

Section 4: Employment Equity

JPC has a total staff complement of 557 employees, and the employment equity demographics indicate that the company has as a majority male employees within junior management, skilled technical and semi-skilled occupational levels. Male employees represent 61% of the total staff complement.

The employment equity gaps in JPC relate to gender representation within all occupational levels and under-representation with respect to demographics within the non-designated group. The gaps are as a result of the nature of work within JPC deemed to be work performed traditionally by male employees.

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	M	F	
Top Management	1	0	1	1	0	1	0	0	0	0	4
Senior Management	1	0	0	0	1	0	2	0	0	0	4
Professionally Qualified and Mid-Management	19	1	5	5	23	1	2	5	0	0	61
Junior Management, Superintendents and Skilled Technical	105	2	4	10	54	8	2	4	1	1	191
Semi-Skilled/ Administration	110	12	3	2	33	6	0	0	0	0	166
Unskilled and Defined Decision Making	52	4	0	1	56	15	0	0	0	0	128
Total Permanent Staff	288	19	13	19	167	31	6	9	1	1	554
Temporary Employees	0	0	0	0	2	1	0	0	0	0	3
Total	288	19	13	19	169	32	6	9	1	1	557

Legend: A = African, C = Coloured, I = Indian, W = White

JPC is committed to employment equity and views it as a strategic objective and focus for next year, which marks the third year of the five-year Employment Equity (EE) Plan. Moving forward, the business agenda will focus on closing the targeted gaps, as outlined in the plan, and implementing diversity programmes.