



PLEASE READ THIS FIRST	SECTION A: EMPLOYER DETAILS & INSTRUCTIONS		
<p style="text-align: center;">↓</p> <p>PURPOSE OF THIS FORM</p> <p>This form enables employers to comply with Section 21 of the Employment Equity Act 55 of 1998, as amended.</p> <p>This form contains the format for employment equity reporting by <u>designated</u> employers to the Department of Labour.</p> <p>WHO COMPLETES THIS FORM?</p> <p>All <u>designated</u> employers must complete and submit this form.</p> <p>HOW AND WHEN SHOULD DESIGNATED EMPLOYERS REPORT?</p> <p>A designated employer must submit a report to the Director-General in terms of section 21 of the Act annually –</p> <ul style="list-style-type: none"> • Electronically by using the online reporting system available on the Department website, www.labour.gov.za, from 1 September until 15 January of the following year; or • by hand delivery of a completed EEA2 form to any office or labour centre of the Department of Labour for assistance to immediately capture the report into the system. <p>Online reporting: www.labour.gov.za Helpline: 0860101018</p> <p>NO FAXED OR E-MAILED REPORTS WILL BE ACCEPTED</p>	Trade name		
	DTI registration name		
	DTI registration number		
	PAYE/SARS number		
	UIF reference number		
	EE reference number		
	Seta classification		
	Industry/Sector		
	Telephone number		
	Postal address		
	Postal code		
	City/Town		
	Province		
	Physical address		
	Postal code		
	City/Town		
	Province		
	Details of CEO/Accounting Officer at the time of submitting this report		
	Name and surname		
	Telephone number		
Fax number			
Email address			
Details of Employment Equity Senior Manager at the time of submitting this report			
Name and Surname			
Telephone number			
Fax number			
Email address			
Business type			
<input type="checkbox"/> Private Sector	<input type="checkbox"/> State-Owned Enterprise		
<input type="checkbox"/> National Government	<input type="checkbox"/> Provincial Government		
<input type="checkbox"/> Local Government	<input type="checkbox"/> Educational Institution		
<input type="checkbox"/> Non-profit Organisation			
Information about the organisation at the time of submitting this report			
Number of employees in the organisation	<input type="checkbox"/> 0 to 49 <input type="checkbox"/> 50 to 149 <input type="checkbox"/> 150 or more		
Is your organisation an organ of State?	<input type="checkbox"/> Yes <input type="checkbox"/> No		
Is your organisation part of a group / holding company?	<input type="checkbox"/> Yes <input type="checkbox"/> No		
If yes, please provide the name	_____		
Year for which this report is submitted	_____		



Please indicate below the preceding twelve month period the report covers (except for first time reporting where the period may be shorter):

From (date): ____/____/____ to (date): ____/____/____
DD / MM / YYYY DD / MM / YYYY

Please indicate below the duration of your current Employment Equity Plan:

From (date): ____/____/____ to (date): ____/____/____
DD / MM / YYYY DD / MM / YYYY

PLEASE READ THIS FIRST

- a. The report should cover a twelve-month period, except for first time reporting where this may not be possible and the months covered should be consistent from year to year for the duration of the plan.
- b. A designated employer must submit a report to the Director-General in terms of section 21 of the Act annually –
 - I. Electronically by using the online reporting system available on the Department website, www.labour.gov.za, from 1 September until 15 January of the following year; or
 - II. by hand delivery of a completed EEA2 form to any office or labour centre of the Department of Labour for assistance to immediately capture the report into the system.
- c. An employer who becomes designated on or after the first working day of April, but before the first working day of October is only required to submit its first report on the first working day of October of the following year.
- d. “Designated groups” mean Black people (i.e. Africans, Coloureds and Indians), women and people with disabilities who are citizens of the Republic of South Africa by birth or descent; or became citizens of the Republic of South Africa by naturalisation (i) before 27 April 1994 or (ii) after 26 April 1994 and who would have been entitled to acquire citizenship by naturalisation prior to that date but who were precluded by apartheid policies.
- e. The alphabets “A”, “C”, “I”, “W”, “M” and “F” used in the tables have the following corresponding meanings and must be interpreted as “Africans”, “Coloureds”, “Indians”, “Whites”, “Males” and “Females” respectively.
- f. “Temporary employees” are those employees employed for less than three months.
- g. Guidelines on occupational levels are provided in the EEA9 Annexure of these regulations.
- h. **Numerical goals** must include the entire workforce profile, and **NOT** the difference between the current workforce profile and the projected workforce profile the employer seeks to achieve at the end of its Employment Equity Plan (EE Plan).
- i. **Numerical targets** must include the entire workforce profile, and **NOT** the difference between the current workforce profile and the projected workforce profile the employer seeks to achieve by the next reporting period.
- j. All areas of the form must be fully and accurately completed and submitted by employers. Designated employers who fail to observe this provision will be deemed not to have reported.
- k. Employers must **not** leave blank spaces, use ‘not applicable’ (NA) or a ‘dash’ (-) when referring to the value “0” (Zero) or the word “No”.

SECTION B: WORKFORCE PROFILE**1. WORKFORCE PROFILE**

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 and W=Whites

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management											
Senior management											
Professionally qualified and experienced specialists and mid-management											
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents											
Semi-skilled and discretionary decision making											
Unskilled and defined decision making											
TOTAL PERMANENT											
Temporary employees											
GRAND TOTAL											

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 and W=Whites

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management											
Senior management											
Professionally qualified and experienced specialists and mid-management											
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents											
Semi-skilled and discretionary decision making											
Unskilled and defined decision making											
TOTAL PERMANENT											
Temporary employees											
GRAND TOTAL											



SECTION C: WORKFORCE MOVEMENT

2. Recruitment

- 2.1. Please report the total number of new recruits, including persons with disabilities. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management											
Senior management											
Professionally qualified and experienced specialists and mid-management											
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents											
Semi-skilled and discretionary decision making											
Unskilled and defined decision making											
TOTAL PERMANENT											
Temporary employees											
GRAND TOTAL											

3. Promotion

- 3.1. Please report the total number of promotions into each occupational level, including persons with disabilities. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management											
Senior management											
Professionally qualified and experienced specialists and mid-management											
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents											
Semi-skilled and discretionary decision making											
Unskilled and defined decision making											
TOTAL PERMANENT											
Temporary employees											
GRAND TOTAL											

4. Termination

4.1. Please report the total number of terminations in each occupational level, **including persons with disabilities**. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management											
Senior management											
Professionally qualified and experienced specialists and mid-management											
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents											
Semi-skilled and discretionary decision making											
Unskilled and defined decision making											
TOTAL PERMANENT											
Temporary employees											
GRAND TOTAL											

**SECTION D: SKILLS DEVELOPMENT****5. Skills Development**

- 5.1. Please report the total number of people **including persons with disabilities**, who received training **ONLY** for the purpose of achieving the numerical goals, and not the number of training courses attended by individuals. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Total
	A	C	I	W	A	C	I	W	
Top management									
Senior management									
Professionally qualified and experienced specialists and mid-management									
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents									
Semi-skilled and discretionary decision making									
Unskilled and defined decision making									
TOTAL PERMANENT									
Temporary employees									
GRAND TOTAL									



SECTION E: NUMERICAL GOALS & TARGETS

6. Numerical goals

6.1. Please indicate the numerical goals as contained in the EE Plan (i.e. the entire workforce profile **including persons with disabilities**) you project to achieve at the end of your current Employment Equity Plan.

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management											
Senior management											
Professionally qualified and experienced specialists and mid-management											
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents											
Semi-skilled and discretionary decision making											
Unskilled and defined decision making											
TOTAL PERMANENT											
Temporary employees											
GRAND TOTAL											

7. Numerical targets

Please indicate the numerical targets as contained in the EE Plan (i.e. the entire workforce profile **including persons with disabilities**) you project to achieve at the end of the next reporting cycle.

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management											
Senior management											
Professionally qualified and experienced specialists and mid-management											
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents											
Semi-skilled and discretionary decision making											
Unskilled and defined decision making											
TOTAL PERMANENT											
Temporary employees											
GRAND TOTAL											



SECTION F: MONITORING & EVALUATION

8. Consultation

8.1. Please indicate below the stakeholders that were involved in the consultation process when developing and implementing your Employment Equity Plan and the preparation of this Employment Equity Report.

Consultation	Yes	No
Consultative body or employment equity forum		
Registered trade union(s)		
Employees		

9. Barriers and affirmative action measures

9.1. Please indicate which categories of employment policy or practice barriers to employment equity were identified. If your answer is 'Yes' to barriers in any of the categories, please indicate whether or not there are affirmative action measures developed and the time-frames to overcome them.

Categories	BARRIERS		AA ACTION MEASURES		TIME-FRAME TO IMPLEMENT AA MEASURES	
	YES	NO	YES	NO	START DATE	END DATE
Recruitment procedures						
Advertising positions						
Selection criteria						
Appointments						
Job classification and grading						
Remuneration and benefits						
Terms & conditions of employment						
Job assignments						
Work environment and facilities						
Training and development						
Performance and evaluation						
Promotions						
Transfers						
Succession & experience planning						
Disciplinary measures						
Dismissals						
Retention of designated groups						
Corporate culture						
Reasonable accommodation						
HIV&AIDS prevention and wellness programmes						
Assigned senior manager(s) to manage EE implementation						
Budget allocation in support of employment equity goals						
Time off for employment equity consultative committee to meet						



10. Monitoring and evaluation of implementation

10.1. How regularly do you monitor progress on the implementation of the Employment Equity Plan? Please choose one.

Monthly	Quarterly
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10.2. Did you achieve the annual objectives as set out in your Employment Equity Plan for this period?

Yes	No	Please explain

SECTION G: Signature of the Chief Executive Officer/Accounting Officer

Chief Executive Officer/Accounting Officer

I ----- (full Name) CEO/Accounting Officer of -----

hereby declare that I have read, approved and authorized this report.

Signed on this -----day of -----(month) year-----

At (place): -----

Chief Executive Officer/Accounting Officer