



PLEASE READ THIS FIRST

PURPOSE OF THIS FORM

This form enables employers to comply with Section 21 of the Employment Equity Act 55 of 1998.

This form contains the format for employment equity reporting by employers to the Department of Labour. Both small employers (i.e. employers employing fewer than 150 employees) and large employers (i.e. employers employing 150 or more employees) are required to use this form.

Those employers who are not designated, but wish to voluntarily comply, must also use this reporting form.

Although all sections of this form apply to large employers, small employers are not required to complete Section F of the form.

WHO SHOULD COMPLETE THIS FORM?

All designated employers that have to submit a report in terms of the Employment Equity Act, 55 of 1998. Employers who wish to voluntarily comply with the reporting requirements of the Act are also required to complete this form.

WHEN SHOULD EMPLOYERS REPORT?

Large employers must submit their first report within six months of being designated, and thereafter annually on the first working day of October; and small employers must submit their first report within twelve months of being designated, and thereafter on the first working day of October of every year that ends with an even number.

ESSENTIAL REQUIREMENTS

Large employers, i.e. employers with 150 and more employees, must complete the entire EEA2 reporting form. Small employers, i.e. employers with fewer than 150 employees, must only complete areas of the EEA2 form that apply to them.

Guidance to overcome difficulties in order to complete the form properly must be obtained from the Department prior to completing and submitting the report.

SEND TO:

Employment Equity Registry
The Department of Labour
Private Bag X117
Pretoria 0001

Online reporting: www.labour.gov.za
Helpline: 0860101018

SECTION A: EMPLOYER DETAILS & INSTRUCTIONS

Trade name	Department of Social Development
DTI registration name	U8
DTI registration number	
PAYE/SARS number	7900737521
UIF reference number	111
EE reference number	2635
Seta classification	Public Sector
Industry/Sector	Community Social & Personnel
Telephone number	021 483 9208
Fax number	086 273 5667
Email address	Elsa.Olivier@pgwc.gov.za
Postal address	Corporate Shared Service (CSC) Box 659
Postal code	8000
City/Town	Cape Town
Province	Western Cape
Physical address	14 Queen Victoria Street Union House
Postal code	8000
City/Town	Cape Town
Province	Western Cape
Details of CEO at the time of submitting this report	
Name and surname	Mr Gerhard Ras (Acting)
Telephone number	021 483 8273
Fax number	021 483 3912
Email address	Elsa.Olivier@pgwc.gov.za
Details of Employment Equity Senior Manager at the time of submitting this report	
Name and Surname	Mr Gert Laubscher
Telephone number	021 483 9392
Fax number	021 483 4783
Email address	Gert.Laubscher@pgwc.gov.za
Business type	
<input type="checkbox"/> Private Sector	<input type="checkbox"/> Parastatal
<input type="checkbox"/> National Government	<input checked="" type="checkbox"/> Provincial Government
<input type="checkbox"/> Local Government	<input type="checkbox"/> Educational Institution
<input type="checkbox"/> Non-profit Organization	
Information about the organization at the time of submitting this report	
Number of employees in the organization	<input type="checkbox"/> 0 to 49 <input type="checkbox"/> 50 to 149 <input checked="" type="checkbox"/> 150 or more
Is your organization an organ of State?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Is your organisation part of a group / holding company? If yes, please provide the name.	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No _____
Date of submitting this report	1/12/2011 DD / MM / YYYY

Please indicate below the period the report covers (in the case of large employers the preceding twelve months and for small employers twenty-four months, except for first time reporting where the period may be shorter):

From (date): 01/04/2010 **To (date):** 31/03/2011

Please indicate below the duration of your current employment equity plan:

From (date): 01/04/2007 **To (date):** 31/03/2012

Please read this first

- a. The method of reporting should remain for the period of the plan, and must be consistent from reporting period to reporting period.
- b. Employers must refrain from leaving blank spaces or using a dash (-) when referring to the value "0" (Zero) or the word "No". All relevant areas of the form must be fully and accurately completed by employers. Designated employers who fail to observe this provision will be deemed not to have reported.
- c. "Temporary employees" mean workers who are employed to work for three consecutive months or less.
- d. The **Numerical goal** is the workforce profile the employer projects to achieve at the end of the employer's current employment equity plan (EE Plan). The numerical goals of the employer must be the same for the entire duration of the EE Plan.
- e. The **Numerical target** is the workforce profile the employer projects to achieve by the end of the next reporting period.
- f. Large employers, i.e. employers with 150 and more employees, must complete the entire EEA2 reporting form. Small employers, i.e. employers with fewer than 150 employees, must only complete areas of the EEA2 form that apply to them. Areas that only apply to small employers shall be made available by the Department of Labour in a separate form as well.
- g. The alphabets "A", "C", "I", "W", "M" and "F" used in the tables have the following corresponding meanings and must be interpreted as "Africans", "Coloureds", "Indians", "Whites", "Males" and "Females" respectively.

SECTION B: WORKFORCE PROFILE AND CORE & SUPPORT FUNCTIONS

1. WORKFORCE PROFILE

1.1 Please report the total number of **employees** (including employees with disabilities) in each of the following **occupational levels**: Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	0	0	0	0	1	0	0	0	0	0	1
Senior management	2	3	1	4	1	3	0	2	0	0	16
Professionally qualified and experienced specialists and mid-management	26	65	0	14	47	128	1	34	1	0	316
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	73	114	1	9	147	271	3	39	0	0	657
Semi-skilled and discretionary decision making	124	201	2	7	123	243	2	21	0	0	723
Unskilled and defined decision making	10	9	0	0	10	13	0	0	0	0	42
TOTAL PERMANENT	235	392	4	34	329	658	6	96	1	0	1755
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	235	392	4	34	329	658	6	96	1	0	1755

1.2 Please report the total number of **employees with disabilities only** in each of the following occupational levels: Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	0	0	0	0	0	0	0	0	0	0	0
Senior management	0	0	0	0	0	0	0	0	0	0	0
Professionally qualified and experienced specialists and mid-management	1	3	0	1	0	2	0	0	0	0	7
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	2	2	0	0	3	2	1	1	0	0	11
Semi-skilled and discretionary decision making	2	2	0	1	1	1	0	0	0	0	7
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0	0	0
TOTAL PERMANENT	5	7	0	2	4	5	1	1	0	0	25
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	5	7	0	2	4	5	1	1	0	0	25

2. Core Operation Functions and Support Functions by Occupational Level

A job could either be a **Core operation** function or a **Support** function. **Core operation Function** positions are those that directly relate to the core business of an organization and may lead to revenue generation e.g. sales production, etc. **Support Function** positions provide infrastructure and other enabling conditions for revenue generation e.g. human resources corporate services etc.

2.1 Please indicate the total number of employees (including people with disabilities), that are involved in **Core Operation Function** positions at each level in your organization only. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	0	0	0	0	1	0	0	0	0	0	1
Senior management	1	1	0	3	0	3	0	1	0	0	9
Professionally qualified and experienced specialists and mid-management	24	54	0	7	40	120	1	31	1	0	278
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	68	103	1	6	139	261	3	37	0	0	618
Semi-skilled and discretionary decision making	113	192	1	4	112	228	1	18	0	0	669
Unskilled and defined decision making	10	9	0	0	9	13	0	0	0	0	41
TOTAL PERMANENT	216	359	2	20	301	625	5	87	1	0	1616
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	216	359	2	20	301	625	5	87	1	0	1616

2.2 Please indicate the total number of employees (including people with disabilities), that are involved in **Support Function** positions at each level in your organization. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	0	0	0	0	0	0	0	0	0	0	0
Senior management	1	2	1	1	1	0	0	1	0	0	7
Professionally qualified and experienced specialists and mid-management	2	11	0	7	7	8	0	3	0	0	38
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	5	11	0	3	8	10	0	2	0	0	39
Semi-skilled and discretionary decision making	11	9	1	3	11	15	1	3	0	0	54
Unskilled and defined decision making	0	0	0	0	1	0	0	0	0	0	1
TOTAL PERMANENT	19	33	2	14	28	33	1	9	0	0	139
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	19	33	2	14	28	33	1	9	0	0	139

SECTION C: WORKFORCE MOVEMENT

3. Recruitment

3.1 Please report the total number of new recruits, including people with disabilities. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	0	0	0	0	0	0	0	0	0	0	0
Senior management	0	1	0	2	0	0	0	0	0	0	3
Professionally qualified and experienced specialists and mid-management	1	1	0	1	6	3	0	0	0	0	12
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	3	14	1	2	23	55	1	2	0	0	101
Semi-skilled and discretionary decision making	18	23	0	1	14	25	0	1	0	0	82
Unskilled and defined decision making	4	0	0	0	5	1	0	0	0	0	10
TOTAL PERMANENT	26	39	1	6	48	84	1	3	0	0	208
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	26	39	1	6	48	84	1	3	0	0	208

4. Promotion

4.1 Please report the total number of promotions into each occupational level, including people with disabilities. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	0	0	0	0	0	0	0	0	0	0	0
Senior management	0	0	0	0	0	0	0	0	0	0	0
Professionally qualified and experienced specialists and mid-management	0	0	0	0	1	1	0	0	0	0	2
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1	0	0	0	0	0	0	0	0	0	1
Semi-skilled and discretionary decision making	0	0	0	0	0	0	0	0	0	0	0
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0	0	0
TOTAL PERMANENT	1	0	0	0	1	1	0	0	0	0	3
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	1	0	0	0	1	1	0	0	0	0	3

5. Termination

5.1 Please report the total number of terminations in each occupational level, including people with disabilities. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	0	0	0	0	0	0	0	0	0	0	0
Senior management	0	0	0	1	0	0	0	0	0	0	1
Professionally qualified and experienced specialists and mid-management	1	3	0	0	8	6	0	2	0	0	20
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	3	19	1	3	22	58	0	0	0	0	106
Semi-skilled and discretionary decision making	20	19	0	0	16	24	0	2	0	0	81
Unskilled and defined decision making	4	1	0	0	4	2	0	0	0	0	11
TOTAL PERMANENT	28	42	1	4	50	90	0	4	0	0	219
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	28	42	1	4	50	90	0	4	0	0	219

5.2 Please report the total number of terminations, including people with disabilities, in each **termination category** below. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Terminations	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Resignation	4	2	0	2	5	7	0	2	0	0	22
Non-renewal of contract	24	36	1	2	43	78	0	1	0	0	185
retrenchment – Operational requirements	0	0	0	0	0	0	0	0	0	0	0
Dismissal - misconduct	0	1	0	0	0	1	0	0	0	0	2
Dismissal - incapacity	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	3	0	0	2	4	0	1	0	0	10
Death	0	0	0	0	0	0	0	0	0	0	0
TOTAL	28	42	0	4	50	90	0	4	0	0	219

SECTION D: SKILLS DEVELOPMENT

6. Skills Development

- 6.1 Please report the total number of people from the designated groups, including people with disabilities, who received training **solely** for the purpose of achieving the numerical goals, and not the number of training courses attended by individuals. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Total
	A	C	I	W	A	C	I	W	
Top management	0	0	0	0	1	0	0	0	1
Senior management	2	1	1	0	0	0	0	1	5
Professionally qualified and experienced specialists and mid-management	7	15	0	2	11	14	0	2	51
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	10	25	0	2	14	30	0	4	85
Semi-skilled and discretionary decision making	8	12	0	0	4	8	1	1	34
Unskilled and defined decision making	1	0	0	0	0	1	0	0	2
TOTAL PERMANENT	28	53	1	4	30	53	1	8	178
Temporary employees	0	0	0	0	0	0	0	0	0
GRAND TOTAL	28	53	1	4	30	53	1	8	178

- 6.2 Please report the total number of **people with disabilities only** who received training **solely** for the purpose of achieving the numerical goals, and not the number of training courses attended by individuals. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Total
	A	C	I	W	A	C	I	W	
Top management	0	0	0	0	0	0	0	0	0
Senior management	0	0	0	0	0	0	0	0	0
Professionally qualified and experienced specialists and mid-management	0	0	0	0	0	0	0	0	0
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	0	0	0	0	1	0	0	1	2
Semi-skilled and discretionary decision making	0	1	0	0	0	0	0	0	1
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0
TOTAL PERMANENT	0	1	0	0	1	0	0	1	3
Temporary employees	0	0	0	0	0	0	0	0	0
GRAND TOTAL	0	1	0	0	1	0	0	1	3

SECTION E: NUMERICAL GOALS & TARGETS

7. Numerical goals

7.1 Please indicate the numerical goals (i.e. the workforce profile) you project to achieve for the total number of employees, including people with disabilities, at the end of your current employment equity plan in terms of occupational levels. Note: A=Africans, C=Coloureds, I=Indians and W=Whites:

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	0	1	0	0	0	0	0	0	0	0	1
Senior management	4	6	0	2	3	6	0	2	0	0	23
Professionally qualified and experienced specialists and mid-management	60	103	2	38	52	90	1	31	0	0	377
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	157	273	6	100	137	238	3	81	0	0	995
Semi-skilled and discretionary decision making	195	338	7	125	170	294	4	100	0	0	1233
Unskilled and defined decision making	7	11	0	4	6	10	0	4	0	0	42
TOTAL PERMANENT	423	732	15	269	368	638	8	218	0	0	2671
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	423	732	15	269	368	638	8	218	0	0	2671

7.2 Please indicate the numerical goals (i.e. the workforce profile) you project to achieve for the total number of employees with disabilities only at the end of your current employment equity plan in terms of occupational levels.

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	0	0	0	0	0	0	0	0	0	0	0
Senior management	0	0	0	0	0	0	0	0	0	0	0
Professionally qualified and experienced specialists and mid-management	1	2	0	1	1	2	0	1	0	0	8
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	3	5	0	2	3	5	0	2	0	0	20
Semi-skilled and discretionary decision making	4	7	0	2	3	6	0	2	0	0	24
Unskilled and defined decision making	0	0	0	0	1	0	0	0	0	0	1
TOTAL PERMANENT	8	14	0	5	8	13	0	5	0	0	53
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	8	14	0	5	8	13	0	5	0	0	53

8. Numerical targets

8.1 Please indicate the numerical targets (i.e. the workforce profile) you project to achieve for the total number of employees, including people with disabilities, at the end of the next reporting in terms of occupational levels. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	0	1	0	0	0	0	0	0	0	0	1
Senior management	3	5	0	2	3	5	0	2	0	0	20
Professionally qualified and experienced specialists and mid-management	53	92	2	34	46	80	1	27	0	0	335
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	140	242	5	89	122	211	3	72	0	0	884
Semi-skilled and discretionary decision making	173	300	7	111	151	262	3	89	0	0	1096
Unskilled and defined decision making	6	10	0	4	5	9	0	3	0	0	37
TOTAL PERMANENT	375	650	14	240	327	567	7	193	0	0	2373
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	375	650	14	240	327	567	7	193	0	0	2373

8.2 Please indicate the numerical targets (i.e. the workforce profile) you project to achieve for the total number of employees with disabilities only at the end of the next reporting period in terms of occupational levels. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	0	0	0	0	0	0	0	0	0	0	0
Senior management	0	0	0	0	0	0	0	0	0	0	0
Professionally qualified and experienced specialists and mid-management	1	2	0	1	1	2	0	0	0	0	7
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	3	5	0	2	2	4	0	1	0	0	17
Semi-skilled and discretionary decision making	4	6	0	2	3	5	0	2	0	0	22
Unskilled and defined decision making	0	0	0	0	1	0	0	0	0	0	1
TOTAL PERMANENT	8	13	0	5	7	11	0	3	0	0	47
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	8	13	0	5	7	11	0	3	0	0	47

SECTION F: MONITORING & EVALUATION *(This section is not applicable to small employers)*

9. Disciplinary Action

9.1 Disciplinary action: (report the total number of disciplinary actions during the twelve months preceding this report). Report on formal outcomes only. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

DISCIPLINARY ACTION	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
	0	1	0	1	3	2	0	0	0	0	

10. Awareness of Employment Equity

10.1 Please indicate which of the following awareness measures were implemented by your organization:

	Yes	No	No. of employees covered
Formal written communication		√	
Policy statement includes reference to employment equity	√		1755
Summary of the Act displayed	√		1755
Employment Equity training		√	
Diversity management programmes	√		35
Discrimination awareness programmes	√		35

11. Consultation

11.1 Please indicate which stakeholders were involved in the consultation process when developing and implementing your employment equity plan and when preparing this Employment Equity Report:

	Yes	No
Consultative body or employment equity forum	√	
Registered trade union (s)	√	
Employees	√	

12. Barriers and affirmative action measures

12.1 Please indicate in which categories of employment policy or practice barriers to employment equity were identified. If your answer is 'Yes' to barriers in any of the categories, please indicate whether you have developed affirmative action measures and the timeframes to overcome them.

Categories	BARRIERS		AFFIRMATIVE ACTION MEASURES		TIMEFRAME FOR IMPLEMENTATION OF AA MEASURES	
	YES	NO	YES	NO	START DATE	END DATE
Recruitment procedures		√				
Advertising positions		√				
Selection criteria		√				
Appointments		√				
Job classification and grading		√				
Remuneration and benefits		√				
Terms & conditions of employment		√				
Job assignments		√				
Work environment and facilities		√				
Training and development		√				
Performance and evaluation		√				
Promotions		√				
Transfers		√				
Succession & experience planning		√				
Disciplinary measures		√				
Dismissals		√				
Retention of designated groups		√				
Corporate culture		√				
Reasonable accommodation		√				
HIV&AIDS prevention and wellness programmes		√				
Appointed senior manage(s) to manage EE implementation		√				
Budget allocation in support of employment equity goals		√				
Time off for employment equity consultative committee to meet		√				

13. Monitoring and evaluation of implementation

13.1 How regularly do you monitor progress on the implementation of the employment equity plan? Please choose one.

Weekly	Monthly	Quarterly	Yearly
	√		

13.2 Did you achieve the annual objectives as set out in your employment equity plan for this period?

Yes	No	Please explain																																																																												
	√	<p>From a practical point of view, it is very difficult to achieve a static demographic target, as indicated in the EE Plan, due to an ever changing environment (establishment may increase/decrease), high mobility of designated groups (promotions/transfers) and natural attrition of staff (resignations/death etc). However, it is viewed that if the department has achieved within a range of 1% of the demographic target, that it has then for all practical purposes achieved the target within these ever changing context.</p> <p>In light of the above, the Department of Social Development has as on 31 March 2011 not achieved its objectives in the majority of designated groups, as set out in the EE Plan (EEA2) for 2010-2011, namely Africans, White females and males. The designated groups that are underrepresented are males, especially African males, coloured males, as well as the non-designated group, white males. The following table indicates the representivity targets on the various designated groups that was/was not achieved.</p> <table border="1"> <thead> <tr> <th>Category</th> <th>% Achieved</th> <th>% Targets (EAP of WC as per EE Plan)</th> <th>% Deficit</th> </tr> </thead> <tbody> <tr> <td>RACE AND GENDER</td> <td></td> <td></td> <td></td> </tr> <tr> <td>AFRICAN</td> <td>32.1</td> <td>33.6</td> <td>-1.5</td> </tr> <tr> <td>AM</td> <td>13.4</td> <td>14.6</td> <td>-1.2</td> </tr> <tr> <td>AF</td> <td>18.7</td> <td>19</td> <td>-0.3</td> </tr> <tr> <td>COLOURED</td> <td>59.9</td> <td>57.1</td> <td>2.8</td> </tr> <tr> <td>CM</td> <td>22.4</td> <td>22.9</td> <td>-0.5</td> </tr> <tr> <td>CF</td> <td>37.5</td> <td>34.2</td> <td>3.3</td> </tr> <tr> <td>INDIAN</td> <td>0.5</td> <td>0.5</td> <td>0</td> </tr> <tr> <td>IM</td> <td>0.2</td> <td>0.2</td> <td>0</td> </tr> <tr> <td>IF</td> <td>0.3</td> <td>0.3</td> <td>0</td> </tr> <tr> <td>WHITE</td> <td>6.9</td> <td>8.5</td> <td>-1.6</td> </tr> <tr> <td>WM</td> <td>1.8</td> <td>3</td> <td>-1.2</td> </tr> <tr> <td>WF</td> <td>5.1</td> <td>5.5</td> <td>-0.4</td> </tr> <tr> <td>GENDER</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Male</td> <td>37.9</td> <td>40.8</td> <td>-2.9</td> </tr> <tr> <td>Female</td> <td>62</td> <td>59.1</td> <td>2.9</td> </tr> <tr> <td>DISABILITY</td> <td></td> <td></td> <td></td> </tr> <tr> <td>PWD</td> <td>1.4</td> <td>1.6</td> <td>-0.2</td> </tr> </tbody> </table> <p>Special focus is given by the department to achieve representivity in all salary levels and designated groupings. The main challenge is to attract and retain the services of the designated groups, African males and coloured males on various levels due to the supply and demand in the labour market. This department has a traditionally high representation in females due to the gender orientated occupational groups, i.e. Social Workers.</p> <p>Notwithstanding that the department has challenges to achieve its target on all designated groups, it endeavour to strive through recruitment towards a set goal. It is however notable that there are not a negative/downwards trend in reaching the demographic goals on any of the designated groups within the department. The department implemented a new structure due to modernisation therefore the department could not achieve its goals.</p>	Category	% Achieved	% Targets (EAP of WC as per EE Plan)	% Deficit	RACE AND GENDER				AFRICAN	32.1	33.6	-1.5	AM	13.4	14.6	-1.2	AF	18.7	19	-0.3	COLOURED	59.9	57.1	2.8	CM	22.4	22.9	-0.5	CF	37.5	34.2	3.3	INDIAN	0.5	0.5	0	IM	0.2	0.2	0	IF	0.3	0.3	0	WHITE	6.9	8.5	-1.6	WM	1.8	3	-1.2	WF	5.1	5.5	-0.4	GENDER				Male	37.9	40.8	-2.9	Female	62	59.1	2.9	DISABILITY				PWD	1.4	1.6	-0.2
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SECTION G: Signature of the Chief Executive Officer

Chief Executive Officer

I hereby declare that I have read, approved and authorized this report.

Signed on this 24th day of NOVEMBER year 2011

At place: CAPE TOWN

DANIEL GERHARDUS RAS

Chief Executive Officer (Full Name)

D.G. Ras

Chief Executive Officer (Signature)

