Employment Equity

Demographic profile by race and gender of Economically Active Population

	Economically Active Population (EAP)			Employment Equity Reports (2002)		
Race	**Male**	**Female**	**Total**	**Male**	**Female**	**Total**
African	38.0%	34.0%	72.0%	40.0%	18.0%	58.0%
Coloured	6.0%	5.0%	11.0%	7.0%	7.0%	14.0%
Indian	2.0%	1.0%	3.0%	3.0%	2.0%	5.0%
White	8.0%	6.0%	14.0%	13.0%	10.0%	23.0%
Total	**54.0%**	**46.0%**	**100.0%**	**63.0%**	**37.0%**	**100.0%**

Table 2 Source: Employment Equity Report 2002-2003

In 2002, a total of 6990 reports covering 2 605 729 employees were received. The Employment Equity Commission's analysis of the reports revealed the following:

RACE

Limited improvement was observed in a number of employment activities with respect to race. For example, while Blacks (Africans, Coloureds, and Indians) constituted the majority of the total workforce covered in the Employment Equity reports, their representation in key positions in the workforce profile remained very low.

According to this report, the representation of Blacks in the workforce movement (recruitment, promotions, and terminations) was also disappointing. The only encouraging areas were in top management promotions where Blacks accounted for 56% and in terminations involving the first three management levels where they accounted for 17% of top management, 19% of senior management and 31% of professional and middle management

GENDER

The representation of females in the higher levels of the workforce profile and the workforce movement was relative high when compared to their 37% representation in the total workforce. However, according to the CEE, in real terms the improvement in females' equitable representation in all categories and at all levels of the workforce was rather insignificant. Females accounted for only:

- 26% of the legislators
- 14% of all top management positions
- 21%of all senior management positions

DISABILITY

According to the ECC, the data on disability remains unsatisfactory. Available data suggests that people with disabilities remain at about 1% of the total workforce. Key indicators on people with disabilities reveal that they accounted for approximately:

- 1% of all recruits
- 0.5% of all promotions
- 2.2% of all terminations

With recruitments being at 1% and terminations being at 2.2%, it remains unquestionable that the improvement is insignificant.

Social development indicators

HOUSING

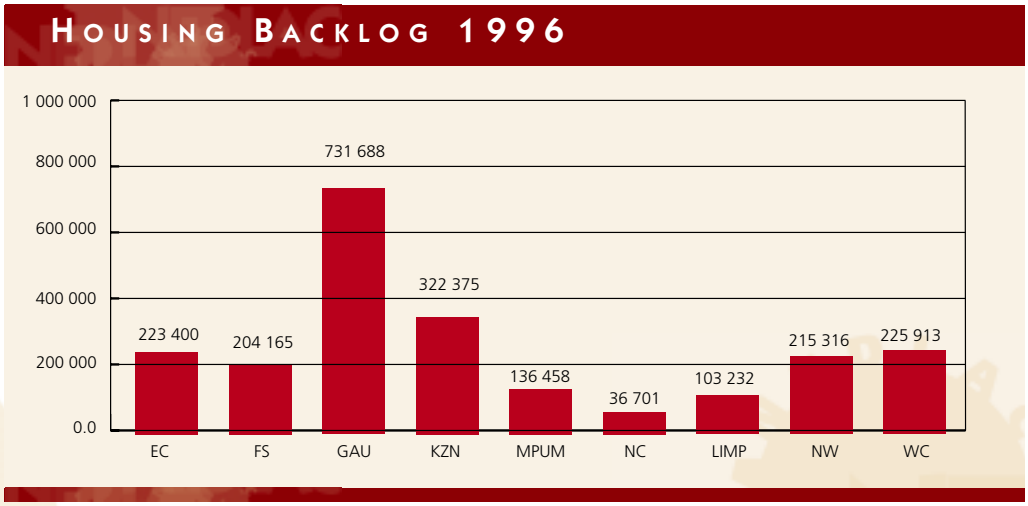

Figure 16

Source: Stats SA (census, 1996)

Houses completed or under construction: 1994 to December 2002

	1994-98	1998/99	1999/00	2000/01	2001/02	April to December 2002	Total
Eastern Cape	48 734	29 659	21 345	44 021	11 816	54 046	209 621
Free State	37 043	20 391	8 177	26 088	9 005	421	101 125
Gauteng	149 076	28 726	144 575	25 911	20 233	18 806	387 327
KwaZulu-Natal	96 021	53 105	28 997	28 547	14 379	12 231	233 280
Limpopo	26 851	22 899	12 401	20 996	16 667	500	100 314
Mpumalanga	30 757	16 838	4 808	16 457	14 584	21 575	105 019
Northern Cape	15 434	3 387	3 600	7 148	3588	97	33 254
North West	42 264	18 367	12 944	17 609	17 385	16 751	125 320
Western Cape	69 155	34 575	26 916	17 730	16 634	2 358	167 368
Total	515 335	227 947	263 763	204 507	124 291	126 785	1 462 628

Table 3

Source: National Department of Housing

According to the National Department of Housing, through the Housing Subsidy Scheme, Government has contributed towards providing just under 1.5million housing opportunities. In 2001/02 delivery was substantially slower than the target of 200 000 per year, and unless delivery accelerated in the first months of 2003, the target would be missed again in 2002/03 with 126 785 houses built or under construction by December 2002.

Of the total houses built over the period, 26.5% were in Gauteng, 15.9% in KwaZulu Natal, 14.3% in the Eastern Cape and 11.4% in the Western Cape. The other five provinces collectively built 31.8% of the total.

HEALTH

Burden of disease – selected epidemiological indicators

Infectious diseases	1998	1999	2000	2001
HIV prevalence antenatal %	22,8%	22,4%	24,5%	24,8%
Syphilis prevalence antenatal %	10,8%	7,3%	4,9%	2,8%
Terminations of pregnancy	39 912	44 238	52 172	53 967
TB - cases	90 747	59 896	89 497	108 826
Malaria - cases	26 445	51 535	61 934	26 506
Cholera – cases per 100 000			24	221
Diarrhoea incidence <5 per 1000	286,4	144,8	165,0	133,0
Measles - cases	1148	694	646	

Table 4: Source: 2003 Intergovernmental Fiscal Review

HIV prevalence is high, but leveling off, whilst syphilis and other sexually transmitted disease incidence has declined. TB cases associated with HIV/Aids continue to rise. After a malaria epidemic in affected regions which peaked in 2000, the incidence of malaria declined sharply in 2001, partly associated with improved control measures. The cholera outbreak in 2001 showed that despite substantial progress in water supply, there are still significant under-served areas, particularly with regards to sanitation. Measles cases have declined dramatically, suggesting improved primary health care services for children.

Statistics of mortality – causes of death

A report released by Statistics South Africa on the causes of death from 1997-2001 found that the five underlying leading causes of death among South Africans are HIV, TB and influenza/pneumonia, unnatural causes (injuries, motor accidents, suicide and drowning) and ill-defined causes.

FOOD SECURITY

More than a third of South Africa's population of about 44 million had limited or no access to sufficient, safe and nutritious food in 2000, according to the Stats SA report "Measuring Poverty in South Africa 2000."

The provincial breakdown of the proportion of people who are "food insecure" is as follows:

Proportion of food insecurity per province	
Eastern Cape	48%
Free State	48%
Gauteng	12%
KwaZulu-Natal	26%
Limpopo	38%
Mpumalanga	25%
Northern Cape	35%
North West	37%
Western Cape	12%

Table 5 Source: Statistics South Africa 2000

ACCESS TO BASIC SERVICES

Access to basic services		
Proportion of Households	1995	2000
Living in formal housing	66%	73%
With access to clean water	79%	83%
Using electricity for lighting	64%	72%
Telephone in house or cell-phone	29%	35%
Access to flush or chemical toilets	57%	57%

Table 6 Source: Statistics South Africa 2002

Statistics South Africa's five-yearly income and expenditure survey (IES) found that access to basic services had improved between 1995 and 2000. Families living in formal dwellings increased from about 66% in 1995 to 73% in 2000. Whilst access to electricity for lighting increased, the use of electricity for cooking remained constant, while the%age of households using paraffin for cooking increased (not shown). This was attributed to the cost of electricity and appliances. Electricity used for heating dropped, while the use of paraffin and other heat sources such as coal and dung increased.

HOUSEHOLD INCOME

The average income of South African households effectively declined between 1995 and 2000, according to the Income and Expenditure Survey. The average household income for the country as a whole came to R37 000 in October 1995. Adjusted for inflation at 2000 prices, this becomes R51 000, but the actual average income of households in 2000 was R45 000, which represents a decline.

African headed households had an annual income of R32 000 in October 1995 in terms of 2000 market prices. This compared to an actual income of R26 000 in 2000.

The poorest 10% of households received 0.5% of all household income, both in 1995 and 2000, whilst the share of the poorest 20% declined from 1.9% to 1.6%. At least half of the expenditure of households at the bottom of the income ladder went to food, compared to seven% of those at the top.

Average Household Incomes – 1995 and 2000

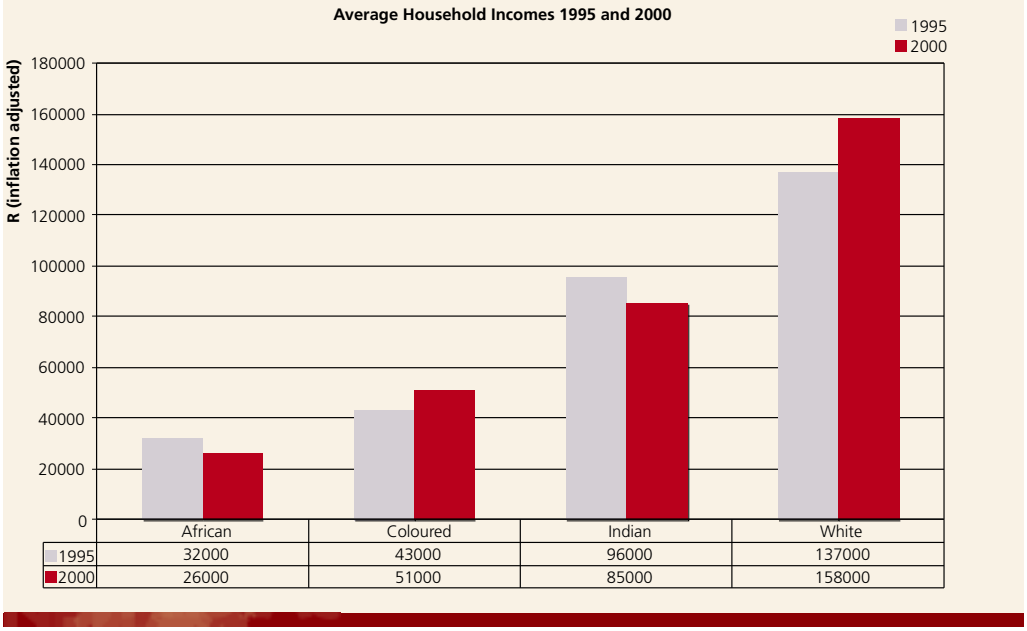

Figure 17

Source: Statistics South Africa 2002

EDUCATION

Expenditure per learner, learner-to-educator ratios and matric endorsements

	1999/00 Actual	2000/01 Actual	2001/02 Actual	2002/03 Estimated actual	L:E Ratios 2002	Endorsement as a % of senior cert passes 2002
Eastern Cape	2 846	3 362	3 866	4 466	31	8,1%
Free State	3 570	3 910	4 433	5 155	29	18,8%
Gauteng	4 021	4 384	4 655	5 077	31	21,7%
KwaZulu-Natal	2 633	3 069	3 432	3 762	36	18,1%
Limpopo	3 211	3 452	3 674	4 015	32	17,5%
Mpumalanga	3 019	3 287	3 685	4 321	34	10,8%
Northern Cape	4 438	4 858	5 139	5 805	30	18,3%
North West	3 602	4 065	4 447	4 727	28	14,5%
Western Cape	3 987	4 391	4 721	5 081	32	26,5%
Average	3 234	3 631	3 995	4 437	32	16,9%

Table 7

Source: Learner numbers, EMIS, National Department of Education and Expenditure data, National Treasury database, in the 2003 Intergovernmental Fiscal Review

Growth in education expenditure over the past three years has resulted in a substantial increase in per learner expenditure. It is important to note, when comparing provinces, that they have different needs. Some spend more on greater administration or head office expenditure. Some spend more on transportation and hostel accommodation. The average cost of providing education also varies across provinces, depending on infrastructure, and the availability of highly qualified educators.

In terms of learner-to-educator ratios, most provinces have been successful in bringing these down from the 40:1 ratios seen in some provinces in 1996.

Matric endorsements, which refer to university entrance level passes, give an indication of the quality of the pass rate. Whilst 68.9% of learners that wrote senior certificate in 2002 passed, only 16,9% of these gained matric endorsement.

It is interesting to note that KwaZulu-Natal has consistently produced a high level of endorsements, despite an adverse learner-to-educator ratio and a low per capita expenditure.

SKILLS DEVELOPMENT

Employer Participation in skills levy/grant scheme by employment size

0-49			50-149			150+		
Employers paying levy	Employers claiming WSP grants	% of those claiming against those paying	Employers paying levy	Employers claiming WSP grants	% of those claiming against those paying	Employers paying levy	Employers claiming WSP grants	% of those claiming against those paying
129 770	8 501	6.55	5 105	1 807	35.4	2 712	1 452	53.54

Source: Statistics South Africa 2002

Learnerships

According to the Department of Labour's 2002/03 annual report, a minimum of 80,000 people under the age of 30 have entered learnerships. At the time of the report, learners in learnerships were in excess of 38 000. Approximately 20% of theselearners were new entrants (7 781).

WELFARE GRANTS

In March 2003, just more than 5.6million individuals, or roughly 12% of South Africans received social grants (see table 8 below). This has increased from 2.5million beneficiaries in 1997. The most widely distributed grant is the Child Support Grant, with 2.5million children under the age of seven receiving the grant. Two million elderly women and men (over the age of 60 and 65 respectively) receive the Old Age Grant. Nearly 900,000 people receive the Disability Grant.

It is estimated that a further 1million children below the age of 7 are entitled to grants, but have not registered. The policy of introducing the child care grant up to age 14 will be phased in over a number of years, but will bring a significant number of new recipients into the net.

GRANT BENEFICIARIES

Grant Type	Number of beneficiaries in March 2003	Average annual Growth over 1998-2003	Rand value of grants April 2003
Old Age	2 000 041	3,3%	700
War Veterans	4 629	-15,1%	718
Disability	897 050	6,3%	700
Grant in Aid	12 279	6,0%	150
Foster Care	133 309	25,1%	500
Care Dependency	56 150	47,0%	700
Child Support Grant	2 513 693	192,2%	160
TOTAL	5 617 151	18,2%	

Table 8

Source: 2003 Intergovernmental Fiscal Review