

Employment Equity Gap Analyses and Targets 2017: Representation by Race/Gender and Occupational Levels

The analysis below displays the overall representation in respect of race, gender and occupational levels. Analyses like these will assist the organisation to make informed decisions on talent management processes. The objective is to transform JPC into a diverse and equitable workplace against the set targets outlined in the EE Plan.

Occupational Level	Males				Females			
	A	C	I	W	A	C	I	W
Actual %	25%	0%	25%	25%	13%	13%	25%	0%
Target %	38%	2%	1%	9%	38%	2%	1%	9%
Gap %	-13%	-2%	24%	16%	-26%	11%	24%	-9%

The analysis in the table above shows that Africans are under-presented and Indians are over-presented. There is no representation of coloured male and white females at top management level.

EE Gap Analyses and Targets: Professionally Qualified, Experienced Specialists and Mid-Management

Occupational Level	Males				Females			
	A	C	I	W	A	C	I	W
Actual %	31%	2%	8%	8%	38%	2%	3%	8%
Target %	38%	2%	1%	9%	38%	2%	1%	9%
Gap %	-7%	0%	7%	-1%	0%	0%	2%	-1%

The analysis in the table above shows that African males, white males and females are under-represented. Preference will be given to under-representative groups when appointments are made to fill the gaps.



Alex Mall Opening Day. Photo Credit: Richard De Gouveia