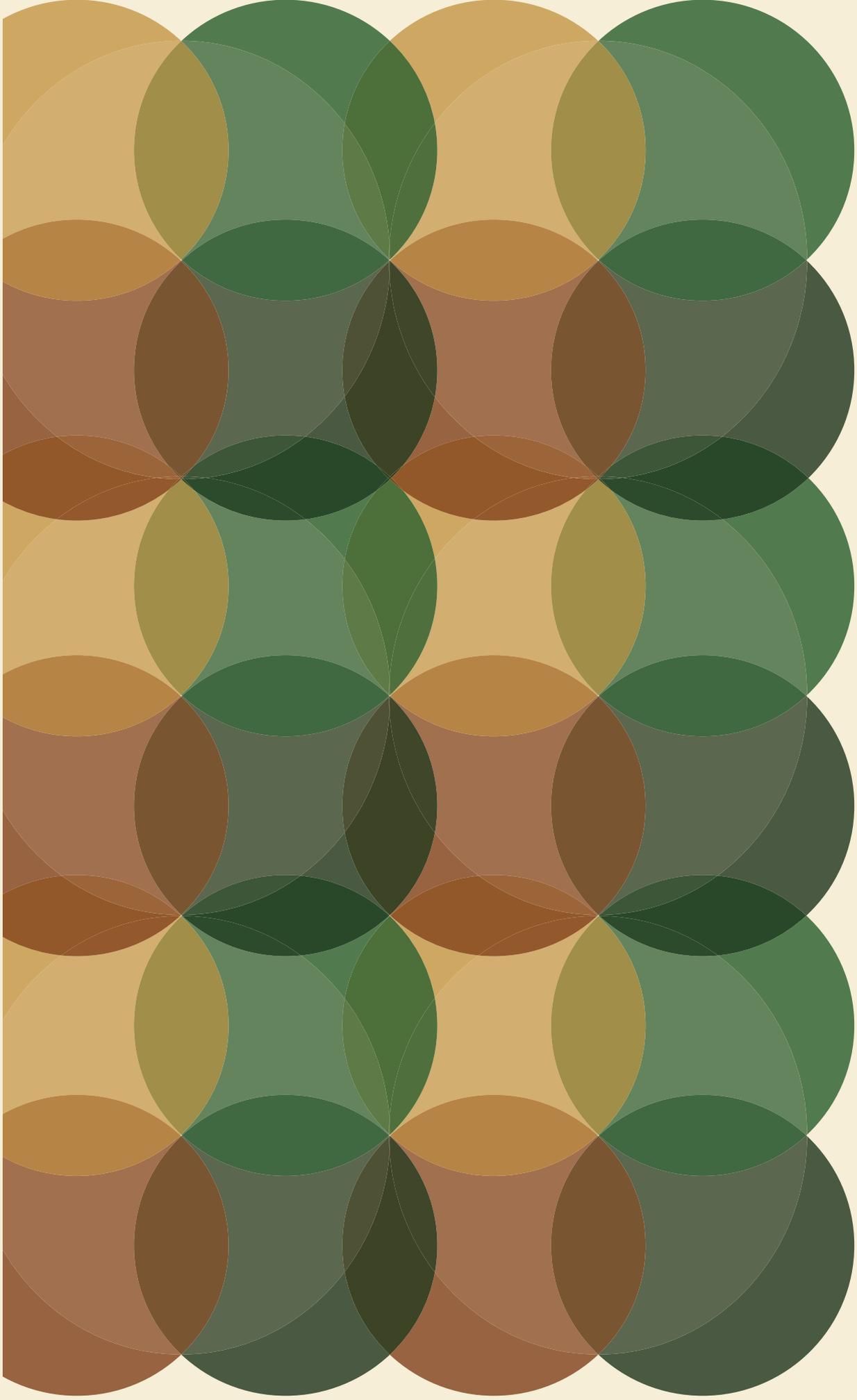


# COMMISSION FOR EMPLOYMENT EQUITY (CEE) FACT SHEET 21ST CEE ANNUAL REPORT



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## REPORTS RECEIVED

- A decrease of 492 (1.8%) in the number of reports received from 27127 in 2019 to 26635 in 2020 was recorded.
- 43.8% of reports received were from Gauteng, followed by 20.8 % from Western Cape and 14.8% from KwaZulu-Natal.
- 18.3% of the reports received were from Manufacturing, followed by 14.4% from Wholesale and retail trade; repair of motor vehicles and motorcycles, 14.3% from Agriculture, forestry & fishing and 9.4% from Construction.
- 25336 reports were received from the Private Sector covering 5108149 employees in 2020, which amounted to 95.1% of all the reports received.

## TOP MANAGEMENT

- 64.7% of the positions were occupied by the Whites; followed by 15.8% Africans; 10.6% Indians; 5.7% Coloureds & 3.1% Foreign Nationals.
- Males occupied 75.1% and Females 24.9% of the positions.
- 51.6% of the positions were occupied by White Males, followed by 13.1% White Females and 10.1% African Males.
- Persons with Disabilities constituted 1.6% at this level.
- Whites occupied 85.6% in Agriculture, 75.3% in Real Estates, followed by 74.6% Accommodation and food services.
- Africans occupied 60.8% of the positions in National Government and Whites occupied 67.8% of the positions in the Private Sector.
- 52.6% of all training and 48.1 % of recruitment consisted of Whites at this occupational level.

## SENIOR MANAGEMENT

- 52.5% of the positions were occupied by the Whites; followed by 24.7% Africans; 11.6% Indians; 8% Coloureds & 3.1% Foreign Nationals.
- Males occupied 64.3% and Females 35.7% of the positions.
- 34.7% of the positions were occupied by White Males, followed by 17.8% White Females & 15.1 % African Males.
- Persons with Disabilities constituted 1.3% at this level.
- Whites occupied 75.9% in Agriculture, forestry & fishing, followed by 68.3% in Real Estates at this occupational level.
- Africans occupied 76.4% of the positions in Provincial Government; 60.7% in State Own Enterprises and Whites occupied 57.3% of the positions in Educational Institutions.
- 39.3% of Training, 47.1% of recruitment and 41.7% of promotions accrued to Whites at this level.

## PROFESSIONALLY QUALIFIED

- 46.7 % of the positions were occupied by the Africans, followed by 32.1% Whites, 9.7% Coloureds, 9.1% Indians and 2.4% Foreign Nationals.
- Males occupied 52.3% and Females 47.7% of the positions.
- 24.% of the positions were occupied by African Females, followed by 22.7% African Males, 18.2 % White Males and 14% White Females.
- Persons with Disabilities constituted 1.3% of the positions at this level.
- Africans occupied 78.2% in Arts, entertainment and recreation, followed by 69% in Water supply, sewerage, waste management and 65.8% Public administration and defence.
- Africans occupied 70.4% of the positions in Non-Profit Organisations, followed 67.1% in National government and 63.5% in Local Government.
- 46. % of the Training opportunities, 44% recruitment and 51.4% of promotions consisted of Africans at this level.

## SKILLED TECHNICAL

- 63.7% of the positions were occupied by Africans, followed by 17.6% Whites, 11.6% Coloureds, 5.4% Indians and 1.7% Foreign Nationals at this level.
- Males occupied 51.2% and Females 48.8% of the positions.
- 32.3% of the positions were occupied by African Males, followed by 31.4% African Females, 9 % White Males and 8.6% White Females.
- Persons with Disabilities constituted 1.1% of the positions at the Skilled Technical level.
- Africans occupied 87.6% of positions in Arts, entertainment and recreation, followed by 78.1% in Administrative and support activities, 75.8% in Public administration and defence; compulsory social security and 75.4% in Water supply, sewerage, waste management and remediation activities at this level.
- Africans occupied 79.7% of the positions in the Non-Profit organisations, 75.9% in National Government and 75.4% in State Own Companies at this level.
- 71.1% of recruitment and 64.1% of promotions consisted of Africans at this level.

## SEMI-SKILLED

- 78.6% of the positions were occupied by Africans, followed by 11.8% Coloureds, 4.9% Whites, 2.5% Indians, 12% Coloureds and 2.2% Foreign Nationals at this level.
- Males occupied 55.3% and Females 44.7% at this level.
- 44.4% of the positions were occupied by African Males, followed by 31.4% African Females, 9.0 % White Males and 8.6% White Females at this level.
- Persons with Disabilities constituted 1.1% of all the positions at Semi-Skilled level.
- Africans occupied 89.8% in Administrative and support activities, followed by 86.2% in Arts, entertainment and recreation and 86.1% in Water supply, sewerage, waste management at this level.
- Africans occupied 87.7% of the positions in Provincial Government; followed by 87.2% in the Non-Profit organisations and 85.4% in State Owned Enterprises.
- 80.8% Africans all training and 75.7% of recruitment consisted of Africans at this level.

# UNSKILLED

- 83.7% of the positions were occupied by the African group, followed by 10.9 % Coloureds, 0.7%, Indians, 0.9% Whites and 3.7% Foreign Nationals.
- Males occupied 57% and Females 43% of the positions at this level.
- 47.4% of the position were occupied by African Males, followed by 36.3% African Females and 5.6 % Coloured Males at this level.
- Persons with Disabilities constituted 1.3% of the positions at the unskilled level.
- Africans occupied 92.2% in Arts entertainments and recreation, followed by 91.4% in Administrative and support activities and 90.1% Electricity, gas and steam at this level.
- Africans occupied 91.5% in State Owned Companies, followed by 91.3 in Provincial government, 90.4% in National Government and 86.9% in Non-Profit Organisations.
- 86.4% of training, 82.3% of recruited and 82.6% of promotions constituted Africans at this level.



**employment & labour**

Department:  
Employment and Labour  
REPUBLIC OF SOUTH AFRICA



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