | 2.1% | 6.4% | 25.5% | 17.0% | 2.1% | 0.0% | 4.3% | 0.0% | 0.0% | 100.0% |
| Professionally qualified and experienced specialists and mid-Management | 296 | 53 | 25 | 158 | 476 | 36 | 19 | 204 | 0 | 1 | 1 268 |
| | 23.3% | 4.2% | 2.0% | 12.5% | 37.5% | 2.8% | 1.5% | 16.1% | 0.0% | 0.1% | 100.0% |
| Skilled technical and academically qualified workers, junior Management, supervisors, foremen, and superintendents | 697 | 62 | 25 | 139 | 1 447 | 65 | 62 | 348 | 3 | 5 | 2 853 |
| | 24.4% | 2.2% | 0.9% | 4.9% | 50.7% | 2.3% | 2.2% | 12.2% | 0.1% | 0.2% | 100.0% |
| Semi-skilled and discretionary decision making | 633 | 46 | 24 | 31 | 765 | 35 | 15 | 32 | 1 | 0 | 1 582 |
| | 40.0% | 2.9% | 1.5% | 2.0% | 48.4% | 2.2% | 0.9% | 2.0% | 0.1% | 0.0% | 100.0% |
| Unskilled and defined decision making | 249 | 9 | 4 | 6 | 284 | 12 | 1 | 1 | 0 | 0 | 566 |
| | 44.0% | 1.6% | 0.7% | 1.1% | 50.2% | 2.1% | 0.2% | 0.2% | 0.0% | 0.0% | 100.0% |
| TOTAL PERMANENT | 1 898 | 171 | 81 | 346 | 2 982 | 150 | 97 | 587 | 4 | 6 | 6 322 |
| | 30.0% | 2.7% | 1.3% | 5.5% | 47.2% | 2.4% | 1.5% | 9.3% | 0.1% | 0.1% | 100.0% |
| Temporary employees | 36 | 1 | 1 | 3 | 35 | 1 | 2 | 8 | 13 | 0 | 100 |
| | 36.0% | 1.0% | 1.0% | 3.0% | 35.0% | 1.0% | 2.0% | 8.0% | 13.0% | 0.0% | 100.0% |
| GRAND TOTAL | 1 934 | 172 | 82 | 349 | 3 017 | 151 | 99 | 595 | 17 | 6 | 6 422 |

Local Government

| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
|--|--------|--------|-------|-------|--------|--------|-------|-------|------------------|--------|---------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | 666 | 62 | 58 | 114 | 273 | 15 | 16 | 31 | 1 | 0 | 1 236 |
| | 53.9% | 5.0% | 4.7% | 9.2% | 22.1% | 1.2% | 1.3% | 2.5% | 0.1% | 0.0% | 100.0% |
| Senior Management | 1 279 | 184 | 139 | 458 | 639 | 73 | 45 | 146 | 15 | 4 | 2 982 |
| | 42.9% | 6.2% | 4.7% | 15.4% | 21.4% | 2.4% | 1.5% | 4.9% | 0.5% | 0.1% | 100.0% |
| Professionally qualified and experienced specialists and mid-Management | 3 567 | 1 042 | 348 | 1 609 | 2 603 | 494 | 173 | 681 | 33 | 12 | 10 562 |
| | | | | | | | | | | | |
| Skilled technical and academically qualified workers, junior Management, supervisors, foremen, and superintendents | 33.8% | 9.9% | 3.3% | 15.2% | 24.6% | 4.7% | 1.6% | 6.4% | 0.3% | 0.1% | 100.0% |
| | 14 540 | 5 432 | 1 849 | 3 412 | 10 739 | 2 911 | 781 | 1 951 | 54 | 26 | 41 695 |
| Semi-skilled and discretionary decision making | 34.9% | 13.0% | 4.4% | 8.2% | 25.8% | 7.0% | 1.9% | 4.7% | 0.1% | 0.1% | 100.0% |
| | 24 129 | 7 102 | 1 501 | 1 153 | 13 377 | 4 125 | 859 | 1 442 | 25 | 18 | 53 731 |
| Unskilled and defined decision making | 44.9% | 13.2% | 2.8% | 2.1% | 24.9% | 7.7% | 1.6% | 2.7% | 0.0% | 0.0% | 100.0% |
| | 27 025 | 6 721 | 493 | 256 | 13 501 | 1 924 | 120 | 90 | 13 | 1 | 50 144 |
| TOTAL PERMANENT | 53.9% | 13.4% | 1.0% | 0.5% | 26.9% | 3.8% | 0.2% | 0.2% | 0.0% | 0.0% | 100.0% |
| | 71 206 | 20 543 | 4 388 | 7 002 | 41 132 | 9 542 | 1 994 | 4 341 | 141 | 61 | 160 350 |
| Temporary employees | 44.4% | 12.8% | 2.7% | 4.4% | 25.7% | 6.0% | 1.2% | 2.7% | 0.1% | 0.0% | 100.0% |
| | 7 138 | 1 343 | 132 | 169 | 6 915 | 881 | 130 | 132 | 5 | 1 | 16 846 |
| GRAND TOTAL | 42.4% | 8.0% | 0.8% | 1.0% | 41.0% | 5.2% | 0.8% | 0.8% | 0.0% | 0.0% | 100.0% |
| | 78 344 | 21 886 | 4 520 | 7 171 | 48 047 | 10 423 | 2 124 | 4 473 | 146 | 62 | 177 196 |

WORKFORCE PROFILE FOR PERSONS WITH DISABILITIES

| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
|--|-------|-------|------|-------|--------|------|------|------|------------------|--------|--------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | 7 | 0 | 1 | 6 | 5 | 0 | 0 | 1 | 0 | 0 | 20 |
| | 35.0% | 0.0% | 5.0% | 30.0% | 25.0% | 0.0% | 0.0% | 5.0% | 0.0% | 0.0% | 100.0% |
| Senior Management | 21 | 4 | 2 | 13 | 7 | 1 | 1 | 1 | 0 | 0 | 50 |
| | 42.0% | 8.0% | 4.0% | 26.0% | 14.0% | 2.0% | 2.0% | 2.0% | 0.0% | 0.0% | 100.0% |
| Professionally qualified and experienced specialists and mid-Management | 195 | 29 | 7 | 102 | 124 | 11 | 0 | 18 | 0 | 0 | 486 |
| | 40.1% | 6.0% | 1.4% | 21.0% | 25.5% | 2.3% | 0.0% | 3.7% | 0.0% | 0.0% | 100.0% |
| Skilled technical and academically qualified workers, junior Management, supervisors, foremen, and superintendents | 492 | 102 | 17 | 163 | 245 | 58 | 6 | 74 | 3 | 0 | 1 160 |
| | 42.4% | 8.8% | 1.5% | 14.1% | 21.1% | 5.0% | 0.5% | 6.4% | 0.3% | 0.0% | 100.0% |
| Semi-skilled and discretionary decision making | 677 | 84 | 14 | 40 | 145 | 42 | 4 | 44 | 2 | 0 | 1 052 |
| | 64.4% | 8.0% | 1.3% | 3.8% | 13.8% | 4.0% | 0.4% | 4.2% | 0.2% | 0.0% | 100.0% |
| Unskilled and defined decision making | 231 | 75 | 4 | 10 | 101 | 19 | 0 | 2 | 0 | 0 | 442 |
| | 52.3% | 17.0% | 0.9% | 2.3% | 22.9% | 4.3% | 0.0% | 0.5% | 0.0% | 0.0% | 100.0% |
| TOTAL PERMANENT | 1 623 | 294 | 45 | 334 | 627 | 131 | 11 | 140 | 5 | 0 | 3 210 |
| | 50.6% | 9.2% | 1.4% | 10.4% | 19.5% | 4.1% | 0.3% | 4.4% | 0.2% | 0.0% | 100.0% |
| Temporary employees | 37 | 0 | 3 | 4 | 24 | 1 | 2 | 0 | 0 | 0 | 71 |
| | 52.1% | 0.0% | 4.2% | 5.6% | 33.8% | 1.4% | 2.8% | 0.0% | 0.0% | 0.0% | 100.0% |
| GRAND TOTAL | 1 660 | 294 | 48 | 338 | 651 | 132 | 13 | 140 | 5 | 0 | 3 281 |

PRIVATE SECTOR

| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
|--|-----------|---------|---------|---------|-----------|---------|--------|---------|------------------|--------|-----------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | 4 071 | 1 602 | 3 496 | 32 023 | 1 730 | 818 | 1 173 | 6 813 | 1 654 | 259 | 53 639 |
| | 7.6% | 3.0% | 6.5% | 59.7% | 3.2% | 1.5% | 2.2% | 12.7% | 3.1% | 0.5% | 100.0% |
| Senior Management | 11 875 | 5 387 | 8 472 | 52 599 | 5 588 | 3 146 | 4 052 | 22 327 | 2 986 | 806 | 117 238 |
| | 10.1% | 4.6% | 7.2% | 44.9% | 4.8% | 2.7% | 3.5% | 19.0% | 2.5% | 0.7% | 100.0% |
| Professionally qualified and experienced specialists and mid-Management | 56 048 | 20 366 | 23 221 | 112 115 | 33 809 | 15 821 | 15 837 | 66 526 | 7 785 | 2 421 | 353 949 |
| | 15.8% | 5.8% | 6.6% | 31.7% | 9.6% | 4.5% | 4.5% | 18.8% | 2.2% | 0.7% | 100.0% |
| Skilled technical and academically qualified workers, junior Management, supervisors, foremen, and superintendents | 417 183 | 83 388 | 46 549 | 180 800 | 200 541 | 68 615 | 35 854 | 137 723 | 19 833 | 4 309 | 1 194 795 |
| | 34.9% | 7.0% | 3.9% | 15.1% | 16.8% | 5.7% | 3.0% | 11.5% | 1.7% | 0.4% | 100.0% |
| Semi-skilled and discretionary decision making | 948 418 | 118 663 | 33 020 | 59 018 | 545 088 | 123 060 | 33 395 | 76 854 | 47 977 | 5 311 | 1 990 804 |
| | 47.6% | 6.0% | 1.7% | 3.0% | 27.4% | 6.2% | 1.7% | 3.9% | 2.4% | 0.3% | 100.0% |
| Unskilled and defined decision making | 576 782 | 60 446 | 6 251 | 9 167 | 345 751 | 60 843 | 3 835 | 4 124 | 36 076 | 6 952 | 1 110 227 |
| | 52.0% | 5.4% | 0.6% | 0.8% | 31.1% | 5.5% | 0.3% | 0.4% | 3.2% | 0.6% | 100.0% |
| TOTAL PERMANENT | 2 014 377 | 289 852 | 121 009 | 445 722 | 1 132 507 | 272 303 | 94 146 | 314 367 | 116 311 | 20 058 | 4 820 652 |
| | 41.8% | 6.0% | 2.5% | 9.2% | 23.5% | 5.6% | 2.0% | 6.5% | 2.4% | 0.4% | 100.0% |
| Temporary employees | 252 608 | 38 297 | 5 415 | 14 046 | 183 159 | 36 975 | 4 528 | 11 453 | 11 860 | 4 611 | 562 952 |
| | 44.9% | 6.8% | 1.0% | 2.5% | 32.5% | 6.6% | 0.8% | 2.0% | 2.1% | 0.8% | 100.0% |
| GRAND TOTAL | 2 266 985 | 328 149 | 126 424 | 459 768 | 1 315 666 | 309 278 | 98 674 | 325 820 | 128 171 | 24 669 | 5 383 604 |

WORKFORCE PROFILE FOR PERSONS WITH DISABILITIES

| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
|--|--------|-------|-------|-------|--------|-------|-------|-------|------------------|--------|--------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | 68 | 42 | 88 | 496 | 33 | 23 | 29 | 105 | 25 | 0 | 909 |
| | 7.5% | 4.6% | 9.7% | 54.6% | 3.6% | 2.5% | 3.2% | 11.6% | 2.8% | 0.0% | 100.0% |
| Senior Management | 145 | 94 | 145 | 743 | 81 | 42 | 57 | 308 | 31 | 7 | 1 653 |
| | 8.8% | 5.7% | 8.8% | 44.9% | 4.9% | 2.5% | 3.4% | 18.6% | 1.9% | 0.4% | 100.0% |
| Professionally qualified and experienced specialists and mid-Management | 689 | 314 | 280 | 1 790 | 322 | 179 | 174 | 879 | 58 | 17 | 4 702 |
| | 14.7% | 6.7% | 6.0% | 38.1% | 6.8% | 3.8% | 3.7% | 18.7% | 1.2% | 0.4% | 100.0% |
| Skilled technical and academically qualified workers, junior Management, supervisors, foremen, and superintendents | 4 818 | 1 366 | 658 | 3 377 | 2 330 | 782 | 386 | 1 984 | 228 | 30 | 15 959 |
| | 30.2% | 8.6% | 4.1% | 21.2% | 14.6% | 4.9% | 2.4% | 12.4% | 1.4% | 0.2% | 100.0% |
| Semi-skilled and discretionary decision making | 9 520 | 1 982 | 447 | 1 269 | 4 868 | 1 885 | 348 | 1 324 | 328 | 24 | 21 995 |
| | 43.3% | 9.0% | 2.0% | 5.8% | 22.1% | 8.6% | 1.6% | 6.0% | 1.5% | 0.1% | 100.0% |
| Unskilled and defined decision making | 6 639 | 702 | 145 | 309 | 5 191 | 573 | 66 | 135 | 494 | 11 | 14 265 |
| | 46.5% | 4.9% | 1.0% | 2.2% | 36.4% | 4.0% | 0.5% | 0.9% | 3.5% | 0.1% | 100.0% |
| TOTAL PERMANENT | 21 879 | 4 500 | 1 763 | 7 984 | 12 825 | 3 484 | 1 060 | 4 735 | 1 164 | 89 | 59 483 |
| | 36.8% | 7.6% | 3.0% | 13.4% | 21.6% | 5.9% | 1.8% | 8.0% | 2.0% | 0.1% | 100.0% |
| Temporary employees | 1 587 | 243 | 41 | 102 | 2 072 | 151 | 42 | 60 | 46 | 3 | 4 347 |
| | 36.5% | 5.6% | 0.9% | 2.3% | 47.7% | 3.5% | 1.0% | 1.4% | 1.1% | 0.1% | 100.0% |
| GRAND TOTAL | 23 466 | 4 743 | 1 804 | 8 086 | 14 897 | 3 635 | 1 102 | 4 795 | 1 210 | 92 | 63 830 |

State-Owned Companies

| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
|--|--------|--------|-------|--------|--------|-------|-------|-------|------------------|--------|---------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | 271 | 35 | 61 | 126 | 171 | 20 | 22 | 63 | 10 | 3 | 782 |
| | 34.7% | 4.5% | 7.8% | 16.1% | 21.9% | 2.6% | 2.8% | 8.1% | 1.3% | 0.4% | 100.0% |
| Senior Management | 1 164 | 186 | 280 | 733 | 755 | 108 | 147 | 310 | 66 | 27 | 3 776 |
| | 30.8% | 4.9% | 7.4% | 19.4% | 20.0% | 2.9% | 3.9% | 8.2% | 1.7% | 0.7% | 100.0% |
| Professionally qualified and experienced specialists and mid-Management | 7 796 | 1 277 | 1 360 | 4 995 | 5 930 | 844 | 778 | 1 874 | 396 | 132 | 25 382 |
| | 30.7% | 5.0% | 5.4% | 19.7% | 23.4% | 3.3% | 3.1% | 7.4% | 1.6% | 0.5% | 100.0% |
| Skilled technical and academically qualified workers, junior Management, supervisors, foremen, and superintendents | 28 361 | 4 091 | 1 874 | 12 040 | 21 790 | 2 665 | 1 205 | 3 988 | 184 | 94 | 76 292 |
| | 37.2% | 5.4% | 2.5% | 15.8% | 28.6% | 3.5% | 1.6% | 5.2% | 0.2% | 0.1% | 100.0% |
| Semi-skilled and discretionary decision making | 32 152 | 4 104 | 510 | 2 304 | 15 292 | 1 788 | 256 | 1 277 | 11 | 22 | 57 716 |
| | 55.7% | 7.1% | 0.9% | 4.0% | 26.5% | 3.1% | 0.4% | 2.2% | 0.0% | 0.0% | 100.0% |
| Unskilled and defined decision making | 11 589 | 1 465 | 18 | 101 | 4 567 | 370 | 5 | 46 | 3 | 1 | 18 165 |
| | 63.8% | 8.1% | 0.1% | 0.6% | 25.1% | 2.0% | 0.0% | 0.3% | 0.0% | 0.0% | 100.0% |
| TOTAL PERMANENT | 81 333 | 11 158 | 4 103 | 20 299 | 48 505 | 5 795 | 2 413 | 7 558 | 670 | 279 | 182 113 |
| | 44.7% | 6.1% | 2.3% | 11.1% | 26.6% | 3.2% | 1.3% | 4.2% | 0.4% | 0.2% | 100.0% |
| Temporary employees | 2 110 | 361 | 54 | 240 | 2 009 | 243 | 38 | 105 | 8 | 13 | 5 181 |
| | 40.7% | 7.0% | 1.0% | 4.6% | 38.8% | 4.7% | 0.7% | 2.0% | 0.2% | 0.3% | 100.0% |
| GRAND TOTAL | 83 443 | 11 519 | 4 157 | 20 539 | 50 514 | 6 038 | 2 451 | 7 663 | 678 | 292 | 187 294 |

WORKFORCE PROFILE FOR PERSONS WITH DISABILITIES

| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
|--|-------|-------|-------|-------|--------|-------|------|-------|------------------|--------|--------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | 3 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 |
| | 75.0% | 0.0% | 25.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| Senior Management | 10 | 3 | 2 | 18 | 5 | 2 | 1 | 8 | 0 | 0 | 49 |
| | 20.4% | 6.1% | 4.1% | 36.7% | 10.2% | 4.1% | 2.0% | 16.3% | 0.0% | 0.0% | 100.0% |
| Professionally qualified and experienced specialists and mid-Management | 79 | 13 | 15 | 131 | 33 | 6 | 13 | 45 | 3 | 3 | 341 |
| | 23.2% | 3.8% | 4.4% | 38.4% | 9.7% | 1.8% | 3.8% | 13.2% | 0.9% | 0.9% | 100.0% |
| Skilled technical and academically qualified workers, junior Management, supervisors, foremen, and superintendents | 505 | 59 | 35 | 514 | 505 | 50 | 16 | 153 | 7 | 0 | 1 844 |
| | 27.4% | 3.2% | 1.9% | 27.9% | 27.4% | 2.7% | 0.9% | 8.3% | 0.4% | 0.0% | 100.0% |
| Semi-skilled and discretionary decision making | 636 | 91 | 15 | 115 | 303 | 34 | 8 | 57 | 1 | 0 | 1 260 |
| | 50.5% | 7.2% | 1.2% | 9.1% | 24.0% | 2.7% | 0.6% | 4.5% | 0.1% | 0.0% | 100.0% |
| Unskilled and defined decision making | 75 | 11 | 1 | 8 | 26 | 5 | 0 | 4 | 0 | 0 | 130 |
| | 57.7% | 8.5% | 0.8% | 6.2% | 20.0% | 3.8% | 0.0% | 3.1% | 0.0% | 0.0% | 100.0% |
| TOTAL PERMANENT | 1 308 | 177 | 69 | 786 | 872 | 97 | 38 | 267 | 11 | 3 | 3 628 |
| | 36.1% | 4.9% | 1.9% | 21.7% | 24.0% | 2.7% | 1.0% | 7.4% | 0.3% | 0.1% | 100.0% |
| Temporary employees | 1 | 1 | 0 | 2 | 2 | 1 | 0 | 1 | 0 | 0 | 8 |
| | 12.5% | 12.5% | 0.0% | 25.0% | 25.0% | 12.5% | 0.0% | 12.5% | 0.0% | 0.0% | 100.0% |
| GRAND TOTAL | 1 309 | 178 | 69 | 788 | 874 | 98 | 38 | 268 | 11 | 3 | 3 636 |

Educational Institutions

| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
|--|--------|--------|-------|--------|---------|--------|--------|--------|------------------|--------|---------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | 112 | 29 | 49 | 345 | 64 | 21 | 14 | 233 | 36 | 14 | 917 |
| | 12.2% | 3.2% | 5.3% | 37.6% | 7.0% | 2.3% | 1.5% | 25.4% | 3.9% | 1.5% | 100.0% |
| Senior Management | 487 | 141 | 176 | 879 | 313 | 88 | 142 | 1 144 | 119 | 61 | 3 550 |
| | 13.7% | 4.0% | 5.0% | 24.8% | 8.8% | 2.5% | 4.0% | 32.2% | 3.4% | 1.7% | 100.0% |
| Professionally qualified and experienced specialists and mid-Management | 7 012 | 1 475 | 1 331 | 5 870 | 5 487 | 1 047 | 1 315 | 8 758 | 1 333 | 618 | 34 246 |
| | 20.5% | 4.3% | 3.9% | 17.1% | 16.0% | 3.1% | 3.8% | 25.6% | 3.9% | 1.8% | 100.0% |
| Skilled technical and academically qualified workers, junior Management, supervisors, foremen, and superintendents | 32 987 | 6 439 | 3 266 | 7 830 | 73 093 | 10 250 | 7 822 | 19 246 | 1 995 | 1 183 | 164 111 |
| | 20.1% | 3.9% | 2.0% | 4.8% | 44.5% | 6.2% | 4.8% | 11.7% | 1.2% | 0.7% | 100.0% |
| Semi-skilled and discretionary decision making | 16 446 | 3 687 | 460 | 1 395 | 22 171 | 9 556 | 846 | 5 950 | 363 | 274 | 61 148 |
| | 26.9% | 6.0% | 0.8% | 2.3% | 36.3% | 15.6% | 1.4% | 9.7% | 0.6% | 0.4% | 100.0% |
| Unskilled and defined decision making | 6 571 | 2 414 | 87 | 243 | 7 452 | 2 374 | 102 | 345 | 566 | 510 | 20 664 |
| | 31.8% | 11.7% | 0.4% | 1.2% | 36.1% | 11.5% | 0.5% | 1.7% | 2.7% | 2.5% | 100.0% |
| TOTAL PERMANENT | 63 615 | 14 185 | 5 369 | 16 562 | 108 580 | 23 336 | 10 241 | 35 676 | 4 412 | 2 660 | 284 636 |
| | 22.3% | 5.0% | 1.9% | 5.8% | 38.1% | 8.2% | 3.6% | 12.5% | 1.6% | 0.9% | 100.0% |
| Temporary employees | 11 254 | 643 | 648 | 3 947 | 21 825 | 890 | 1 212 | 5 137 | 1 862 | 998 | 48 416 |
| | 23.2% | 1.3% | 1.3% | 8.2% | 45.1% | 1.8% | 2.5% | 10.6% | 3.8% | 2.1% | 100.0% |
| GRAND TOTAL | 74 869 | 14 828 | 6 017 | 20 509 | 130 405 | 24 226 | 11 453 | 40 813 | 6 274 | 3 658 | 333 052 |

WORKFORCE PROFILE FOR PERSONS WITH DISABILITIES

| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
|--|-------|------|------|-------|--------|------|-------|-------|------------------|--------|--------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | 1 | 0 | 0 | 1 | 0 | 0 | 1 | 3 | 0 | 0 | 6 |
| | 16.7% | 0.0% | 0.0% | 16.7% | 0.0% | 0.0% | 16.7% | 50.0% | 0.0% | 0.0% | 100.0% |
| Senior Management | 7 | 0 | 0 | 8 | 3 | 0 | 1 | 11 | 0 | 0 | 30 |
| | 23.3% | 0.0% | 0.0% | 26.7% | 10.0% | 0.0% | 3.3% | 36.7% | 0.0% | 0.0% | 100.0% |
| Professionally qualified and experienced specialists and mid-Management | 27 | 6 | 8 | 87 | 20 | 3 | 5 | 80 | 17 | 5 | 258 |
| | 10.5% | 2.3% | 3.1% | 33.7% | 7.8% | 1.2% | 1.9% | 31.0% | 6.6% | 1.9% | 100.0% |
| Skilled technical and academically qualified workers, junior Management, supervisors, foremen, and superintendents | 62 | 27 | 13 | 81 | 58 | 25 | 14 | 127 | 14 | 9 | 430 |
| | 14.4% | 6.3% | 3.0% | 18.8% | 13.5% | 5.8% | 3.3% | 29.5% | 3.3% | 2.1% | 100.0% |
| Semi-skilled and discretionary decision making | 62 | 11 | 2 | 18 | 61 | 11 | 4 | 37 | 1 | 0 | 207 |
| | 30.0% | 5.3% | 1.0% | 8.7% | 29.5% | 5.3% | 1.9% | 17.9% | 0.5% | 0.0% | 100.0% |
| Unskilled and defined decision making | 59 | 7 | 2 | 4 | 40 | 5 | 0 | 4 | 2 | 2 | 125 |
| | 47.2% | 5.6% | 1.6% | 3.2% | 32.0% | 4.0% | 0.0% | 3.2% | 1.6% | 1.6% | 100.0% |
| TOTAL PERMANENT | 218 | 51 | 25 | 199 | 182 | 44 | 25 | 262 | 34 | 16 | 1 056 |
| | 20.6% | 4.8% | 2.4% | 18.8% | 17.2% | 4.2% | 2.4% | 24.8% | 3.2% | 1.5% | 100.0% |
| Temporary employees | 17 | 0 | 1 | 15 | 10 | 0 | 2 | 14 | 6 | 0 | 65 |
| | 26.2% | 0.0% | 1.5% | 23.1% | 15.4% | 0.0% | 3.1% | 21.5% | 9.2% | 0.0% | 100.0% |
| GRAND TOTAL | 235 | 51 | 26 | 214 | 192 | 44 | 27 | 276 | 40 | 16 | 1 121 |

Non-Profit Organisations

| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
|--|--------|-------|-------|-------|--------|-------|-------|--------|------------------|--------|---------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | 304 | 61 | 45 | 362 | 181 | 40 | 43 | 247 | 42 | 25 | 1 350 |
| | 22.5% | 4.5% | 3.3% | 26.8% | 13.4% | 3.0% | 3.2% | 18.3% | 3.1% | 1.9% | 100.0% |
| Senior Management | 1 121 | 176 | 124 | 763 | 767 | 182 | 143 | 806 | 85 | 60 | 4 227 |
| | 26.5% | 4.2% | 2.9% | 18.1% | 18.1% | 4.3% | 3.4% | 19.1% | 2.0% | 1.4% | 100.0% |
| Professionally qualified and experienced specialists and mid-Management | 5 064 | 582 | 694 | 2 394 | 11 625 | 1 003 | 984 | 3 819 | 660 | 497 | 27 322 |
| | 18.5% | 2.1% | 2.5% | 8.8% | 42.5% | 3.7% | 3.6% | 14.0% | 2.4% | 1.8% | 100.0% |
| Skilled technical and academically qualified workers, junior Management, supervisors, foremen, and superintendents | 14 157 | 1 845 | 654 | 3 021 | 23 051 | 2 407 | 922 | 4 605 | 265 | 341 | 51 268 |
| | 27.6% | 3.6% | 1.3% | 5.9% | 45.0% | 4.7% | 1.8% | 9.0% | 0.5% | 0.7% | 100.0% |
| Semi-skilled and discretionary decision making | 21 635 | 2 258 | 338 | 863 | 37 062 | 3 311 | 510 | 2 066 | 111 | 133 | 68 287 |
| | 31.7% | 3.3% | 0.5% | 1.3% | 54.3% | 4.8% | 0.7% | 3.0% | 0.2% | 0.2% | 100.0% |
| Unskilled and defined decision making | 13 721 | 1 664 | 35 | 178 | 16 826 | 1 969 | 34 | 219 | 60 | 37 | 34 743 |
| | 39.5% | 4.8% | 0.1% | 0.5% | 48.4% | 5.7% | 0.1% | 0.6% | 0.2% | 0.1% | 100.0% |
| TOTAL PERMANENT | 56 002 | 6 586 | 1 890 | 7 581 | 89 512 | 8 912 | 2 636 | 11 762 | 1 223 | 1 093 | 187 197 |
| | 29.9% | 3.5% | 1.0% | 4.0% | 47.8% | 4.8% | 1.4% | 6.3% | 0.7% | 0.6% | 100.0% |
| Temporary employees | 5 097 | 549 | 118 | 674 | 5 912 | 862 | 104 | 620 | 105 | 47 | 14 088 |
| | 36.2% | 3.9% | 0.8% | 4.8% | 42.0% | 6.1% | 0.7% | 4.4% | 0.7% | 0.3% | 100.0% |
| GRAND TOTAL | 61 099 | 7 135 | 2 008 | 8 255 | 95 424 | 9 774 | 2 740 | 12 382 | 1 328 | 1 140 | 201 285 |

WORKFORCE PROFILE FOR PERSONS WITH DISABILITIES

| Occupational Levels | Male | | | | Female | | | | Foreign National | | Total |
|--|-------|------|------|-------|--------|------|------|-------|------------------|--------|--------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | 4 | 0 | 3 | 27 | 5 | 1 | 1 | 12 | 2 | 1 | 56 |
| | 7.1% | 0.0% | 5.4% | 48.2% | 8.9% | 1.8% | 1.8% | 21.4% | 3.6% | 1.8% | 100.0% |
| Senior Management | 10 | 4 | 3 | 23 | 15 | 7 | 3 | 35 | 4 | 0 | 104 |
| | 9.6% | 3.8% | 2.9% | 22.1% | 14.4% | 6.7% | 2.9% | 33.7% | 3.8% | 0.0% | 100.0% |
| Professionally qualified and experienced specialists and mid-Management | 26 | 4 | 10 | 65 | 47 | 10 | 5 | 79 | 5 | 2 | 253 |
| | 10.3% | 1.6% | 4.0% | 25.7% | 18.6% | 4.0% | 2.0% | 31.2% | 2.0% | 0.8% | 100.0% |
| Skilled technical and academically qualified workers, junior Management, supervisors, foremen, and superintendents | 128 | 26 | 18 | 106 | 118 | 26 | 14 | 134 | 9 | 11 | 590 |
| | 21.7% | 4.4% | 3.1% | 18.0% | 20.0% | 4.4% | 2.4% | 22.7% | 1.5% | 1.9% | 100.0% |
| Semi-skilled and discretionary decision making | 201 | 27 | 6 | 116 | 281 | 47 | 8 | 100 | 1 | 0 | 787 |
| | 25.5% | 3.4% | 0.8% | 14.7% | 35.7% | 6.0% | 1.0% | 12.7% | 0.1% | 0.0% | 100.0% |
| Unskilled and defined decision making | 212 | 30 | 2 | 17 | 206 | 17 | 0 | 25 | 4 | 0 | 513 |
| | 41.3% | 5.8% | 0.4% | 3.3% | 40.2% | 3.3% | 0.0% | 4.9% | 0.8% | 0.0% | 100.0% |
| TOTAL PERMANENT | 581 | 91 | 42 | 354 | 672 | 108 | 31 | 385 | 25 | 14 | 2 303 |
| | 25.2% | 4.0% | 1.8% | 15.4% | 29.2% | 4.7% | 1.3% | 16.7% | 1.1% | 0.6% | 100.0% |
| Temporary employees | 168 | 7 | 0 | 5 | 252 | 8 | 1 | 6 | 0 | 0 | 447 |
| | 37.6% | 1.6% | 0.0% | 1.1% | 56.4% | 1.8% | 0.2% | 1.3% | 0.0% | 0.0% | 100.0% |
| GRAND TOTAL | 749 | 98 | 42 | 359 | 924 | 116 | 32 | 391 | 25 | 14 | 2 750 |



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