



Stay up to date with the latest developments in Employment Equity

The EEA provides opportunity for employers to analyse their occupational workforce profiles against national and regional demographics representation.

Affirmative Action (AA) measures are corrective measures to eliminate barriers identified in the workforce of the employer. AA measures must be implemented through a carefully constructed Employment Equity plan that considers the national and regional demographics. If an employer operates in one province/region it makes no logic that the employer should only apply national demographics.

Provinces	Gender	A	C	I	W	TOTAL
Eastern Cape	Male	42.3%	7.9%	0.1%	2.9%	53.2%
	Female	37.5%	6.8%	0.0%	2.5%	46.8%
	TOTAL	79.8%	14.7%	0.1%	7.7%	100.0%
Free State	Male	48.8%	1.5%	0.3%	4.9%	55.4%
	Female	40.1%	1.2%	0.1%	3.2%	44.6%
	TOTAL	88.9%	2.6%	0.4%	8.1%	100.0%
Gauteng	Male	43.7%	1.5%	2.0%	8.6%	55.8%
	Female	34.5%	1.5%	1.3%	6.9%	44.2%
	TOTAL	78.2%	3.0%	3.3%	15.5%	100.0%
KwaZulu-Natal	Male	45.1%	0.8%	5.8%	2.7%	54.5%
	Female	39.7%	0.6%	3.3%	1.8%	45.5%
	TOTAL	84.9%	1.4%	9.1%	4.5%	100.0%
Limpopo	Male	52.3%	0.0%	0.9%	1.8%	55.1%
	Female	43.8%	0.1%	0.2%	0.9%	44.9%
	TOTAL	96.0%	0.1%	1.1%	2.7%	100.0%
Mpumalanga	Male	49.2%	0.3%	0.3%	4.9%	54.7%
	Female	42.2%	0.4%	0.0%	2.6%	45.3%
	TOTAL	91.5%	0.8%	0.3%	7.4%	100.0%
North West	Male	52.3%	1.0%	0.7%	3.0%	57.0%
	Female	39.7%	0.6%	0.3%	2.5%	43.0%
	TOTAL	92.0%	1.6%	0.9%	5.5%	100.0%
Northern Cape	Male	33.5%	17.5%	0.1%	4.5%	55.7%
	Female	25.6%	14.6%	0.0%	4.0%	44.3%
	TOTAL	59.1%	32.2%	0.2%	8.6%	100.0%
Western Cape	Male	17.1%	27.1%	0.6%	9.3%	54.3%
	Female	14.6%	23.0%	0.3%	7.8%	45.7%
	TOTAL	31.7%	50.2%	1.0%	17.1%	100.0%



If national demographics were to be applied this may result in unintended consequences.

Table 1: National EAP by Population Group and Gender

Population Group	Male	Female	Total
African	41.7%	34.6%	76.2%
Coloured	5.7%	4.9%	10.6%
Indian	1.8%	1.0%	2.8%
White	5.8%	4.5%	10.3%
TOTAL	55.0%	45.0%	100.0%

Whether to use a national or regional demographic for a national employer should not be a matter to debate as fairness and sanity should prevail. Clearly, if the size and value of the business in one region is larger than other regions it is mostly likely that the demographics of that particular region will impact the overall Employment Equity Plan.

A fair and equitable deviation should be allowed as long as it doesn't deviate to the extent of excluding other race groups. There is no doubt that this debate will continue as long as employers and employees are failing to acknowledge and manage diversity in the workplace.

This is clear from the Correctional Service judgement for the Western Cape where employees were denied promotional opportunity due to a plan focused on national demographics.

For more information, please feel free to contact me with any enquiries that you may have in this regard.

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