

**Ministry**

**Employment & Labour**

**Republic of South Africa**

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**NATIONAL ASSEMBLY**

**WRITTEN REPLY**

**QUESTION NUMBER 456 [NW1448E]**

456. Mr F Jacobs (ANC) to ask the Minister of Employment and Labour:

What is the employment equity profile of the Western Cape (a) provincial departments and (b) municipal councils? NW1448E

REPLY:

1. Employment equity profile of the Western Cape provincial departments as reported in the 2018 EE Reporting period is as follows:
2. **Western Cape Provincial Government Departments’ EE profile (2018)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **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, W=Whites** | | | | | | | | | | | |
|  |  |  |  |  |  |  |  |  |  |  |  |
| Occupational Levels | **Male** | | | | **Female** | | | | **Foreign National** | | **Total** |
| **A** | **C** | **I** | **W** | **A** | **C** | **I** | **W** | **Male** | **Female** |
| Top Management | 376 | 1053 | 304 | 7369 | 163 | 603 | 157 | 1811 | 260 | 49 | 12145 |
| 3,1% | 8,7% | 2,5% | 60,7% | 1,3% | 5,0% | 1,3% | 14,9% | 2,1% | 0,4% | 100,0% |
| Senior Management | 1383 | 3185 | 821 | 10525 | 763 | 2232 | 528 | 5402 | 499 | 191 | 25529 |
| 5,4% | 12,5% | 3,2% | 41,2% | 3,0% | 8,7% | 2,1% | 21,2% | 2,0% | 0,7% | 100,0% |
| Professionally qualified and experienced specialists and mid-management | 7503 | 12301 | 2262 | 20588 | 7045 | 12178 | 1967 | 17647 | 1694 | 674 | 83859 |
| 8,9% | 14,7% | 2,7% | 24,6% | 8,4% | 14,5% | 2,3% | 21,0% | 2,0% | 0,8% | 100,0% |
| Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents | 40246 | 47550 | 3583 | 25291 | 37418 | 46330 | 4083 | 31329 | 3901 | 1762 | 241493 |
| 16,7% | 19,7% | 1,5% | 10,5% | 15,5% | 19,2% | 1,7% | 13,0% | 1,6% | 0,7% | 100,0% |
| Semi-skilled and discretionary decision making | 111512 | 76404 | 2659 | 9772 | 147124 | 90216 | 3830 | 17667 | 6374 | 2368 | 467926 |
| 23,8% | 16,3% | 0,6% | 2,1% | 31,4% | 19,3% | 0,8% | 3,8% | 1,4% | 0,5% | 100,0% |
| Unskilled and defined decision making | 87594 | 48332 | 558 | 1854 | 85155 | 46576 | 503 | 1076 | 5182 | 2146 | 278976 |
| 31,4% | 17,3% | 0,2% | 0,7% | 30,5% | 16,7% | 0,2% | 0,4% | 1,9% | 0,8% | 100,0% |
| TOTAL PERMANENT | 248614 | 188825 | 10187 | 75399 | 277668 | 198135 | 11068 | 74932 | 17910 | 7190 | 1109928 |
| 22,4% | 17,0% | 0,9% | 6,8% | 25,0% | 17,9% | 1,0% | 6,8% | 1,6% | 0,6% | 100,0% |
| Temporary employees | 31628 | 17085 | 347 | 2693 | 33034 | 22001 | 407 | 3368 | 4321 | 2613 | 117497 |
| 26,9% | 14,5% | 0,3% | 2,3% | 28,1% | 18,7% | 0,3% | 2,9% | 3,7% | 2,2% | 100,0% |
| GRAND TOTAL | 280242 | 205910 | 10534 | 78092 | 310702 | 220136 | 11475 | 78300 | 22231 | 9803 | 1227425 |

**Western Cape Provincial Government Departments’ EE Profile for Persons with Disabilities Only (2018)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **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, W=Whites** | | | | | | | | | | | |
|  |  |  |  |  |  |  |  |  |  |  |  |
| **Occupational Levels** | **Male** | | | | **Female** | | | | **Foreign National** | | **Total** |
| **A** | **C** | **I** | **W** | **A** | **C** | **I** | **W** | **Male** | **Female** |
| Top Management | 6 | 23 | 8 | 84 | 1 | 22 | 3 | 22 | 2 | 0 | 171 |
| 3,5% | 13,5% | 4,7% | 49,1% | 0,6% | 12,9% | 1,8% | 12,9% | 1,2% | 0,0% | 100,0% |
| Senior Management | 11 | 54 | 12 | 140 | 2 | 38 | 8 | 60 | 2 | 1 | 328 |
| 3,4% | 16,5% | 3,7% | 42,7% | 0,6% | 11,6% | 2,4% | 18,3% | 0,6% | 0,3% | 100,0% |
| Professionally qualified and experienced specialists and mid-management | 43 | 150 | 27 | 262 | 35 | 111 | 21 | 187 | 11 | 3 | 850 |
| 5,1% | 17,6% | 3,2% | 30,8% | 4,1% | 13,1% | 2,5% | 22,0% | 1,3% | 0,4% | 100,0% |
| Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents | 256 | 583 | 47 | 403 | 220 | 434 | 46 | 387 | 12 | 3 | 2391 |
| 10,7% | 24,4% | 2,0% | 16,9% | 9,2% | 18,2% | 1,9% | 16,2% | 0,5% | 0,1% | 100,0% |
| Semi-skilled and discretionary decision making | 755 | 843 | 40 | 261 | 875 | 837 | 47 | 268 | 10 | 5 | 3941 |
| 19,2% | 21,4% | 1,0% | 6,6% | 22,2% | 21,2% | 1,2% | 6,8% | 0,3% | 0,1% | 100,0% |
| Unskilled and defined decision making | 812 | 546 | 20 | 87 | 862 | 420 | 7 | 64 | 7 | 6 | 2831 |
| 28,7% | 19,3% | 0,7% | 3,1% | 30,4% | 14,8% | 0,2% | 2,3% | 0,2% | 0,2% | 100,0% |
| **TOTAL PERMANENT** | 1883 | 2199 | 154 | 1237 | 1995 | 1862 | 132 | 988 | 44 | 18 | 10512 |
| 17,9% | 20,9% | 1,5% | 11,8% | 19,0% | 17,7% | 1,3% | 9,4% | 0,4% | 0,2% | 100,0% |
| Temporary employees | 203 | 97 | 6 | 17 | 231 | 89 | 5 | 10 | 1 | 0 | 659 |
| 30,8% | 14,7% | 0,9% | 2,6% | 35,1% | 13,5% | 0,8% | 1,5% | 0,2% | 0,0% | 100,0% |
| **GRAND TOTAL** | 2086 | 2296 | 160 | 1254 | 2226 | 1951 | 137 | 998 | 45 | 18 | 11171 |

1. Employment equity profile of the Western Cape municipal councils as reported in the 2018 EE Reporting period is as follows:

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |  |  |  |  |
| **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, W=Whites** | | | | | | | | | | | |
| **Occupational Levels** | **Male** |  |  |  | **Female** |  |  |  | **Foreign National** | | **Total** |
|  | **A** | **C** | **I** | **W** | **A** | **C** | **I** | **W** | **Male** | **Female** |  |
| Top Management | 6 | 21 | 0 | 9 | 5 | 8 | 0 | 4 | 0 | 0 | 53 |
|  | 11.3% | 39.6% | 0.0% | 17.0% | 9.4% | 15.1% | 0.0% | 7.5% | 0.0% | 0.0% | 100.0% |
| Senior Management | 13 | 50 | 6 | 57 | 7 | 12 | 4 | 15 | 0 | 1 | 165 |
|  | 7.9% | 30.3% | 3.6% | 34.5% | 4.2% | 7.3% | 2.4% | 9.1% | 0.0% | 0.6% | 100.0% |
| Professionally qualified and experienced specialists and mid-management | 198 | 694 | 41 | 607 | 160 | 350 | 26 | 277 | 19 | 6 | 2378 |
|  | 8.3% | 29.2% | 1.7% | 25.5% | 6.7% | 14.7% | 1.1% | 11.6% | 0.8% | 0.3% | 100.0% |
| Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents | 1164 | 3274 | 44 | 868 | 1252 | 1826 | 28 | 504 | 34 | 9 | 9003 |
|  | 12.9% | 36.4% | 0.5% | 9.6% | 13.9% | 20.3% | 0.3% | 5.6% | 0.4% | 0.1% | 100.0% |
| Semi-skilled and discretionary decision making | 2067 | 4302 | 31 | 344 | 1583 | 2634 | 39 | 443 | 7 | 4 | 11454 |
|  | 18.0% | 37.6% | 0.3% | 3.0% | 13.8% | 23.0% | 0.3% | 3.9% | 0.1% | 0.0% | 100.0% |
| Unskilled and defined decision making | 2570 | 3687 | 11 | 75 | 1173 | 1177 | 3 | 15 | 8 | 0 | 8719 |
|  | 29.5% | 42.3% | 0.1% | 0.9% | 13.5% | 13.5% | 0.0% | 0.2% | 0.1% | 0.0% | 100.0% |
| **TOTAL PERMANENT** | 6018 | 12028 | 133 | 1960 | 4180 | 6007 | 100 | 1258 | 68 | 20 | 31772 |
|  | 18.9% | 37.9% | 0.4% | 6.2% | 13.2% | 18.9% | 0.3% | 4.0% | 0.2% | 0.1% | 100.0% |
| Temporary employees | 303 | 327 | 0 | 25 | 202 | 248 | 1 | 31 | 0 | 0 | 1137 |
|  | 26.6% | 28.8% | 0.0% | 2.2% | 17.8% | 21.8% | 0.1% | 2.7% | 0.0% | 0.0% | 100.0% |
| **GRAND TOTAL** | 6321 | 12355 | 133 | 1985 | 4382 | 6255 | 101 | 1289 | 68 | 20 | 32909 |

**Western Cape Municipal councils’ EE Profile for Person with Disabilities Only (2018)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Occupational Levels** | **Male** |  |  |  | **Female** |  |  |  | **Foreign National** | | **Total** |
|  | **A** | **C** | **I** | **W** | **A** | **C** | **I** | **W** | **Male** | **Female** |  |
| Top Management | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 |
|  | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% | 0.0% | 100.0% |
| Senior Management | 0 | 2 | 0 | 2 | 0 | 1 | 0 | 0 | 0 | 0 | 5 |
|  | 0.0% | 40.0% | 0.0% | 40.0% | 0.0% | 20.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| Professionally qualified and experienced specialists and mid-management | 2 | 24 | 1 | 24 | 3 | 6 | 0 | 5 | 0 | 0 | 65 |
|  | 3.1% | 36.9% | 1.5% | 36.9% | 4.6% | 9.2% | 0.0% | 7.7% | 0.0% | 0.0% | 100.0% |
| Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents | 15 | 71 | 3 | 37 | 12 | 49 | 1 | 31 | 3 | 0 | 222 |
|  | 6.8% | 32.0% | 1.4% | 16.7% | 5.4% | 22.1% | 0.5% | 14.0% | 1.4% | 0.0% | 100.0% |
| Semi-skilled and discretionary decision making | 30 | 75 | 0 | 18 | 19 | 61 | 2 | 31 | 0 | 0 | 236 |
|  | 12.7% | 31.8% | 0.0% | 7.6% | 8.1% | 25.8% | 0.8% | 13.1% | 0.0% | 0.0% | 100.0% |
| Unskilled and defined decision making | 31 | 93 | 0 | 3 | 12 | 24 | 0 | 3 | 0 | 0 | 166 |
|  | 18.7% | 56.0% | 0.0% | 1.8% | 7.2% | 14.5% | 0.0% | 1.8% | 0.0% | 0.0% | 100.0% |
| **TOTAL PERMANENT** | 78 | 265 | 4 | 84 | 46 | 141 | 3 | 71 | 3 | 0 | 695 |
|  | 11.2% | 38.1% | 0.6% | 12.1% | 6.6% | 20.3% | 0.4% | 10.2% | 0.4% | 0.0% | 100.0% |
| Temporary employees | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 |
|  | 0.0% | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| **GRAND TOTAL** | 78 | 268 | 4 | 84 | 46 | 141 | 3 | 71 | 3 | 0 | 698 |