



## LIMPOPO DEPARTMENT OF PUBLIC WORKS

### EMPLOYMENT EQUITY PLAN: 2008/10

MARCH 2008

#### 1. Background

- In terms of section 20 (1) of the Employment Equity Act, 1998, departments are required to develop and implement employment equity plan, which will achieve reasonable progress towards achievement of employment equity targets.

#### 2. Objectives of Employment Equity Act

- To ensure that employers take active steps to promote employment equity.
- To ensure that the workplace is free from discrimination.

#### 3. Purpose of the plan

The plan reflects the department's employment equity implementation programme.

The plan represents the link between the current workforce profile and possible barriers in employment policies and procedures, as well as implementation of remedial steps to be followed in order to achieve employment equity in the workplace.

#### 4. Structure of the plan

The target set by the department will attempt to realistically take provincial demographics into consideration.

For the purpose of this plan:

**C** - represent current  
**P** - represent planned

The table below indicates the current situation (existing & planned posts) as at MARCH 2008

Occupational categories	Level	Male										Female								TARGETS ACHIEVED TO DATE					
		African		Coloured		Indian		White		African		Coloured		Indian		White		Total	Total	%Male	%Female				
		C	P	C	P	C	P	C	P	C	P	C	P	C	P	C	P	C	P						
Top Man.	13-15	18	-	0	1	1	1	0	2	10	7	0	1	0	1	1	1	30	14	63%	37%				
Middle Man.	9-12	123	48	1	1	0	2	7	-	56	122	1	1	1	1	4	0	193	176	68%	32%				
Junior Man.	6-8	515	-	4	4	0	2	16	2	202	127	7	-	3	-	12	1	759	136	70%	30%				
Low level	1-5	1639	-	0	2	0	2	2	2	1267	78	0	-	0	2	0	0	2908	86	56%	44%				
TOTAL		2295	48	5	8	1	7	25	6	1535	334	8	2	4	4	17	2	3890	411	60%	40%				
Year To Be Achieved		2010																							

### 5. Situation as at MARCH 2008 Percentages

Looking at the above table, we have reached our 70/30 quota as set in 2000, though men continue to be more dominant than women across all levels and racial groups. Our 2008/2010 Plan will focus on improving this status until we reach the provincial quota, which is based on demographics (see table 1 below).

TABLE 1

PROVINCIAL STATUS		DEPARTMENTAL STATUS			
Gender		Male		Female	
Male	Female	Total No.	%	Total No.	%
46%	54%	2326	60%	1564	40%

The table below indicates the current situation (existing & planned posts) as at MARCH 2008

Occupational categories	Level	Male										Female								TARGETS ACHIEVED TO DATE					
		African		Coloured		Indian		White		African		Coloured		Indian		White		Total	Total	%Male	%Female				
		C	P	C	P	C	P	C	P	C	P	C	P	C	P	C	P	C	P						
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TABLE 2

RACE AND GENDER (DEPARTMENTAL STATISTICS):

POPULATION	TOTAL NUMBER	PERCENTAGE	NUMBER OF MALE	NUMBER OF FEMALE
BLACK	3830	98.5%	2295	1535
WHITE	42	1.1%	25	17
COLOURED	13	0.3%	5	8
INDIAN	5	0.1%	1	4
TOTAL	3890	100%	2326	1564

TABLE 3

RACE AND GENDER ON DISABILITIES (DEPARTMENTAL STATISTICS):

POPULATION	TOTAL NUMBER	PERCENTAGE	NUMBER OF MALE	NUMBER OF FEMALE
BLACK	49	94%	37	12
WHITE	1	2%	0	1
COLOURED	1	2%	1	0
INDIAN	1	2%	1	0
TOTAL	52	100%	39	13

**TABLE 4**

For purposes of this table:

- + represent additional number (more)
- represent shortage (less)

**THE TABLE BELOW INDICATES THE DEPARTMENTAL QUOTAS (FILLED POSTS) PER RACIAL GROUP**

POPULATION GROUP	NUMBER IN PROVINCE	NUMBER, IN DEPT.	% IN PROVINCE	% IN DEPT	VARIANCE	QUOTA TO BE ACHIEVED (BY SEPT 2008)
BLACK	108,387	3830	97.2 %	98.6 %	+1.3% (50 people more)	98.4%
WHITE	2562	42	2.3%	1.1%	-1.2% (47 people less)	1.2%
COLOURED	145	13	0.1%	0.3%	+ 0.2% (9 people more)	0.2%
INDIAN	183	5	0.2%	0.1%	0.1% (3 people less)	0.2%
DISABLED	266	52	0.2%	1.3%	0.7% (27 people less)	0.8%
TOTAL	111543	3890	100%	100%		100%

\* The number of people with disabilities is already included in the total number of employees therefore should not be added to the total (3890) above.

The quota to be achieved by September 2008 column is set out on 10% increase or decrease depending on the variance. The ideal situation is to be on par with the provincial demographics.

**Strategy**

- All posts should be filled by previously disadvantaged groups which include women of all races, Indians, Coloureds and people with disabilities
- Set targets each year by drawing a progressive equity plan for a period of five years commencing October 2005-2010
- Intensify training programmes for women from level 7 and up in order to prepare them to compete for decision-making positions both in technical and support functions.
- According to the statistics, it is imperative that we work very hard to ensure representativity in other racial groups as compared to Africans.

TABLE 5

THE TABLE BELOW INDICATES THE CURRENT SITUATION AND THE PLANNED NUMERICAL TARGET IN RESPECT OF PEOPLE WITH DISABILITIES

Occupational categories	Level	MALE										FEMALE									
		African		Coloured		Indian		White		African		Coloured		Indian		White		Total			
		C	P	C	P	C	P	C	P	C	P	C	P	C	P	C	P	C	P		
Top Man.	13-15	-	-	-	1	1	-	-	-	0	5	-	1	-	2	1	10	2	1		
Middle Man.	9-12	3	-	-	1	-	-	-	-	1	4	-	1	-	2	4	10	2	4		
Junior Man.	5-8	8	-	1	-	-	-	-	2	3	-	-	-	3	1	2	13	7	13		
Low level	1-4	26	-	-	-	-	-	-	-	8	-	-	-	-	-	-	34	0	34		
TOTAL		37	-	1	2	1	-	-	2	12	9	-	2	-	6	1	52	27	52		
Year To Be Achieved		2008-2010																			

## Strategy

- > Our 2008 – 2010 plan will strive to attract 27 people or more with disabilities in both senior management and junior management levels in order to reach the 2% national quota.
- > To establish contact with all disability organizations for accessibility of our employment advertisements.
- > Train people with disabilities through the Learnership programmes and other departmental programmes like (Sakhasonke and EPWP)

The Employment Equity Plan-2008/2010 will be informed by the demographics of all the racial groups in the province as outlined in the Employment Equity Act.

## 6. REPORTING

- > Executive Management Committee
- > Report to the Executing Authority
- > The Office of the Director – General (Office of the Premier) will be supplied with a copy of such a report.
- > The Department of Labour by the 1<sup>st</sup> working day of October each year.

OPERATIVE YEAR ASSESSMENT BY THE DEPARTMENT OF LABOUR IS IN OCTOBER 2010

*eneja*

19/06/2008

MEC

DATE